

Contribute

oberalp
GROUP

Report 2025

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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#CONTRIBUTE THROUGH CONSCIOUS ACTION

Ruth Oberrauch
President Oberalp Group



Sustainability is not static - it is a dynamic concept shaped by the choices we make every day. As a family-owned business, we think in generations. Standing still is not an option if we want to shape a better tomorrow for our children and grandchildren.

At Oberalp, we believe that the contribution of each and every one of us is essential to being part of the change. As a company, we take this responsibility seriously. It's about how we care and how we consciously act to reduce our impact – both as a business and as individuals.

This is more vital than ever, as we face pressing challenges like climate change that will define our collective future. That's why we are committed to measuring, analysing, and reducing our emissions and overall impact, and are embracing our journey towards Net Zero.
Discover how we #contribute.

A handwritten signature of Ruth Oberrauch in black ink.

#CONTRIBUTE THROUGH INTEGRITY ON THE ROAD TO NET ZERO

Christoph Engl
Oberalp Group CEO

The transition to a more sustainable future is one of the defining challenges of our time. Businesses have an important role to play, not because they have all the answers, but because their decisions influence people, communities, and the environment every day.

Over the past year, we have continued to deepen our understanding of where our impacts are greatest and where our actions can be most effective. This process has reinforced an important lesson: progress is rarely linear. Some initiatives advance more quickly than expected, while others reveal challenges that require us to adapt, learn, and sometimes reconsider our approach.

This experience continues to shape our pathway toward our Net Zero objective for 2050.

Christoph Engl



2025: WHERE OUR GROUP GREW

Salewa Anniversary

We celebrated our brand's 90th birthday

Establishment of the B.U. Climbing Gyms

We opened Salewa Cube climbing gyms in Varese and Bolzano WaltherPark

Our People

We are a Group of 1144 employees

Chief Operations Officer

We welcomed a new role

2025: WHERE OUR STRATEGY TOOK ROOTS

Net Zero

SBTi Commitment: on the road to target validation

Circularity

Circular Design in Product Development
LaMunt mono-material Design Approach

Policies & Processes

Environmental Policy implemented

Data, Tools & Systems

Digitization of product data across divisions initiated

Factories Best in Class

Formalisation of HRDD in factory onboarding process

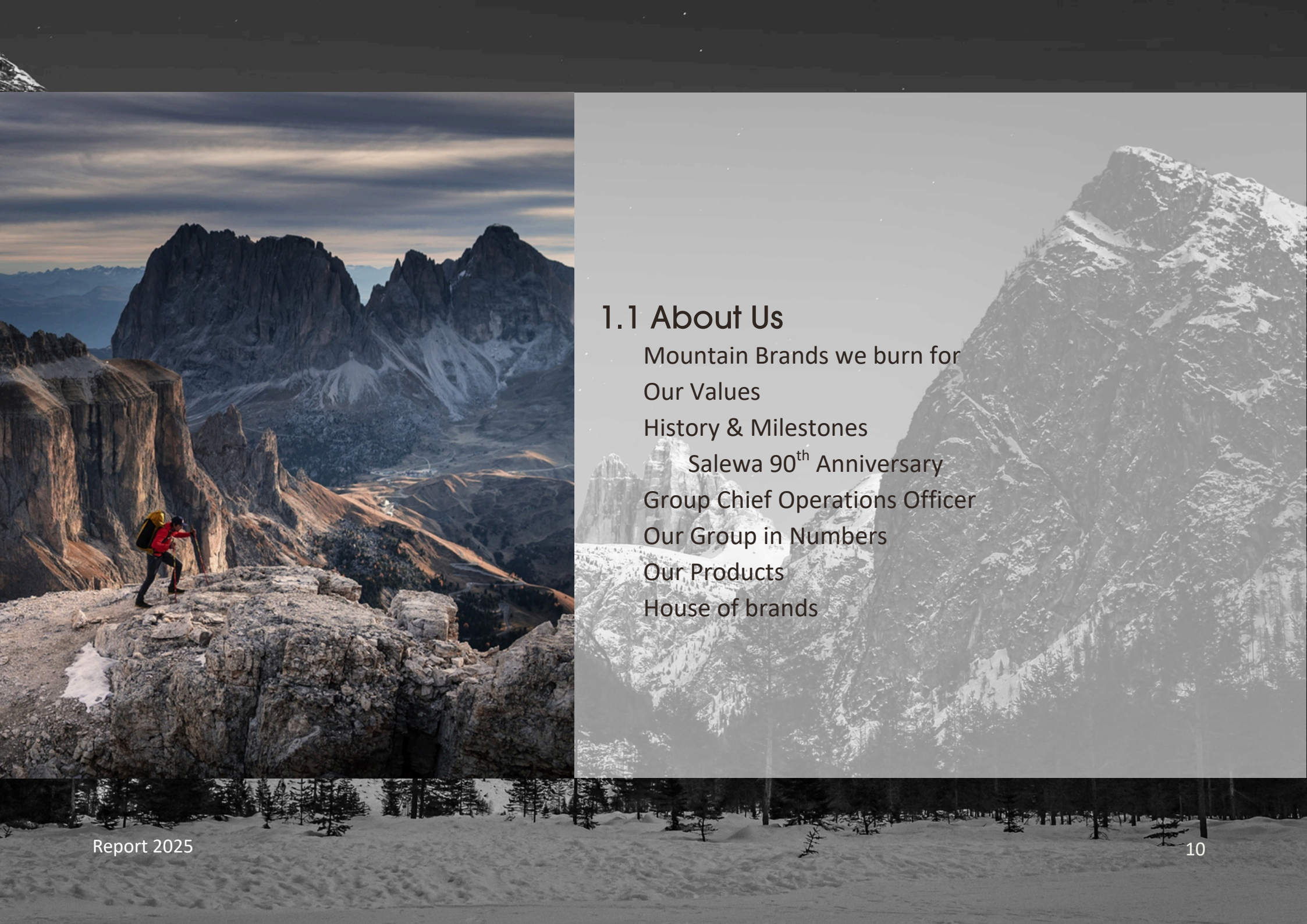
01. WHO WE ARE

We are a house of brands and a management-led family business with a passion for mountains and sports. The Oberalp Group sits in the heart of the Dolomites in Italy.

We are the brands Salewa, Dynafit, Wild Country, evolv, Pomoca, and LaMunt.

All our own brands concentrate on the mountain theme. Every product offered is designed and manufactured for the mountain experience.

Our house of brands supports nine leading sports brands through our distribution business.



1.1 About Us

Mountain Brands we burn for
Our Values

History & Milestones

Salewa 90th Anniversary

Group Chief Operations Officer

Our Group in Numbers

Our Products

House of brands

MOUNTAIN BRANDS



Salewa is passionate about mountain sports – ambitious alpinism and the mountain experience.



Dynafit is made by athletes for athletes. Speed is our DNA, and we are driven by our obsession to equip mountain endurance athletes with the most efficient system possible.



Wild Country offers customers the greatest possible freedom in their vertical activities with its technical climbing products.

Pure Mountain

#SPEEDUP

making friends since 1977

WE BURN FOR



LaMunt is a reinterpretation of the mountain code for women and specifically addresses the female needs in mountain sports.



Pomoca is a Swiss manufacturer of ski touring skins and the oldest skin manufacturer and leader in the field of ski touring.



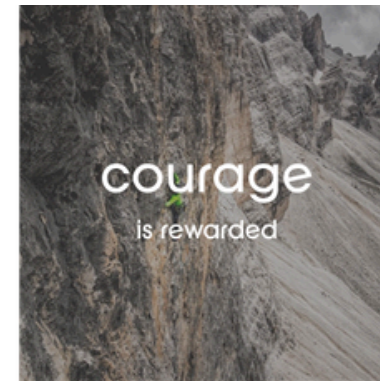
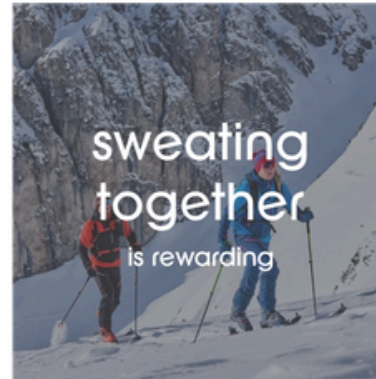
Evolv creates climbing products that embody the relentless progression of the modern climbing culture, unencumbered by tradition.

mountain me-time

always forward

creative climbing projects

OUR 5 COMPANY VALUES



[discover more
on Oberalp.com](https://www.oberalp.com)

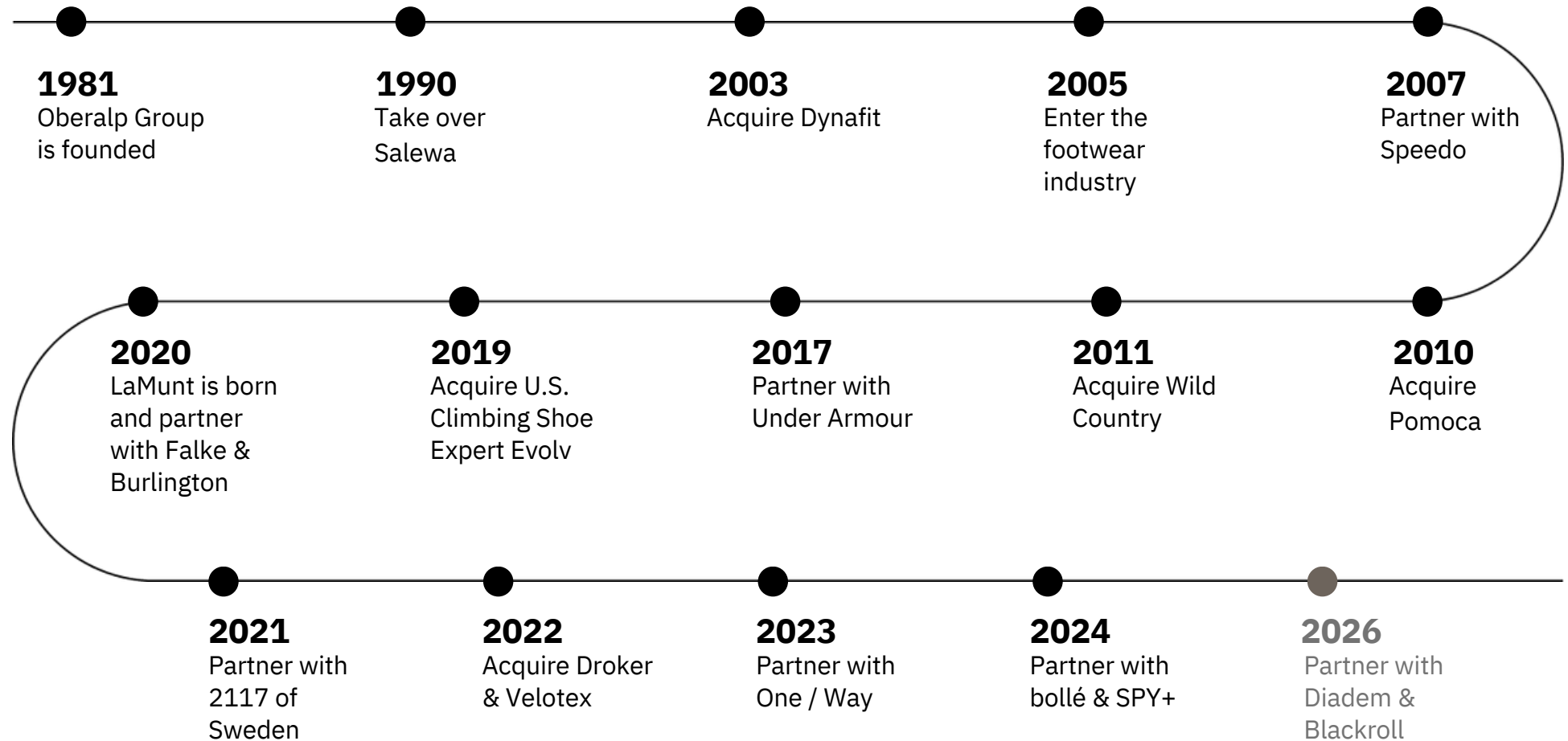
HISTORY & MILESTONES

The Oberalp Group, with its headquarters in Bolzano, Italy, has been a family-owned company for six generations.

In 2025, we counted 1144 employees around the world, who wanted to inspire and encourage people by and for mountains.



HISTORY & MILESTONES



“PASSION IS EVERYTHING”

Following the words of the late founder Hermann Huber, Salewa recently marked 90 years of mountain heritage. Founded in Munich in 1935, Salewa has grown from a small leather goods cooperative into a global reference point for mountain equipment and apparel. Acquired by Heiner Oberrauch and the Oberalp Group in 1990 and relocated to Bolzano, Italy, the brand has spent nine decades developing products engineered for the mountains, built to last.



Oberalp Founder and Executive Board Member Heiner Oberrauch and President Ruth Oberrauch

“The passion for thoughtful, adventurous mountaineering has driven Salewa for 90 years,” said Oberalp President Ruth Oberrauch during a celebration in front of partners, long-lasting friends of the brand, and the family.

The anniversary also looks ahead: Salewa presented the “Road to 100” manifesto, introduced by two young athletes from the Salewa People Team.

The celebration showed what Salewa is all about: staying flexible, finding new paths, and embracing challenges as opportunities - proving that mountaineering is not just a sport, but a way of life.

In May 2025, a new chapter began for Salewa, with Nol Gerritse starting as Brand Director.

SALEWA 90 YEAR ANNIVERSARY

Heiner Oberrauch, founder of the Oberalp Group and former President, reflects on the beginnings, what has changed - and what hasn't.

1935

SALEWA: WHAT'S IN THE NAME?

SA(ttler) 🐾

Where it all began -
saddlers, hands on leather,
craft in our DNA

LE(der) 🛠️

Tough, timeless, and
oh-so-stylish- our
signature material

WA(ren) 📦

Goods, gear, and every-
thing we've made with
passion since day one

**Crazy to think! We started in Munich as
saddlers and leather goods makers!**

When you acquired Salewa in 1990, what was your ambition for the brand?

Heiner: My first intention was simply to be part of the business. When Salewa was put up for sale, I offered to organise a sample collection at no cost and, in return, took over management of the clothing licence for Italy. Within five years, apparel turnover had overtaken equipment. By 1990, we acquired the company outright.

I didn't have a vision of becoming a global leader. I set goals three to five years at a time. What mattered was making good products, building a good team, and advancing shared values.

What hasn't changed in 90 years?

Heiner: There is a simple answer: the mountain itself. People will always need peace and nature. In the mountains, you find community, friendship, and trust. You face challenges and overcome difficult situations.

You feel closer to the sky - and many things that seem big in daily life become small. That is something no amount of digitalisation will change.



A CONVERSATION WITH THE BRAND

With Nol Gerritse joining as Brand Director, Salewa enters a new chapter.

What does Salewa represent today, and where is it headed?

Nol: I grew up in small-town surroundings but spent my career in major cities - Amsterdam, Portland, Vancouver, Madrid -, and our move with my family to Bolzano and the Dolomites was truly wonderful.

I see Salewa as a natural meeting point between two worlds: outdoor performance and style. The brand's mission is to create the most advanced and aesthetic equipment for mountain enthusiasts.

There are 90 years of history behind us - and that's also what makes it beautiful. Salewa is a place where tradition and innovation meet.



On product strategy and sustainability, Nol aligns with Manuele Cola, Salewa's Product Director. Consumer demand for sustainable products is real, but behaviour at the point of purchase doesn't always follow.

What do you mean by that and what comes next?

Manuele: As a leader, Salewa acts beyond simple consumer behaviour. Before the market asks, there's just the will to do the right thing. The NXT collection of spring/summer 2025 points into the given direction: versatile, multifunctional, disruptive. Built around the two global trends Salewa is betting on: speed hiking and approach climbing.

It's a concept we believe is worth investing in. Today's mountain people don't chase a single performance goal - they combine disciplines and enjoy the experience.



Interviews adapted for the report

Thank you, Oberalp President, former and current, Heiner and Ruth;
and for Salewa Nol, Brand Manager and Manuele, Product Director

CHIEF OPERATING OFFICER

The Oberalp Executive Board strengthens the management team with the C-level position of COO (Chief Operating Officer).

This gives the areas of production, division, logistics, demand planning, and purchasing a combined responsibility.

Christian Mannke is an experienced manager who has already led in these areas for many years in a company of a similar size to ours, but in a different industry.

On November 1st, Christian joined the Oberalp Group as Group COO, based at our Dynafit headquarters in Kiefersfelden. At the same time, he was appointed Managing Director of Oberalp Deutschland GmbH, co-chairing this position with Sebastian Schaller.

Christian's responsibilities as Group COO will take him frequently to all of our company's other headquarters, as well as to our production sites. All division directors, all those responsible for purchasing and supply chain management, demand planning, and logistics, report to him.



OUR GROUP IN NUMBERS

6

Own Brands

23

Production Countries

3.500

Dealers increase our reach

38

Nationalities

11

Partner Distribution Brands

4

Product Divisions

1144

Employees

178

Retail Stores worldwide

8

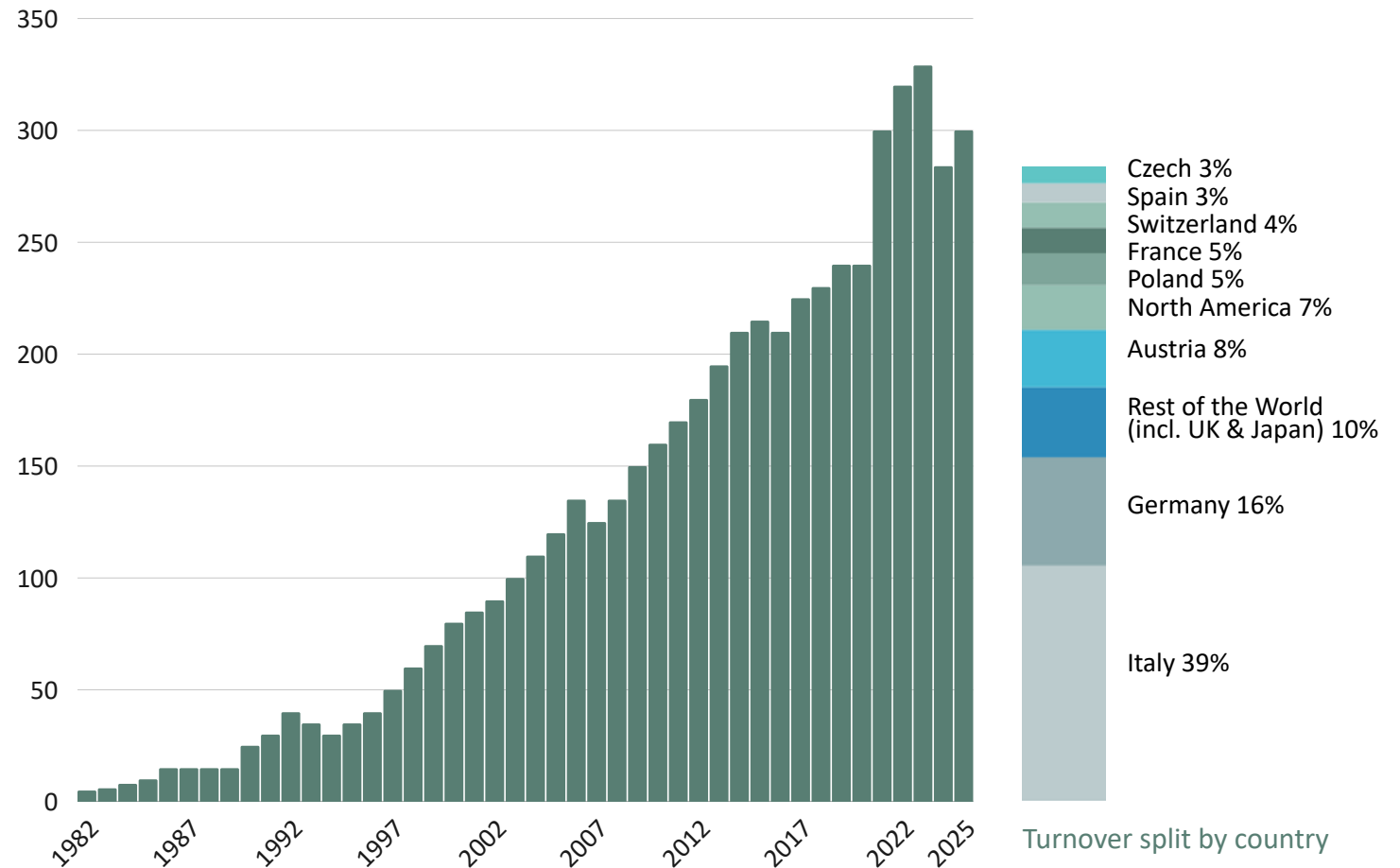
Product Groups

COMPANY GROWTH

We believe economic, social and environmental sustainability go hand in hand.

And this means, thinking and acting long-term. Excessively rapid growth and tactical action for short-term flare-ups are not the right components for our company's success.

In 2025, our turnover was €300 million.





Our product divisions...

- Footwear & Technical Equipment
- Apparel
- Skins
- Bindings

... develop and propose the seasonal product matrix following the brand's briefing.

They are the competence centers for product development, innovation, and industrialization, and they work alongside our mountain sports brands.

HOUSE OF BRANDS

Leveraging our expertise, **we support leading sports brands through our distribution business.**

With years of experience in communications, sales, and brand building, we have earned a reputation as a trusted long-term partner in the industry.

While our core strength lies in the Italian market, we have expanded our reach across Europe, collaborating with eleven premium sports brands to drive their success.

[discover more
on Oberalp.com](https://Oberalp.com)

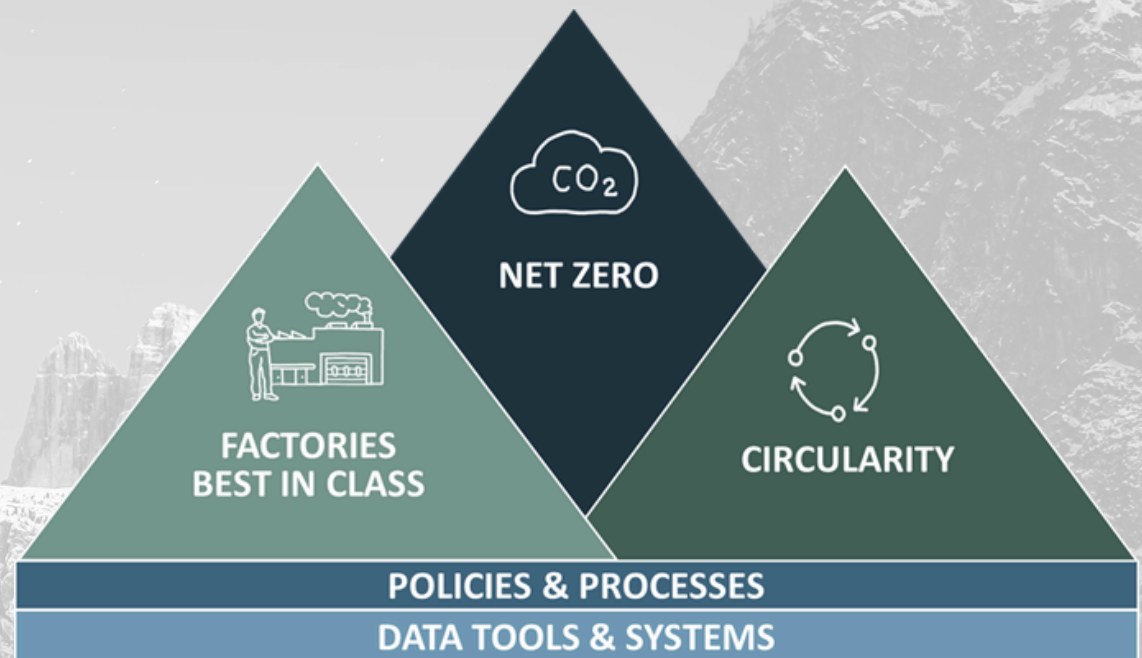


02. DESIGN & PRODUCE MINDFULLY

Guided by climate science, we are committed to contributing our part in addressing the climate crisis.

This includes our factories, where we produce, and our products, what and how we produce them.

Our ambition is to halve our direct and indirect greenhouse gas emissions by 2030 and to achieve net-zero by 2050.





2.1 Sustainability Compliance & Strategy

Strategy & Status Quo: Materiality Analysis

2.2 Net Zero

Our Journey; Science-Based Targets

2.3 Factories Best in Class

OECD & Human Rights Due Diligence

Social

Code of Conduct; Suppliers

Collaborations & Fair Wear

Environmental

Factory Visits

Cascale & HIGG

2.4 Circularity

Recycled, Recyclable & Natural Materials

Longevity

Design & Engineering

Take Back & Stay in the Loop

2.5 Policies & Processes - Chemicals

Our PFAS-free journey

2.6 Data, Tools & Systems

Sustainability Reporting

WHERE DO WE COME FROM

In 2024, due to the increase of regulations related to sustainability around the world, we decided to change the name of our Sustainability department to “Sustainability Compliance & Strategy”.



The SC&S Team from the left: **Marie**, Communications & Reporting Specialist, **Georg**, Carbon Footprint & Life Cycle Assessment Analyst; **Alex**, Sustainability Compliance & Strategy Manager; **Martine**, Human Rights Due Diligence Specialist

Did we have to change our focus or priorities in 2025? Not really.

We continued our efforts in Human Rights Due Diligence and the improvement of our data and systems as enablers for a more effective Circularity and Net Zero strategy. Meanwhile, we are following up on the developments of regulations to prepare Oberalp and our teams for upcoming Human Rights, product and operational requirements, especially Eco-Design (ESPR) and Extended Producer Responsibility (EPR).

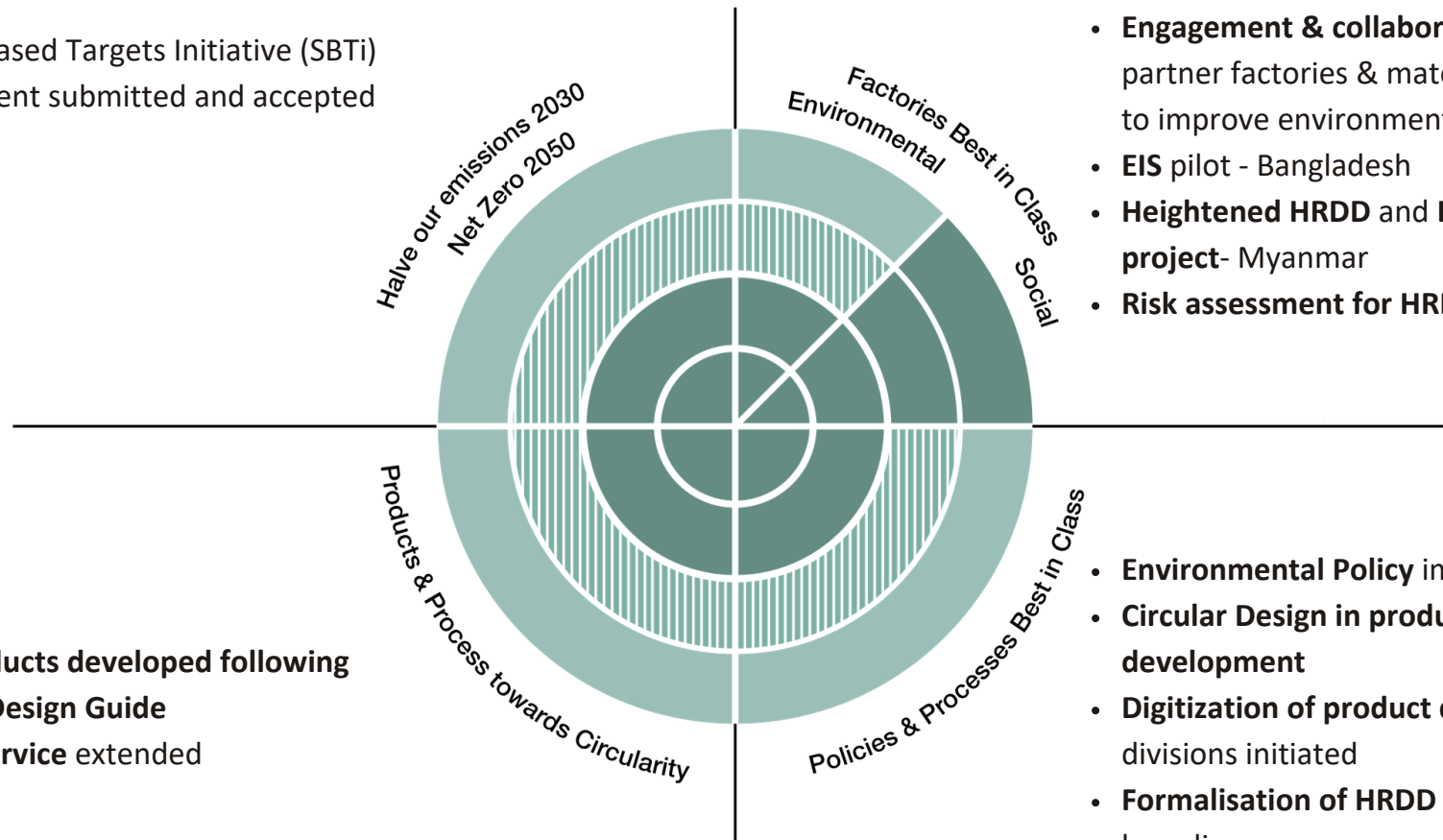
There is no doubt that enforcement of Workers’ Rights standards is urgent, that the implementation of Circular Business strategies is important, and that creating a level playing field is essential to making collaboration effective.

Unfortunately, until this regulatory framework is consolidated, our main challenges are to make our sustainability strategy converge with the regulatory framework and our communication with product teams and suppliers based on draft legislation, with pending definitions and uncertain methodologies.

The team reports directly to the President and the CEO.

WHERE DO WE GO - STRATEGY STATUS QUO

- Science-Based Targets Initiative (SBTi) commitment submitted and accepted



- **Engagement & collaboration** with partner factories & material suppliers, to improve environmental performance
- **EIS** pilot - Bangladesh
- **Heightened HRDD** and **Living Wage project**- Myanmar
- **Risk assessment for HRDD**

- **Environmental Policy** implemented
- **Circular Design in product development**
- **Digitization of product data** across divisions initiated
- **Formalisation of HRDD** in supplier on-boarding process

- First **products** developed following **Circular Design Guide**
- **Repair Service** extended

What we already achieved

What we are currently working on

What we have to develop further

“CONTRIBUTE” & “SUSTAINABILITY” COMMUNICATION



Balancing ambition with accountability.

As regulations rise, so does our commitment.

“Sustainability” has always been part of how Oberalp operates: thinking in generations, building long-term partnerships and making products that last in time. However, we don’t really like to use that word to describe our efforts.

We are taking small steps in the right direction, but are far away from perfect; plus, real positive impact is only possible through wide collaboration of all the actors in the value chain, including consumers. So for our part , instead of claiming we are “sustainable”, we prefer to say: we “Contribute”.

There is no single definition of Sustainability or its boundaries; it is widely abused, and fortunately, the EU is helping to get around this.

The EU's Corporate Sustainability Reporting Directive (CSRD), the Empowering Consumers for the Green Transition Directive (EmpCo), the Green Claims Directive and a growing body of international legislation are reshaping what companies must do, report, and - critically - how they are allowed to communicate on “sustainability”.

We do not see these pieces of legislation as roadblocks, but as triggers for organisational change, integrating purpose into operations; as enablers for convergence and collaboration within and outside our value chains; and as instruments of empowerment, education and responsabilisation of consumers.

2.1 Sustainability Compliance & Strategy

In 2025, we **reviewed all environmental claims** across our communication channels against EmpCo standards, developing dedicated guidelines for marketing, in-store communication, and external content creators, ensuring that what we say is specific, substantiated, and consistent across every touchpoint.

We also **explored the potential of the CSRD, the new European Standard for Sustainability Reporting.**

Even though it was not legally required of us yet, we chose to move early because we saw an opportunity for improvement in bringing structure, traceability, and rigour to our data through a dedicated reporting tool. We began this process by conducting a “Materiality Assessment” - that engages both internal stakeholders and external voices - to identify the sustainability topics related to our business within the people and environments we affect, and the relative risks and opportunities associated with them - so we can ensure that we address them.

The Materiality Assessment helped us to check if our current strategic priorities circularity, best-in-class factories, and the path toward net zero were aligned with the expectations of our stakeholders.

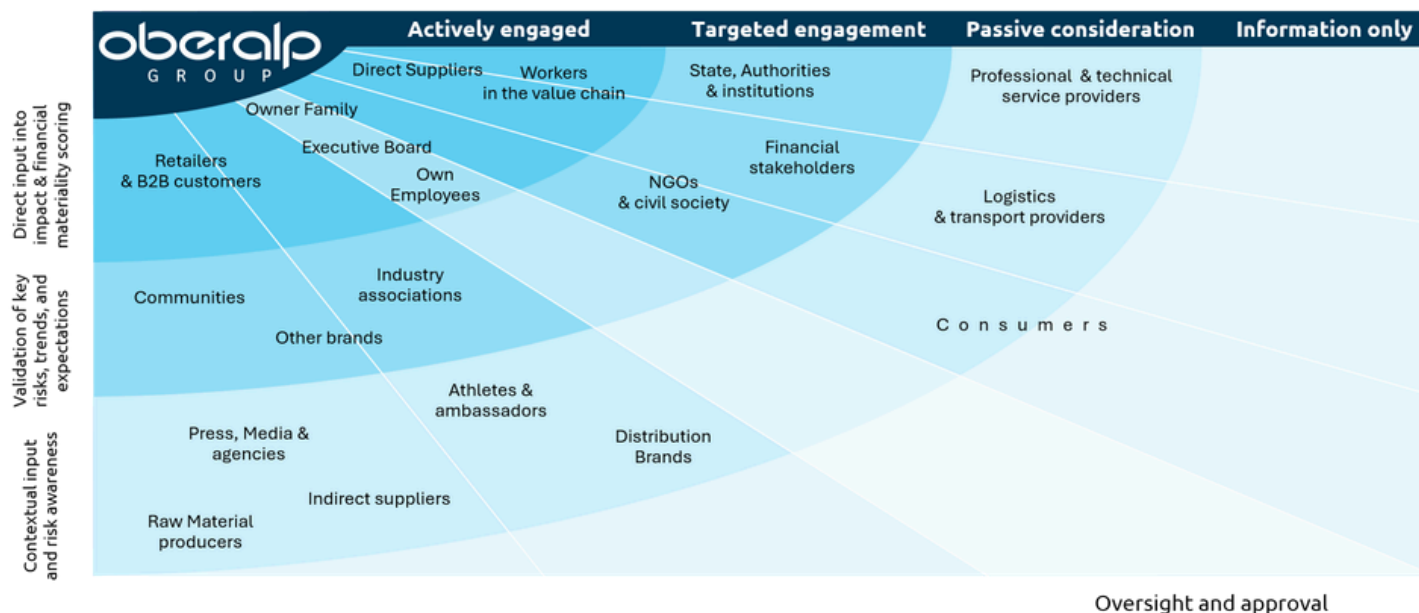


Keeping the balance. Step by step with focus and confidence. Jana, Wild Country ambassador

WHO WE LISTEN TO

We engage with a range of internal and external stakeholders who influence us or are affected by our activities, to ensure that we are aligned in terms of sustainability-related topics, and that we identify the same risks and the need to address them. This process is called a “Materiality Assessment”.

Stakeholder engagement reflects proximity to impact and decision-making. The image shows the internal and external stakeholders we engaged with at different levels to identify relevant topics.



The following pages present what we heard. From our own employees, who assessed the relevance of key sustainability topics and how well Oberalp currently addresses them, to suppliers, retailers, and partners in our value chain, who shared where they see gaps and risks, to external experts and industry organisations, who identified the sustainability challenges the outdoor sector most commonly underestimates in their opinion.

INTERNAL PERSPECTIVES

As part of our pilot Materiality Assessment, employees were asked to assess the relevance of ten ESRS (European Sustainability Reporting Standard) topics and to indicate how strongly the group currently addresses these topics.



The gap analysis revealed that employees consistently rated topics as more important personally than they perceived Oberalp to currently address them. The largest gap was recorded for Own Workforce, the smallest for Circularity.

Following the employee sessions, Senior Management conducted the same exercise, assessing each topic's relevance, financial implications, and strategic priority for the next five years. The highest focus was assigned to Own Workforce, Circularity, and Climate Change, and the need to strengthen reporting and transparency in these areas. Topics such as Business Conduct and Water & Marine Resources were rated as lower priority, given limited direct exposure. Workers in the Value Chain and Affected Communities were acknowledged as areas where Oberalp is already performing adequately, with the main risk being reputational rather than operational.

EXTERNAL PERSPECTIVES

To ground our materiality assessment in external perspectives, we engaged two groups of stakeholders through structured questionnaires and follow-up interviews.

First, actively engaged stakeholders, including Tier 1–3 suppliers, retailers, B2B customers, and local communities, were invited to respond to a questionnaire. The goal was a reality check on actual impacts as experienced by those closest to our operations.

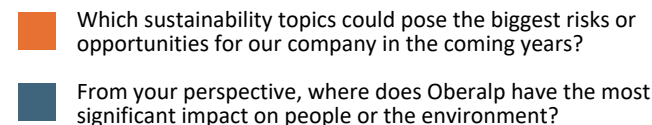
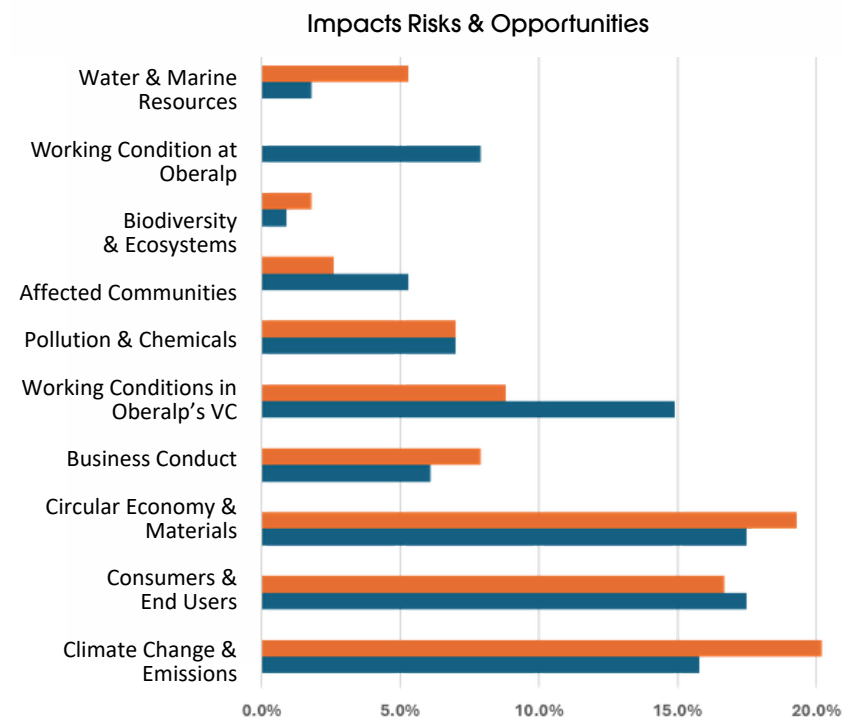
The responses reflect three recurring themes.

First, the recognition that Oberalp is moving in the right direction.

Second, and more critically, a visibility gap: several stakeholders noted they do not have a complete picture of what the Group is doing on sustainability. This is feedback we take seriously. Doing the work is not enough if the people we work with cannot see it.

Third, the question of consumer behaviour: how do we close the gap between sustainability being important in principle and it actually driving purchasing decisions?

Thanks to this feedback, we know we need to increase awareness in two areas: communication of our goals, challenges and successes, as well as engagement, to explain the complexity and shared responsibility in making real impact.



EXTERNAL PERSPECTIVES

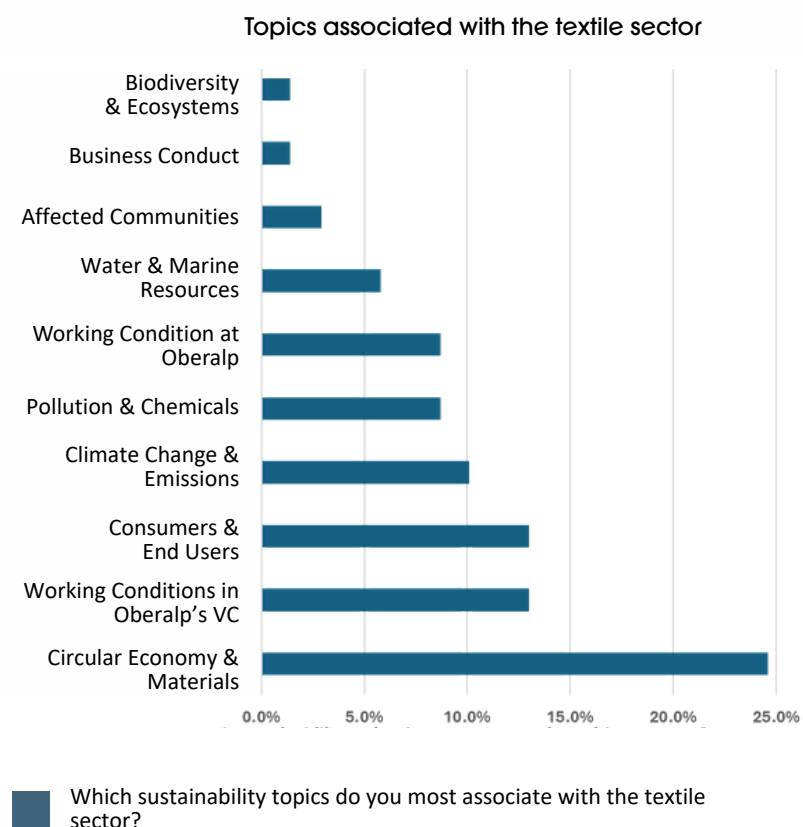
The second group - NGOs, financial stakeholders, public authorities, and industry associations - received fewer, but sharper questions, aimed at validating risks and expectations from an external oversight perspective.

In follow-up interviews, this group was also asked which sustainability risks they believe companies in the outdoor sector most commonly underestimate. Their responses point to a cluster of interconnected challenges.

Responses clustered around three areas: environmental impacts (microplastics, chemical treatments, biodiversity, energy use in manufacturing, and logistics emissions); systemic industry challenges (overproduction, textile waste, and supply chain working conditions); and credibility -ensuring sustainability claims are substantiated and greenwashing risks are managed.

Two structural tensions also emerged: balancing sustainable production with customers' willingness to pay, and the need for stronger internal alignment and stakeholder engagement to drive initiatives forward.

This engagement with our stakeholders is part of a pilot phase to test our materiality assessment process. The insights gathered will help us improve our methodology and future stakeholder engagement.



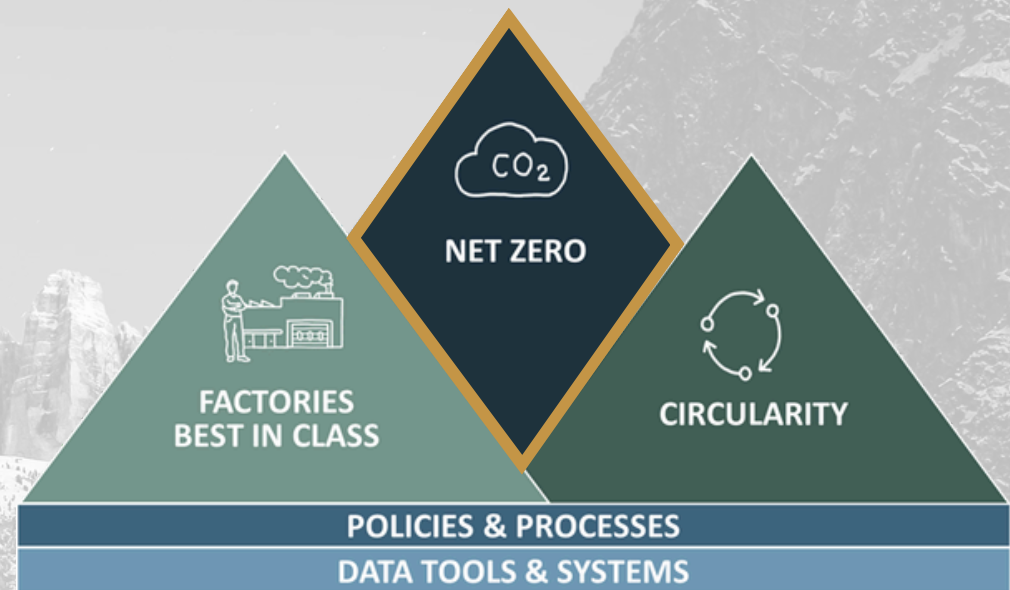
HOW TO REACH NET ZERO

We aim to halve our emissions by 2030 and reach Net Zero by 2050 in line with the Paris Agreement, using 2024 as the baseline year.

The learnings from our first complete Corporate Carbon Footprint helped us identify emission hotspots, but proved that the quality and availability of the underlying data are critical. In 2025, we thus focused on improving data quality and establishing a robust foundation for our emissions reduction strategy.

With the submission and acceptance of our Commitment by the Science-Based Targets initiative (SBTi), we laid down the foundation for setting reliable science-based climate targets.

In 2026, we will then focus on detailing our emissions reduction strategy and on submitting and validating our SBTi targets.

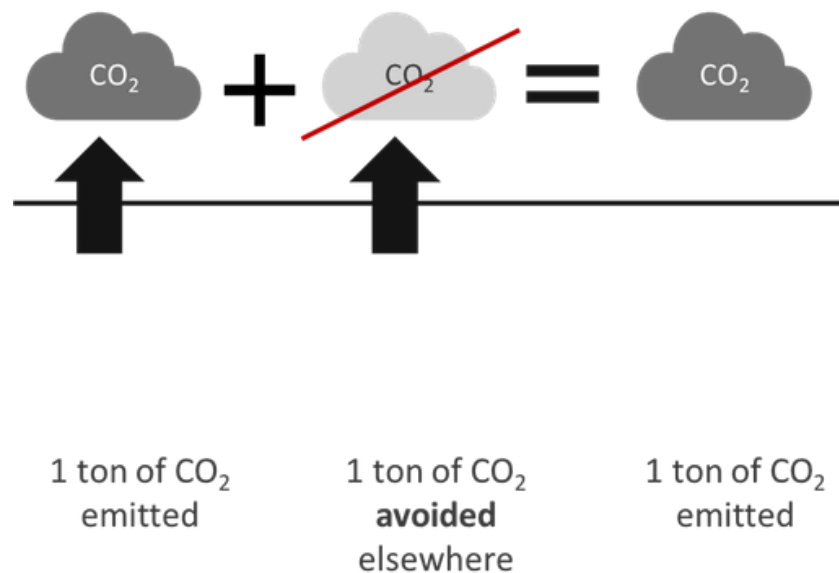


THE BENEFIT OF A NET ZERO STRATEGY

With our Net Zero strategy, we focus on reducing actual emissions across the value chain, leading to a more lasting climate impact. We have decided against offsetting from the beginning, since we do not want to merely compensate for emissions without addressing their root cause.

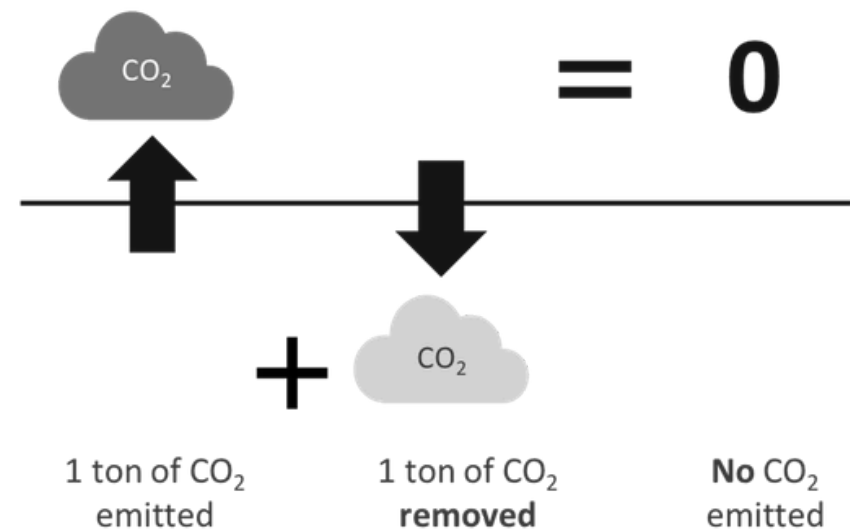
Offsetting

A CO₂ neutral strategy with offsetting only maintains the current level of emissions



Net Zero

A Net Zero strategy with removal measures reduces the current level of emissions



HOW TO REACH NET ZERO

MEASURE IMPACT	- Assess greenhouse gas emissions - Choose low-impact materials for Product Development → Circular Design	
REDUCTION TARGETS	- Outlined in the chapters → Net Zero Factories Circularity - Data, Tools and Systems in place to support targets	
REDUCTION STRATEGY	- Apply circular design guidelines in product development & production - Invest in efficient energy at our own operations & at our partners' - Implement measures to reduce our emissions where possible - for as much as possible - Encourage partners to join our journey	 
REMOVE	Counterbalance non-avoidable emissions to ensure long-term CO2 sequestration through credible and effective carbon capture projects	

 completed
  in progress
  not started

OUR JOURNEY TO NET-ZERO



Each step marks a choice and every action has an impact. Only by measuring it can we understand our impact and change our path if necessary.

As depicted in our last Contribute Report 2024, the completion of our first comprehensive Corporate Carbon Footprint (CCF), including the relevant Scope 3 categories, gave us not only precious insights into emission hotspots but also revealed significant potential for improvement regarding our data quality throughout the overall process.

Careful route planning is key

To reach the objective of any expedition, the right preparation and careful route planning are essential from the very beginning. The same applies to our journey towards Net Zero.

Only with reliable data and the right tools can we define the right path forward.

Against this background, we consciously decided to take a step back on our path towards Net Zero to further strengthen the foundations for our emission reduction efforts.



What does this mean?

Specifically, in 2025, we advanced the automation of our carbon accounting and Life Cycle Assessment processes.

All of these measures are intended to strengthen data-driven decision-making to identify emission hotspots and reduction opportunities more efficiently and accurately, helping us prioritise climate actions where they can have the greatest positive impact.

OBERALP GOES SBTi



Our LCA analyst and CCF specialist loves to climb - the view grounds him and puts everything into perspective. What targets can we reach?

In 2022, we aimed to set our GHG reduction targets in line with the 2016 Paris Climate Agreement.

Following the completion of our first comprehensive CCF-assessment, we now take the next steps: the development of a transparent GHG-emission reduction plan based on the international **Science-based Targets Initiative (SBTi)** standard.

The acceptance of our Commitment by the SBTi marks the beginning of the target-setting phase of our GHG-emission reduction journey.

Over the coming year, we will develop an emissions reduction strategy and science-based climate targets aligned with the SBTi standard, with the aim of achieving validation latest within 2027.

CCF Action Plan:

- SBTi-commitment submitted and accepted
- CCF & LCA automation process launched
- Transparent emission reduction plan with near-term & long-term targets under development
- Validation by SBTi within 2027

A COMMON FRAMEWORK

Assessing the environmental footprint of winter sports hardware: How do you measure the environmental impact of a ski boot? Or a helmet? Until recently, there was no common framework: Every company was able to use different methods, making comparisons meaningless.

The Sustainability Compliance & Strategy team participated on behalf of Dynafit in a cross-industry initiative to change that. Together with leading companies in the winter sports equipment sector, we contributed to developing the first common Product Environmental Footprint Category Rules (PEFCR) for hard goods - a shared framework for assessing the environmental impacts across the full life cycle of winter sports hardgoods, from raw materials and manufacturing through the use phase up to their end of life.

The winter sports equipment industry is one of the first sectors to agree on a common framework, that is compliant with the Product Environmental Footprint methodological framework (PEF) and is now available to all industry players. A signal that environmental challenges in this space go beyond competition.

For us, this is not just a compliance exercise. Knowing the actual footprint of a product is the starting point for improving it. A shared standard means the numbers mean something - and that progress can be measured, compared, and built upon across the whole industry sector.

The framework enables concrete action:

- standardized assessment of the environmental impact of winter sports equipment,
- enabling sustainable product design & manufacturing decisions,
- comparable environmental product information, ensuring credibility and transparency

[more about PEFCR for Winter Sports Equipment](#)

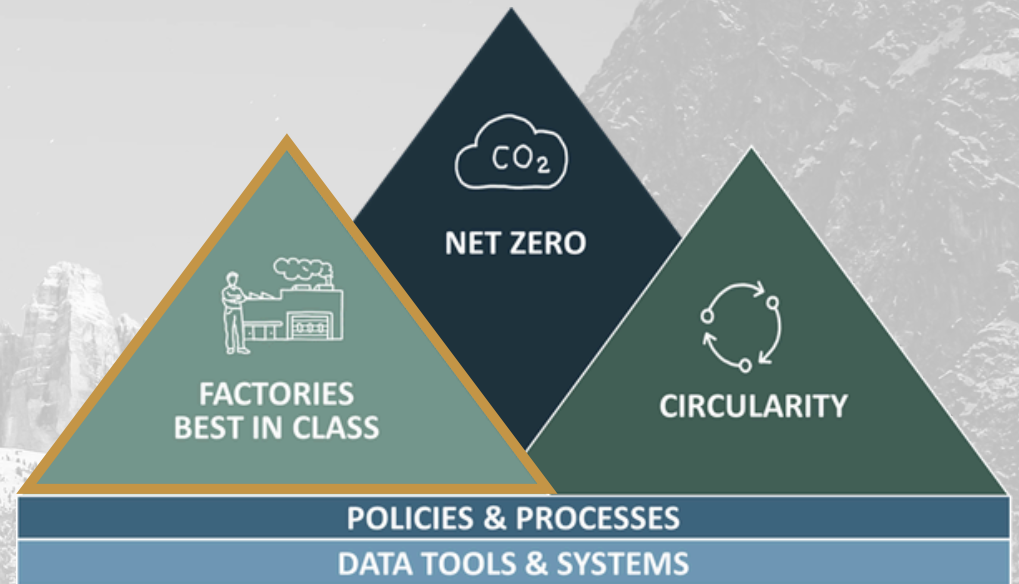


In ski touring, the right direction is determined step by step, based on terrain, conditions and experience. For the winter sports industry, answering the same question requires **common reference points and a shared framework** to assess progress.

BEST IN CLASS SOCIAL & ENVIRONMENTAL

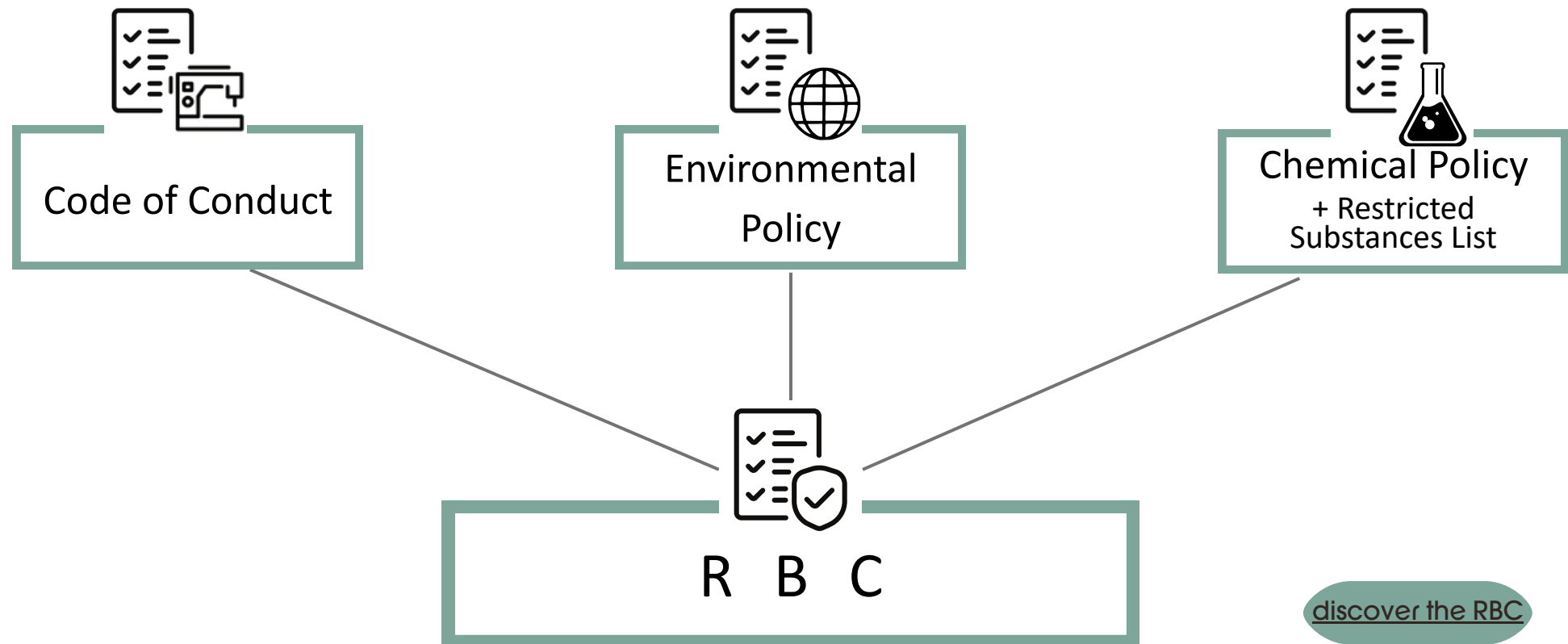
We invest time and resources to improve working conditions globally. This includes integrating human rights due diligence (HRDD) into our policies, choosing suppliers committed to safe and fair workplaces, and monitoring their environmental performance.

We work closely with them to drive progress and meet our high standards. All partners align with our Responsible Business Conduct Policy, reflecting our core values and commitment to improvement.



RESPONSIBLE BUSINESS CONDUCT

We prioritized fair working conditions in our factories and will continue improving towards having "best in class" partner factories, also environmentally. To achieve this, we introduced the **RESPONSIBLE BUSINESS CONDUCT (RBC)**, mandatory for all suppliers. **It is the base for all our policies and responsible business partnerships**, for our Code of Conduct, our Chemical and our Environmental Policy, applicable to all product divisions.

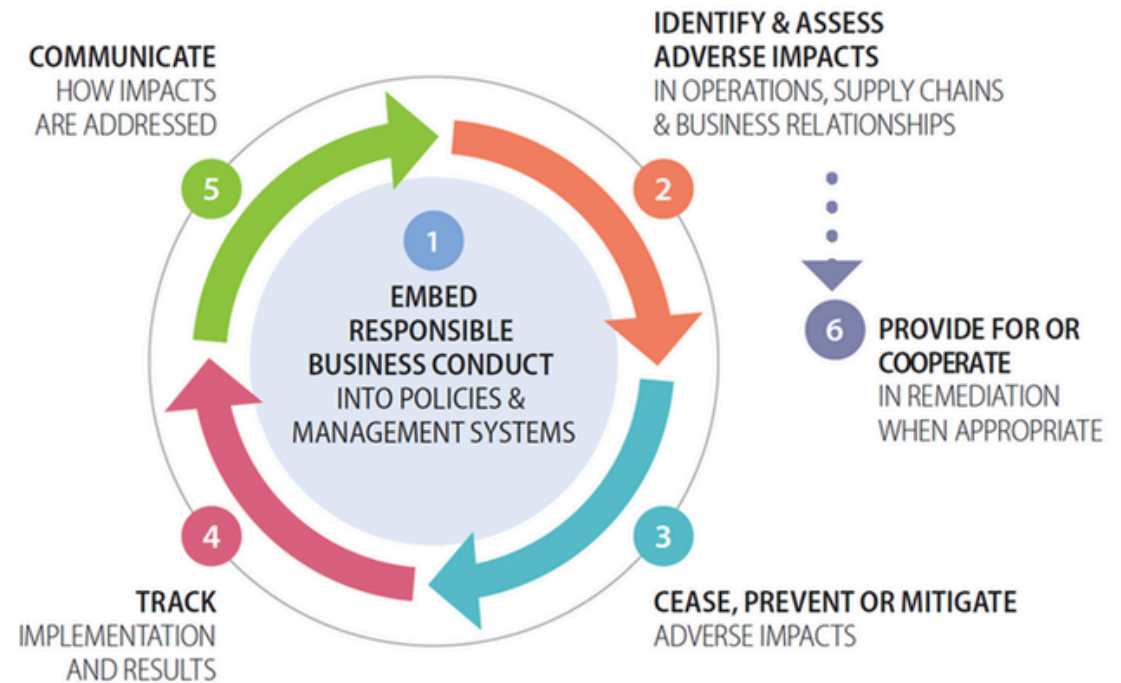


[discover the RBC](#)

OECD GUIDANCE

Our RBC is part of the first step of the Organisation for Economic Co-operation and Development (OECD) six-step framework for Human Rights Due Diligence (HRDD; see image to the right).

Our standard process is in line with the requirements: we work to identify, prevent, mitigate, and remedy actual and potential adverse impacts across our supply chain.



PARTICIPATION IN THE OECD FORUM ON DUE DILIGENCE

As human rights due diligence becomes increasingly regulated, driven by frameworks such as the EU Corporate Sustainability Due Diligence Directive (CS3D), staying connected to the international policy conversation is not optional.

The OECD Forum on Due Diligence in the Global Economy, held annually in Paris, is one of the most important spaces for that conversation: bringing together regulators, civil society, industry representatives, and academics to discuss the evolving expectations around responsible business conduct.



In February 2025, our Human Rights Due Diligence Specialist attended the Forum for the second time. Beyond the formal programme, the event offered a meaningful moment to reconnect with the broader due diligence community.

The pulse of current global conversations was stimulated by genuine discussions and well-prepared panellists who brought perspectives from very different backgrounds. This diversity made the debates richer and helped clarify where expectations, regulatory thinking, and worker-related risks are evolving.

She returned with new contacts, renewed energy, and concrete ideas for future projects. Most importantly, the Forum served once again as a reliable barometer of the field: a space to understand emerging priorities and to identify where our efforts should be focused in the months ahead.

Our HRDD Specialist is set to return to the Forum in 2026.

HUMAN RIGHTS DUE DILIGENCE

Fair and safe working conditions don't happen by chance.

We rely on a transparent and professional HRDD process to make them real.

The Sustainability Compliance & Strategy Team works closely with sourcing, costing managers, and Quality Control Teams on location, providing insights on local living costs, risks, and working conditions to support informed decisions.

In 2025, we collaborated directly with 109 factories across 21 countries, partnering with leading manufacturers known for their expertise.

OUR STANDARD PROCESS



Before we start working with a supplier



Risk assessment

We use a structured approach to assess human rights risks, tailoring our due diligence based on the likelihood and severity of potential adverse impacts at country and facility level.

First screening

All potential suppliers undergo a human rights screening process and must commit to our Code of Conduct.



Complaints mechanism

Our textile factories display a Worker Information Sheet outlining international rights, along with an anonymous hotline and email for reporting concerns.

During collaboration with the supplier

Collaboration

We partner with like-minded brands sourcing from the same factories to share workload, address challenges more effectively, reduce audit fatigue, and drive meaningful change.

Audits

All higher risk suppliers must undergo third-party audits or assessment at least every three years. Conducted by expert teams in the local language, including interviews, health & safety checks, and thorough document inspections.





During collaboration with the supplier



Worker Interviews

Independent local experts conduct off-site interviews, guaranteeing anonymity to encourage honest feedback.

Corrective Action Plan

Audit results lead to specific issues, targets, and timelines. Concerns such as missing emergency exit signs are addressed promptly. Long-term issues like excessive overtime require collaborative planning with suppliers.

Follow up

We continue working with each factory until all corrective actions are implemented and issues resolved.

Factory training

Training sessions on labor rights, social dialogue, anti-harassment, and other key topics tailored to the specific needs of the country or factory.



During collaboration with the supplier



Regular factory visits

Our quality controllers visit production sites to monitor conditions & ensure compliance.

Evaluation

Suppliers are assessed with an internal tool, tracking audit results & corrective actions. This helps us identify recurring issues, refine our approach, and measure improvements.

New audits

At least every three years, we conduct audits to assess progress and reinforce continuous improvement in our higher risk factories.

Transparency

We publish an annual Social Report detailing our efforts and findings to improve working conditions.



[discover our Social Report](#)

FACTORIES BEST IN CLASS - SOCIAL

Our CODE OF CONDUCT sets our ethical standards, which all suppliers must sign and follow. It ensures social compliance, informs workers of their rights, and provides a grievance hotline.

By enforcing these standards, we support better working conditions, fair wages, and safer workplaces. As a Fair Wear member, we collaborate with experts to drive continuous improvements across our supply chain.



CODE OF CONDUCT



Wages must enable decent living standards



Formal employment relationship in a written contract



Employment based on ability, no discrimination



Working conditions must be decent and safe



All employees must be **treated with respect & dignity**



Business should be **free of corruption**



We do **not tolerate child labor, ever**



Reasonable hours of work, overtime must be voluntary and adequately paid



Environmental protection, mindful use of resources & waste management systems



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



Workers have the **right to join unions**



Code of Conduct

OUR SUPPLIERS

While much is outsourced, we own production facilities in Switzerland, Romania, and Germany. Key technical products are made in Europe for closer quality and safety oversight.

We produce where technical expertise is highest, with most apparel and footwear made in Asia under strict social standards. To ensure quality, we collaborate closely with designers, quality controllers, and factories.



15%

EUROPE

Key technical gear is made in Germany, Moldova, Lithuania, while seamless apparel, socks, and headbands – along with LaMunt's baselayers – are produced in Italy. Salewa trekking shoes are done in Romania. Wild Country organic cotton T-shirts are made in Portugal. Pomoca ski-touring skins production in Switzerland.

2%

MIDDLE EAST

Some Dynafit and Wild Country apparel are made in Turkey.

83%

ASIA

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

WHY WE FOCUS ON TEXTILE

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

In 2025, textile products amounted to 96% of our finished goods turnover, and 88% of this total was made in Asia and the Middle East.

Given the higher likelihood of poor labour conditions in these regions, conducting more vigilant monitoring there is prudent, as they demand greater attention and oversight.

TURNOVER BY PRODUCT TYPE



* Textile products include the following: Apparel (menswear, women's wear, kids' wear, accessories), Footwear and Technical Equipment (shoes and boots, tents, backpacks and bags, sleeping bags, cords, harnesses, ropes, slings, skins).

COLLABORATIONS

Meaningful change in supply chains does not happen in isolation.

We work with a range of organisations and multi-brand initiatives that extend our reach in the respective countries, deepen our knowledge, and strengthen our collective influence.



Employment Injury Scheme Pilot (EIS)

In 2025, we continued participating in the EIS Pilot. It was launched by the International Labour Organisation and Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH and is funded by more than 70 international brands. EIS covers all 4 million RMG workers and provides stable compensation in case of work-related injuries that result in permanent disability or death. The Pilot is now phasing into institutionalisation.



EuroCham Myanmar

Since 2023, we have been members of the European Chamber of Commerce in Myanmar. Daily security and political updates, and monthly meetings with stakeholders including the EU Ambassador, OECD, and World Bank, enable us to conduct heightened due diligence on our Myanmar suppliers. We participate in the EuroCham Garment Advocacy Group, which brings together 35 European brands sourcing in the country.



MADE in Myanmar

The Multistakeholder Alliance for Decent Employment in Myanmar (MADE) is an EU-funded multistakeholder project running until December 2026. Its three programmes, SMART Factories, the Forum on Supply Chain Conduct, and the Centres for Advancement of Women, provide on-the-ground expert support that informs our decision to maintain operations in Myanmar and act credibly on what we find.

2.3.1 FACTORIES BEST IN CLASS - SOCIAL

Effective compliance work doesn't stop at monitoring. It requires understanding where people are most vulnerable, prioritising action accordingly, and building the kind of collective influence that individual brands cannot achieve alone. The following initiatives reflect that approach at the industry level and beyond.



International Accord

We are a signatory to the International Accord on Health and Safety in the Garment and Textile Industry - a legally binding agreement between brands and trade unions, currently operating in Bangladesh and Pakistan.

The Accord's Country-Specific Safety Programmes set and enforce binding health and safety standards at the factory level.



European Outdoor Group (EOG)

Through EOG, we engage with the broader European outdoor industry on sustainability, corporate responsibility, and policy representation to the European Commission and relevant institutions.

Audit Alliance Hard Goods

Founded in 2019 with five other outdoor brands and hosted by the EIG, the AAHG conducts joint audits and corrective action follow-up in Taiwanese hardware factories, with a focus on migrant worker rights. The group has grown to eight member brands.

WORKING WITH FAIR WEAR



Fair Wear (FW) is an independent multi-stakeholder initiative dedicated to improving labour conditions in the textile industry.

It conducts research, facilitates information exchange, and provides training and audits in production countries.

After factory assessments, FW helps us to develop corrective action plans with the management.

Each year, FW evaluates our processes, risk management, and response to complaints and identified harms. The results are published in a Brand Performance Check (BPC), a public report.



Salewa, Dynafit, Wild Country, and LaMunt continue to hold Fair Wear "Good" status. This reflects sustained commitment to responsible sourcing and labour practices across our supply chain -built on over a decade of Fair Wear membership and continuous improvement in factory relations.

Our sourcing strategy is shaped by close cooperation between Sustainability and Operations, and continues to meet or exceed many Fair Wear standards.

Our position on supplier disclosure remains unchanged: we have chosen not to publish factory names and addresses publicly. This decision -which affects our Fair Wear ranking -reflects a deliberate trade-off. We prioritise transparency about what we do and how we do it, while Fair Wear and relevant stakeholders retain full access to our sourcing data.

[read our BPC
online](#)

CONTINUING AND EXPANDING OUR WORK

In 2025, we were continuing to build on the foundation laid in previous years -and raising the bar where we can.

A central priority is the implementation of a new HRDD system: a centralised platform for data collection, risk aggregation, and performance tracking. The platform will integrate geopolitical, socioeconomic, and sourcing-model risk factors, alongside real-time dashboards and risk alerts. Clear escalation protocols for severe violations will be embedded from the outset.



We are integrating living wage considerations into our new costing software, continuing the work begun in 2019 and expanding it systematically across our supplier base. Particular focus remains on Myanmar, where wage fairness is both a human rights priority and a complex operational challenge.

Throughout the year, **we formalised our supplier onboarding and monitoring process for both direct and indirect suppliers,** integrating Human Rights Due Diligence into every stage of the supplier lifecycle.

The new framework consolidates screening, risk assessment, performance follow-up, and continuous improvement into a single, shared, and transparent process.

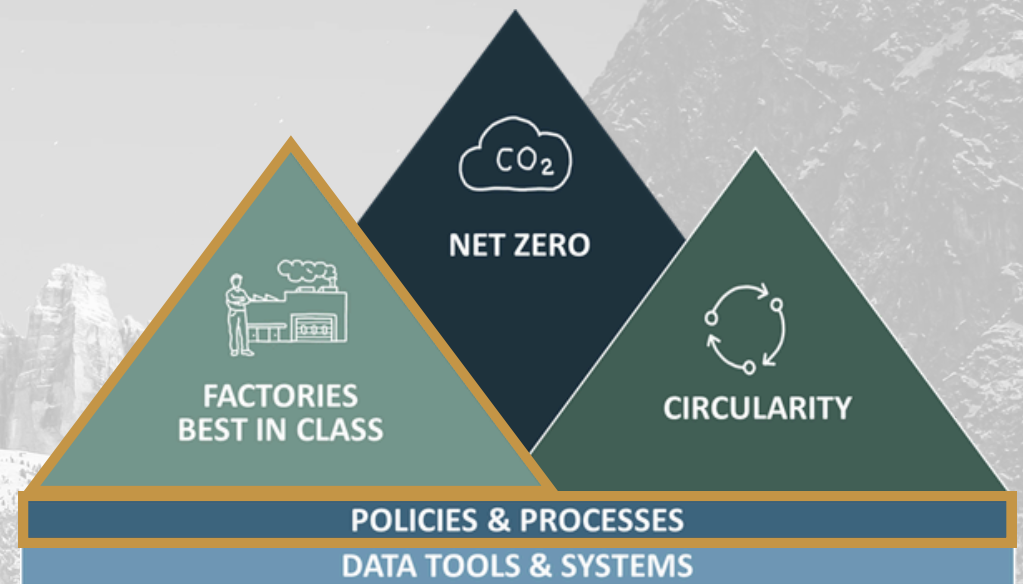
This work was essential to ensure consistency across teams, strengthen traceability and documentation, and meet evolving regulatory expectations. It also reinforces our commitment to responsible sourcing by embedding HRDD into daily decision-making and by enabling earlier risk identification and more effective supplier engagement.

The result is a clear, company-wide process that supports stronger governance, better alignment, and more sustainable long-term impact.

FACTORIES BEST IN CLASS - ENVIRONMENTAL

Our Environmental Policy sets the framework for how we manage environmental impact across our supply chain - from raw material sourcing through to finished product.

It applies to all suppliers and every stage of production, and forms an integral part of our Conditions of Purchase. The policy draws from established industrial best practice to identify environmental risks, prevent pollution, and avoid the depletion of natural resources.



FROM COMMITMENTS TO ACTION

In line with our Environmental Policy, Oberalp suppliers are required to implement proactive environmental management programmes, apply best available technologies for cleaner production, reduce waste and emissions, and comply with all applicable environmental laws in their country of manufacture.

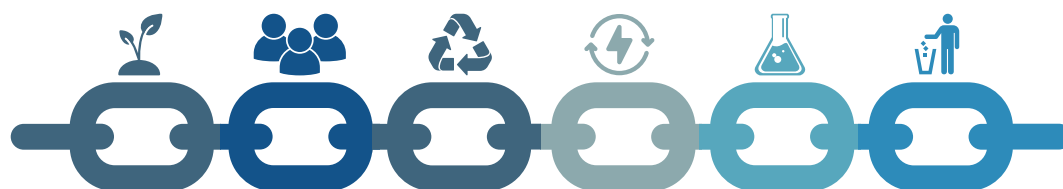
Where local law falls short of our policy standards, the stricter requirement applies and vice versa.

Where production processes carry environmental risk, we support suppliers in developing and implementing appropriate measures.

1) Our **Printing House Guidelines** define criteria for selecting and working with printing facilities based on chemical use, wastewater handling and waste management. These are working standards, not marketing tools.

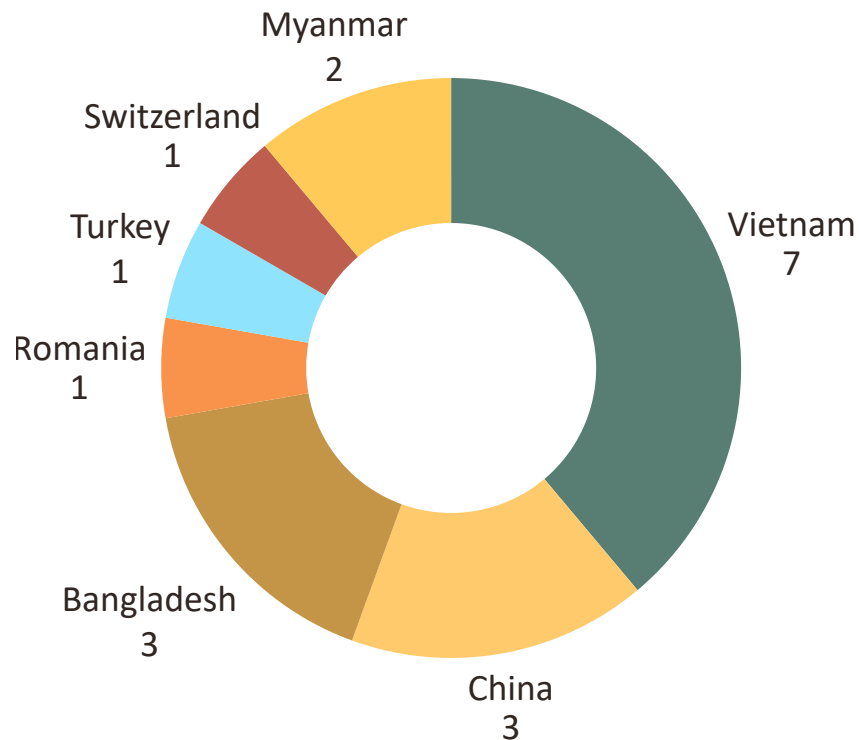
2) Our **Tier 2 Supply Chain Mapping**, starting with apparel fabric suppliers, involves direct site visits to nominated suppliers to understand their environmental and chemical management practices. The goal is not perfection - it is an honest baseline: where are we, what is the actual impact, and where is support or change needed? Findings feed directly into future policy updates and investment decisions.

Both initiatives reflect the same principle: decisions based on evidence, not assumptions.



Supply Chain Mapping: raw materials; manufacturers; materials, water & production waste; energy; chemicals, and waste handling

ENVIRONMENTAL MANAGEMENT - FACTORY VISITS



In 2025, we conducted 25 visits across 12 Tier 1 and 6 Tier 2 suppliers to understand their commitment and to address critical topics.

Seven of them were follow-up visits, during which 85% of the previously identified issues had been resolved.

More on Risk based
Monitoring on page 45ff

Risk-based
monitoring

2.3.2 FACTORIES BEST IN CLASS - ENVIRONMENTAL

BEFORE



Areas where solvents are used were without safety signal and strong smell

AFTER



Clear labels, warnings and a new lid

Occupational health and safety is addressed within the same framework. Suppliers must carry out regular risk assessments - covering not only obvious hazards but all relevant risks - document outcomes, and ensure workers are trained and equipped accordingly.

These requirements are reinforced through Oberalp's Code of Conduct, which all suppliers accept as part of the Conditions of Purchase.

Focus on textile:
Read more on page 54

[Focus on textile](#)

EVALUATING ENVIRONMENTAL PERFORMANCE

As of 2025, **we are a member of Cascale**, and started to get familiar with the Higg Index's frameworks, modules and methodologies.

Cascale is a global non-profit alliance that brings together 300 brands, retailers, manufacturers, governments, NGOs, and academics to assess and improve sustainability performance across supply chains and products.

We also started using the **Higg Facility Environmental Module** in 2025, which enables us to evaluate the environmental performance of our own and our suppliers' production sites, identify areas for improvement, and see how they benchmark within the industry, supporting both our net zero strategy and our goal of working with best-in-class factories.

Verified data feeds into other activities, including Corporate Carbon Footprint and product LCA calculations.

How far we got in 2025

- Verified feasibility of HIGG FEM Introduction for suppliers of our own Footwear Production facility, and Skiboots
- Introduced FEM Foundation for our own production facilities for Skitouring skins (Pomoca) and Footwear
- Onboarded suppliers of finished products of Apparel, Footwear and Technical (textile) Equipment
- Onboarding of fabric suppliers of Apparel



Cascale



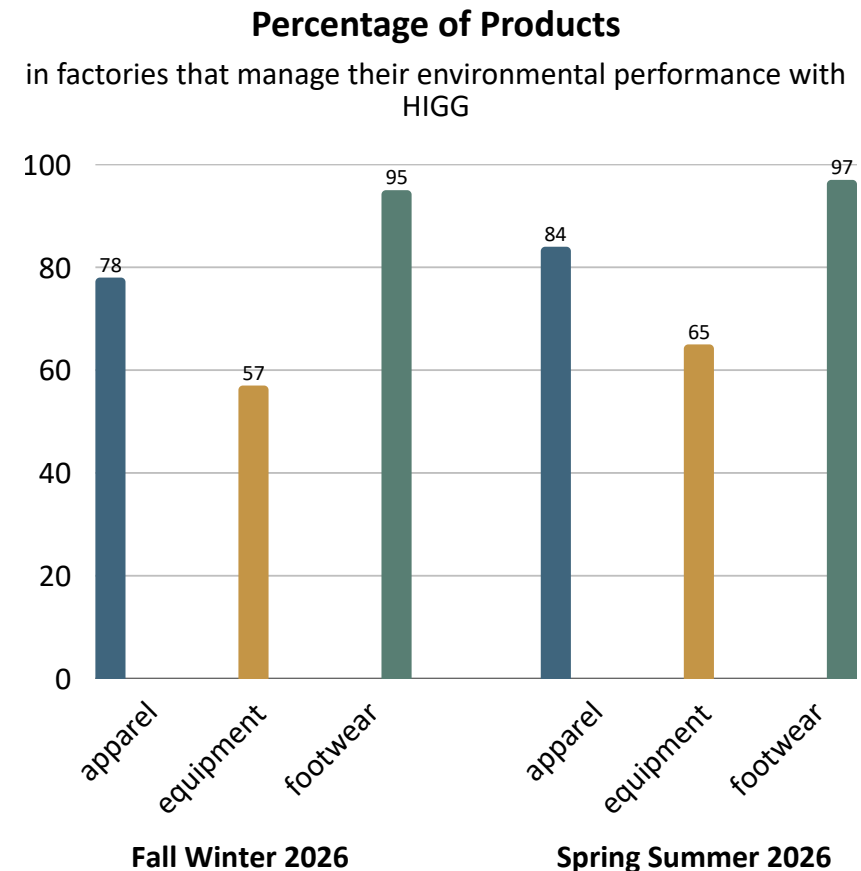
HIGG FACILITY ENVIRONMENTAL MODULE - FEM

The **Higg Facility Environmental Module (FEM)** is used by over 20,000 companies worldwide to assess the environmental impact of manufacturing in seven focus areas across every stage of production.

It helps identify where the biggest impacts are, reduce redundancy, and manage risk. For us, it is the basis for understanding what is actually happening in our facilities - and where to focus.

Focus areas:

- 01 Environmental Management Systems
- 02 Energy Use & Greenhouse Gas Emissions
- 03 Water Use
- 04 Wastewater
- 05 Air Emissions
- 06 Waste Management
- 07 Chemical Management

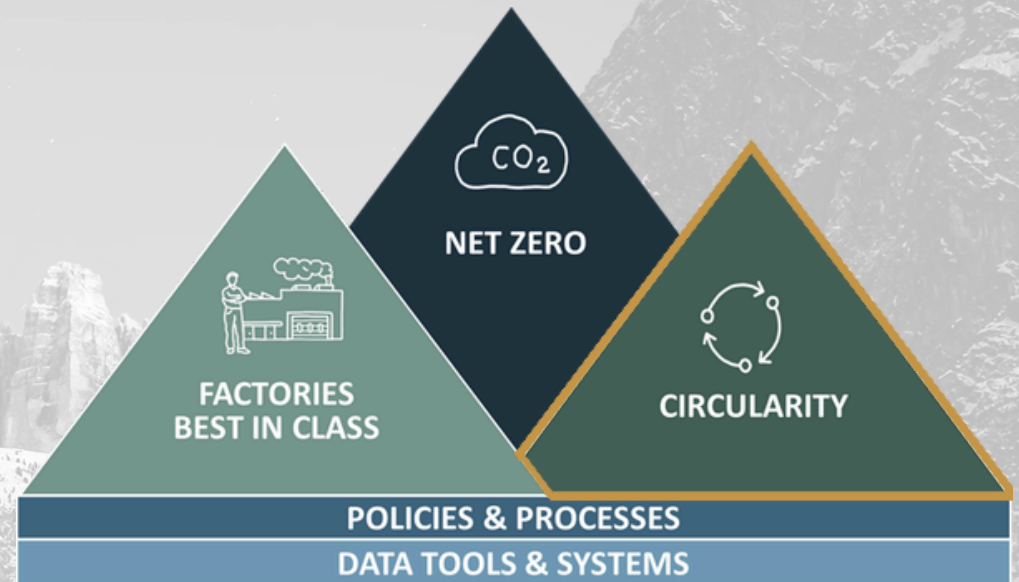


WE DO NOT RUN AROUND IN CIRCLES

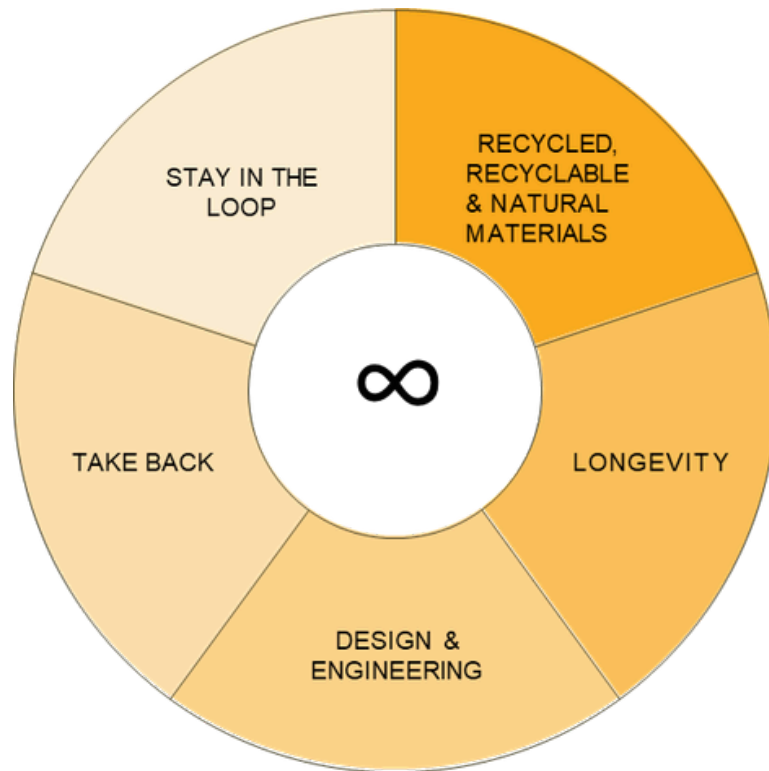
The concept of circularity plays a key role in reducing our climate impact.

By transitioning from a "make-take-dispose" model to a circular approach in our product design and business processes, we aim to reduce the impact of our products and operations.

This strategy encompasses not only our Circular Design Criteria but also the continuous improvement and expansion of repair services and second-life business models.



CIRCULARITY CRITERIA



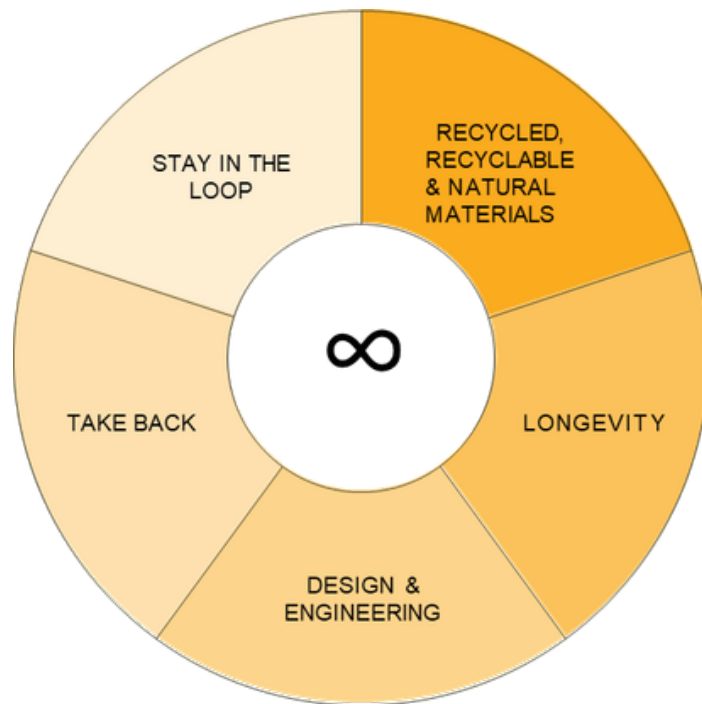
We want to minimize our impact on the environment, and thus we began integrating the concept of circularity into our product design and business models.

Our internal Carbon Footprint assessments of relevant upstream and downstream activities confirmed what we were already expecting: the majority of the greenhouse gas emissions caused by our activities as a company are attributed to our products.

To reduce their impact, we developed the Oberalp Circularity Criteria:

Starting from thoughtful material selection and targeted design decisions, backed by complementary circular business model, we aim to keep products in circulation for as long as possible. Over and over.

CIRCULARITY CRITERIA



Recycled,
Recyclable
& Natural Materials

Reduced Impact

- Recycled materials
- Natural & bio-based materials

Designed to be Circular

- Selecting & marking materials for recycling
- Easy separation of materials

Longevity

Designed to last

- Select durable materials, components & trims
- Reduce & reinforce potential stress points

Designed & Engineered for

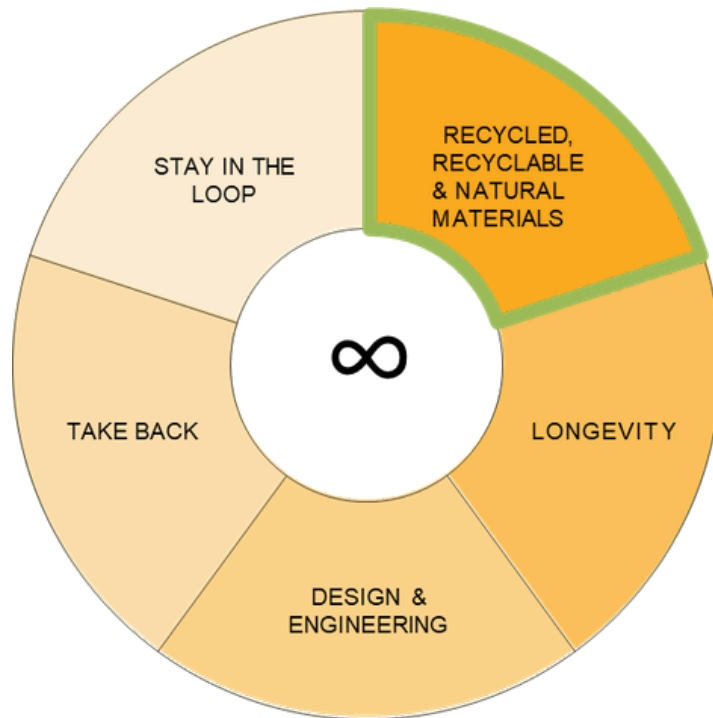
Resource efficiency

- Optimize product design to reduce material consumption
- Modularity & Versatility

Repair

- Simplified product architecture
- Spare parts

RECYCLED, RECYCLABLE & NATURAL MATERIALS



We prioritize lower impact materials, such as recycled materials and materials of renewable sources. Initially driven by conviction, we now support our material choices with Life Cycle Assessments (LCA).

With the goal of closing material loops, we further prioritize, wherever possible, the selection of recyclable materials and material combinations to support effective recycling at the end of a product's life.

“We cannot solve our problems with the same level of thinking that created them.” – Albert Einstein

RECYCLED MATERIALS: CLOSING THE LOOP

In March 2025, our president Ruth joined Francesco Sineri from Apparel Operations and Francesco Taboga, our Fabrics R&D Manager, on a visit to textile recycling facilities in China to assess the current state of textile-to-textile (T2T) recycling technology and its relevance for Oberalp's material strategy.

Where does T2T recycling currently stand, and what are the main barriers?

Francesco S.: the trip highlighted both how far the sector has come and the barriers that still need to be addressed before T2T becomes a stable and cost-competitive standard.

1. Managing pre-consumer and post-consumer feedstock

We confirmed once again how critical the balance between pre-consumer and post-consumer feedstock is for the scalability of T2T recycling.

- Pre-consumer waste remains limited in volume but easy to process.
- Post-consumer waste, while theoretically more abundant, is difficult to collect from the market, and once collected it is significantly harder and more expensive to recycle.

This continues to impact:

- material availability,
- process costs,
- and the ability to scale industrial T2T solutions.



VISITING TEXTILE TO TEXTILE RECYCLING FACILITIES

2. Lack of standardised industrial machinery

Another major barrier is the absence of standardized industrial machinery capable of efficiently removing non-recyclable components (such as prints and trims - where much of the work still relies on manual steps) and of separating and regenerating blended fibers through chemical processes.

Most suppliers told us clearly that:

- automation requires custom-built equipment,
- existing machines are not sufficient,
- and scaling is impossible without significant investment in new technology.

The machines used for chemical fiber recycling are themselves highly customised solutions. These systems are often the result of joint development between textile-process experts and chemical-process specialists, combining know-how that traditionally belongs to two very different worlds.

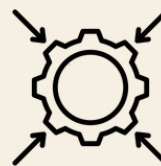
3. Building a reliable and scalable global sorting network

To make T2T an accessible global standard, the industry needs a much more developed and reliable sorting infrastructure, capable of delivering:

- consistent quality,
- predictable volumes,
- and clean, well-classified fiber streams.

Sorting capacity today is still fragmented and insufficient to support the level of circularity the industry aims for.

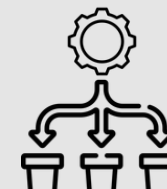
1. Feedstock Management



2. Industrial Machinery



3. Sorting Infrastructure



2.4 CIRCULARITY - RECYCLED, RECYCLABLE & NATURAL MATERIALS

Following the trip, a material evaluation was carried out on the Salewa and Dynafit linings. What did this process involve, and what were the results or conclusions?

Francesco S.: Oberalp strongly believes in the future of circularity and in the T2T project. We are working to include as many materials as possible within this technology. The most effective way to apply it broadly across different products is to start with linings, which are a transversal fabric used throughout the collection.

We have therefore initiated a process to standardise these materials and transition them toward circular recycled solutions. This approach not only reduces CO₂ emissions in the final product compared to using virgin material, but also increases collection efficiency by reducing the number of materials used and lowering overall complexity. We are exploring this with nylon and polyester materials.



For us, using textile-to-textile recycled materials is no longer a pilot project: our suppliers are offering materials from industrialized processes. The challenge for the coming years is to expand it progressively and systematically across a larger number of items.

From your perspective, what does meaningful progress on T2T recycling look like for Oberalp in the next 2–3 years?

Francesco S.: There are three answers to this question.

1. Expanding an already industrial process to more products

We have already integrated T2T technologies into our supply chain, and we are working to apply them more broadly whenever materials, volumes, and technical requirements allow it. The focus is not on “experimenting,” but on industrialising at an increasingly larger scale.

2. Focusing on technologies that preserve fiber quality

We see strong potential in chemical recycling of polyester and nylon, as it allows us to maintain the quality and performance required for our mountain sports products.

We remain more cautious with natural fibres, as current mechanical recycling processes lead to performance loss incompatible with the technical standards of our brands.

3. A worldwide ecosystem still in development

To make T2T a true global standard, the industry still needs more advanced, scalable systems for collection, sorting, and feedstock preparation. This remains a limiting factor globally, but we see encouraging momentum and are confident that infrastructures, technologies, and regulatory frameworks will continue to evolve in the coming years.

RECYLED MATERIALS: TOWARDS CLOSING THE LOOP



Salewa 1935-2025 (and going)

To mark 90 years of Salewa, we launched a limited-edition anniversary collection - retro fleece, beanies, and t-shirts that connect the brand's past to where it is headed.



Ninety years of developing products for the mountains means ninety years of trying things, learning, and adjusting.

One of the areas we are actively working on is the transition to T2T recycled fabrics. The anniversary fleece is an early example of where we want to get to, not a final answer. Availability, quality, and durability of T2T materials still leave room for improvement. Here is what we accomplished so far towards closing the loop.

The main fabric of the anniversary fleece is 100% recycled polyester: 51% T2T recycled and 49% recycled PET bottles.

A small detail with a larger logic behind it.

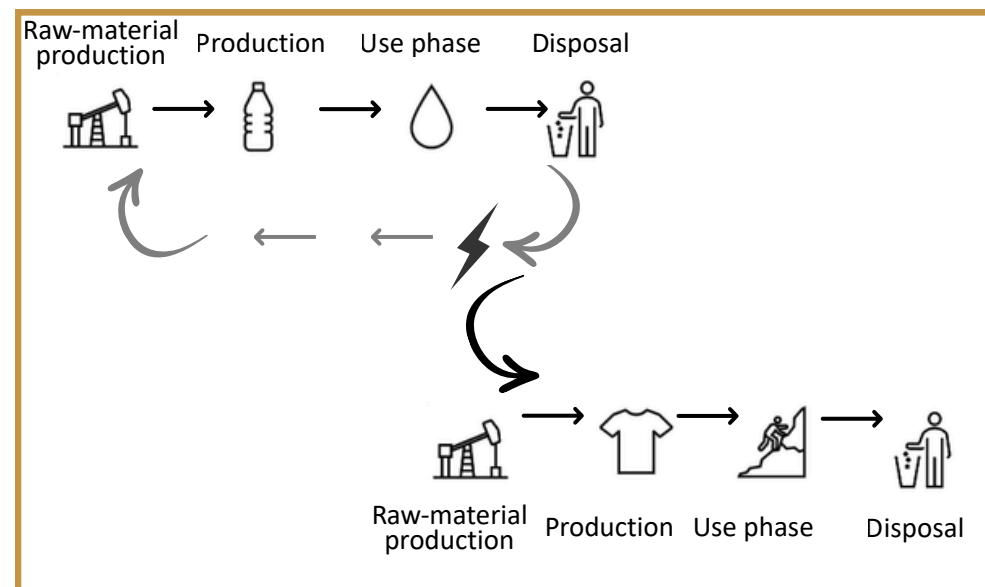


Figure 1 disrupted recycling system

Until recently, recycled polyester in apparel mostly meant recycled PET bottles. However, this can disrupt the bottle recycling loop. Plastic bottles are better handled within a closed-loop system - collected, recycled, and turned back into bottles. When textile production draws feedstock from that system, it can create competition and demand for new bottle production. The raw material is taken from a loop it was supposed to close.

See figure 1.

WITHOUT DISRUPTING THE SYSTEM

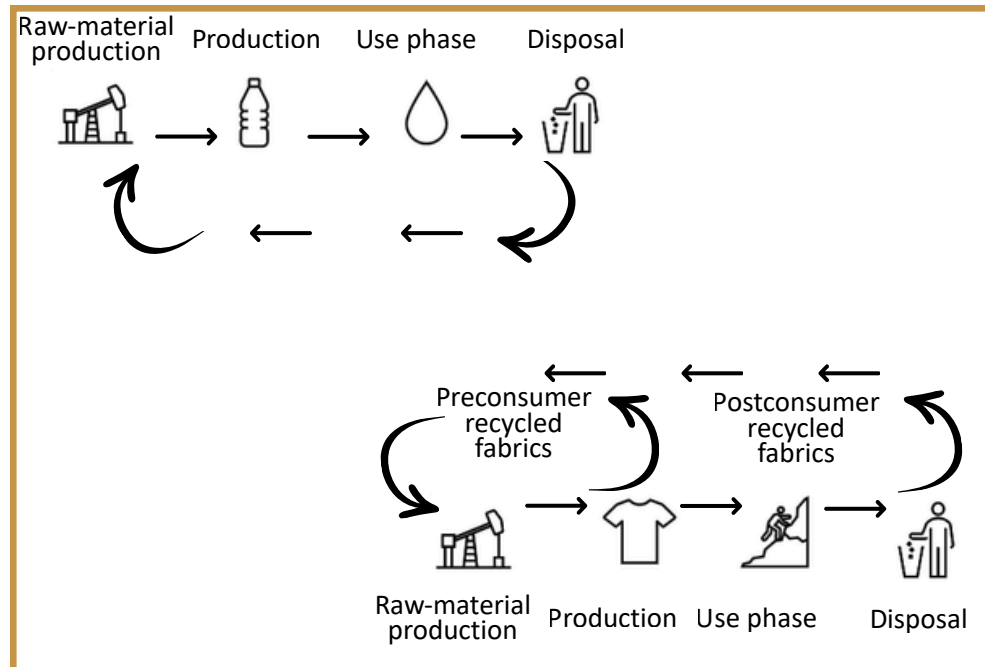


Figure 2 non-disrupted recycling system

T2T recycling avoids this disruption by sourcing from different textile feedstock (loops): textile scraps, pre-consumer production waste or post-consumer textile.

See figure 2.

Instead of pulling from the “bottle loop”, T2T keeps that process intact and begins building a separate loop for fabrics - one where a garment, at the end of its life, can become the raw material for the next one.



Ninety years of making products for the mountains has taught us:

The best solutions rarely arrive fully formed.

You try, you learn, you adjust.

This is one more step in that process and we are not done yet.

DESIGN FOR RECYCLING: TOWARDS CLOSING THE LOOP



Designed with Circularity in Mind

As part of our circular design strategy, selected LaMunt fleece jackets were developed according to our mono-material design approach. These garments are made from mono-material fabrics that are produced with yarns made from one single fiber type, in this case, 100% polyester fibers.

This approach aims to maximise the potential for recycling at the end of a product's life by avoiding material combinations that can hinder recycling processes.

Key characteristics of our mono-material design concept:

- No fiber blends in fabrics (e.g. polyester/elastane)
- All inserts, labels and threads made from 100% polyester
- No additional bindings or coatings hindering recyclability
- Easier identification and sorting at recycling facilities

However, as it often happens with first tries, we also had to compromise: to balance recyclability and product durability, zippers and trims are still made from nylon and Lycra to match our durability requirements and must be removed before recycling.

DESIGNED WITH CIRCULARITY IN MIND



Sabine Thermal Hoodie



Jenny Half Zip Fleece



Silvia Full Zip Thermal

Even though items made from mono-material fabrics are technically recyclable, we deliberately refer to these garments as “designed with circularity in mind”.

The reason behind it: Recyclability depends not only on product design but also on the availability of collection and recycling infrastructure, as well as on consumer participation in proper end-of-life disposal.

Although we have done our best to make these products fit for future recycling, we cannot guarantee that suitable collection and recycling systems are available in every market where they are sold, as textile recycling infrastructure is still developing in many regions.

How can you support this?

First, check the LaMunt website for more information and whether the product just needs proper care or can be repaired (by yourself using one of our patches, or with our experts).

If you think the item is no longer usable, please do not throw it in the rubbish. You can return your LaMunt Products with the ‘designed with circularity in mind’ icon at our LaMunt store in Munich or at any Mountain Shop that stocks the LaMunt brand. We’ll ensure they’re disposed of properly.

The LaMunt logo, featuring the brand name in a stylized, handwritten-style font.

[more about our
Mono-material
Approach](#)

MONO-MATERIAL - MULTI-POSSIBILITIES

LaMunt

At first glance, the Jenny Warm Half Zip Fleece does not look like a mono-material product. And that is precisely the point.

The entire garment is made from a single fabric, used in two different ways: one side with a plush texture, the other left smooth. Visual and functional variety, without the material complexity that makes recycling difficult.

Mono-material does not mean monotone. It means design choices that keep the product's performance, aesthetics, and end-of-life in mind from the start.

The Mono-material approach in this style:

- **Main material** made from 100% recycled polyester (PL)
- **Inserts** made from 100% polyester (PL)
- **Labels** made from 100% polyester (PL)
- **Threads** made from 100% polyester (PL)
- **Zip & puller** in nylon & lycra (for durability reasons): need removal before recycling.



Jenny Half Zip Fleece

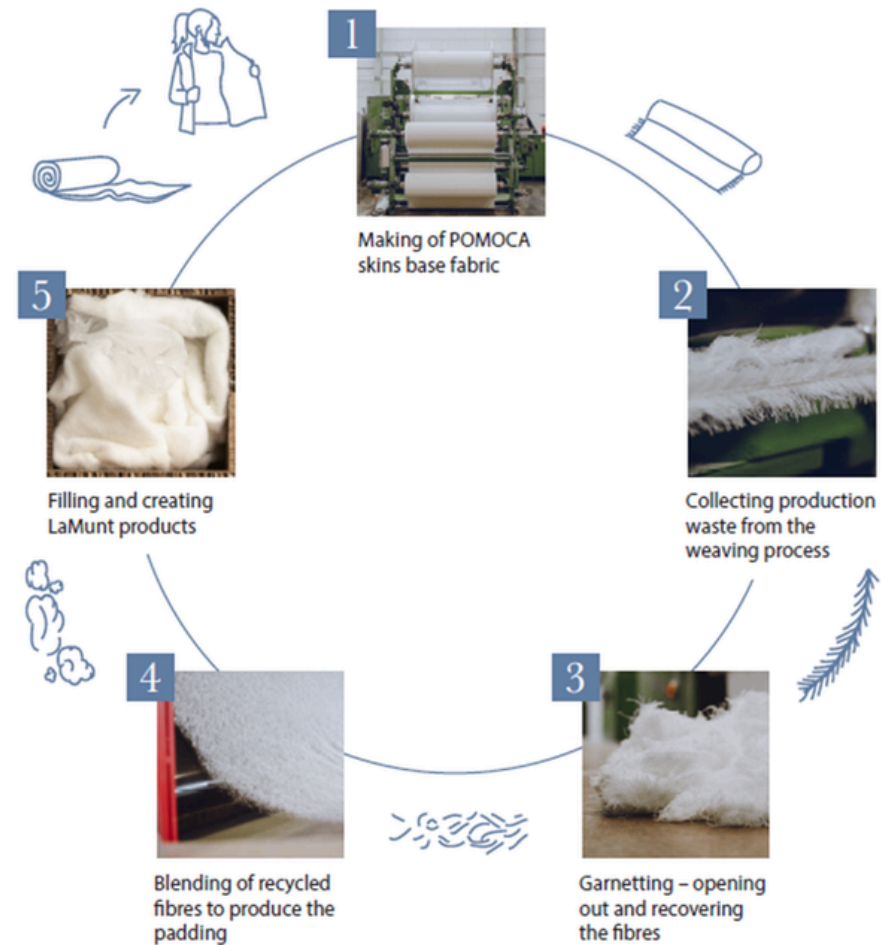
RECYLED MATERIALS: CLOSING THE LOOP WITH REMOCA



new Life for Skin “Waste”

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

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



NATURAL MATERIALS

MATERIALS OF RENEWABLE SOURCES

We use materials of natural origin because they often offer reliable performance and a lower dependency on fossil-based inputs. Here's an overview of the materials we mostly work with.



Plant based fibers

Cotton
Hemp



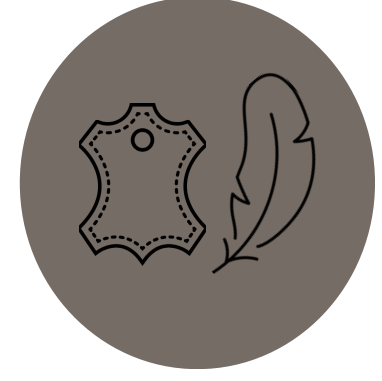
Manmade cellulosic fibers

Viscose (rayon)
Acetate
Lyocell
Modal



Animal fibers

Wool
Cashmere
Mohair



Animal origin

Leather
Down
Silk



NATURAL MATERIALS

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 humanely shear sheep twice a year to keep the animals healthy.



Responsible Chemical Treatment

The wool is washed using a patented oxygen washing technique without chlorine.



The “Undyed Sarner” is the continuation of our wool success story.

NATURAL MATERIALS RESPONSIBLE WOOL/MOHAIR



Pomoca uses a blend of mohair sourced primarily from Lesotho and South Africa. Salewa sources wool from small Alpine farms and shepherds in Tyrol and South Tyrol, processed under the Tirolwool® trademark. In both cases, animal welfare and farmer livelihoods are central concerns -including through direct supplier visits to verify conditions on the ground.



What are the RWS and the RMS?

The Responsible Mohair Standard (RMS) and Responsible Wool Standard (RWS), both developed by Textile Exchange, cover animal welfare, land management, and social welfare at the farm level, combined with a chain-of-custody requirement across the full processing supply chain. For RMS, only South African mohair is currently certified - approximately 50% of global production. Lesotho, one of Pomoca's key sourcing origins, is not yet covered.

For RWS, the standard is designed around large, organised farming operations -a structure that does not reflect the reality of small Alpine shepherds supplying Salewa's Tirolwool®.

Why Oberalp brands are not certified to the RMS and RWS

Our brands conducted thorough investigations into our respective certification paths. The structural barriers are similar: the chain-of-custody process requires every entity in the supply chain to be individually audited annually, at significant cost and administrative burden.

For Pomoca, an additional obstacle arose around data confidentiality -the certification process requires disclosing supplier details from the outset, and a standard NDA request to certification body Control Union went unresolved despite repeated follow-up. Furthermore, Pomoca's mohair yarn is a blend from multiple origins, and RMS currently requires 100% certified South African mohair -making certification of the current yarn composition impossible.

For Salewa, certifying the many small individual farmers and shepherds behind Tirolwool® is both logistically complex and financially disproportionate relative to the scale of those operations.



The small farm dimension

Both cases share a common concern: certification systems designed for large, industrialised supply chains can inadvertently disadvantage the small farmers and communities that brands like Pomoca and Salewa deliberately choose to support. In Lesotho, a rapid shift away from uncertified mohair could depress prices and undermine the livelihoods of small-scale herders. In Tyrol, a strict RWS requirement could exclude the very shepherds whose traditional practices Tirolwool® was created to preserve and support.



Current status

Neither Pomoca nor Salewa has pursued supply chain certification under current conditions. This is not a rejection of the standards' intent -animal welfare and farmer wellbeing remain priorities for both brands -but a reflection of structural barriers in the certification systems, and a deliberate choice to avoid sourcing decisions that could harm the small farming communities at the heart of both supply chains.

Across Salewa, Dynafit, LaMunt, and Pomoca, all wool and mohair used in our products comes from non-mulesing farms. For a number of products, this is supported by supplier certificates; for others, it is confirmed through supplier declarations.



NATURAL MATERIALS - RECYCLED DOWN

In products that contain recycled down and feathers, the RDS certification cannot be given:
Even if it is high-quality upcycled material, it comes from many different sources and the supply chain is not transparent.



1 Collecting & Sorting

Down is collected via textile bins all over Europe and separated from non-down.



2 Extracting

Mechanical extraction of the down and feather from the shell.



3 Cleaning & hygiene

Washing, drying and sterilizing the down and feather.



4 New products

The filling is ready to be part of new products.



NATURAL MATERIALS

- VIRGIN DOWN - RESPONSIBLE DOWN STANDARD

In case of virgin down, we use 100% Responsible Down Standard (RDS) certified feathers.

Animal welfare is where it all starts

The standard's core prohibitions and the Five Freedoms apply at the farm level.

Duck / Goose Farm

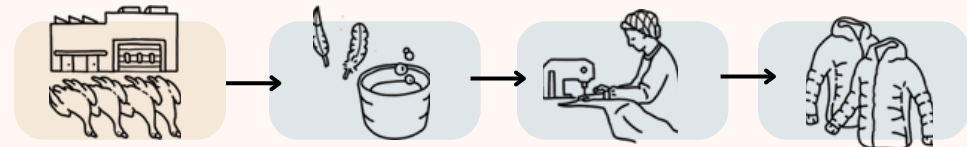
No live-plucking
No force feeding



Five Freedoms

Processing

Certified material must remain separate from non-certified material at every step of the supply chain.



Manufacturing

Garment factories must be audited: The RDS label can only appear on a product if 100% of the down is certified.

Certified down
100% RDS
required

Garment factory
Jackets, sleeping bags
Annual audit

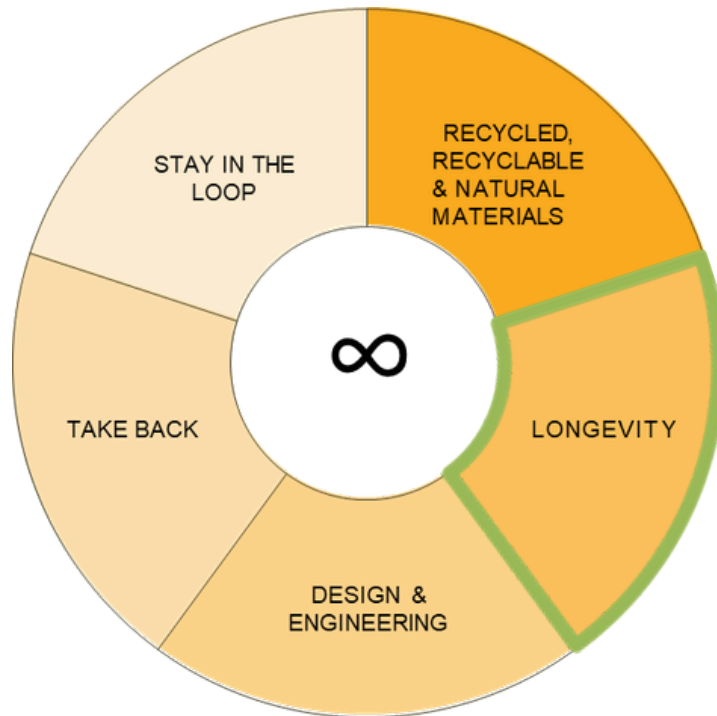
Brand
commitment

Certification governs the whole system.

Independent bodies audit each site and issue the certificate that allows the RDS logo.



LONGEVITY



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

- Vivienne Westwood

The second pillar of our Circular Design Criteria is Product Longevity. By choosing long-lasting materials and constructions, supported by guidance on care and refurbishment, and developing patches and spare parts for DIY repair, we want to encourage our consumers to have as many adventures with our products for as long as possible.

And to have them repaired, traded, or returned when no longer needed.

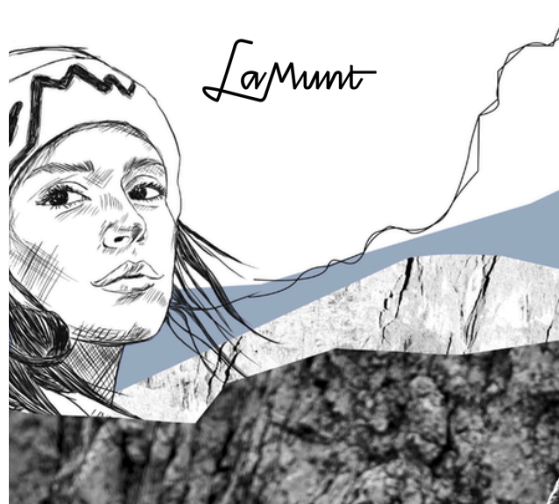
CARE

Taking care of your gear helps it last longer and perform better.

Longevity starts with design. But it doesn't end there. To support the durability built into our products, we continuously develop complementary services that extend their life in use: care guidance, repair, and spare parts availability.



[discover more](#)



[discover more](#)



[discover more](#)

WATER-PROOFING

Waterproofness diminishes over time through abrasion or dirt. Did you know that your water-resistant outdoor products benefit from washing? Regular washing reactivates the water repellency treatment (DWR)!

Before reapplying new DWR treatments, we encourage you to **maintain waterproof performance and durability**:

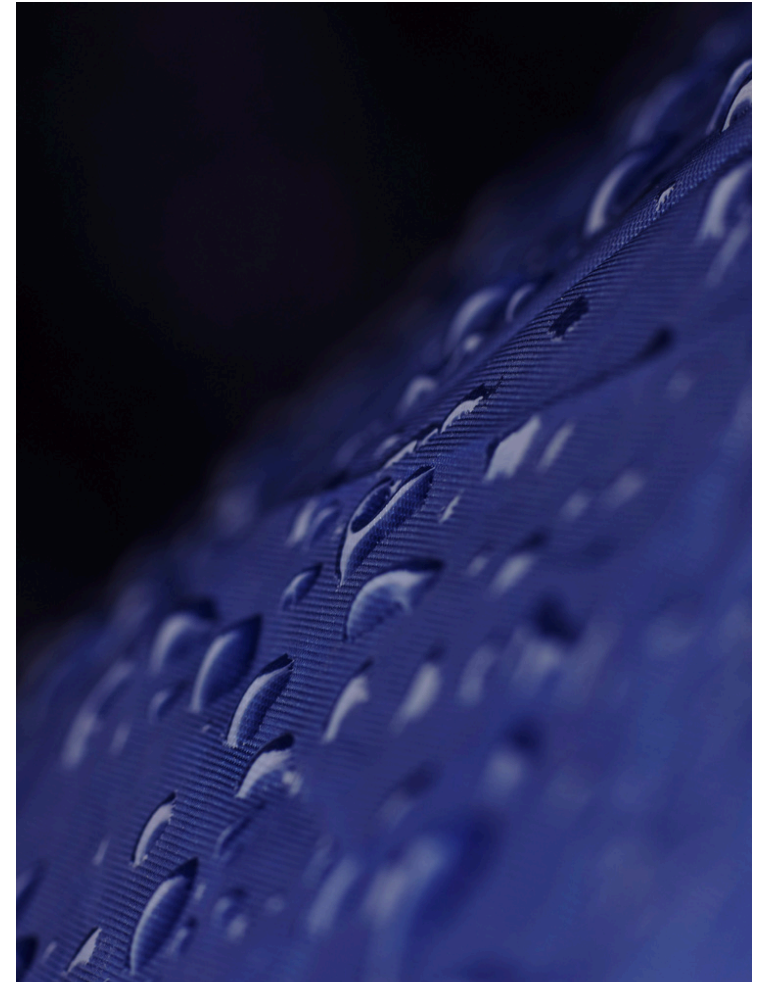
- ✓ Brush off dirt
- ✓ Clean gently (Apparel also in a washing machine, footwear - please only manually!)
- ✓ Air-dry naturally (Footwear does not go into the dryer!)

Visit our brand's websites to find out more.

More about PFAS and our phase-out journey in the Chemicals Chapter.

[Policies & Processes
- Chemicals](#)

Read more about our
Chemical Policy from page 109



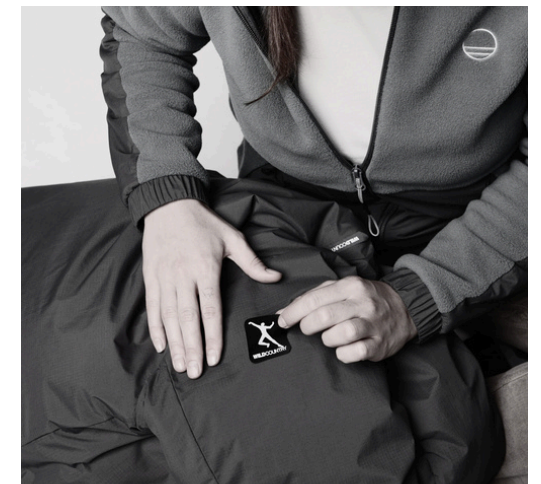
IT'S TIME TO PATCH THINGS UP!

Rip happens - but that doesn't mean the adventure's over.

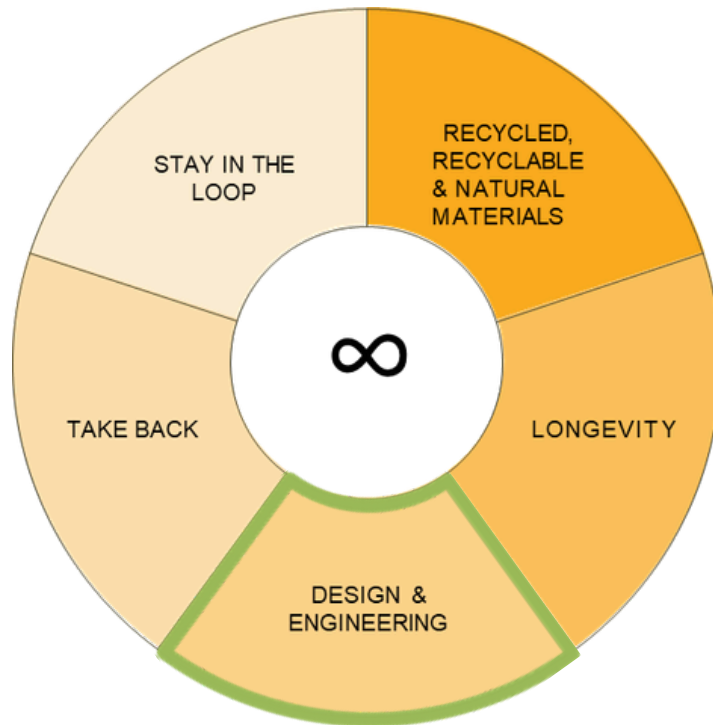
Our repair patches let you fix your gear fast, with style and zero shame. Quick, dirty, and proudly worn: repair is the new upgrade.

Save your tears for another day, because every tear has a tale – a summit reached, a fall taken, a line pushed further.

Don't cover it up, patch it up – and wear your story with pride.



DESIGN & ENGINEERING



Contribute - by Design

Scaling the use of sustainable materials and extending product lifespans is important, but **it only works if products are designed for resource efficiency and improved repairability.**

This also means not only optimising a product's design to reduce overall material consumption but also creating items that can be disassembled more easily for better repairability.

While this requires effort and adaptation, it is essential for real change.

SALEWA RE-POLES



The Salewa Re-Poles are designed to facilitate repair processes. They can be fully disassembled without specialised tools, so that everyone can repair them independently. The availability of individual spare parts supports long-term maintenance and Do It Yourself replacement of worn components.

At the end of life, the pole's components and materials can be easily separated. This supports, on the one hand, more efficient recycling processes while on the other hand maximising material recovery.



- Fully disassemblable, enabling easy DIY repair
- Repair instructions included in packaging
- Multiple spare parts made available to consumers
- High-strength & recyclable 7075-aluminium tubes for improved durability

EMPOWERING CONSUMERS TO REPAIR,
NOT TO REPLACE

RE-POLES

WE MOLT OUR SKINS



POMOCA CLIMBING SKINS – NEW FIBRE COMPOSITION

Of course you know that animals change their fur, skin, or feathers, in a process called molting. But did you also know that our ski-touring skins are molting as well? (Metaphorically speaking.)

With Pomoca, we created a new skin plush, which is made entirely from synthetic fibres and renewable materials - no animal-derived components. It combines two types of synthetic fibre-types engineered to replicate the grip and glide characteristics of traditional Mohair/Nylon blends.

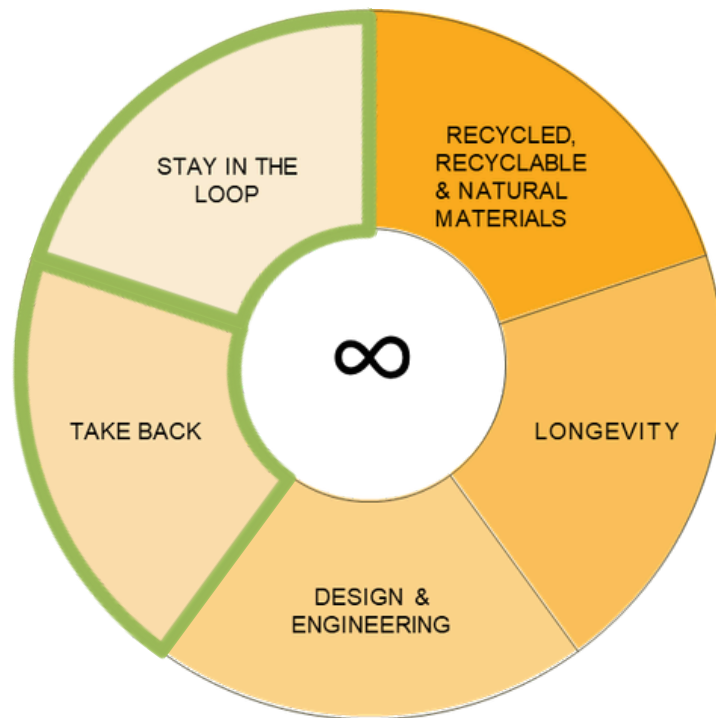
Performance is controlled and consistent: material properties can be precisely adjusted during production, without the variability inherent in natural fibres.

Both fibres are produced in Europe - the new synthetic fibre in Austria, Nylon in Spain.

Based on internal assessments, the new synthetic fibre has a lower climate impact compared to the conventional materials the skins had before “molting”: Nylon and Mohair. The result is a skin with comparable performance to Mohair/Nylon blends, at a lower price and a reduced environmental footprint at fibre level.



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.

GROUP WARRANTY MANAGEMENT

Verena Neufeldt has been Group Warranty Manager at the Oberalp Group since 2021. In 2005, she joined Salewa and initially held various quality management roles before taking on her current role. As Group Warranty Manager, she is further developing the repair and service concepts within the Oberalp Group.

“Sustainability starts when we give things a second chance.”



What does Salewa repair?

Verena: Anything that is technically feasible. In the clothing sector, the focus is on shell products. We also repair rucksacks and tents. When it comes to footwear, Salewa carries out minor repairs, while specialist partners are brought in for resoling.

Where do the repairs take place?

Depending on the region, in our own workshops such as the Care & Repair Hub in Kiefersfelden, at repair shops in Bolzano and Montebelluna, or through a network of external partners.

How are repairs carried out?

The primary focus is on restoring functionality, complemented by cosmetic refurbishment. In cases of doubt, we consult with the customer.

What role does the service play today?

In 2025, 2.700 products were repaired at the Care & Repair Hub in Kiefersfelden alone. Demand is high, and we are happy to meet our customers' expectations.

2.4 CIRCULARITY - TAKE BACK & STAY IN THE LOOP

How does the repair process work?

If you'd like to have a product repaired, you can simply drop it off at one of our locations or with one of our Salewa retail partners. The Care & Repair Hub in Kiefersfelden, our Salewa stores and, of course, Salewa retailers worldwide will then coordinate the rest of the process for you.

Is there a feedback process between the repair team and product development?

Yes, that actually goes through me. If the Warranty Manager or Customer Care team notices any issues, they inform me, and I pass this information on, after filtering it, to the relevant quality managers in the product development team.

How has the Salewa Second Life programme developed since its launch in 2023?

Since 2023, customers have been able to hand in their old Salewa products at our stores in exchange for a shopping voucher. The products are refurbished in Bolzano and resold in the Second Life shop at our Salewa Bolzano store.

What makes this special is that, true to the 'Re-Love' motto, customers can write the product's history on the Second Life label and pass it on to the new owner. Since 2023, we have given over 7,000 products a new life, and we are working to further expand Second Life project.



PRODUCT RESCUE

At our different sites, we offer professional repairs and refurbishments on apparel, footwear, and equipment - from zip replacements to resoling. On the next pages, we are introducing our product rescuers.

	2023	2024	2025	Progress
Repair	n/a	3104	3705	19%
Second Life	2603	2064	1650	-20%

Give your Salewa product a 2nd life

Since 2023, customers can return used Salewa products and thus give it a “Second Life”.

Bring a used Salewa product to one of the participating stores and receive a voucher, based on the product's condition. The items are refurbished and resold at the Salewa Store in Bolzano, Italy.

[participating stores
on salewa.com](https://www.salewa.com/participating-stores)



Eliana (left) and Ketty (right, coordinator) in Montebelluna, Italy.

In the Montebelluna (Italy) sample room, the team usually creates samples for our own brands. But they also carry out thousands of repairs each year – helping extend the life of our products and support customer satisfaction.

MENDING FAVORITE ITEMS

Since the opening of our Salewa Store in Bolzano, Italy, in March 2023, we have gained valuable experience. We hired a sewing specialist, prepared trims and materials, like zippers and original fabrics, and set up a process both internally and externally. The offer has been well received: **over 900 clothing and textile products have been restored** since the beginning of the project, so they can continue to be loyal companions in the mountains for somebody.

In winter 2023, we reintroduced our repair service for Dynafit ski boots and bindings, and, since autumn, we have also been accepting textile and clothing items of any brand for repair.



Our **Care & Repair specialist, Tanja**, repairs Salewa and other own-brand items -not only those from the SALEWA Store, but also, when possible, products sent in by our Italian dealers.

WARRANTY OF BOOTS & BINDINGS

Repairs of Dynafit ski boots and bindings are carried out at our headquarters in Bolzano, Italy, where Arno and his team in the warehouse manage far more than just returns.

A core part of their work involves refurbishing and repairing products to extend their lifespan. This hands-on service not only supports our customers but also strengthens our sustainability efforts by reducing waste and conserving the resources and energy required to manufacture new equipment.

By giving products a second life, the team actively promotes a more responsible approach to consumption and gear maintenance.



Christian, Repair Specialist in Bolzano, Italy.

FROM OLD TO NEW: YOSEMITE BUM



Yosemitebum is owned by Evolv, making it the only resoling company operated by a climbing shoe manufacturer. Recently, we have been expanding new programs for more sustainable climbing shoe resoling operations!

Approximately 85% of Yosemitebum's resole orders come from individual climbers using the online form and mailing their shoes directly. To reduce shipping emissions, we offer free shipping for group orders of five or more pairs, encouraging customers to consolidate orders with friends. These 5+ group orders account for about 10% of total orders. The remaining 5% come from bulk submissions (30–50 pairs) organised by partner climbing gyms.

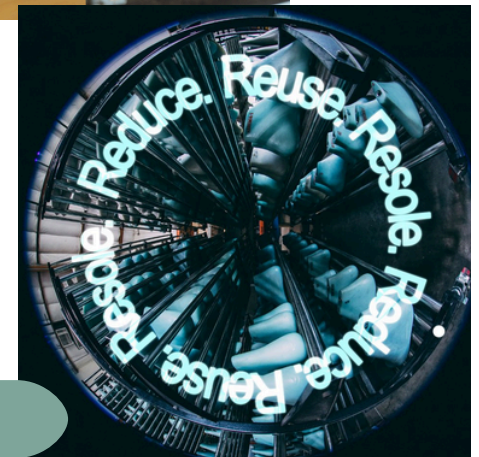
To grow the group order program, we partnered with local climbing gyms to install custom drop boxes with instructions and a QR code for order submission.

A Yosemitebum team member handles weekly pickups and drop-offs.

We aim to expand this initiative to more gyms in 2025 to enhance convenience and environmental impact.



In 2025, Yosemitebum resoled over 12k climbing shoe pairs, saving them from going to waste.



ybum.com

TRUST YOUR GEAR



Our full range of quickdraws and helmets is repairable

To extend product lifespan, we introduced spare parts kits for quickdraw slings and helmet padding.

Extension of Textile Product Lifespan – from 10 to 14 Years

Following extensive laboratory testing, long-term simulations, and over two decades of field data, we have extended the maximum declared lifespan of our textile PPE products from 10 to 14 years from the date of manufacture.

The updated guidelines are:

- Maximum total lifespan: 14 years from manufacture
- Maximum service life: 10 years from first use

In practice, this means a product manufactured in 2022 and first used in 2026 retains a full 10-year service life - until 2036 - rather than expiring in 2032 under the previous policy.

The change reduces returns and disposal of unused products, improves stock management flexibility, and ensures end users always benefit from the full 10-year service life - regardless of when they purchase the product.

– CLIMB WITH CONFIDENCE!



At Wild Country, we know how important reliable equipment is -that's why we offer a re-slinging service to keep your Friends in top shape.

Metal parts can last indefinitely with proper care, but the textile sling needs replacing within 10 years of manufacture. Check the serial number to find the age.



re-sling@wildcountry.com

Need to replace the sling?

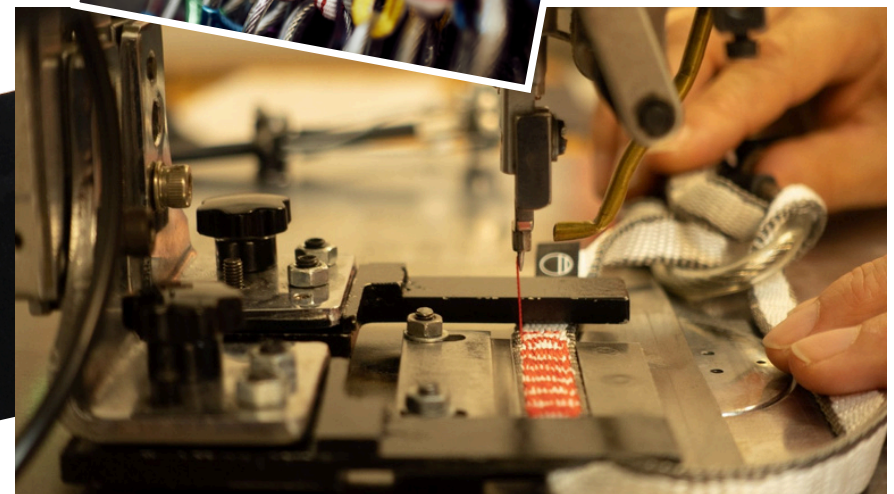
Inspect it regularly and look out for:

- ✓ All bar tacks present
- ✓ No loose or open stitching threads
- ✓ No cuts or abrasions

If your Friend is in good shape but the sling needs replacing, simply send it to us for re-slinging.

Need new triggers?

We've got repair kits for that too!



EXPANDING SERVICES



The most sustainable product is the one you have.



3300	1600	880
products sent in	products repaired	apparel
		600 hardware
		120 equipment

The **Care & Repair service at Kiefersfelden** has become a central element of Dynafit's circularity strategy. The goal is straightforward: **increase the repair rate** year by year by **expanding capacity, technical expertise, and service access points**.

Results are visible. Despite an overall decline in complaint rates, the repair rate is growing by approximately 6–8%. In the German and Austrian markets, nearly 50% of all returned items were repaired in 2025, with an upward trend continuing.

Beyond repair, irreparable items and components are fed back into spare parts, second-life processes, or recycling to keep materials in circulation. IT infrastructure along the repair workflow is improved to ensure transparent case management, efficient spare parts handling, and reliable KPI tracking. This allows our service to grow on the basis of data.

[discover more
on dynafit.com](https://dynafit.com)

PACKAGING

SMART PROTECTION, SMARTER COLLECTION

Our packaging falls into two categories: cardboard and plastic. We have been eliminating what we can and taking responsibility for what we cannot yet eliminate.

Polybags protect products through the supply chain, but even when disposed of responsibly, they typically end up incinerated, in landfill, or are exported. The issue is not the material itself - it is the linear system around it.

There are no perfect solutions, and alternative materials tend to shift rather than mitigate impacts, often introducing new negative externalities. Life cycle assessments agree that recycled plastic is a superior packaging material across almost every segment of its lifecycle, except at disposal. This is a systemic issue, not a materials issue. Thus, solutions need to be systems-based.



Through the European Outdoor Group, we have been working together with over 30 outdoor brands and retailers in the Single Use Plastics Project, to change the system:

- Shift to recycled polyethylene, reducing dependence on virgin fossil materials
- Designing bags for recycling - consistent, clean, pre-sorted material that can re-enter the resource stream
- Eliminating poly bags where feasible
- Collecting used bags in our stores before they reach consumers

Collection initiatives are ongoing in our shops in Germany, Austria, and Italy, also in collaboration with our retailers.

A collective step in the right direction - not a final answer.

singleuseplasticsproject.com



It's only waste
if it is thrown away.

UPCYCLING - THE TRASH CAN WAIT, WE SEW



As part of the ongoing "The Trash Can Wait" project, **this initiative builds on the sorting of faulty products returned to our warehouse, as well as post-testing samples, giving them a second life through creative reuse.**

The participants designed and sewed their own bags using pre-loved products from our brands. Supported by our warranty team and professional seamstresses, they worked through the entire making process. They left with a unique object, new sewing skills, and a hands-on understanding of the upcycling approach. The energy and enthusiasm of the participants were a real pleasure to see; it made the workshop a great experience.

UPCYCLING INITIATIVES - COLLABORATION



Skinalp upcycles production leftovers and overtrimmed skitouring skins from Pomoca, giving new life to materials that would otherwise go to waste. These skins, essential for ski mountaineering, prevent skiers from sliding backwards when ascending. Originally made from animal hides, modern skins now use synthetic fibers and mohair in various combinations.

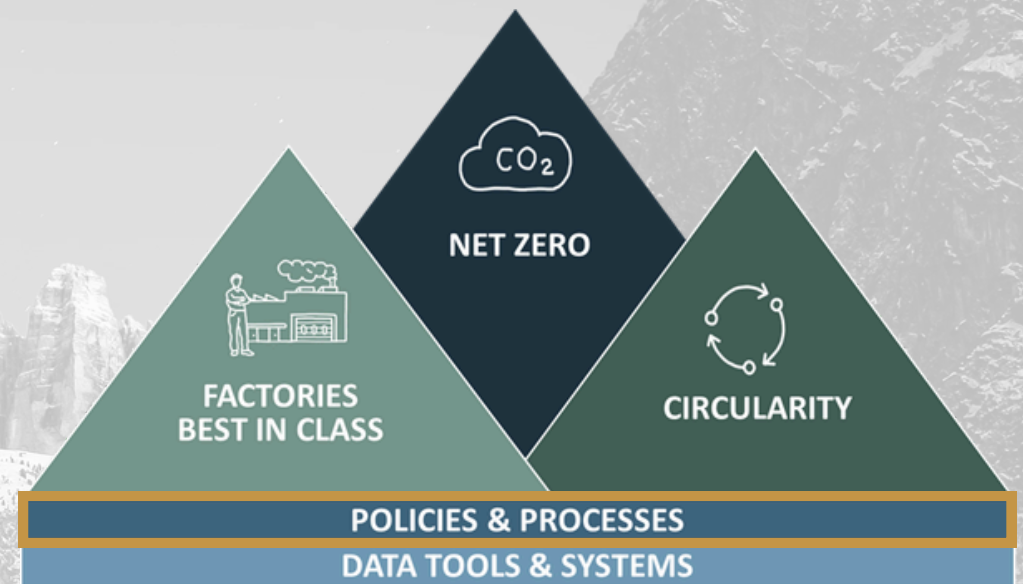
By repurposing excess material, Skinalp reduces waste while maintaining the functionality and performance of high-quality skitouring skins.

[skinalp website](https://www.skinalp.ch)

POLICIES & PROCESSES - CHEMICALS

Apart from adhering to our Code of Conduct and respecting our Quality Standards, suppliers must comply with our chemical requirements. We work with industry experts to maintain the highest chemical standards, supported by in-house chemical management expertise.

Chemicals Management is an integral part of our Circularity Criteria, because safe, circular systems. Because circularity is enabled by safe and traceable inputs, embedded in strong policies & processes, which are necessary for a strategy that foresees low-impact materials and cyclability.

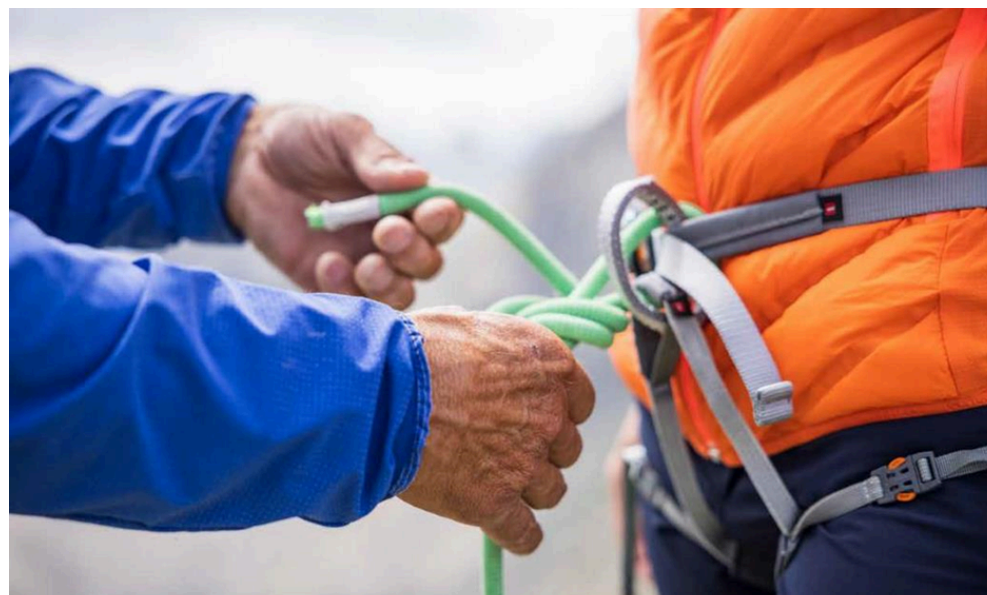


CHEMICALS MANAGEMENT

Our Chemical Policy defines how we manage hazardous substances across all products and materials made for our brands.

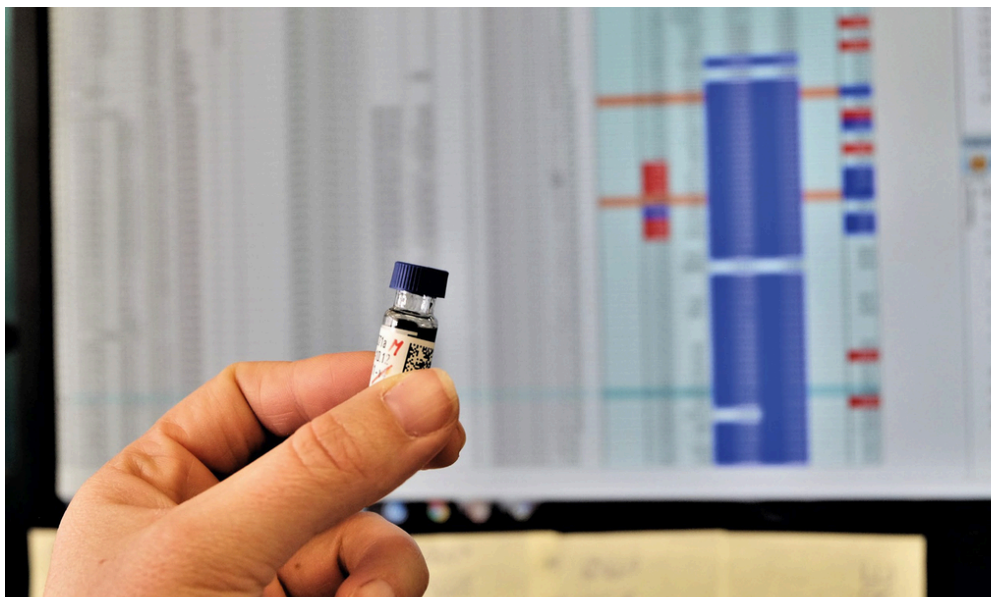
At its core is the Oberalp Restricted Substances List (RSL), first established in 2014 and revised every two years since. The RSL sets binding limits on hazardous chemicals in our products and production processes, in line with applicable legal standards and international best practice.

The policy is mandatory across all stages of production, from prototypes and samples through to bulk orders, and applies to all suppliers, subcontractors, and nominated material suppliers in our supply chain.



Our products are not chemically safe due to testing but because we enforce strict regulations that all suppliers must follow.

CHEMICALS MANAGEMENT



Our suppliers must comply with the Oberalp Chemical Policy.



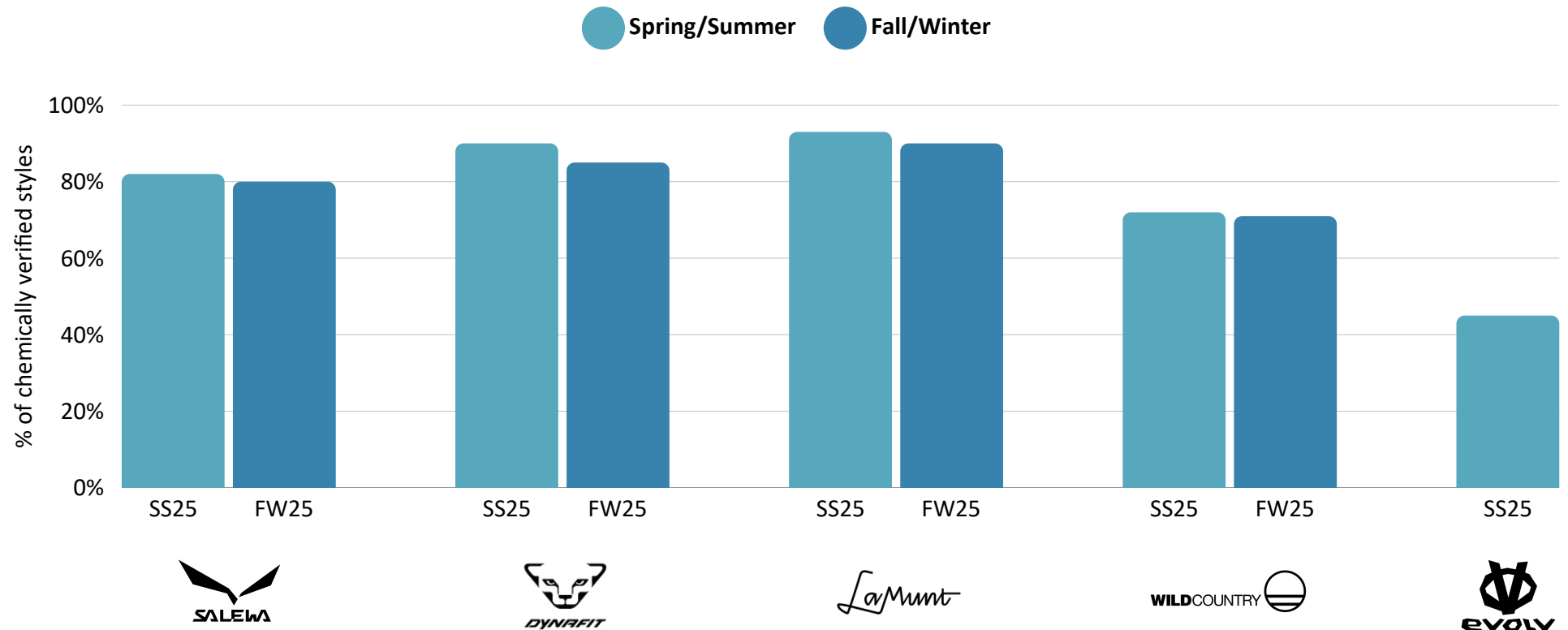
Chemical Policy

Compliance is verified through testing, with third-party laboratories involved where required. The policy forms an integral part of our Conditions of Purchase, meaning every supplier relationship is contractually bound by these requirements.

A key focus of the Chemicals & Environmental Compliance Senior Specialist visit is traceability at production sites – ensuring all chemicals and materials used can be tracked back to their source. This allows suppliers to identify specific batches used and to isolate products if test results fail.

The Chemical Policy meets EU (e.g. REACH) and non-EU (e.g. US CPSA) regulations, and in some cases goes beyond them by including substances flagged by major certifications, scientists, and other stakeholders.

CHEMICALS MANAGEMENT



Oberalp verifies compliance with its Chemical Policy through certified lab testing based on a risk matrix for each material. In 2025 collections, 83% of the entire Oberalp apparel & footwear styles were chemically verified.

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.



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.



Rigorous Testing

Since 2020, our in-house lab in Montebelluna, Italy supports R&D by testing materials and products to the highest performance standards. Equipped with advanced machinery, it ensures quality and gives the final approval before commercialization.



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 & 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.

PFAS – THE FOREVER CHEMICALS



Feathers create a surface that causes droplets to bead and roll off- an example of nature's own durable water repellency, without chemicals.

Per- and polyfluorinated chemicals (PFAS) are a family of organic fluorine compounds. PFAS are chemicals used for water, grease, and stain resistance. However, they are persistent, spreading through water and air, and pose risks to humans and wildlife.

In outdoor products, PFAS were widely used, especially for water repellency treatment (DWR) finishing.

Some PFAS groups are restricted in Europe, with broader regulations under discussion. In the U.S., most of our customers follow California's Assembly Bill 1817, which bans all PFAS from 2025 (FW24).

PFAS-free does not mean zero PFAS. Due to abrasion and environmental exposure, trace amounts may always be present - not only on clothing, but across materials and environments broadly. EU and U.S. requirements differ in testing methods and threshold limits, with the U.S. generally applying stricter criteria.

Removing PFAS from our products is a deliberate step -but like food packaging that reads "may contain peanuts," full absence cannot always be guaranteed.

What matters is the intent and the direction of travel.

PFAS-PHASE OUT COMPLETE

Our PFAS transition began over a decade ago with a clear framework - Rethink, Restrict, Replace, Research, Reunite, Report - and a clear goal: to eliminate the intentional use of PFAS across all products and divisions. As of Summer 2025, that goal has been reached.

Across Salewa, Dynafit, LaMunt, Wild Country, Pomoca, and Evolv, we produce products without the intentional use of PFAS.

This did not happen all at once. The transition required working through each product category and brand individually, navigating technical constraints (particularly in Gore-Tex footwear and apparel) and finding PFAS-free alternatives that meet the performance standards our products demand.

LaMunt was PFAS-free from the very beginning. Pomoca's skins have been PFAS-free since 2015, including the development of the first PFAS-free skin treatment. Wild Country and Evolv reached full PFAS-free status in 2022. For Salewa and Dynafit, the final remaining categories - GTX apparel and footwear - completed the transition by Summer 2025.

The milestone we committed to is now behind us. The work ahead is to maintain it.

The LaMunt logo is written in a black, cursive script font.The Wild Country logo features the words "WILD COUNTRY" in a bold, sans-serif font, followed by a circular icon containing a horizontal line.The Pomoca logo consists of the word "POMOCA" in a bold, stacked, sans-serif font, with "SWISS MADE" in a smaller font below it.The Evolv logo features a stylized, geometric icon above the word "evolv" in a bold, lowercase, sans-serif font.The Salewa logo features a stylized, geometric icon above the word "SALEWA" in a bold, uppercase, sans-serif font.The Dynafit logo features a stylized, geometric icon above the word "DYNAFIT" in a bold, uppercase, sans-serif font.

PFAS PHASE-OUT IN FOOTWEAR: CHALLENGES

By Andrea Carraro, Operations and R&D Director Footwear & Technical Equipment

The transition to PFAS-free water repellency in footwear is an important step, but it comes with several challenges:

- technical, as changes on materials entail performance compromises
- production, because of changes in processes
- economic decisions, because of the increased costs involved
- the necessary engagement of the users in taking care of their gear

Evolving treatments: Progressing, but not yet as durable

The shift to PFAS-free materials has required manufacturers to adapt production processes, often making them more complex and energy-intensive.

The transition to PFAS-free was very fast, and at the beginning of the transition, in some cases, treatments were still not stable throughout production.

Our R&D team collaborated with our suppliers to make significant improvements in performance and stability.

While our PFAS-free shoes stay dry and breathable, their water-repellent finish may not endure as long as older PFAS-treated ones did. With PFAS-free coatings, a little routine care, like regularly cleaning and renewing the waterproofness of your boots, is even more important to keep their performance.

More about care on page 87 and 95.

Meeting consumer expectations

Outdoor enthusiasts demand high-performance products, and if a shoe's durability or water resistance declines, this can lead to customer dissatisfaction or returns. This is especially the case with technical categories where performance is critical. To avoid this, it is crucial to make users aware of the implications of the substitution of PFAS: the need to actively care for their footwear to maintain performance and improve longevity.

PFAS PHASE-OUT IN FOOTWEAR: CHALLENGES

Navigating evolving PFAS regulations

The strive for alternative treatments is further complicated by the regulatory landscape. As governments introduce stricter rules, companies must quickly adjust to new requirements, often before PFAS-free solutions are fully stabilized. This ongoing uncertainty makes the transition even more complex. We remain committed to finding the best balance between performance, responsibility, and innovation.

Next-Generation Materials: Membranes

Our products use two types of membranes: our own Powertex and branded ones. We did not have to change the composition of Powertex membranes, since they did not contain fluorine in the first place. Other membranes were fluorine-based and have evolved to align with the PFAS phase-out. While they provide reliable waterproofing and breathability, there is a slight reduction in breathability compared to previous ones.



Dynafit's Traverse GTX is among the carry-over styles that are PFAS-free as of Spring-Summer 2024.

PFAS PHASE-OUT IN FOOTWEAR: CHALLENGES

Looking Ahead

We are committed to innovation that serves both performance and responsibility. Moving to PFAS-free footwear is an ongoing process aimed at improving performance, and although we are convinced that the phase-out of these chemicals is necessary for environmental reasons, we also need to recognise the current challenges and their implications. We need to assess and weigh the solutions we apply against the compromises and the consequences they bring, especially in terms of longevity.

Alternative treatments are constantly being improved in terms of durability; however, they still do not offer the same performance as the PFAS-based solutions of the past, although they do provide adequate waterproofing and breathability.

Our research and development teams are actively working to improve the effectiveness, stability, and longevity of alternative surface treatments to ensure the best performance and product durability.

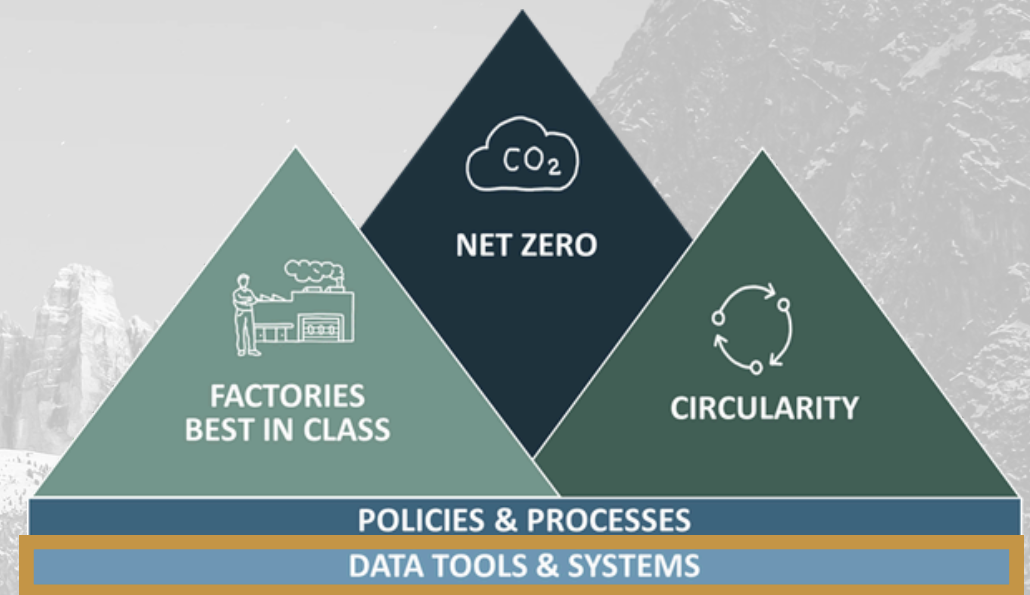


DATA TOOLS & SYSTEMS

Data is the backbone of progress. If it's not measured, it cannot be improved – and if it's not transparent, it can't be trusted.

Turning sustainability data into resilience means transforming environmental and social metrics into actionable insights that strengthen our long-term adaptability and decision-making.

Making sustainability measurable, comparable, and transparent – a necessity for also becoming compliant with evolving EU regulations within the Green Deal.



IT HIGHLIGHTS

Good decisions depend on good data, efficient processes, and secure systems. In 2025, our IT team delivered initiatives that strengthened our digital infrastructure and improved operational efficiency.



PLM System Integration: Kubix Link

Reliable reporting starts with reliable data. Product information has been managed in different and disconnected systems, creating inconsistencies in attributes and calculations.

Launched in November 2025, Kubix brings all our product categories onto a single PLM platform, enabling data flow, collaboration, and more efficient processes. It is the groundwork for product attribute calculations, traceability, and transparency, including preparation for the Digital Product Passport and ongoing EmpCo and compliance requirements.

CSRD Implementation Partnership with osapiens

We completed our Materiality Assessment using the osapiens HUB for CSRD.

The platform provided the structure for a systematic, cross-functional process: moderated workshops, virtual sessions, and role-specific CSRD training for employees.

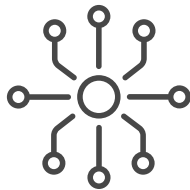
The DMA gives us a structured basis for identifying material ESRS topics, setting priorities, and assigning responsibilities. We are now using it as a working framework: reviewing existing activities, identifying gaps, and addressing them step by step.

REBOOT SUSTAINABILITY REPORTING

To support the shift from voluntary to compulsory reporting, data and infrastructure must evolve. Attributes and criteria across products, suppliers, and operations need to be fully digitised, accurate, and integrated. This ensures traceability, simplifies reporting, and provides audit-ready, actionable insights.

Beyond compliance, this data-driven approach is a significant opportunity: it embeds sustainability into core processes, reduces risk, builds trust, and transforms sustainability from a reporting duty into a strategic advantage.

We are moving towards this transition in three concrete ways:



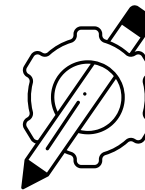
Centralising Sustainability Data

We are integrating key sustainability attributes into our internal systems, including the PLM platform Kubix Link (see previous page). The goal: sustainability data that is not siloed, but accessible and consistent across product development, sourcing, and compliance.



Building a Scalable Compliance Framework

Our Sustainability Compliance & Strategy team ensures we meet new regulatory standards while keeping claims credible and verifiable. The team plays a key role in aligning this framework with both legal and brand-level needs.



Empowering Teams with Tools and Training

Through tailored tools and training, our teams can make data-informed decisions - from choosing lower-impact materials to making transparent product claims - advancing our group-wide strategy, Contribute.

ALIGNED INTELLIGENCE

It is a challenge. And the workload is high.

We are in the process of collecting, cleansing, and aligning data across systems and departments for different reporting purposes - from this GRI report to CCF data collection. One thing is clear: *any* data is not good enough. Data must be *complete, timely, and fit for purpose*.

And perhaps the most critical factor is identifying the right Data Owners: People who are both accountable and genuinely invested in getting this right.



Teamwork is required for data gathering, as well as the right structure.

03. BEYOND PRODUCT

We are a group of adventurers and dreamers.

Mountaineers looking for their next peak.

This is where we work and where we are present.



3.1 Our Presence

Where we work

Where we climb

Stores & Communities

3.2 People Business

How we shape up across the Group

Oberalp Awards

Family & Work, Benefits

3.3 Our Communities

Projects & Collaborations

Last Words

3.1 OUR PRESENCE

WHERE WE WORK IN THE US

While our headquarters are rooted in South Tyrol, Italy, Oberalp's presence spans the globe. From the western United States to Eastern Europe, our offices are home to our brands and support a diverse network of distributors worldwide.

- **EVOLV**
Tustin, Los Angeles, California
- **OBERALP NORTH AMERICA**
Boulder, Colorado



WHERE WE WORK IN EUROPE

We have key European offices in Italy, Germany and Switzerland, as well as France, Spain and our Business Unit Eastern Europe has a base in Poland and one in Czech Republic, covering also Slovakia and Hungary. Additional to our skitouring skins factory in Switzerland, we have production facilities in Romania and Germany.



ITALY

Bolzano

Home of OBERALP HQ

Montebelluna

Product Divisions Apparel,
Footwear & Technical Equipment

FRANCE, Annecy

SPAIN, Barcelona

EASTERN EUROPE

Poland, Czech Republic

SWITZERLAND

Chavornay, home of Pomoca,
our Skitouring skins brand
(see page 127)

GERMANY

Kiefersfelden, Competence center for
Dynafit bindings and HQ of the Central
European Commercial Unit (Germany,
Austria, Switzerland).
(see pages 127 & 130)

Wermelskirchen, where in **Velotex** we
produce the Mohair-velvet, main
component of our Pomoca skitouring
skins.

ROMANIA

Sebeș, home of **Droker**, our production
facility for Salewa footwear

WHERE WE WORK IN GERMANY & SWITZERLAND



The place where mountain athletes are made

Every brand needs a home – a place that represents its identity. Here, we create a meeting point for all passionate mountain sports enthusiasts with the SPEED FACTORY: a place that is more than just a workplace.

Tailor-made services for trail running, mountaineering and ski touring: apparel and ski boots repair service, build your own skis and the current collection in the shop.

Dynafit Speed
Factory



We invite you to visit our factory, the heart of our ski touring skin production.

Here, innovation and craftsmanship come together to transform rolls of raw velvet into high-quality technical products that support skiers on their adventures. Experience every stage of production – from the storage of raw materials to the final finishing touches, including our bonding, cutting and assembly processes.

Pomoca
Production Tour

WHERE WE CLIMB



October 18th finally arrived, and the Salewa Cube Waltherpark bouldering hall opened its doors.

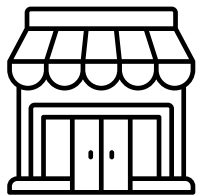
A modern bouldering hall above the rooftops of Bolzano, Italy, offers a modern climbing experience with space to meet others.

The new Salewa Cube offers over 1,100 square meters of bouldering areas, spacious chill-out zones, an inviting bar, and a corner shop with climbing equipment. A special highlight is South Tyrol's first Kilter Board - a digitally controlled climbing wall with an adjustable incline that offers hundreds of training options via an app. The Kids Area, supervised by Kinderfreunde Südtirol, also enriches the hall and offers professional childcare on all opening days.

Foundation for expansion in Italy

The opening of the bouldering hall in Waltherpark is an important milestone for an expansion: more Salewa Cube climbing halls are following, such as in March 2026 in Varese or later in Como.

WE ARE SERVING 69 COUNTRIES



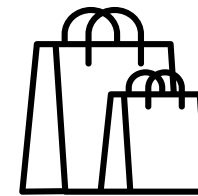
Monobrand Stores

- Salewa: 22
- Dynafit: 5
- LaMunt: 1
- Mountain Shops: 40



Outlets

- Salewa Outlets: 25
- Mountain Outlets: 3



Dealers & Distributors

- 3,500 dealers
- 50 distributors

MOUNTAIN SHOP CONCEPT



Mountain Shops are specialist multibrand mountaineering shops for people who share our passion for the mountains and outdoor life.

Because we know that every mountain region has its own unique characteristics, the range of brands products in each Mountain Shop is tailored to the activities practised in that particular region.

In mountain sports, **it is essential to have the right equipment** with you. It is equally important to have a rope partner you can rely on completely. An expert you can trust. That is precisely our promise: competent staff who will help you choose the perfect product for your specific requirements.

Our Mountain Shops are staffed by mountain sports enthusiasts, just like you. Each of them practises their favourite sport whenever they can. Mountaineering, climbing, hiking, trekking, trail running, ski touring. **They offer a range of services, depending on the region, such as ski waxing and grinding, base repairs, bike services, apparel repair, foot-analysis and boot-fitting, resoling, ... for your next adventure.**

STORES & COMMUNITY



Not only a store but also a female mountain community place.

Sometimes, when life offers an opportunity, you can't step back; you have to take it and see where it leads. On April 4th 2025, we officially opened our first LaMunt Store and our community came together to reconnect and build new friendships.

The store is more than just a place to showcase our apparel. It's a home for women who share LaMunt's values, passions, and ideals. This is the birth of our "community place" concept: **a space to welcome, share, and inspire.** Here, we host events ranging from book presentations and art lessons to walking groups, all focused on fostering authentic connections.

*"For us, the sense of community comes above all else.
This project is just one of many examples of that."*

Ruth Oberrauch, founder of LaMunt



Communities that
share our trail



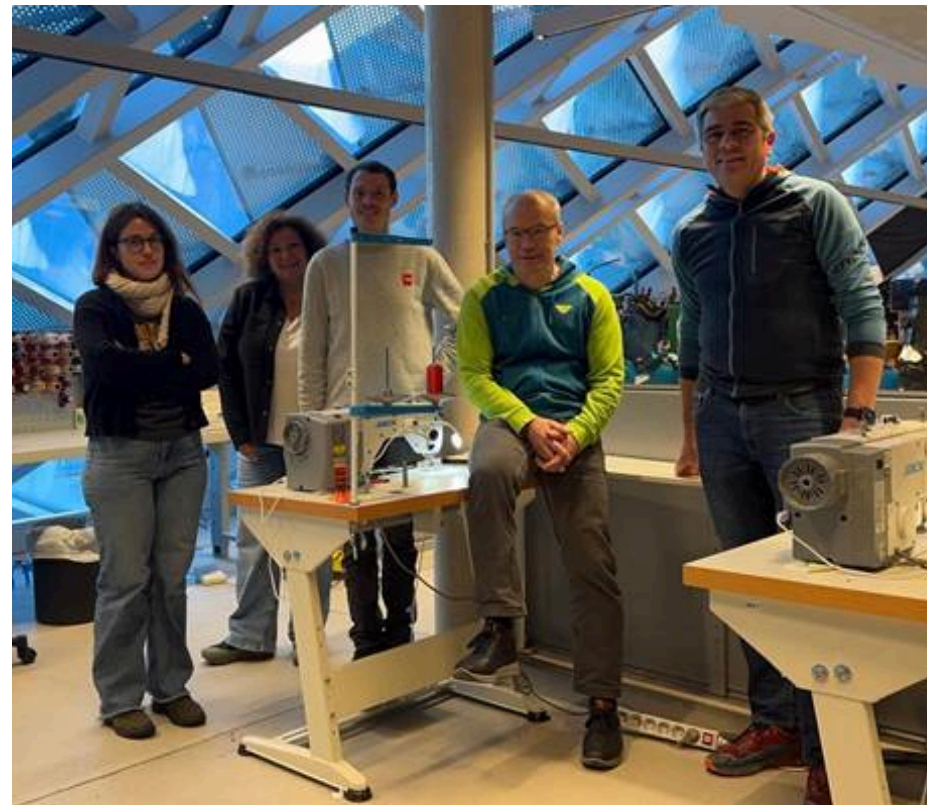
SPEED FACTORY KIEFERSFELDEN



With the opening of the Dynafit Speed Factory in Kiefersfelden in late 2024, we not only **created a place where we can drive innovation and showcase our brand; we also established a service centre that meets Dynafit's high standards of resource efficiency and excellence.**

The heart of this service centre is our Care & Repair Centre – a workshop accessible to end consumers, where we carry out repairs and extend the life of our products.

Mountain products of all categories, materials and complexity across the entire portfolio, namely clothing, rucksacks, tents, skins, ski boots, bindings and hiking boots, **are being restored to be used again**; and not only for Dynafit and all of Oberalp's own brands products, but also for products of other brands.



The Team from the left: Denise Rauch, Martina Wollgast, Martin Böttger, Klaus Strössenreuther und Christian Brandl contribute greatly with their ideas, skills, creativity and passion.

3.1 OUR PRESENCE

CIRCULAR EXPERIENCE

The Salewa Store Bolzano, Italy, is based on our concept of Circular Experience. It operates two in-store programmes designed to extend product life and reduce waste.

The **Repair Service** offers professional repairs not only on Salewa apparel, equipment, and footwear - from zip replacements and seam repairs to resoling - carried out by trained staff. Lead times range from one hour to ten days.

The **Second Life corner** sells used and reconditioned Salewa products. Previously owned by athletes and customers which have been professionally repaired and meet our quality standards. Customers can also bring in used Salewa items with proof of purchase for assessment and receive a credit note based on age and condition.



PEOPLE BUSINESS

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 mountain and sports.

And that won't change.

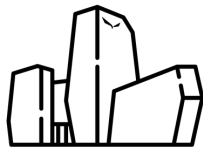


HOW WE SHAPE UP ACROSS THE GROUP

Distribution of our Employees

633

Office based



378

Retail based



133

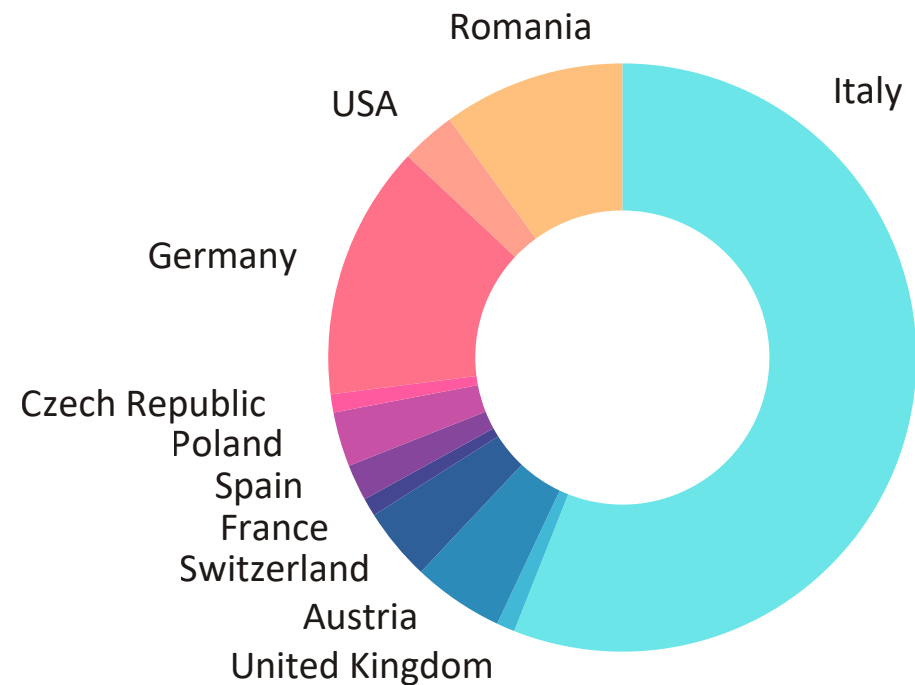
Factory



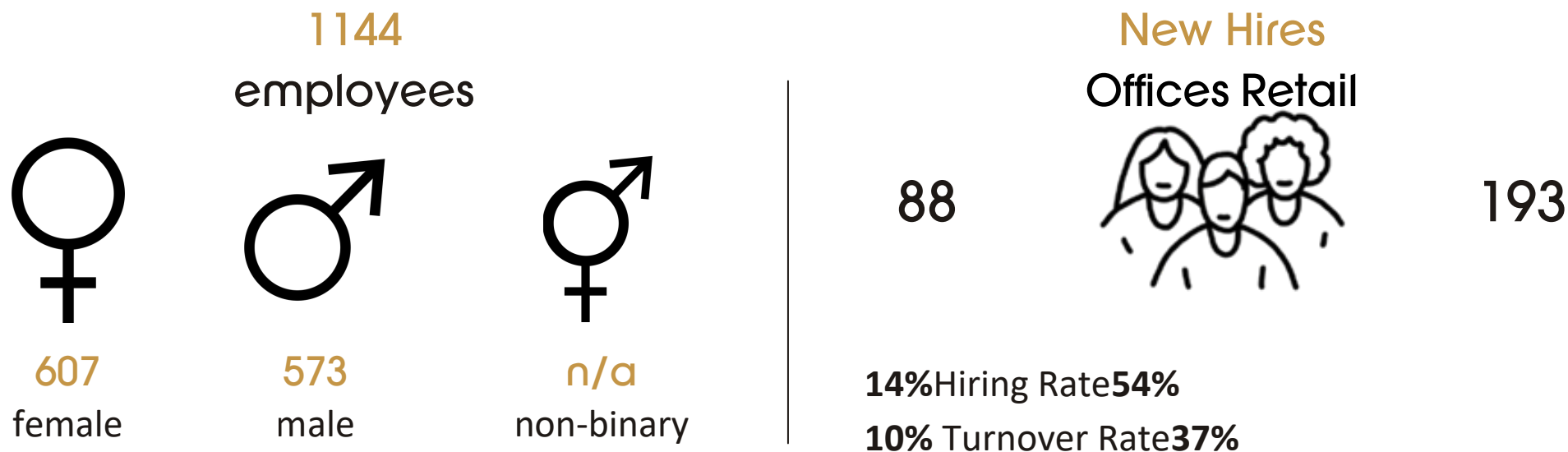
Droker 182

Velotex 13

97% Staff based in Europe



HOW WE SHAPE UP ACROSS THE GROUP



Distribution of our employees by age

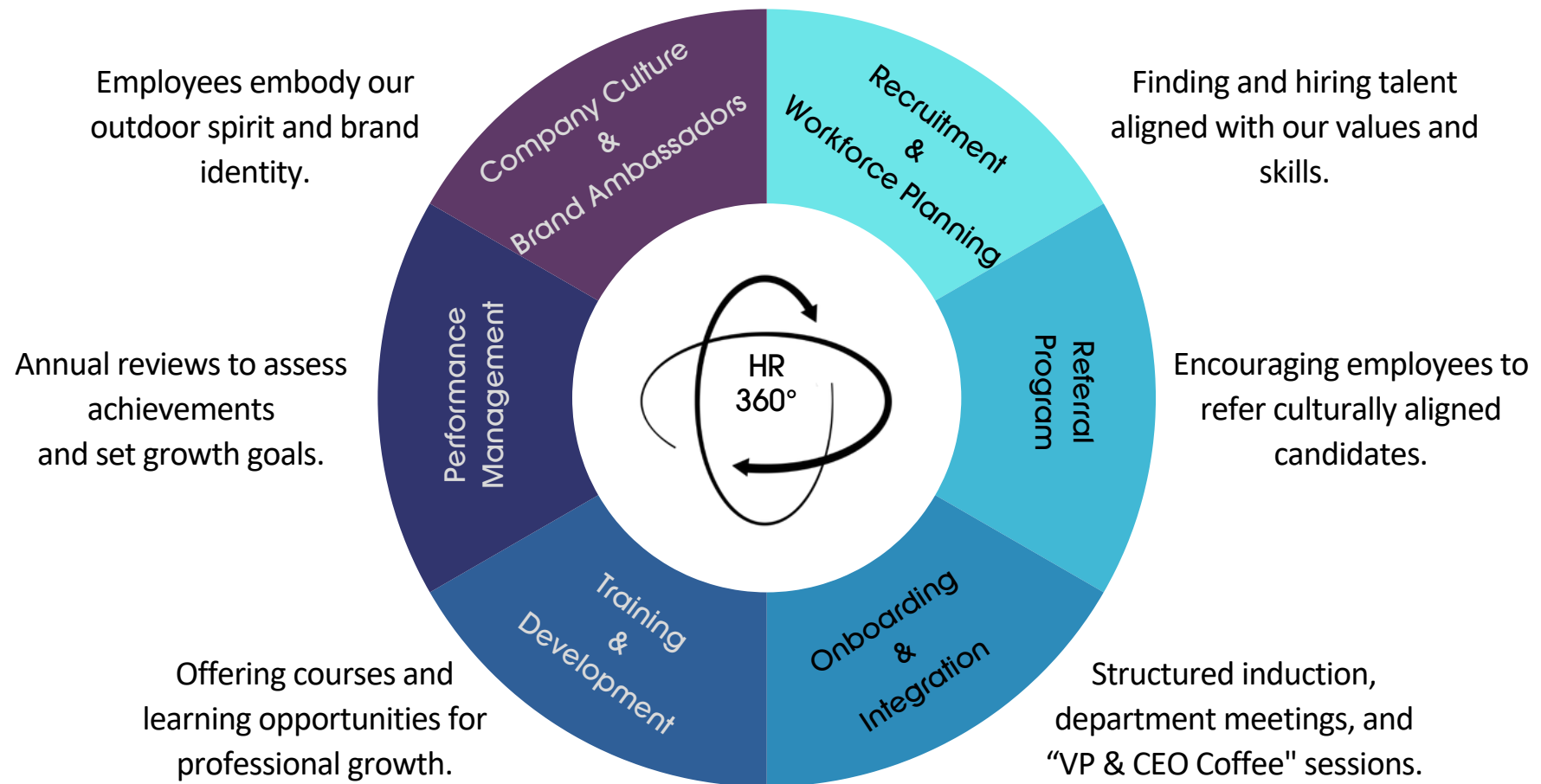
22% <30 years 64% 30-50 years 14% >50 years



37 Interns & 15 student/summer interns in IT | 7 Interns Ger/At

EMPLOYEE DEVELOPMENT 360°

As outdoor enthusiasts, we value cultural fit alongside technical skills and reward referrals through our Recruiting Referral Policy. New hires receive a structured welcome, including intro sessions and coffee chats with leadership. Annual reviews help identify goals and training needs to support continued growth.



TRAINING & DEVELOPMENT

Our people are central to delivering on our sustainability commitments. Investing in their development is how we ensure the organisation has the skills, knowledge, and adaptability to do so.



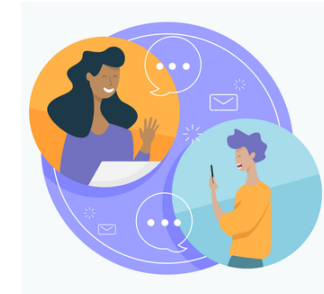
Onboarding & Sherpa Program

To improve the onboarding experience for new hires, we've been strengthening our onboarding in 2025 through the creation of a “Sherpa Program”, starting in 2026. The initiative improves clarity, accessibility, and simplicity in accessing company information.



E-Learning Enhancement and Digital Learning Adoption

During 2025, the Company continued to significantly expand its e-learning offering, reinforcing a culture of continuous learning and digital upskilling. Internal digital training programs have enhanced our ability to effectively communicate how the organisation operates, while enabling us to tailor content to specific learning needs.



5530 Training hours in 2025 17 Th/Person

The main focus of learning initiatives was on capability building in key behavioural and leadership areas, including Change Management, Leadership Development, Communication Skills and Emotional Intelligence. The programs are designed to support organisational transformation and strengthen the overall development strategy.

OBERALP AWARDS



We award great achievements

We believe that positive attitudes bring change and innovation.

During our End-of-Year Meeting, we recognise employees for their exceptional motivation and execution and reward specific projects that stand out with special awards.

Sometimes a category has no winner at all, such as “Sustainability” or “Risk” and sometimes there are two.

Direct to Customer

Community Management LaMunt Store

From the outset, the LaMunt store was designed as a community space, not just a retail location. The team built a regular event calendar around two events per month since opening, with 10 to 40 participants per event and 60 at the grand opening.

Formats include brand-led events and collaborations with communities, creating a pipeline of new contacts and shared experiences.

Well done **Uli, Clelia, Jenni and Elena!**

Pop Up Store Barts

To offset inventory levels and turnover loss in 2024, the team launched four Barts FW24 pop-up stores across two channels: mall corridors in Orio and Carosello, and concession stores of 24m2 at Grandi Stazioni locations in Turin and Bologna.

Kudos to **Chiara, Gaia, Laura, Sabine, Manuel and Esther!**

Excellent Execution & Process Improvement Award

Corporate Carbon Footprint Accounting

With no external partner meeting Oberalp's standards, **Georg** built our carbon accounting model from scratch -single-handedly coordinating across IT, controlling, finance, logistics, product divisions, and external stakeholders.

The result: our first-ever comprehensive Corporate Carbon Footprint, forming the basis for our emissions reduction strategy and path toward Net Zero.

Server Emergency Management & Cyber Security

Between April and June, we replaced 21 firewalls across 11 branches in 8 countries, creating a unified, AI-enhanced defence infrastructure.

The new system detects over 1.2 million threats in real time, isolates breaches through network segmentation, and operates on a Zero Trust model -every connection verified, nothing assumed safe. It delivers 40% less energy use and 20% more performance.

Thank you **Stefano, Francesco & Team**



Cost Saving Award

Opening Event Speedfactory

The Dynafit Speed Factory Grand Opening in Kiefersfelden brought together 600 guests, including partners, press, and others, for a full programme with catering and live music - despite a 50% budget cut.

This was achieved through internal collaboration, strategic use of sponsorships, and synergies with the Supplier Summit.

Kudos to **Veronica and Alex and the Dynafit Marketing Team.**

Creativity & Innovation

Wild Country New Friends

Wild Country's iconic Friends camming device -central to the brand since the 1970s -has been redesigned from the ground up.

The new version introduces a patented extendable cord, improved ergonomics, and a reengineered cam keeper mechanism, including the new Infinity Sling technology.

Congrats **Daniel, Matteo, Edoardo, Marco, Luca, and Stefan.**

Ridge Boot: A New Benchmark in Touring

The Montebelluna FW Team redefined touring boots by optimizing lightweight design and downhill performance.

Kudos to **Silvio and the Development & Quality Team** for this outstanding achievement!

FAMILY & WORK

PARENTAL LEAVE

Our Italian employees can extend their parental leave from the national standard up to the first birthday of their newborn (12 months). Parents continue to receive 50% of their salary throughout their parental leave.

The Italian public system foresees 9 months of parental leave in total, with 30% of salary paid after the first five months of leave. We cover the extra salary for our employees to receive 50% of their salary throughout their leave.

SALEWA KITA

At the Bolzano headquarters, employees benefit from an in-house daycare facility. Operated by a team of three trained childminders, the center currently cares for 15 children up to the age of three.

The daycare offers age-appropriate activities that support independent learning and personal development, following a child-centered approach. Opening hours are designed to accommodate standard weekday working schedules, making it easier for employees to balance work and family responsibilities.



In 2025, 32 employees took parental leave in Italy.

EMPLOYEE BENEFITS



HOLIDAY HOME

at the coast of
Gargano in Southern
Italy



COMPANY ACTIVITIES & TRAINING CAMPS

ski touring or
climbing or trekking



SALEWA GARDEN

employees in
Bolzano can take
home fresh produce
– or grow their own
in the office backyard



DISCOUNTS

on our own and on
our distribution
band's products



SALEWA KITAS

nursery at the
headquarters for
children under the
age of three

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.



3.3 OUR COMMUNITIES

WE ARE MENDERS

In May 2025, Oberalp supported IRECOOP, a cooperative project run in partnership with FABLAB at the Free University of Bozen-Bolzano.

Eight refugees -seven women and one man, aged between 26 and over 50, from Pakistan, India, Morocco, Nigeria, Georgia, and Kosovo -participated in a programme combining Italian language courses with hands-on training in textile and clothing repair.

Oberalp's contribution was both practical and institutional: enabling Tanja, a tailor from the Salewa store, to lead sewing courses as a tutor, and lending the company's name to officially support the project's application for European funding.

The programme's goal extends beyond skills training -giving participants tools for social integration and economic independence, whether through employment in the textile industry or setting up their own small business.



above: Tanja (middle) and participants during the course.
below: at the tour through the Oberalp HQ



3.3 OUR COMMUNITIES

SALEWA & BRILLENSCHAFE



The Brillenschaf - the spectacled sheep spend the summer months on the green downs up in the mountains.

The “Villnösser Brillenschaf” is the oldest breed of sheep in South Tyrol.

In 1997, the spectacled sheep was officially recognised as a breed, after local farmers launched a conservation initiative. For a long time, the wool was considered worthless and was discarded; today, it contributes to the preservation of the breed and regional value creation.

Founding the “Furchetta cooperative”, Oskar Messner and Kurt Niederstätter build a base for the long-term preservation of the breed and promotion of regional development. Support from the European Social Fund enabled guaranteed purchase quantities and stable prices for meat and wool - and the sheep population rose from around 250 to over 600 animals.



Shepherd Günther
in front of the
(very) old hut.

3.3 OUR COMMUNITIES

Salewa has supported the community, shepherds and their sheep (and sheepdogs) for several years, giving products and time (such as going up there with a team to help with the fence dismantling in fall or its set-up in spring).

As reported in previous editions of *Contribute*, part of the funds raised through the Green Friday initiatives in 2020 and 2021 - totalling €54,000 - were earmarked for the restoration of the valley's main alpine pasture hut, located at 2,120 metres (see image previous page).

When bureaucratic delays beyond the community's control stalled construction, the funds were redirected, helping to cover shepherd wages and animal feed to keep the alpine pasture operational. A total of €28,500 was transferred to the local farming association during this period; the remaining funds are still available and will be used for construction as soon as needed.

Progress has been slow. Navigating municipal processes in mountain communities rarely isn't. In 2025, the structural shell of the new hut was finally initiated. It is a small but meaningful milestone for a project that has always been about more than infrastructure: keeping traditional alpine farming alive in a valley where people are willing to do the hard work to make that happen.

Our role in this has been a supporting one: financially modest relative to the overall project costs, which are largely covered by the provincial authorities, but consistent and long-term.



The cold shell for the new hut.

DOING GOOD TOGETHER



“Positive attracts positive” is our mindset that drives real change.

Shortly before Christmas, we launched a lottery that reflects our commitment to fostering a culture of solidarity and collective impact. Colleagues could buy tickets and win prizes, with the proceeds multiplied by five through Oberalp and donated.

One part stayed close to home: In October, we lost a colleague and friend - and another colleague lost her husband and the father of their baby. We supported them with €7,113. This amount was also donated to **Domus Care 24**, a social cooperative founded to meet the care needs of elderly people in their own homes.

The third project was subsidised in spring through the **fundraising campaign organised by EuroCham after the heavy earthquake in Myanmar**. We donated €10,000 immediately to support the emergency aid provided by the Danish Red Cross, Medical Action Myanmar, Community Partners International and SONNE.

3.3 OUR COMMUNITIES

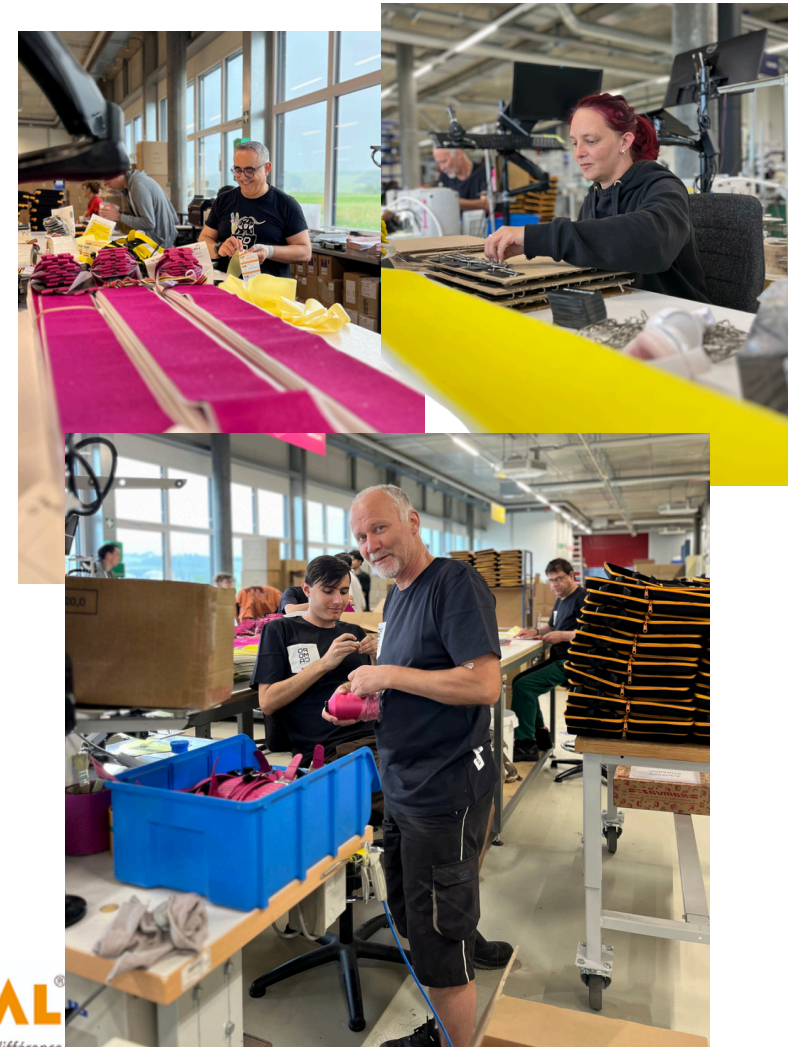
POMOCA X FONDATION POLYVAL



Pomoca's climbing skins are produced in close collaboration with the Fondation Polyval, a Swiss not-for-profit foundation based in the canton of Vaud.

Founded to support the professional integration of people with disabilities or social difficulties, Polyval operates sheltered workshops across French-speaking Switzerland, offering manufacturing services to businesses while providing meaningful, supported employment to people who cannot easily access the standard labour market. With over 900 employees across ten sites, the foundation combines industrial expertise with a clear social mission.

At Pomoca's factory, Polyval teams are fully integrated into the production floor - working side by side with Pomoca employees on assembly lines, skin roll production, and the assembly of semi-finished components. The collaboration is hands-on and practical: front and back stitching, packing, quality control, preparing production lots, and assembling parts such as hooks into straps. In practice, Polyval and Pomoca staff work so fluidly together that the boundary between the two teams largely disappears on the factory floor - which is exactly the point.



SLAB-DUCATION IN (WILD) COUNTRIES



Climbing is about sharing the same passion and also a commitment to #pureclimbing to unite us, be it to the community or to the places we all cherish.

We have always believed that the wild spaces we explore and the cliffs we climb are not just backdrops for adventure -they're sacred, and they deserve our respect, care, and approach. Together with our athletes, we try to spread education and know-how worldwide.

Our ambassador, Martín Talo, travelled to Egypt to share his experience with a local climbing community. Martín organized a slab and bolting workshop to support the rise of climbing in the country and to share with climbers tips and skills for outdoor climbing.

The workshop was a joint activity with Ascent Egypt, the biggest climbing gym in Egypt, which we also supported with some climbing accessories and apparel. Since then, the collaboration has grown in different ways.



ON TALKING ABOUT SUSTAINABILITY

Somewhere between greenwashing and greenhushing, there is a place where honest communication should be possible. We are still looking for it, and we suspect most companies are.

The pressure simultaneously pulls in two directions. Say too much, and you risk overstating progress you cannot fully substantiate. Say too little, and you leave stakeholders - retailers, partners, consumers, organisations - without the information to make decisions. Both have consequences.

One undermines trust. The other undermines the entire purpose of sustainability communication.

Legislation was supposed to help. In some ways, it has: CSRD, EmpCo, and the regulatory framework have forced a level of rigour that voluntary reporting never achieved.

But regulation also has side effects. The compliance burden is significant, especially for companies like ours that operate across multiple brands, markets, and product categories. Terminology that made intuitive sense a few years ago now requires legal review. Well-intentioned claims become liabilities if they cannot be substantiated.

The result, paradoxically, can be less communication, not more honesty.

We think that is the wrong outcome, because communication not only helps to “sell” more of the brand or product. It is crucial in creating awareness of the true effort and cost of more sustainable products. The importance of consumers’ shared responsibility and hopefully bridging the “behavioural gap”.

What we are working toward - and what this report reflects - is alignment: internally across our brands and teams, and externally with the retailers, organisations, and partners we work with. Alignment on what terms mean. Alignment on which product features are genuinely worth communicating and which ones create noise. Alignment on what progress looks like, even when it is incomplete.

Because sustainability is not a finished story. It is a direction, a set of choices made under real constraints, and an ongoing negotiation between what we know, what we can prove, and what we are still trying to figure out.

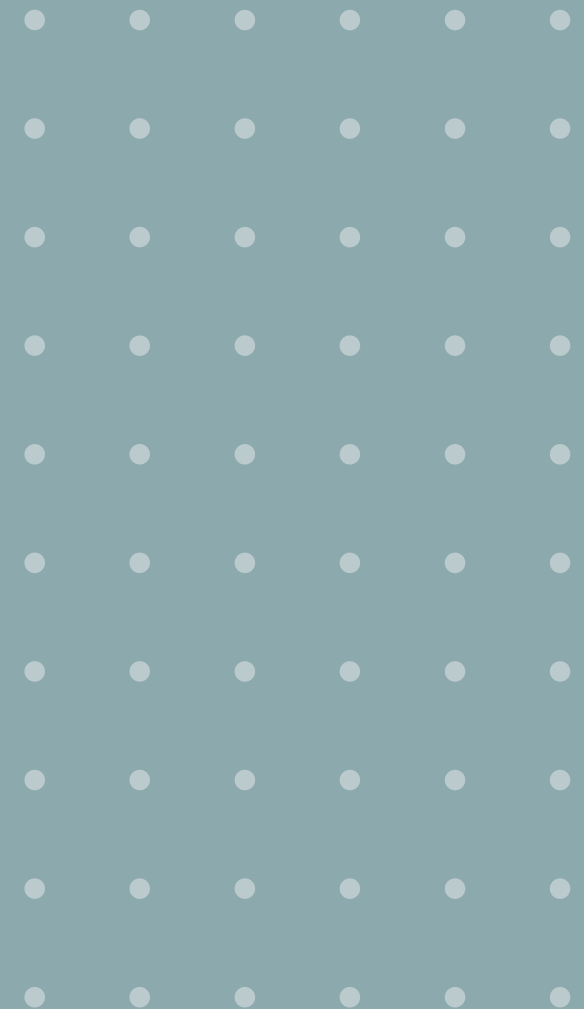
We think it is worth talking about - carefully, specifically, and honestly.

APPENDIX - DISCLAIMER

This Contribute Report is published voluntarily, to the best of our knowledge, and in the most transparent manner possible. All figures and calculations presented are based on the best available methodologies and data as of the publication date.

The forward-looking statements contained in this Report reflect our current views and expectations regarding future developments affecting Oberalp Group and its brands. These statements involve risks and uncertainties and are based on assumptions that may differ materially from actual future outcomes.

Forward-looking statements are not guarantees of future performance and do not constitute historical facts. Oberalp Group and its brands will endeavour to update or revise any forward-looking statements contained in this Report in light of new information, future events, or otherwise.



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. They are underlying our strategy.

See a detailed correlation between the SDGs and how we Contribute on the next pages.



APPENDIX

1 NO POVERTY



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



Relevant target	Description	Contribute
End poverty in all its forms everywhere	- beyond product: people business, our communities - factories best in class - social	As an employer and producer, we are responsible for paying our workers a living wage. - supply chain countries: close collaboration, "living wage calculator"; working together with Fair Wear; Quality Control team checks; OECD HRDD Forum participation as part of our ongoing engagement with international due diligence standards - own employees: affordable canteen; additional parental support (IT); fixed contracts 89%
Ensure healthy lives and promote well-being for all at all ages.	- beyond product: people business, our communities - factories best in class - social & environmental - Net Zero	- mental & physical health promotion at our offices - PFAS removal from products as a deliberate step to reduce chemical exposure across the value chain - 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 reducing our emissions
Access to education for all and increase the number of youth and adults with relevant skills for employment.	- beyond product: people business, our communities - factories best in class - social	- 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
End all forms of discrimination and violence against women and ensure their full integration.	- beyond product: people business, our communities; - factories best in class - social	- women's equal participation in workforce; child-care facilities at the HQs; extended paternity leave (IT) - CoC demands equal rights and opportunities at our supplier's; anti-harassment trainings
Ensure products and production processes do not use harmful chemicals and materials.	- factories best in class - environmental - Circularity - Chemicals (Quality Control) - Chemicals & Environmental Standards	efficient water management and reducing waste-water through - RSL compliance checked by Quality Controls and audits - PFAS phase-out → directly reduces chemical load entering water systems through production and product use - Environmental Policy: parameters for managing energy efficiency, air quality, water usage, waste disposal, and environmental impacts. - data transparency in the supply chain through bluesign® system partnership and HIGG index participation - HIGG FEM: suppliers monitor and report water consumption and wastewater management at facility level

APPENDIX

7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



Relevant target	Description	Contribute
Increase the share of renewable energy in the global energy mix.	- Net Zero - beyond product - factories best in class - environmental	- Environmental Policy: parameters for managing energy efficiency, air quality, water usage, waste disposal, and environmental impacts. - extend renewable energy to suppliers and partners; HIGG FEM involvement - HIGG FEM: suppliers track energy consumption and efficiency at facility level
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.	- Factories best in class - Circularity: Longevity - Beyond product: people business, our communities	- OECD HRDD Forum → active participation in international policy dialogue on responsible business conduct; attended in February 2025 for the second consecutive year - implementation of social & environmental standards at our suppliers (CoC as precondition of purchase); external audits & our quality control team make sure of it - We share our passion and give back to our communities; childcare at the HQ - joined Cascale, aligning supply chain standards with a globally recognised industry framework - growth against overconsumption: longevity, repair services; we want to make sure our products do not promote overconsumption but invite our customers to rent & share - Warranty & Repair service expansion → counters overconsumption; extends product life
Help suppliers upgrade infrastructure and increase resource-use efficiency by adopting clean and environmentally sound technologies and industrial innovation.	- beyond product: people business, our communities - factories best in class - environmental - Circularity - materials - Policies & Processes - Chemicals (Quality Control) - Chemicals & Environmental Standards	- set a local example to waste solution (e.g. SUPP), energy efficiency and general employee satisfaction > Environmental Policy; promoting renewable energies at our suppliers - Cascale membership connects our efforts to a shared industry infrastructure for supply chain performance measurement - HIGG FEM used by suppliers to assess facility-level environmental performance - Scaling recycled or natural/renewable content; investing in new technologies to reduce and use leftover material - Kubix Link PLM integration → digitalises material and product data flows, enabling traceability and data-driven decision-making across the product lifecycle - osapiens → supports CSRD-aligned reporting infrastructure, integrating sustainability data across business units [go-live tbd] - Monomaterial / recyclable product development → investment in next-generation material solutions to reduce end-of-life complexity
Contribute to addressing income inequality by addressing wage and social protection issues in developing countries.	- beyond product: people business, our communities - factories best in class	- All Oberalp employees, regardless of gender, skin colour, ethnicity or lifestyle, have the same opportunities - addressing & decreasing inequalities at our suppliers (e.g. cultural trainings; recruitment, wages, career prospects or protection against unjust dismissal; grievance mechanisms in place), close collaboration with FWF - OECD HRDD Forum → engagement with global policy frameworks addressing wage and social protection gaps in supply chains

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Relevant target	Description	Contribute
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.	• Net Zero • beyond product: people business, our communities • factories best in class - social & environmental • Data, Tools & Systems • Circularity	• social responsibility through CoC, in collaboration with FW; environmental responsibility through Cascale partnership; Quality guidelines (RSL, Chemical & Environmental Policy) are shared with our suppliers • Cascale membership embeds our sourcing practices in a common measurement and disclosure framework; • Our Sustainability Strategy contributes towards more sustainable & circular products & processes (natural & recycled materials, extending warranties and end-of-life solutions; give-back systems); towards ensuring information flow internally & externally; and towards reduced & more ecological packaging (Oberalp packaging guidelines; SUPP) • Kubix Link PLM → enables tracking of material composition & supplier data, supporting more transparent product-level decision-making • Monomaterial development → products designed for end-of-life recyclability • Recycling initiatives • Warranty & Repair expansion → extends product lifespan, reduces replacement frequency • Our goal is to halve our direct and indirect value chain emissions by 2030 and accomplish net zero emissions by the year 2050 (SBTi commitment, baseline year 2024). reusing & re-creating resources efficiently; finally compensating for what we cannot reduce
Take urgent action to combat climate change and its impacts	• Net Zero • Data, Tools & Systems	• We are engaging in carbon footprint analysis for our products, processes, infrastructure and buildings. 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 promote employee awareness • HIGG FEM: facility-level GHG data collected across supply chain • osapiens → enables systematic GHG data collection across Scope 1/2/3 (go-live tbd)
Prevent and reduce marine pollution, in particular from plastics and microplastics.	• Chemicals & Environmental Standards; Quality Control	• 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 • PFAS phase-out → reduces persistent chemical substances entering aquatic and terrestrial ecosystems through production and product end-of-life • Environmental Policy: parameters for managing energy efficiency, air quality, water usage, waste disposal, and environmental impacts. • Villnösser Brillenschaf / alpine pasture project → Salewa's multi-year financial support for endangered breed conservation in South Tyrol; structural shell of new alpine hut initiated in 2025
Ensure the conservation and sustainable use of ecosystems, in particular mountain ecosystems.		

REPORTING

We work with a wealth of different organizations to improve and foster our sustainability efforts.

Memberships of associations

- Assoimprenditori Alto Adige
- ASSOSPORT
- Winter Sports Network (WSN)
- 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)
- EOCA (only POMOCA)
- SOS Kinderdörfer (only in Germany, Austria, Switzerland)
- Caritas Werkstätten (only in Germany, Austria, Switzerland)

External initiatives & stakeholders

- European Outdoor Group
- Fair Wear
- Cascale
- Employment Injury Scheme
- International Labour Organisation (ILO)
- EUROCHAM
- International Accord
- Textile Exchange Certifications (RDS, GRS, RCS, RMS, RWS)

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.

METHODOLOGY FOR CALCULATIONS

Our 2025 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 following 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 of our approach described in chapter “2.1 Sustainability Compliance & Strategy”.

While our report is prepared in accordance with GRI Standards (2016 Core), we have partially aligned selected disclosures with the GRI Universal Standards 2021 as part of our ongoing preparation for future reporting requirements.

Scope of reporting

Unless otherwise noted, the reported information and data refer to 2025 (from 1 January 2025 to 31 December 2025).

Any data referring to previous or following years is presented for comparative purposes only, to allow an assessment of the evolution of our operations over time. The performance indicators are collected annually.

Calculation criteria

Several of our operating departments were involved in the process of data gathering and report drafting, 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 is in

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

MATERIALITY TOPIC CORRELATION

The following table presents the correlation between the material topics (described in chapter 2.1, Sustainability Compliance & Strategy & the SDGs on page 154) 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
Product Responsibility			
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)
Environmental Responsibility			
Sustainable product design	Use environmentally and socially friendly materials to design products that have minimal negative impact	Training and Education	Inside, Outside (Suppliers)

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MATERIAL TOPIC	DEFINITION	GRI INDICATOR	BOUNDARY – WHERE THE IMPACT OCCURS
Social Responsibility			
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)
Economic Governance			
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 operations	Continuous improvement of our customer service to meet client needs, for example through product repair services	n.a.	Inside, Outside (Dealers)

INTERNAL PERSPECTIVES - METHODOLOGY NOTE

As part of the pilot Materiality Assessment, employees across our main locations were engaged in structured in-person sessions between November and December 2025. Sessions were held at five locations: Montebelluna (IT), Bolzano (IT, two separate sessions), Kiefersfelden (DE), and Salzburg (AT). A total of 267 employees participated.

Employees were asked to assess ten ESRS-aligned sustainability topics across four dimensions: personal importance, perceived importance to Oberalp, from 1 - not important, to 5 - extremely important.

Responses were collected anonymously and analysed in aggregated form only.

		Important to employees	Important to Oberalp
1	Own Workforce	4.67	3.61
2	Workers in the Value Chain	4.38	4.03
3	Affected Communities	3.81	3.54
4	Business Conduct	4.23	3.69
5	Pollution	4.54	3.95
6	Water & Marine Resources	4.59	3.86
7	Climate Change	4.52	3.88
8	Circularity	4.08	4.00
9	Biodiversity & Ecosystems	4.44	3.80
10	End Users & Consumers	4.15	4.04



The findings revealed a consistent gap between the importance employees assign to sustainability topics personally and their perception of how strongly Oberalp currently addresses them.

Senior Management identified Own Workforce, Circularity, and Climate Change as the highest priorities for the coming years - reflecting both their business relevance and the need to strengthen transparency and communication in these areas. Together, these inputs directly inform our sustainability priorities and communication approach for the coming reporting cycle.

EXTERNAL PERSPECTIVES - METHODOLOGY NOTE

As part of our pilot Materiality Assessment, we engaged internal and external stakeholders between November 2025 and February 2026 using a tiered approach, with the depth of engagement aligned to each stakeholder group's level of proximity to our operations and decision-making. External stakeholders were engaged across three groups:

- **Actively engaged** (suppliers, retailers, B2B customers, local communities): short structured questionnaire with optional follow-up interview; 38 responses collected
- **Targeted engagement** (NGOs, financial stakeholders, authorities, industry associations): focused questionnaire with sharper, validation-oriented questions; 23 responses collected
- **Passive engagement** (service providers, logistics providers, media): very short questionnaire or desk research; limited responses collected
- Customer feedback was included by drawing from ext. consumer trend questionnaires, and questions received by our customer care.

Legend

- active engagement
- passive engagement
- targeted engagement

Stakeholder Group	Relationship Type	Main ESRS Topics	Engagement Level
Suppliers (Tier 1–3)	Affected	E1 Climate, E5 Circular Economy, S2 Workers in the Value Chain, G1 Business Conduct	●
Workers in the Value Chain	Affected	S2 Workers in the Value Chain	●
Business Partners	Both	G1 Business Conduct, E5 Circular Economy	●
Retailers & B2B Customers	Both	E1 Climate, E5 Circular Economy, S4 Consumers & End Users	●
Industry Associations	Both	S4 Consumers & End Users	●
End Consumers	Affected	E1 Climate, E2 Pollution	●
Logistics & Transport Providers	Affected	G1 Business Conduct, E1 Climate	●
Service Providers (Professional & Technical)	Affected	G1 Business Conduct, Financial Materiality	●
Financial Stakeholders	Both	G1 Business Conduct	●
Authorities & Institutions	Users	S3 Affected Communities	●
Local Communities	Affected	S2, S3, S4	●
NGOs & Civil Society	Users	S3 Affected Communities	●
Athletes, Ambassadors	Affected	G1 Business Conduct	●
Media & Agencies	Affected	G1 Business Conduct	●

All responses were treated confidentially and analysed in aggregated form only. No individual responses are attributed to named stakeholders. Percentages represent the share of total selections per topic. This engagement is part of a pilot phase to test and refine our double materiality process.

EXTERNAL PERSPECTIVES - KEY FINDINGS

Image 1 (Active, 38 Responses)

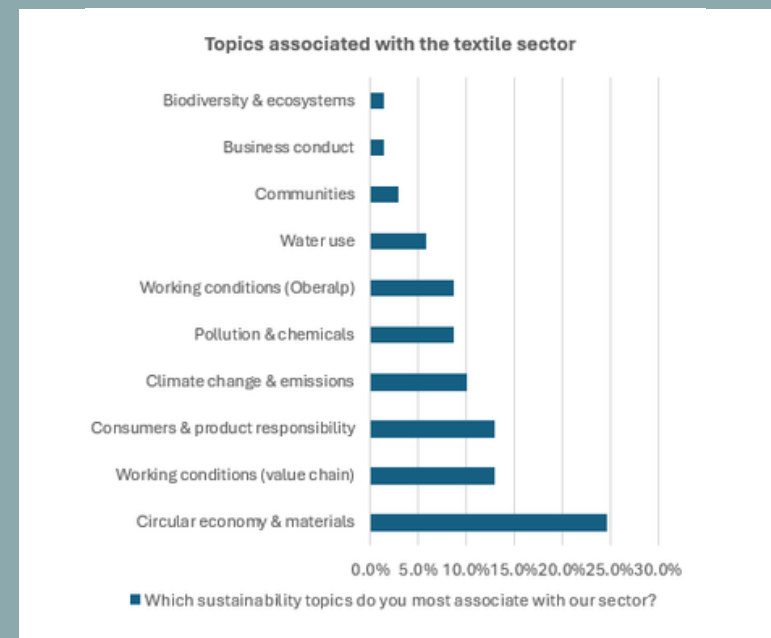
Actively engaged stakeholders - suppliers, retailers, B2B customers, and local communities- ranked climate change & emissions, consumers & product responsibility, and circular economy & materials the highest across both dimensions.



A second group of stakeholders, engaged through a more focused questionnaire, provided an external oversight perspective on sector-level sustainability risks.

Image 2 (Targeted, 23 Responses)

Targeted stakeholders - NGOs, financial institutions, authorities, and industry associations ranked circular economy & materials emerged as the dominant theme, followed by consumers & product responsibility and climate change & emissions.



The findings from this stakeholder engagement form the foundation of our materiality assessment process and inform our ongoing preparation for CSRD-aligned reporting.

SECTION 1: GRI 2 - GENERAL DISCLOSURES (2021)

GRI 2 Disclosure	Description	Page Reference	Comments
'2-1	Organizational details	14	
'2-2	Entities included in the organization's sustainability reporting	31	
'2.3	Reporting period, cycle, and contact point	159	
'2.4	Restatements of information	186	Fifth report in accordance with GRI
'2-5	External assurance	n.a.	This report has not been externally assured
'2-6	Activities, value chain, and other business relationships	11-15; 21-24, 28, 43-64, 86, 96ff, 109-118, 121, 129ff, 145ff	
'2-7	Employees	135 ff	
'2-8	Workers who are not employees	135ff	
'2-9	Governance structure and composition	n.a.	
'2-10	Nomination and selection of the highest governance body	n.a.	

SECTION 2: GRI 3 – MATERIAL TOPICS

Material Topic	Why is it Material?	Where Impact Occurs	GRI 3-3 Management Approach
Quality & Longevity	Ensures product safety, customer trust, and longer lifecycle.	Inside, Suppliers	Managed through quality standards, product design, and testing.
Repairability	Extends product life, reduces waste, supports circularity.	Inside, Customers	Repair services, guidance, and spare parts provision.
Working Conditions	Ensures fair, safe workplaces and ethical supply chains.	Suppliers	Supplier Code of Conduct, audits, HRDD.
Chemicals Management	Protects health, environment, and compliance.	Inside, Suppliers	Chemical management policy, supplier monitoring.
Climate Strategy	Reduces environmental footprint and meets regulatory goals.	Inside, Suppliers	GHG emissions tracking, reduction targets, renewable energy use.
Community Development	Supports local well-being and brand reputation.	Inside, Local communities	Sponsorship, volunteerism, local initiatives.
Market Competitiveness	Ensures long-term business viability and innovation.	Inside, Outside	Business development, R&D, market analysis.
Customer Service	Builds trust and satisfaction, encourages loyalty.	Inside, Dealers, Customers	After-sales service, repair programs.
Sustainable Product Design	Reduces environmental impact, meets stakeholder expectations.	Inside, Suppliers	Eco-design, material selection, certifications.
Promote sports/alpine	Supports brand values, customer engagement.	Inside, Customers	Events, content, community building.

SECTION 3: GRI TOPIC-SPECIFIC STANDARDS

GRI Standard	Disclosure Description	Page Reference	Comments
201-1	Direct economic value generated and distributed	22	
301-1	Materials used by weight or volume	66ff	
301-3	Reclaimed products and packaging materials	66ff	
302-1	Energy consumption within the organization	n.a.	Data not yet available
305-1	Direct GHG emissions (Scope 1)	n.a.	Data not yet available
306-2	Waste by type and disposal method	n.a.	
413-1	Operations with local community engagement	40-43ff, 145ff, 138ff	
414-1	New suppliers screened using social criteria	47-50	
416-1	Assessment of the health and safety impacts of product and service categories	47-50	

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Get in touch if you have any questions or feedback!

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