

Sustainability Report

European Sustainability Reporting Standards

2025

TECNICA GROUP

/ Tecnica Group

About Us

Tecnica Group, a global leader in outdoor footwear and ski equipment, is home to some of the industry's most iconic brands:

- **Blizzard**
- **LOWA**
- **Moon Boot®**
- **Nordica**
- **Rollerblade®**
- **Tecnica**

Founded in 1963 by Giancarlo Zanatta, the company has always been highly innovative. Today, it is an international group with 10 subsidiaries and over 40 distribution partners, serving more than 80 countries worldwide.



Vision

Inspire an active outdoor life

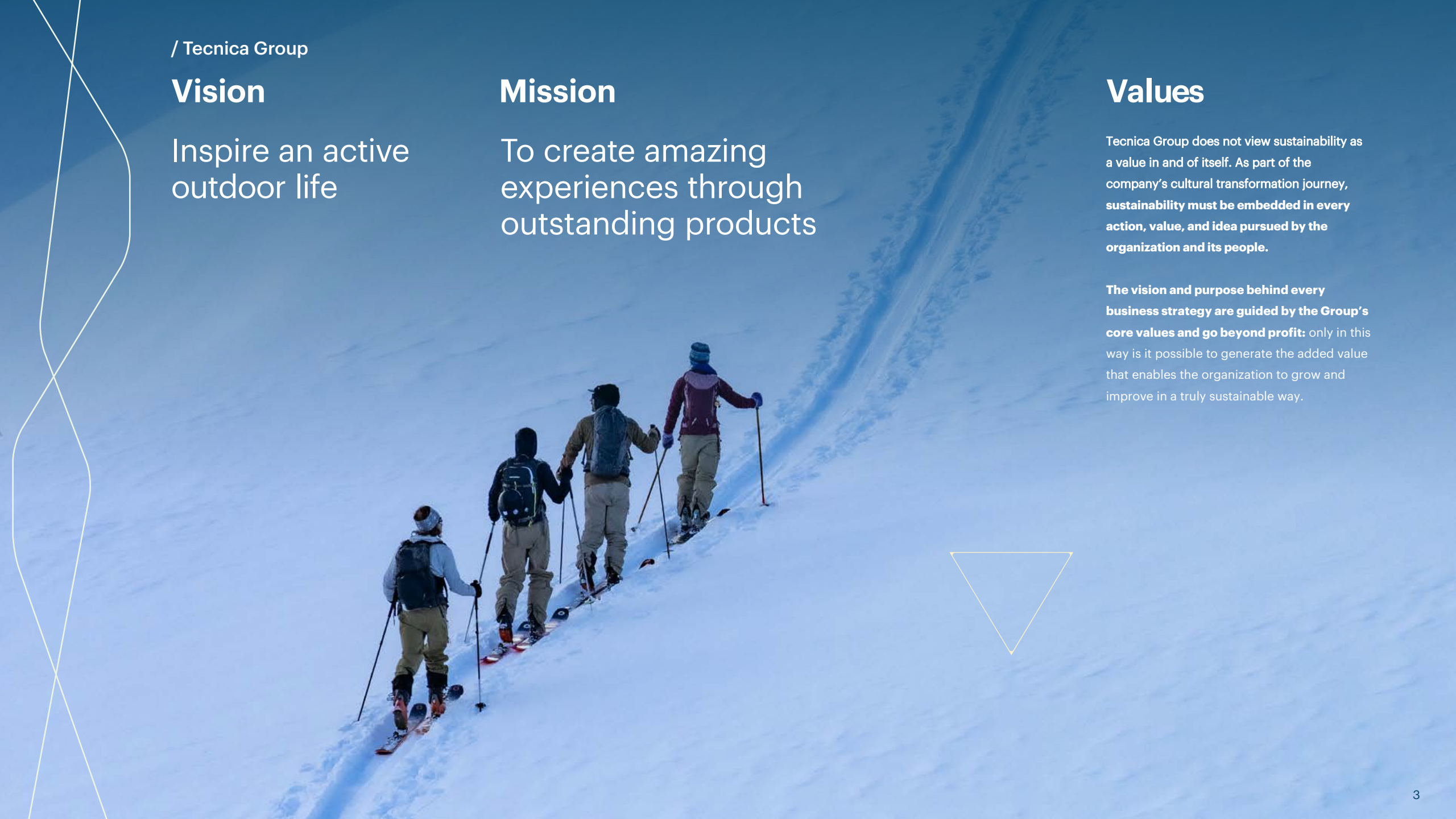
Mission

To create amazing experiences through outstanding products

Values

Tecnica Group does not view sustainability as a value in and of itself. As part of the company's cultural transformation journey, **sustainability must be embedded in every action, value, and idea pursued by the organization and its people.**

The vision and purpose behind every business strategy are guided by the Group's core values and go beyond profit: only in this way is it possible to generate the added value that enables the organization to grow and improve in a truly sustainable way.



Humanity

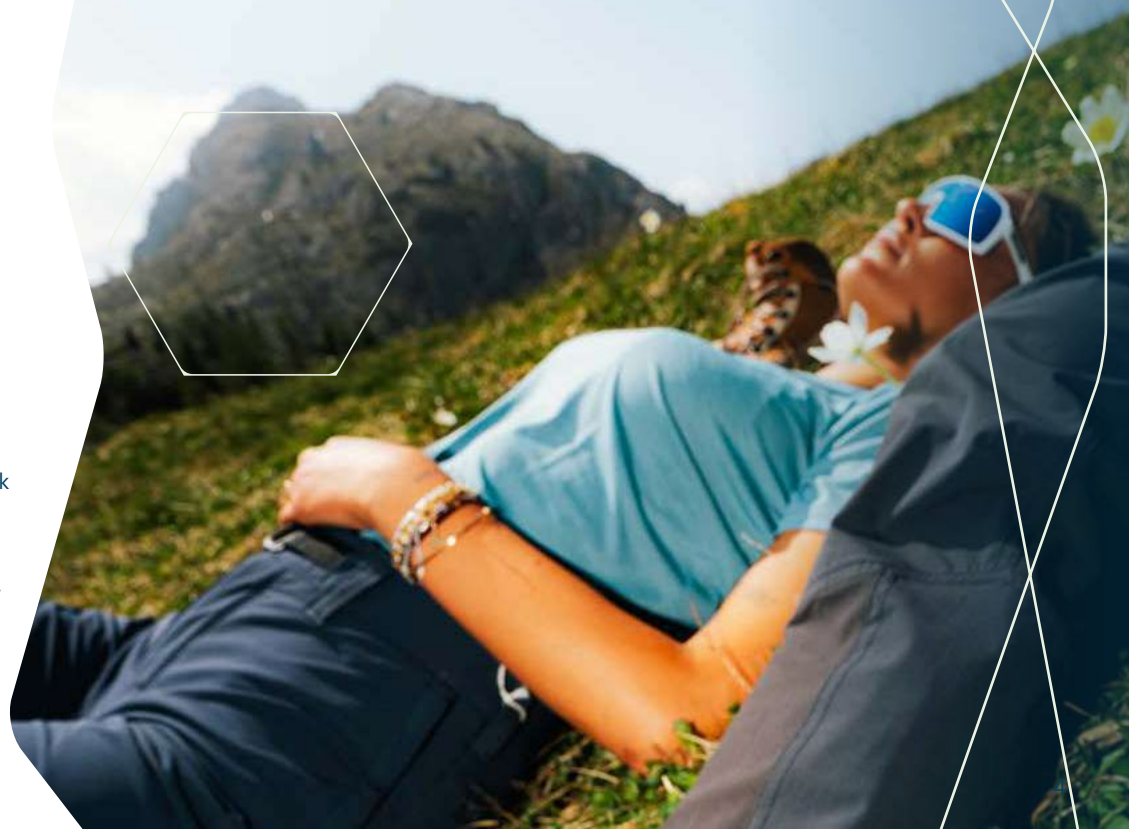
We believe that relationships inspired by long-term, transparency and reciprocity are the secret for happiness. Our happiness depends on ourselves and the relationships that we build with others. A shared path, rooted in an open and nurturing environment, with mutual respect and support, is the optimal way to achieve our objective.

Passion

We take the field, always giving our best. The dynamic business activity on which our story is built has instilled us with a desire to excel in all areas. Driven by our passion, day after day, we accept the challenge to continuously improve our products, the world we live in and ourselves, as colleagues and individuals.

Commitment

Our actions trigger dynamics that go beyond business. A company is not a self-sufficient ecosystem. Its existence depends on its interaction with the local communities and environment where it operates. With this awareness, we strive to ensure that our growth benefits our people, who grow with us, and our planet.



Innovation

We believe that it is essential to take risks in order to improve. Innovation is a pillar of the company's culture, but stepping off the well-trodden path and going beyond is an approach involving a certain element of risk. We are willing to accept this risk, with the experience to know how to manage it, and this helps us to move closer towards our goals, day by day.

Roots

We look ahead, inspired by our past. Our company is the product of its solid foundations, but we are not afraid to look ahead, towards the future. Improvement, growth and innovation are pillars of our business, and the work we do now consolidates our foundations enabling us to reach ever higher.

History

1963

In 1930, Oreste Zanatta opened an artisan workshop specialised in the production of working footwear. Thanks to the efforts and artisan and entrepreneurial expertise of his son, Giancarlo, this officially became Calzaturificio Tecnica SpA in 1963.

1969

In the Sixties, Tecnica expanded its business with the production and innovation of ski boots and through creation of the first Moon Boot®, that became a twentieth-century icon and a huge success with almost thirty million pairs sold.

1985

In 1985, Tecnica made its debut in the world of outdoor footwear, introducing its innovative spirit with a new range of products and quickly becoming a key player.

1993

This was also fuelled by acquisition of the historic brand LOWA, in 1993, a benchmark in Germany and across Europe for outdoor footwear.

2002

In 2002, with acquisition of one of the most famous ski brands, Nordica, founded in 1939, Tecnica Group became the leading manufacturer of ski boots in the world.

2003

In 2003, the product portfolio was further expanded when Rollerblade joined the Group, the brand that invented inline skates, and a leading manufacturer and distributor in the sector. The brand has become synonymous with the sport itself.

2006

The most recent name to join the group, in 2006, was the historic Austrian brand Blizzard. This legend in the skiing world further strengthened Tecnica Group's international leadership in the sector.

2017

Originally owned by the Zanatta family, since 2017 the Group opened up its structure to Italmobiliare, which purchased a 40% stake, further broadening the company's horizons in terms of internationalisation.

2019

In 2019, the Group acquired Riko Sport, the main supplier of LOWA, transforming it in Lowa R&D Srl.

2026

The Chairman of Tecnica Group is Alberto Zanatta, son of the founder Giancarlo, who is member of the board of directors.





/ Tecnica Group

Core competences

+20

Legal entities worldwide

+11k

Retailers

6

Production plants

+40

Distribution partners

Distribution network

BLIZZARD · LOWA · MOON BOOT · NORDICA · Rollerblade · TECNICA

Headquarters

Brands, R&D, and central functions

Tecnica Group subsidiaries

Local Sales & Marketing: France, Switzerland, Austria, Germany, China, Japan, North America (USA & Canada)

National and area distribution

More than 40 distribution and importation partners

E-commerce

Retail

More than 11,000 independent retailers served around the world

Consumers



Our brands

BLIZZARD

Acquisition 2006

Founded in Mittersill, Austria in 1945, Blizzard supported the greatest victories in all skiing competitions. Today, the brand sees constant evolution of styles and disciplines and distinguishes itself as a solid benchmark in the worlds of freeriding and touring.

LOWA

Acquisition 1993

Founded in Jetzendorf, Bavaria, in 1923, this brand is the result of a perfect fusion of German precision and Italian reactivity. Its products are synonymous with comfort and quality.

TECNICA

Foundation 1963

The first brand of Mr Zanatta manufactures and sells sports footwear, outdoor footwear and ski boots all around the world. These products stand out in terms of quality and the development of highly innovative technology.

NORDICA

Acquisition 2002

Specialists in the manufacture of skis and ski boots for downhill disciplines, since 1939 they have been renowned for innovation and outstanding performance.

Rollerblade

Acquisition 2003

Founded in 1980 in the United States through the ingenuity of the Olsen brothers, this is now one of the leading brands of inline skates in the world, whatever the discipline.

MOON BOOT

Foundation 1969

The perfect après-ski boot, inspired by the equipment of the first astronauts to set foot on the Moon, it is a unique design icon, recognised from mountainsides to fashion catwalks.



Turnover

541

million euros 2025



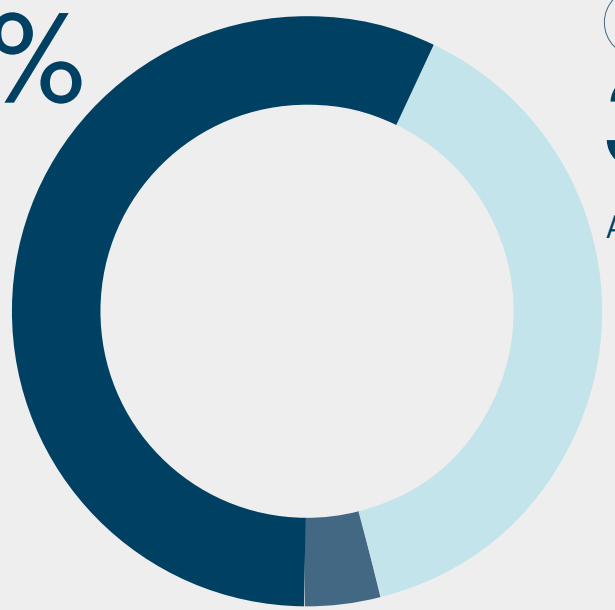
Breakdown of turnover by product

57%

Footwear

39%

Alpine

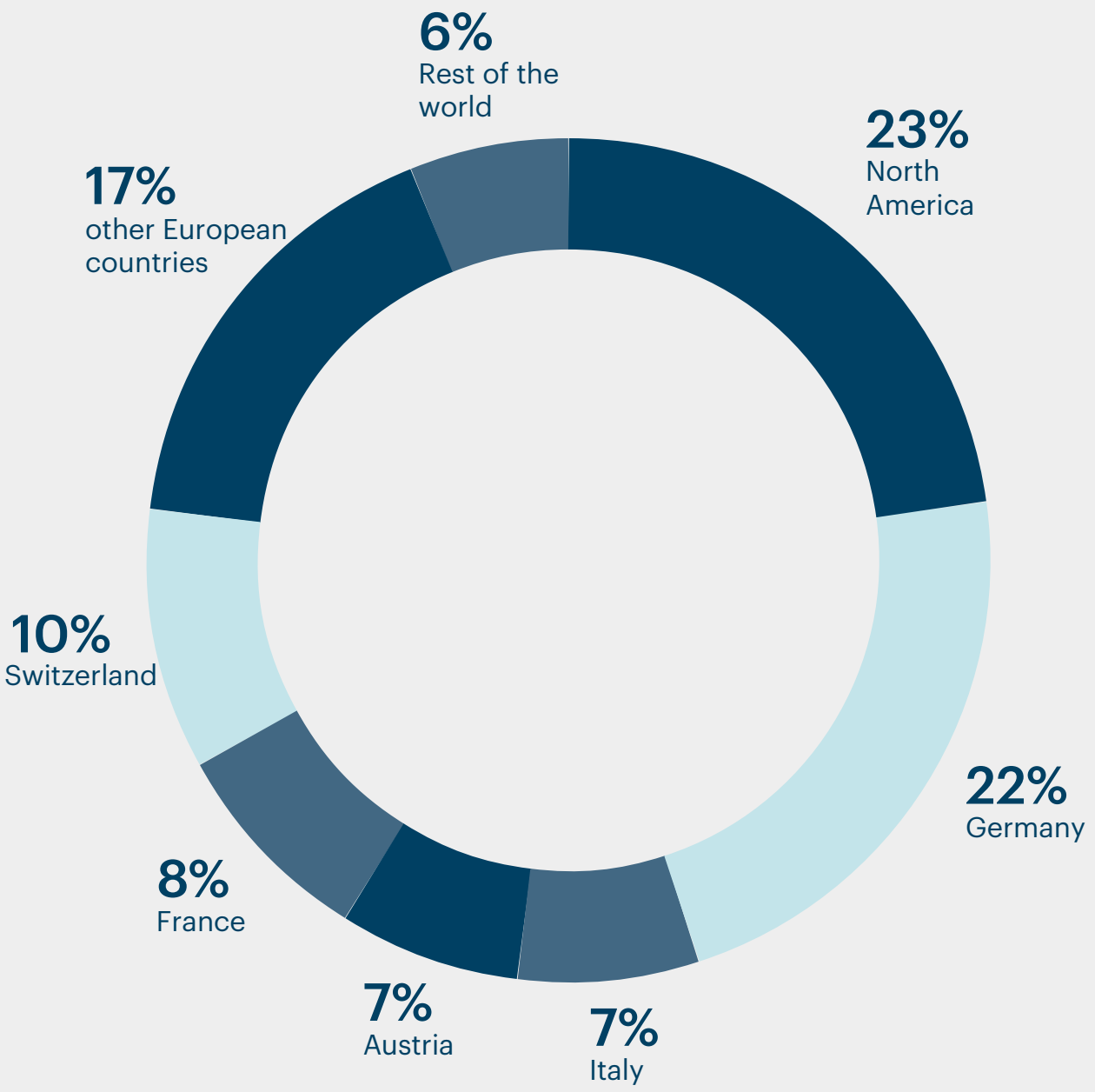


4%

Inline skates

Main markets







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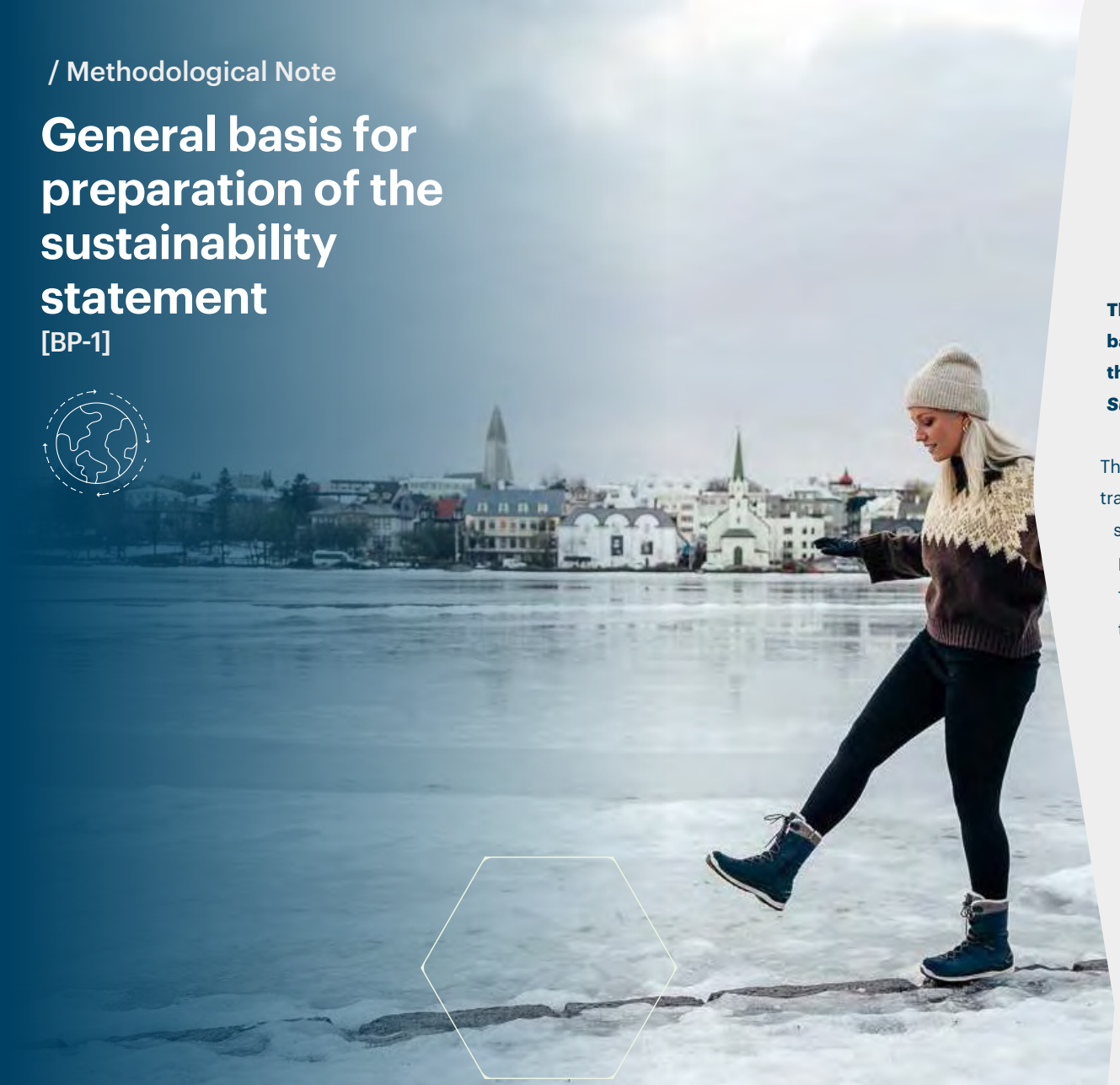


General Disclosures

[ESRS 2]

General basis for preparation of the sustainability statement

[BP-1]



Tecnica Group has for years confirmed its commitment to promoting a path of sustainable growth and strengthening a corporate culture oriented toward responsibility. In this context, transparency and the sharing of information represent key elements for the Group and for all its stakeholders.

The 2025 Sustainability Report, prepared on a voluntary basis, marks a significant milestone, as it is drawn up for the first time in accordance with the *European Sustainability Reporting Standards (ESRS)*.

The objective is to provide a complete, accurate and transparent representation of the Group's environmental, social and governance (ESG) practices and performance during the 2025 financial year.

The scope of consolidation coincides with that of the consolidated financial statements and takes into account the Group's entire value chain (BP-1-5 c).



The role of the administrative, management and supervisory bodies [GOV-1]



Composition and diversity of the administrative bodies

Tecnica Group's governance system is structured into administrative, management and supervisory bodies made up of both executive and non-executive members (GOV-1-21 a, d, e).

Employees and other workers are not represented on the Board of Directors. Furthermore, the Company does not consider other diversity-related aspects within the Board of Directors (GOV-1-21 b, d).

Composition and diversity of the administrative bodies	TYPE	u.m.	2025
a) number of executive members	Executive	n	2
a) number of non-executive members	Non - executive	n	5
	Gender	**u. m.**	**2025**
d) percentage by gender[1]	Women	n	1
	Men	n	6
	–	%	17%
	Type	**u. m.**	**2025**
e) percentage of independent board members	Indipendent	n	2
	Non – Indipendent	n	5
	–	**%**	29%

2025

1
6

Ratio

17%

The percentage of independent members of the Board of Directors

29%

[1]*The percentage by gender is calculated as the ratio between the number of women and the number of men.*

Roles and responsibilities in managing impacts, risks and opportunities

Oversight of ESG matters is entrusted to the Sustainability Committee, established in 2024 as an advisory body supporting the Chief Executive Officer. The Committee oversees processes, initiatives and activities aimed at integrating sustainability across the entire value chain, ensuring consistency with the Group's strategic direction. Its members include the Chief Executive Officer, the Quality & Purchasing Director & HSE Director, the Group Communication & Sustainability Director, the Group CFO, the R&D Director, the Group HR Director, the Group Internal Auditor and the General Counsel (GOV-1-22 a).

Each member contributes their specific technical expertise within their respective area, thereby translating ESG objectives into concrete actions. A dedicated sustainability resource also regularly participates in the meetings, supporting an informed decision-making process.

The Committee plays a central role in the assessment of impacts, risks and opportunities (IRO) and in coordinating ESG initiatives. It maintains an ongoing dialogue with the Supervisory Board, the Board of Statutory Auditors and Internal Audit, contributing to the definition of anti-corruption procedures, regulatory risk management and reporting to Public Administration bodies. Internal Audit also supports the Committee in mapping and assessing material risks.

In 2025, responsibility for the collection and oversight of ESG data was transferred to the Administration, Finance and Control Department, with the Group CFO acting as the central point of reference for integrating financial and non-financial reporting. Structured communication toward the Board of Directors was also adopted, in order to update the Board on ESG progress, regulatory deadlines and ongoing projects, on at least an annual basis (GOV-1-22 b).

Sustainability Committee



The Committee's responsibilities in the area of sustainability are formalized in the "Sustainability Committee Regulation" (GOV-1-22 c). In particular, the Committee (GOV-1-22 d):

1. assists the Chief Executive Officer in strategic ESG decisions, through critical analysis of the context and the proposal of environmental, social and governance initiatives;
2. provides, at the request of the Chief Executive Officer or the Board of Directors, assessments and opinions on issues that may have an impact on sustainability matters;
3. ensures the Group's alignment with regulatory requirements and contributes to defining roadmaps for risk mitigation;
4. participates in working groups and maintains ongoing engagement with external stakeholders to strengthen the Company's strategic positioning in the ESG landscape;
5. supports the Chief Executive Officer in analyzing ESG impacts and risks associated with business activities;
6. verifies the consistency, completeness and transparency of sustainability reporting;
7. periodically updates the Board of Directors on ESG activities carried out;
8. oversees ESG matters related to operations and stakeholder relations.

ISO 14067:2018 Product Carbon Footprint

CARBON FOOTPRINT VERIFICATION
DNV
ISO 14067

UNI/PdR 125:2022 Gender Equality

CERTIFICAZIONE SISTEMA DI GESTIONE
DNV
UNI/PDR 125
PARITÀ DI GENERE
Company certified:
Tecnica Group SpA

During 2025, the Committee monitored progress on the Group's main certification pathways (including ISO 14067:2018 on product Carbon Footprint, UNI/PdR 125:2022 on gender equality, and progress toward ISO 45001:2018 on occupational health and safety), ensuring coordination and operational alignment. In addition, it oversaw the preparation of ESG reporting and the transition to the ESRS standards. A further area of activity was support for the development of the Circularity Lab, which is discussed in more detail in the "Circular Economy" chapter.



This support included managing regulatory and operational risks, defining the structure of the new legal entity established in 2025, and relations with the relevant authorities. This scope of responsibility is completed by coordination among the Group's companies to ensure consistent application of ESRS Erequirements, governance models and certification processes across the consolidated scope.

Various committees and working groups operate in synergy with the Sustainability Committee. In particular, the **Gender Equality Steering Committee, the Privacy Committee, the ISO Committee** (es. ISO 45001, ISO 14067) **and the AEO Committee** oversee the Group's main management systems and certification.

Alongside these, structured groups are active such as the **Global HSE Working Group**, overseen by the Group Internal Audit function, as well as the **Ethics Committee**, responsible for managing reports and overseeing whistleblowing matters, which meets at least twice a year.

Information provided to and sustainability matters addressed by the Company's administrative, management and supervisory bodies [GOV-2]



In 2025, Tecnica Group's administrative, management and supervisory bodies, in particular the Board of Directors, the Board of Statutory Auditors and the Supervisory Board, were regularly informed about material impacts, risks and opportunities related to sustainability.

The sharing of information follows a structured calendar that provides for at least two formal occasions per year. The first meeting is generally held between March and May, in conjunction with the presentation of the non-financial statement and the ERM[2] Risk Assessment, carried out in accordance with the COSO Framework (Committee of Sponsoring Organizations of the Treadway Commission); the second meeting is scheduled for September, in preparation for the approval of strategic plans and investments. In any case, the Board of Directors, the Board of Statutory Auditors and the Supervisory Board are informed whenever a noteworthy initiative arises, even outside the periods indicated (e.g. obtaining certifications, etc.).

The Sustainability Committee coordinates the collection, analysis and transmission of ESG information to the governing bodies, ensuring a consistent and continuous flow of information (GOV-2-26 a).

The Committee acts as a liaison between corporate functions and decision-making bodies, helping to strengthen sustainability governance and integrate ESG issues into decision-making, planning and risk management processes.

The Board of Directors, with the support of the control bodies, annually reviews the impacts, risks and opportunities identified through the double materiality analysis, which is described in detail in the section IRO-1 – Description of the process to identify material impacts, risks and opportunities (GOV-2-26 c).

2 *Enterprise Risk Management (ERM)*

Integration of sustainability-related performance in incentive schemes [GOV-3]

To strengthen the alignment between ESG performance and economic performance, Tecnica Group has integrated sustainability objectives into the variable incentive schemes (MBO) for managers and certain functions within the administrative bodies.

The incentive schemes provide that at least 10% of the overall value of the MBOs is linked to the achievement of sustainability objectives, with the sole exception of sales roles, whose incentive remains entirely linked to sales results (GOV-3-29 a, d).

The MBO system is structured into four components: Global Corporate Target, Business Target, Special Projects and Sustainability Project (GOV-3-29 a, d). ESG objectives are confirmed and further detailed in the individual 2025 plans.

Among the main targets assigned are:

- projects and activities related to ISO 45001, ISO 14067 and UNI/PdR 125 certifications;
- implementation of the Sustainability Policies and the Partnership/Supplier Charter;
- HR initiatives with ESG impact, including skills mapping and support for change management processes;
- development of circular economy projects in collaboration with the Circularity Hub;
- availability of 100% renewable electricity at the Group's controlled Italian sites.



Strategy, business model and value chain

[SMB-1]



Business strategy with an impact on sustainability matters

In 2025, Tecnica Group presents a product portfolio focused on the outdoor and winter sports segments, through strategic and internationally recognized brands such as Tecnica, Nordica, Blizzard, Moon Boot, LOWA and Rollerblade (SBM-1-40 a. i).

The Group operates in the apparel and sports equipment manufacturing sector, with a well-established presence in Europe (Italy, Austria, Germany, France, Switzerland), North America (United States, Canada), Asia (China, Japan) and Eastern European countries (Hungary, Slovakia, Ukraine).

The main product categories include skis, ski boots, mountain footwear, inline skates, and lifestyle and outdoor items (SBM-1-40 b). All products comply with national and international regulations on safety, quality and conformity (SBM-1-40 a. iv).

Customers are mainly specialized retailers and dealers, alongside direct and digital channels aimed at end consumers (SBM-1-40 a. ii).

Main product categories



Ski boots



Outdoor and lifesyle footwear



Skis



Inline Skates

The Group operates with a well-established presence in Europe, North America, Asia, and Eastern Europe



North America



China



Japan



Europe

Business model and value chain

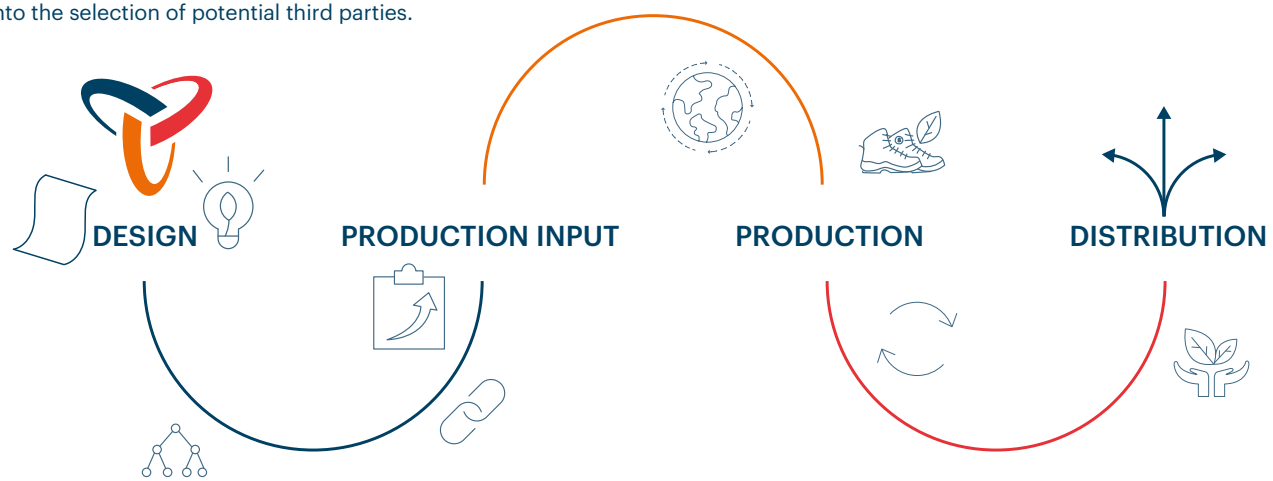
Inputs and procurement approach

The business model integrates design, production and distribution, with a focus on quality and innovation.

Inputs include: raw materials (such as textiles, leather, wood, synthetic materials, plastics and metals), semi-finished products and components for skis, boots and footwear, sourced mainly from Italian suppliers and, to a lesser extent, from suppliers located in Austria, Germany, Eastern Europe and Asian countries; certain finished products whose production is outsourced to suppliers located in Asia.

Procurement is managed by four offices located in Italy, Austria and Germany. The Group has launched an improvement of the process for structuring the assessment of core suppliers, integrating ESG aspects into the selection of potential third parties.

In 2025, this approach was consolidated through the revision of the Risk Assessment, including specific risks related to the sustainability of the supply chain: business continuity, quality, production capacity, and environmental and social compliance. The aim is to move toward uniform systems for the collection, analysis and monitoring of supply chain risks, progressively extending them to the entire Group (SBM-1-42 a). In addition, a pilot third-party audit project was launched, managed internally, with the intention of expanding the audit scope to a representative number of suppliers starting from FY26.



Characteristics of the value chain and positioning

Tecnica Group predominantly adopts a B2B model. The Group's information systems are interconnected with those of its business partners, enabling the structured and automated exchange of data along the value chain, in order to promote operational efficiency, traceability and monitoring of delivery performance.

Upstream, the main players in the value chain are the suppliers of raw materials, semi-finished products, components for skis, boots and footwear, and finished products; downstream, the Group operates through a global distribution network of resellers (SBM-1-42 c).



The value chain is structured in seven stages:

1. (Upstream) Procurement: supply of raw materials, semi-finished products, functional components and finished products under the Rollerblade and Moon Boot brands.

2. (Upstream & Direct) Production: internal processes or those carried out in collaboration with production partners. Includes assembly, molding, injection, stitching and finishing.

3. (Direct) Packaging and storage: preparation of finished products, storage and inventory management at the Group's logistics centers.

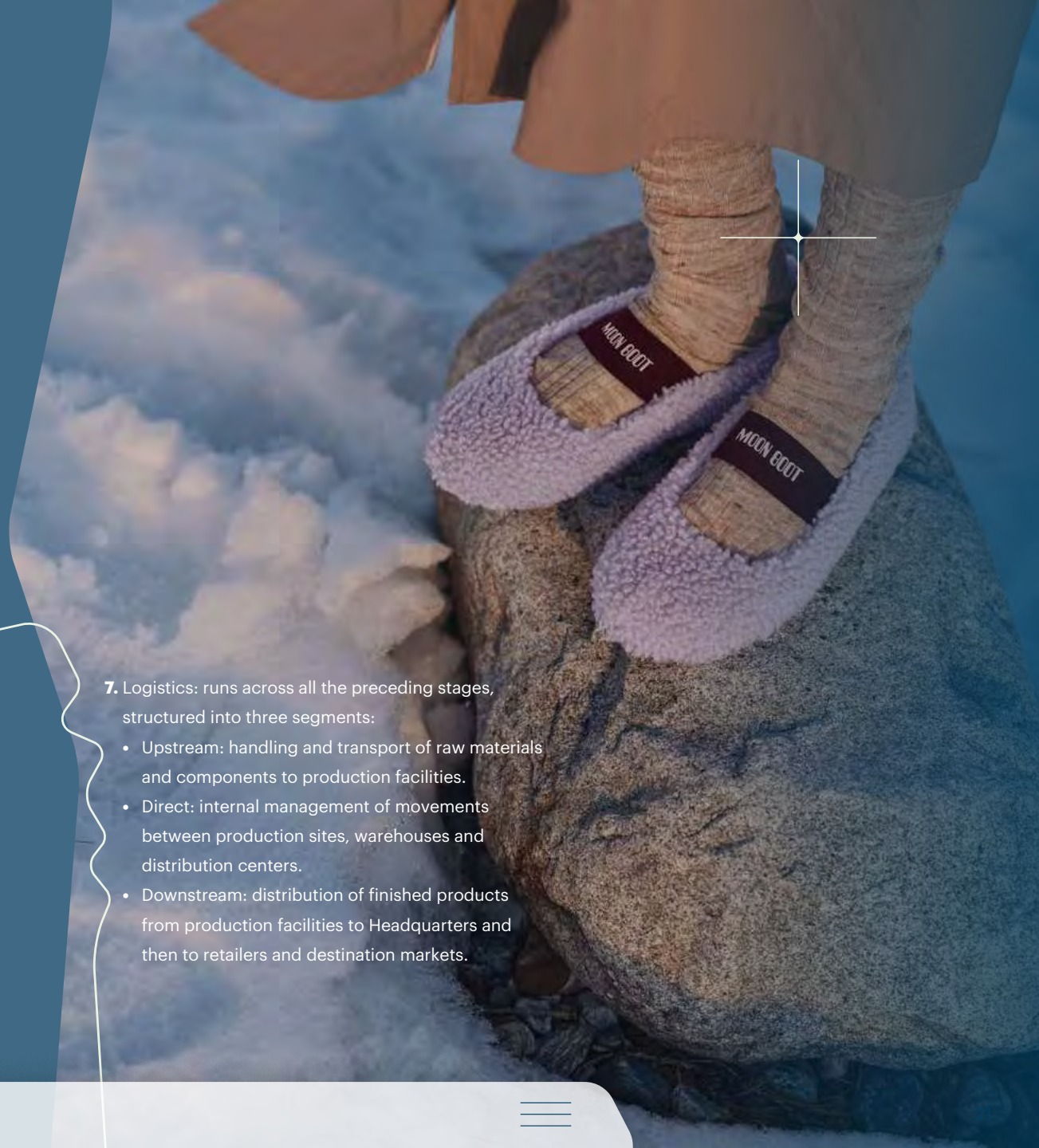
4. (Direct & Downstream) Sale of finished product: commercial and logistics activities up to delivery to retailers and end customers.

5. (Downstream) Use: the stage of use by the end consumer. This stage is considered in LCA (Life Cycle Assessment) evaluations, customer experience and post-sale impacts.

6. (Downstream & Direct) End of life: Tecnica Group pays growing attention to the management of product end-of-life (e.g. Circularity Lab). This stage includes the development of circular models, such as the collection and separation of materials, the possibility of repair or refurbishment, and collaboration with logistics partners and treatment plants for recycling or disposal.

7. Logistics: runs across all the preceding stages, structured into three segments:

- Upstream: handling and transport of raw materials and components to production facilities.
- Direct: internal management of movements between production sites, warehouses and distribution centers.
- Downstream: distribution of finished products from production facilities to Headquarters and then to retailers and destination markets.



Interests and views of stakeholders [SMB-2]



Tecnica Group has identified the main stakeholder categories along its value chain, including: shareholders, customers, suppliers, employees, trade unions, local communities, institutions and representative organizations.

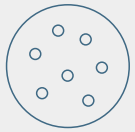
There is currently no structured, uniform process at Group level for the systematic collection of stakeholder interests and expectations. Engagement activities take place in a heterogeneous manner depending on the function, Group company and geographic context.

Below is the list of the main stakeholder categories, with a summary of their role in the value chain and the related engagement channels (SBM-2-45 a):

STAKEHOLDER	DESCRIPTION	ROLE IN THE VALUE CHAIN	ENGAGEMENT METHOD / CHANNEL
Shareholders	Owners of the Company's capital, either directly or through funds	Capital providers influencing strategy and governance	Official corporate communications, shareholders' meetings, financial and sustainability reports
Customers	End consumers and business customers (dealers)	Downstream players in the value chain	Multichannel customer service (phone and in-person), digital channels (website, social media), after-sales support, official dealers, complaint collection, centralized database, information campaigns, whistleblowing channel
Suppliers	Companies and partners that supply goods, materials and services	Upstream players in the supply chain	Codes of conduct, periodic meetings, audits, whistleblowing channel
Employees	Direct workers	Internal operational and strategic resources	Internal surveys, performance reviews, HR help desks, training, internal communications, whistleblowing, welfare programs, onboarding, coaching, exit interviews
Trade unions	National and local worker representative bodies	Counterparts in relational and negotiation processes	Collective worker representatives, with a negotiating and protective role
Public authorities	Local, national and European bodies and institutions	Regulators and enablers of the operating context	Institutional meetings, discussion forums, collective bargaining, supplementary agreements, formal industrial relations
Local and global communities	People and groups in the areas where the Company is present	Social and environmental context in which the Company operates	Local initiatives, social and environmental projects, collaborations with schools and social organizations, volunteering, whistleblowing channel, trade associations
Media	Journalists, print outlets, digital media	External players who influence reputation	Press releases, corporate events, interviews, public relations
Competitors	Companies operating in the same sector or in adjacent segments	Peers in the value chain and industry benchmarks	Sector forums, trade associations, collaborative observatories and benchmarks
Representative organizations	Industry associations, chambers of commerce, sector bodies	Industry associations, chambers of commerce, trade bodies and sector networks that represent the collective interests of businesses	Participation in technical forums, adherence to collective codes of conduct, shared events

Material impacts, risks and opportunities and their interaction with strategy and business model

[SBM-3]



For each material topic, this document clarifies, in the dedicated chapters, whether the identified impact derives directly from Tecnica Group's activities or arises along the value chain.
It also illustrates the correlation between such impacts and the Group's business model or strategy (SBM-3-49).

To date, the Company does not yet have a business strategy formally integrated with impacts, risks and opportunities, as mentioned in the section [SBM-1] Strategy, business model and value chain (SBM-3-48 b, c, f).



The Group has not yet carried out a systematic assessment of the current financial effects associated with material risks and opportunities in relation to its financial position, financial performance and cash flows (SBM-3-48-d).

The following table provides a description of the impacts, risks and opportunities considered material following the double materiality analysis described in the section [IRO-1] Description of the process to identify and assess material impacts, risks and opportunities (SBM-3-48 a).

ESRS E1 – CLIMATE CHANGE					
Topic	**Sub - Topic**	**IRO (SMB-3-48 a)**		**Value chain**	**Time horizon (SBM-3-48 c iii)**
Climate change mitigation	N/A	Actual negative impact	Actual negative impact due to the contribution to climate change arising from GHG emissions	Direct Value Chain	Short term
Energy	N/A	Actual negative impact	Actual negative impact due to reduced energy availability resulting from the use of non-renewable energy	Direct Value Chain	Short term
Climate change mitigation	N/A	Risk	Economic and operational risk due to weather events or other factors that may negatively affect Tecnica Group's assets	N/A	Shor term
Climate change mitigation	N/A	Risk	Financial and economic risk due to the introduction of new European regulations aimed at limiting climate change	N/A	Short term
Climate change adaptation	N/A	Risk	Economic transition risk related to the decrease in sales due to lack of snow	N/A	Medium-long term
Energy	N/A	Risk	Economic and operational risk arising from rising utility prices and difficulties in sourcing them	N/A	Short term

ESRS E2 - POLLUTION

Topic	Sub-Topic	IRO (SMB-3-48 a)		Value chain	Time horizon (SBM- 3-48 c iii)
Water pollution	N/A	Potential negative impact	Potential negative impact regarding the use of harmful substances in production processes (water resource pollution)	Direct value chain	Medium-long term
Soil pollution	N/A	Potential negative impact	Potential negative impact regarding the use of harmful substances in production processes (soil pollution)	Direct value chain	Medium-long term
Soil pollution	N/A	Risk	Economic risk due to compliance with regulatory standards on soil pollution prevention, and economic risk related to any breach thereof	N/A	Short term

ESRS E4 -BIODIVERSITY AND ECOSYSTEM

Topic	Sub-Topic	IRO (SMB-3-48 a)		Value chain	Time horizon (SBM- 3-48 c iii)
Impacts on the extent and condition of ecosystems	Land degradation	Potential negative impact	Negative impact related to the loss of biodiversity resulting from land-use change	Value Chain	Medium-long term
Impacts on the extent and condition of ecosystems	Land degradation	Risk	Economic and operational risk resulting from compliance with the European Deforestation-free Products Regulation	N/A	Short term

ESRS E5 – RESOURCE USE AND CIRCULAR ECONOMY

Topic	Sub-Topic	IRO (SBM-3-48 a)		Value chain	Time horizon (SBM- 3-48 c iii)
Resource inflows, including resource use	N/A	Actual negative impact	Actual negative impact due to the consumption of natural resource reserves resulting from their use in production processes	Direct Value Chain	Short term
Resource inflows, including resource use	N/A	Actual positive impact	Positive impact through recovery of value from end-of-life products via ecodesign and recycling	Direct	Short term
Waste	N/A	Potential negative impact	Potential negative impact due to environmental damage resulting from improper waste disposal	Direct Value Chain	Medium-long term
Resource inflows, including resource use	N/A	Risk	Economic and operational risk resulting from rising resource prices or resource unavailability	N/A	Medium-long term
Resource inflows, including resource use	N/A	Opportunity	Economic opportunity related to the development and marketing of products made with recycled material from end-of-life products	N/A	Short term





ESRS S1 – OWN WORKFORCE					
Topic	**Sub - Topic**	**IRO (SBM-3-48 a)**		**Value chain**	**Orizzonte temporale (SBM-3-48 c iii)**
Working conditions	Health and safety	Actual positive impact	Positive impact resulting from employee wellbeing and listening initiatives	Direct	Short term
Working conditions	Health and safety	Actual negative impact	Negative impact on occupational health and safety	Direct	Short term
Equal opportunities	Training and skills development	Actual positive impact	Positive impact on employees' personal and professional development	Direct	Short term
Equal opportunities	Diversity	Potential negative impact	Negative impact due to potential unfair treatment and lack of inclusion	Direct	Medium-long term
Other work-related rights	Data privacy	Potential negative impact	Negative impact due to potential data protection breaches	Direct	Medium-long term
Other work-related rights	Child and forced labor	Potential negative impact	Negative impact due to potential human rights violations	Direct	Medium-long term
Other work-related rights	Health and safety	Risk	Operational risk due to a lack of protection of workers' health and safety	N/A	Short term
Other work-related rights	Data privacy	Risk	Operational and economic risk due to potential violations of employees' privacy	N/A	Short term
Working conditions	Work-life balance	Opportunity	Opportunities related to initiatives promoting employee wellbeing	N/A	Short term
Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Risk	Economic risk resulting from inadequate remuneration policies	N/A	Medium-long term
Equal treatment and opportunities for all	Diversity	Risk	Economic risk due to episodes of discrimination within the workforce	N/A	Medium-long term
Working conditions	Secure employment	Risk	Economic risk caused by dependence on the workforce	N/A	Medium-long term

ESRS S2 – WORKERS IN THE VALUE CHAIN

Topic	Sub - Topic	IRO (SBM-3-48 a)		Value chain	Time horizon (SBM-3-48 c iii)
Working conditions	Health and safety	Potential negative impact	Potential negative impact due to harm to the health and safety of workers and contractors resulting from a lack of safety management	Value Chain	Medium-long term
Equal treatment and opportunities for all	Diversity	Potential negative impact	Potential negative impact due to unfair treatment of human capital resulting from a lack of integration policies and initiatives	Value Chain	Medium-long term
Other work-related rights	Child and forced labor	Potential negative impact	Potential negative impact due to human rights violations of workers, such as child or forced labor	Value Chain	Medium-long term
Other work-related rights	Child and forced labor	Risk	Risk due to human rights violations along Tecnica Group's supply chain	N/A	Short term
Working conditions	Health and safety	Risk	Risk resulting from failure to protect the health and safety of workers along the supply chain	N/A	Short term

ESRS S3 – AFFECTED COMMUNITIES

Topic	Sub - Topic	IRO (SBM-3-48 a)		Value chain	Time horizon (SBM-3-48 c iii)
Communities' civil and political rights	Impacts on human rights defenders	Potential negative impact	Contribution to the development of local communities by promoting local employment and supporting education and vocational training	Value Chain	Short term

ESRS S4 – CONSUMERS AND END-USERS

Topic	Sub - Topic	IRO (SBM-3-48 a)		Value chain	Time horizon (SBM-3-48 c iii)
Personal safety of consumers and/or end-users	Health and safety	Potential negative impact	Potential negative impact on consumer safety resulting from failure to meet quality standards	Direct	Medium-long term
Impacts related to information for consumers and/or end-users	Access to (quality) information	Potential negative impact	Potential negative impact related to non-compliance with product labeling regulations	Direct	Medium-long term
Personal safety of consumers and/or end-users	Health and safety	Potential positive impact	Positive impact as a result of promoting sport and outdoor life	Direct	Short term
Impacts related to information for consumers and/or end-users	Data privacy	Potential negative impact	Potential negative impact related to non-compliance with consumer data protection resulting from inadequate protection of sensitive data	Direct	Short term
Impacts related to information for consumers and/or end-users	Data privacy	Risk	Operational and economic risk due to potential violations of customers' privacy	N/A	Short term
Personal safety of consumers and/or end-users	Health and safety	Risk	Operational risk due to cases of non-compliance of products sold with regard to defects and health and safety issues	N/A	Short term
Impacts related to information for consumers and/or end-users	Access to (quality) information	Risk	Risks due to labeling or communication errors in the area of sustainability	N/A	Short term

ESRS G1 – BUSINESS CONDUCT					
Topic	**Sub-Topic**	**IRO (SBM-3-48 a)**		**Value chain**	**Time horizon (SBM-3-48 c iii)**
Animal welfare	N/A	Potential negative impact	Potential negative impact on consumer safety resulting from non-compliance with quality standards	Direct	Medium-long term
Management of relationships with suppliers including payment practices	N/A	Potential negative impact	Negative impacts related to a lack of monitoring of sustainability issues along the supply chain	Direct Value Chain	Short term
Active and passive corruption	Incidenti	Potential negative impact	Negative impacts related to potential episodes of corruption and unfair business practices	Direct Value Chain	Short term
Animal welfare	N/A	Risk	Economic risk resulting from a lack of protection of animal welfare by leather suppliers	N/A	Short term
Active and passive corruption	Incidenti	Risk	Economic risk related to unfair competition and corruption practices	N/A	Short term
Corporate culture	N/A	Risk	Financial risk resulting from failure to achieve ESG objectives due to corporate governance shortcomings	N/A	Medium-long term
Corporate culture	N/A	Risk	Financial and operational risk related to shortcomings in the M&A due diligence process	N/A	Medium-long term
Management of relationships with suppliers including payment practices	N/A	Risk	Risk of failure to mitigate supplier-related risks due to the lack of an ESG assessment process	N/A	Medium-long term
Management of relationships with suppliers including payment practices	N/A	Risk	Operational risk arising from supply chain disruption due to non-payment of strategic suppliers	N/A	Medium-long term



Description of the process to identify and assess material impacts, risks and opportunities

[IRO-1]

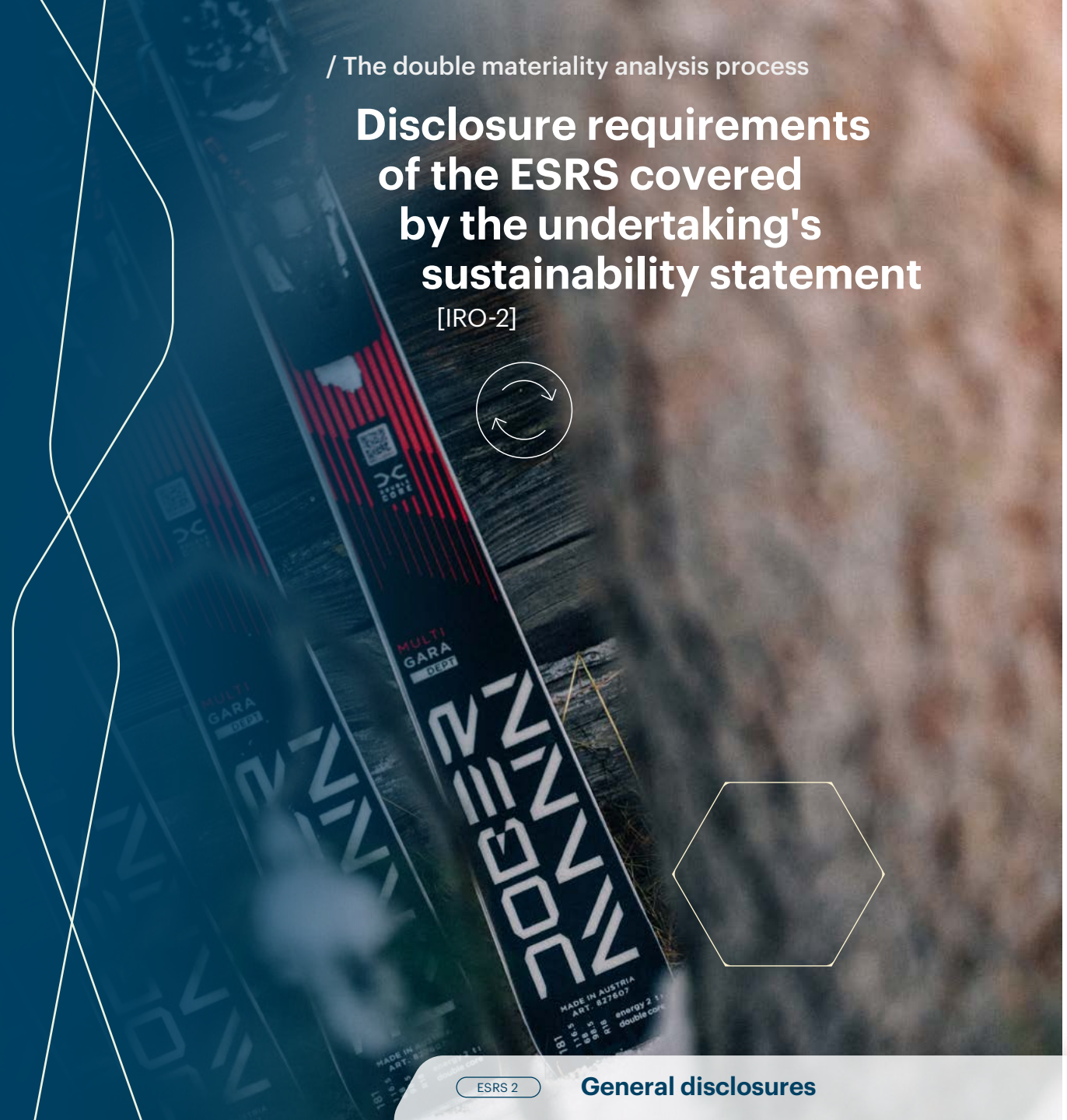
Tecnica Group has carried out a double materiality analysis, which was used to define the information to be reported in this document. The double materiality analysis is in fact the starting point for identifying the most relevant ESG impacts, risks and opportunities (IRO). The analysis considers both dimensions provided for by the ESRS: **impact materiality and financial materiality.**

The exercise was carried out taking into account the entire value chain, including upstream, direct and downstream activities (IRO-1-53 a).



Disclosure requirements of the ESRS covered by the undertaking's sustainability statement

[IRO-2]



Below is a list of the disclosure requirements that Tecnica Group has undertaken to report, based on the results of the double materiality analysis (IRO-2-56):

DISCLOSURE REQUIREMENTS RESULTING FROM THE DOUBLE MATERIALITY ASSESSMENT	
Disclosure requirement	
ESRS 2	**General disclosures**
BP-1	General basis for preparation of the sustainability statement
BP-2	Disclosure in relation to specific circumstances
GOV-1	The role of the administrative, management and supervisory bodies
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
GOV-3	Integration of sustainability-related performance in incentive schemes
GOV-4	Statement on due diligence
GOV-5	Risk management and internal controls over sustainability reporting
SBM-1	Strategy, business model and value chain
SBM-2	Interests and views of stakeholders
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities
IRO-2	Disclosure requirements of the ESRS covered by the undertaking's sustainability statement
MDR-P	Policies adopted to manage material sustainability matters

EUROPEAN TAXONOMY:	Tecnica Group activities alignment analysis
	Introduction
	Compliance with the Regulation
	Eligibility analysis
	Alignment analysis
	Minimum safeguards
	Accounting principles and contextual information
	Turnover KPI
ESRS E1	**Climate change**
GOV-3	Integration of sustainability-related performance in incentive schemes
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities
E1-1	Transition plan for climate change mitigation
E1-2	Policies related to climate change mitigation and adaptation
E1-3	Actions and resources in relation to climate change policies
E1-4	Targets related to climate change mitigation and adaptation
E1-5	Energy consumption and mix
E1-6	Gross Scopes 1, 2 and 3 GHG emissions and total GHG emissions
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

ESRS E2	Pollution
IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities
E2-1	Policies related to pollution
E2-2	Actions and resources related to pollution
E2-3	Targets related to pollution
E2-4	Pollution of water and soil
E2-6	Anticipated financial effects from material pollution-related risks and opportunities



ESRS E4	Biodiversity and ecosystem
E4 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities related to biodiversity and ecosystems
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model
E4-2	Policies related to biodiversity and ecosystems
E4-3	Actions and resources related to biodiversity and ecosystems
E4-4	Targets related to biodiversity and ecosystems
E4-5	Impact metrics related to biodiversity and ecosystems change
E4-6	Anticipated financial effects from material risks and opportunities related to biodiversity and ecosystems
ESRS E5	**Resource use and circular economy**
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities related to resource use and the circular economy
E5-1	Policies related to resource use and the circular economy
E5-2	Actions and resources related to resource use and the circular economy
E5-3	Targets related to resource use and the circular economy
E5-5	Resource outflows
E5-6	Anticipated financial effects from material risks and opportunities related to resource use and the circular economy

ESRS S1	Own workforce
S1-SBM2	Interests and views of stakeholders
S1-SBM3	Material impacts, risks and opportunities and their interaction with strategy and business model
S1-1	Policies related to own workforce
S1-2	Processes for engaging with own workers and workers' representatives about impacts
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
S1-6	Characteristics of the undertaking's employees
S1-7	Characteristics of non-employees in the undertaking's own workforce
S1-8	Collective bargaining coverage and social dialogue
S1-9	Diversity metrics
S1-10	Adequate wages
S1-11	Social protection
S1-12	Persons with disabilities
S1-13	Training and skills development metrics
S1-14	Health and safety metrics
S1-15	Work-life balance
S1-16	Remuneration metrics (pay gap and total remuneration)
S1-17	Incidents, complaints and severe human rights impacts



ESRS S2	Workers in the value chain
S2-SBM2	Interests and views of stakeholders
S2-SBM3	Material impacts, risks and opportunities and their interaction with strategy and business model
S2-1	Policies related to value chain workers
S2-2	Processes for engaging with value chain workers about impacts
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions
ESRS S3	**Affected communities**
S3-SBM2	Interests and views of stakeholders
S3-SBM3	Material impacts, risks and opportunities and their interaction with strategy and business model
S3-1	Policies related to affected communities
S3-2	Processes for engaging with affected communities about impacts
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

ESRS S4	Consumers and end-users
S4-SBM2	Interests and views of stakeholders
S4-SBM3	Material impacts, risks and opportunities and their interaction with strategy and business model
S4-1	Policies related to consumers and end-users
S4-2	Processes for engaging with consumers and end-users about impacts
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns
S4-4	Taking action on material impacts on consumers and end-users, approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions
S4-5	argets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
ESRS G1	**Business conduct**
GOV-1	The role of the administrative, management and supervisory bodies
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities
G1-1	Corporate culture and business conduct policies
G1-3	Prevention and detection of active and passive corruption
G1-4	Cases of active or passive corruption



Sustainable Development Goals: our focus

By signing the United Nations Global Compact and joining the Italian network, Tecnica Group hascommitted to actively contributing to the achievement of the **17 Sustainable Development Goals (SDGs) set by the United Nations.**

The creation of shared value is directly or indirectly linked to all SDGs, through responsible governance and management of all corporate activities.

Tecnica Group's sustainability strategy directly targets the following six goals:





Social



Ensure healthy lives and promote well-being for all at all ages. Tecnica Group inspires active living that respects both people and nature, extending these same values to all the communities it touches — including consumers and end users of its exceptional products, designed to deliver extraordinary experiences.

SDG 3, centered on health and well-being, reflects the Group's Vision and Mission: "Inspiring an active outdoor life."
"To create amazing experiences through outstanding products."

Physical and mental well-being are deeply interconnected.
Through the promotion of sports and outdoor lifestyles — while ensuring safety and technical quality during these activities — Tecnica Group is committed to protecting the well-being of all individuals.



Achieve gender equality and empower all women and girls. Gender equality and inclusiveness are essential to operational efficiency and social progress.

Inclusion is a critical and non-negotiable global driver for current and future social strategies. There can be no true sustainability without attention to gender equality and inclusion across direct operations, supply chains, product design, distribution, and end use.

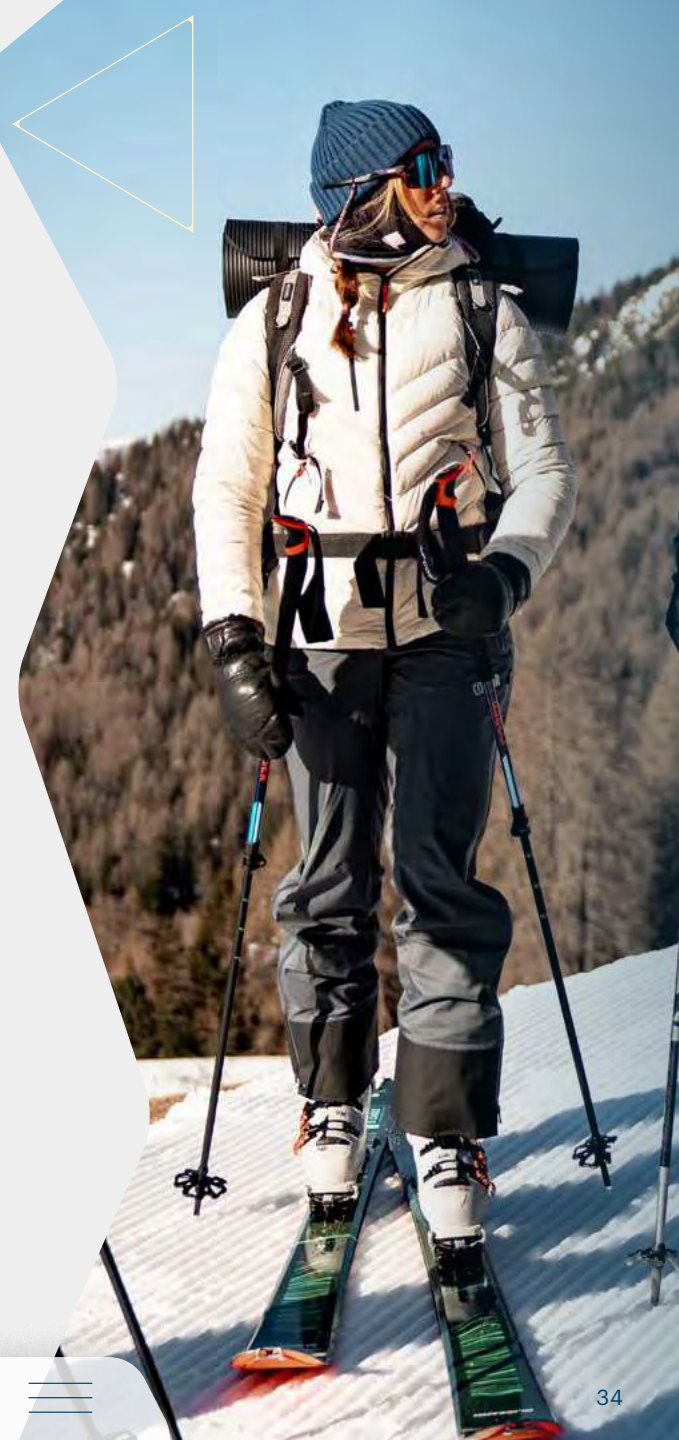
Tecnica Group has signed the Women's Empowerment Principles, developed in collaboration with UN Women, to foster equal opportunities for women in the workplace.
The company's focus on gender equality also enabled it to pursue and obtain UNI/PdR 125:2022 gender equality certification in February 2025.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Decent work means fair working conditions and contracts, safe and secure workplaces, and opportunities for both social and professional growth. It also implies decoupling economic results from negative impacts on society and the environment. This is fundamental for both direct operations and the entire value chain — especially for manufacturing, the sector in which the Group operates.

Compliance with the rules and standards implemented by Tecnica Group forms the basis for fostering innovation, growth, and economic development.





Environmental



Ensure sustainable consumption and production patterns. This goal is pursued through responsible resource use, regenerative production cycles, product stewardship, and the promotion of lifestyle and consumption choices that prioritize conservation.

Efficiency in resource, material, and energy use, circular production systems, emissions reduction, waste management, and responsible supplier selection are all fundamental to promoting a circular economy and encouraging mindful consumption — perfectly aligned with the Group's production model.

Tecnica Group's mission clearly conveys one of its core business goals: to create high performance, high-quality products. Product durability is therefore seen as a key element of more environmentally respectful production, countering overproduction. Raising awareness among customers and consumers worldwide is essential to promote a shared understanding of the urgent need to adopt more sustainable lifestyles — for the benefit of both the planet and the communities that inhabit it.



Take urgent action to combat climate change and its impacts. Climate action is the most urgent and important environmental challenge on the global agenda.

Tecnica Group is currently focused on reducing the climate impact of its direct operations, with plans to extend efforts to the supply chain, product design, distribution, and end use by consumers.

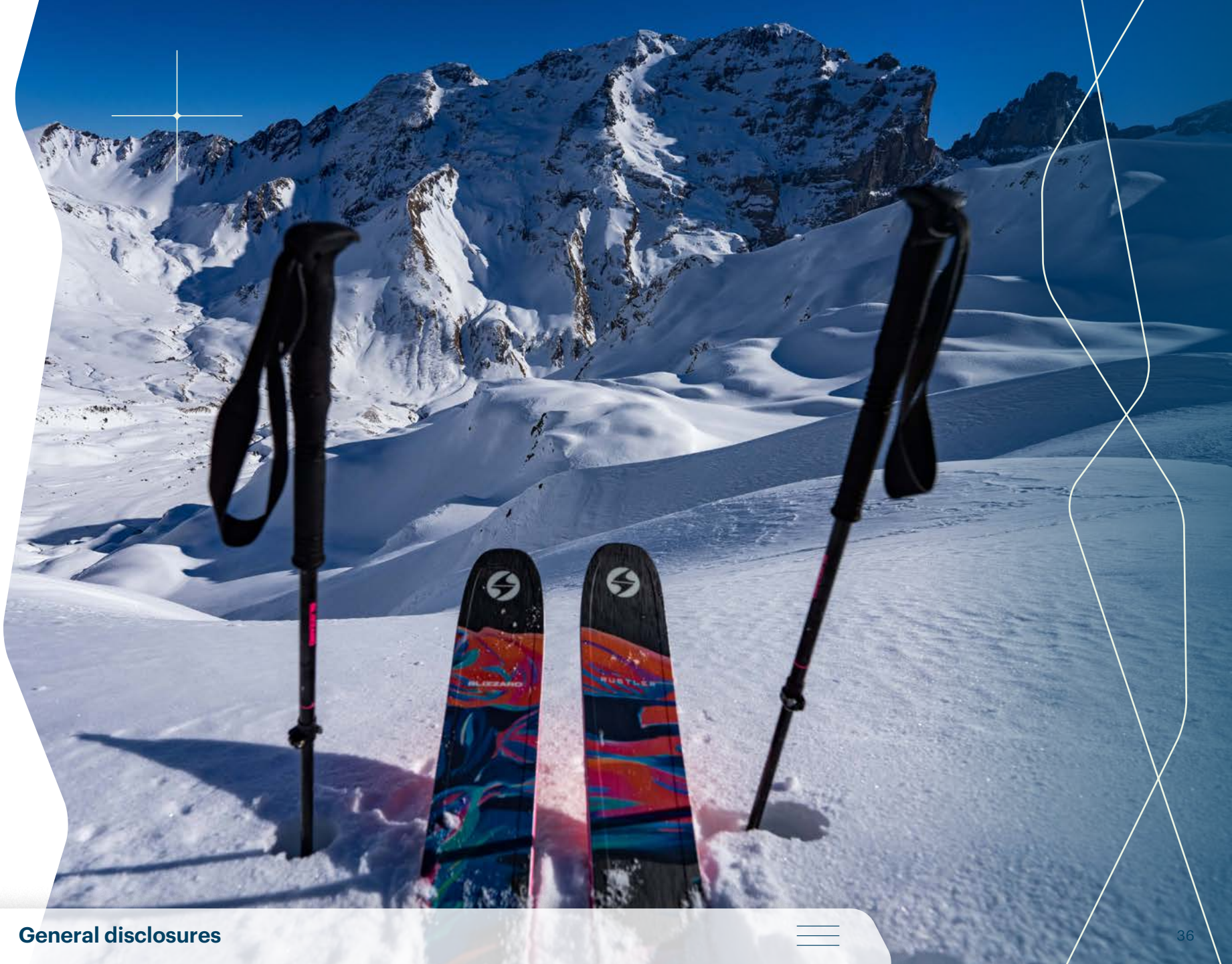
The company's commitment to fighting climate change is formalized through its participation in the Global Compact, and its official Communication on Progress documents its actions.Additionally, the Group actively raises internal awareness around climate-related issues — an essential step toward promoting future climate planning and management even in countries and communities indirectly impacted by its operations through the value chain.

Governance



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

Tecnica Group operates in full compliance with laws, technical regulations, internal standards, and governance codes across the entire value chain, constantly monitoring and upholding business integrity. The Group's Code of Ethics endorses and supports the principles of the UN Global Compact related to human rights, labor standards, environmental protection, and anti-corruption.
Tecnica Group promotes laws and policies that guarantee fair access to justice and actively works to eliminate all forms of discrimination.





Climate Change

[ESRS E1]

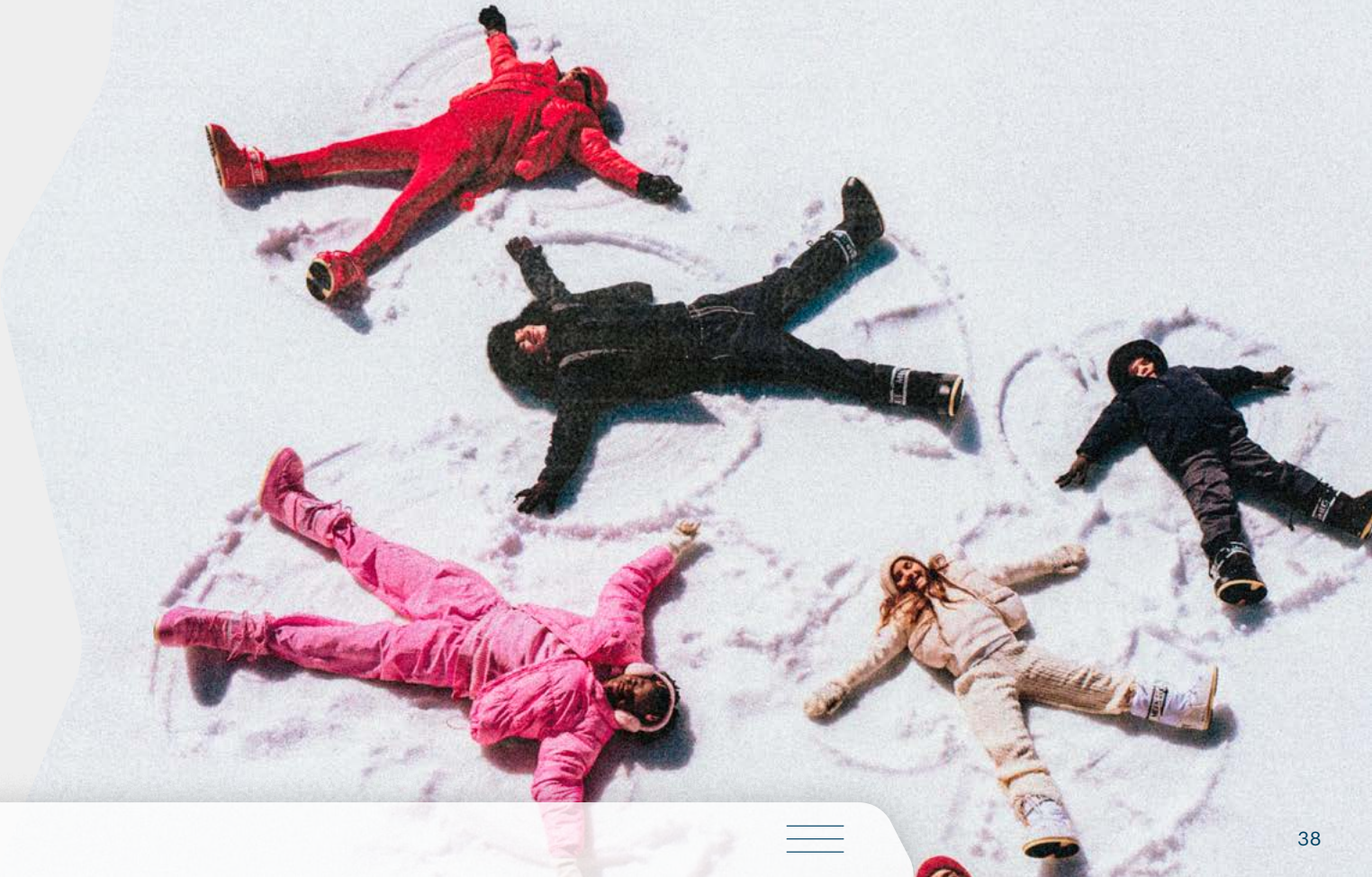
Integration of sustainability-related performance in incentive schemes
[ESRS 2 GOV-3]

Transition plan for climate change mitigation
[E1-1]

Tecnica Group has currently integrated the assessment of climate-related issues into the Group's Chief Executive Officer remuneration system. Specifically, 2.5% of the 2025 target is linked to achieving 100% renewable electricity for sites directly controlled by Tecnica Group in Italy, through self-generation or the purchase of Guarantee of Origin (GO) certificates.

Furthermore, for Tecnica Group S.p.A.'s executives, the 2025 performance target is linked to achieving 50% self-generated renewable electricity at sites directly controlled by the Group in Italy (E1-GOV-3-13).

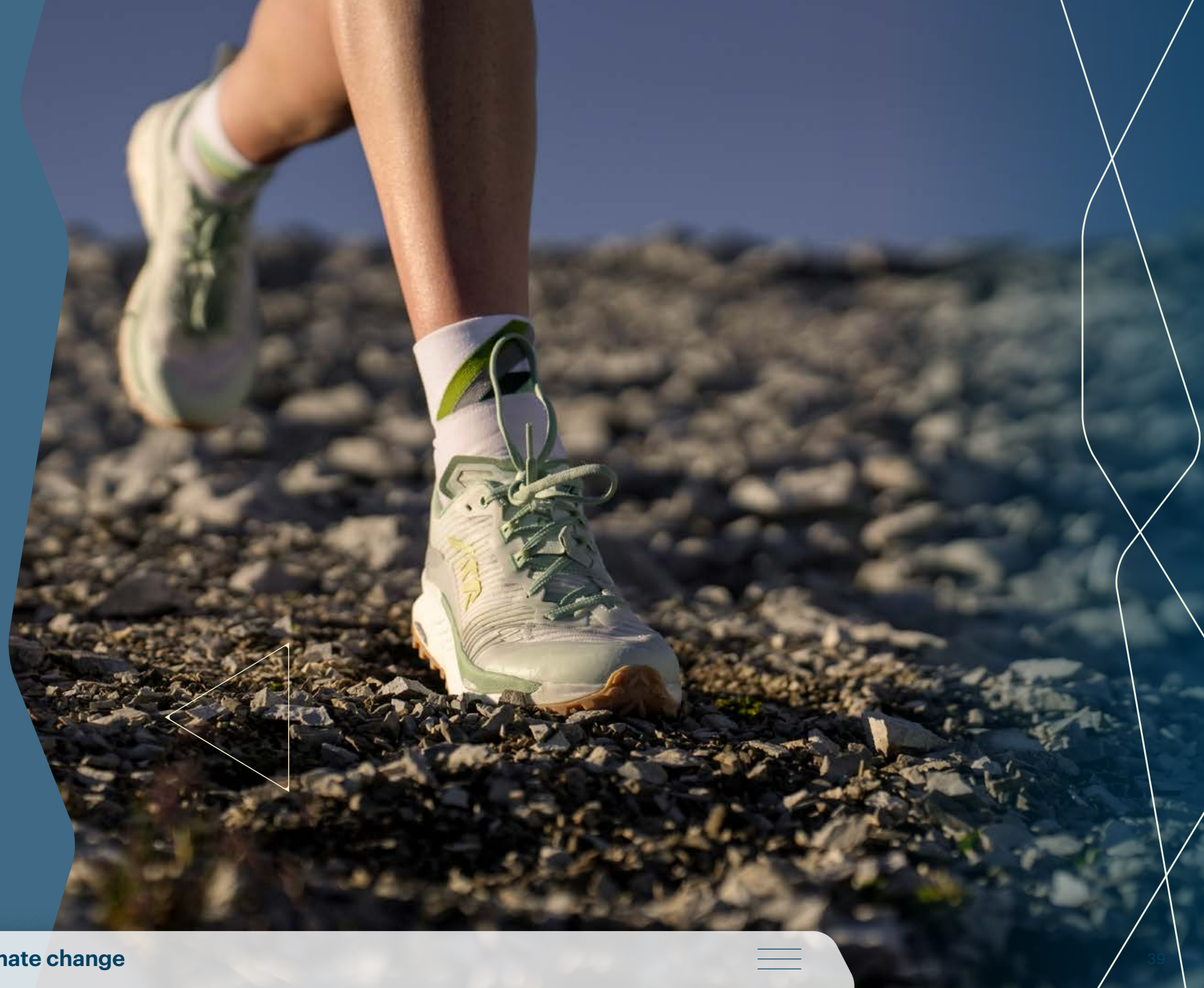
Finally, the Group does not yet have a formally defined climate transition plan. However, it recognizes the significance of climate change risk, as highlighted by the Risk Assessment. In this context, the Group will consider adopting a dedicated climate transition plan in the coming years, in line with the evolution of regulatory requirements and the ongoing update of its metrics and decarbonization targets (E1-1-14-17).



Material impacts, risks and opportunities and their interaction with strategy and business model

[ESRS 2 SBM-3]

Tecnica Group has identified climate-related physical and transition risks as part of the double materiality analysis (E1-SBM-3-18). However, the Group has not yet conducted a specific analysis of the resilience of its strategy and business model to future climate scenarios (E1-SBM-3-19).



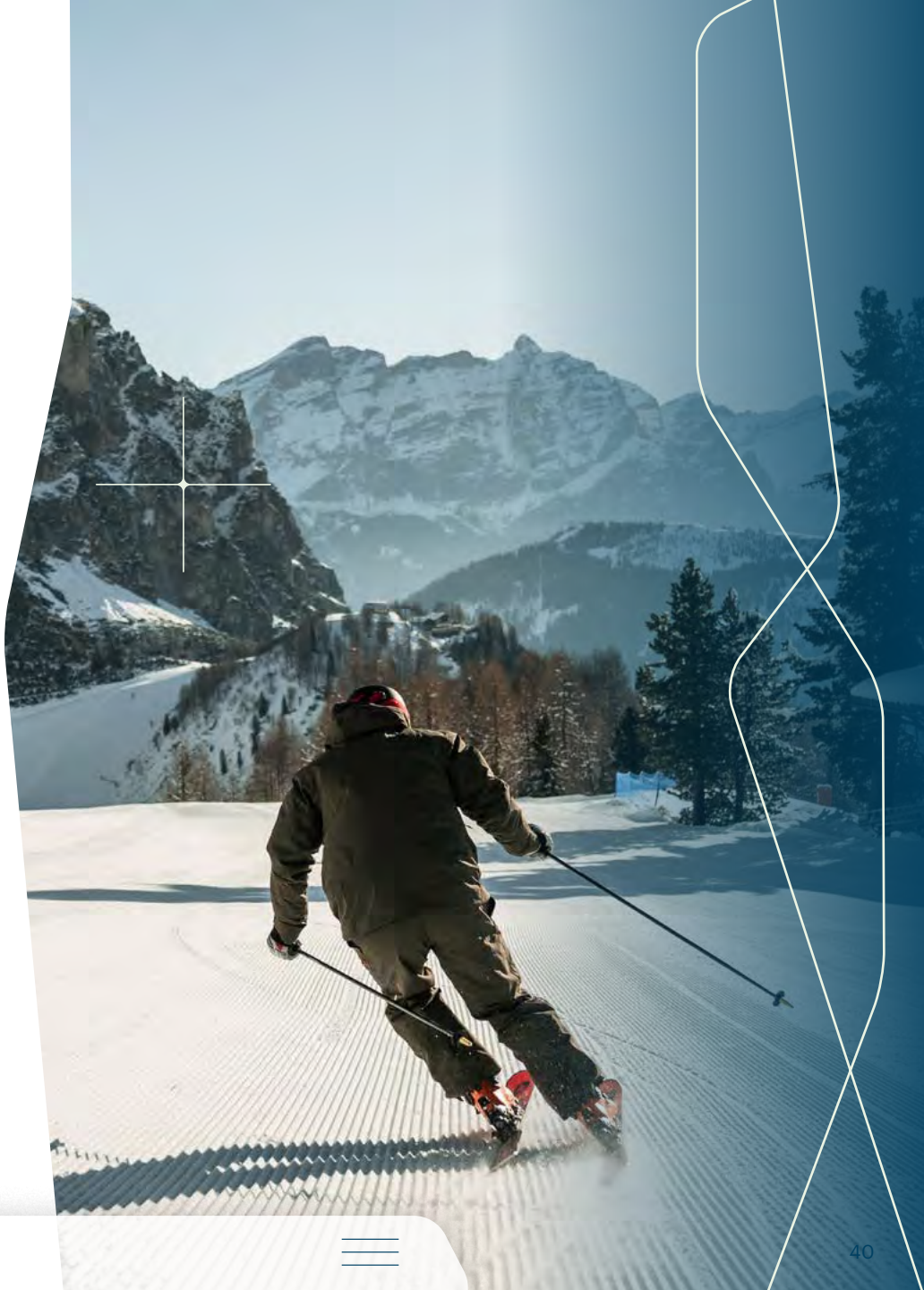
Description of the processes to identify and assess material climate-related impacts, risks and opportunities

[ESRS 2 IRO-1]

The analysis of climate impacts and risks is carried out as part of risk assessment activities and double materiality exercises, with periodic updates of the variables considered.

The impact identification process, described in the [ESRS 2] chapter, section IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities, starts from the analysis of business activities and energy consumption at the various plants, with particular attention to climate-altering impacts resulting from the use of fossil fuels and the electricity mix of the operating sites.

The quantification of Scope 1 and 2 greenhouse gas (GHG) emissions, carried out according to the criteria set out in the Greenhouse Gas Protocol systematically by all Group companies, is a central element of this analysis process (E1 IRO 1 20 a).





The material IROs identified following the double materiality analysis are:

1. **Actual negative impact due to the contribution to climate change arising from GHG emissions:** GHG emissions resulting from the use of fossil fuels for heating, logistics and energy supply in the production processes of Tecnica Group and its suppliers represent a direct impact on climate change.

2. **Actual negative impact due to reduced energy availability resulting from the use of non-renewable energy:** the continued use of non-renewable energy sources leads to a progressive depletion of resources, with negative effects on the future availability of energy and on the environmental sustainability of production activities, as well as of heating, cooling and lighting systems.

3. **Economic transition risk related to the decrease in sales due to lack of snow:** snow scarcity due to climate change may lead to a decrease in demand for seasonal winter sports products, directly affecting the Company's sales and commercial performance.

4. **Economic and operational risk due to weather events or other factors that may negatively affect Tecnica Group's assets:** extreme weather events, such as floods and storms, aggravated by climate change, can damage production facilities, warehouses and offices, generating significant economic and operational damage, business interruptions and higher insurance costs.

5. **Economic and operational risk arising from rising utility prices and difficulties in sourcing them:** Tecnica Group's operations rely on energy from non-renewable sources; this dependence may result in greater exposure to inflationary dynamics and higher procurement costs, should the availability of energy from non-renewable sources decrease.

6. **Financial and economic risk due to the introduction of new European regulations aimed at limiting climate change:** the introduction of European decarbonization regulations may translate into greater pressure on the cost of access to credit and higher operating costs for companies with a high carbon footprint, affecting long-term competitiveness and economic sustainability.

Policies related to climate change mitigation and adaptation

[E1-2]

Tecnica Group does not currently have a formally defined and adopted Group-level policy dedicated to climate change (MDR-P – 65 a, b, c). However, Tecnica Group S.p.A.'s **Environmental Management Procedure** defines the Company's activities for managing and monitoring energy consumption.



Actions and resources in relation to climate change policies

[E1-3]



In 2025, Tecnica Group continued to implement decarbonization initiatives through energy efficiency measures, self-generation of electricity from renewable sources, and the development of technical tools to quantify the climate footprint of certain products across their entire life cycle (E1-32 6) (E1-32 9 a) (MDR-A 68 a, b, c). The Group does not currently have the information needed to quantify the GHG emission reductions achieved or expected in relation to the initiatives described (E1-32 9 b).

Photovoltaic systems

1 MW

at the Bošany plant (Slovakia)

Energy efficiency and renewable sources

Since 2023, Tecnica Group S.p.A. has self-generated part of the energy it needs through photovoltaic systems installed at its headquarters.

At Blizzard Sport GmbH, LOWA Sportschuhe GmbH and LOWA Produktion Sro, GHG emissions management is also supported by investments in photovoltaic systems for self-generation of energy. For example, at the Bošany plant (Slovakia), a 1 MW system has been operating since late 2024, designed to cover a significant share of the production site's daily electricity needs.

During 2025, optimization work was carried out on the facilities to increase energy efficiency, including the replacement of the air conditioning system with more advanced technology. These measures aim to promote energy savings and reduce overall consumption.

Product decarbonization

In 2025, Tecnica Group S.p.A. developed an internal database (material inventory) that links each purchased material to its emission factor. This tool makes it possible to more efficiently estimate products' Carbon Footprint (CFP) already during the design and development stages, enabling comparison between alternative materials (for example between bio-based materials and conventional solutions) to identify the options with the lowest GHG emissions impact.

These assessments are carried out in compliance with the quality requirements and expected performance of the final product. The goal for the coming years is to progressively integrate the database with data and studies provided by suppliers, in order to use increasingly accurate information.

In 2025, this approach was supported by measurement and analysis activities related to Life Cycle Assessment (LCA) and Carbon Footprint tools. In this context, Tecnica Group S.p.A. obtained, in 2025, ISO 14067:2018 certification "Systematic approach to the quantification of the carbon footprint of products" for the ski boot product category.[3]

For LOWA Sportschuhe GmbH and Blizzard Sport GmbH, the LCA assessments started in previous years for certain footwear and ski models respectively were updated and extended to further product types, with the aim of identifying the most significant impact categories and defining targeted actions to reduce them.

Calculation of Scope 3 emissions

In 2025, Tecnica Group began calculating Scope 3 emissions in order to extend the quantification of GHG emissions along the value chain and establish a baseline useful for defining any future GHG emission reduction targets.



[3] *Note that the Carbon Footprint relates to 2023 data and that the study was carried out taking into account PCR 2023:07 v 1.0.0 ski footwear issued by "The International EPD System." In addition, the pilot study was conducted on the Cochise 120 ski boot model.*

Targets related to climate change mitigation and adaptation
[E1-4]

CARBON FOOTPRINT
CO_2

The Group has not defined formalized targets related to reducing its greenhouse gas emissions (E1-4-30, 33).

However, in 2024, the Group formalized its commitment to defining decarbonization targets in accordance with the criteria set by the Science Based Targets initiative (SBTi) (E1-4-30, 33).



Energy consumption and mix

[E1-5]



€ 541.3 milion

Group net revenues, entirely attributable to activities classified as high climate impact activities (EU Regulation 2023/2486), used for the calculation of energy intensity.

The table below provides an overview of the Group's energy consumption for 2025. It should be noted that during 2025 no GHG emission absorption or mitigation projects were implemented through carbon credits.

ENERGY CONSUMPTION AND MIX	u.m.	2025[4]
Total energy consumption from fossil sources		
Fuel consumption from coal and coal products (E1-5-38 a)	MWh	0
Fuel consumption from crude oil and petroleum products (E1-5-38 b)	MWh	40332
Fuel consumption from natural gas (E1-5-38 c)	MWh	10334
Fuel consumption from other non-renewable sources (E1-5-38 d)	MWh	0
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources (E1-5-38 e)	MWh	8105
Total energy consumption from fossil sources (E1-5-37 a)	**MWh**	**58771**
Share of fossil sources in total energy consumption (E1-5-37-AR 34)	**%**	**80.3%**
Consumption from nuclear sources (E1-5-37 b)		
Consumption from nuclear sources (E1-5-37 b)	MWh	6192
Share of nuclear sources in total energy consumption (E1-5-37-AR 34)	%	8.5%
Energy consumption from renewable sources		
Consumption of renewable fuels, including biomass (industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (E1-5-37 c.i)	MWh	1598
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (E1-5-37 c.ii)	MWh	4638
Consumption of self-generated renewable energy without the use of fuels (E1-5-37 c.iii)	MWh	1985
Total energy consumption from renewable sources (E1-5-37 c)	MWh	8222
Share of renewable sources in total energy consumption (E1-5-37-AR 34, 71)	%	11.2%
Total energy consumption (E1-5-37)	MWh	73185

Energy consumption was calculated by applying the DEFRA 2025 conversion factors to the data collected, in order to convert all energy types to a single unit of measurement (MWh) and ensure methodological consistency in valuing consumption. The data were subsequently aggregated at Group level, based on information provided by the individual companies included in the reporting scope.

[4] *Note that, for all environmental data presented in this document, totals may differ due to the rounding of partial figures.*

The Group operates in a sector classified as high climate impact pursuant to Delegated Regulation (EU) 2023/2486; consequently, the related energy consumption and net revenue fully fall within the activities considered high impact and are included in the calculation of energy intensity. Net revenue of EUR 541,259 thousand, used to calculate energy intensity, corresponds to the figure reported in the financial statements (E1-5-41) (E1-5-42) (E1-5-43).

ENERGY INTENSITY	u.m.	2025
Total energy consumption of activities in high climate impact sectors	MWh	73185
Net revenue from activities in high climate impact sectors	MWh	541
Energy intensity (E1-5-40)	MWh / Mln €	135



Gross Scope 1, 2, 3 and total GHG emissions

[E1-6]



The table below shows the Group's Scope 1 and Scope 2 GHG emissions for 2025, calculated in accordance with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard (E1-6 AR39 a) (E1-6 AR45 a).

Gross Scope 1, 2 and total GHG emissions	u.m.	2025
Scope 1 GHG emissions (E1-6-48 a)	$tonCO_2e$	5378
Percentage of Scope 1 GHG emissions covered by regulated emission trading schemes (E1-6-48 b)	%	0%
Location-based Scope 2 GHG emissions (E1-6-49 a)	$tonCO_2e$	3359
Market-based Scope 2 GHG emissions (E1-6-49 b)	$tonCO_2e$	5141
Total GHG emissions (Scope 1 + 2LB) (E1-6-52 a)	$tonCO_2e$	8736
Total GHG emissions (Scope 1 + 2MB) (E1-6-52 b)	$tonCO_2e$	10518

Scope 1 emissions[5] represent the direct emissions generated by energy sources owned or controlled by the Group, while indirect emissions related to purchased electricity consumption (Scope 2) were determined using both the location-based and market-based approaches.

Indirect emissions along the value chain (Scope 3) were not calculated for the 2025 financial year and are therefore not included in the total reported GHG emissions (E1-6-51). However, a structured process for data collection and identification of relevant categories has been launched, aimed at future complete reporting, as described in section [E1-4] Targets related to climate change mitigation and adaptation.

The emissions inventory includes all companies fully consolidated within Tecnica Group's scope. As of the date of this report, the Group does not exercise other forms of control over entities not fully consolidated (E1-6-50).

[5] *The calculated emissions are not covered by regulated emission trading schemes (ETS).*

GHG intensity based on net revenue

Net revenue of EUR 541,259 thousand, used to calculate energy intensity, corresponds to the figure reported in the financial statements (E1-6-55).

GHG INTENSITY BASED ON NET REVENUE – LOCATION-BASED	u.m.	2025
Total Location-based Emissions	tonCO_2e	8736
Net revenue	Miln€	541
Emissions intensity (E1-6-53)	tonCO_2e / Mln €	16

GHG INTENSITY BASED ON NET REVENUE – MARKET-BASED	u.m.	2025
Total Market-based emissions	MWh	10518
Net revenue	MWh	541
Emissions intensity (E1-6-53)	MWh / Mln €	19





Scope 1

5378

tonCO_2e

Scope 2 Location-based

3359

tonCO_2e

Scope 2 Market-based

5141

tonCO_2e



Pollution

[ESRS E2]

Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

[ESRS 2 IRO-1]

As part of the double materiality analysis, the topic of pollution was found to be material only for the LOWA companies, limited to the sub-topics related to water and soil pollution.

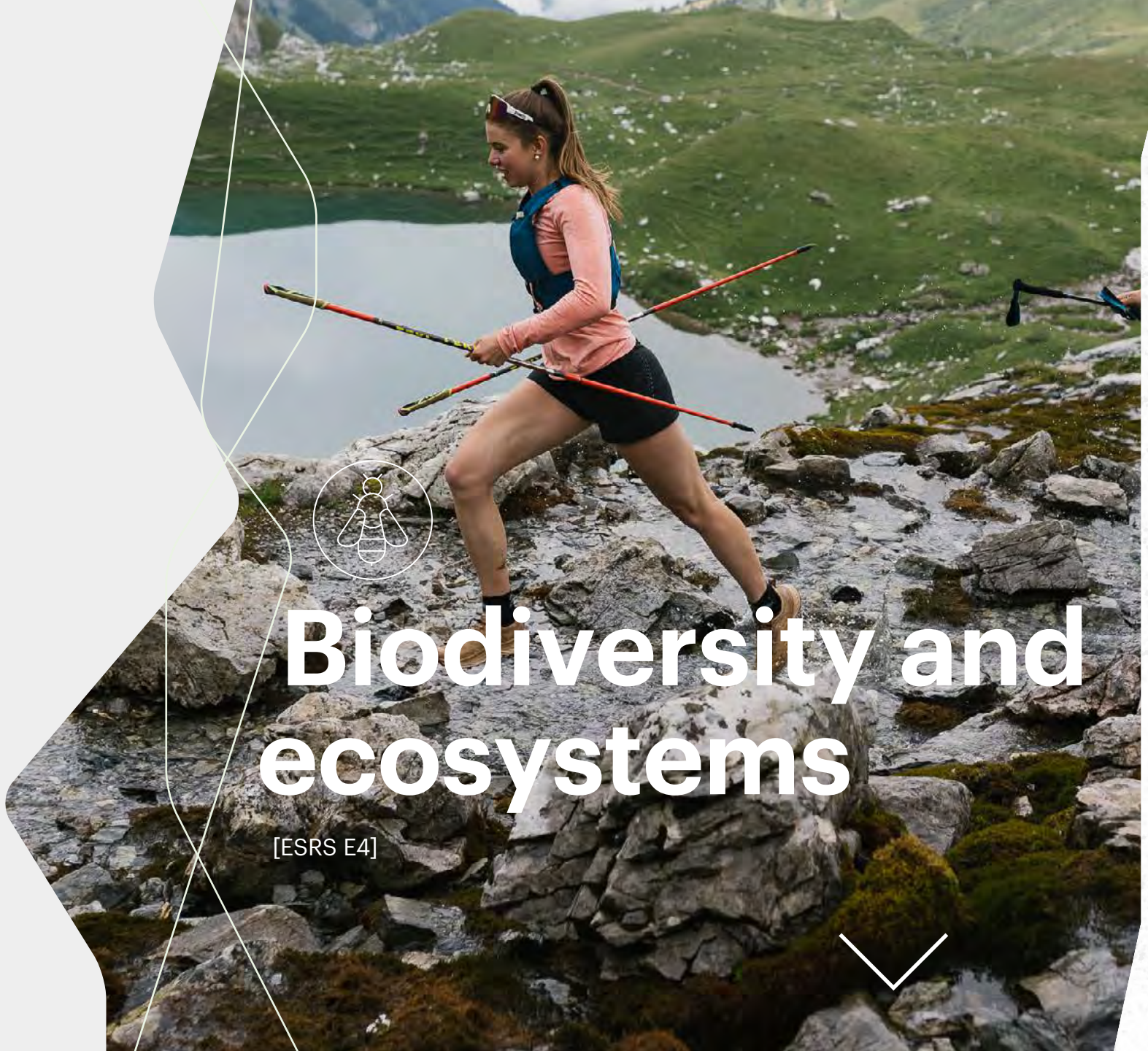


Specifically, the IROs identified are as follows (E2 - ESRS 2 IRO-1 – 11 a, b):

- **Potential negative impact regarding the use of harmful substances in production processes:** waterproofing, dyeing and finishing activities carried out by LOWA and its suppliers may lead to the release of microplastics and hazardous chemicals, such as PFCs (perfluoroalkyl compounds) and nitrosamines, into aquatic ecosystems. This may cause damage to aquatic habitats.

- **Potential negative impact regarding the use of harmful substances in production processes:** LOWA's and its suppliers' production processes may involve the release of hazardous chemicals which, if not properly managed, can accumulate in the soil. This can alter the chemical composition of the soil, compromising its fertility.

- **Economic risk due to compliance with regulatory standards on soil pollution prevention, and economic and reputational risk related to any breach thereof:** compliance with soil pollution prevention regulations could require changes to LOWA's production processes, resulting in additional costs and possible temporary production reductions. Furthermore, the tightening of the standards set by such regulations may expose the Group to the risk of sanctions and reputational damage if the established limits are breached.



Biodiversity and ecosystems

[ESRS E4]

Material impacts, risks and opportunities and their interaction with strategy and business model

[ESRS 2 SBM-3]



The Group carried out an in-depth analysis of the location of its production sites, assessing their proximity to protected natural sites or areas characterized by high biodiversity.

The analysis was carried out using specific tools, such as Natura 2000[6] for European sites and the Emerald Network[7] for those located in Ukraine, which made it possible to map proximity to any protected sites (E4-SBM-3-16 b, c).

ANALYSIS OF PROTECTED AREAS NEAR PRODUCTION SITES (E4-SBM-3-16 A)

Legal entity	Country	Position relative to the protected area	Area name	Natura 2000 Code	Emerald Network Code	Distance from the site (~ km)
Tecnica Group S.p.A.	Italy	Adjacent	Montello	IT3240004	–	1
		Adjacent	Grave del Piave - Fiume Soligo - Fosso di Negrisia	IT3240030	–	10
LOWA R&D S.r.l.	Italy	Adjacent	Prai di Castello di Godego	IT3240026	–	6
		Adjacent	Colli Asolani	IT3240002	–	7
Blizzard Sport GmbH	Austria	Adjacent	Unterfelben	AT3249000	–	4
LOWA Production s.r.o.	Slovakia	Adjacent	Tribeč	SKCHVU031	–	2
LOWA Sportschuhe GmbH	Germany	Adjacent	Naturschutzgebiet “Weichser Moos”	DE7634301	–	10
Tecnica Ungheria Kft	Hungary	Adjacent	Biri Nagy-rét	HUHN21163	–	0,5
		Adjacent	Kállósemjéni Csordalegelő	HUHN20134	–	3
Blizzard Produktion LLC	Ukraine	Adjacent	Prytysianskyi	–	UA0000113	1
Tecnica Group Ukraina LLC	Ukraine	Limitrofa	Ponyzzia Borzhavy	–	UA0000270	5

[6] *Natura 2000 Viewer*
[7] *Emerald Network - General Viewer*

Description of the processes to identify and assess material impacts, risks, dependencies and opportunities related to biodiversity and ecosystems

[ESRS 2 IRO-1]

The double materiality analysis carried out identified the following material IROs:

- **Negative impact related to the loss of biodiversity resulting from land-use change:** the presence of Tecnica Group's and its suppliers' production facilities involves land-use change, as previously natural areas or areas used for other purposes are converted to accommodate industrial infrastructure. This change in land use can lead to an alteration of local ecosystems, with potential adverse effects on the biodiversity of the area (E4-IRO-1-17 a).

- **Economic and operational risk resulting from compliance with the European Deforestation-free Products Regulation:** the introduction of the European Deforestation-free Products Regulation requires companies to ensure that products placed on the European market do not contribute to deforestation. For Tecnica Group, this requires implementing traceability and verifiability systems along the supply chain to ensure that the raw materials used, such as leather, rubber, wood and other derivatives, are not linked to deforestation activities. Failure to comply with these regulations could result in financial penalties and trade restrictions (E4-IRO-1-17 c, d).

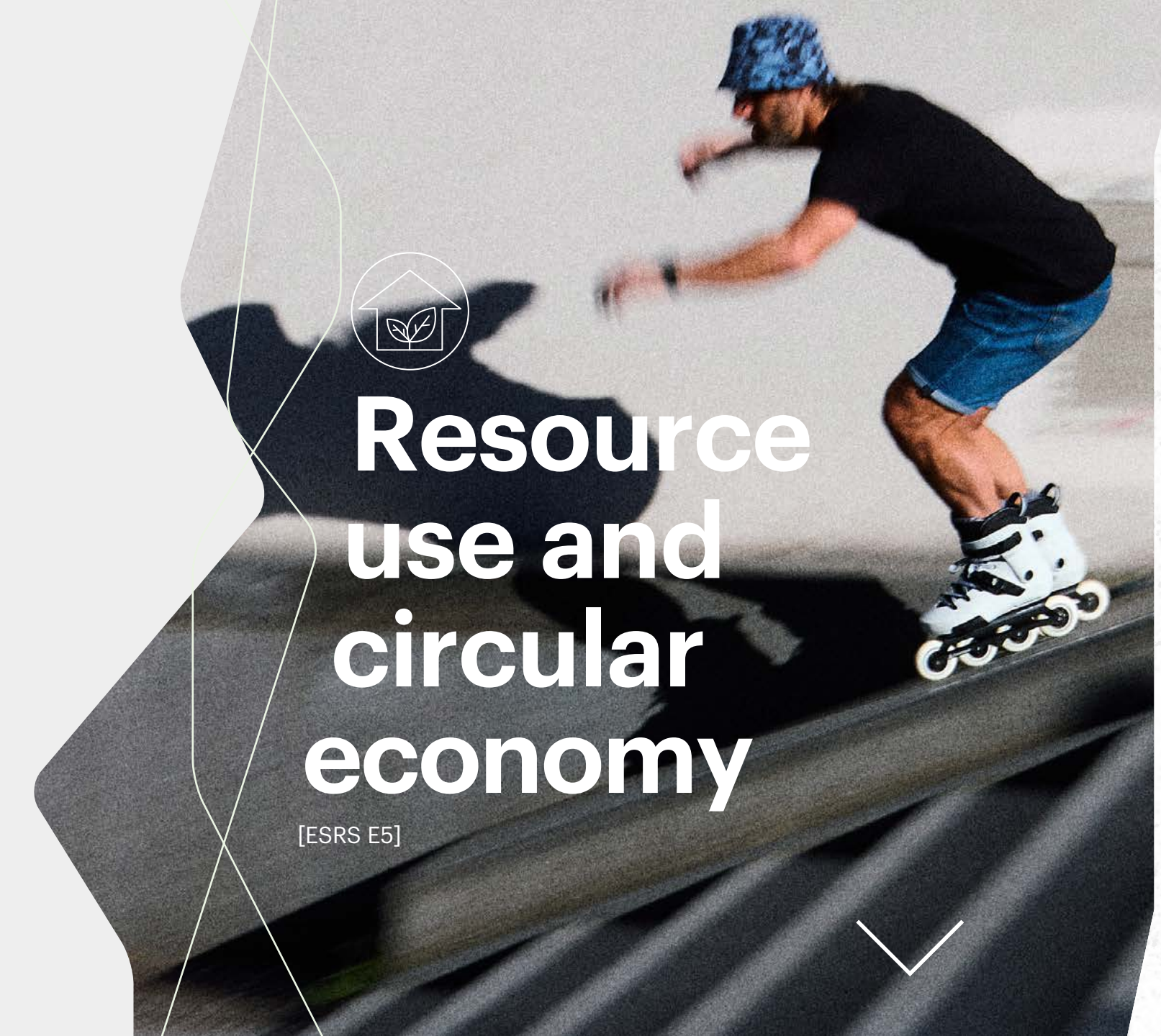


Actions and resources related to biodiversity and ecosystems

[E4-3]



Within the Group, LOWA Sportschuhe GmbH has developed several operational initiatives which, although not included in a formalized plan, help reduce direct and indirect impacts on biodiversity and ecosystems (E4-3-27). These initiatives include the adoption of the Leather Working Group (LWG)-certified leather traceability system, which, in addition to preventing deforestation and habitat degradation, ensures compliance with strict environmental criteria, guaranteeing compliance with applicable regulations and proper management of air emissions, water discharges, waste generated and the use of chemical substances.



Resource use and circular economy

[ESRS E5]

Description of the processes to identify and assess material impacts, risks and opportunities related to resource use and the circular economy

[E5 - IRO-1]

Based on the double materiality analysis carried out, described in detail in section [SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model, Tecnica Group has identified the following material IROs related to resource use and the circular economy (E5-IRO-1-11 a):

- **Positive impact through the recovery of value from end-of-life products via ecodesign and recycling:** Tecnica Group integrates ecodesign principles into the production of several product lines, improving the circularity of the entire production line and making the most recent models easier to disassemble at end of life and more suited to waste recovery.

- **Actual negative impact due to the consumption of natural resource reserves resulting from their use in production processes:** the use of virgin raw materials, both renewable and non-renewable, in production processes contributes to their depletion.

- **Potential negative impact due to environmental damage resulting from improper waste disposal:** incorrect waste disposal can generate significant environmental impacts.

- **Economic opportunity related to the development and marketing of products made with recycled material from end-of-life products:** the use of recycled materials and the adoption of ecodesign principles offer economic benefits, improving brand positioning among environmentally conscious consumers.

- **Economic and operational risk resulting from rising resource prices or resource unavailability:** rising prices or unavailability of raw materials such as metals and plastics can cause operational instability and higher procurement costs.



Policies related to resource use and the circular economy

[E5-1]

Tecnica Group has defined procedures and control mechanisms related to resource use and circular economy topics, aimed at governing the management of relevant materials and operational processes, as well as the traceability of control activities (MDR-P 65 a, b, c) (E5-1-12, 13, 14, 15)

Quality procedures

Operating instructions and internal controls have been adopted governing the management of resources and materials across the main stages of operational processes, from product development to procurement, through to quality control activities at the production sites in Giavera (Tecnica Group S.p.A.), Mittersill (Blizzard Sport GmbH) and Nagykálló (Tecnica Ungheria Kft).
These activities involve defining and updating product technical specifications and reference samples shared among the functions involved, as well as carrying out checks on incoming materials and at the main stages of the production process. The results of these activities are used to update operational processes, in a continuous improvement approach inspired by the PDCA (Plan-Do-Check-Act) cycle.

Waste management

Waste management at Tecnica Group S.p.A. is governed by the Environmental Management Procedure, which regulates waste classification, the identification of storage areas and the verification of authorized capacities. The procedure requires maintaining the waste loading and unloading register, periodically updating the list of waste treated, and complying with reporting obligations to the relevant Authorities, ensuring that waste movements take place in accordance with applicable regulations.

Management systems related to the circular economy

In 2025, Tecnica Group S.p.A. obtained ISO 14067:2018 certification "Systematic approach to the quantification of the carbon footprint of products" for the ski boot product category[8]. This system includes processes that, while aimed at the structured management of carbon footprint data, also cover areas related to the circular economy, such as the management and reuse of post-production waste, for the product category included in the scope of the certification.

[8] *Note that the Carbon Footprint relates to 2023 data and that the study was carried out taking into account PCR 2023:07 v 1.0.0 ski footwear issued by "The International EPD System." In addition, the pilot study was conducted on the Cochise 120 ski boot model.*

Actions and resources related to resource use and the circular economy

[E5-2]

To integrate circular economy principles throughout the product life cycle, in 2025 Tecnica Group S.p.A. implemented the following initiatives (E5-2-17) (E5-2-20 a, b, c, d, e, f) (E5 - ESRS 2 MDR-A 68 a, b, c).

Eco-design

Eco-design involves integrating environmental criteria into the early stages of product design, with particular attention to aspects such as durability, repairability and recyclability, as well as assessing environmental impacts across the entire life cycle.

During 2025, Tecnica Group S.p.A. carried out specific measurement and analysis activities based on Life Cycle Assessment (LCA) and Carbon Footprint tools, used as a technical reference to identify the main areas of impact and guide design choices and material selection.

LOWA, on the other hand, relies on the results of the LCA studies conducted in 2023, as support during the product development and design stages.

At the same time, a dedicated stream focused on selecting lower-CO2-intensity materials (new materials) was launched, with the aim of progressively increasing the use of recycled and bio-based materials. In support of this activity, Tecnica Group S.p.A. launched a process to create an internal database (material inventory) that links each material to a CO_2 equivalent factor or emission factor. This process enables technical comparisons between design alternatives and structured preparation for future traceability requirements.
Materials management is supported by assessments that consider performance, costs (as reported by suppliers) and environmental information, as well as by the collection of documentary evidence.



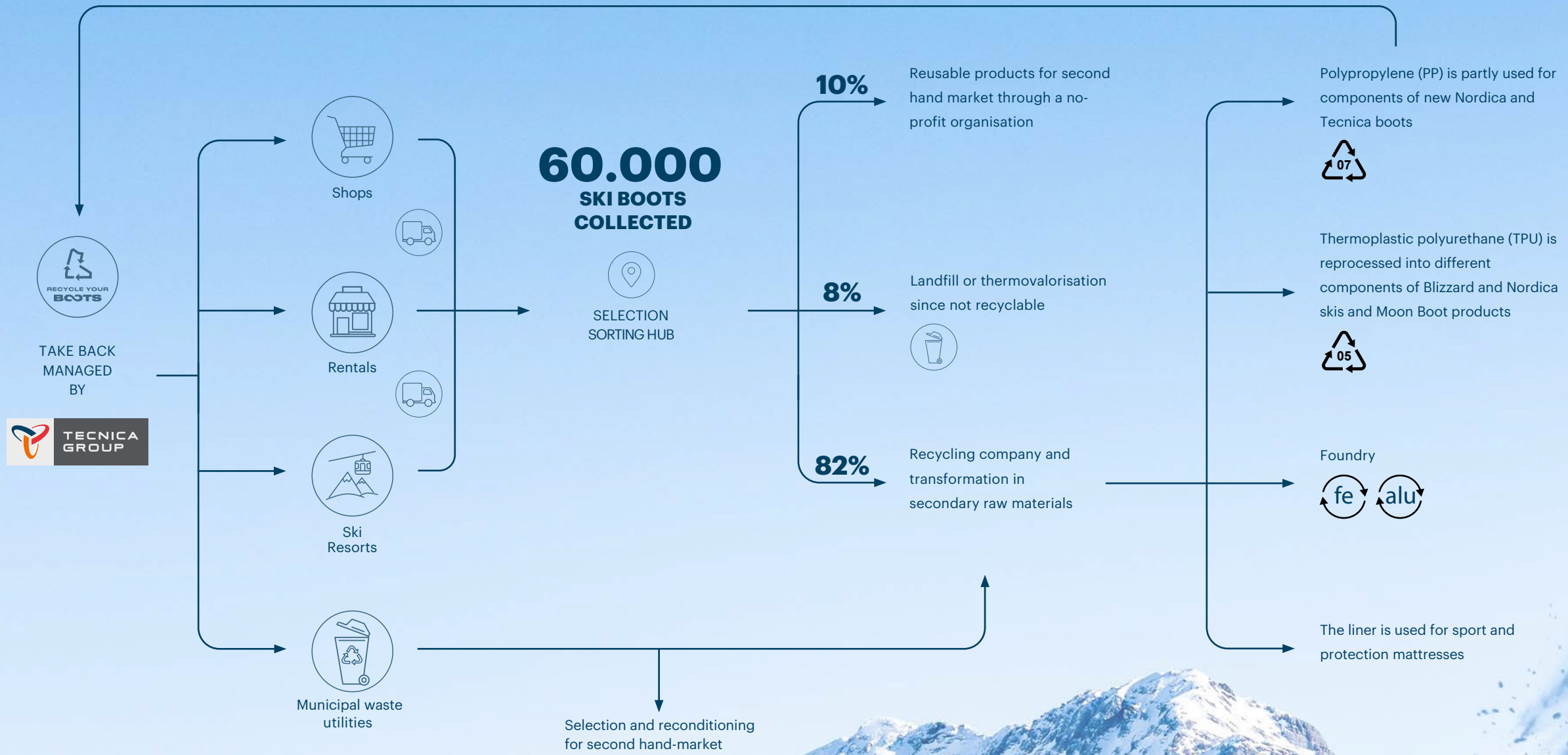
End-of-life

LEnd-of-life activities are aimed at extending the useful life of products and materials. In this area, the Group has for several years been running the **Recycle Your Boots** project, which involves collecting used boots of any brand, disassembling them and recovering materials for the manufacture of new products.

In 2025, the **Circularity Lab** was established, with the aim of further structuring end-of-life activities and the reintroduction of secondary raw materials into the Group's value chain. The project represents an evolution of initiatives already underway and forms the basis for the development of a future in-house recycling facility, aimed at improving process control and the quality of recovered materials.

In line with these initiatives, LOWA has offered a footwear repair and resoling service for over a decade, which allows the sole to be replaced while keeping the upper part of the product unchanged.

Each year, approximately 40,000 pairs of shoes are repaired and resoled at the German facility, extending their lifespan by enhancing durability and resistance. In 2025, the service was also expanded to the U.S. market through a partnership with a retailer.


RECYCLE YOUR BOOTS
TAKE BACK MANAGED BY
TECNICA GROUP
Shops
Rentals
Ski Resorts
Municipal waste utilities
60.000
SKI BOOTS COLLECTED
SELECTION SORTING HUB
10%
Reusable products for second hand market through a no-profit organisation
8%
Landfill or thermovalorisation since not recyclable
82%
Recycling company and transformation in secondary raw materials
Selection and reconditioning for second hand-market
Polypropylene (PP) is partly used for components of new Nordica and Tecnica boots
07
Thermoplastic polyurethane (TPU) is reprocessed into different components of Blizzard and Nordica skis and Moon Boot products
05
Foundry
fe
alu
The liner is used for sport and protection mattresses



85% of ski boots' materials are recycled

INPUT

3.86 kg

As average weight of a pair of ski boots

OUTPUT

3.25 kg

of materials recycled per pair of ski boots

OF WHICH

1.84 kg

Recycled plastics

0.56 kg

Metals

0.85 kg

Liner flakes



Resource inflows
[E5-4]

Various types of materials are used in the Group's production process, in line with the variety of products manufactured, which mainly include skis, ski boots and outdoor footwear. As a result, the raw material procurement system is diverse and differentiated by product category (E5-5-30):

- **Ski production:** procurement mainly involves composite materials, wood, metals and alloys (including aluminum and steel), as well as plastics and finished components such as bindings. These materials are used to make load-bearing structures, internal reinforcements and functional mechanisms.

- **Ski boot production:** the main materials used include technical plastics for shells and soles, metals for buckles and closure systems, as well as padding materials and technical fabrics for internal parts.

- **Footwear production:** involves the use of technical fabrics, biological and synthetic materials, padding materials and plastic components, depending on the specific performance required by the product.

- **Other products:** certain product categories, such as Rollerblade inline skates and Moon Boot après-ski boots, do not fall within the direct scope of the Group's production activities, as their manufacture is outsourced to external suppliers.

The table below shows the main materials purchased by the Group during 2025, broken down by product category and type of use. The data, expressed in tonnes, include virgin and composite materials used both for structural components and for functional components of finished products (E5-4-31a).

RESOURCE INFLOWS		
Material category	**u.m.**	**2025**
Technical material		
Plastics and synthetics	Tonnes	2827
Chemicals and adhesives	Tonnes	1782
Padding material	Tonnes	912
Composites & technical materials	Tonnes	745
Metals	Tonnes	434
Wood and paper	Tonnes	341
Packaging	Tonnes	90
Accessories and small parts	Tonnes	85
Other	Tonnes	564
Total technical material	**Tonnes**	**7780**
Biological material		
Wood and paper	Tonnes	906
Wood and paper packaging	Tonnes	421
Leather	Tonnes	340
Total biological material	**Tonnes**	**1667**
Total resource inflows	**Tonnes**	**9447**

The share of biological materials with sustainability certifications is approximately 6%, corresponding to 573 tonnes, and relates to materials purchased by Blizzard Sport GmbH and Tecnica Group S.p.A.

During 2025, Tecnica Group S.p.A. also used approximately 303 tonnes of secondary and recycled materials, comprising approximately 98% post-industrial materials, 2% GRS-certified raw materials, and the remainder from packaging bags. Blizzard Sport GmbH, on the other hand, used approximately 75 tonnes of secondary and recycled materials, mainly cardboard boxes and titanal (E5-4-31 b, c).



Resource outflows

[E5-5]

Products

The main products output from the Group's production process include ski boots, outdoor footwear and skis, as described in section [SBM-1] Strategy, business model and value chain[9]. Over time, the Group has progressively evolved its product design activities, integrating, for some of them, ecodesign principles and circularity-oriented processes, as described in the previous sections (E5-5-34 a) (E5-5-35).

For the skis and ski boots product categories, Tecnica Group, together with other companies in the relevant industrial sector, has defined shared expected durability values of 180 and 150 days respectively, developed in collaboration with other manufacturers and currently being integrated into the Product Environmental Footprint Category Rules (PEFCR) documents. Skis are not intrinsically repairable, while an internal durability index has been developed for boots and footwear. A study on footwear durability is currently underway as part of the PEFCR update process (E5-5-36 a).

With regard to recyclability, internal analyses conducted on certain products show differentiated results across categories. Ski boots have a recyclability rate of 88,6% (3.253 kg out of 3.670 kg), mainly due to the presence of recoverable technical polymers and metals. Skis and certain types of footwear are not recyclable, as the product structure and the combination of materials used make it difficult to separate components for recycling purposes.



Waste

The Group monitors the waste flows generated by production activities, distinguishing between waste destined for recovery and disposal, as well as between hazardous and non-hazardous waste, in order to ensure management in compliance with regulatory requirements (E5-5-34 b).

In 2025, Tecnica Group generated a total of 3.004 tonnes of waste. The main flows are attributable to offcuts from mechanical and assembly processes, plastic and textile material residues, metal components and chemical waste. Hazardous waste, mainly associated with the use of glues, solvents and treated materials, was mostly sent for disposal, with a residual portion sent for recovery. No radioactive waste was produced (E5-5 38 a).

In 2025, 40% of total waste was sent for recycling or reuse (E5-5 38 b).

[9] *Note that for the inline skates product category, there is currently no specific information on recyclability, durability and repairability.*

WASTE GENERATED		
	u.m.	**2025**
Total quantity of waste generated (E5-5 37 a)	**Tonnes**	**3004**
Non-hazardous waste		
Non-hazardous waste not destined for disposal (E5-5 37 b)		
Preparation for reuse	Tonnes	72
Recycling	Tonnes	1197
Other recovery operations	Tonnes	25
Total	**Tonnes**	**1294**
Non-hazardous waste destined for disposal (E5-5 37 c)		
Incineration	Tonnes	489
Landfill disposal	Tonnes	1072
Other recovery operations	Tonnes	7
Total	**Tonnes**	**1568**
Total non-hazardous waste generated	**Tonnes**	**2862**



Hazardous waste		
Hazardous waste not destined for disposal (E5-5 37 b) (E5-5 39)		
Preparation for reuse	Tonnes	5
Recycling	Tonnes	13
Other recovery operations	Tonnes	7
Total	**Tonnes**	**24**
Hazardous waste destined for disposal (E5-5 37 c) (E5-5 39)		
Incineration	Tonnes	47
Landfill disposal	Tonnes	62
Other disposal operations	Tonnes	9
Total	Tonnes	118
Total hazardous waste generated	**Tonnes**	**142**
Total waste not destined for disposal	**Tonnes**	**1318**
Total waste destined for disposal	**Tonnes**	**1686**
Total quantity of non-recycled waste (E5-5 37 d)	Tonnes	1,795
Percentage of recycled waste (E5-5 37 d)	**%**	60%



Social information

Own workforce

[ESRS S1]

Interests and views of stakeholders

[ESRS 2-SBM-2]

For Tecnica Group, the workforce represents a key stakeholder category.

Workforce engagement is ensured through various tools, such as:

- internal survey,
- performance review,
- HR help desk,
- training initiatives,
- communications delivered via the intranet or company newsletter

which foster ongoing dialogue and active listening (S1-SBM-2-12).



Material impacts, risks and opportunities and their interaction with strategy and business model

[ESRS 2-SBM-3]



The impacts on Tecnica Group's workers arise from the Company's activities, the conditions present at production sites, and the relationships established along the value chain (S1-SBM-3-13 a). Workers who may be materially affected by the Group's business activities include direct employees, workers with employment contracts, and self-employed contractors, active in all the countries where the Group operates (S1-SBM-3-14 a).

The double materiality analysis carried out identified the following material impacts:

- **Positive impact resulting from employee wellbeing and listening initiatives** (S1-SBM-3-14-c): Tecnica Group promotes a healthy work environment through periodic surveys and work-life balance initiatives, such as smart working and corporate welfare programs;
- **Positive impact on employees' personal and professional development** (S1-SBM-3-14-c): the Company invests in training and coaching to enhance employees' skills, with positive effects on motivation, performance and retention;
- **Negative impact on occupational health and safety**: in production processes, workers may be exposed to injury risks or to factors that may harm their health in the long term;
- **Negative impact due to potential unfair treatment and lack of inclusion:** the absence of structured diversity policies could give rise to discrimination and limitations in career opportunities, with negative impacts on the corporate climate and equal treatment;
- **Negative impact due to potential data protection breaches:** inadequately protected IT systems can expose employees to data breach risks, undermining trust and regulatory compliance;
- **Negative impact due to potential human rights violations**: if the organization's processes are not adequately monitored, impacts on employees related to inadequate protection of human and labor rights may occur;

The negative impacts described above are not systemic[10] or structural[11] in the contexts in which the Group operates. On the contrary, they are limited to isolated episodes (S1-SBM-3-14 b).

[10] *Systemic character refers to an impact that forms part of a broader, interconnected dynamic, influenced by external factors (environmental, social or economic). As a result, the Company cannot directly control it, and the impact may generate knock-on effects.*
[11] *Structural character refers to an impact that arises from recurring internal processes or characteristics of the business model or sector. It is therefore an impact rooted in business activities and not attributable to isolated episodes.*

The positive impacts mainly concern employee wellbeing and improved work-life balance. The initiatives and activities implemented, described in section [S1-4] Taking action on material impacts on own workforce and approaches to managing material risks and pursuing material opportunities related to own workforce, and the effectiveness of those actions, generate positive effects on the Group's employees (S1-SBM-3-14 c).

The risks and opportunities identified are (S1-SBM-3-14 d)

- **Opportunities related to initiatives promoting employee wellbeing:** a focus on improving employee wellbeing can increase productivity and, consequently, profits, reduce absenteeism, increase employee retention and improve Tecnica Group's reputation;

- **Operational risk related to worker health and safety:** inadequate health and safety management can lead to an increase in accidents, with economic consequences due to healthcare costs, staff replacement and potential turnover. Such shortcomings can compromise operational continuity and damage Tecnica Group's reputation, both nationally and internationally;

- **Operational and economic risk due to potential violations of employees' privacy:** cyberattacks could compromise sensitive data and company systems, with legal and economic impacts, as well as business disruptions;

- **Economic risk resulting from inadequate remuneration policies:** if violations of human rights or equal opportunities occurred within Tecnica Group due to inadequate measures and protocols, the Group could incur penalties;

- **Economic risk due to episodes of discrimination within the workforce:** the absence of anti-discrimination safeguards can generate internal tensions and costs for the subsequent adoption of corrective measures;

- **Economic risk caused by dependence on the workforce:** the loss of strategic personnel due to a lack of incentives or growth paths can cause high turnover costs and loss of know-how.

No cases of forced, compulsory or child labour have been identified within Tecnica Group's activities, either at specific production facilities or in particular geographical areas. Furthermore, no groups of workers with characteristics or job duties that would expose them to significantly higher risks than the rest of the workforce have been identified. The risks identified are transversal and cannot be attributed to specific categories of employees. (S1-SBM-3-14 e, f, g) (S1-SBM-3-15) (S1-SBM-3-16)



Policies related to own workforce

[S1-1]

Tecnica Group adopts a set of policies and procedures aimed at preventing the identified negative impacts and risks and promoting a fair, safe and inclusive working environment (MDR-P 65 a, b, c). The Group Code of Ethics sets out the fundamental principles relating to respect for human rights, equal treatment, protection of health and safety, inclusion, continuous training and the protection of personal data (S1-1-19).



Human rights commitments

The ethical principles governing Tecnica Group's business conduct, set out in the Group Code of Ethics, reflect the UN Guiding Principles on Business and Human Rights (UNGP), the ILO Conventions on forced labor, child labor, non-discrimination and freedom of association, the OECD Guidelines for Multinational Enterprises, the Charter of Fundamental Rights of the European Union, and the Women's Empowerment Principles (WEP) (S1-1-20 a, b) (S1-1-21).

These commitments are implemented through targeted initiatives, including:

- promoting safe working conditions (HSE system);
- preventing discrimination and harassment (Non-Retaliation Policy, Whistleblowing);
- protecting personal data (GDPR)[12].

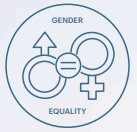
[12] *General Data Protection Regulation*

Any violations relating to human rights or discrimination can be reported through the **Whistleblowing** system, described in section [G1-1] Corporate culture and business conduct policies, accessible online to all Group personnel (S1-1-20 c).

Finally, it should be noted that the Code of Ethics expressly condemns all forms of exploitation, including child labor, forced or compulsory labor and human trafficking (S1-1-22).

Approaches against discrimination and for inclusion
Tecnica Group S.p.A. has implemented a certified Gender Equality management system in accordance with **UNI/PdR 125:2022**, the main operational tool aimed at fostering a fair, inclusive and discrimination-free working environment. This system is governed by the **Gender Equality Policy** and is structured through a series of formalized procedures, including:

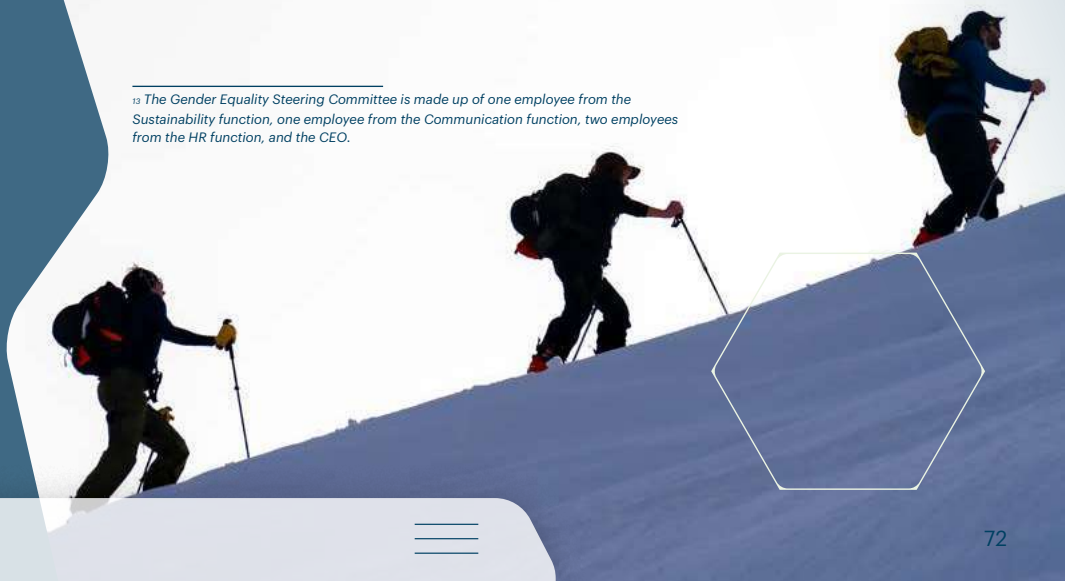
- **Gender Equality Procedure,** which governs recruitment, career development, pay equity, parenthood, work-life balance and harassment prevention processes.
- **Personnel Selection, Hiring and Management Procedure,** which defines neutral recruiting criteria.
- **Procedure for Measuring and Monitoring the Performance of the Gender Equality Management System,** which governs responsibilities for indicator control processes and the conduct of internal audits.
- **Procedure for Identifying Applicable Gender Equality Requirements,** which ensures continuous updates on legislative and regulatory requirements in the area of personnel management.
- **Communication Management Procedure,** which defines the use of neutral language, the management of internal and external communication flows, and the methods of engaging with stakeholders.
- **Pre-, During- and Post-Maternity Management Procedure,** which governs the use of maternity leave and the return to work.
- **Internal Job Posting Procedure,** which ensures transparency and equal opportunities in internal mobility.



Overall implementation of the system is coordinated by the **Gender Equality Steering Committee**[13] and the HR Function.13

The policies are approved by the Board of Directors, disseminated through formal channels (intranet, onboarding, internal communications and training), and reflect the Company's commitment to valuing diversity, respecting rights, protecting people and strengthening a corporate culture based on merit and responsibility (S1-1-24 a, b, c, d).

[13] *The Gender Equality Steering Committee is made up of one employee from the Sustainability function, one employee from the Communication function, two employees from the HR function, and the CEO.*





Accident prevention system

Tecnica Group S.p.A., as the parent company, is considering adopting an HSE system aligned with the requirements of the ISO 45001:2018 standard. Current management of occupational health and safety aspects includes the adoption of emergency procedures, training activities and health surveillance. In addition, Tecnica Group has defined a set of performance indicators designed to monitor and improve the effectiveness of the measures adopted.

To support this process, a dedicated health and safety group has been established, bringing together the operational HSE managers of each company. This group, known as the **Global HSE Working Group**, serves as the cross-functional body for coordinating and aligning health and safety initiatives globally (S1-1-23).

Confidentiality and personal privacy

In 2025, Tecnica Group S.p.A. renewed its privacy governance through the appointment of a new DPO and the implementation of a formalized organizational model, which includes:

- **Privacy Committee**, meeting quarterly and involving the most exposed functions (HR, IT, Legal, Communication/Marketing, HSE);
- **Internal privacy officer**, with weekly meetings to monitor progress and manage the action plan;
- **Formalized roles and responsibilities,** including the appointment of authorized data processors, differentiated by functional area.



/ The Group's human capital

Processes for engaging with own workers and workers' representatives about impacts

[S1-2]

Employees' perspectives and needs are gathered through ongoing listening tools, described in section [S1-3] Processes to remediate negative impacts and channels for own workers to raise concerns. These are complemented by dialogue with the trade union representatives present in Italy and Austria, in full respect of workers' fundamental rights and with the aim of promptly identifying needs and expectations (S1-2-27 a, b, d).

These processes are coordinated by the central HR function, which ensures their integration into the Group's organizational model.
The Sustainability Committee, which includes the Group HR Director, plays a supervisory role and contributes to the strategic coordination of initiatives and actions developed regarding workforce engagement and protection (S1-2-27 c).

Processes to remediate negative impacts and channels for own workers to raise concerns

[S1-3]



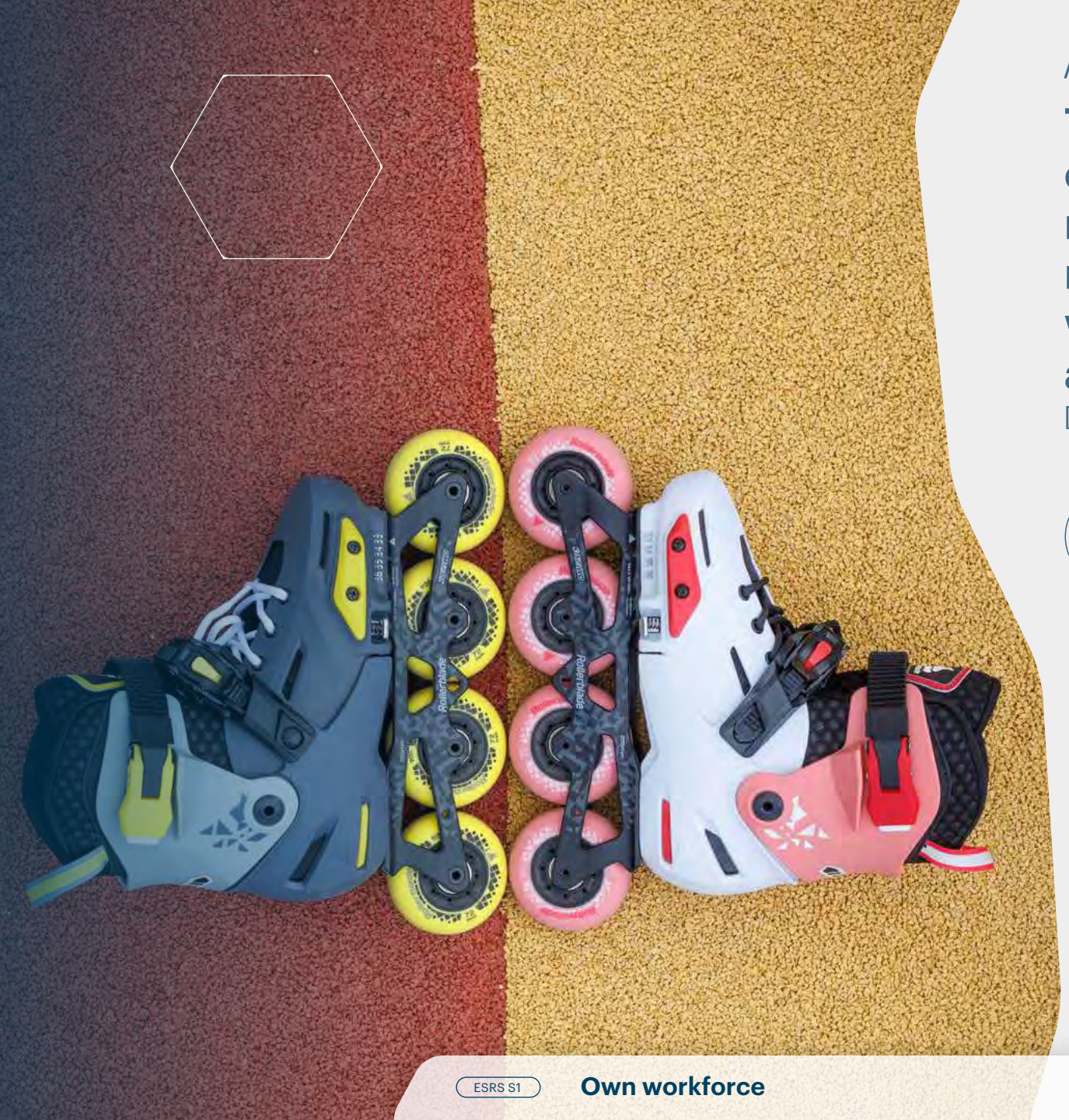
Tecnica Group has adopted a system for managing material negative impacts on the workforce, which includes formal reporting mechanisms, listening channels and remediation procedures that can be activated in the event of concerns or issues raised by workers. Upon receiving reports, the Company promptly implements the necessary corrective actions, assessing the effectiveness of the measures adopted based on case resolution (S1-3-32 a, e).

To enable the workforce to directly and safely communicate any needs, issues or observations, Tecnica Group provides several dedicated channels (S1-3-32 b) (S1-3-33):

- **Whistleblowing channel**, integrated into the Company's compliance system, which allows confidential reporting of potential violations or conduct contrary to the principles of the Code of Ethics (S1-3-32 c). For more details on how the Group's whistleblowing channel operates, see section G1-1 - Business conduct policies and corporate culture.

- **HR help desk**, active monthly at Tecnica Group S.p.A.'s warehouses, provides a direct point of contact between operational staff and the Human Resources Function. The help desk fosters informal, immediate dialogue, useful for spontaneously reporting needs or critical situations (S1-3-32 d).

- **Periodic surveys,** conducted annually among Tecnica Group S.p.A. and LOWA Sportschuhe GmbH staff, are aimed at gathering structured feedback on wellbeing, corporate climate, welfare and satisfaction. The surveys are also an effective tool for identifying any sensitive issues or areas for improvement.



Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

[S1-4]

The entire HR network operates in synergy with the Group HR Director, who is responsible for ensuring strategic consistency, uniform personnel management practices, and support in identifying and managing workforce-related impacts and risks at Group level (S1-4-39).

For every action or initiative adopted, Tecnica Group is committed to ensuring that its practices do not generate, or contribute to generating, significant negative impacts on the workforce (S1-4-41).

The following sections describe the actions taken, planned or in progress during the reporting year (S1 - ESRS 2 MDR-A 68 a, b, c).

People's health and safety

Tecnica Group recognizes the health and safety of its people as a priority issue in managing relationships with workers (S1-SBM-3-14 d).

In 2025, the **Global HSE Working Group**, led by the Internal Audit function, continued the process of harmonizing health and safety measures through technical sessions and site visits, mainly at the various production sites. During these activities, topics such as accident prevention, risk assessment, training strategies and active worker involvement were explored in depth. Dedicated spin-offs were created to also integrate commercial sites into the process.

The Working Group also monitored the progress of local remediation plans for Austria, Italy, Hungary, Slovakia and Ukraine. Topics addressed included the adoption of new PPE and the definition of local H&S targets. Regulatory differences between countries, such as the use of alcohol testing, require constant adaptation of the measures in place to ensure consistent management across all Group companies.

Starting in January 2025, a Group HSE Ambassador was also appointed, taking on a proactive role in promoting and raising awareness of workplace safety, sharing best practices through dedicated working groups involving local representatives from the production facilities.

To strengthen cross-site engagement on health and safety issues, a periodic **HSE Newsletter** was introduced, distributed via email and the intranet, sharing project updates, best practices, results and local initiatives.

In line with the attention and importance the Group places on this topic, on the occasion of World Day for Safety and Health at Work (28 April), established by the ILO, Tecnica Group organized its first **Global Health and Safety Week.**

Some Group companies have launched structured direct workplace observation activities, aimed at identifying risks, understanding actual processes and promoting immediate dialogue with workers **(safety gemba)**. Some Group companies have also implemented a periodic internal audit program, fostering discussion and contributing to building a shared safety culture.

Blizzard Sport GmbH, in particular, has launched a regular cycle of four annual HSE audits for the production area. In addition, behavioral measures to reduce near misses have been introduced, including the use of automatic speed limiters for forklifts and dispensers with retractable blades in warehouse and packaging areas.

To support mental health and stress management, Tecnica Group S.p.A. has launched dedicated initiatives such as an online psychological support desk and listening rooms available to staff. Both services will continue in 2026, contributing to the prevention of psychosocial risks and strengthening organizational wellbeing.

In 2025, at the Nagykallo plant (Hungary), the air conditioning system in the stamping area was replaced. This intervention reduced the internal temperature from around 38°C to 26°C during the year. The improvement in microclimatic conditions helped reduce the absenteeism rate during the summer period and decreased production errors by around 1.5% in the hottest months compared to previous years (S1-4-38 a, b) (S1-4-43).



Training and professional development

The Group considers training and professional development to be key elements for the long-term continuity of the business, as they contribute to maintaining corporate know-how, the ability to manage change, and the consolidation of internal skills (S1-SBM-3-14 d).

General training is managed centrally through a dedicated platform, which enables the delivery of mandatory and onboarding courses for all Group personnel. Content includes basic courses on health and safety, GDPR, diversity and inclusion, the Code of Ethics, and the responsible use of Artificial Intelligence. The courses are delivered via e-learning and must be completed by predetermined deadlines (S1-4-38 d).-

Individual Group companies organize additional specific courses based on their operational needs or internal requests. These include language courses, soft skills development, technical and specialist training, as well as sessions dedicated to safety, quality, sustainability, environmental management and cyber risk (S1-4-38 c).

Over time, Tecnica Group has developed a series of initiatives to promote employee wellbeing and support work-life balance, with positive impacts on retention, absenteeism and corporate reputation (S1-SBM-3-14 d).

In 2025, the renewal of the **Second-Level Agreement** at Tecnica Group S.p.A. introduced and strengthened measures such as: leave for medical appointments and remote parent-teacher meetings, flexible hours and part-time work, smart working, a birth bonus, scholarships for employees' children, welfare policies, and the option to convert bonuses into flexible benefits. In addition, the Company's employees can access the "family and friends" program, which offers discounts on products from the Group's brands.

At LOWA sites in Germany, employee benefits tools are in place, such as access to multi-brand discounts and employee services, as well as a bicycle leasing program on favorable terms. In Tecnica Ungheria, the company summer camp initiative continues to support employees with children, helping with family management during the summer period (S1-4-38 c) (S1-4-40 b).

To ensure effective management and monitoring of these actions, Tecnica Group uses digital management tools to analyze personnel costs and allocations to welfare projects, as well as periodic surveys to gather feedback and measure perceived effectiveness (S1-4-38 d) (S1-4-43).





Respect for diversity and equal opportunities

Tecnica Group is defining a structured pathway aimed at promoting an inclusive, fair working environment that respects diversity, with the goal of preventing and mitigating the risk of discrimination and inequality (S1-SBM-3-14 d).

In 2024, Tecnica Group S.p.A. launched a Diversity & Inclusion (D&I) training program aimed at key company figures and selected teams. In 2025, the Company strengthened this pathway by implementing and structuring the **Gender Equality Management System**, certified according to UNI/PdR 125:2022. The D&I training pathway was expanded through progressive levels: first the leadership team, then second-level managers, followed by the warehouse area (with a focus on ethnicity and language), and finally the entire company population. The initiatives were designed based on dedicated focus groups and a D&I survey. A focus area on inclusive communication was activated, with practical content shared weekly via intranet and email. Interview guidelines and short training modules on bias and inclusive techniques were also introduced.

The LOWA companies have launched a training pathway dedicated to anti-discrimination and ethical conduct topics, integrated into their management system and supported by periodic surveys on wellbeing and mental health (S1-4-38 a) (S1-4-40 a).

A dedicated budget supports the development of initiatives on diversity and equal opportunities, as well as the use of external consultants and the work of Tecnica Group S.p.A.'s Sustainability Committee (S1-4-43). The effectiveness of the initiatives is monitored through internal surveys on climate and inclusion (S1-4-38 d).

Cybersecurity and personal data protection

The protection of personal data represents a significant risk for the workforce, given the handling of sensitive information and the use of digital HR platforms.

In 2025, the Group strengthened its privacy governance system, with targeted actions to improve the effectiveness of data and information system management, as described in section [S1-1] Policies related to own workforce (S1-SBM-3-14 d) (S1-4-38 a).

Privacy training activities are the main tool used to mitigate the negative IROs identified. Various courses are delivered each year via the digital platform to the entire company population, while the most exposed departments receive specialized in-person training (S1-4-40 a).

Tecnica Group dedicates specific budgets to training and external consultancy, in addition to internal IT and compliance teams involved in managing IT risks and defining cybersecurity policies. The effectiveness of the initiatives is monitored through course participation rates, completion rates for mandatory training modules, and the tracking of any incidents or anomalies (S1-4-38 d) (S1-4-43).

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

[S1-5]

In 2025, the Group consolidated its monitoring system and defined structured targets to assess the effectiveness of policies and initiatives aimed at the workforce, with a specific focus on health and safety, gender equality, organizational wellbeing and personal data protection.

-The table below shows, for each material issue, the respective macro-objectives, monitoring metrics, scope of application and organizational safeguards adopted, also highlighting the main methods of engaging people (S1 - ESRS 2 MDR-T 80 a, b, c, d, e, f).



Topic	Target	Metrics	Scope	Montioring	Link to policy and actions	Application period
People's health and safety	Reduce near misses and incidents	Near misses, Audit frequency, Number of safety walks and gembas, Number of corrective and preventive actions implemented	All the Group's producti on sites	On-site visits HSE Newsletter	HSE system	2025 - TBD
Respect for diversity and equal opportunities	Maintain and strengthen the Gender Equality (GE) system	Maintenance of the GE system, Increase in annual score	TG S.p.A	KPI monitoring, GE strategic plan	GE Policy	2024-2027
	Increase in female representation	% women on the Board and in senior positions, % women in the workforce	TG S.p.A.	KPI monitoring, GE strategic plan	GE Policy	2024-2027
	Pay equity	Pay equity across levels and promotions	TG S.p.A.	KPI monitoring, GE strategic plan	GE Policy	2024-2027
Work-life balance	Parental leave	Actual and potential beneficiaries, Days used/potential	TG S.p.A.	KPI monitoring, GE strategic plan	GE Policy	2024-2027
	Increase in psychological wellbeing	% service satisfaction, Monitoring of help desk usage	TG S.p.A.	KPI monitoring, GE strategic plan	GE Policy	2024-2027
Confidentiality and personal privacy	Complete privacy system compliance across all subsidiaries	Progress status	All subsidiaries	Structured audit cycle, Quarterly privacy committee, Internal DPO audit, External audit	Privacy organizational model	2025 - 2026

Characteristics of the undertaking's employees

[S1-6]

This section provides an overview of the main characteristics of the Group's workforce, with the aim of providing useful elements for understanding Tecnica Group's approach to personnel management.

The geographic distribution of employees as of 31/12/2025 is presented, broken down by company and country, with an additional focus on the breakdown by gender.

The analysis shows an overall higher presence of women (1,957) than men (1,498). This difference is particularly significant in certain countries, such as Hungary, Ukraine and Slovakia. This configuration reflects local production and organizational specificities typical of the industrial sites present in these areas.

It should be noted that the number of own workers was calculated based on the number of people employed at the end of the reporting period, in accordance with ESRS requirements (S1-6-50 d, e).

Number of employees by geographic area (S1-6-50 a) (SBM-1-40 a.iii)

Country	Company	u.m.	Men	Women	Total
Italy	Tecnica Group S.p.A.	n	182	139	321
	LOWA R&D S.r.l.	n	41	27	68
	Norfin srl	n	1	4	5
Austria	Blizzard Sport GmbH	n	150	62	212
	Lowa Austria	n	18	13	31
Hungary	Tecnica Ungheria Kft	n	208	328	536
Ukraine	Blizzard Produktion LLC	n	156	115	271
	Tecnica Group Ukraina LLC	n	19	125	144
USA	Tecnica Group USA Corp.	n	41	27	68
	LOWA Boots LLC	n	13	10	23
Switzerland	Tecnica Group Schweiz AG	n	16	8	24
	LOWA Schuhe AG	n	31	14	45
Germany	LOWA Sportschuhe GmbH	n	160	148	308
	Tecnica Group Germany GmbH	n	10	0	10
Slovakia	LOWA Produktion s.r.o.	n	422	911	1.333
France	Tecnica Group France S.a.r.l.	n	24	13	37
Japan	Tecnica Group Japan Ltd	n	3	3	6
China	Beijing Tecnica Sport	n	0	6	6
Canada	Tecnica Group Canada Inc.	n	3	4	7
Total		**n**	**1498**	**1957**	**3455**



Below is the distribution of employees by type of contract and gender, distinguishing between permanent, fixed-term, full-time and part-time contracts.
The analysis shows that most staff are employed on permanent contracts, confirming employment stability as a defining feature of the Group's workforce. Fixed-term contractual arrangements are limited and mainly linked to specific production, seasonal or organizational needs.

Employees by type of contract and gender

	u.m	Men	Women	**Total**
Permanent (S1-6-50 b-i)	n	1.473	1.932	**3405**
Fixed-term (S1-6-50 b-ii)	n	24	26	**50**
Total	**n**	**1497**	**1958**	**3455**

The Group's turnover rate was 28%, corresponding to 974 departures during the reporting period.
This figure takes into account the fact that seasonal workers are also employed at the plants, and that the second half of the year saw an increase in employees leaving the Company, mainly due to the closure of one of the LOWA Produktion plants.

Turnover rates (S-1-6-50 c)	**u.m**	**2025**
Total number of employees who left the Company	n	974
Turnover rate	n	28%

3405
Permanent employees
on a total of 3455



Characteristics of non-employees in the undertaking's own workforce

[S1-7]



In addition to employees with an employment contract, Tecnica Group's own workforce also includes non-employees who work on an ongoing basis at the Group's facilities. Although they do not fall within the formal definition of "employee," these workers may be exposed to material impacts arising from the corporate context and the Group's operational practices.

As with own employees, the number of non-employees is also calculated as the number of people present at the end of the reporting period and, in 2025, amounts to 153 (S1-7-55 b).

Collective bargaining coverage and social dialogue

[S1-8]

As of 31 December 2025, the percentage of employees covered by collective bargaining is 34% (S1-8 60 a). The percentage of employees represented by workers' representatives is 32% (S1-8 63 a).

	Collective bargaining coverage (S1-8-60 a, b, c)		**Social dialogue (S1-8-60 a, b)**
Coverage rate	Employees – EEA (for countries with > 50 employees representing > 10% of total employees)	Employees – non-EEA (estimate for regions with > 50 employees representing > 10% of total employees)	Workplace representation (EEA only) (for countries with > 50 employees representing > 10% of total employees)
0-19%	Slovakia, Hungary	-	Slovakia
20-39%	-	-	Italy
40-59%	-	-	-
60-79%	-	Ukraine	-
80-100%	Italy	-	Hungary

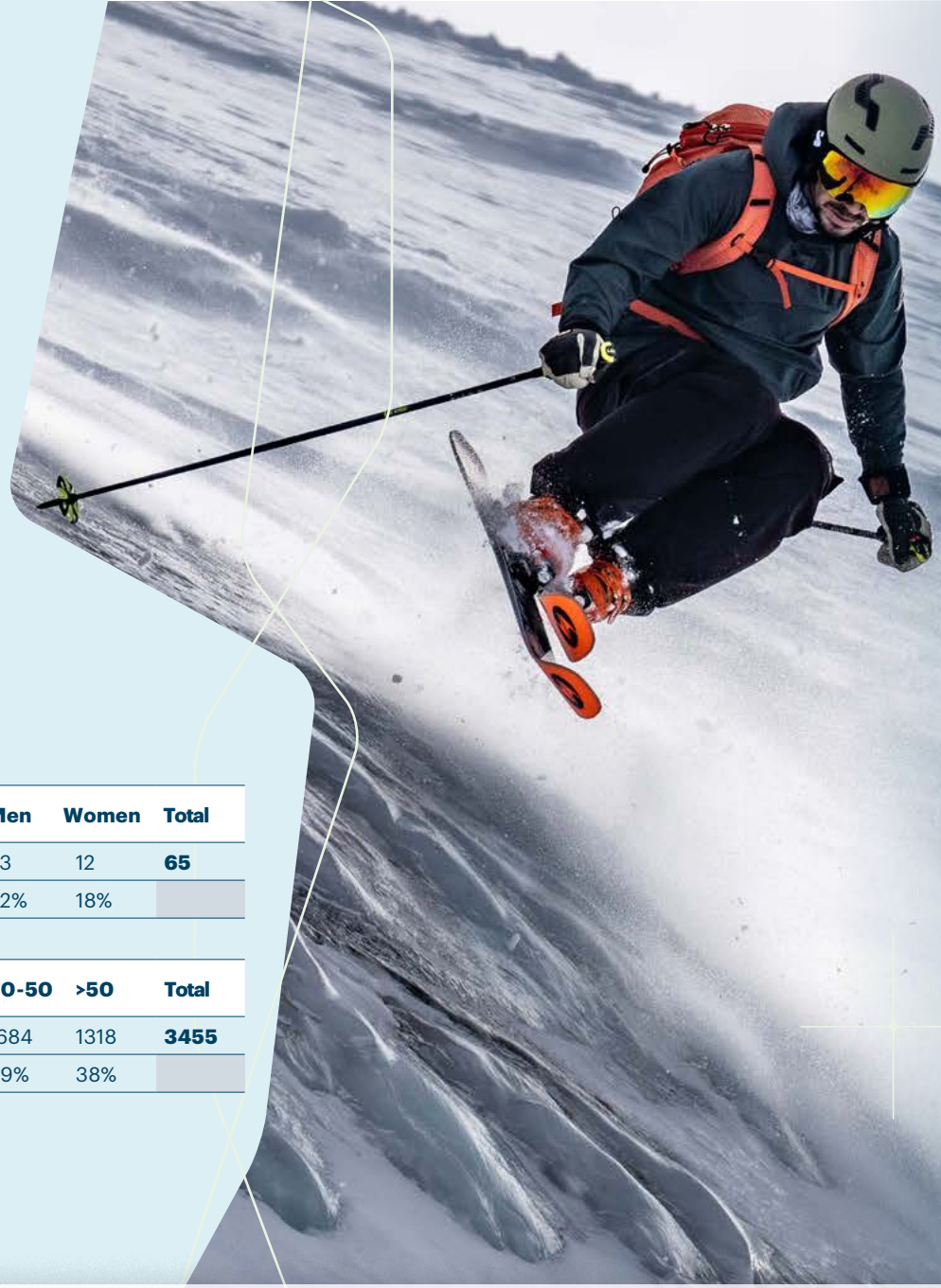
Diversity metrics

[S1-9]

Below are the tables relating to the composition of senior management and the distribution of employees by age group. This information makes it possible to analyze the Group's workforce demographic structure and better understand the composition of top-level positions.

Number of senior managers by gender (S1-9-66 a)	u.m	Men	Women	Total
Number of senior managers	n	53	12	**65**
Percentage	%	82%	18%	

Number of employees by age group (S1-9-66 b)	u.m	<30	30-50	>50	Total
Number of employees by age group	n	453	1684	1318	**3455**
% of employees by age group	%	13%	49%	38%	



Adequate wages

[S1-10]

All Tecnica Group employees receive adequate remuneration, defined in accordance with the applicable benchmarks in the various countries where the Group operates. In Italy, pay levels are set in compliance with the sector's National Collective Bargaining Agreement (CCNL), which is the main regulatory framework for economic and contractual conditions.

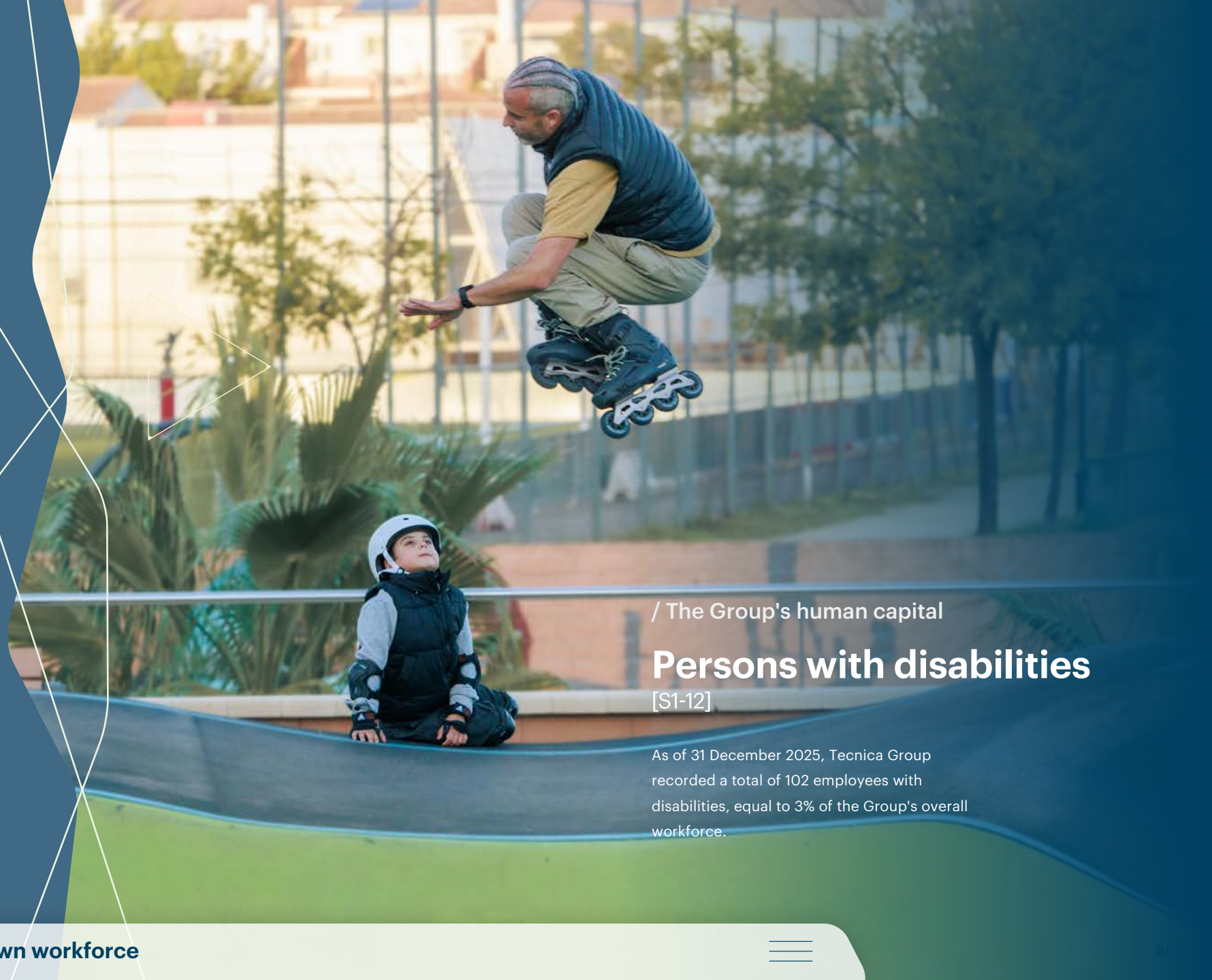
In non-EU countries, wages are set in accordance with local legislation, ensuring economic conditions aligned with national pay standards and consistent with applicable legal requirements (S1-10-69).

/ The Group's human capital

Social protection

[S1-11]

All Tecnica Group employees, excluding Tecnica Group Ukraina, Tecnica Group Japan and Beijing Tecnica Sport, are covered by forms of social protection that protect against loss of income resulting from various risk situations, including sickness, unemployment, workplace injury and acquired disability, parental leave, and retirement (S1-11-74 a, b, c, d, e). These measures are guaranteed in accordance with the national legislation applicable in the countries where the Group operates.



/ The Group's human capital

Persons with disabilities

[S1-12]

As of 31 December 2025, Tecnica Group recorded a total of 102 employees with disabilities, equal to 3% of the Group's overall workforce.



Training hours

61798

provided in 2025

28414

for male employees

33384

for female employees

Training and skills development metrics

[S1-13]

The metrics presented below provide an overview of the level of employee participation in performance review processes and training activities carried out during 2025.

All Group employees may be involved in performance review processes during the year. In 2025, 71% of the workforce took part in such processes.

Performance and career development (S1-13-83 a)	u.m	Men	Women	Total
Number of employees who participated in periodic performance and career development reviews	n	1114	1352	**2466**
Percentage of employees who participated in periodic performance and career development reviews	%	74%	69%	**71%**

Training hours (S1-13-83 b)	u.m	Men	Women	Total
Training hours	n	28414	33384	**61798**
Average training hours	%	18.97	17.06	**17.89**

The total number of training hours provided in 2025 was 61,798, broken down into 28,414 hours for male employees and 33,384 hours for female employees.

Health and safety metrics

[S1-14]

The health and safety monitoring metrics for the Group's direct employees are presented below.

Health and safety metrics	u.m	2025
% of employees covered by health and safety management systems (S1-14-88, 89 a)	%	90%
Number of fatalities as a result of work-related injuries and work-related ill health (S1-14-88, 89 b)	n	0
Number of recordable work-related accidents (S1-14-88, 89 c)	n	44
Rate of recordable work-related accidents (S1-14-88, 89 c)	%	7.17
Number of cases of recordable work-related ill health (S1-14-88, 89 d)	n	0
Number of days lost to work-related injuries and fatalities from work-related accidents and work-related ill health (S1-14-88, 89 e)	n	683

With regard to non-employees, 55% are covered by health and safety management systems; furthermore, no accidents, fatalities and/or occupational illnesses were reported during 2025.



Work-life balance metrics

[S1-15]

All Tecnica Group employees, excluding Beijing Tecnica Sport employees, are covered by provisions guaranteeing **the right to family-related leave**, in accordance with national legislation and collective bargaining agreements applied in the countries where the Group operates (S1-15-93 a). These protections include parental leave, maternity and paternity leave, as well as dedicated leave for the care of children or family members.

The recent renewal of the company-level supplementary agreement in Italy further strengthened these measures, introducing specific benefits to support parenthood and work-life balance. These include a birth bonus, additional leave for parent-teacher meetings, and a range of dedicated corporate welfare initiatives (S1-15-94).

Employees who took family-related leave (S1-15-93 b)	u.m.	Men	Women	Total
Employees who took family-related leave	n	151	257	**408**
Employees entitled to family-related leave	n	1498	1951	**3449**
Percentage of employees who took family-related leave	%	10%	13%	**12%**



Remuneration metrics (pay gap and total remuneration)

[S1-16]

In 2025, the ratio of the total annual remuneration of the highest-paid individual to the median remuneration of all other employees was 45.69. This figure, calculated based on total annual remuneration, is affected by the different geographies within the Group and the related remuneration policies.

With regard to the **gender pay gap**, in 2025 the Group recorded an overall figure of 45% (S1-16-97).

To provide a greater level of detail, the breakdown by country is shown below. It should be noted that the pay gap tends to be lower in Group companies with a larger and more heterogeneous workforce, and higher in smaller companies with a less balanced gender composition.

Country	2025
Austria	29%
Canada	34%
China	0%
France	27%
Germany	36%
Japan	50%
Italy	22
Slovakia	5%
Switzerland	5%
Ukraine	31%
Hungary	11%
USA	7%

/ The Group's human capital

Incidents, complaints and severe human rights impacts

[S1-17]

The data reported below concern i**ncidents, complaints and severe impacts relating to episodes of discrimination or human rights violations** within Tecnica Group.

Incidents, complaints and severe human rights impacts	u.m.	2025
Total number of incidents of discrimination, including harassment, reported in the reporting period (S1-17-103 a)	n	6
Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms) (S1-17-103 b)	n	23
Total amount of fines, penalties and compensation for damages as a result of the incidents and complaints described above, together with a reconciliation of the monetary amounts disclosed to the most relevant amount recognized in the financial statements (S1-17-103 c)	€	0
Number of severe human rights incidents connected to the undertaking's workforce during the reporting period, and the number of these that are cases of non-respect of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises. If no such incidents have occurred, the undertaking states this fact (S1-17-104 a)	n	0
Total amount of fines, penalties and compensation for damages for the incidents referred to in point a), together with a reconciliation of the monetary amounts disclosed to the most relevant amount recognized in the financial statements (S1-17-104 b)	n	0



Workers in the value chain

[ESRS S2]



/ Management of workers in the value chain

Interests and views of stakeholders

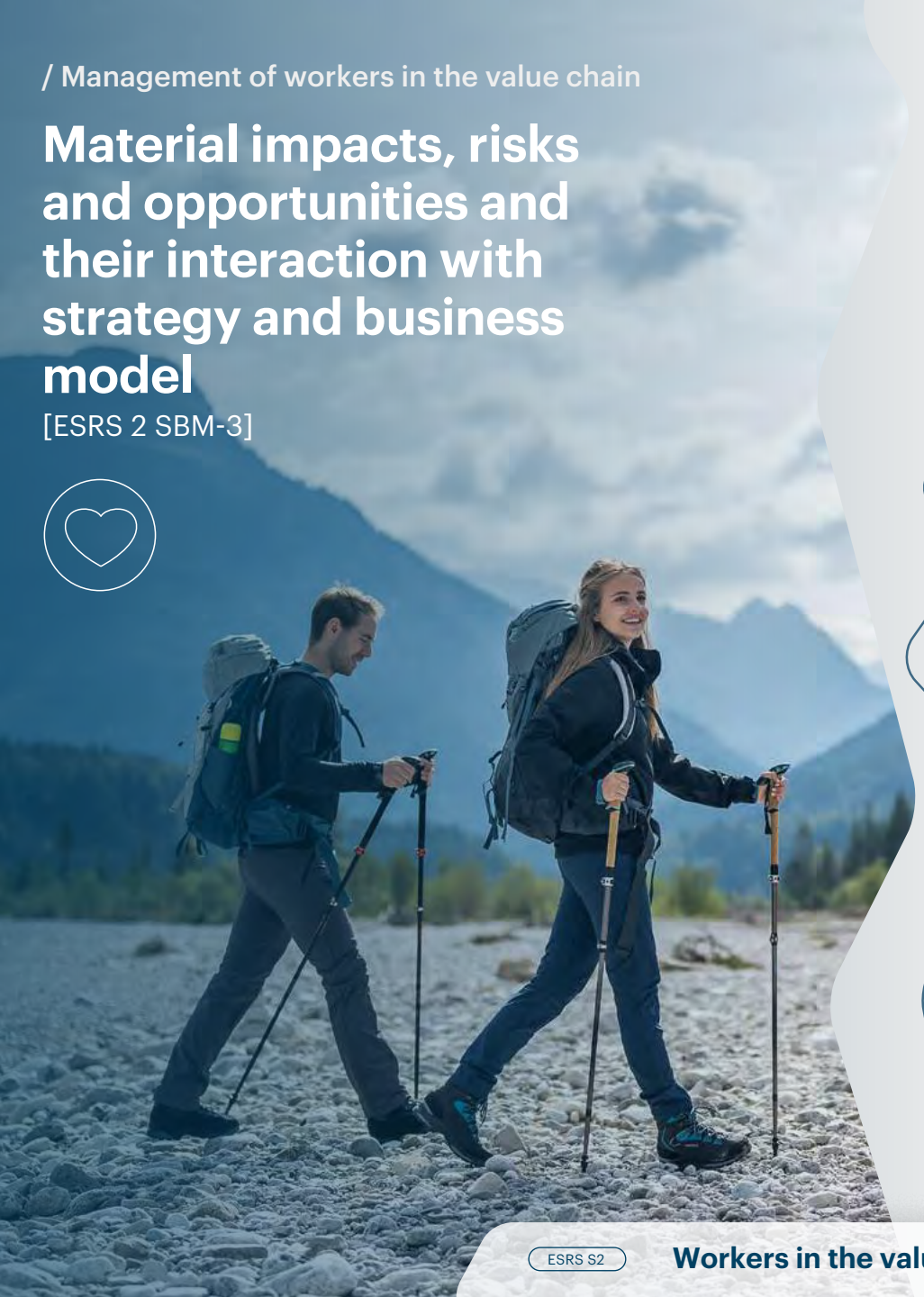
[ESRS 2 SBM-2]

Workers along the value chain represent an important stakeholder category for Tecnica Group, potentially exposed to significant impacts related to production activities.

The information gathered through the processes described in the following paragraphs allows the Group to identify the main risks related to working conditions and worker health and safety (S2-SBM-2-9).

Material impacts, risks and opportunities and their interaction with strategy and business model

[ESRS 2 SBM-3]



The way the Group selects its suppliers and manages production processes influences working conditions along the entire supply chain. In particular, the double materiality analysis carried out identified the following material IROs (S2-SBM-3-10 a, b) (S2-SBM-3-11 e):

- **Potential negative impact due to harm to the health and safety of workers and contractors resulting from a lack of safety management:** activities carried out along the entire value chain, both at Tecnica Group's sites and at partners' and suppliers' facilities involved in outsourced production, expose workers to health risks. These risks include, among others, exposure to hazardous substances, manual handling of heavy loads and hot-work processes.

- **Potential negative impact due to unfair treatment of human capital resulting from a lack of integration policies and initiatives:** the absence of policies and initiatives promoting and protecting diversity in terms of gender, ethnicity and religion along Tecnica Group's entire value chain could lead to situations of unfair treatment of human capital. This may manifest itself both in pay disparities and in limited career opportunities for employees and contractors at all levels.

- **Potential negative impact due to human rights violations of workers, such as child or forced labor:** if not adequately prevented through the adoption of appropriate monitoring systems by Tecnica Group, episodes of human rights violations, such as child or forced labor, could arise, particularly in the upstream stages of material sourcing and production.

- **Risk due to human rights violations along Tecnica Group's supply chain:** in the event of human rights or equal opportunities violations along the supply chain, resulting from a lack of monitoring of compliance with current regulations, the Group could incur significant damage.

- **Risk resulting from failure to protect the health and safety of workers along the supply chain:** should episodes of failure to protect health and safety occur at suppliers, the absence of monitoring systems by Tecnica Group along the supply chain could be perceived negatively by consumers, resulting in a decrease in sales and a loss of brand trust.

The potentially negative impacts described above are systemic[14] in nature and linked to the geographic, regulatory and socio-economic contexts in which Tecnica Group operates, sources materials or maintains business relationships (S2-SBM-3-11 c, d).

The scope of analysis includes (S2-SBM-3-11 a):

- **direct and indirect suppliers** involved in production and procurement stages (upstream);
- **logistics and distribution operators** engaged in the handling and distribution of materials and finished products (upstream and downstream).

Part of the upstream production takes place in countries classified as being at risk of human rights violations according to the ITUC Global Rights Index and ILO reports. In this context, LOWA carried out a risk analysis along the supply chain, with a specific focus on countries such as Slovakia, Bosnia and Herzegovina, Albania and Vietnam. The checks carried out through periodic audits and on-site visits highlighted certain areas of attention, including health and safety, pay conditions, wage transparency, working-hours management, and potential discriminatory practices (S2-SBM-3-11 b). The following paragraphs describe in detail the measures implemented by the LOWA companies to mitigate these risks and strengthen compliance with international human rights standards.

During the double materiality analysis, Tecnica Group identified specific categories of workers potentially exposed to conditions of vulnerability, based on (S2-SBM-3-12) (S2-SBM 13):

- **geographic and regulatory context:** workers employed in countries characterized by less developed labor protection standards, particularly in Eastern Europe and specific Asian markets;
- **type of activities carried out:** workers involved in tasks exposed to physical or operational risks, such as manual handling of loads, the use of chemical substances, or other activities typical of outsourced manufacturing processes.

[14] *Systemic character refers to an impact that forms part of a broader, interconnected dynamic, influenced by external factors (environmental, social or economic). As a result, the Company cannot directly control it, and the impact may generate knock-on effects.*





Policies related to value chain workers

[S2-1]

In 2025, Tecnica Group formalized a set of policies and operational procedures aimed at mitigating potential negative impacts along its supply chain, actively involving suppliers and, consequently, the workers employed at their facilities (S2-1-14, 16) (S2-1-ESRS 2 MDR-P 65 a, b). The implementation and compliance with these policies are overseen at the highest level of the organization, namely the Board of Directors, while operational application, monitoring and continuous updating are ensured by the Quality & Purchasing functions, both at Group level and within individual companies (S2-1-ESRS 2 MDR-P 65 c).

To strengthen the supply chain governance system, in 2025 the Group introduced a single, consolidated **Vendor Register**, which serves as the central tool for managing the supplier base.

The register brings together in a single system information on suppliers' qualification status, any certifications held, their quality performance, and R&D technical assessments, as well as compliance with specific ESG criteria. This provides an integrated and comparable view of third parties across the different legal entities. Entry into the Vendor Register is subject to passing the qualification process, while its continuation depends on the outcomes of periodic audits and the closure of any non-conformities. The register also makes it possible to authorize business relationships, continuously monitor performance and, where necessary, suspend or revoke cooperation with non-compliant suppliers.

In this context, the **Procedure for the Qualification, Classification and Assessment of Core Suppliers,** published in November 2025, establishes that no supplier can be qualified without having signed three mandatory documents: the Restricted Substances List (RSL), the Code of Ethics and the General Purchasing Conditions. The procedure defines a qualification and maintenance audit system based on criteria that include ESG aspects such as health and safety, environmental requirements and human rights compliance. For more information on the Code of Ethics, see section [S1-1] Policies related to own workforce.

To complement the qualification system, Tecnica Group S.p.A.'s **Second-Level Core Supplier Audit Procedure**, issued in October 2025, defines a systematic process of on-site verification aimed at confirming supplier compliance with specific requirements, such as product quality, workforce management and oversight of ESG aspects. The process includes qualification audits, which determine "qualified supplier" status, maintenance audits, aimed at verifying that this status is maintained over time, and verification audits, triggered in the event of specific needs. These are complemented by a structured system for reporting back the results of the checks carried out and defining any improvement or corrective actions, directly involving suppliers. To complete these procedures, Tecnica Group applies a **chemical compliance surveillance program (RSL)** that sets strict obligations on the use of chemical substances, helping to protect workers along the value chain by limiting exposure to hazardous substances. For more details, see section [S4-1] Policies related to consumers and end-users.

At the same time, LOWA has implemented its own **Code of Conduct (CoC),** aligned with the principles of the United Nations and the International Labour Organization. The CoC is a binding contractual element for all suppliers, is available in local languages, and includes requirements such as the prohibition of forced or child labor, equal treatment, protection of occupational health and safety, freedom of association, and respect for human dignity. The CoC is an operational tool, systematically monitored and subject to external audits.

LOWA also participates in the independent audit system of the **Fair Wear Foundation (FWF),** an independent multi-stakeholder organization that supports brands in the textile and footwear sector in continuously improving working conditions and respecting human rights along the supply chain. Through annual audits and on-the-ground assessments, the FWF system makes it possible to identify potential negative impacts on workers and manage them through the definition and planning of corrective actions, monitoring their progress over time (S2-1-17, 18).





Processes for engaging with value chain workers about impacts

[S2-2]

The procedures and processes described in the previous section allow Tecnica Group to gather information on workers' conditions through documentary evidence, on-site observations and discussions with local management (S2-2-20).

LOWA supplements these tools with a more structured approach based on its membership of the FWF, which includes independent audits, worker interviews and interactions with their representatives. This system allows for the direct collection of workers' opinions (S2-2-22 a) (S2-2-22 b). The results of these activities are used to improve the management of negative impacts through the implementation of corrective actions, dedicated training activities and follow-up monitoring, with the operational involvement of the Corporate Responsibility function and its management (S2-2-22 c). Although there are no global framework agreements with international trade union federations, the collaboration with the FWF ensures access to reliable information, including regarding more vulnerable worker categories such as women, migrant workers and workers in high-risk countries (S2-2-22 d) (S2-2-23).

Processes to remediate negative impacts and channels for value chain workers to raise concerns

[S2-3]

Tecnica Group manages negative impacts on value chain workers mainly through the qualification, maintenance and verification audit processes, which include identifying non-conformities, defining related corrective plans, and verifying their effectiveness (S2-3-25, 26) (S2-3-27a). LOWA supplements these mechanisms with the FWF's independent system, which provides dedicated channels for workers to report issues, available directly at production sites and translated into local languages (S2-3-27b) (S2-3-27c).

Monitoring of the issues raised takes place through the review of audit outcomes, the assessment of follow-up activities, and, in LOWA's case, through the FWF's annual **Brand Performance Check**, an independent assessment that measures the effectiveness of the brand's social issue monitoring system and the level of protection guaranteed along the value chain (S2-3-27d).

Although it does not have a channel specifically dedicated to value chain workers, Tecnica Group makes its **whistleblowing system**, which guarantees protection against retaliation, available to third parties, as described in section ESRS G1 – Business Conduct (S2-3-28).



Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

[S2-4]



The actions taken by Tecnica Group and its subsidiaries to manage material impacts on value chain workers are based on the procedures, policies and remediation processes described in the previous sections. These include pre-qualification screening, periodic audits, non-conformity management, and systematic monitoring of supplier performance—tools that make it possible to prevent and mitigate the main risks and activate remedies where necessary (S2-4-30) (S2-4-33 a, b, c) (S2-4-32 a, b, c, d) (S2-4-35) (S2-4-38).

LOWA also implements training programs at production facilities, including sessions dedicated to workers and partners' line managers, aimed at strengthening knowledge of labor standards, workers' rights and available reporting procedures (S2-4-31b).

L'efficaciThe effectiveness of the actions taken is assessed through ongoing monitoring of audit outcomes, verification of the closure of non-conformities and, for LOWA, through the FWF's annual Brand Performance Check (S2-4-32d).

Initiatives aimed at managing risks and developing opportunities, including the progressive extension of the Vendor Register, the strengthening of control mechanisms, and the harmonization of purchasing processes across the various legal entities, help ensure a more structured and consistent approach to supply chain management (S2-4-34a).

Based on the information currently available, **no cases of severe human rights violations have emerged in the supply chain** (S2-4-36).



Affected Communities

[ESRS S3]



/ Local communities

Interests and views of stakeholders

[ESRS 2 SBM-2]

Although it does not yet have a formalized community engagement process, the Group collects and considers their views, needs and expectations through local initiatives, relationships with local institutions, and collaborations with social and educational organizations, particularly in contexts where production facilities or operational sites are present (S3-SBM-2-7).

/ Local communities

Material impacts, risks and opportunities and their interaction with strategy and business model

[ESRS 2 SBM-3]

Decisions relating to the management of production activities and local partnerships influence how the Group interacts with local communities. The Company's local roots in the areas where it operates make it possible to generate value, contributing to the socio-economic development of communities through job creation, vocational training pathways and social inclusion initiatives (S3-SBM-3-8 a) (S3-SBM-3-9 c).

The double materiality process identified a single material positive impact (S3-SBM-3-9 d) (S3-SBM-3-8 b):

- **Contribution to the development of local communities by promoting local employment and supporting education and vocational training:** Tecnica Group contributes to the development of local communities, thereby generating a virtuous circle of economic and social wellbeing. The Company also strengthens its relationship with the social context through constructive dialogue with the community and volunteering initiatives.

The communities potentially affected by this impact are those located near the Group's production facilities and operational sites (S3-SBM-3-9 a) (S3-SBM-3-10).

Policies related to affected communities

[S3-1]



Tecnica Group has not yet formally adopted policies dedicated to managing IROs relating to local communities. The main documentary reference in this area is the Group Code of Ethics, described in detail in section [S1-1] Policies related to own workforce, which enshrines the commitment to respecting human rights, engaging responsibly with local areas, and promoting inclusion (S3-1-14) (S3-1-16) (S3-1-18).

Processes for engaging with affected communities about impacts

[S3-2]

The Group does not currently have a structured process for involving communities in its decisions; however, it has adopted a series of recurring mechanisms that make it possible to gather perceptions, expectations and observations from local communities over time (S3-2-24).

This listening takes place through:

- **institutional relations and ongoing dialogue** with public bodies and local players, through meetings, consultations and local coordination activities;
- **collaborations with schools, universities and technical institutes** which allow for a direct exchange of information and a broader understanding of local priorities;
- **participation in networks, working groups and industry associations,** which foster dialogue with collective stakeholders, local representative bodies and organizations within the socio-economic fabric.

/ Local communities

Processes to remediate negative impacts and channels for affected communities to raise concerns

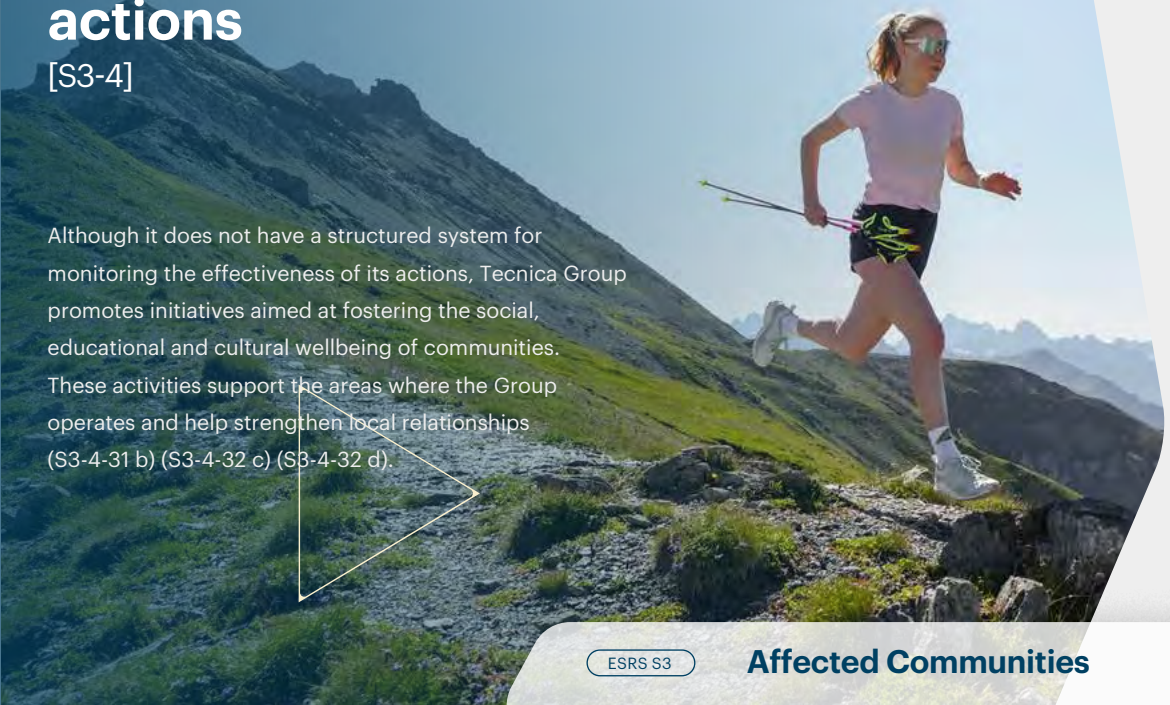
[S3-3]

To provide a formal listening channel for external stakeholders as well, Tecnica Group makes its whistleblowing system available, accessible via its website. This tool allows communities to report any issues and is described in detail in section [G1-1] Corporate culture and business conduct policies (S3-3-25) (S3-3-28).



Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

[S3-4]



Although it does not have a structured system for monitoring the effectiveness of its actions, Tecnica Group promotes initiatives aimed at fostering the social, educational and cultural wellbeing of communities. These activities support the areas where the Group operates and help strengthen local relationships (S3-4-31 b) (S3-4-32 c) (S3-4-32 d).

The main initiatives promoted by the various Group companies are presented below:

Initiatives promoted by Tecnica Group

- Educational summer camp for the children of employees at the Hungarian production site, organised in collaboration with local stakeholders.
- Projects with local social and cultural organisations and sports initiatives open to the public, fostering social cohesion and participation.
- Charitable activities in the communities where the Group operates, including collaborations with organisations supporting vulnerable children and families.
- Sponsorships and donations in support of cultural, sports and social organisations.
- Participation in the Physical Activity Committee (PAC) of the WFSGI, which brings together companies from the sporting goods industry to promote physical activity globally.
- Participation in the Winter Sport Sustainability Network (WSN), an initiative of FESI aimed at fostering cooperation on environmental sustainability and climate-related challenges affecting winter sports.

Initiatives promoted by Tecnica Group S.p.A.

- Tecnica Group is a founding member of the Sportsystem Foundation (over 700 companies, 8,000 employees and €3.2 billion in production value), which serves as a platform for dialogue among local businesses and promotes innovation and competitiveness. Tecnica Group also participates in the Foundation's networking initiatives focused on sustainability.
- Collaboration with Amati Sempre ODV, an organisation based in Conegliano, to support people who have faced cancer or are recovering from a serious accident, through the purchase of Christmas panettone and biscuits for International Women's Day, which are then distributed as gifts to the Company's employees.
- Donations of products to support local organisations and community initiatives, including Parrocchia S. Andrea di Venegazzù, Gruppo Giovanile Selva del Montello, Parrocchia dei Santi Giacomo e Cristoforo, Gruppo Alpini Nervesa e Cusignana, Pallavolo Nervesa AD, and the ski clubs of Nervesa, Sappada and Cortina.
- Donations to organisations including Cometa ASMME ODV, Fondazione Exodus Don Mazzi, Milove and Cooperativa Sociale Quid Onlus.

Initiatives promoted by Tecnica Group USA

- support programs for families in need and distribution of essential goods;
- collaborations with non-profit organizations engaged in fighting poverty and promoting access to sport for young people and children;
- corporate volunteering activities and involvement in initiatives with schools and youth groups.

Initiatives promoted by the LOWA companies

- work inclusion programs for people with disabilities;
- support for schools and training projects in areas near production facilities;
- in some countries, such as Germany and Slovakia, recreational and cultural initiatives for the community.





Consumers and end-users

[ESRS S4]

/ End consumers

Interests and views of stakeholders

[ESRS 2 SBM-2]

For Tecnica Group, consumers and end-users represent an important stakeholder category. This category includes both customers (dealers) and consumers. Their satisfaction, trust and safety when using products during sports activities are a fundamental prerequisite for long-term value creation and directly guide strategic choices and the evolution of the product portfolio (S4-SBM-2-8).



The main channels through which the Group receives feedback from them include:

- **digital channels,** such as the corporate website and official social media;
- **consumer relationship management units,** active globally from HQ and in some commercial subsidiaries, with staff dedicated to handling requests and complaints;
- **multichannel customer service,** operating both locally and centrally, which handles customer feedback, reports and complaints;
- **network of official dealers,** the first point of contact with consumers and intermediaries in relaying reports;
- **whistleblowing channel,** described in detail in section [G1-1] Corporate culture and business conduct policies;
- **Customer Perspective Review procedure**, described in the following sections.

/ End consumers

Material impacts, risks and opportunities and their interaction with strategy and business model

[ESRS 2-SBM3]



Tecnica Group has identified material impacts and risks for customers and consumers, mainly related to three areas: product safety, personal data protection, and transparency and labeling. These aspects are closely linked to the Group's core activities, which include the design, production and marketing of sports and outdoor equipment.

The double materiality analysis carried out identified the following material IROs (S4-SBM-3-9 a, b) (S4-SBM-3-10 d):

Positive impact as a result of promoting sport and outdoor life:

through its products, Tecnica Group gives consumers the opportunity to experience the many health benefits arising from regular outdoor physical activity, improving physical and mental wellbeing and promoting an active, healthy lifestyle.

Potential negative impact related to non-compliance with consumer data protection resulting from inadequate protection of sensitive data:

Tecnica Group's and its retailers' IT security systems may be vulnerable to data breaches and cyberattacks, with resulting risks to the privacy of employees and consumers.

Potential negative impact on consumer safety resulting from failure to meet quality standards:

Tecnica Group applies ISO standards and internal regulations to ensure the quality and safety of its products. Failure to comply with these standards can negatively affect the quality of the finished product and pose risks to consumer safety.

Potential negative impact related to non-compliance with product labeling regulations:

if not adequately monitored and updated, product labeling can lead to instances of non-compliance. As a result, Tecnica Group could provide end consumers with misleading information regarding material composition, as well as care and disposal instructions for finished products.



Operational and economic risk due to potential violations of the privacy of its employees and customers (cyber risk):

the occurrence of cyberattacks capable of compromising management information systems and industrial systems, as well as facilitating the theft of sensitive information, would result in Tecnica Group having to pay damages and potentially face legal action, causing business disruption and reputational damage, in addition to high costs to investigate the incident and restore security systems.

Operational risk due to cases of non-compliance of products sold with regard to defects and health and safety issues:

the use of sports equipment such as skis and ski boots entails potential risks to the health and safety of end consumers. In the event of accidents, any product defects could result in legal consequences for Tecnica Group.

Economic risks due to labeling or communication errors in the area of sustainability:

any violations of product labeling standards or errors in communications regarding sustainability initiatives could have negative repercussions on Tecnica Group's image.

The negative impacts described above are not systemic[15] or structural[16] in the contexts in which the Group operates. Rather, they are limited to isolated episodes, such as labeling errors or technical defects (S4-SBM-3-10 b).

At the same time, Tecnica Group generates a positive impact on consumers' physical and mental wellbeing, promoting an active lifestyle through the production of ski equipment and sports footwear. This positive impact concerns various types of consumers, from athletes to families to outdoor enthusiasts. The advanced design of the products, together with collaborations with athletes and experts, is aimed at strengthening the safety and accessibility of sports practices (S4-SBM-3-10 c).



The reporting scope includes all consumers potentially exposed to material impacts, both in relation to direct operations and along the value chain. Relevant categories include:

- consumers exposed to physical risks, such as users of technical, high-performance equipment;
- consumers who need clear and accurate technical information, essential for the correct and safe use of products.

Finally, it should be noted that there is currently no formal system in place to identify vulnerable groups of customers and consumers, and no evidence has emerged of significant risks related to privacy violations, freedom of expression, or forms of discrimination (S4-SBM-3-10 a.i, ii, iii, iv) (S4-SBM-3-11).

[15] Systemic character refers to an impact that forms part of a broader, interconnected dynamic, influenced by external factors (environmental, social or economic). As a result, the Company cannot directly control it, and the impact may generate knock-on effects.
[16] Structural character refers to an impact that arises from recurring internal processes or characteristics of the business model or sector. It is therefore an impact rooted in business activities and not attributable to isolated episodes.

Policies related to consumers and end-users

[S4-1]

Tecnica Group adopts a set of operating instructions and procedures governing the main aspects of consumer and end-user protection, including product quality, chemical safety, consumer feedback, personal data protection and respect for human rights.
The implementation and compliance with these operating instructions and procedures are approved at the highest levels of the organization, namely the Board of Directors and Group top management, while operational application and monitoring activities are ensured by the responsible functions (S4-1-13, 14, 15, 16, 17) (S4-ESRS 2 MDR-P 65 a, b, c).



Product quality
Quality control covers the production process from engineering through to final inspections.

The **Incoming Quality Control** operating instructions are aimed at ensuring that every material or component intended for production is verified through sampling plans, technical checks and visual assessments carried out by the quality teams of Tecnica Group S.p.A., Tecnica Ungheria Kft and Blizzard Sport GmbH, with results formalized and tracked for each batch.

This is complemented by **Process Control,** which monitors on a daily basis production departments' adherence to defined standards, identifying deviations and immediately activating corrective feedback according to PDCA (Plan-Do-Check-Act) logic, with an approach that involves operators and line managers.

Master sample approval, jointly managed by Tecnica Group S.p.A., Tecnica Ungheria Kft and LOWA R&D, provides a single, shared benchmark that allows plants and suppliers to constantly verify that components and the finished product match the approved specifications. Only after the technical and aesthetic approval of the master samples, documented and archived, can a component or product be released for production or assembly activities, thereby ensuring that what is placed on the market reflects the standards of excellence expected by consumers.

The entire quality control process was further strengthened at the end of 2025 with the implementation of a **periodic internal audit program,** aimed at measuring process effectiveness, compliance with procedures, and the adequate preparation of operators.

Chemical safety

The Group applies a **Restricted Substances List (RSL)** that is constantly updated and aligned with the most stringent regulations, including the REACH Regulation (Registration, Evaluation, Authorisation of Chemicals), POPs (Persistent Organic Pollutants) legislation and applicable national standards. The RSL sets limit values for critical chemical substances, including lead, phthalates, azo dyes, PFAS and other categories of potentially hazardous compounds, in relation to the materials used in production processes, and requires self-assessment tests and specific certifications, particularly for junior line products.

This system provides a complete overview of the substances monitored, the materials involved and the applicable thresholds, serving as an essential operational tool for all departments and for the suppliers involved in the Group's production activities.



Customer feedback

Understanding customer needs is a central element in managing perceived quality and the user experience of Tecnica Group products. In addition to the general engagement channels described in section [ESRS 2 SBM-2] Interests and views of stakeholders, the **Customer Perspective Review** operating instruction, adopted by Tecnica Group S.p.A., defines a structured direct listening process that includes store visits, interviews with customers (dealers), and the systematic collection of observations relating to the product, expected performance, and aesthetic and functional aspects.

The information gathered is documented and shared with the R&D, Product Management and Sales functions, becoming an operational input to guide design choices, technical improvements, corrective actions and competitive assessments against rival brands. The approach is cyclical and integrated into the Group's seasonal calendars, making it possible to gather feedback at critical stages of the commercial cycle. This method provides a direct link between those who use the products and those who design or manufacture them, translating market perceptions into concrete product interventions in order to raise quality standards.

Privacy

The protection of personal data is a fundamental element of the relationship between Tecnica Group and its customers, particularly in activities involving CRM (Client Relationship Management), after-sales services, commercial communications and digital platforms. The Group's privacy system, coordinated by Tecnica Group S.p.A. and progressively extended to European subsidiaries, is based on an organizational model that includes a Data Protection Officer, a Privacy Committee that meets quarterly, dedicated contacts within the HR, IT, Legal, Marketing and HSE functions, as well as a network of local privacy officers at the subsidiaries.

Activities include the preparation and annual update of the register of processing activities, the ongoing review of privacy notices provided to customers, the execution of internal and external audits, the assessment of suppliers that process personal data through checklists and pre-assessments, as well as the structured management of data subject requests and any data breaches.

The **Privacy by Design and by Default Procedure** formalizes the integration of data protection principles into the design of new services, applications or processes. It includes context analysis, compliance checks, the possible execution of DPIAs (Data Protection Impact Assessments), and the definition of action plans aimed at ensuring the security of data processed at every stage of the process.



Ethics and human rights

The Group Code of Ethics recognizes respect for fundamental human rights as a principle extending to all business relationships, including those with consumers and end-users. To this end, it explicitly refers to the UN Guiding Principles on Business and Human Rights, the ILO Declaration, and the OECD Guidelines for Multinational Enterprises.

Processes for engaging with consumers and end-users about impacts

[S4-2]

Tecnica Group adopts a structured approach for direct customer engagement, particularly in the post-purchase phase, with the aim of preventing and managing actual or potential impacts related to the use of its products. Customer opinions are gathered through the channels described in section [ESRS 2 SBM-2] Interests and views of stakeholders and through the **Customer Perspective Review** operating instruction (S4-2-20).

Reports flow into a centralized database at Tecnica Group S.p.A.'s headquarters, enabling cross-cutting analysis by category, geographic area, product type and frequency. This information is a key element for triggering corrective actions on product design, production and communication.

Engagement with consumers takes place both directly, through the Group's official channels (email, web forms, social media), and indirectly through authorized dealers, the first point of contact for customers. Dealers collect the necessary documentation, such as proof of purchase, and initiate the complaint procedure (S4-2-20 a).

Operational responsibility for engagement lies with the Quality Function for the Customer Perspective Review and with the CRM/After-Sales team for direct channels. Tecnica Group S.p.A. coordinates activities, while plants and subsidiaries oversee local execution (S4-2-20 c).





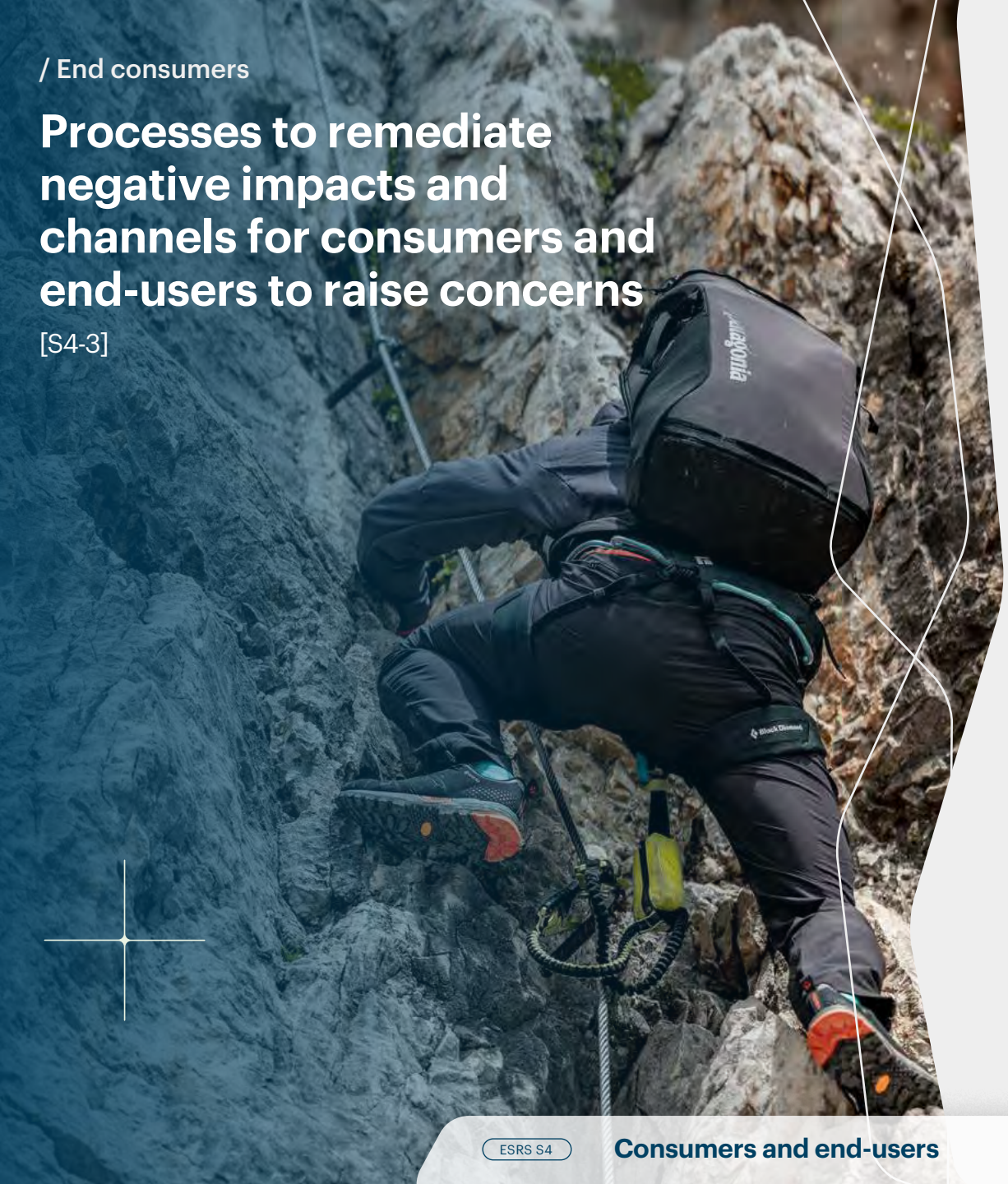
The effectiveness of engagement is monitored through (S4-2-20 d):

- quantitative and qualitative analysis of post-sale reports;
- the reduction of recurring defects, considered an indirect indicator of an effective response to reported issues;
- centralized traceability of complaints, which allows for timely, user-focused interventions.

Tecnica Group currently does not have specific tools or processes to identify and structurally engage vulnerable or marginalized consumers or end-users (e.g. minors, people with disabilities or economically vulnerable users). No ex-ante consultation, co-design or pre-market testing activities are planned for these groups (S4-2-21).

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

[S4-3]



Tecnica Group has developed an after-sales management system that makes it possible to address potential material negative impacts related to its products through effective, traceable corrective interventions. In every country where a commercial subsidiary is present, a service desk is responsible for receiving reports, assessing them technically and proposing a solution in line with local policies: product replacement, financial credit or, in some markets, in-house repair.

The effectiveness of corrective actions is monitored by collecting data relating to each case (e.g. product code, type of defect, associated cost). All information is centralized at Tecnica Group S.p.A., enabling aggregate analysis of complaint trends and product quality over time. Performance is assessed based on a series of indicators, such as the value of non-quality relative to revenue[17], and the technical closure of known causes, with year-on-year improvement targets (S4-3-25 a).

The Group provides direct channels for gathering the needs and issues of customers and consumers, described in section [ESRS 2 SBM-2] Interests and views of stakeholders. Reports are first recorded in local databases, containing essential information (product code, type of defect, solution applied), and subsequently consolidated centrally to enable comparative analysis and long-term assessments (S4-3-25 b, c).

This database makes it possible to monitor the evolution of the main indicators mentioned above and to activate improvement plans, with targeted feedback to technical departments and suppliers. The effectiveness of the channels is verified by comparing the change in the cost of non-quality and the number of technical interventions closed against the recovery targets set by management (S4-3-25 d).

Consumer awareness of the existence of remediation structures and processes is supported by the widespread dealer network, the Group's official channels, and the local service centers operating in the countries where Tecnica Group is present (S4-3-26).

17 The value of non-quality relative to revenue is a performance indicator used to measure how much costs related to non-quality (product defects, complaints, replacements, repairs and other corrective activities) affect the Company's overall revenue.

Taking action on material impacts on consumers and end-users, approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

[S4-4]

The main actions taken by Tecnica Group to mitigate risks and impacts and to promote opportunities related to consumers and end-users are based on the operating instructions, procedures and mitigation processes described in the previous sections. These include the after-sales service network, CRM systems, the Group Quality Management System, and effective remedies for consumers through repair, replacement or credit (S4-4-28, 29, 30) (S4-4-31 a, b, c) (MDR-T 79 d).

Mitigation measures are identified through the engagement processes and remediation mechanisms described in the previous sections (S4-4-32-a) (S4-4-32-b, c).

No significant cases or incidents of severe human rights violations concerning consumers and end-users have been reported. In particular, there are no documented episodes of significant compromise of personal safety, privacy or other fundamental rights related to the products or services offered by the Group (S4-4-35).



Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

[S4-5]



To monitor product quality and ensure continuous improvement in performance related to customer and consumer satisfaction, Tecnica Group has defined a series of targets that include reducing defective products through incoming quality controls (**Inbound Rejection Rate) and Acceptance Quality Limit (AQL)** logic on finished products, as well as effective consumer remedies through repair, replacement or credit, as described in the previous sections (S4-5-39) (S4-5-40) (S4-5-41).

The KPIs used to assess progress and calibrate the scale of the interventions needed are (S4-5-38 a, b, c) (MDR-T 81):

- **Inbound Rejection Rate** on raw materials:
  - » target <0,3%;
  - » aimed at preventing defects upstream in the value chain;
  - » measured monthly, enabling analysis by individual supplier and material family, guiding qualification and corrective actions on the supply base.
- **Acceptance Quality Limit (AQL)** on finished products
  - » target <0.25% for skis and ski boots and <0.5% for other categories;
  - » ensures product suitability before market release and consistency with internal quality standards.
- **Consolidated cost of non-quality**
  - » recovery target <0.30%;
  - » calculated on a two-year basis to neutralize volatility;
  - » guides intervention priorities (product/process/supplier).

The definition of the KPIs does not involve direct engagement with customers and consumers, as the choice of metrics derives from the technical analysis of defects, non-conformity trends, and priorities identified through the quality system (S4-5-41, a, b, c).



Governance information Business Conduct

[ESRS G1]

The role of the administrative, management and supervisory bodies

[GOV-1]

The Board of Directors plays a central role in defining and overseeing corporate conduct policies. Its responsibilities also include approving the **Code of Ethics**, described in detail in section [S1-1] Policies related to own workforce, and the **Organizational Model 231,** which sets out a series of measures aimed at preventing corruption, ensuring compliance with current regulations, and promoting ethical and responsible conduct.

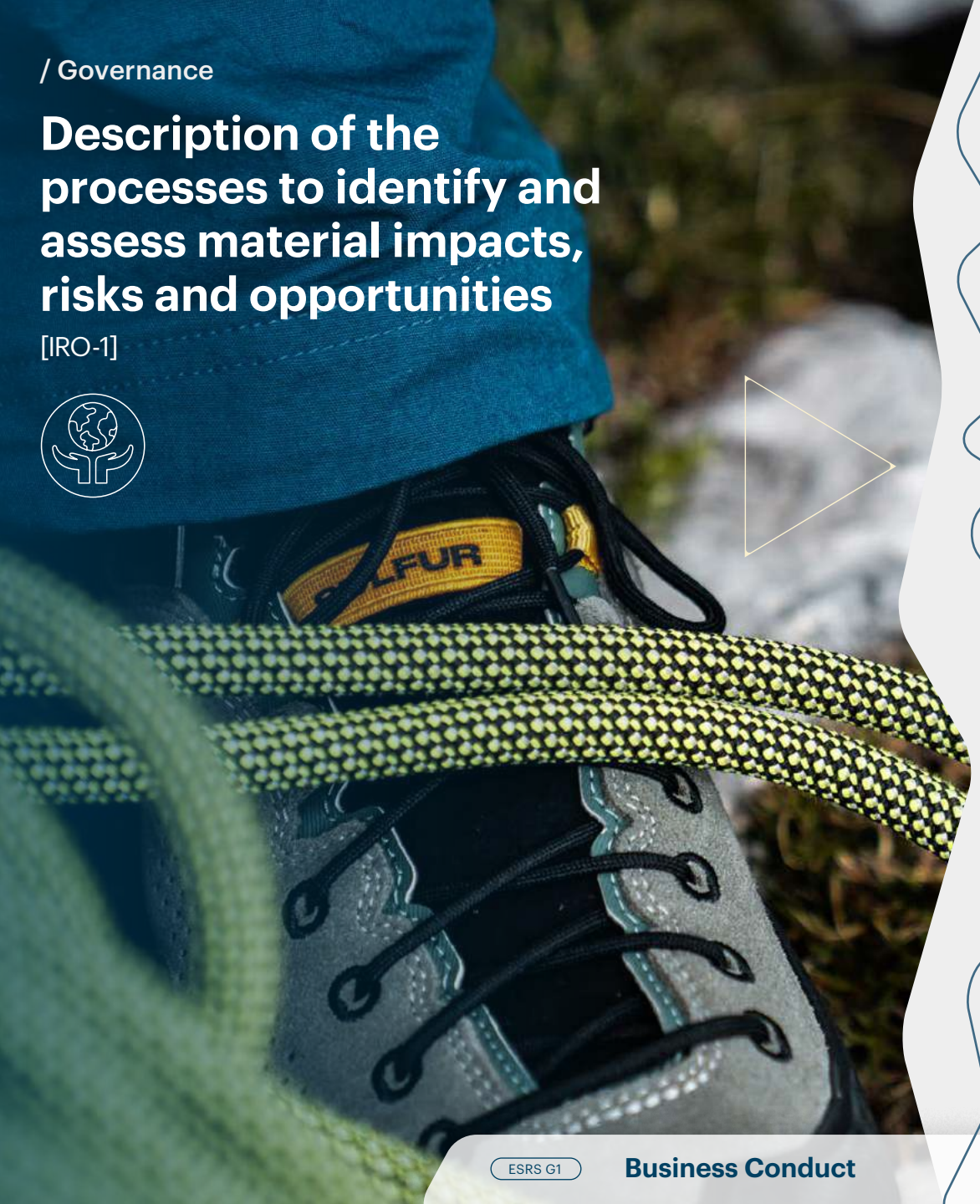
The operational implementation and monitoring of the effective adoption of Model 231 are entrusted to the Supervisory Board, in collegial composition, and to the Internal Auditor function, which chairs the internal Ethics Committee responsible for managing the whistleblowing channel (G1-ESRS 2 GOV-1-5 a, b).

Further information on the responsibilities of the governance bodies is available in section [GOV-1] The role of the administrative, management and supervisory bodies.



Description of the processes to identify and assess material impacts, risks and opportunities

[IRO-1]



The double materiality analysis carried out identified the following material IROs: (G1-ESRS 2 IRO-1-6)

- **Negative impacts related to a lack of monitoring of sustainability issues along the supply chain:** lthe absence of effective ESG oversight of suppliers may hinder the Group in identifying and managing negative impacts along the value chain, compromising the selection and management of business partners;
- **Negative impacts related to potential episodes of corruption and unfair business practices:** in the absence of adequate business ethics policies and procedures governing the entire value chain, the Group could face episodes of corruption and unethical business practices;
- **Negative impacts related to failure to safeguard animal welfare:** failure by leather suppliers to adopt animal welfare protection systems could fail to ensure respect for animals' physical and psychological needs;
- **Risk resulting from a lack of protection of animal welfare by leather suppliers:** should suppliers fail to ensure respect for animal welfare, Tecnica Group could face sanctions and potential reputational damage, with consequent potential negative impacts on product sales;
- **Economic risk related to unfair competition and corruption practices:** any episodes of corruption or unethical business practices could damage the Group's image, resulting in exposure to serious legal proceedings with consequent economic losses;

- **Financial risk resulting from failure to achieve ESG objectives due to corporate governance shortcomings:** should Tecnica Group fail to achieve its ESG objectives due to ineffective governance practices, the Company could suffer reputational damage, with consequent financial repercussions;

- **Risk of failure to mitigate supplier-related risks due to the lack of an ESG assessment process:** the absence of a structured process for assessing suppliers' environmental and social performance can generate a risk for the Group, linked to the inability to effectively mitigate risks associated with the supply chain.

- **Financial and operational risk related to shortcomings in the M&A due diligence process:** carrying out Mergers and Acquisitions (M&A) without a structured due diligence process can expose Tecnica Group to significant risks, with potential financial, operational or sustainability-related repercussions.

- **Operational risk arising from supply chain disruption due to non-payment of strategic suppliers:**the absence of supply chain management policies could have consequences for the Group's operational continuity.



Corporate culture and business conduct policies

[G1-1]

Tecnica Group adopts a system of policies, procedures and tools that define the rules of corporate conduct. The Group Code of Ethics is the main reference and establishes values such as respect, inclusion, fairness, safety and professionalism, applicable to all personnel and third parties. Tecnica Group S.p.A.'s Model 231, consistent with the values set out in the Code of Ethics, identifies potential risks and establishes controls and protocols aimed at preventing unlawful conduct, including conduct related to corruption (G1-1-7, 9).



Whistleblowing

The Group has implemented a whistleblowing system that allows internal and external stakeholders to make reports through:

- internal channels such as dedicated email addresses, mail, direct meetings with HR or Internal Audit, and involvement of the Ethics Committee;
- an external platform, accessible via the web, QR code and telephone hotline.

The Ethics Committee manages reports, ensuring a response within 7 days and an outcome within 3 months. The LOWA companies adopt a parallel model that includes internal channels, a dedicated platform, third-party-managed hotlines, and an ombudsperson, who ensures impartiality and confidentiality in handling reports.

The whistleblowing system provides a comprehensive, structured framework of protections, including specific training and awareness initiatives aimed at making users fully aware of their rights and reporting procedures. These measures are complemented by the designation of responsible parties and the adoption of dedicated procedures, aimed at ensuring confidential handling of reports (G1-1-10 a).

Finally, the Non-Retaliation Policy prohibits any form of retaliation, discrimination or penalization against whistleblowers acting in good faith, guaranteeing protection for at least two years and providing for disciplinary sanctions in the event of retaliatory conduct (G1-1-10 c).

Training

Training on business conduct is cross-cutting and mandatory for all Tecnica Group S.p.A. personnel, with pathways calibrated according to roles and level of risk exposure. In particular:

- Tecnica Group S.p.A.'s **Anti-Corruption Policy** provides for differentiated training pathways, aimed at raising awareness among employees most exposed to risk[18] and providing concrete tools to prevent non-compliant conduct;
- the **Code of Ethics** requires ongoing dissemination and information on corporate values to ensure full awareness among all personnel and third parties;
- the **Whistleblowing Policy** ensures training activities dedicated to reporting channels and the protections provided for whistleblowers, promoting a safe, retaliation-free environment (G1-1-10 g).

Animal welfare

Tecnica Group is committed to ensuring the responsible sourcing of materials of animal origin. For footwear, LOWA GmbH uses bovine leather sourced from the European food industry (mainly from Germany, Italy, Poland, Spain and Croatia), processed in tanneries subject to strict controls under the Leather Working Group (LWG) certification. For more information, see section [E4-3] Actions and resources related to biodiversity and ecosystems (G1-1-10 f).



[18] *The functions most exposed to corruption risks include procurement, supply chain, sales, contracting, authorization functions, and roles in contact with Public Administration bodies (G1-1-10 h).*

Management of relationships with suppliers

[G1-2]

Tecnica Group does not currently have a formalized procedure to prevent late payments to suppliers, including small and medium-sized enterprises (SMEs) (G1-2-14). However, it does apply policies to manage supplier relationships, as described in section [S2-1] Policies related to value chain workers (G1-2-15 a, b).

Proper procurement management is verified through coordination among the relevant functions. The Group also uses a preliminary mapping system, the **Vendor Register,** which makes it possible to collect documentation relating to suppliers. For more information on the Vendor Register, see section [S2-1] Policies related to value chain workers (G1-2-12).



Prevention and detection of active and passive corruption

[G1-3]

Tecnica Group adopts a corruption prevention system based on three main tools: the **Group Code of Ethics, Model 231, and the Anti-Corruption Policy**. These prohibit any form of active or passive corruption, direct or indirect, toward public and private parties, and govern aspects relating to gifts, sponsorships, hospitality expenses, favoritism and improper facilitation, defining at-risk activities, controls, authorization limits, and related responsibilities.

The system is supported by operational procedures that include training, confidential reporting channels compliant with EU Directive 2019/1937, and a report-handling process entrusted to the Supervisory Board with the support of the Internal Audit function, ensuring independence and traceability in control and investigation activities (G1-3-18 a, b) (G1-3-21 a).

Investigations are conducted by parties outside the hierarchical line involved, and the Supervisory Board reports periodically to the Board of Directors, allowing for the adoption of any corrective or disciplinary measures (G1-3-18 c).

The Code of Ethics is available on the Group's website and on the corporate intranet (G1-3-20). All Tecnica Group S.p.A. functions most exposed to corruption risks take part in specific training programs (G1-3-21 b). Members of the administrative, management and supervisory bodies receive a copy of the Code of Ethics and Model 231, but are not required to attend dedicated courses (G1-3-21 c).

To consult the full version — in accordance with the ESRS standards — of Tecnica Group's 2025 Sustainability Report, you can visit the page **https://www.tecnicagroup.com/sustainability/TGSR2025en**

TECNICA GROUP



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