legero united
the shoemakers

EMAS
CERTIFIED ENVIRONMENTAL MANAGEMENT
AT-000757

Environmental Statement 2024

legero Schuhfabrik Gesellschaft m.b.H.

Company data and
Notes on the report

legero united is the family branding of the LEGERO Schuhfabrik Gesellschaft m.b.H.
FN 59571f of the Regional Court for Commercial Matters, Graz
NACE-Code: manufacture of footwear (15.20-0)
Wholesale of footwear (46.42-2)
Legero-United-Strasse 4
8073 Feldkirchen bei Graz, Austria
office@legero-united.com
Ph +43 316 429 100-0
Fax +43 316 429 100– 4012

This Environmental Statement 2024 is valid for the legero united locations in Feldkirchen bei Graz, Kopfing in Upper Austria, Valea lui Mihai in Romania as well as Körmend and Martfü in Hungary. In the interests of a complete life cycle assessment, this Environmental Statement also includes data relating to our plant in India. This data/these areas are clearly indicated.

The THINK Schuhwerk GmbH, Hauptstrasse 35, 4794 Kopfing runs the location in Kopfing. The THINK Schuhwerk GmbH is a 100% subsidiary of the LEGERO Schuhfabrik Gesellschaft m.b.H.

SC Legero Shoes Romania Srl, Cal. runs the location Valea lui Mihai, Revolutiei, 82, 415700 Valea lui Mihai and is a 100% subsidiary of the LEGERO Schuhfabrik Gesellschaft m.b.H.

The locations in Martfü and Körmend are being run by Legero Hungaria Kft, Gesztenye sor 1, 5435 Martfü, Gyógyszergyár utca 1, 9990 Körmend and are 100% subsidiaries of the LEGERO Schuhfabrik Gesellschaft m.b.H.

Unless otherwise mentioned, the reporting period for this Environmental Statement is the 2023 calendar year, with comparative data being taken from the two previous years.

Your contact persons for this Environmental Statement and for sustainability at legero united are:
Ms Julia Pretterhofer
Phone: +43 316 429 100 – 4668
Email: sustainability@legero-united.com
Mr Julius Riegler
Phone: +43 316 429 100 – 4676
Email: sustainability@legero-united.com

Should you have any questions or suggestions, please do not hesitate to contact us. We value your feedback, as it helps us to continuously improve.

Contents

Preface

We are an internationally successful shoe manufacturer with Austrian roots that go back to 1872. Our approximately 2,000 employees view themselves as shoemakers who put people at the centre of everything they do. They are truly caring, knowledgeable, creative and pioneering in everything they do. This particularly includes treating each other and nature with care. Protecting the environment and sustainable development are all part of our corporate responsibility.

Our employees are constantly striving to minimise the use of resources at all our locations and with regard to our products. They are also promoting the use of renewable energy and a circular economy. For example, waste should be consistently separated and, if possible, recycled. It is important to minimise emissions to the air, water and soil.

Together with our business partners, we aim to reduce environmental pollution along the entire value chain and continuously adapt to the latest state of the art.

Transparent communication about our environmental management system and on the individual measures will further raise awareness of environmental protection among all employees and business partners. legero united is assuming responsibility and wants to contribute to the successful advancement and promotion of sustainable action in the company and among all stakeholders in the future as well.

This Environmental Statement provides you with an overview of our environmental management system, the areas of responsibility and tasks being undertaken as well as the structures and processes of the system in practice.

Stefan Stolitzka
CEO

Morten Bay Jensen
COO

Florian Fuchs,
Member of the Executive Board

legero united –
Shoemakers out of passion

Under the umbrella of legero united, LEGERO Schuhfabrik Gesellschaft m.b.H. develops and produces high-quality shoes with a well-conceived design. The shoes are made of sustainable materials and have a high level of comfort for children, women and men. These shoes are sold under the brand names, legero, superfit and Think!

The company headquarters of legero united are located in Feldkirchen bei Graz in Austria and the development site for the Think! brand is in Kopfing, Upper Austria. The 5 million pairs of shoes we have sold (2023) are manufactured in our own production facilities in Valea lui Mihai (Romania), Vellore (India) and Martfü (Hungary) as well as by long-standing production partners in Europe and Asia. We operate our own central warehouse for the whole of Europe in Körmend (Hungary).

Corporate structure
and trade investment

- Legero Schuhfabrik Gesellschaft m.b.H. owns 100% of all subsidiary companies with the exception of legero united Campus GmbH (94.9%) and Legero Ayakkabicilik Ltd. (Turkey, 75%) and the ara Legero Shoes Polska (Poland, 50 %).
- There are distribution companies in Austria, Germany, Switzerland, Poland, Sweden and Turkey.
- The legero united digital GmbH in Austria operates our online brand - stores.
- Legero Verwaltung GmbH holds our trademark rights.
- The legero united Campus GmbH has planned, financed and built our legero united campus and rents it to the Legero Schuhfabrik Gesellschaft m.b.H.
- The Legero Schuhfabrik Gesellschaft m.b.H. is owned to 50.1% by SLE Schuh GmbH, which in turn is owned by a private foundation. The ara AG, which has its registered office in Germany, holds 49.9% of the Legero Schuhfabrik Gesellschaft m.b.H.

THE COMPANY IN FIGURES
(Annual basis 2023)

10 locations

178 million euros gross revenue

Distribution in **~40** countries

~2,000 employees including trainees from **26** nations

Pairs delivered by regions in millions	
Region Central Europe	2.6
Region Europe North West	0.3
Region Europe South East/RoW	2.1

~5 million pairs of shoes sold

Austrian sites:

- **Feldkirchen bei Graz, Austria**
  legero united campus, headquarters
- **Kopfing, Austria**
  Location of Think Schuhwerk GmbH

International distribution companies:

An overview of our distribution company locations is available at: legero-united.com/internationale-praesenz

Own production sites and warehouses:

- **Legero United Shoes India Ptv. Ltd., Vellore, India**
  Production
- **SC Legero Shoes Romania SRL, Valea lui Mihai, Romania**
  Production
- **Legero Hungaria Kft, Martfü and Körmend, Hungary**
  Production and warehouse

Our brands –
legero, superfit and Think!

legero

legero is our brand name for ladies shoes. The light weight is the key feature of legero shoes. A timelessly beautiful design, made in a sustainable way, comfort and an exceptional quality are the most important criteria that each pair of shoes in the legero collection must meet. A target weight is defined as early as the design phase, even before the first sketch, in order to develop an optimally lightweight and climate-friendly shoe.

Around 900,000 pairs of legero shoes were sold in 2023, with the gross sales revenue totalling 45 million euros. The most important markets for legero shoes are Germany, Austria and Italy.

superfit

superfit is one of the leading brands of children's shoes in specialist shoe shops in Europe. superfit shoes are not only particularly durable, but they are also soft, flexible and light, which makes them especially comfortable for children. We are continuously incorporating new technologies and constructions in our product development. As with the legero brand, we also offer vegan models that are certified with the PFI seal of approval.

Around 3.7 million pairs of superfit shoes were sold in 2023, with the gross sales revenue totalling 105 million euros. We are the market leader for children's shoes in Germany, Austria and Switzerland.

Think!

Think! produces sustainable, high-quality shoes for both men and women. Their design is an expression of individuality and self-confidence. The brand prides itself on using chrome-free tanned leather and on being manufactured in Europe. Think! was founded in 1991 by Martin Koller in Kopfing, Upper Austria. The brand was incorporated into the legero united company in 2001.

Around 384,000 pairs of Think! shoes were sold in 2023, with gross sales revenue totalling 26 million euros. The most important markets for Think! are Germany, Austria, Switzerland and France.

In 2023, we had gross revenues of around 178 million euros throughout the Group, with 5 million pairs of shoes sold.

Our locations

AUSTRIA

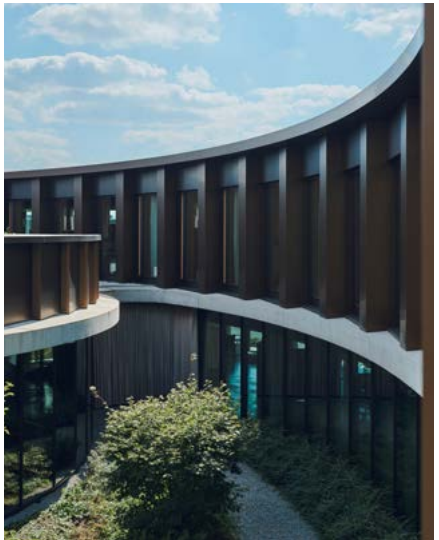
Feldkirchen bei Graz, Austria –
legero united campus, headquarters

The legero united campus has been located in Feldkirchen bei Graz since January 2020. The campus consists of two ring-shaped structures: a larger office ring that offers up to 350 workplaces and a smaller building that houses the largest "shoemakers outlet" of legero united. A concrete ring connects the two buildings and forms a covered entrance area.

Materials and energy: wood from certified forestry and recycled concrete were used in the construction. Sophisticated building technology and the use of groundwater for heating and cooling ensure the efficient use of energy based on renewable energy. Everything you need to know about our award-winning headquarters. (legero-united.com/campus)

Use of the building: in addition to office space, the office building also houses the sample production department, including a materials warehouse, and a glass-fronted staff restaurant with an adjoining kitchen. This is run by GMS Gourmet.

Land use: the site covers an area of 26,138 square metres, around 11,736 of which are sealed with buildings, paths and roads. In order to minimise soil sealing, the 238 parking spaces are built with fully water-permeable grass pavers. More than half of the site is a permeable area with meadows and rows of trees. Around 2,300 square metres of these are semi-natural wildflower meadows. The inner courtyard of the office ring is planted with a variety of herbs, grasses, shrubs and trees (891 square metres). The roofs of the small cylindrical buildings inside the office ring are extensively greened.



Water and waste water: well water is used for watering the green areas and for the heat pump. The public water supply is used for the sanitary facilities, tea kitchens, the restaurant and cleaning. The use of groundwater for the heat pump has been approved under water law. A reverse osmosis system is used for water softening. The waste water is similar to household waste water; there is no production or laboratory waste water. A grease separator has been installed for grease-laden waste water from the company kitchen.

Waste: there are bins for separated waste collection throughout the entire location. A compactor has been installed for the large quantities of cardboard. The majority of waste consists of recyclable materials. Packaging waste has been exempted accordingly (ARA licence number 7461). Hazardous waste includes old paints, solvent mixtures and small quantities of used oils and lubricants from the sample production.

Mobility: the campus is easily accessible by car, train and bicycle. There are covered bicycle parking spaces with an e-bike charging point and 18 charging points for electric vehicles.

Kopfing, Austria – Think Schuhwerk GmbH

Kopfing in Upper Austria is the home of the Think! brand, which was developed in the early 1990s by Martin Koller. Here the Think! models are designed and product samples are manufactured. In addition to offices, there is a production room with the appropriate machinery. Currently, 48 employees work in Kopfing. The Think! Schuhfabrik GmbH has rented facilities in the building.
Think! shoes have been repaired in Kopfing for many years. In 2023, it was a total of 1,815 pairs. Around 700 of these were minor repairs carried out free of charge under guarantee; the rest were mainly resoling jobs. There is also a shoemakers outlet at this location. This outlet offers shoes from our three brands.

Land use: the location is situated on a plot of around 5,000 square metres, around two thirds of this area is sealed with buildings and traffic areas. The rest is green space, including 400 square metres of semi-natural meadow.
Energy: heating is provided by a biomass wood chip heating system with an oil heating boiler as a load reserve. The heating system is operated by the owner of the building.

Active air-conditioning is only available in the server room and the cutting room. Electricity is purchased from Energie AG (Energie Steiermark) and comes from 100% renewable energy.

Water and waste water: the company building is connected to the local water supply, which is used for sanitary facilities and cleaning. The waste water is similar to household waste water; there is no production waste water.
Waste: waste is collected separately and picked up by authorised disposal companies. The majority of waste consists of recyclable materials. Hazardous waste from sample production is only produced in small quantities. Due to the small amount of waste, a cardboard press was not considered profitable.

Mobility: employees and customers come almost exclusively by car, as there are only limited public transport connections due to the rural location. There are 40 parking spaces in front of the company building and, an electric charging station with 2 charging points was installed in 2022.

OWN PRODUCTION FACILITIES AND WAREHOUSE

Production in Valea Lui Mihai, Romania – SC Legero Shoes Romania SRL

Since 2001, Valea lui Mihai has been home to one of our production facilities. Here, legero and superfit shoes are manufactured. Around 450 people are employed here. The production facility is part of a larger site that is shared with other companies. Here, there is a stitching plant for uppers (shoe uppers) and embroidery machines for decorating slippers. On average, around 50,000 pairs of uppers are soled weekly using the PU injection moulding process; in 2023, a total of over 2.5 million pairs of shoes were produced. The finished shoes are packed and transported to the main warehouse in Körmend.

Land use: the site covers 70,000 square metres, 75% of which is sealed with buildings and traffic areas. The remaining 18,000 square metres are green areas. Legero united uses two production halls (4,900 m^2) and a warehouse (4,900 m^2), all on sealed ground.

Energy: heating is provided by a central gas boiler. Air conditioning is only available in the server room and the cutting room. The thermal quality of the halls is satisfactory. Energy lossgenerally occurs when the hall doors are left open during loading. Conversions now make

it possible to heat one hall in winter with the waste heat from the compressor, which reduces gas consumption. There are plans to extend this to the second hall. Electricity is supplied by Res energy solution (28.99% hydroelectric, 15% coal, 19.78% nuclear, 13.26% gas, 10.68% solar, 9.37% wind, 1.37% biomass, 1.55% other). Currently, Romania does not have a national energy supplier from whom the required amount of pure green electricity could be purchased.

Water and waste water: the building is connected to a well owned by the company. This water is used for sanitary facilities and cleaning. Drinking water is provided in a water container, as neither well nor tap water is of drinking quality. Sanitary waste water is discharged into the local sewer system and treated by the ARA Service. Production waste water is collected and disposed of separately.

Waste is collected separately, taken to the collection containers by our trained staff from where it is picked up by authorised waste disposal companies. Some of the transport boxes are reused. Wood waste is processed into briquettes. Most of the waste consists non-hazardous residues of leather, textiles and materials for soles. Recyclable waste materials account for the second largest proportion. Hazardous waste, such as paints or solvents, is only produced in small quantities.

Mobility: more than half of the employees use the company bus. Many come by bicycle, scooter or on foot. Only a small number of them use their own cars. There are hardly any public transport facilities. There are parking spaces for cars and motorbikes in front of the building, as well as plenty of space for bicycles.

Production and storage at Martfü, Hungary – Legero Hungaria Kft

The administration of Legero Hungaria as well as the material and finished goods warehouse for Think! are located at the Martfü site. Our embroidery workshop is also there. Here, technical embroidery motifs are created and embroidered on punched-out tops. An outlet is also in operation. Around 70 people are employed here.

Land use: the site covers 24,207 square metres, 44% of which is sealed with buildings and traffic areas. Legero united uses halls for embroidery, raw material and finished goods storage, workshops, chemicals and gas storage, and office space. An old production hall is used to store old machines. The hazardous waste storage area is shared with other companies.

Energy: the warehouses are heated with propane/butane liquid gas. Air conditioning is only available in the outlet. The heating system and the building insulation are no longer up to date. Electricity is mainly used for lighting, cooling systems, electric forklift trucks and air compressors. Since 1 January 2023, our Hungarian locations have been purchasing electricity generated entirely from renewable sources. It is supplied by Audax Renewables Ltd.

Water and waste water: the buildings are connected to the local water supply, which is used for the sanitary facilities and cleaning. The waste water is similar to household waste water and is discharged into the local waste water network.

Waste: waste is collected separately at the point of origin and transported to waste collection points. Some of the transport boxes are reused. Wood waste is used as fuel. Most of the waste is composed of paper and cardboard. Hazardous waste such as old varnishes, old chemicals and fluorescent tubes are disposed of through external companies.

Mobility: most employees travel to work by public transport. Many also use bikes, scooters or come with their own car or moped/motorbike. There are parking spaces for cars and motorbikes in front of the building, as well as plenty of space for bicycles. Two charging points for electric vehicles were installed in 2023.

Storage at Körmend, Hungary – Legero Hungaria Kft

We operate a central warehouse for the whole of Europe in Körmend. Shoes from the production facilities are stored here and distributed to customers. Around 80 people are employed here.

Land use: The site covers 15,579 square metres, most of which is sealed with buildings and traffic areas. There is a main warehouse, a rented warehouse for returned goods, a warehouse for gas and an outlet.

Energy: the office premises are heated by small gas boilers fuelled by propane/butane liquid gas. The server room is the only room with air conditioning. The thermal insulation is satisfactory.

Electricity is mainly used for lighting, cooling systems, and electric forklift trucks. In Körmend, too, 100% green electricity has been supplied by the company Audax Renewables Kft. since 1 January 2023.

Water and waste water: the buildings are connected to the local water supply, which is used for the sanitary facilities and cleaning. The waste water is similar to household waste water and is discharged into the local waste water network.

Waste: waste is collected separately at the point of origin and transported to waste collection points. Some of the transport boxes are reused. Wood waste is used as fuel. Most of the waste consists of paper and cardboard, for which a cardboard press is available. There is also a small storage area for hazardous waste, mainly fluorescent tubes.

Mobility: most employees travel to work in their own car or on their moped or motorbike. Many also use bikes, scooters or public transport. There are parking spaces for cars and motorbikes in front of the building, as well as plenty of space for bicycles. Two charging points for electric vehicles were installed in 2023.

Production in Vellore, India – Legero United Shoes India Pvt. Ltd.

We operate our own production facility in Vellore, India. As India has particularly high levels of expertise in leather tanning and processing, this location permits us to source materials locally and, by doing so, avoid long transport distances in the procurement process. Around 1000 people are employed at the site in India. Almost 100,000 shoe uppers are produced monthly, which are then soled in our production facility in Romania.

Land use: the site currently covers just under 12,000 m^2, with most of it being sealed surfaces. However, the construction of another production hall is already in the planning stage, with completion scheduled for 2025.

Energy: some of the electrical energy comes from the company's own photovoltaic system, which was installed on the roof of the building in 2024. This covers about 20% of the electrical energy. The rest is purchased from a local electricity provider. Solar modules will also be installed on the roof of the newly constructed building after completion.

Water and waste water: the water comes from our own well. Waste water is produced exclusively by sanitary facilities and cleaning; no waste water is produced by shoe production.

Waste: waste is separated at the point of origin into leather waste, non-leather waste and recyclables. This waste is not hazardous. No hazardous waste is generated at the Vellore site. The waste is collected and further separated by local waste pickers.

Mobility: employee transport is provided by buses and rickshaws. All employees at the site use these services. Currently, we are investigating whether it is possible to switch to electric buses.

Legero India has been ISO 14001 certified since 2022 and SA8000 certified since 2023.

Our environmental policy

OUR ENVIRONMENTAL GUIDELINES

Our environmental guidelines provide an orientation for all our employees, from day-to-day business to major decisions, in line with our claim "We ensure the best possible sustainability in everything we do":

We are shoemakers who put people at the centre of everything they do and we behave in such a way that is truly caring, knowledgeable, creative and pioneering in everything we do.

legero united products are designed to make people love them whilst also improving the quality of their lives, and conserving our natural resources. State-of-the-art production methods are used to create shoes with a sophisticated design, sustainable materials and a high level of comfort. Our three brands legero, superfit and Think! unite this claim.

For us, doing business successfully means fully meeting our social and ecological corporate responsibility. In all our decisions and activities, we always consider the associated ecological and social impact.

WE DEVELOP AND PRODUCE SUSTAINABLE SHOES THAT ARE:

- beautiful, durable and repairable.
- Made from environmentally friendly materials and products that always meet our high standards and
- produced using ecologically and socially responsible manufacturing processes;

AT ALL OF OUR SITES, WE ARE ENDEAVOURING TO

- minimise the consumption of materials, water and energy,
- promote the use of renewable energy,
- separating waste in a consequential manner and recycling it,
- keeping our emissions into the air, water and soil at a low level.

in cooperation with our suppliers and partners, we intend to reduce the environmental pollution along our entire value creation chain.

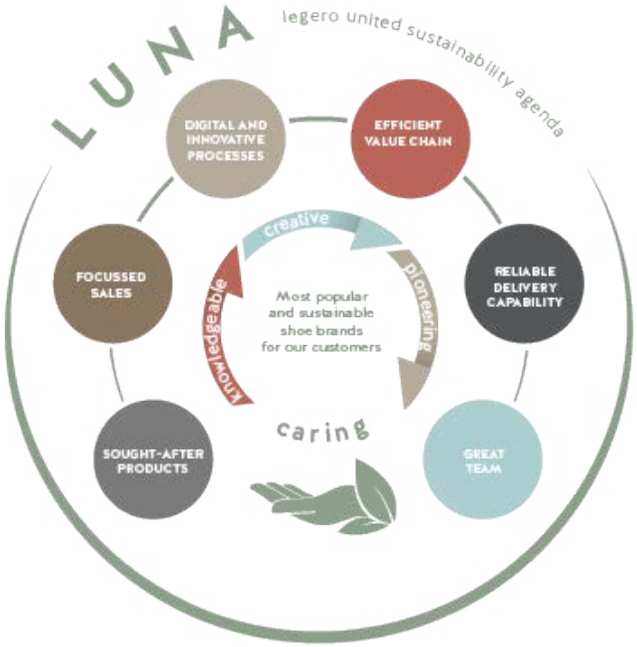
We ensure compliance with all of the respective legal regulations and binding obligations, and work continuously on the improvement of our environmental performance.

Stefan Stolitzka
CEO

Morten Bay Jensen
COO

luna

The legero united sustainability agenda, known to us as luna for short, is our approach to advancing the topic of sustainability in an all-encompassing manner. The whole team is committed to ensuring the success of the company with great dedication and expertise.



For us, doing business successfully also means living up to our social and ecological responsibility. It isn't just about the environment and our climate, after all. For us, sustainability also encompasses social justice and doing business economically. Above all, our customers expect us to deliver high-quality, eco-friendly shoes and transparency throughout the value chain. We intend to meet these expectations.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

The Science Based Targets initiative (SBTi) is a climate protection organisation that develops standards, tools and guidelines that companies can use to define the reduction of their greenhouse gas emissions: in line with the requirements necessary to keep global warming below 1.5 °C compared to pre-industrial times. That is why we have already committed ourselves to the SBTi back in 2021. In 2023, after a long period of data collection and many calculation steps, we were able to establish a comprehensive corporate GHG balance sheet in accordance with the GHG Protocol for all scopes retroactively for 2022 for the first time. In February 2024, our balance sheet and our short- and long-term targets were validated by SBTi.

Short-term targets until 2030

ENERGY AND INDUSTRY

The Legero Schuhfabrik Gesellschaft m.b.H. is committed to reducing the absolute Scope 1 and 2 GHG emissions by 42% by 2030, starting from the base year 2022.*

The Legero Schuhfabrik Gesellschaft m.b.H. also commits to reduce the absolute Scope 3 GHG emissions by 25% within the same time frame*.

* The target also includes land-related emissions and extraction from bioenergy raw materials.

FLAG (FOREST, LAND AND AGRICULTURE)

The Legero Schuhfabrik Gesellschaft m.b.H. Is committed to reducing the absolute Scope 3 FLAG THG emissions by 30.3% by 2030, starting from the base year 2022.*

The Legero Schuhfabrik GmbH undertakes not to carry out any deforestation for primary raw materials associated with deforestation until 31 December 2025.

The target includes FLAG emissions and their removal

Long-term targets until 2050

ENERGY AND INDUSTRY

The Legero Schuhfabrik Gesellschaft m.b.H. Is committed to reducing the absolute Scope 1 and 2 GHG emissions by 90% by 2050, starting from the base year 2022.*

The Legero Schuhfabrik Gesellschaft m.b.H. also commits to reduce the absolute Scope 3 GHG emissions by 90% within the same time frame*.

* The target also includes land-related emissions and extraction from bioenergy raw materials.

FLAG (FOREST, LAND AND AGRICULTURE)

The Legero Schuhfabrik Gesellschaft m.b.H. Is committed to reducing the absolute Scope 3 FLAG THG emissions by 90% by 2050, starting from the base year 2022.*

** The target includes FLAG emissions and their removal

VIOS®

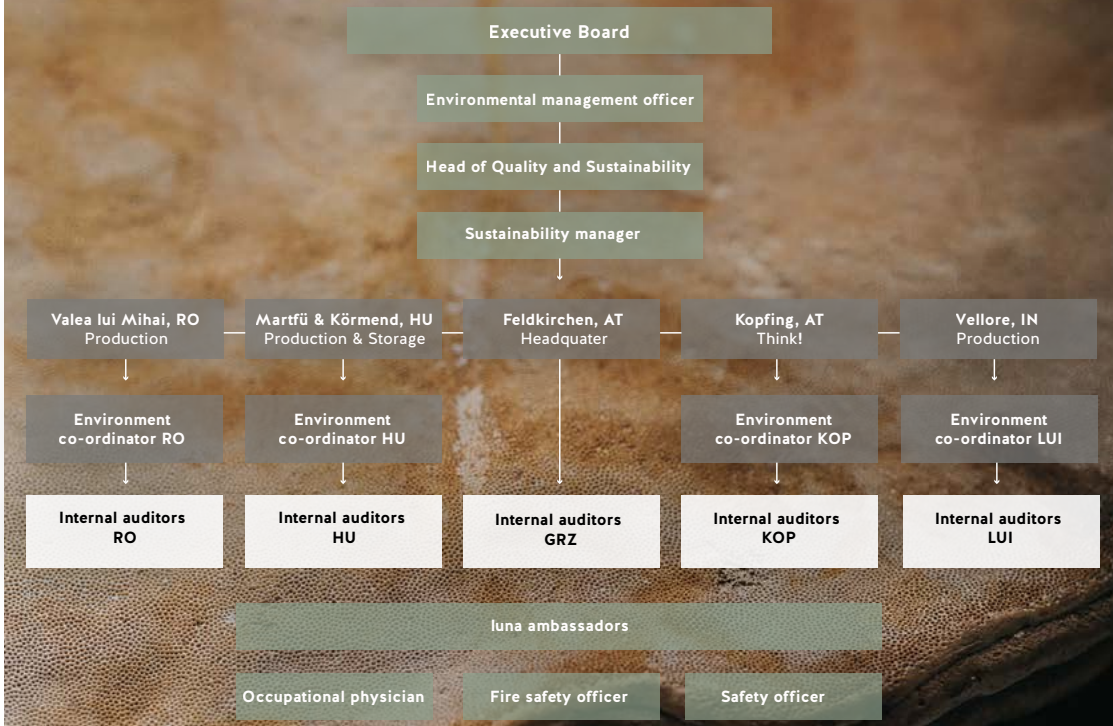
VIOS® is our development platform for sustainable materials and products which was established in 2013. The name is derived from the terms BIOS (nature), VIVO (life) and VIA (way). With VIOS®, we are pursuing a holistic and scientifically based approach to sustainability. Our VIOS® Restricted Substance List sets higher limits than the legal requirements to ensure that the materials used in our shoes are as sustainable as possible. We rigorously analyse materials from a chemical perspective and develop them further to use fewer additives. We do so, however, without compromising on durability. Our goal is to continuously undertake research for sustainable solutions and improve our environmental performance.

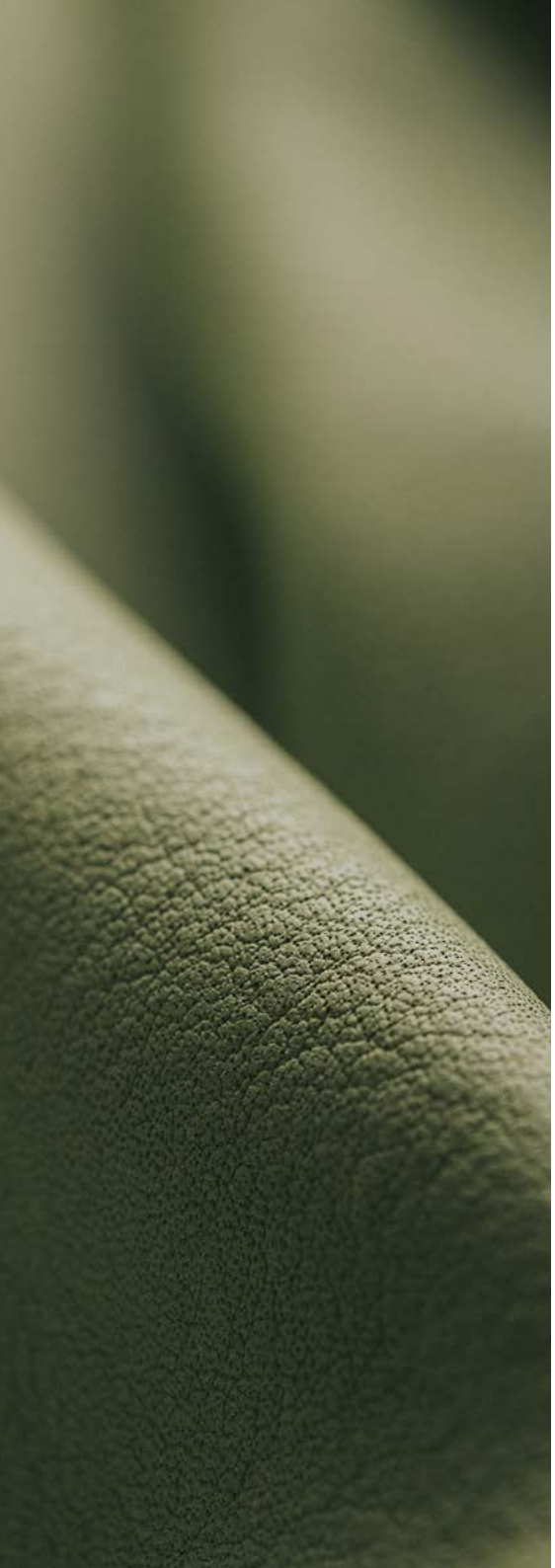
Our environmental management system

Our environmental management system (EMS), which is compliant with EMAS, is a very important tool in achieving our environmental sustainability goals. This was implemented in several steps at all legero united's European locations. It all started at the Austrian locations in Feldkirchen bei Graz and Kopfing in 2021. In the second phase, the production and storage locations in Romania and Hungary were integrated into the EMS. Now, in 2024, all European locations are being recertified. Our production site in India has been ISO14001 certified since 2022. The EMS focuses on the continuous improvement of our environmental performance, from day-to-day operations at the company location through to the entire value chain.

Ultimate responsibility for the EMS lies with the Executive Board, in particular with the Chief Operating Officer (COO) as the Environmental Management Officer. The legero united EMS is controlled by the "Quality and Sustainability" department, which is where the group-wide Sustainability Manager is also located.

Our internal auditors and ambassadors play an important role in our sustainability agenda. The internal auditors evaluate the potential for improvement at all locations annually, and do so across national borders. Each department appoints at least one team member as a ‘luna ambassador’ in order to raise awareness for sustainability among colleagues.





Legal provisions

On the basis of the national regulations in Austria, Hungary, Romania and the EU, all of the applicable environmental regulations were identified and all of the laws, ordinances and notices were recorded in the course of setting up the EMS.

Then, the decision was taken on how compliance with these could be guaranteed at the various locations. The management of the legal requirements is controlled centrally from the headquarters. Monitoring and compliance are carried out by those responsible at the individual locations. There are persons responsible and defined review intervals for all of the resulting activities. All of this is defined in the EQObase EMS database. Compliance checks are also documented there, including their status and any deviations, and any rectification is tracked there. With the help of external support, legal obligations resulting from any new or amended legislation are updated at least once a year.

Compliance with legal specifications is verified by internal and external experts as part of the audit. The overall status is checked in the course of the management reviews that take place four times a year.

Our environmental aspects

As part of the environmental audit, we identified the environmental aspects for each location separately and assessed them using the following criteria.

Intensity: extent, number, frequency and reversibility of the aspects or the impacts

Damage: potential damage to or benefit for the environment, including biodiversity and the state of the environment (local, regional and/or global)

Stakeholders: opinions of interested parties, including employees

Environmental law: existence of relevant environmental regulations and their specifications

The results of the individual criteria were weighted and added together to give an overall rating. Significant environmental aspects are those rated 3 or 4. The environmental aspects have been assigned in our environmental register to the various areas and activities at our locations. We have also determined the associated environmental impact. We assessed the improvement potential for the individual environmental aspects separately. A very high potential for improvement is rated 4, a very low potential for improvement is rated 1. The results of the assessment are shown in the following figures.

Our environmental aspects

10/11/2024	Assessment of environmental aspects		
Environmental aspects **GRZ**	Significance	Abnormal operating conditions	Potential for improvement
Green electricity	2	↓	1
District heating	2	↔	2
Fuels (petrol/diesel)	3	↔	2
Tap water	1	↑	1
Groundwater	1	↑	1
Coolant	2	↑	2
Operating materials	1	↑	2
Chemicals	3	↑	3
Solvents	2	↑	3
Materials for shoes	4	↑	3
Office materials, paper	2	↑	2
Food	2	↔	1
Packaging	2	↓	3
Non-hazardous waste	2	↑	2
Existing substances	1	↓	3
Hazardous waste	2	↑	2
GHG CO2, CH4, N2O	3	↑	3
GHG F-gases	2	↑	1
Pollutants Air (NOx, SO2, PM)	2	↑	3
Groundwater temperature	2	↑	1
Groundwater pollution	0	↑	0
Bodies of water – temperature increase	0		0
Bodies of water – pollutants	0		0
Waste water - canal	1	↑	1
Soil - pollutants	2	↑	1
Land consumption, sealing	1	↔	1
Noise, vibration	1	↑	1
Radon	1	↔	0
Other			

10/11/2024	Assessment of environmental aspects		
Environmental considerations **KOP**	Significance	Abnormal operating conditions	Potential for improvement
Green electricity	2	↓	1
Heating oil	2	↑	1
Wood chips	2	↑	2
Fuels (petrol/diesel)	3	↔	2
Tap water	1	↑	1
Groundwater	1	↑	1
Coolant	2	↑	3
Operating materials	1	↑	2
Chemicals	3	↑	3
Solvents	2	↑	3
Materials for shoes	4	↑	3
Office materials, paper	2	↑	2
Food	1	↔	1
Packaging	2	↓	3
Non-hazardous waste	2	↑	2
Existing substances	1	↓	2
Hazardous waste	2	↑	3
GHG CO2, CH4, N2O	3	↑	3
GHG F-gases	2	↑	1
Pollutants Air (NOx, SO2, PM)	2	↑	3
Groundwater temperature	1	↑	1
Groundwater pollution	0	↑	0
Bodies of water – temperature increase	0		0
Bodies of water – pollutants	0		0
Waste water - canal	1	↑	1
Soil - pollutants	1	↑	1
Land consumption, sealing	1	↔	1
Noise, vibration	1	↑	1
Radon	1	↔	0
Other			

10/11/2024	Assessment of environmental aspects		
Environmental aspects **MIH**	Significance	Abnormal operating conditions	Potential for improvement
Electricity	3	↓	4
Natural gas	2	↔	2
Fuel (Diesel)	3	↔	2
Groundwater	2	↑	0
Coolant	3	↑	3
Operating materials	2	↑	3
Chemicals (operating materials)	3	↑	3
Solvents	3	↑	3
Materials for shoes	4	↑	3
Office materials, paper	2	↑	3
Packaging	3	↓	3
Non-hazardous waste	2	↑	3
Existing substances	2	↓	3
Hazardous waste	3	↑	2
GHG CO2, CH4, N2O	3	↑	3
GHG F-gases	2	↑	3
Pollutants Air (NOx, SO2, PM)	2	↑	3
Groundwater temperature	1	↑	3
Groundwater pollution	2	↑	0
Bodies of water – temperature increase	0		
Bodies of water – pollutants	0		
Waste water - canal	1	↑	2
Soil - pollutants	1	↑	1
Land consumption, sealing	1	↔	1
Noise, vibration	1	↑	1
Radon	1	↔	0
Other			

10/11/2024	Assessment of environmental aspects		
Environmental aspects **KOR**	Significance	Abnormal operating conditions	Potential for improvement
Electricity	2	↓	1
Natural gas	3	↔	3
Propane/butane	3	↔	3
Fuels (diesel, petrol, natural gas)	1	↔	2
Tap water	1	↑	1
Coolant	2	↑	2
Operating materials	1	↑	3
Chemicals	2	↑	3
Solvents	1	↑	2
Materials for shoes	1	↑	0
Office materials, paper	1	↑	2
Packaging	3	↓	3
Non-hazardous waste	1	↑	1
Existing substances	3	↓	3
Hazardous waste	1	↑	0
GHG CO2, CH4, N2O	3	↑	3
GHG F-gases	2	↑	3
Pollutants Air (NOx, SO2, PM)	2	↑	3
Groundwater temperature	0	↑	3
Groundwater pollution	0	↑	0
Bodies of water – temperature increase	0		
Bodies of water – pollutants	0		
Waste water - canal	1	↑	3
Soil - pollutants	1	↑	1
Land consumption, sealing	1	↔	1
Noise, vibration	1	↑	1
Radon	0	↔	0
Other			

Significance environmental aspect

- very large — significant environmental aspect
- large — significant environmental aspect
- moderate
- low

Overall assessment potential for improvement

- very large
- large
- moderate
- low

Assessment of abnormal operating conditions

- ↑ Environmental impacts in relation to the environmental aspect *decreasing significance*
- ↔ Environmental impacts in relation to the environmental aspect *consistent significance*
- ↓ Environmental impacts in relation to the environmental aspect *increasing significance*

10/11/2024	Assessment of environmental aspects		
Environmental aspects MAR	Significance	Abnormal operating conditions	Potential for improvement
Electricity	2	↓	1
Propane/butane	3	↔	3
District heating	2	↔	2
Fuels (diesel, petrol, natural gas)	1	↔	2
Tap water	1	↑	1
Operating materials	2	↑	3
Chemicals	2	↑	3
Solvents	1	↑	0
Materials for shoes	2	↑	1
Office materials, paper	1	↑	2
Packaging	3	↓	3
Non-hazardous waste	1	↑	1
Existing substances	3	↓	3
Hazardous waste	2	↑	1
GHG CO2, CH4, N2O	3	↑	3
GHG F-gases	2	↑	3
Pollutants Air (NOx, SO2, PM)	2	↑	3
Groundwater temperature	0	↑	3
Groundwater pollution	0	↑	0
Bodies of water – temperature increase	0		
Bodies of water – pollutants	0		
Waste water - canal	1	↑	3
Soil - pollutants	1	↑	1
Land consumption, sealing	1	↔	1
Noise, vibration	1	↑	1
Radon	0	↔	0
Other			

10/11/2024	Assessment of environmental aspects		
Environmental aspects VEL	Significance	Abnormal operating conditions	Potential for improvement
Electricity	2	↓	3
Emergency power (diesel)	3	↔	2
Fuels (diesel, natural gas)	3	↔	2
Groundwater	2	↑	1
Coolant	4	↑	3
Operating materials	2	↑	3
Chemicals	1	↑	2
Solvents	2	↑	3
Materials for shoes	4	↑	3
Office materials, paper	1	↑	1
Packaging	2	↓	3
Non-hazardous waste	2	↑	3
Leather waste	2	↓	3
Existing substances	1		
GHG CO2, CH4, N2O	3	↑	3
GHG F-gases	2	↑	2
Pollutants Air (NOx, SO2, PM)	3	↑	3
Groundwater temperature	1	↑	3
Groundwater pollution	0	↑	0
Bodies of water – temperature increase	0		
Bodies of water – pollutants	0		
Waste water - canal	2	↑	3
Soil - pollutants	1	↑	1
Land consumption, sealing	4	↔	2
Noise, vibration	1	↑	1
Radon	1	↔	0
Other			

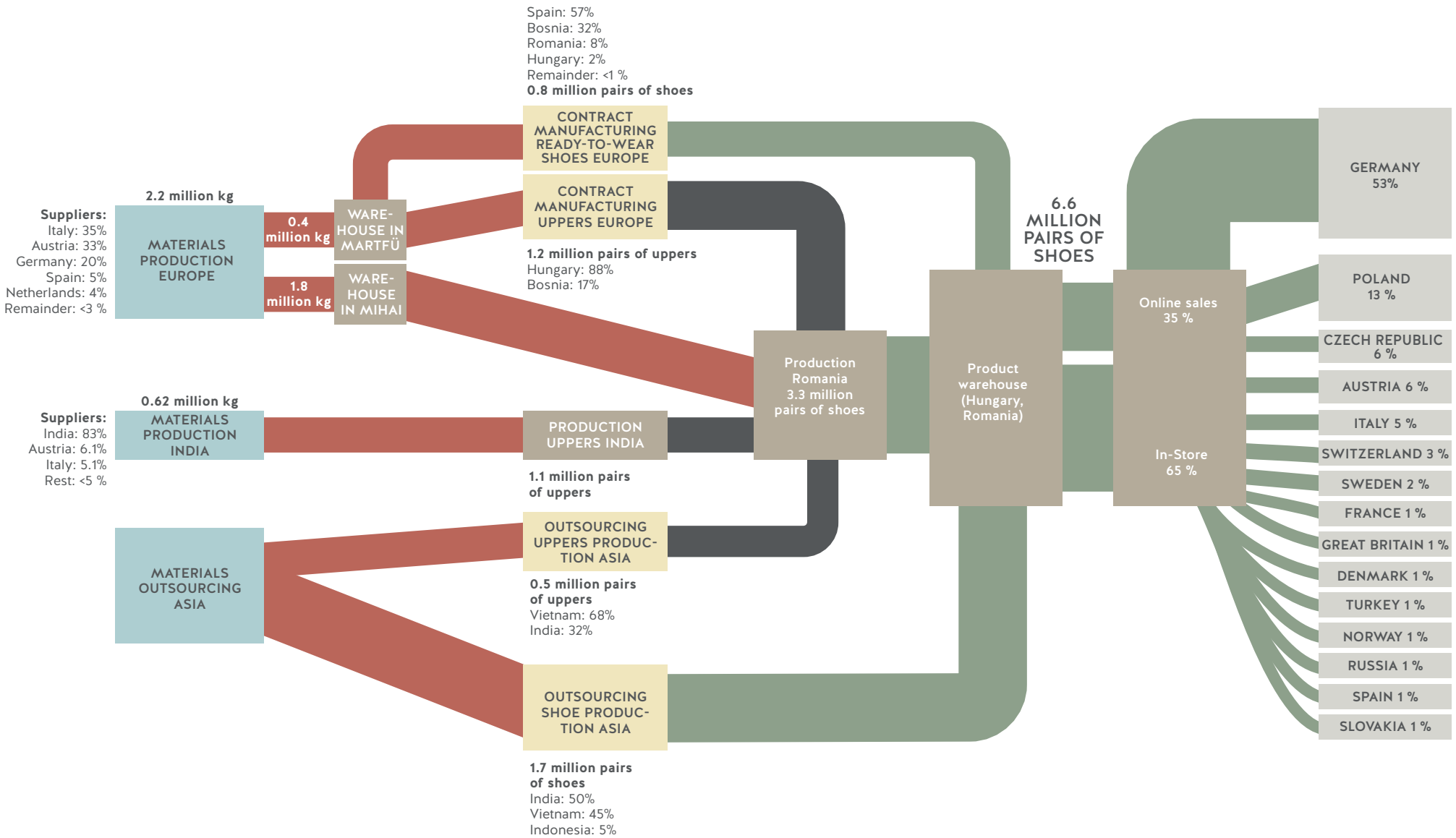
Biodiversity at locations

At legero united, the protection and preservation of biodiversity is a central concern. We are aware of the impact that our company can have with its several locations on biodiversity. For this reason, we regularly evaluate our policies and processes to ensure that we are actively contributing to the protection and promotion of biodiversity.

During the construction of our headquarters in Feldkirchen bei Graz, the protection of biodiversity was already taken into consideration. Green roofs, a green inner courtyard and semi-natural flowering meadows around the building are just some of the measures that have already been implemented. In the near future, we are going to consider purchasing insect hotels and bird nesting boxes.

The building in Kopfing is on lease, so fundamental changes to the location have limited possibilities. A semi-natural flower meadow should have been planted already, but the project had to be postponed for the time being due to the neighbours. However, suggestions for other possibilities are regularly put forward and evaluated. At our site in Körmend, we are planning to create strips of meadow and to plant shrubs and trees by the car parks in the coming year. In Valea lui Mihai, we rent our production facilities from a large industrial estate that is home to several companies. Our options for promoting biodiversity here are very limited. Despite this, ideas have been collected and possible measures and projects have been regularly discussed.

Our
value chain

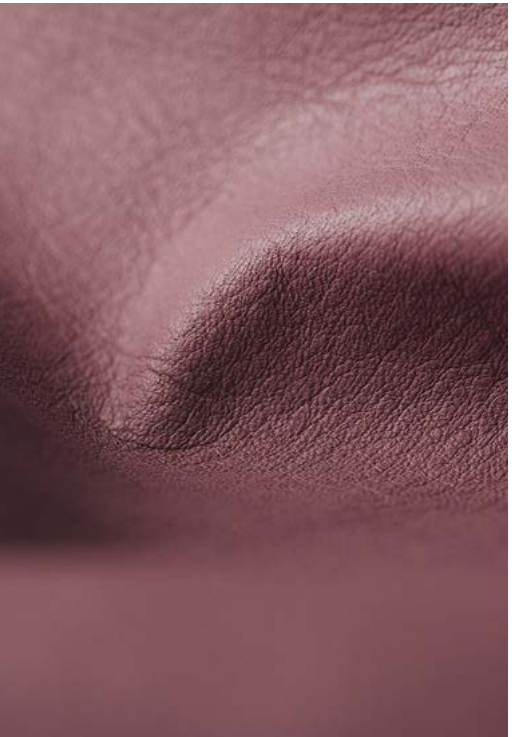


Our shoes and raw materials

A shoe is made up of a variety of different components. These are often made of different materials. Each of these materials passes through specific production chains, all of which are ultimately combined in the shoe manufacturing process. As a result, by far the most significant environmental impact of our shoes does not occur in our own production facilities, but in the upstream and downstream life cycle phases and the transport that takes place in between.

In order to reduce our emissions in this area, we not only need to work closely with our business partners, but we also need to have an equally strong understanding of sustainable business practices. This is why we annually conduct a supplier survey and assessment in order to be able to find out which of our partners are following the same path as we are and these are the ones we want to continue working with in the future. Each of our suppliers must sign our Code of Conduct and comply with other guidelines.

Upstream and downstream transport also accounts for a large proportion of our greenhouse gas emissions. Our goal is to significantly reduce them. This is why we source materials as locally as possible and favour suppliers that are located close to the production sites. We also try to reduce transport routes within the entire value chain and organise deliveries as efficiently as possible.



THE CARBON FOOTPRINT OF OUR SHOES

Our best possible ways of influencing the product-specific environmental aspects and of reducing the resulting environmental impact are the design of our shoes and the procurement of materials. In doing so, we can replace materials with more sustainable alternatives or reduce the variety of materials in order to minimise the environmental impact further, i.e. actively contributing to reducing the ecological footprint of our products.

Our in-house Eco database shows the environmental performance at product level of each of the more than 3,500 items in our collections every year. This tool allows us to calculate the carbon footprint of each shoe right from the initial design of a new model. This allows us to develop recommendations and measures for the continuous improvement of our collections. The Eco database is based on the ingredients, material consumption and environmental aspects such as the carbon, water and resource consumption. In addition, it enables the measurable presentation of sustainable improvements to existing articles. We can simulate how an alternative material component would affect the carbon footprint of the article. As a result, the ecological optimisation begins as early as the development phase of each model.

In 2022, our ECO database was awarded the Environmental Management Prize by the Austrian Federal Ministry for the Environment and Climate Protection for the best environmental and climate protection measure.

In 2023, the ECO database won the Austrian Innovation Award in the category ‘Business to Business - Information Technologies’ and the Austrian eAward in the category ‘Sustainability and Smart Data’.

In 2024, the Eco database was honoured with the TRIGOS Österreich award in the category of climate protection.

Employees mobility

VEHICLE FLEET AND BUSINESS TRAVEL

Our fleet includes 59 vehicles that we own. Of these, 6 are so-called pool vehicles that can be used by all employees. Currently, our entire fleet of vehicles comprises of 14 electric cars and eight hybrid cars. In our car pool usage policy, we have stipulated that preferential use is given to electric cars for business trips.

In addition to the vehicle fleet, business travel by air is particularly significant. Business travel is booked centrally by our travel management team at our headquarters in Feldkirchen. Our travel policy stipulates that environmentally friendly public transport is to be preferred and that air travel is to be avoided as much as possible. However, due to our production site in India, air travel cannot be avoided completely. The travel policy is regularly reviewed and revised to make sure it is up to date.

Since employees also use their company cars for private purposes, energy consumption can only be partially attributed to business trips by car.

	2021	2022	2023	Unit
Fleet of vehicles	**889,912**	**776,763**	**1,242,777**	**kWh**
Petrol AT	115,270	148,128	204,545	kWh
Diesel AT	538,204	431,246	813,725	kWh
Petrol HUN	60,838	38,049	62,235	kWh
Diesel HUN	25,801	30,221	33,109	kWh
Gas HUN	25,324	16,232	11,791	kWh
Diesel MIH	124,475	112,887	117,372	kWh

	2021	2022	2023	Unit
Business travel	**384,668**	**570,536**	**612,904**	**kWh**
Train	2,844	1,230	1,270	kWh
Bus	22	0	0	kWh
Flights	367,463	558,798	606,831	kWh
Rental car	14,339	10,508	4,803	kWh

Table 1: Energy consumption for vehicle fleet and business travel

	2021	2022	2023	Unit
Total	**463,444**	**693,216**	**802,600**	**kg CO_2e**
Fleet of vehicles	226,396	197,110	316,048	kg CO_2e
Business travel	237,048	496,106	486,552	kg CO_2e

Table 2: Greenhouse gas emissions for vehicle fleet and business travel

THE JOURNEY TO WORK

We asked our employees which means of transport they use to get to work and what distances they travel. The survey was anonymous, meaning that it was only possible to analyse the data for specific countries and not for specific locations.

At the locations in Austria, three quarters of the employees use a car, 12 per cent take the train or bus, and over 7 per cent cycle or walk, depending on the distance to the workplace. On average, those who use the car live 40 km away from their workplace, those who walk and cycle 6 km and those who use public transport 14 km. Office staff can work from home for five days per month

At the locations in Hungary, around half of the employees use their own car, 27% cycle and 20% take the public bus to work. Only a small proportion use a moped or motorbike or walk to work.

In Romania, more than half of employees use the company bus to get to work. 18% come by bike and 12% on foot. At this location, only 12% use their own car to travel to work. Due to the nature of the work performed (production and warehousing), there is no possibility of working from home at the locations in Hungary and Romania.

In 2021, a working group was set up to address the issue of mobility. This group is working extensively on ways to make the journey of our employees to work more sustainable. At the beginning of 2023, for example, charging points for e-bikes were installed in the company car park at the headquarters in Feldkirchen. In addition, employees can take advantage of regular free bicycle checks.

Environmental data and key figures

The complete environmental data available for the locations in Austria, Romania, Hungary and India is shown below. The data for the vehicle fleet and business travel are assigned to the headquarters in Feldkirchen bei Graz. As our goal is effective environmental controlling, we are constantly working on expanding and improving the database, which is collected in the EQObase and regularly evaluated.

With the expansion of our EMS to incorporate all of the legero united sites, the data situation for our own production and operating locations has also improved significantly, enabling a detailed presentation of legero united worldwide.

At the same time, we are working on gradually recording the environmental data of our direct suppliers (level 1) and, subsequently, other suppliers in the production chain up to raw material extraction in order to be able to estimate the environmental footprint (especially the CO2 footprint) of our products. This is a very challenging task, as there is very limited specific data available to date.

Areas greyed out in the following tables indicate that this data is not relevant for the respective location. This applies in particular to the different types of heating and business travel in Hungary and Romania, which is either carried out via the HQ or in company cars and that fuel consumption is recorded separately.

For the core indicators, the number of employees is used as the reference value at the office locations, the number of pairs of shoes produced at the production locations, and, at the warehouses, the number of pairs of shoes delivered.

Environmental data 2023

ENERGY

Input /output data 2023	Feldkirchen	Kopfing	Mihai	Körmend	Martfü	LUI	Total	Unit
ENERGY	**2,307,542**	**524,509**	**2,877,189**	**825,802**	**1,180,354**	**1,615,762**	**9,331,158**	**kWh**
Buildings and facilities	**1,050,775**	**188,229**	**2,759,817**	**825,802**	**1,073,219**	**1,018,269**	**6,916,111**	**kWh**
Electricity	990,378	90,699	2,333,330	382,846	169,445	943,770	4,910,468	kWh
District heating	60,397				9,475		69,872	kWh
Local heating - wood chips		97,530					97,530	kWh
Local heating - heating oil		0					0	kWh
Propane/butane				411,419	894,299		1,305,718	kWh
Natural gas			426,487	31,537			458,024	kWh
Diesel for emergency power						74,499	74,499	kWh
Fleet of vehicles	**643,865**	**336,280**	**117,372**	**0**	**107,135**	**549,908**	**1,754,560**	**kWh**
Petrol	143,783	51,422	0	0	62,235	0	257,440	kWh
Diesel	500,082	284,858	117,372	0	33,109	549,908	1,485,329	kWh
Natural gas					11,791		11,791	kWh
Business travel	**612,902**					**47,585**	**660,487**	**kWh**
Train	1,269						1,269	kWh
Bus	0						0	kWh
Flights	606,831						606,831	kWh
Car (rental)	4,802					47,585	52,387	kWh

Environmental data 2023

WATER

Input /output data 2023	Feldkirchen	Kopfing	Mihai	Körmend	Martfü	LUI	Total	Unit
WATER	**4,624**	**259**	**1,728**	**562**	**897**	**18,862**	**26,932**	**m³**
Well water	2,718		1,728			18,862	23,308	m³
Public water supply	1,906	259		562	897		3,624	m³

MATERIALS

Input /output data 2023	Feldkirchen*	Kopfing	Mihai	Körmend	Martfü	LUI	Total	Unit
MATERIALS	**4,316**	**1,474**	**540,657**	**3,001**	**1,900**	**16,035**	**567,383**	**kg**
Copy paper	1,200	1,247	5,836	2,891	1,600	1,145	13,919	kg
Chemicals	2,432	117	507,738	40	44	14,890	525,261	kg
Colouring agents	0	0	21,553	0	0	0	21,553	kg
Solvents	0	75	3,201	0	0	0	3,276	kg
Cleaning materials	684	35	2,329	70	256	0	3,374	kg
Leather	244,559							kg
Textiles	314,880							kg
Materials for bottoms and soles	195,528							kg
PU	570,120							kg
PVC	142,673							kg
Shoe accessories, small parts	209,429							kg
Packaging material	445,117							kg

* Materials are purchased centrally by the headquarters, so these inputs are assigned to the Feldkirchen site. Some of the quantities are still estimates because weight data is not known for every material.

Environmental data 2023

WASTE

Input/output data 2023	Feldkirchen	Kopfing	Mihai	Körmend	Martfü	LUI	Total	Unit
WASTE	**55,601**	**13,330**	**405,168**	**264,136**	**43,665**	**162,330**	**940,230**	**kg**
Non-hazardous waste	**17,889**	**5,070**	**239,176**	**70,043**	**28,700**	**162,330**	**519,208**	**kg**
Commercial waste similar to that of a residential area	13,590	5,070	4,730	63,890	28,700	109,380	225,360	kg
Textile waste	0	0	17,147	30	0	0	17,177	kg
Leather waste	0	0	9,666	0	0	52,950	62,616	kg
Scrap metal	0	0	170	5,860	0	0	6,030	kg
Plastic, PU	0	0	123,620	0	0	0	123,620	kg
Plastic waste	0	0	83,843	0	0	0	83,843	kg
Disposal of fat separator contents	4,000	0	0	0	0	0	0	kg
Shoe scrapping	0	0	0	0	0	0	0	kg
Electronic devices	299	0	0	263	0	0	562	kg
Existing substances	**35,004**	**8,242**	**133,440**	**177,400**	**14,920**	**0**	**369,006**	**kg**
Packaging material and cardboard boxes	17,820	7,190	82,290	171,610	12,740	0	291,650	kg
Metal packaging	7,471	0	17,369	0	0	0	24,840	kg
Plastic packaging	2,260	906	12,241	5,790	2,180	0	23,377	kg
Flint glass	1,680	0	0	0	0	0	1,680	kg
Coloured glass	1,553	0	0	0	0	0	1,553	kg
Wooden packaging and waste wood	2,740	50	21,540	0	0	0	24,330	kg
Ferrous metal packaging and containers	290	0	0	0	0	0	290	kg
Biogenic waste	1,190	96	0	0	0	0	1,286	kg

Environmental data 2023

WASTE

Input/output data 2023	Feldkirchen	Kopfing	Mihai	Körmend	Martfü	LUI	Total	Unit
Hazardous waste	**2,708**	**18**	**32,552**	**16,693**	**45**	**0**	**52,016**	**kg**
Old paints and varnishes	2,038	9	1,999	16	0	0	4,062	kg
Degreasing waste, containing solvents	0	0	5,662	0	0	0	5,662	kg
Solvent mixtures	670	0	1,899	10	0	0	2,579	kg
Batteries	0	0	0	10	0	0	10	kg
Packaging with hazardous residues	0	0	22,992	0	0	0	22,992	kg
Waste oils and containers	0	0	0	16,500	0	0	16,500	kg
Toner	0	9	0	143	28	0	180	kg
Fluorescent, fluorescent tubes, mercury	0	0	0	0	14	0	14	kg
Medical waste	0	0	0	14	3	0	17	kg

EMISSIONS INTO THE AIR

Input/output data 2023	Feldkirchen	Kopfing	Mihai	Körmend	Martfü	LUI	Total	Unit
Emissions into the air								
Greenhouse gases	**171,870**	**85,884**	**632,655**	**93,856**	**218,134**	**1,026,504**	**2,228,903**	**kg $CO_{2äqu}$**
CO_2, CH_4, N_2O	171,870	85,884	632,655	93,856	218,134	1,026,504	2,228,903	kg $CO_{2äqu}$
F gases (coolants)	0	0	0	0	0	0	0	kg $CO_{2äqu}$
Other emissions	**903**	**473**	**138**	**8**	**7**	**1,025**	**2,554**	**kg**
NOx	722	380	128	8	5	822	2,065	kg
SO_2	143	76	6	0	1	169	395	kg
Dust	38	17	4	0	1	34	94	kg
Fluorescent, fluorescent tubes, mercury	0	0	0	0	14	0	14	kg

EMASkey indicators

	Feldkirchen			Kopfing			
	2021	2022	2023	2021	2022	2023	Unit
ENERGY							
Total energy consumption	5,243	4,850	4,649	4,267	6,329	3,551	kWh/EE
Total consumption of renewable energy	4,897	4,523	4,382	3,721	5,020	3,551	kWh/EE
Total production of renewable energy	0	0	0	0	0	0	kWh/EE
Energy consumption electricity	4,897	4,523	4,382	1,810	2,104	1,711	kWh/EE
Energy consumption for heating	346	328	267	2,457	4,225	1,840	kWh/EE
MATERIALS							
Paper consumption	7	11	5	21	28	24	kg/EE
WATER							
Total water consumption	8	9	20	5	16	5	m^3/EE
WASTE							
Total waste	201	263	246	455	528	252	kg/EE
Total hazardous waste	4	10	12	2.6	0.8	0.3	kg/EE
EMISSIONS INTO THE AIR*							
Total greenhouse gas emissions	49	43	760	148	362	1,620	kg $CO_{2äqu}$/EE
Total air emissions	0.256	3.695	116	0.094	0.452	9	kg/EE
LAND USE							
Total land use	117	112	116	96	121	96	m^2/EE
Sealed area	53	50	52	64	81	64	m^2/EE
Green spaces	65	61	62	32	40	32	m^2/EE
of which semi-natural area at the location	14	14	14	8	10	8	m^2/EE
Semi-natural area away from the location	0	0	0	0	0	0	m^2/EE

* Note: As of 2023, the data will be collected in a new way: the data for the vehicle fleet will be assigned to the respective locations; in the years before, they were collected separately. This is why the amounts are higher as of 2023.

EMASkey indicators

	Feldkirchen			Kopfing			
	2021	2022	2023	2021	2022	2023	Unit
ABSOLUTE NUMBERS							
Total energy consumption	1,169,142	1,130,144	1,050,775	226,129	265,799	188,229	kWh
Total consumption of renewable energy	1,092,080	1,053,797	990,378	197,231	210,849	188,229	kWh
Total production of renewable energy	0	0	0	0	0	0	kWh
Energy consumption electricity	1,092,080	1,053,797	990,378	95,918	88,350	90,699	kWh
Energy consumption for heating	77,062	76,347	60,397	130,211	177,449	97,530	kWh
Paper consumption	1,627	2,477	1,200	1,100	1,174	1,247	kg
Total water consumption	1,730	2,128	4,624	243	677	259	m^3
Total waste	44,772	61,206	55,601	24,109	22,173	13,330	kg
Total hazardous waste	959	2,352	2,708	139	33	18	kg
Total greenhouse gas emissions*	10,866	10,078	171,870	7,831	15,186	85,884	kg $CO_{2äqu}$
Total air emissions	57	861	903	5	19	473	kg
Total land use	26,138	26,138	26,138	5,074	5,074	5,074	m^2
Sealed area	11,736	11,736	11,736	3,383	3,383	3,383	m^2
Green spaces	14,402	14,102	14,102	1,691	1,691	1,691	m^2
of which semi-natural area at the location	3,192	3,192	3,192	400	401	401	m^2
Semi-natural area away from the location	0	0	0	0	0	0	m^2
Number of employees	223	233	226	53	42	53	EE

* Note: As of 2023, the data will be collected in a new way: the data for the vehicle fleet will be assigned to the respective locations; in the years before, they were collected separately. This is why the amounts are higher as of 2023.

EMASkey indicators

	Körmend			Martfü			
	2021	2022	2023	2021	2022	2023	Unit
ENERGY							
Total energy consumption	0.288	0.351	0.391	3.660	2.389	2.975	kWh/pairs
Total consumption of renewable energy	0.007	0.029	0.181	0.026	0.089	0.470	kWh/pairs
Total production of renewable energy	0	0	0	0	0	0	kWh/pairs
Energy consumption electricity	0.124	0.176	0.181	0.463	0.538	0.470	kWh/pairs
Energy consumption for heating	0.161	0.125	0.210	2.951	1.676	2.505	kWh/pairs
MATERIALS							
Paper consumption	71	32	33	68	55	27	kg/EE
WATER							
Total water consumption	6	7	0	8	14	15	m^3/EE
WASTE							
Total waste	82	165	125	76	136	121	g/pair
Total hazardous waste	0.076	7.185	7.901	1.929	1.054	0.125	g/pair
EMISSIONS INTO THE AIR							
Total greenhouse gas emissions	2,675	2,414	1,067	3,311	3,851	3,636	kg $CO_{2äqu}$/EE
Total greenhouse gas emissions	82	87	44	843	568	605	g $CO_{2äqu}$/pair
Total air emissions	0.136	0.096	0.091	0.380	0.183	0.117	kg/EE
Total air emissions	0.004	0.003	0.004	0.097	0.027	0.019	g/pair
LAND USE							
Total land use	177	188	177	225	403	403	m^2/EE
Sealed area	161	171	161	99	178	178	m^2/EE
Green spaces	16	17	16	126	226	226	m^2/EE
of which semi-natural area at the location	0	0	0	0	0	0	m^2/EE
Semi-natural area away from the location	0	0	0	0	0	0	m^2/EE

EMASkey indicators

	Körmend			Martfü			
	2021	2022	2023	2021	2022	2023	Unit
ABSOLUTE NUMBERS							
Total energy consumption	827,368	813,058	825,802	1,549,902	972,055	1,073,219	kWh
Total consumption of renewable energy	20,321	68,006	382,846	11,198	36,147	169,445	kWh
Total production of renewable energy	0	0	0	0	0	0	kWh
Energy consumption electricity	355,890	408,097	382,846	196,105	218,869	169,445	kWh
Energy consumption for heating	463,497	288,487	442,956	1,249,814	681,913	903,774	kWh
Paper consumption	6,248	2,673	2,891	7,349	3,321	1,600	kg
Total water consumption	512	554	562	829	868	897	m^3
Total waste	234,656	381,606	264,136	32,012	55,459	43,665	kg
Total hazardous waste	219	16,642	16,693	817	429	45	kg
Total greenhouse gas emissions	235,969	200,358	93,856	356,916	231,081	218,134	kg $CO_{2äqu}$
Total air emissions	12	8	8	41	11	7	kg
Total land use	15,579	15,579	15,579	24,207	24,207	24,207	m^2
Sealed area	14,179	14,179	14,179	10,651	10,651	10,651	m^2
Green spaces	1,400	1,400	1,400	13,556	13,556	13,556	m^2
of which semi-natural area at the location	0	0	0	0	0	0	m^2
Semi-natural area away from the location	0	0	0	0	0	0	m^2
Number of employees	88	83	88	108	60	60	EE
Pairs of shoes delivered	2,870,481	2,316,065	2,112,753	423,528	406,903	360,756	Pairs of shoes

EMASkey indicators

	Mihai			India			
	2021	2022	2023	2021	2022	2023	Unit
ENERGY							
Total energy consumption	1.022	1.068	1.167	1.571	1.460	0.912	kWh/pairs
Total consumption of renewable energy	0.375	0.403	0.477	0.078	0.080	0.169	kWh/pairs
Total production of renewable energy	0	0	0	0	0	0	kWh/pairs
Energy consumption electricity	0.743	0.799	0.946	0.834	0.864	0.912	kWh/pairs
Energy consumption for heating	0.240	0.268	0.173	0	0	0	kWh/pairs
MATERIALS							
Paper consumption	6	11	12	n.q.	2	1	kg/EE
WATER							
Total water consumption	3	5	4	20	16	19	m^3/EE
WASTE							
Total waste	109	109	164	72	90	145	g/pair
Total hazardous waste	1,248	3,124	13,202*	0	0	0	g/pair
EMISSIONS INTO THE AIR							
Total greenhouse gas emissions	1,392	1,628	1,283	937	989	1,056	kg $CO_{2äqu}$/EE
Total greenhouse gas emissions	215	228	257	735	867	920	g $CO_{2äqu}$/pair
Total air emissions	0.747	0.609	0.280	1.543	0.955	1.055	kg/EE
Total air emissions	0.115	0.085	0.056	1.210	0.837	0.918	g/pair
LAND USE							
Total land use	144	144	143	15	11	12	m^2/EE
Sealed area	107	107	106	5	4	4	m^2/EE
Green spaces	37	37	37	10	7	8	m^2/EE
of which semi-natural area at the location	0	0	0	0	0	0	m^2/EE
Semi-natural area away from the location	0	0	0	0	0	0	m^2/EE

* Note: Due to a change in the waste separation process in the fourth quarter of 2022, the amount of hazardous waste at the Mihai site has increased.

EMASkey indicators

	Mihai			India			
	2021	2022	2023	2021	2022	2023	Unit
ABSOLUTE NUMBERS							
Total energy consumption	3,244,918	3,745,273	2,877,189	1,604,743	1,817,797	1,018,269	kWh
Total consumption of renewable energy	1,190,010	1,413,970	1,176,698	79,786	99,836	188,754	kWh
Total production of renewable energy	0	0	0	0	0	0	kWh
Energy consumption electricity	2,359,727	2,803,828	2,333,330	852,269	1,075,899	1,018,269	kWh
Energy consumption for heating	760,716	941,445	426,487	0	0	0	kWh
Paper consumption	2,821	5,405	5,836	n.q.	1,800	1,145	kg
Total water consumption	1,464	2,249	1,728	16,240	16,945	18,862	m^3
Total waste	346,870	381,004	405,168	73,175	112,560	162,330	kg
Total hazardous waste	3,960	10,960	32,552*	0	0	0	kg
Total greenhouse gas emissions	682,292	799,530	632,655	750,635	1,079,308	1,026,504	kg $CO_{2äqu}$
Total air emissions	366	299	138	1,236	1,042	1,025	kg
Total land use	70,500	70,500	70,500	11,957	11,957	11,957	m^2
Sealed area	52,500	52,500	52,500	4,028	4,029	4,029	m^2
Green spaces	18,000	18,000	18,000	7,929	7,928	7,928	m^2
of which semi-natural area at the location	0	0	0	0	0	0	m^2
Semi-natural area away from the location	0	0	0	0	0	0	m^2
Number of employees	490	491	493	801	1,091	972	EE
Pairs produced	3,174,224	3,507,810	2,465,687				Pairs of shoes
Pairs produced				1,021,296	1,244,925	1,116,294	Pairs of uppers

* Note: Due to a change in the waste separation process in the fourth quarter of 2022, the amount of hazardous waste at the Mihai site has increased.

EMASkey indicators

	Total			Unit
	2021	2022	2023	
ABSOLUTE NUMBERS				
Total energy consumption	8,622,202	8,744,126	7,033,483	kWh
Total consumption of renewable energy	2,590,627	2,882,605	3,096,350	kWh
Total production of renewable energy	0	0	0	kWh
Energy consumption electricity	4,951,989	5,648,840	4,984,967	kWh
Energy consumption for heating	2,681,300	2,165,641	1,931,144	kWh
Paper consumption	19,144	16,850	13,919	kg
Total water consumption	21,018	21,996	26,932	m^3
Total waste	755,594	1,014,008	944,230	kg
Total hazardous waste	6,094	30,416	52,016	kg
Total greenhouse gas emissions	2,044,509	2,335,541	2,228,903	kg $CO_{2äqu}$
Total air emissions	1,717	2,240	2,554	kg
Total land use	153,455	153,455	153,455	m^2
Sealed area	96,477	96,478	96,478	m^2
Green spaces	56,979	56,677	56,677	m^2
of which semi-natural area at the location	3,592	3,593	3,593	m^2
Semi-natural area away from the location	0	0	0	m^2
Number of employees	1,540	1,767	1,666	EE
Pairs produced	3,174,224	3,507,810	2,465,687	Pairs of shoes
Pairs produced	1,021,296	1,244,925	1,116,294	Pairs of uppers
Pairs of shoes delivered	3,294,009	2,722,968	2,473,509	Pairs of shoes

Remarks:

Sources for emission factors greenhouse gas and air emissions (SO2, NOx, particles)

Austrian Environment Agency (www.uba.at), PROBAS database - gemis (www.probas.umweltbundesamt.de), DEFRA (https://laqm.defra.gov.uk)

Greenhouse gas balance (Scope 3 emissions)

Legero United has been publishing an annual sustainability report since 2021. The scope 3 emissions are also collected for this. In addition, we have been preparing the company's greenhouse gas balance sheet since 2022. This is published in the sustainability report. For a detailed presentation, please refer to the legero united sustainability reports in the download section of our company website: download current company publications.

(legero-united.com).

Projects and measures that have been implemented

In order to pursue our ambitious ESG (Environment, Social, Governance) goals, we continued to implement many environmental measures in 2023 and launched a number of improvement projects.

The most important projects in Feldkirchen include conducting an energy audit, setting up e-bike charging stations, automatically closing blinds and sun shades as well as mandatory company holidays on bank holidays to reduce energy consumption.

In Kopfing, we were able to switch from heating with wood chips and heating oil to wood chips alone, which eliminated the need for heating oil completely.

In Körmend, inventory consolidation and restructuring improved efficiency and reduced the amount of rented storage space. It was possible to save packaging material by reusing the outer cartons.

One particularly effective measure has been implemented in Valea lui Mihai. The waste heat from the compressor is used to heat a hall. This contributes significantly to reducing natural gas consumption. The extension to the second hall is planned for the comingyear. By installing additional power measurement points and monitoring them using software, we were able to identify power hotspots and eliminate energy guzzlers.

At the beginning of 2024, a photovoltaic system was installed on the roof of our hall in India.

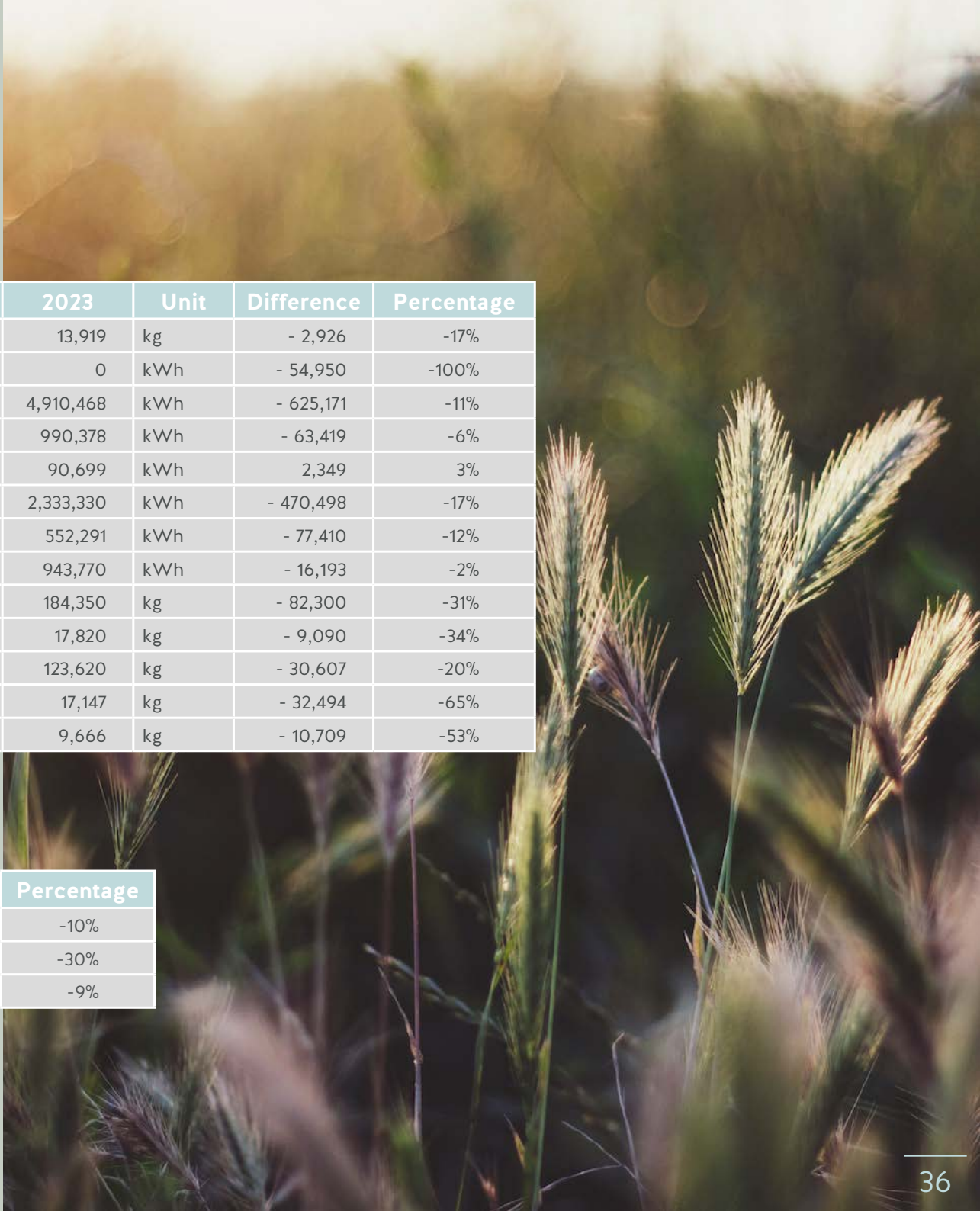
In specific terms, we were able to achieve the following savings through these and other measures as well as through raising awareness among our employees:

		2022	Unit	2023	Unit	Difference	Percentage
Copy paper	All locations	16,845	kg	13,919	kg	- 2,926	-17%
Heating oil	Kopfing	54,950	kWh	0	kWh	- 54,950	-100%
Electricity	Total	5,535,639	kWh	4,910,468	kWh	- 625,171	-11%
	Graz	1,053,797	kWh	990,378	kWh	- 63,419	-6%
	Kopfing	88,350	kWh	90,699	kWh	2,349	3%
	Mihai	2,803,828	kWh	2,333,330	kWh	- 470,498	-17%
	Hungary	629,701	kWh	552,291	kWh	- 77,410	-12%
	India	959,963	kWh	943,770	kWh	- 16,193	-2%
Packaging paper/cardboard	HU	266,650	kg	184,350	kg	- 82,300	-31%
Packaging material	Graz	26,910	kg	17,820	kg	- 9,090	-34%
Rubber, PU, plastic waste	Mihai	154,227	kg	123,620	kg	- 30,607	-20%
Textile waste	Mihai	49,641	kg	17,147	kg	- 32,494	-65%
Leather waste	Mihai	20,375	kg	9,666	kg	- 10,709	-53%

Table 3: Comparison of consumption in 2022 and 2023

	2022	2023	Percentage
Produced shafts IN	1,244,925	1,116,294	-10%
Shoes produced RO	3,507,810	2,465,687	-30%
Total number of delivered shoes HU	2,722,968	2,473,509	-9%

Table 4: Output data from 2022 and 2023 to enable a comparison of savings



Environmental programme

The legero united environmental programme and our targeted improvement measures are described below.

		Location	Status	Planned realisation
Goal	**5% reduction in product packaging**	**all**		
Activity	Reuse of the outer cartons		completed	31/12/23
	Reduction of sheets of paper in the shoebox (Think) to 2 pieces		completed	26/01/24
	Reuse of shoe fillers at shoemakers outlet Feldkirchen		completed	31/12/23
	Switch to thinner plastic film (HUN and RO)		completed	01/01/23
	Changing the enclosure of the brand cards (for online delivery)		completed	30/06/24
	Check whether it is possible to ship shoes internally without a shoe box		In progress	31/12/24
	Decision-making: which product packaging are we going to use in the future (packaging working group)		In progress	31/10/24
	Removing the hang tags on shoes		Cancelled	
	Change deliveries to shoemakers outlet without outer boxes		Cancelled	
Goal	**Reduction of waste from production and offcuts 5%**	**all**		
Activity	Expansion of activities for the reuse of material waste from sample production		completed	31/12/23
	Mixing PVC and TPU scrap with the raw material		completed	31/12/23
	Integrate production into the design process to provide feedback on feasibility (clarified twice a year in the course of the technical finalisation)		completed	31/12/24
	Check whether granulated PU residues as well as leather and textile residues would be purchased by other companies		In progress	31/12/24
	Integration of the Eco-Database in the 3D design software		delayed	31/12/25

		Location	Status	Planned realisation
Goal	**Improving waste management and the separation rate**			
Activity	Setting up waste islands and cleaning points in KOR	HUN	completed	01/03/24
	Monthly cleanliness checks, bonus system via wage payment depending on cleanliness and waste separation in KOR	HUN	completed	01/03/24
	Continue to raise awareness among employees about proper waste separation		completed	31/12/24
	Purchase of a film compactor	HUN	Not started	31/12/24
	Clarify which packaging can be taken back and reused by the supplier	HUN, RO	Cancelled	
Goal	**Reduce energy consumption by 10 per cent**			
Activity	Review how energy efficiency and energy optimisation in the production process can be improved	RO	completed	01/12/23
	Consolidation of stock in the KOR warehouse and reduction of additionally rented storage space	HUN	completed	01/12/23
	Arrange for regular cleaning of the air conditioning system	HUN	completed	30/06/24
	Conducting an energy efficiency audit	GRZ	completed	25/06/24
	Conducting an energy efficiency audit	IN	completed	31/12/22
	Install additional current measuring points	RO	completed	31/12/24
	Monitoring electricity use with software from Sensorfact to identify energy hotspots	RO	completed	01/04/23
	Implementation of a Green IT project	GRZ	In progress	31/12/24

		Location	Status	Planned realisation
	Lighting concept (removal of light fixtures, wiring diagram, motion sensors, zoning, conversion to LED)	RO, HUN	In progress	31/12/24
	Conversion to LED lighting	RO	In progress	31/12/24
	Installing motion sensors for lights	HUN	In progress	31/12/24
	Arrange for the renovation of damaged windows	MAR	In progress	31/12/24
	Insulation of ramps to prevent heat loss	KOR	Not started	30/11/24
	Insulation of ramps to prevent heat loss	RO	Not started	31/12/24
	Determine procedure for checking compressed air and compressors for leaks	HUN	delayed	31/12/ 24
Goal	**Reducing the CO_2 intensity of our products**	**all**		
Activity	to push local sourcing		In progress	31/12/ 24
	Reducing the weight of our shoes		In progress	31/12/ 24
	Research and development in relation to sustainable materials (organic, recycled, natural fibres, etc.)		In progress	31/12/ 24
Goal	**Reduction of emissions caused by business travel and employee mobility**			
Activity	Construction of a PV system in India	IN	completed	30/06/24
	Procurement of electricity from renewable energy sources	HUN	completed	01/02/24
	Further promote the switch to air conditioning units for heating office space	KOR	In progress	31/12/ 24
	Conversion to LED lighting	RO	In progress	31/12/ 24
	Connection of a further hall to the heating system with compressor waste heat	RO	In progress	31/12/ 24
	Procurement of electricity from renewable energy sources	IN	Not started	31/12/ 24
	Checking the possibilities for installing a PV system	RO	delayed	31/01/25
	Procurement of electricity from renewable energy sources	RO	delayed	30/06/25
Goal	**Use of environmentally friendly products and materials**			
Activity	Use recycled paper for sanitary paper	HUN, RO	completed	29/02/24
	Procurement of ecologically better copy paper (Blue Angel, FSC)	RO	completed	31/12/23
	Test phase to evaluate cleaning using electrolysis	GRZ	completed	20/09/24
	Switch to paper adhesive tapes	HUN	In progress	31/12/24
	Raising awareness of working paperless in the office	HUN	In progress	31/12/24
	Analysis of the options for digitising shipping documents	HUN	Not started	31/12/24
	Switch to paper adhesive tapes	RO	Cancelled	
Goal	**Increased employee protection at the locations in Hungary**	**HUN**		
Activity	Conduct first aid courses for personnel where there is no support from specially trained first aid staff		completed	31/12/23
	Employee information campaign on compliance with occupational safety requirements		completed	31/12/23
	Purchase of new metal cabinets for hazardous substances		completed	30/09/24
	Organise new hazardous material containers		completed	30/09/24

		Location	Status	Planned realisation
Goal	**Improving our preparation for (environmental) emergencies at the Mihai site**	**RO**		
Activity	Sealing the floors of the waste collection points		completed	30/06/22
	Further extend/renew the labelling of escape routes		completed	30/06/23
	Investigate ways of collecting leaks in the chemical storage area		completed	31/12/22
	Increasing the quantity of binder		completed	30/06/22
	Purchase boxes and containers for storage of cleaning agents		completed	31/10/22
	Carry out and document regular checks and maintenance of all machines		completed	30/06/23
	Labelling the forklift loading points		completed	31/12/22
	Update notices: what to do in the event of a chemical spill		completed	31/10/22

LOCATION DESIGNATIONS

AT	Locations in Austria:
GRZ	Feldkirchen bei Graz
KOP	Kopfing in Upper Austria
HUN	Locations in Hungary
KOR	Körmend
MAR	Martfü
RO	Valea lui Mihai, Romania
IN	Vellore, India

Declaration of validity

TÜVNORD

Gültigkeitserklärung

für das Umweltmanagementsystem gemäß
Verordnung (EG) Nr. 1221/2009 vom 25. November 2009 (EMAS III)
in der Fassung der Verordnung (EU) Nr. 2026/2018

Der Nachweis der Erfüllung der Anforderungen der Verordnung (EG) Nr. 1221/2009 des Europäischen Parlaments und des Rates vom 25. November 2009 in der Fassung der Verordnung (EU) Nr. 2026/2018 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS) wurde, wie in der Umwelterklärung angegeben, im Zuge der Begutachtung erbracht.

LEGERO Schuhfabrik Gesellschaft m.b.H.
Legero-United-Straße 4
8073 Feldkirchen bei Graz, Österreich

Geltungsbereich: NACE Code
15.20 – Herstellung von Schuhen / 46.42 Großhandel von Schuhen

Anwendungsbereich:
LEGERO Schuhfabrik Gesellschaft m.b.H., Legero-United-Straße 4, AT-8073 Feldkirchen bei Graz
THINK Schuhwerk GmbH, Hauptstraße 35, AT-4784 Kopfing
LEGERO Hungaria Kft, Gesztenye sor 1, HU-5435 Martfü
LEGERO Hungaria Kft, Gyógyszergyár utca 1, HU-9900 Körmend
SC Legero Shoes Romania SRL, Calea Revolutiei 82, RO-415700 Valea lui Mihai

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

- Die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009 in der Fassung der Verordnung (EU) Nr. 2026/2018 durchgeführt wurden.
- Das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen.
- Die Daten und Angaben der Umwelterklärung der Organisation ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Organisation innerhalb des in der Umwelterklärung angegebenen Bereichs geben.

Registrier-Nr. der Gültigkeitserklärung AT-E-1520007
Auditbericht-Nr. ZER3005

Die nächste konsolidierte Umwelterklärung ist bis **Dezember 2027** fällig.
Jährlich wird eine für gültig erklärte, aktualisierte Umwelterklärung veröffentlicht.

DI Thomas Reautschnigg
Leitender Umweltgutachter

Dr. Hans Strauß
Leiter der Umweltgutachterorganisation

Umweltgutachterorganisation
EMAS Zulassungsnummer: AT-V-0026
TÜV NORD Austria GmbH
1150 Wien, Diefenbachgasse 35
Wien, **2024-12-02**
www.tuev-nord.at

Anmerkung: Diese Erklärung kann nicht mit einer EMAS Registrierung gleichgesetzt werden. Die EMAS Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffentlichkeit verwendet werden.

TNA-MU-033

legero superfit Think! VIOS