

legero united the shoemakers

luna – legero united sustainability agenda

Report of the Company Group legero united 2024

Voluntary reporting by Legero Schuhfabrik Gesellschaft
m.b.H.

legero



superfit

Think!



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ENVIRONMENT

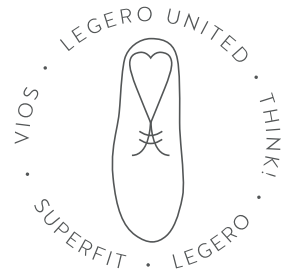
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The legero united executive board
Left to right: Morten Bay Jensen, COO. Florian Fuchs, Member of the Executive Board. Stefan Stoltzka, CEO.

“AS EARLY AS IN 2019, WE DECIDED TO POOL OUR KNOWLEDGE OF SUSTAINABLE SHOE PRODUCTION IN THE LEGERO SUSTAINABILITY STRATEGY CALLED LUNA. IT FORMS THE BASIS FOR ALL OF OUR BUSINESS DECISIONS.”

Stefan Stoltzka
CEO of legero united

Reporting format and standards

The legero united sustainability report which is published annually presents the sustainability agenda of legero united, or luna for short, and the goals which are an integral part of it.

It also describes the progress we are making in achieving these goals as well as the challenges which we face in doing so. This sustainability report is the consolidated, non-financial report of Legero Schuhfabrik Gesellschaft m.b.H.

and has been prepared for the period 2024. Reporting is based on the GRI Sustainability Reporting Standards (GRI Standards). A detailed GRI index for reference can be found on pages 58 and 59 of this report.



The annual reporting cycle has been in place since 2022. Previous reports in German and English are available on our company website legero-united.com/en/downloads.

Your contact persons for this sustainability report are:

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Julia Pretterhofer, Sustainability Management
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Foreword from the Head of Quality assurance and sustainability

THE LOCATION DETERMINES THE POINT OF VIEW.

We are now in the fifth year of our legero united sustainability programme, which we call for short, luna. This is the fourth time that we have voluntarily reported on our objectives, our actions and our achievements. Above all, our employees play an essential role in the successful implementation of all our measures, and they remain on course even in times of changing perspectives, as we are seeing in the current discussion about the EU Green Deal. They are the ones who make it possible to implement a programme as comprehensive as luna and to continuously evaluate and incorporate it into our operations. Above all, it is their extensive expertise that sets them apart. And then there are their soft skills: a high level of qualities such as empathy, resilience, passion,

feeling and diligence.

We promote **empathy** among our employees by encouraging them to change locations. To 'walk in the other person's shoes', so to speak. This means that colleagues who normally work mainly at their desks in front of the computer also spend time in production. Or our internal auditors from our Hungarian sites visit our Romanian plant. Experience has shown us that relocations help us to see things from a different perspective. And to better understand the other person.

Resilience is just as important as empathy when implementing a project as extensive and cross-border as luna in these changing times. It takes stamina to keep track of all of the new guidelines, regulations and resolutions of the



Karin Kapper
Head of Quality Assurance and Sustainability

EU and non-EU states and to be familiar with them as well as implement them in a timely manner.

But it also requires **passion** and an **emotional connection** to the topic of sustainability.

In a professional context, passion is often viewed positively, while emotion sometimes has negative connotations. However, both are evidence of enthusiasm. The following quote from a former supervisor sums this up nicely, *"We should be glad when our employees have emotions. It shows that they are passionate about their job."* Exten-

sive, thoroughly emotional discussions of different points of view can help us find the best possible solution for the company.

Finally, I would also like to emphasise the hard work of our employees as an important attitude, namely, the virtue of commitment and perseverance. When times are volatile and conditions change, it can be challenging to remain consequential in the pursuit of your goals. Collecting data, deriving measures from it, implementing them, pursuing pilot projects: all of this is most successful when you don't lose sight of the big picture and stay on track despite sometimes numerous feedback loops. A new point of view in the discussion? Collecting and processing more data? It is definitely worth going the extra mile if it helps us to make our shoes more sustainably, to have a smaller environmental impact, to promote the health and safety of our employees and to increase the satisfaction of our customers!

On that note, let's change our location more often. Sometimes your point of view changes too.

All the best and with kindest regards
Karin Kapper



*Soft skills refer to a not conclusively defined variety of personal values (e.g. fairness, respect, reliability), personal characteristics (e.g. composure, patience, friendliness), individual abilities (e.g. critical faculties, listening, enthusiasm) and social skills (dealing with other people: ability to work in a team, empathy, communication skills) of managers and employees that favour cooperation and motivation in the company. (Source: Gabler Wirtschaftslexikon, 2025 - own translation)

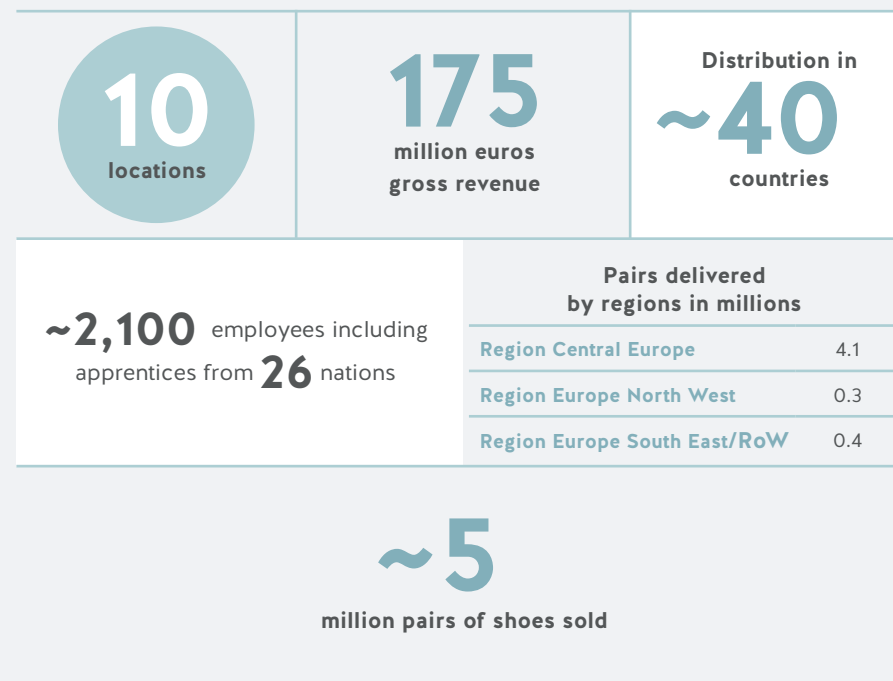
Corporate structure and trade investment

- 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 six 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.



Supplementary information on group relations can be found in detail in our 2021 report at: legero-united.com/en/downloads

THE COMPANY IN FIGURES (Annual basis 2024)



Austrian sites:

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

International distribution companies:

An overview of our distribution company locations is available at: legero-united.com/en/international-presence/

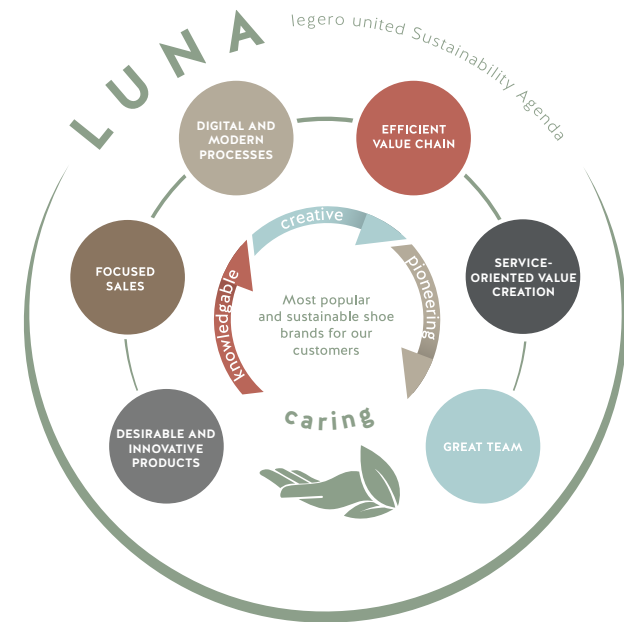
Own production sites and warehouses:

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



Strategy, policy and practices: Corporate values

The corporate value that defines legero united is the fact that we **genuinely care** about people: our team members, business partners, customers, the wearers of our shoes, our local community. Likewise, our code of values includes a genuine concern for the environment, the climate and society as a whole. In our day-to-day dealings with each other and when it comes to any major as well as minor decisions, we always try to ask ourselves the question: what is best for people and the environment?



Read more about our values and corporate philosophy here:
legero-united.com/en/philosophy-and-pioneering

Management and organisation: Management

At legero united, the highest governance body is the shareholders' meeting. The Advisory Board is the voluntary supervisory body of legero united. It provides support for the Executive Board. The Executive Board reports formally to the Advisory Board twice a year at Advisory Board meetings and once a year to the General Assembly. The legero united Executive Board manages the company both strategically and operationally, and consists of:

Stefan Stoltzka CEO, Chief Executive Officer

Since 1991, Stefan Stoltzka has been contributing his extensive knowledge about shoes in his role as director and as owner since 1994 of Legero Schuhfabrik GesmbH, in which ara AG has been involved as a minority shareholder since 1997. In 2001, he took over the Upper Austrian company Think Schuhwerk GmbH, and ultimately established legero united as the umbrella company for the three brands legero, superfit and Think!. As a member of the Executive Board, BB is responsible for product development for the superfit, legero and Think! brands.

Morten Bay Jensen COO, Chief Executive Officer

Morten Bay Jensen joined the legero united team in 2016. As COO, he is responsible in the Management for IT, Quality Assurance and Sustainability, Reclamations, as well as Production, Technical Development, Customer Sales Service and Logistics. Before moving to legero united, he has worked for more than 25 years in top management positions for a leading global shoe manufacturer, with stints in Thailand, Indonesia and China, among others.

Florian Fuchs Member of the Executive Board of legero united

On the Executive Board, Florian Fuchs is responsible for Sales, E-Commerce, HR, Marketing & Communications, Business Intelligence and Finance. He has been with legero united since 2024, following several years in various positions at Deloitte, the Boston Consulting Group and as Managing Director of the MM Group. He brings with him extensive expertise in strategy, corporate management and sales.



Stefan Stoltzka
CEO



Morten Bay Jensen
COO



Florian Fuchs
Member of the Executive Board



More information on the Management of legero united can be found at legero-united.com/en/management

Management and organisation: Sustainability

At legero united, the topic of sustainability is being promoted by a dedicated core team within the framework of "luna", the legero united sustainability agenda. It has the following functions:

Environmental Officer	Reporting to the COO, who is the most senior manager
Head of Quality Assurance and Sustainability	responsible for strategic and operational issues
Sustainability Manager/Environmental Manager	provides operational support for the management
Sustainability Coordinators/ Environmental Coordinators	provide support for the implementation at the respective locations
Internal auditors	carry out annual internal EMAS audits at all sites and participate in the implementation of social audits
Ambassadors	support activities to raise awareness in the departments and pass on information directly

Our "ambassadors" play an important role in our sustainability agenda. Each department nominates at least one employee as a "luna ambassador" to raise awareness for sustainability among colleagues and to ensure a smooth information flow within the department. We have now trained a considerable number of employees as internal auditors

for the mandatory internal audits that we regularly carry out as part of our environmental management system. On this basis, we have been organising auditor training and further training once a year for the past two years. These enable our trained internal auditors to refresh their skills and for us to discuss the upcoming audits together.



Left to right.: Karin Kapper, Head of Quality Assurance and Sustainability. Julia Pretterhofer, Sustainability Management. Stefanie Lin, Head of Material Development. Julius Riegler, Sustainability Management.

Sustainability Management

luna: our legero united sustainability agenda

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 busi-

ness 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.

luna Documents and principles

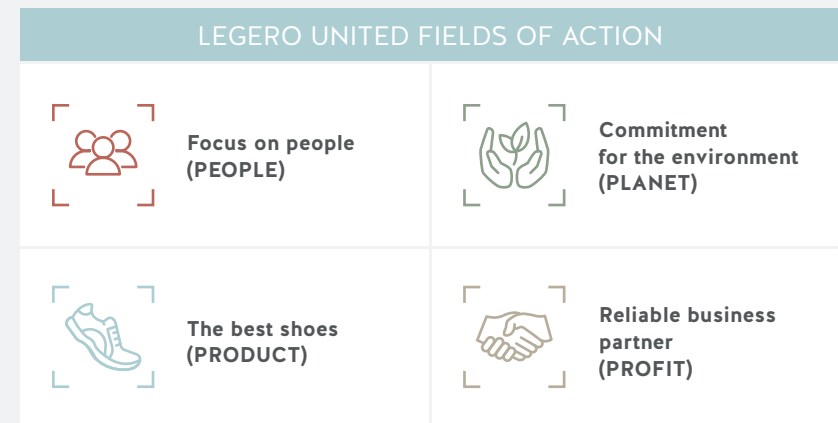
The following documents are available to our employees and partners to enable them to use basic information in their day-to-day business that is environmentally friendly and socially just:

- ENVIRONMENTAL GUIDELINES
- ENVIRONMENTAL STATEMENT
- CODE OF CONDUCT
- PROCUREMENT GUIDELINES
- GUIDELINES FOR SOCIAL RESPONSIBILITY

These are available for download on the intranet and from our webpage legero-united.com/en/downloads. Comprehensive requirements on the topics of sustainable travel, correct waste separation and disposal, the correct handling and use of environmentally relevant materials and the procurement of sustainable consumables are also provided internally.

luna fields of action

Major topics were assigned to the four fields of action shown opposite. Subsequently, the topics were assigned to the Sustainable Development Goals (SDGs) of the United Nations. The allocation can be found in the appendix to this sustainability report.



Our key targets and milestones

In keeping with our strategy, we have been focusing extensively on the sustainability of our collections for many years. We combine all of our initiatives and partnerships in our company-wide legero united sustainability agenda, or luna for short, and promote them through a variety of measures along the entire value chain.

As a leading international manufacturer of shoes, we want to make our contribution to climate protection. And in line with our corporate values, we care for people, the environment and the climate. 'Truly caring' is our mission. For us, this means pursuing the realisation of our sustainability goals in a scientifically sound manner and remaining up to date at all times. This is why we have committed ourselves to the Science Based Targets initiative (SBTi) ever since 2021. This year, we are also focusing on preparing for the mandatory reports as part of the EU's ESG reporting. This is the only way we can ensure that we offer collections to our customers that already meet the climate protection legislation of tomorrow.

Our goal is to reduce the environmental impact of our activities and our products every year, in a way that can be measured per pair of shoes and employee. With this in mind, we have been collecting the relevant data since 2021, which is documented and certified in our EMAS and ISO 14001 environmental management systems. Social components are mapped in the SA8000 management system and everything is summarised in our annual sustainability report (see: [legero-united.com/en/downloads](https://www.legero-united.com/en/downloads)).



OUR STRATEGIC GOALS

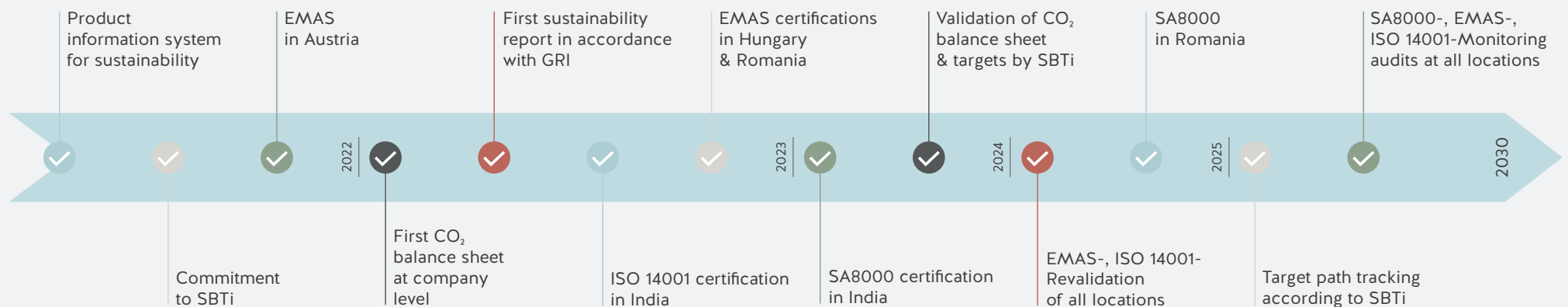
Task	Goal till	met
CO₂ - fulfilment of strategy and targets	by 2030	-
• Commitment to the Science Based Targets initiative	until 12/2021	Yes
• Delivery of the SBTi targets	by 06/2023	Yes
• Validation of the SBTi targets	by 02/2024	Yes
• Initial CO ₂ assessment (2019-2021)	by 04/2022	Yes
• CO ₂ -neutral company operations	by 04/2023	Yes ¹⁾
• implement CO ₂ reduction targets (SBTi)	by 12/2030	-
Sustainability Report 2024 voluntary	by 04/2025	²⁾
Environmental Management System at all company locations	by 2022	Yes
• Feldkirchen and Kopfing	by 12/2021	Yes
• Hungary and Romania	by 10/2022	Yes
• India	by 12/2022	Yes
Social Management System at all locations	by 2023/24	Yes
• Hungary	by 12/2024	Yes
• Romania	by 12/2024	Yes
• India	by 12/2023	Yes
Comprehensive product sustainability standards established & embedded product development	continuously	Yes
Product information system available for the entire range of models	by 06/2021	Yes
Establish performance measurement and improve sustainability performance	Continual improvement	Yes

1) Required compensation (climate protection project).

2) Three reports already published.

luna Analysis

In the course of setting up the EMAS environmental management system, the luna core team has identified stakeholders, weighed up risks and opportunities and summarised environmental aspects. Further details can be found in the Annexes A and B of our Sustainability Report in the download section of our webpage legero-united.com/en/downloads.





Regulatory parameters and international standards

Initiative	legero united status
GHG Protocol	We base our greenhouse gas balance on the Greenhouse Gas Protocol, the international standard for calculating greenhouse gas emissions. It divides emissions into Scope 1 (direct), Scope 2 (indirect, energy-related) and Scope 3 (upstream, downstream) emissions. The GHG Protocol was developed in 2001 in response to the Kyoto Protocol and the increasing need to measure emissions. Today, it forms the basis for many other standards, such as the SBTi and parts of the CSRD.
GRI Reporting Standards	To date, we have based our sustainability report on the GRI standards. The Global Reporting Initiative (GRI) provides a globally recognised framework for sustainability reporting. It helps companies to transparently report on their ecological, social and economic impacts. Founded in 1997, the GRI was one of the first organisations to develop standards for voluntary sustainability reporting. It has since become established as a global standard. In the future, we will be basing our reporting on the European Sustainability Reporting Standards (ESRS).
EU Green Deal and CSRD	The EU Green Deal is the European Union's sustainability strategy which has the goal of making Europe climate-neutral by 2050. It was presented in 2019 and has set the political agenda for sustainable economic activity. This results in specific obligations for us as an internationally operating manufacturing company. In addition to the supply chain due diligence and the Ecodesign Directive, we are also affected by the Corporate Sustainability Reporting Directive (CSRD). This standard requires companies to provide comprehensive, standardised sustainability reporting in accordance with ESRS. In doing so, we are adapting our reporting, which has been implemented since 2022, to new standards. At the same time, we are remaining true to our claim of acting transparently, responsibly and with the future in mind.

Voluntary initiatives and Management systems

Initiative	legero united status
EMAS and ISO 14001	EMAS (Eco-Management and Audit Scheme) and ISO 14001 are well established voluntary environmental management systems. ISO 14001 is an internationally recognised standard, while EMAS was developed by the European Union and contains all the specifications of ISO 14001, supplemented by further requirements such as a mandatory environmental statement. We have been gradually implementing an environmental management system at all our locations since 2021.
CO₂ footprint and Higg Index	We are among the pioneers in the footwear industry when it comes to calculating the environmental impact of our products. However, this also brings with it special challenges, because shoes are made of a variety of different materials and components. As a result, collecting and evaluating the data is particularly challenging. That said, we are committed to providing a comprehensive account of our company's environmental impact in order to create transparency as well as to identify optimisation potential and further improve the sustainability of our production. In order to calculate the carbon footprint of our products, we are using the Higg Index, an industry-recognised tool for evaluating the sustainability of materials, products and manufacturing processes. It provides emission values for all the components that make up our shoes. The Higg Index, which was developed by the Sustainable Apparel Coalition (now Cascale), facilitates a standardised and comparable analysis of environmental impacts along the entire supply chain.
Science Based Targets initiative	The Science Based Targets initiative provides support to companies in setting CO ₂ reduction targets that are in line with the Paris Agreement and the 1.5°C goal. It was founded in 2015 in response to the growing urgency of the climate crisis. We already committed ourselves to the SBTi back in 2021 and, after a long and intensive data collection process, set ourselves short- and long-term climate targets, which were validated by the SBTi at the beginning of 2024. We are now continuously working on their implementation. The numerous developments in climate policy and increasing environmental regulations in recent years are constantly presenting us with new challenges as a manufacturing company. We are being guided by our corporate values of genuine concern for others. We take our social and environmental responsibilities seriously and strive to reduce our environmental impact and make a positive contribution to society in the whole range of our business activities.

Activities and memberships

We have found that the more companies join established initiatives, the more we can achieve in the market. For the benefit of human beings and the environment. For this reason, we have committed ourselves to participating in the following initiatives:

Initiative	legero united status	Further links
cads	Member	cads-shoes.com/en
Leather Working Group	Member. We prefer tanneries that are LWG certified in gold and silver	leatherworkinggroup.com
Natur-schutzbund Steiermark	Member	naturschutzbundsteiermark.at
respACT	Member	respact.at
Worldly	Use of the Higg index to calculate our Scope 3 emissions	worldly.io
Science Based Targets initiative	Participation as of 2021, validated as of 2024	sciencebasedtargets.org



Awards and certifications

Our brands and locations have already received several awards. These awards and certifications are current at the time of publication of this report:

Initiative	Year	Location/brands	Further links
Austrian Ecolabel	since 2021	Think!	umweltzeichen.at/en
Blue Angel	since 2022	all three company brands: superfit, legero, Think!	blauer-engel.de/en
100% Vegan PFI (Prüf- und Forschungsinstitut Pirmasens)	since 2024	Our company brands superfit und legero	pfi-germany.de/en
EMAS	since 2021	All European locations of the company	webgate.ec.europa.eu/EMAS-Register
ISO 14001	since 2022	Location India	See Appendix D Sustainability Report legero-united.com/en/downloads
ISO 9001	since 2021	Location India	See Appendix D Sustainability Report legero-united.com/en/downloads/
SA8000	since 2023	Location India (since 2023) and Romania (since 2024)	See Appendix C, D Sustainability Report legero-united.com/en/downloads/





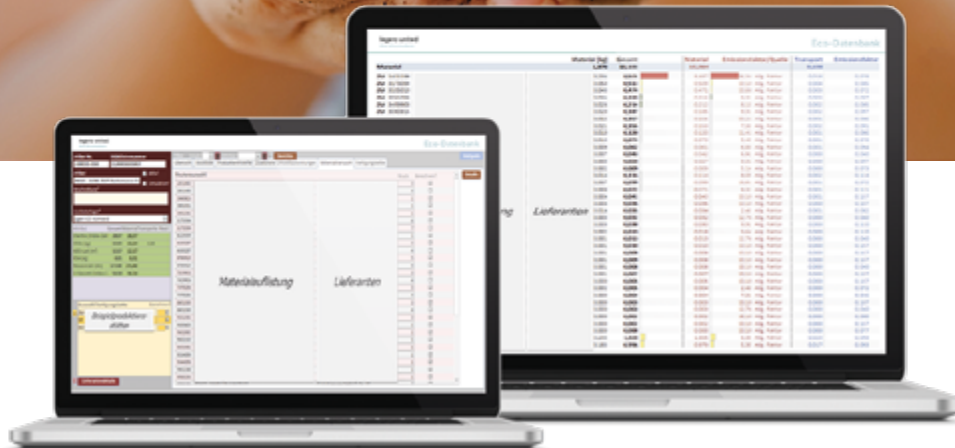
Our eco-database – excellent sustainability

The eco-database is our proprietary database for calculating the carbon footprint of our products. We have been able to calculate the environmental impact of our products precisely with the help of the eco-database since 2021, making us a pioneer in the footwear industry.

There are now a growing number of innovative and simplified carbon footprinting tools on the market. This enables companies to more accurately measure their environmental footprint. However, we remain committed to continuing to play a leading role in calculating our emissions and promoting transparency and sustainability in our industry.

In 2022, the Austrian Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Tech-

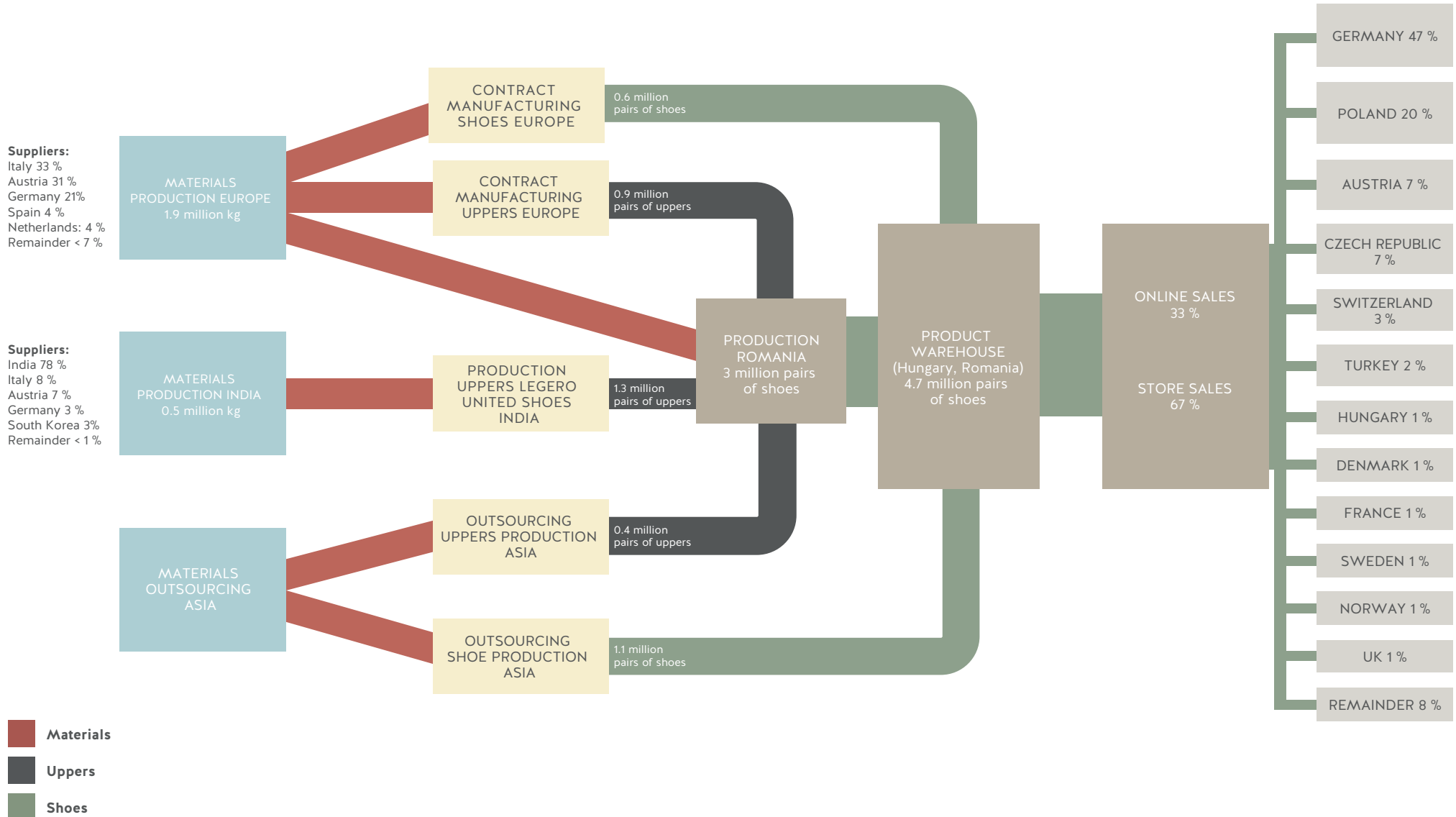
nology honoured the legero united eco-database with an environmental management award for best environmental and climate protection measure. In 2023, we received the Austrian Innovation Award in the category 'Business to Business - Information Technologies' and the Austrian eAward in the category 'Sustainability and Smart Data' for our eco-database. In 2024, we received the Trigos Award, Austria's renowned sustainability and CSR prize, in the climate protection category.



A more detailed description of how our eco-database works can be found in the 2022 Sustainability Report at: legero-united.com/en/downloads/

Value chain

The chart illustrates the value chain for the pairs of shoes we produced in 2024. An illustration of the value chain in the past years can also be found in the previous year's Sustainability Report at: legero-united.com/en/downloads



Focus of the activities

The majority of our greenhouse gas emissions are categorised under Scope 3 (upstream and downstream, indirect emissions).

This includes all materials and products we purchase to make our shoes as well as emissions resulting from upstream and downstream transport. This is why we place particular emphasis on close cooperation with all our suppliers along the value chain and on sustainable material procurement.

VIOS® AND SUSTAINABLE MATERIAL DEVELOPMENT

VIOS® is our development platform for sustainable materials and products. We already established it back in 2013. The word VIOS is a combination of the Greek word BIOS and the Latin words VIVO and VIA: nature, life, path. With VIOS®, we are addressing the issue of sustainability in a way that is as comprehensive as possible – and based on sound science.

For this purpose, we have created our own standard, the VIOS® Restricted Substance List, that prescribes considerably higher threshold value requirements than those demanded by the law or quality seals. The aim is to guarantee that the materials that are used to manufacture shoes are as sustainable as possible. We analyse materials compre-



hensively from a chemical perspective and with strict limit values. Only when we have the results do we start a development process with the material suppliers with the aim of using fewer additives in each case. We do this without lowering the benchmark for physical requirements. After all, our shoes must remain hard-wearing and long-lasting. However, sustainability means more to us than just materials that are low in harmful substances. That is why the circular economy is particularly important to us. Our goal is to design our shoes in such a way that, as technology develops, they can be increasingly and more effectively returned to a material cycle.



In addition, we also use Second Life to conserve resources and further reduce our environmental impact. We want to motivate our customers to care for their shoes, to repair them and give them a second life – whether that means passing them on, upcycling them or finding other sustainable uses for them. In this way, we can all make a contribution to safeguarding valuable raw materials and protecting the environment for many years.

Through innovation, research and curiosity, we continuously develop sustainable solutions and do so with a holistic view of the environment, our responsibility and future generations.



Supplier survey and assessment

A central component of our sustainability strategy is close cooperation with our suppliers.

Since the majority of our emissions fall under Scope 3, we see significant potential for reducing our environmental footprint in our collaboration with our business partners. We also place a high value on a transparent supply chain in which social standards are maintained along the entire value chain. Our annual supplier survey and assessment ensures that our partners follow the same path as we do when it comes to environmental, ethical and social issues.

In 2025, a particular focus is on upcoming EU regulations and laws, such as ESG reporting and the supply chain law (CSDDD). These regulations not only affect our company, but also our suppliers inside and outside the EU. That is why we attach great importance to transparent and future-oriented cooperation. Another important topic is the handling of PFAS chemicals. PFAS (per- and polyfluorinated alkyl substances) are a group of synthetic chemicals that are used, among other things, in the textile and footwear industries for water-repellent materials due to their extreme durability. We are striving to completely eliminate the use of PFAS. That is why our suppliers must ensure

that their products and processes comply with our requirements.

The annual supplier survey is designed to enable us to track our partners' progress in the relevant areas. We provide documents that need to be signed, including our Code of Conduct, our Procurement Policy, the Restricted Substance List and SVHC Candidates, and information on the PFAS regulation in the EU. In addition, we ask our suppliers to complete a detailed online questionnaire in which they outline their current measures and progress in the areas of sustainability, social standards and the avoidance of hazardous chemicals.

This close and regular cooperation is essential in jointly achieving sustainable goals and to meet global challenges in the area of environmental responsibility and social justice.





Sustainable construction methods for the extension of our site in India

At our location in India, construction of a second production facility began in 2024 and is expected to be put into operation in the course of 2025.



In the construction of the new facility, we are placing a strong emphasis on sustainable building practices. Instead of conventional red bricks, we are using CLC (Cellular Lightweight Concrete) blocks made from fly ash – an industrial waste that is difficult to dispose of. The use of fly ash in CLC blocks reduces the need for natural raw materials such as cement and, at the same time, it also improves the disposal of fly ash. These blocks are lightweight, insulating and require less energy in their production than traditional bricks. We are using M-sand (manufactured sand) instead of river sand for the mortar. This reduces the burden on natural sand resources and minimises the environmental

impact of river sand extraction. The choice of roof covering is another sustainable element. The Galvalume roofing sheets, which have an aluminium foil on the underside, reflect heat and contribute to a reduction in the internal temperature. This helps to reduce energy costs, especially in hot climates, as less cooling is required. In addition, we are integrating green spaces on the property to improve air quality and promote biodiversity. Another highlight is the photovoltaic system to be installed on the roof – in addition to the existing photovoltaic system on the first roof. Both make a significant contribution to the sustainable energy supply at our location.

Implementation of luna Measures and projects categorised by area of activity



Field of action	Activity
 PEOPLE	Promoting sustainable employee mobility by providing company buses at the production sites
	Implementation of the SA8000 social management system at the production sites in Romania and India, including certification and regular monitoring audits; implementation of SA8000 also at the Hungarian sites (without certification)
	Further training as internal auditor at each location
 PLANET	Start of the implementation of a circular economy in the area of material development (managed via the VIOS® platform)
	Promoting biodiversity at the sites: joining the Styrian Nature Conservation Association
	Sponsorship of a Miyawaki reforestation project in India by Legero United India
	Extension of the sustainable lighting concept in Körmend and Martfü
	Stricter separation and recording of waste at all locations
	Sustainable building materials and construction of a second photovoltaic system at the site in India
	Consistent recording of all operating materials used, including their environmental impact
Window replacement at the Martfü site	

Field of action	Activity
 PRODUCT	Annual supplier survey and assessment of partners
	Stricter use of local materials to reduce the CO ₂ footprint
	Implementation of a separate department for sustainable material development
	Focus project in the chemicals sector: PFAS-free treatment
 PROFIT	Recycling of offcuts and material waste
	Increased efficiency by continuing the environmental management systems already implemented
	Training and professional development of employees to improve product quality and resource efficiency
	Concentration of the production chain at the respective location or country of production to avoid intermediate storage and production routes
	Improved delivery performance as a reliable business partner



A detailed description of the environmental measures we have implemented can be found in our current EMAS environmental statement: legero-united.com/en/downloads

Our greenhouse gas emissions

With luna, we are making our environmental impact visible and in doing so, we can measurably improve our environmental performance. We calculate our emissions with the help of scientifically based databases and indices.

When the sustainability agenda of legero united was defined, the focus was already on company-wide greenhouse gas emissions. We now comprehensively and accurately document all relevant areas of emissions and are continuous-

ly improving our data in order to always meet the latest specifications and standards. Since 2023, we have been presenting a complete greenhouse gas balance in accordance with the requirements of the GHG Protocol. In early 2024, the Science Based Targets initiative also confirmed that our balance meets the highest current standards. In this year's report, we are aligning the terminology with the definitions set out in the Delegated Regulation (EU) 2023/2772 on sustainability reporting. However, the chapter structure of our greenhouse gas balance will remain unchanged to ensure ongoing comparability until we are subject to ESG reporting and required to report on environmental, social and governance practices.



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OUR GREENHOUSE GAS BALANCE IN 2024

Scope	Extent	t CO ₂ e
Scope 1	Fuels, gas, refrigerants	900
Scope 2	Electricity, district heating, local heating	1,104
Scope 3	Upstream and downstream emissions from the value chain	40,204
3.1 Acquired goods and services	Raw and auxiliary materials, operating materials, merchandise, T-Service, waste & energy from LF	27,275
3.2 Capital goods	Investments in capital goods	1,153
3.3 Activities related to fuels and energy (not included in Scope 1 or 2)	Upstream emissions from Scope 1 & 2	766
3.4 Upstream transport and distribution	Transport through material and goods purchasing and deliveries to customers & external warehousing	5,814
3.5 Waste generation in factories	Waste from our locations and LF	410
3.6 Business trips	External air, train, coach and hire car travel & hotel accommodation	319
3.7 Commuting employees	Travel of employees to the place of work	776
3.8 Upstream leased assets	Does not apply to legero united	-
3.9 Downstream transport	Travel of customers to external stationary retail, warehousing and operation of external stationary and online retail	2,430
3.10 Processing of sold products	Does not apply to legero united	-
3.11 Use of sold products	Does not apply to legero united	-
3.12 End-of-life treatment of products	Disposal of sold products	1,260
3.13 Downstream leased assets	Does not apply to legero united	-
3.14 Franchises	Does not apply to legero united	-
3.15 Investments	Does not apply to legero united	-
Total result		42.208

Our Environmental indicators

As we have implemented an environmental management system at our own sites since 2022, we consider recording and managing the relevant environmental aspects to be of particular importance. The following charts show the most important key figures recorded.

EMISSIONS

Total emissions in 2024 are slightly lower than in the previous year. Increases in some categories can be partly attributed to changes in general conditions. Business trips, for example, fell significantly during the coronavirus pandemic and have stabilised again this year, but remain below the level seen before the pandemic.

Although our Scope 1 and 2 GHG emissions only account for a small share of our total emissions at just under 5 per cent, measures to reduce them are still needed. This is particularly relevant in

order to achieve our short-term goal of reducing these emissions by 42 per cent by 2030. These are also the areas that we have the greatest direct impact on.

A comparison of the countries shows that the electricity consumption at the production sites in India and Romania accounts for a significant share of CO₂ emissions. As a result, projects are already in the pipeline to install photovoltaic systems. At our site in India, such a facility was successfully put into operation in 2024.

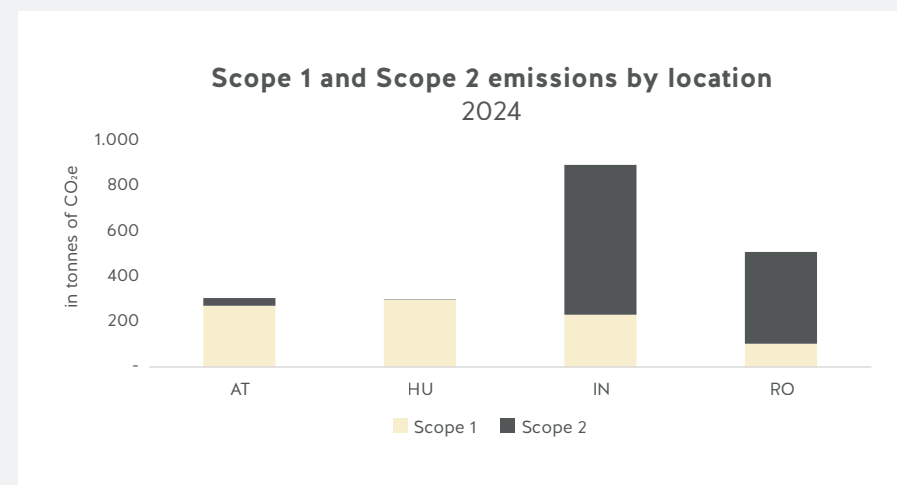
In addition, we are pursuing the goal of purchasing certified green electricity



at all locations. While we have already successfully implemented this in Austria and Hungary, challenges remain in Romania and India. Through the increased purchase of green electricity, we have already been able to significantly reduce Scope 2 emissions.

For 2025, we have set ourselves the goal of further expanding our data collection in order to be able to better assess where we can best apply the lever of reduction.

Scope 1, 2, 3 from 2021 to 2024 in tons of CO ₂ equivalent	2021	2022	2023	2024
Scope 1	1,197	765	890	900
Scope 2	171	1,681	1,401	1,104
Scope 3	65,652	73,127	43,737	40,204
Total	67,020	75,573	46,028	42,208
Pairs produced (mil)	5.4	6.6	4.6	4.7





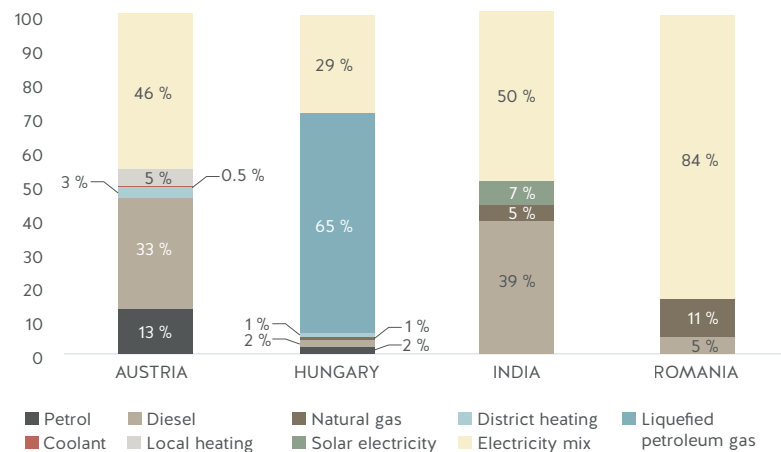
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ENERGY

Energy consumption at our locations mainly consists of electricity use, heat supply and fuel use. While electricity consumption accounts for the majority of the energy used at the production

sites in Romania and India as well as at the office sites in Austria, at the locations in Hungary it is mainly the provision of heat using gas.

Share of energy sources per country

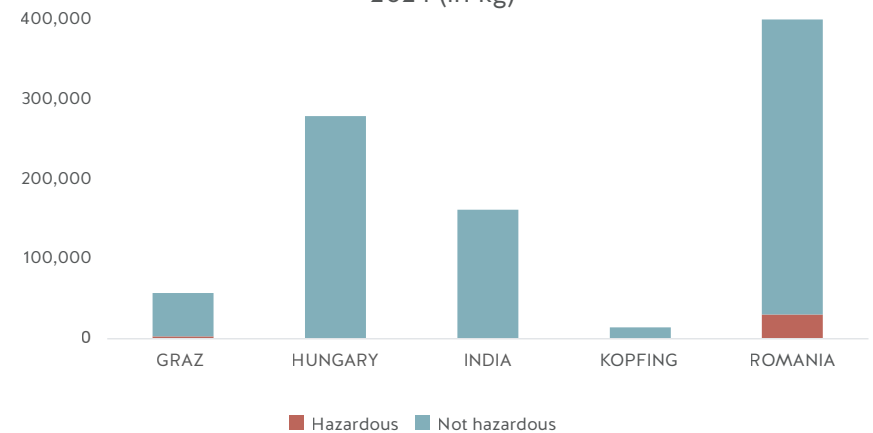


WASTE

Our waste is composed of both hazardous and non-hazardous waste. Hazardous waste is mainly generated at the site in Romania, where the shoes are soled, generating chemical residues. In Romania, India and Austria, non-hazardous waste consists mainly of leather and textile remnants, and in Romania also of plastic waste from the soling. In Hungary, where our central warehouse is located, large quantities of packaging material are produced. As part of

the environmental management system, effective waste reduction measures have already been implemented at all sites. These include the reuse of leather and textile remnants in reprocessing projects as well as the regranulation and admixture of PVC and TPU scraps in soling. These approaches will continue to be pursued and optimised on an ongoing basis in order to reduce the amount of waste in the long term.

Waste generation by location 2024 (in kg)



Social commitment

Our concern for the world that surrounds us is part of our corporate philosophy. This includes, on the one hand, nature, which provides us with the basis for our lives. And on the other, people.



Children from the SOS Children's Village on a visit to our headquarters campus.

That is why it is particularly important to us to actively support initiatives that are committed to social issues. As a producer of children's shoes, projects that help children in need are particularly close to our heart.

We have been supporting SOS Children's Village for many years and once again invited them to a day at our headquarters this year. We have also donated to UNICEF on the occasion of the "International Day of Children's Rights". On "Giving Tuesday" we also supported the SOS Children's Village with donations in kind. Donations in kind for needy children were also collected at Christmas as part of the "Christmas in a shoe box" campaign. As part of the "Get Moving" campaign, all employees at the headquarters were encouraged for the second time this year to diligently collect kilometres to actively support Styrian Cancer Aid.

Similarly, during 'Pink October', we donated a share of the sales generated by our online store with our women's



Children from the Arumbugal School & Nursery welcoming our management team during their visit to Vellore in 2024.

shoe brand legero to the breast cancer awareness project of the Styrian Cancer Aid.

SOCIAL COMMITMENT AT OUR LOCATIONS

In addition to external projects, we are especially committed to the wellbeing of the children of our employees. In our own production plant in India and Romania, for example, we have organised transport so that our shoemakers are picked up from home. The shifts are so coordinated with them to enable them to find an optimal balance between their private lives and work. The Arumbugal School & Nursery is an educational institution in Vellore, India, that was founded in 2016. The school consists of a three-tier kindergarten and ten school levels and currently has a team of 18 teachers looking after over 300 students (as of 2024).

Due to Indian regulations, the school is mainly financed by donations. So far, Legero India has donated around five Indian rupees to the school for each pair of shoes produced. From 2025, this amount will be increased to around seven Indian rupees per pair to provide further support for the school infrastructure. In June 2024, each child at the school was given a pair of shoes to complete their school uniform. In addition, the school children in grades 9 and 10 were invited to the Legero India production facility to gain insights into shoe production and learn about possible training opportunities. The next initiative that Legero India is planning is to donate several computers to the school to enable the school children to receive basic training in digital skills.



You can find out more about our social commitment on our website at: legero-united.com/en/social-responsibility

SA8000 Certification

As part of our social responsibility, our site in India was successfully certified in accordance with the SA8000 standard in 2023 and, in 2024, our site in Romania was also successfully certified.



The SA8000 standard is an internationally recognised system that guarantees compliance with fundamental labour rights. Among other things, these include the prohibition of child labour, fair working hours, adequate wages, safe working conditions and the right to freedom of association.

We consider SA8000 certification to be an important step in underlining our commitment to social responsibility and fair labour practices. It demonstrates our commitment to the rights and well-being of our employees, while ensuring sustainable and ethical business practices worldwide.

To establish the SA8000 standard, we first conducted comprehensive internal audits to check compliance with all specifications and to make any necessary adjustments. After that, external audits were carried out by an independent testing centre that validated the entire process.



In addition, regular unannounced monitoring audits are being carried out to ensure that the established standards are being consistently adhered. Implementing and maintaining the SA8000

standard is a significant part of our commitment to ensuring and continuously developing the highest social and ethical standards in our daily business practices.



A detailed description of our SA8000 social responsibility guidelines can be found in the download area of our website: legero-united.com/en/downloads



Code of Conduct

For many years now, legero united has maintained worldwide business relations and employed workers from all over the world.

Our global team of shoemakers is highly committed to ensuring the long-term success of the company. The company is aware of its responsibility to care for all people – regardless of whether they are directly employed by legero united or not. This Code of Conduct defines the basic requirements of legero united for production sites and all other business partners of the company. It applies not only to the company itself, including all managers, members of the Executive Board and employees, but also to all direct partners and all persons who are contracted or employed by direct partners and as a result are involved in the production process or other business relationships with legero united. By signing, all partners commit themselves to comply with the principles depicted in this Code of Conduct. All partner companies are audited and updated, if applicable, at least once a year to ensure compliance with these key requirements.

First-tier suppliers are partner companies with whom the company works directly. These are, for example, production facilities and material suppliers that supply our own production sites.

Second-tier suppliers are suppliers of first-tier partners. They supply materials and components that go directly into the shoe production process.



Third-tier suppliers are companies at the beginning of the supply chain. They supply raw materials or other intermediate products that are further processed by second-tier suppliers and ultimately incorporated into the final products.

In order to reduce bureaucracy, in the context of the EU supply chain due diligence, mandatory corporate reporting is currently being evaluated only for first-tier suppliers, i.e. the direct supply level.

Our Employees

Truly caring, knowledgeable, creative, pioneering.
These are our corporate values.

And working at legero united is like this too. We see ourselves as an international team of individuals with similar interests, in which every employee can contribute his or her skills. We are committed to making the best shoes, to treating each other with respect and to

taking care of the world we live in. Not because it's a trend, but out of conviction. Because only together are we able to create the environment that inspires us and spurs us on to top performance. An environment in which we continue to grow. As a company and as individuals.

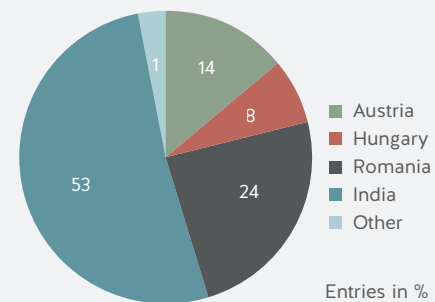
Our internal luna auditors



EMPLOYEES IN FIGURES

In line with the European standard, we will report on all employees as of 2024, whether they are active or on parental leave. The information relates to the average number of persons at the end of the month.

Total number of employees 2024	2,061
Women	1,540
Men	521
of which in Austria	279
of which in Hungary	152
of which in Romania	500
of which in India	1,102
Other (Germany, Denmark, Norway, Sweden, Switzerland)	28



Total number of employees	2,061
Full-time	1,941
Women	1,434
Men	507
Part-time	120
Women	106
Men	14

Part-time according to country	Austria	Hungary	Romania	India	Other	Total
Total number of employees	279	152	500	1,102	28	2,061
of which full-time	184	140	492	1,102	23	1,941
of which part-time	95	12	8	0	5	120
Part-time rate in %	34 %	8 %	2 %	0 %	18 %	6 %
Part-time rate of the previous year in %	34 %	6 %	0 %	0 %	0 %	5 %

DIVERSITY INDICATORS

We see diversity as a success factor and this is why we promote all our employees at all our locations. In doing so, we particularly encourage women to take on more responsibility, which is reflected in the general percentage of women in leadership positions.

Women in leadership positions	Austria	Hungary	Romania	India	Other	Total
Women	21	1	10	2	1	35
Men	20	8	12	24	1	64
Women in %	51 %	12 %	46 %	8 %	50 %	35 %

Employees at our site in Körmend, Hungary



Elections in Austria: The election of the works council at our location in Feldkirchen bei Graz took place in March 2025. Of the 227 people eligible to vote, 133 cast their ballots.

We believe it is important to balance work and family life. Part-time work in Austria offers a good opportunity to fulfil external care obligations. This is reflected in the high proportion of part-time workers in Austria. Part-time employment is also offered for further training and before retirement.

Employees by working time model	Austria	Hungary	Romania	India	Other	2,061
Women	199	102	333	893	13	1,540
of which full-time	111	92	330	893	8	1,434
of which part-time	88	10	3	0	5	106
Men	80	50	167	209	15	521
of which full-time	72	49	162	209	15	507
of which part-time	8	2	5	0	0	14

EMPLOYEE REPRESENTATION BY LOCATION

Location	Employee representation	Next election
Austria	Works Council elections are held every five years at the site in Feldkirchen bei Graz	2030
India	Representation is elected each year and includes committees for sexual harassment, health and safety, well-being, canteen	2026
Romania	Representation is elected every four years. There is a representative for each production line/production hall	2027
Hungary	Representation is elected every four years. Five representatives from different areas	2027

Elections in India: The election of the employee representatives took place in March 2025. The members of the committees for health and safety, well-being, sexual harassment and the canteen were newly elected. All of the 1,269 eligible employees exercised their right to vote.



Promotion of culture: To every age its art. To art its freedom

We believe that all of us are responsible for promoting a free and democratic society; supporting cultural and art projects is therefore something we feel passionate about.

In 2011, legero united consolidated all of its respective initiatives with the establishment of its cultural funding platform con-tempus. We support contemporary art institutions with local roots and an international audience that are also sustainable and independent, in any context. To provide planning security, we make long-term financial support available in the form of donations. At certain times in the past, the freedom of the

arts was often the first thing to be restricted. This is because the arts expose problems, take a critical look at social issues, and sometimes influence and shape them. A living society needs such a discourse with art in order to develop further through this exchange. That is why con-tempus works freely in accordance with the motto of the Vienna Secession: "To every age its art. To every art its freedom."

Learn more about the cultural funding initiatives of legero united at legero-united.com/en/cultural-engagement as well as at con-tempus.eu



SOURCES & DATABASES USED FOR THE CALCULATION OF EMISSIONS

We have used a variety of sources and databases to calculate our greenhouse gas footprint. We always endeavour to reflect the current state of scientific knowledge and use factors that are as

specific as possible. This ensures that our calculations are correct, representative and up-to-date. A list of the tools and sources used can be found in the table below.

Tool/source	Provider	Country	Version/year
Supplier-specific emission factors for electricity	Electricity supplier	Austria, Hungary, Romania	2023-2024
Country specific electricity grid greenhouse gas emission factors	Carbon Footprint	Global	2021-2022
ecoinvent Database	ecoinvent	Switzerland	3.7.1
Emission factors for energy sources	Federal Environment Agency	Austria	2023-2024
Emission factors for modes of transport	Federal Environment Agency	Austria	2023-2024
EXIOBASE	Climatiq.io	EU	2022-2023
GHG conversion factors	Department for Energy Security and Net Zero	Great Britain	2022-2023
GWP of refrigerants	Federal Environment Agency	Germany	2019
Higg (Worldly) MSI	Cascale	United States	2024
India Specific Road Transport Emission Factors	India GHG Program	India	2015
PROBAS Database	Federal Environment Agency	Germany	2020



GRI

GRI Standards	GRI Disclosure	Title
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
	2-1	Organisational details
1. The organisation and its reporting practices	2-2	Entities included in the organisation's sustainability reporting
	2-3	Reporting period, frequency and contact point
	2-4	Restatements of information
	2-5	External assurance
2. Activities and workers	2-6	Activities, value chain and other business relationships
	2-7	Employees
	2-8	Workers who are not employees
3. Governance	2-9	Governance structure and composition
	2-10	Nomination and selection of the highest governance body
	2-11	Chair of the highest governance body
	2-12	Role of the highest governance body in overseeing the management of impacts
	2-13	Delegation of responsibility for managing impacts
	2-14	Role of the highest governance body in sustainability reporting
	2-15	Conflicts of interest
	2-16	Communication of critical concerns

GRI Standards	GRI Disclosure	Title
	2-17	Collective knowledge of the highest governance body
	2-18	Evaluation of the performance of the highest governance body
	2-19	Remuneration policies
	2-20	Process to determine remuneration
	2-21	Annual total compensation ratio
4. Strategy, policies and practices	2-22	Statement on sustainable development strategy
	2-23	Policy commitments
	2-24	Embedding policy commitments
	2-25	Processes to remediate negative impacts
	2-26	Mechanisms for seeking advice and raising concerns
	2-27	Compliance with laws and regulations
	2-28	Membership associations
5. Stakeholder engagement	2-29	Approach to stakeholder engagement
	2-30	Collective bargaining agreements
GRI 3: Material Topics 2021		
	3-1	Process to determine material topics
	3-2	List of material topics
	3-3	Management of material topics



Glossary

cadS	<p>Kooperation für abgesicherte definierte Standards bei den Schuh- und Lederwarenprodukten e.V. (co-operation for assured defined standards for shoe and leather goods products)</p> <p>Promotes environmental sustainability, quality and social responsibility in the shoe industry.</p>	Higg index	<p>The Higg index is a set of instruments for the standardised measurement of sustainability in the value chain and was developed by the SAC (today known as: Cascale). The Higg index consists of a core set of five instruments that together assess the social and environmental performance of the value chain and the environmental impact of products.</p>
CO₂	<p>Carbon dioxide.</p> <p>CO₂ is a gas with the chemical combination of carbon and oxygen and is an important greenhouse gas in the Earth's atmosphere. Ever since the beginning of industrialisation, the amount of carbon dioxide in the Earth's atmosphere has been rising sharply. This leads to global warming through an intensification of the greenhouse effect.</p>	ILO	<p>International Labour Organization.</p> <p>Specialised agency of the United Nations.</p>
CO₂e	<p>CO₂ equivalent.</p> <p>The greenhouse gases (methane, nitrous oxide, F-gases, etc.) contribute in varying degrees to climate warming; this is their greenhouse gas potential, which is given relative to that of CO₂. The emission quantity of a greenhouse gas multiplied by its GWP potential then results in its quantity in CO₂e.</p>	ISO 14001	<p>A globally recognised and accepted standard for environmental management systems, covering all aspects of continuous improvement of environmental performance.</p>
CoC	<p>Code of Conduct.</p> <p>A Code of Conduct is a self-commitment, in our case by a company, to follow or refrain from certain patterns of behaviour. It sets out how employees should behave within a company and includes guidelines on how employees should behave legally, ethically and socially. This is how social standards are implemented.</p>	ISO 9001	<p>An internationally recognised standard for quality management systems that defines specifications for the continuous improvement of processes.</p>
EMAS	<p>Eco-Management and Audit Scheme.</p> <p>European environmental management system that helps organisations to evaluate, report and continuously improve their environmental performance.</p>	LF	<p>Contract manufacturing.</p>
FF	<p>Outsourcing production.</p>	LUI	<p>Legero United India.</p>
GHG	<p>Greenhouse Gas Protocol.</p> <p>This is the most widely used standard for greenhouse gas inventories. A private, transnational series of standards coordinated by the World Resources Institute and the World Business Council for Sustainable Development.</p>	LWG	<p>Leather Working Group.</p> <p>A non-profit organisation that is responsible for the world's leading environmental certification of the leather industry.</p>
		Guidelines for social responsibility	<p>Mandatory requirements within a social management system that define how a company fulfils its social responsibility. These form the basis for planning, implementing and monitoring social standards within the company and throughout the supply chain.</p>
		RSL	<p>Restricted Substance List.</p> <p>A list of chemical substances that are restricted or banned in certain products due to their potential to cause harm to health or the environment.</p>
		SA8000	<p>Certification for social responsibility.</p>
		SBTi	<p>Science Based Targets Initiative.</p> <p>The Science Based Targets Initiative tracks climate action in the private sector by enabling organisations to set science-based emissions reduction targets.</p>

Scope-1-Emissions	<p>The GHG Protocol differentiates emission sources according to three scopes in climate accounting.</p> <p>Scope 1 emissions are direct emissions from businesses, owned or controlled by the reporting company, for example emissions from a company's vehicle fleet.</p>
Scope-2-Emissions	<p>Scope 2 emissions are indirect emissions from the generation of purchased or acquired electricity, steam, heat or cooling consumed by the reporting company.</p>
Scope-3-Emissions	<p>Scope 3 emissions are all indirect emissions other than Scope 2 emissions that occur in the value chain of the reporting company, including upstream and downstream emissions.</p>
SDGs	<p>Sustainable Development Goals.</p> <p>The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, is a shared blueprint for peace and prosperity for people and the planet. At its core are the 17 Sustainable Development Goals (SDGs), which are an urgent call to action for all countries. The SDGs aim to end poverty and other deprivations, while pursuing strategies to improve health and education, reduce inequality and boost economic growth - all while combating climate change and protecting our oceans and forests.</p>
SVHC	<p>Substances of Very High Concern.</p> <p>Chemical substances classified by the European Chemicals Agency (ECHA) as being of very high concern.</p>
Environmental statement	<p>A document that is regularly updated and validated by an environmental specialist as part of the EMAS environmental management system. This presents an organisation's environmental policy, goals and performance in a transparent manner. It is used to inform the public and demonstrates a commitment to continuous environmental improvement.</p>
Environmental guidelines	<p>Also called the environmental policy.</p> <p>These are the guiding principles of a company for its fundamental strategic orientation in environmental issues. The environmental guidelines form the cornerstone on which the entire environmental management system is based.</p>

Imprint

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