

legero united the shoemakers



Environmental Statement 2025

legero Schuhfabrik Gesellschaft m.b.H.



legero

shoemakers
butlet

superfit

Think!

VIOS

Company data and notes on the report

legero united is the family branding of the LEGERO Schuhfabrik Gesellschaft m.b.H.

FN 59571f of the Regional Court for Civil Matters in Graz
NACE code: Manufacture of footwear (15.20-0)
Wholesale of footwear (46.42-2)

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This Environmental Statement 2025 is valid for the legero united locations in Feldkirchen bei Graz, Kopfing in Upper Austria, Valea lui Mihai in Romania as well as Körmend and Martfü in Hungary. In the interests of a complete life cycle assessment, this Environmental Statement also includes data relating to our plant in India. This data/ these areas are clearly marked.

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

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

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

This is the updated Environmental Statement of the LEGERO Schuhfabrik GmbH. Unless otherwise mentioned, the reporting period for this Environmental Statement is the 2024 calendar year, with comparative data being taken from the two previous years.



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



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Preface

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

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

business partners, we aim to reduce environmental pollution along the entire value chain and continuously adapt to the latest technical solutions.

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

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



Stefan Stolzka
CEO



Florian Fuchs
Member of the Executive Board



Morten Bay Jensen
COO

legero united – Shoemakers out of passion

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

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



Corporate structure and trade investment

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

THE COMPANY IN FIGURES (Annual basis 2024)



~2,100 employees including
trainees from 26 nations

Pairs delivered by regions in millions

Region Central Europe	4.1
Region Europe North West	0.3
Region Europe South East/ROW	0.4



Austrian sites:

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

International distribution companies:

An overview of our distribution company locations is available at:
[legero-united.com/
internationale-praesenz](https://legero-united.com/internationale-praesenz)

Own production sites and warehouses:

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

Our brands – legero, superfit and Think!

legero

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

Around 825,000 pairs of legero shoes were sold in 2024, with the gross sales revenue totalling 43 million euros. The most important markets for legero shoes are Germany, Austria and Italy.



superfit

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

Around 3.7 million pairs of superfit shoes were sold in 2024, with the gross sales revenue totalling 103 million euros. We are the market leader for children's shoes in Germany, Austria and Switzerland.

Think!

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

Around 330,000 pairs of Think! shoes were sold in 2024, with gross sales revenue totalling 25 million euros. The most important markets for Think! are Germany, Austria, Switzerland and France.



In 2024, we had gross revenues of around 172 million euros throughout the Group, with 5 million pairs of shoes being sold.

Our locations

AUSTRIA

Feldkirchen bei Graz, Austria – legero united campus, headquarters

The legero united campus has been located in Feldkirchen bei Graz since January 2020. The campus consists of two ring-shaped structures: a larger office ring that offers up to 350 workplaces and a smaller building that houses the largest “shoemakers outlet” of legero united. A concrete ring connects the two buildings and forms a covered entrance area. In 2024, 225 people were employed at the location in Feldkirchen.

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

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

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



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

→ Waste: there are bins for separated waste collection throughout the entire

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

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

**Kopfung, Austria -
Think Schuhwerk GmbH**

Kopfung in Upper Austria is the home of the Think! brand, which was developed in the early 1990s by Martin Koller. Here the Think! models are designed and product samples are manufactured. In addition to offices, there is a production room with the appropriate machinery. The Think! Schuhfabrik GmbH has rented facilities in the building. In 2024, 52 employees were employed in Kopfung. Think! shoes have been repaired in Kopfung for many years. In 2024, a total of 2,000 pairs were repaired. Almost half of these were minor repairs carried out free of charge under guarantee. There is also a shoemakers outlet at this location. This outlet offers shoes from our three brands.

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



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

- Water and waste water: the company building is connected to the local water supply, which is used for sanitary facilities and cleaning. The waste water is similar to household waste water; there is no production waste water.
- Waste: waste is collected separately and picked up by authorised disposal companies. The majority of waste consists of recyclable materials. Hazardous waste from sample production is only produced in small quantities. Due to the small amount of waste, a cardboard press was not considered profitable.
- Mobility: employees and customers come almost exclusively by car, as there are only limited public transport connections due to the rural location. There are 40 parking spaces in front of the company building and since 2022, an electric charging station with 2 charging points.



OWN PRODUCTION FACILITIES AND WAREHOUSE

**Production in Valea Lui Mihai,
Romania - SC Legero Shoes
Romania SRL**

Since 2001, Valea lui Mihai has been home to one of our production facilities. Here, legero and superfit shoes are manufactured. Around 500 people were employed here in 2024. The production facility is part of a larger site that is shared with other companies. On average, around 50,000 pairs of uppers are soled weekly using the PU injection moulding process; in 2024, a total of over 3 million pairs of shoes were produced. The finished shoes are packed and transported to the main warehouse in Körmend.

- Land use: the site covers 70,000 square metres, 75% of which is sealed with buildings and traffic areas. The remaining 18,000 square metres are

green areas. Legero united uses two production halls (4,900 m²) and a warehouse (4,900 m²), all on sealed ground.

- Energy: heating is provided by a central gas boiler. Air conditioning is only available in the server room and the cutting room. The thermal quality of the halls is satisfactory. Energy loss generally occurs when the hall doors are left open during loading. Conversions now make it possible to heat one hall in winter with the waste heat from the compressor, which reduces gas consumption. There are plans to extend this to the second hall. Hidroelectrica S.A. delivers the electricity. The electricity mix consists of 85.44% renewable sources (almost exclusively hydropower at 83.7%) and 14.56% conventional sources, mainly





Production and warehouse at Martfű, Hungary – Legero Hungaria Kft

The administration of Legero Hungaria as well as the material and finished goods warehouse for Think! are located at the Martfű site. An outlet for shoemakers is also in operation. No embroidery has taken place at the Martfű site since 2025; this has been relocated to the Valea lui Mihai production facility. The part of the building where the embroidery was located is currently empty. Around 64 people are employed at the Martfű location.

- Land use: the site covers 24,207 square metres, 44% of which is sealed with buildings and traffic areas. Legero united uses halls for raw material and finished goods storage, workshops, chemicals and gas storage as well as for office

nuclear power. Less than 0.2% comes from fossil fuels such as coal, gas or oil. Currently, Romania does not have a national energy supplier from whom the required amount of pure green electricity could be purchased.

- Water and waste water: the building is connected to a well owned by the company. This water is used for sanitary facilities and cleaning. Drinking water is provided in a water container, as neither well nor tap water is of drinking quality. Sanitary waste water is discharged into the local

sewer system and treated by the ARA Service. Production waste water is collected and disposed of separately.

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

proportion. Hazardous waste, such as paints or solvents, is only produced in small quantities.

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



space. An old production hall is used to store old machines. The hazardous waste storage area is shared with other companies.

→ Energy: the warehouses are heated with propane/butane liquid gas. Air conditioning is only available in the outlet. The heating system and the building insulation are no longer up to date. Electricity is mainly used for lighting, cooling systems, electric forklift trucks and air compressors. Since 2023, only electricity from 100% renewable energy sources has been used at our Hungarian sites. It is supplied by Audax Renewables Ltd.

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

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

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

Warehouse at Körmend, Hungary - Legero Hungaria Kft

We operate a central warehouse for the whole of Europe in Körmend. Shoes from the production facilities are stored here and distributed to customers. Around 88 people are employed here.

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

→ Energy: the office premises are heated by small gas boilers fuelled by propane/butane liquid gas. The server room is the only room with air conditioning. The thermal insulation is satisfactory. Electricity is mainly used for lighting, cooling systems, and electric forklift trucks. In Körmend, too, 100% green electricity has been supplied by the company Audax Renewables Kft. since 1 January 2023.

→ Water and waste water: the buildings are connected to the local water supply, which is used for the sanitary facilities



and cleaning. The waste water is similar to household waste water and is discharged into the local waste water network.

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

storage area for hazardous waste, mainly fluorescent tubes.

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



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

We operate our own production facility in Vellore, India. As India has particularly high levels of expertise in leather tanning and processing, this location permits us to source materials locally and, by doing so, avoid long transport distances in the procurement process. In 2024, around 1100 people are employed at the site in India. Almost 100,000 shoe uppers are produced monthly, which are then soled in our production facility in Romania. Construction of a second production facility began in 2024 and was put into operation in the summer of 2025.

- Land use: The site currently covers just under 12,000 m², with most of it being sealed surfaces.
- Energy: some of the electrical energy comes from the company's own photovoltaic system, which was installed on the roof of the building in 2024. This covers about 20% of the electrical energy. The rest is purchased from a local electricity provider. Solar modules will also be installed on the roof of the newly constructed building after completion.
- Water and waste water: the water comes from our own well. Waste water is produced exclusively by sanitary facilities and cleaning; no

waste water is produced by shoe production.

- Waste: waste is separated at the point of origin into leather waste, non-leather waste and recyclables. This waste is not hazardous. No hazardous waste is generated at the Vellore site. The waste is collected and further separated by local waste pickers.
- Mobility: employee transport is provided by buses and rickshaws. All employees at the site use these services. Currently, we are investigating whether it is possible to switch to electric buses.
- Legero India introduced an environmental management system in accordance with ISO 14001 since 2022 and is



SA8000 (Social Accountability Standard) certified since 2023. In addition, the ISO 9001 (quality) and ISO 45001 (occupational health and safety) management systems were introduced at the location.



Our environmental policy

OUR ENVIRONMENTAL GUIDELINES

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



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

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

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

WE DEVELOP AND PRODUCE SUSTAINABLE SHOES THAT ARE:

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

IN COOPERATION WITH OUR SUPPLIERS AND PARTNERS, WE ARE ENDEAVOURING

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

to reduce the environmental pollution along our entire value creation chain, at all of our locations.

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

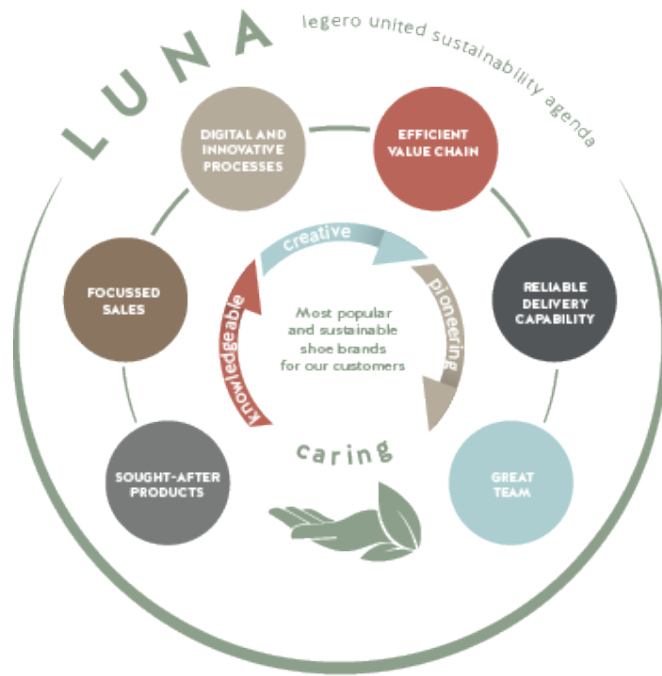
Stefan Stolzka
CEO

Morten Bay Jensen
COO

Florian Fuchs
Member of the Executive Board

luna

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



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



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

Short-term objectives by 2030

ENERGY AND INDUSTRY

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

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

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

FLAG (FOREST, LAND AND AGRICULTURE)

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

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

** The target includes FLAG emissions and their removal.

Long-term objectives by 2050

ENERGY AND INDUSTRY

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

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

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

FLAG (FOREST, LAND AND AGRICULTURE)

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

** The target includes FLAG emissions and their removal





VIOS®

VIOS® is our development platform for sustainable materials and products which was established in 2013. The name is derived from the terms BIOS (nature), VIVO (life) and VIA (way). With VIOS®, we are pursuing a holistic and scientifically based approach to sustainability. Our VIOS® Restricted Substance List sets higher limits than the legal requirements to ensure that

the materials used in our shoes are as sustainable as possible. We rigorously analyse materials from a chemical perspective and develop them further to use fewer additives. We do so, however, without compromising on durability. Our goal is to continuously undertake research for sustainable solutions and improve our environmental performance.



Our environmental management system

Our environmental management system (EMS), which is compliant with EMAS, is a very important tool in achieving our environmental sustainability goals. This was implemented in several steps at all legero united's European locations. It all started at the Austrian locations in Feldkirchen bei Graz and Kopfing in 2021. In the second phase, the production and storage locations in Romania and Hungary were integrated into the EMS. Now, in 2024, all European locations are being recertified. Our production site in India has been ISO14001 certified since 2022.

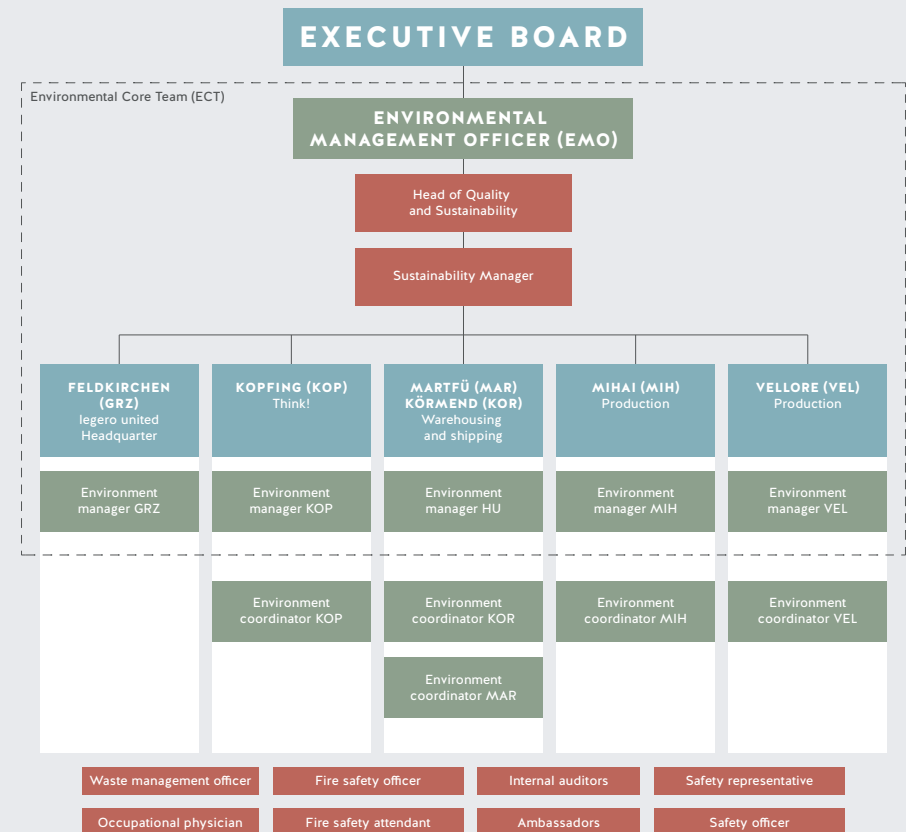
The EMS focuses on the continuous improvement of our environmental performance, from day-to-day operations at the company location through to the entire value chain.

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

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



EMS organisational chart



Legal provisions

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

All Group-wide and Austrian obligations (including the headquarters in Feldkirchen and Kopfing) are documented and maintained centrally in a SharePoint-based legal register and updated annually. There, specific specifications are defined for the relevant regulations and recurring control tasks are created. The last legal update for Austria took place in July 2025.

At the sites in Hungary and Romania, documentation is carried out using Excel lists, which are created and updated on site by external legal experts as part of annual legal compliance audits (most recently performed in August 2025). In this way, compliance with new and existing regulations is systematically checked, and the implementation of audit recommendations is monitored by sustainability management in cooperation with the environmental managers at the sites. In addition, separate lists of ongoing checks (e.g. inspection of fire extinguishers, safety data sheets, fire drills) are kept at the sites in Hungary and Romania. These document dates and responsibilities. The results are reported to the company headquarters on a monthly basis.

The overall status is checked in the course of the management reviews that take place four times a year.

Our environmental aspects

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

- Intensity: extent, number, frequency and reversibility of the aspects or the impacts
- Damage: potential damage to or benefit for the environment, including biodiversity and the state of the environment (local, regional and/or global)
- Stakeholders: opinions of interested parties, including employees
- Environmental law: existence of relevant environmental regulations and their specifications



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

Our environmental aspects

AREA	ENVIRONMENTAL ASPECT	TYPE		SIGNIFICANCE					
		DIRECT	INDIRECT	FELDKIRCHEN	KOPFING	KÖRMEND	MARTFÜ	MIHAI	VELLORE
ENERGY	Electricity	✓		●	●	●	●	●	●
	District heating	✓		●	●	●	●	●	●
	Local heating(wood chips)	✓		●	●	●	●	●	●
	Fuels	✓		●	●	●	●	●	●
	Motor fuels	✓		●	●	●	●	●	●
WATER	Drinking water	✓		●	●	●	●	●	●
	Process water	✓		●	●	●	●	●	●
	Waste water	✓		●	●	●	●	●	●
MATERIALS	Operating materials	✓	✓	●	●	●	●	●	●
	Raw materials and consumables	✓	✓	●	●	●	●	●	●
	Office supplies	✓	✓	●	●	●	●	●	●
WASTE	Non-hazardous waste	✓		●	●	●	●	●	●
	Hazardous waste	✓		●	●	●	●	●	●
MOBILITY & TRAVEL	Mobility of employees		✓	●	●	●	●	●	●
	Business travel	✓	✓	●	●	●	●	●	●
EMISSIONS	Greenhouse gases	✓	✓	●	●	●	●	●	●
	Pollutants Air (NOx, SO ₂ , PM)	✓		●	●	●	●	●	●
	GHG F-gases	✓		●	●	●	●	●	●
BIODIVERSITY	Land consumption, soil sealing	✓	✓	●	●	●	●	●	●
N/A	Noise, vibration	✓		●	●	●	●	●	●
	Soil pollutants	✓		●	●	●	●	●	●
	Radon	✓		●	●	●	●	●	●

Legend ● low ● moderate ● significant (significant environmental aspect) ● high (significant environmental aspect)

Biodiversity at locations and in the value chain

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

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

The building in Kopfing is on lease, so fundamental changes to the location have limited possibilities. A semi-natural flower meadow should have been planted already, but the project had to be postponed for the time being due to the neighbours. However, suggestions for other possibilities are regularly put forward and evaluated. At our site in

Körmend, we are planning to create strips of meadow and to plant shrubs and trees by the car parks in the coming year. In Valea lui Mihai, we rent our production facilities from a large industrial estate that is home to several companies. Our options for promoting biodiversity here are very limited. Despite this, ideas have been collected and possible measures and projects have been regularly discussed.

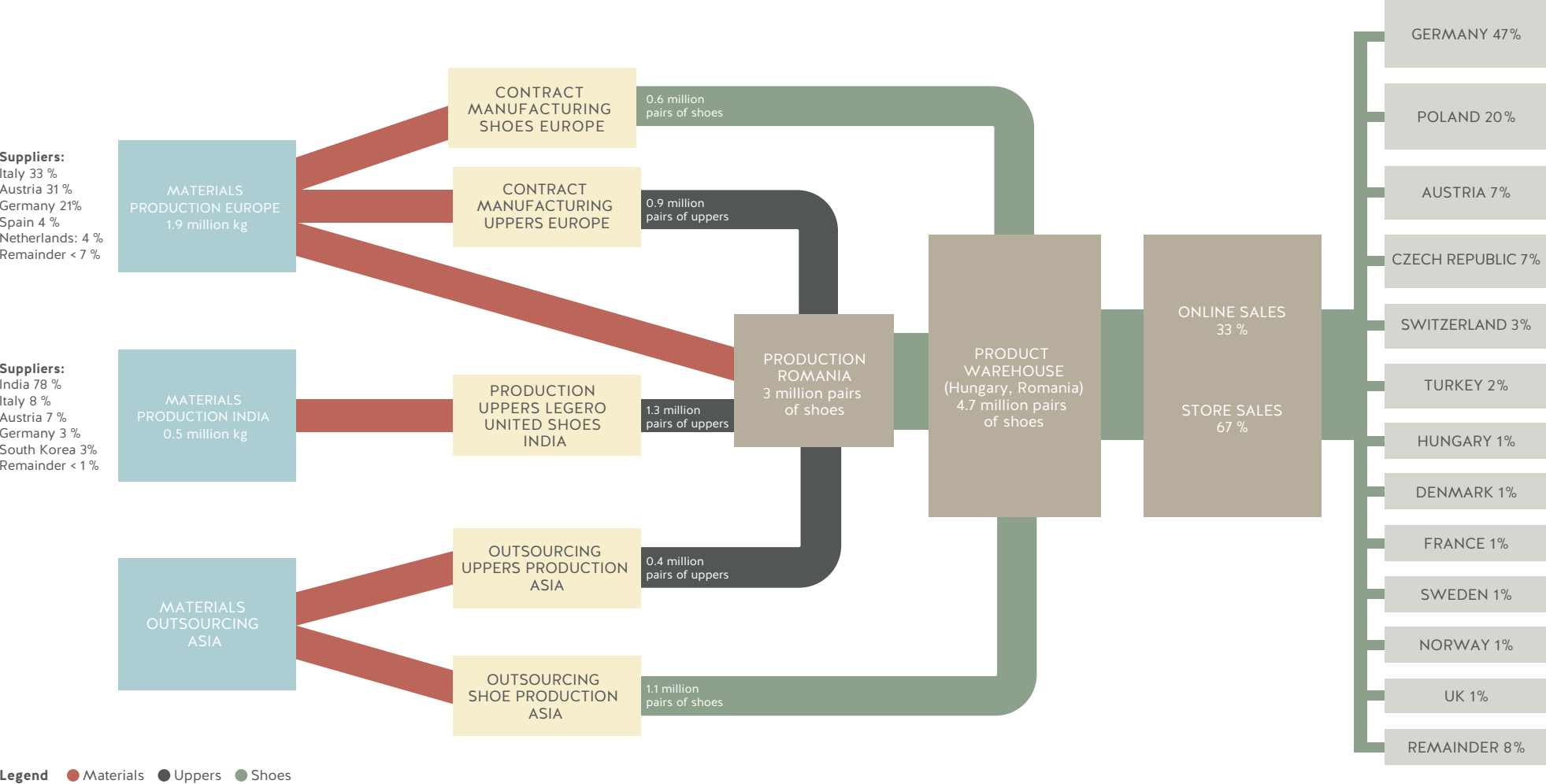
In some areas, our scope for directly promoting biodiversity at our locations is limited. However, we do see far greater leverage in indirect biodiversity, i.e. along our entire value chain. This is where we can exert a decisive influence, starting with the responsible procurement of sustainable raw materials. Examples of this include chrome-free tanned leather and organic cotton. This is grown without the use of pesticides.

In order to implement this claim in a consequential manner, we established our own materials development department in 2025. We attach particular importance to holistic sustainability, using materials that are not only produced in a resource-efficient manner, but also impress



with their durability, reusability and recyclability. In the process, we consider the entire life cycle of the materials – from production and use to recycling – and, as a result, create sustainable alternatives that make a positive contribution to the environment and society.

Our value chain



Our shoes and raw materials

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

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

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



THE CARBONFOOTPRINT OF OUR SHOES

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

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

- In 2022, our ECO database was awarded the Environmental Management Prize by the Austrian Federal Ministry for the Environment and Climate Protection for the best environmental and climate protection measure.
- In 2023, the ECO database won the Austrian Innovation Award in the category 'Business to Business - Information Technologies' and the Austrian eAward in the category 'Sustainability and Smart Data'.
- In 2024, the Eco database was honoured with the TRIGOS Österreich award in the category of climate protection.

Employee mobility

VEHICLE FLEET AND BUSINESS TRAVEL

Our fleet currently comprises of 62 vehicles, including 19 electric cars and 13 hybrid ones. Older fossil fuel-powered vehicles that are being replaced are being substituted with electric models in order to gradually electrify our vehicle fleet. In our car pool usage policy, we have stipulated that preferential use is given to electric cars for business trips.

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

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

THE JOURNEY TO WORK

The daily commute of employees to work also contributes to company-related emissions. That is why analysing employee

mobility is an important part of our carbon footprint assessment.

In Austria, 88% of employees drive to work, while the rest use public transport or bicycles.

In Romania, around 61% take advantage of the offer of being able to travel to work by company bus. This is followed by 28% of employees who walk or cycle to work. 11% of our employees in Romania drive to work.

In Hungary, 52% of employees travel to work by car. 24% use public transport, 19% walk or cycle, and 5% travel by company bus.

On the other hand, in India, the company bus is the most important means of transport, accounting for 66% of journeys, while 23% of employees use an auto rickshaw, 10% a motorbike and only 1% a car.

These differences show that mobility concepts must always be considered on a location-specific basis when the objective is to effectively reduce emissions. We regularly evaluate this data and develop location-specific benefits designed to help employees increasingly avoid CO₂-intensive modes of transport in the future.

	UNIT	2022	2023	2024	Changes to LAST YEAR
FUEL (Fleet of vehicles)*	kWh	776,763	1,242,777**	1,333,289	7%
Austria	kWh	579,374	1,018,270	1,106,247	
Hungary	kWh	84,502	107,135	86,245	
Romania	kWh	112,887	117,372	140,797	

Table 1: Energy consumption of the vehicle fleet (Scope 1) 2022-2024;

*EMAS sites in Europe only.

**The increase in 2023 is due to reduced travel activity during the pandemic.

	UNIT	2022	2023	2024	Changes to LAST YEAR
BUSINESS TRAVEL (flight/train, coach, hire car, hotel accommodation)*	kg CO ₂ e	496,106	486,552	296,982	-39%
FUEL (Fleet of vehicles)*	kg CO ₂ e	197,110	316,048	346,392	10%
TOTAL		693,216	802,600	643,374	-20%

Table 2: GHG emissions from vehicle fleet (Scope 1) and business travel (Scope 3) 2022-2024;

*EMAS sites only; new data basis 2024 (hotel stays from 2024 included).

	KG CO ₂ e	% SHARE
FLIGHTS	257,440	40.01%
TRAIN	59	0.01%
COACH	8,102	1.26%
HIRE CAR	1,808	0.28%
HOTEL STAYS	29,573	4.60%
FLEET OF VEHICLES	346,392	53.84%
TOTAL	643,374	100.00%

Table 3: GHG emissions and share in percent from business travel (Scope 3) and the vehicle fleet (Scope 1) according to the source of emissions 2024;

*EMAS sites only; new data basis 2024 (hotel stays from 2024 included).

In 2021, a working group was set up to address the issue of mobility. This group is working extensively on ways to make the journey of our employees to work more sustainable. At the beginning of 2023, for example,

charging points for e-bikes were installed in the company car park at the headquarters in Feldkirchen. In addition, employees can take advantage of regular free bicycle checks.



Environmental data and key figures

The following environmental data covers the legero united locations in Austria, Romania, Hungary and India. Our goal is effective and transparent environmental controlling. This is why we are continuously working on expanding and improving our database.

In preparation for the ESRS specifications, we have completely restructured our data collection process. This change has improved the data basis in a significant way, and we are currently developing an internal reporting system that will enable consistent and detailed evaluation of our environmental data.

With the expansion of our EMS to incorporate all of the legero united sites, the data situation has also improved especially for our own production and operating locations. In the interests of completeness, our site in India is also included, which is not EMAS-certified but is certified according to ISO 14001. The environmental management system is implemented there with the same relevance as at the EMAS sites.

At the same time, we are working step by step to collect environmental data from our direct suppliers (level 1) and subsequently from the entire supply chain, right back to raw material extraction. The aim is to be able to map the ecological footprint of our products as precisely as possible, especially their carbon footprint. This task

is challenging, as specific data from the upstream stages of the value chain has only been available in a limited form to date.

Certain environmental aspects are managed centrally from our headquarters in Feldkirchen near Graz. Consequently, business trips are booked across the group via Feldkirchen, and material purchasing is also handled centrally via this location. As a result, the associated inputs are allocated to the Feldkirchen site in the environmental data collection.



The following reference values are used to present the core indicators:

- Office locations: total number of employees
- Production locations: number of pairs of shoes produced
- Warehouse locations: number of pairs of shoes delivered

Environmental data 2024

CATEGORY	SUB-CATEGORY	UNIT	FELDKIRCHEN (GRZ)	KOPFING (KOP)	KÖRMEND (KOR)	MARTFÜ (MAR)	MIHAI (MIH)	VELLORE (VEL)
ENERGY								
ELECTRICITY	Mix	kWh			-		2,358,938	1,002,471
	Eco off-site	kWh	953,451	90,548	341,223	182,888	-	-
	Eco high-site	kWh	-	-	-	-	-	131,827
LOCAL AND DISTRICT HEATING	Mix	kWh	71,375	-	-	-	-	-
	Eco	kWh		109,278	-	-	-	-
FUELS	biomass	kWh	-	-	-	-	-	-
	Natural gas	kWh	-	-	23,123	-	318,847	101,923
	Liquefied petroleum gas	kWh	-	-	389,592	781,545	-	-
	Heating oil	kWh	-	-	-	-	-	-
MOTOR FUELS	Petrol, diesel, LPG	kWh	776,323	329,924	35,956	50,290	140,797	786,186
WATER								
DRINKING WATER		m³	2,114	363	509	836	-	-
PROCESS WATER		m³	2,870	-	-	-	1,701	13,237
WASTE WATER		m³	4,984	363	509	836	1,155	9,421
BUSINESS TRAVEL (WITHOUT FUELS)								
FLIGHTS		pkm	869,634	13,809	-	-	-	111,692
TRAIN		pkm	4,591	454	-	-	-	-
BUS		pkm	8,405	-	-	-	-	-
HIRE CAR		fkm	6,117	847	-	-	-	52,606
WASTE								
NOT HAZARDOUS	Total	kg	54,560	13,876	180,148	18,756	647,116	161,937
	Existing substances	kg	34,958	10,640	169,750	10,275	136,000	2,996
HAZARDOUS	Total	kg	3,112	41	73	2	30,730	-

Environmental data 2024

CATEGORY	SUB-CATEGORY	UNIT	FELDKIRCHEN (GRZ)	KOPFING (KOP)	KÖRMEND (KOR)	MARTFÜ (MAR)	MIHAI (MIH)	VELLORE (VEL)
EMISSIONS								
GREENHOUSE GASES	Scope 1	kg CO ₂ e	201,039	85,082	103,696	193,241	102,356	231,414
	Scope 2 (MB)	kg CO ₂ e	13,419	20,544	-	1,964	406,233	666,901
	F gases (coolants)	kg CO ₂ e	4,039	-	-	-	-	-
AIR POLLUTANTS	SO ₂	kg	88	37	36	70	19	88
	NO _x	kg	271	128	82	156	123	380
	Particulate matter	kg	16	7	7	14	6	18
BIODIVERSITY								
LAND USE	Total area	m ²	26,138	5,074	15,579	24,207	70,500	11,957
	Sealed area	m ²	11,736	3,383	14,179	10,651	52,500	4,029
	Green spaces	m ²	14,102	1,691	1,400	13,556	18,000	7,928
MATERIALS								
OPERATING MATERIALS	Copy paper (A3, A4)	kg	1,053	597	3,161	1,926	5,836	954
	Cleaning materials	kg	641	57	-	350	2,838	-
RAW MATERIALS AND CONSUMABLES*	PU	kg	595,627					
	PVC	kg	272,283					
	Textiles	kg	360,077					
	Leather	kg	268,441					
	Packaging	kg	520,554					

* Materials are purchased centrally via the headquarters and are assigned to the location in Feldkirchen. Some of the quantities are based on estimates because weight data is not available for all materials.

EMAS core indicators

ABSOLUTE AUSTRIA	UNIT	FELDKIRCHEN			KOPFING		
		2022	2023	2024	2022	2023	2024
ENERGY							
Total energy consumption in kWh	kWh	1,130,144	1,050,775	1,024,826	265,799	188,229	199,826
Total consumption of renewable energy kWh	kWh	1,053,797	990,378	953,451	210,849	188,229	199,826
Our own generation of renewable energy kWh	kWh	-	-	-	-	-	-
MATERIALS							
Total paper consumption in kg	kg	2,477	1,200	1,053	1,174	1,247	597
WATER							
Total water consumption in m ³	m ³	2,128	4,624	4,984	677	259	363
WASTE							
Total waste in kg	kg	61,206	51,601	54,560	22,173	13,329	13,876
Total amount of hazardous waste in kg	kg	2,352	2,708	3,112	33	18	41
EMISSIONS							
Annual GHG Scope 1 and 2 emissions in kg CO _{2e}	kg CO _{2e}	10,078	171,870	214,458	15,186	85,884	105,626
Total annual emissions of air pollutants in kg*	kg	861	903	375	19	473	172
LAND USE							
Total land consumption in m ²	m ²	26,138	26,138	26,138	5,074	5,074	5,074
Sealed area in m ²	m ²	11,736	11,736	11,736	3,383	3,383	3,383
Green spaces in m ²	m ²	14,102	14,102	14,102	1,691	1,691	1,691
NUMBER OF EMPLOYEES							
	Number	233	226	225	42	53	52

*2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

RELATIVE AUSTRIA

	UNIT	FELDKIRCHEN			KOPFING		
		2022	2023	2024	2022	2023	2024
ENERGY							
Total energy consumption per employee in kWh	kWh/EE	4,850	4,649	4,555	6,329	3,551	3,843
Total consumption of renewable energy per employee in kWh	kWh/EE	4,523	4,382	4,238	5,020	3,551	3,843
Renewable energy generated per employee in kWh	kWh/EE	-	-	-	-	-	-
MATERIALS							
Total paper consumption per employee in kg	kg/EE	10.6	5.3	4.7	28.0	23.5	11.5
WATER							
Total water consumption per employee in m ³	m ³ /EE	9.1	20.5	22.1	16.1	4.9	7.0
WASTE							
Total amount of waste	kg/EE	262.7	228.3	242.5	527.9	251.5	266.8
Total amount of hazardous waste per employee in kg	kg/EE	10.1	12.0	13.8	0.8	0.3	0.8
EMISSIONS							
Annual GHG Scope 1 and 2 emissions per employee in kg CO ₂ e	kg CO ₂ e/EE	43	760	953	362	1,620	2,031
Total annual emissions of air pollutants per employee in kg*	kg/EE	3.7	4	1.7	0.5	8.9	3.3
LAND USE							
Total land consumption per employee in m ²	m ² /EE	112.2	115.7	116.2	120.8	95.7	97.6
Sealed land area per employee in m ²	m ² /EE	50.4	51.9	52.2	80.5	63.8	65.1
Green spaces per employee in m ²	m ² /EE	60.5	62.4	62.7	40.3	31.9	32.5
NUMBER OF EMPLOYEES							
	Number	233	226	225	42	53	52

*2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

ABSOLUTE HUNGARY

	UNIT	KÖRMEND			MARTFÜ		
		2022	2023	2024	2022	2023	2024
ENERGY							
Total energy consumption in kWh	kWh	813,058	825,802	753,938	972,055	1,073,219	964,433
Total consumption of renewable energy kWh	kWh	68,006	382,846	341,223	36,147	169,445	182,888
Our own generation of renewable energy kWh	kWh	-	-	-	-	-	-
MATERIALS							
Total paper consumption in kg	kg	2,673	2,891	3,161	3,321	1,600	1,926
WATER							
Total water consumption in m ³	m ³	554	562	509	868	897	836
WASTE							
Total waste in kg	kg	381,606	264,136	180,148	55,459	43,665	18,756
Total amount of hazardous waste in kg	kg	16,642	16,693	73	429	45	2
EMISSIONS							
Annual GHG Scope 1 and 2 emissions in kg CO ₂ e	kg CO ₂ e	200,358	93,856	103,696	231,081	218,134	195,205
Total annual emissions of air pollutants in kg*	kg	8	8	126	11	7	240
LAND USE							
Total land consumption in m ²	m ²	15,579	15,579	15,579	24,207	24,207	24,207
Sealed land area in m ²	m ²	14,179	14,179	14,179	10,651	10,651	10,651
Green spaces in m ²	m ²	1,400	1,400	1,400	13,556	13,556	13,556
NUMBER OF EMPLOYEES							
	Number	83	88	88	60	60	64
TOTAL NUMBER OF SHOES DELIVERED							
	pair	2,316,065	2,112,753	2,141,123	406,903	360,756	298,831

*2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

RELATIVE HUNGARY	UNIT	KÖRMEND			MARTFÜ		
		2022	2023	2024	2022	2023	2024
ENERGY							
Total energy consumption per pair of delivered shoes in kWh	kWh/pairs	0.4	0.4	0.4	2.4	3.0	3.2
Total consumption of renewable energy per pair of delivered shoes in kWh	kWh/pairs	0.0	0.2	0.2	0.1	0.5	0.6
Renewable energy generated per employee in kWh	kWh/EE	-	-	-	-	-	-
MATERIALS							
Total paper consumption per employee in kg	kg/EE	32.2	32.9	35.9	55.4	26.7	30.1
WATER							
Total water consumption per employee in m ³	m ³ /EE	6.7	0.0	5.8	14.5	15.0	13.1
WASTE							
Total amount of waste per pair of delivered shoes in g	g/pair	164.8	125.0	84.1	136.3	121.0	62.8
Total amount of hazardous waste per pair of shoes delivered in g	g/pair	7.2	7.9	0.0	1.1	0.1	0.0
EMISSIONS							
Total annual emissions GHG Scope 1 and 2 per employee in kg CO ₂ e	kg CO ₂ e/EE	2,414.0	1,066.5	1,178.4	3,851.4	3,635.6	3,050.1
Total annual emissions GHG Scope 1 and 2 per delivered pair of shoes in g CO ₂ e	g CO ₂ e/pair	86.5	44.4	48.4	567.9	604.7	653.2
Total annual emissions of air pollutants per employee in kg*	kg/EE	0.1	0.1	1.4	0.2	0.1	3.8
LAND USE							
Total land consumption per employee in m ²	m ² /EE	187.7	177.0	177.0	403.5	403.5	378.2
Sealed land area per employee in m ²	m ² /EE	170.8	161.1	161.1	177.5	177.5	166.4
Green spaces per employee in m ²	m ² /EE	16.9	15.9	15.9	225.9	225.9	211.8
NUMBER OF EMPLOYEES	Number	83	88	88	60	60	64
TOTAL NUMBER OF SHOES DELIVERED	pair	2,316,065	2,112,753	2,141,123	406,903	360,756	298,831

*2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

ABSOLUTE ROMANIA

	UNIT	MIHAI		
		2022	2023	2024
ENERGY				
Total energy consumption in kWh	kWh	3,745,273	2,877,189	2,677,785
Total consumption of renewable energy in kWh*	kWh	-	-	-
Our own generation of renewable energy in kWh	kWh	-	-	-
MATERIALS				
Total paper consumption in kg	kg	5,405	5,836	5,836
WATER				
Total water consumption in m ³	m ³	824	1,728	1,701
WASTE				
Total waste in kg	kg	381,004	405,168	647,116
Total amount of hazardous waste in kg	kg	10,960	32,552	30,730
EMISSIONS				
Annual GHG Scope 1 and 2 emissions in kg CO ₂ e	kg CO ₂ e	799,530	632,655	508,589
Total annual emissions of air pollutants in kg**	kg	299	138	148
LAND USE				
Total land consumption in m ²	m ²	70,500	70,500	70,500
Sealed area in m ²	m ²	52,500	52,500	52,500
Green space in m ²	m ²	18,000	18,000	18,000
NUMBER OF EMPLOYEES				
	Number	491	493	500
TOTAL NUMBER OF SHOES PRODUCED				
	pair	3,507,810	2,465,687	2,921,492

*As a result of a change in calculation, the core figure has been reallocated; for this reason, it is no longer comparable with previous UE values.

** 2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

RELATIVE ROMANIA

	UNIT	MIHAI		
		2022	2023	2024
ENERGY				
Total energy consumption per pair of shoes produced in kWh	kWh/pairs	1.1	1.2	0.9
Total consumption of renewable energy per employee in kWh*	kWh/EE	0.4	0.5	-
Renewable energy generated per employee in kWh	kWh/pairs	-	-	-
MATERIALS				
Total paper consumption per employee in kg	kg/EE	11.0	11.8	11.7
WATER				
Total water consumption per employee in m ³	m ³ /EE	1.7	3.5	3.4
WASTE				
Total amount of waste per pair of shoes produced in g	g/pair	108.6	164.3	221.5
Total amount of hazardous waste per pair of shoes produced in g	g/pair	3.1	13.2	10.5
EMISSIONS				
Annual GHG Scope 1 and 2 emissions per employee in kg CO ₂ e	kg CO ₂ e/EE	1,628.4	1,283.3	1,627.7
Total annual emissions GHG Scope 1 and 2 per pair of shoes produced in g CO ₂ e	g CO ₂ e/pair	227.9	256.6	174.1
Total annual emissions of air pollutants per employee in kg**	kg/EE	0.6	0.3	0.3
LAND USE				
Total land consumption per employee in m ²	m ² /EE	143.6	143.0	141.0
Sealed land area per employee in m ²	m ² /EE	106.9	106.5	105.0
Green spaces per employee in m ²	m ² /EE	36.7	36.5	36.0
NUMBER OF EMPLOYEES				
	Number	491	493	500
TOTAL NUMBER OF SHOES PRODUCED				
	pair	3,507,810	2,465,687	2,921,492

*New classification system, no longer comparable with old UE.

** 2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

ABSOLUTE INDIA

	UNIT	VELLORE		
		2022	2023	2024
ENERGY				
Total energy consumption in kWh	kWh	1,817,797	1,018,269	1,236,221
Our own generation of renewable energy in kWh*	kWh	-	-	131,827
MATERIALS				
Total paper consumption in kg	kg	1,800	1,145	954
WATER				
Total water consumption in m ³	m ³	16,945	18,862	13,237
WASTE				
Total waste in kg	kg	112,560	162,330	161,937
Total amount of hazardous waste in kg	kg	-	-	-
EMISSIONS				
Annual GHG Scope 1 and 2 emissions in kg CO ₂ e	kg CO ₂ e	1,079,308	1,026,504	898,315
Total annual emissions of air pollutants in kg**	kg	1,042	1,025	486
LAND USE				
Total land consumption in m ²	m ²	11,957	11,957	11,957
Sealed land area in m ²	m ²	4,029	4,029	4,029
Green spaces in m ²	m ²	7,928	7,928	7,928
NUMBER OF EMPLOYEES	Number	1,091	972	1,102
TOTAL NUMBER OF UPPERS PRODUCED	pair	1,244,925	1,116,294	1,267,782

*New classification system, no longer comparable with old UE.

** 2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

RELATIVE INDIA

	UNIT	VELLORE		
		2022	2023	2024
ENERGY				
Total energy consumption per pair of uppers produced in kWh	kWh/pairs	1.5	0.9	1.0
Renewable energy generated per employee in kWh	kWh/pairs	-		0.1
MATERIALS				
Total paper consumption per employee in kg	kg/EE	1.6	1.2	0.9
WATER				
Total water consumption per employee in m ³	m ³ /EE	15.5	19.4	12.0
WASTE				
Total amount of waste per pair of uppers produced in g	g/pair	90.4	145.4	127.7
Total amount of hazardous waste per pair of uppers produced in g	g/pair	-	-	-
EMISSIONS				
Annual GHG Scope 1 and 2 emissions per employee in kg CO ₂ e	kg CO ₂ e/EE	989.3	1,056.1	815.2
Total annual emissions GHG Scope 1 and 2 per pair of uppers produced in g CO ₂ e	g CO ₂ e/pair	867.0	919.6	708.6
Total annual emissions of air pollutants per employee in kg*	kg/EE	1.0	1.1	0.4
LAND USE				
Total land consumption per employee in m ²	m ² /EE	11.0	12.3	10.9
Sealed land area per employee in m ²	m ² /EE	3.7	4.1	3.7
Green spaces per employee in m ²	m ² /EE	7.3	8.2	7.2
NUMBER OF EMPLOYEES				
	Number	1,091	972	1,102
TOTAL NUMBER OF UPPERS PRODUCED				
	pair	1,244,925	1,116,294	1,267,782

*2024 new calculation method and new emission factors (GEMIS).

EMAS core indicators

TOTAL

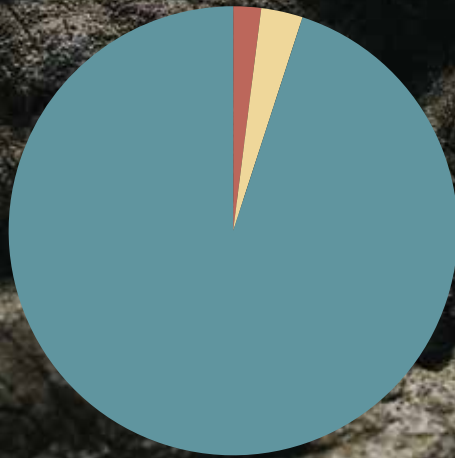
	UNIT	ALL LOCATIONS		
		2022	2023	2024
ENERGY				
Total energy consumption in kWh	kWh	8,744,126	7,033,483	6,857,029
Total consumption of renewable energy kWh*	kWh	1,368,799	1,730,898	1,809,215
Our own generation of renewable energy in kWh	kWh	-	-	131,827
MATERIALS				
Total paper consumption in kg	kg	16,850	13,919	13,527
WATER				
Total water consumption in m³	m³	21,996	26,932	21,630
WASTE				
Total waste in kg	kg	1,014,008	940,229	1,076,393
Total amount of hazardous waste in kg	kg	30,416	52,016	33,958
EMISSIONS				
Annual GHG Scope 1 and 2 emissions in kg CO ₂ e	kg CO ₂ e	2,335,541	2,228,903	2,025,889
Total annual emissions of air pollutants in kg**	kg	2,240	2,554	1,547
LAND USE				
Total land consumption in m²	m²	153,455	153,455	153,455
Sealed land area in m²	m²	96,478	96,478	96,478
Green spaces in m²	m²	56,677	56,677	56,677

*New classification system, no longer comparable with old UE.

**2024 new calculation method and new emission factors (GEMIS).

GREENHOUSE GAS BALANCE (SCOPE 3 EMISSIONS)

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



GREENHOUSE GAS BALANCE 2024

2% Scope 1 3% Scope 2 (MB) 95% Scope 3

Projects and measures that have been implemented



In order to achieve the goals of our environmental programme, in 2024, we implemented numerous measures, developed new processes and put innovative ideas into practice. A key topic was the reduction of Scope 3 emissions. We want to significantly reduce this by using sustainable materials, sourcing locally and, in doing so, keep transport distances short, ensuring our products have a long shelf life and are recyclable. The establishment of the Department for Sustainable Material Development created a focus that concentrates precisely on these aspects.

Another important step was preparing for ESRS specifications: as part of this process, we restructured and refined our data controlling. The central management of documents, environmental data and measures has also been reorganised. A specially created SharePoint platform now gives the entire environmental core team access to all relevant information across all locations. This further improves communication between team members.

Significant potential for improvement was identified and subsequently implemented by conducting an energy audit in Austria. Among other things, additional electricity measurement points were installed to enable even more precise monitoring of energy flows in future. At the same time, we achieved significant efficiency gains at our sites in Hungary and Romania. We reduced energy consumption by implementing a

new lighting concept using LED technology and motion detectors.

In addition, we have revised and optimised the documentation and methodology of our internal audits. Information gained from internal and external audits will continue to be reviewed as quickly as possible. If the analysis conducted jointly with the responsible departments shows that measures are feasible and effective, they are added to our central list of measures.

In 2024, special attention was also paid to internal communication and the involvement of all employees. For this purpose, information documents were revised and the luna page on the company intranet, which contains all information on our sustainability agenda, was redesigned. In addition, a function has been set up that allows all employees to submit suggestions for environmental improvements at any time. This will enable us to lay the foundations for active participation and an even stronger anchoring of environmental management in all areas of the company.

Environmental programme

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

GOAL	STATUS	ACTIVITY	LOCATIONS	COMMENTS
REDUCTION Scope 1 and 2 emissions.	Achieved.	→ Switch to green electricity at the locations in Hungary. → Construction of a PV system in India.	Hungary, India	9% reduction in Scope 1 and 2 emissions overall.
REDUCTION of electricity consumption at all locations.	Achieved.	→ Energy efficiency audit. → Implementation of lighting concepts. → Installation of additional electricity measurement points. → Raising awareness among employees.	all	
INCREASE OWN GENERATION OF ENERGY from renewable sources.	Achieved.	→ Construction of a photovoltaic system at the location in India.	India	
REDUCING the CO ₂ intensity of our products.	Continuously.	→ Reducing the production weight of our shoes. → Establishment of the Materials Development Department with a focus on sustainable materials. → Promotion of local material procurement.	all	We are continuously working to make our products more sustainable and less CO ₂ intensive.
REDUCTION of emissions caused by business travel.	Achieved.	→ Further acquisition of electric vehicles. → Revised travel policy.	all	
REDUCTION of emissions caused by employee mobility .	Achieved.	→ Development of charging infrastructure to promote e-mobility. → New covered bicycle parking area in Körmend.	all	
REDUCTION of product packaging by 5%.	Not achieved. Carry over to next year.	→ Reduction in the inclusion of brand cards. → Reuse of outer packaging. → Switch to thinner plastic film.	all	Initial measures implemented, but target not yet achieved.
INCREASE our own production of renewable energy.	Achieved.	→ Commissioning of a PV system at the Indian site in 2024.	India	
USE of environmentally friendly (office) materials at the location in Feldkirchen.	Not achieved.	→ Analysis: Cleaning by means of electrolysis.	Feldkirchen/ Graz	A test project on the cleaning of buildings using electrolysis was carried out, but was not implemented permanently due to the resulting poor cleaning performance.
USE of environmentally friendly products and materials at the locations in Hungary	In progress	→ Recycled paper for sanitary paper → Raising awareness of working paperless in the office. → Switch to paper adhesive tapes.	Hungary	
IMPROVING waste management and the separation rate in Hungary.	Achieved.	→ Reuse of outer cartons, purchase of a film densifier.	Hungary	
IMPROVEMENT of environmental protection.	Achieved.	→ Installation of an exhaust air system to the outside of the building for the chemical storage cabinet in the workshop.	Kopfing	

Sources used for emission and conversion factors

CATEGORY	SOURCE / REFERENCE
Emission factors for energy sources	Federal Environment Agency (UBA), Harmonised Austrian direct and upstream GHG emission factors for relevant energy sources and technologies, 2024
	Department for Environment, Food and Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, 2024
Emissions factors for electricity (market-based)	Emissions factors based on data provided by the electricity supplier.
Emission factors for refrigerants	Climcalc CO ₂ accounting tool, 2022
Emission factors for air pollution	GEMIS 5.0 (Global Emissions Model for Integrated Systems), 2021
Conversion factors for energy	Federal Environment Agency (UBA) Harmonised Austrian direct and upstream GHG emission factors for relevant energy sources and technologies, 2024
	DEFRA, UK Government GHG Conversion Factors for Company Reporting, 2024
Emission and conversion factors for business travel	Federal Environment Agency – Emission figures for modes of transport, 2024
	DEFRA, UK Government GHG Conversion Factors for Company Reporting, 2024



Declaration of validity for the environmental management system

TÜVNORD

Gültigkeitserklärung

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

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

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

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

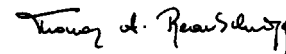
Anwendungsbereich:
LEGERO Schuhfabrik Gesellschaft m.b.H., Legero-United-Straße 4, AT-8073 Feldkirchen bei Graz
THINK Schuhwerk GmbH, Hauptstraße 35, AT-4784 Kopfling
LEGERO Hungaria Kft, Gesztenye sor 1, HU-5435 Martfü
LEGERO Hungaria Kft, Gyógyszergyár utca 1, HU-9900 Körmend
SC Legero Shoes Romania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

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

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

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

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



DI Thomas Reautschnigg
Leitender Umweltgutachter



Dr. Hans Strauß
Leiter der Umweltgutachterorganisation

Umweltgutachterorganisation
EMAS Zulassungsnummer: AT-V-0026
TÜV NORD Austria GmbH
1150 Wien, Diefenbachgasse 35
Wien, **2025-10-24**
www.tuv-nord.com/at

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

TNA-MU/0313

Annex

Certificates for the production facility in Vellore, India



CERTIFICATE

This is to Certify that
Quality Management System
of

LEGERO UNITED SHOES INDIA PRIVATE LIMITED
S.F 250/5, 250/3A, 250/3B, NELLOREPETTAI PANCHAYAT, LINGUNDURAM VILLAGE, GUDIYATTAM, VELLORE DISTRICT - 632602. TAMILNADU, INDIA

has been independently assessed by DBS
and is compliant with the requirement of:
ISO 9001:2015
For the following scope of activities:

MANUFACTURING AND EXPORTING UPPERS AND FULL SHOES
Certificate Number: Q-2052240910217

Date of Certification:	2nd September 2024
1 st Surveillance Audit Due:	1st September 2025
2 nd Surveillance Audit Due:	1st September 2026
Certificate Expiry:	1st September 2027

This Certificate is property of DBS Certifications and remains valid subject to satisfactory surveillance audits
Validity of this certificate may be checked at www.lafcertsearch.org after 7 working days of issue.


 Head of Certification







This Certificate is property of DBS Certifications Pvt. Ltd and remains valid subject to satisfactory surveillance audits.

DBS CERTIFICATIONS PVT. LTD.
142, 1st Floor, Anar Enclave, Paschim Vihar, Delhi-110003, (INDIA) info@dbscertification.com, www.dbscertification.com

ACCREDITED BY:
United Accreditation Foundation Inc, 400 North Center DR STE 202, Norfolk, VA 23502, United States of America



Certificate of Registration

This is to certify that

LEGERO UNITED SHOES INDIA PRIVATE LIMITED
S.F. 250/5, 250/3A, 250/3B, NELLOREPETTAI PANCHAYAT, LINGUNDURAM VILLAGE, GUDIYATTAM, VELLORE DISTRICT, TAMIL NADU, 632602, INDIA

has been independently assessed by QRO
and is compliant with the requirement of:
ISO 14001:2015
Environmental Management System
For the following scope of activities:

MANUFACTURING AND EXPORTING UPPERS AND FULL SHOES.

Date of Certification:	3rd July 2025	2 nd Surveillance Audit Due:	2nd July 2027
1 st Surveillance Audit Due:	2nd July 2026	Certificate Expiry:	2nd July 2028

Certificate Number: 305025070323E


 Head of Certification







Validity of this certificate is subject to annual surveillance audits to be done successfully on or before 90 days from date of the audit.
On case surveillance audit is not allowed to be conducted, this certificate shall be suspended / withdrawn.
The validity of this certificate can be verified at www.qrocert.org
This certificate of registration remains the property of QRO Certification LLP and shall be returned immediately upon request.

India Office : QRO Certification LLP
142, 1st Floor, Anar Enclave, Near Paschim Vihar West Metro Station, Delhi-110063, (INDIA)
Website : www.qrocert.org, E-mail : info@qrocert.org

Annex

Certificates for the production facility in Vellore, India



Certificate of Registration

This is to certify that

LEGERO UNITED SHOES INDIA PRIVATE LIMITED
S.F 250/5, 250/3A, 250/3B, NELLOREPETTAI PANCHAYAT, LINGUNDURAM VILLAGE, GUDIYATTAM, VELLORE DISTRICT - 632602, TAMILNADU, INDIA

has been independently assessed by QRO and is compliant with the requirement of:

ISO 45001:2018
Occupational Health and Safety Management System

For the following scope of activities:

MANUFACTURING AND EXPORTING UPPERS AND FULL SHOES

Date of Certification: 11th August 2023 2nd Surveillance Audit Due: 10th August 2027
1st Surveillance Audit Due: 10th August 2026 Certificate Expiry: 10th August 2028

Certificate Number: 305025081122H5





Chandrasekhar
Head of Certification

Validity of this certificate is subject to annual surveillance audits to be done successfully on or before 360 days from date of the audit. In case surveillance audit is not allowed to be conducted, this certificate shall be suspended / withdrawn.
The Validity of this certificate can be verified at www.qrocert.org
This certificate of registration remains the property of QRO Certification LLP, and shall be returned immediately upon request.

India Office : QRO Certification LLP
142, 1st Floor, Anar Enclave, Near Pachin Vihar West Metro Station, Delhi (110065), INDIA
Website : www.qrocert.org, E-mail : info@qrocert.org



Certificate of Compliance

Awarded to

LEGERO UNITED SHOES INDIA PRIVATE LIMITED

at

S.F 250/5, 250/3A, 250/3B, NELLOREPETTAI PANCHAYAT, LINGUNDURAM VILLAGE, GUDIYATTAM, VELLORE DISTRICT - 632602, TAMILNADU, INDIA

EUROCERT certify that the Social Accountability Management System of the above supplier has been assessed and found to be in accordance with the requirements of the social accountability standard detailed below Standard

SA 8000:2014

For the following scope of activities:

MANUFACTURING AND EXPORTING UPPERS AND FULL SHOES

Certificate Number: 2023071186

Validity of this certificate can be verified at www.eurocertverify.com

Further clarification regarding the scope of the certificate and applicability of the management system requirements may be obtained by consulting the organization

Date of Initial Registration	11th July 2023
Date of this Certificate	10th July 2025
Certificate Expiry	10th July 2026
Recertification Due (subject to the company maintaining its system to the required standard)	10th July 2026

J. Miller
Authorised Signatory




This certificate is the property of Eurocert Inspection Limited and shall be returned immediately on request.
International House, 10 Churchill Way, Cardiff, United Kingdom, CF10 2HE
Website:- www.eurocertverify.com, Email:- info@eurocertverify.com
Company No. 11956886