



THE SUSTAINABLE WAY

SUMMARY 2021

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YOUR CONNECTION TO EARTH

“ For Vibram being sustainable means embracing the innovative vision of its founder and continuing his journey by offering a safe, durable and comfortable product that encourages people to overcome their limits.

Vibram The Sustainable Way is a promise to continue our activities respecting people and the environment and to keep learning and improving what we do, so that the journey on our beautiful planet and in nature, so beloved by our customers and the entire Vibram family, can continue for a long time, for everyone. ”



Paolo Manuzzi
Global General Manager

VIBRAM AT A GLANCE

Every day, our goal is to manufacture the best soles in the world, giving confidence and inspiration to each person and athlete who wears them, without forgetting the impact that the production and use of a sole can have on people and the environment.



MODELS DEVELOPED EVERY SEASON

250



PAIRS OF VIBRAM SOLES MANUFACTURED IN 2021

40 m

9.9 m of which manufactured internally



MARKETS REACHED

120



BUSINESS PARTNERS OVER

1,000

CERTIFICATIONS

Albizzate Facility



North Brookfield Facility



ISO 14001 certification obtained in early 2022 as a result of audit activities conducted in 2021.

Vibram Technological Center



Biodegradability of N-Oil plastic components certified by Intertek

WHAT WE DO



OUTDOORS



WORK AND SAFETY
MILITARY



REPAIRS



MOTORSPORTS



LIFESTYLE



FIVEFINGERS

WHERE WE ARE

UNITED STATES

ITALY

CHINA

JAPAN

BRAZIL

HEAD QUARTER IN ALBIZZATE, ITALY

3 PRODUCTION FACILITIES IN ITALY, THE US, AND CHINA

2 COMMERCIAL OFFICES IN PORTLAND AND TOKYO

1 TECHNOLOGICAL CENTRE

3 FLAGSHIP STORES

1 CONNECTION LAB

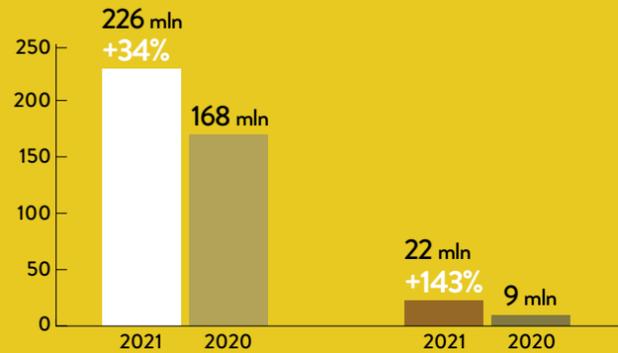
2021 IN NUMBERS

For Vibram, 2021 was a growth year that allowed us to gradually return to pre-pandemic performance levels.



REVENUE

226
million euros



NET PROFIT

22
million euros



EMPLOYEES

800



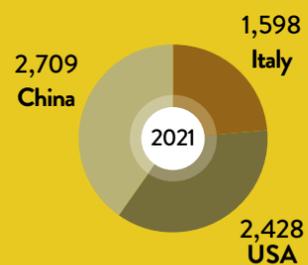
NEW HIRES

86



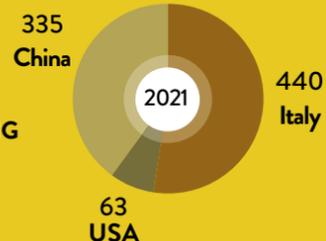
HOURS OF TRAINING PROVIDED

6,735



HOURS OF VOLUNTEERING COMPLETED

838



VISION & MISSION

VISION:

Provide confidence, inspiration and innovation to every individual / athlete

MISSION:

Create the best soles on Earth

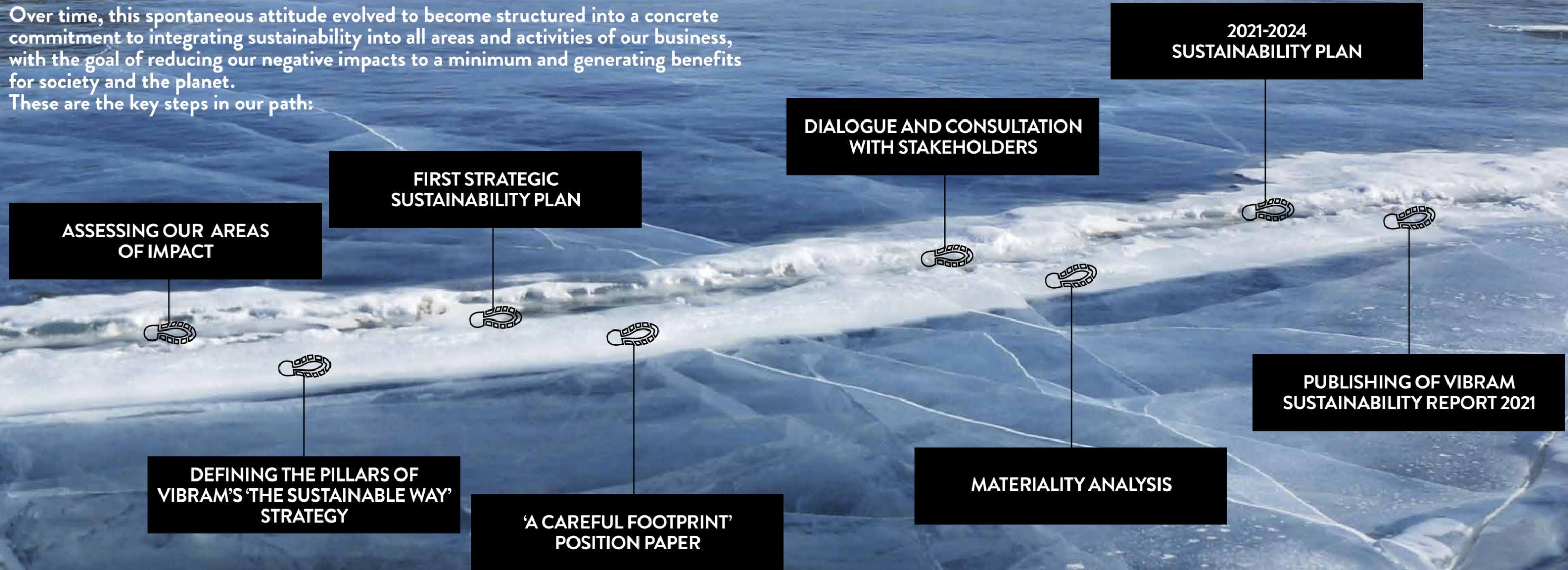


OUR PATH TO SUSTAINABILITY

The principles of respect and collaboration that we find in the world of sport and a connection to nature are all part of our DNA, pushing us to act responsibly toward people and the environment.

Over time, this spontaneous attitude evolved to become structured into a concrete commitment to integrating sustainability into all areas and activities of our business, with the goal of reducing our negative impacts to a minimum and generating benefits for society and the planet.

These are the key steps in our path:



THE SUSTAINABLE WAY

For us at Vibram, sustainability does not travel on separate tracks from those of true business, but rather it is a dimension that is integrated into doing business.

Our “The Sustainable Way” approach is a purposeful plan for the improvement of sustainability performance. It consists of 6 pillars and details the activities and projects to be pursued to ensure economic growth while being respectful of people and the planet.

Thus, we are contributing to the achievement of 9 of the 17 Sustainable Development Goals (SDGs) in the United Nations’ Agenda 2030.



The UN’s Agenda 2030 for Sustainable Development is a programme that includes 17 macro-objectives, the so-called SDGs (Sustainable Development Goals), and 169 targets to reach by 2030. “The Sustainable Way” contributes to this agenda: the most relevant goals are listed alongside each pillar.

ORGANIZATION AND PROCESSES



To make sustainability an integral part of the culture and management of our organization, it is vital to develop systems and procedures shared across all corporate departments and levels.

OUR COMMITMENT

We have created a global cross-functional team that sets out the Group’s sustainability strategy and implements it at the local level, supervised by a Strategy Committee.

ACTIONS

- ▶ Circulation of corporate values among stakeholders via the Vibram Ethical Policy
- ▶ Updating strategic sustainability objectives
- ▶ Data collection and continuous monitoring of sustainability performance indicators
- ▶ Allocation of sustainability KPIs to all managers

MAIN OUTCOMES

- ▶ Constant integration of sustainability in the business
- ▶ Drafting of Anticorruption Policy



PRODUCT INNOVATION



Vibram soles are safe, high-performance, and high-quality; we want them to be even more sustainable and long-lasting.

We carry out a detailed analysis of production processes and products’ sustainability performance and we look for new opportunities to reuse and recycle production waste, in line with the principles of the circular economy and ecodesign.

- ▶ New circular production models for reusing production waste
- ▶ New compounds with sustainable characteristics
- ▶ Solutions for reducing the chemicals used in production processes

- ▶ Over 200 active patents
- ▶ >90% natural raw materials in ECOSTEP NATURAL



ENERGY



We want to contribute to the energy transition by making our processes increasingly efficient and choosing to use renewable energy.

We are operating along two lines: reducing energy consumption through more efficient processes and cutting-edge systems; and using clean energy.

- ▶ Focus on the selection of electricity supply sources
- ▶ Constant investment in LED technology
- ▶ Streamlining production lines by replacing presses, intervening on water pumps, and assessing systems
- ▶ Gradual improvement of buildings’ thermal insulation

- ▶ 88% of total electricity from renewable sources
- ▶ 5,642 tonnes of CO₂ emissions avoided thanks to the purchase of renewable electricity



SUPPLY CHAIN



To us, suppliers are process partners: each link in the supply chain has to be involved in the pursuit of sustainability goals.

OUR COMMITMENT

We involve suppliers and subcontractors so they are aligned with Vibram's The Sustainable Way strategy and our sustainability goals.

ACTIONS

- ▶ Analysis and monitoring of our supply chain
- ▶ Logistical optimization, also with a view to lower environmental impact
- ▶ Audits carried out with the main Chinese subcontractors to ensure compliance with the use of the Higg Index
- ▶ Encouraging the adoption of environmental certifications, such as ISO 14001

MAIN OUTCOMES

- ▶ 84% of subcontractors have undersigned the Vibram Ethical Code and the RSL



NO WASTE



The reduction of waste is one of the key principles of the circular economy. We believe that managing waste virtuously means seizing every opportunity to reuse and recycle, giving new life to waste.

This target can be achieved by working on many fronts: cutting down on production waste; also thanks to more efficient processes; reducing waste from office and consumer materials; and eliminating hazardous waste.

- ▶ Continuous monitoring of waste production
- ▶ Reuse of waste or distribution to recycling and reuse projects in collaboration with external partners
- ▶ Reduction of water use in our production processes
- ▶ FSC certification for natural rubber
- ▶ Biodegradability of ECOSTEP Natural plastic components certified by Intertek

- ▶ 20% rate of waste against total production volume, -19% from 2020
- ▶ 49.4% of total waste destined for recycling or reuse, +30.4% from 2020



STAKEHOLDERS



In every company, human relationships represent the opportunity to share value. This is why, at Vibram, we carefully cultivate our relationships with employees, communities, and clients.

Training and awareness campaigns on issues of sustainability, promotion of diversity and inclusion, support for communities and local regions, and client involvement are the key aspects we see as essential in contributing to the creation of a fair, conscious society.

- ▶ Specific training programs on sustainability, integrated with regular awareness campaigns
- ▶ Publication of our Diversity and Inclusion Policy
- ▶ Involvement of employees in volunteering activities
- ▶ Participation in the Circular Fashion Manifesto to promote the sustainable evolution of the sector

- ▶ 6,735 total hours of training provided
- ▶ 837 hours dedicated to volunteering, benefiting communities linked to Vibram



ORGANIZATION AND PROCESSES

MATERIAL ISSUES

- ▶ ETHICS, INTEGRITY AND COMPLIANCE
- ▶ SUSTAINABILITY GOVERNANCE

OUR APPROACH

In order to fulfil our sustainability commitments, it is vital to involve all areas of business and foster a responsibility-centered corporate culture.

We have defined a clear and efficient organization, with cross-departmental systems and procedures that integrate sustainability into our corporate strategy.



POLICY

The **Vibram Ethical Policy** formalises the policies that guide our corporate goals and the behavioural standards we see as crucial to building valuable relationships. It is a reference point for our day-to-day activities and in our relationships with stakeholders. In 2021, we also drafted an **Anticorruption Policy**, which will be implemented in 2022: a further step in consolidating our approach to the principles of ethics.



GLOBAL STRATEGIC COMMITTEE Sustainability Director

Responsible for reviewing sustainability goals and performances and updating the strategy.



OPERATING COMMITTEE

The key committee for enacting the sustainability strategy, it implements actions at the local level.



3 PROJECT LEADERS Italy – USA – China

One per facility, they coordinate the corporate department representatives.

PRODUCT INNOVATION

MATERIAL ISSUES

- ▶ PRODUCT QUALITY AND INNOVATION

OUR APPROACH

We look into solutions to optimise processes and research new combinations of materials to put on the market, innovative products and services that offer high-level quality and performance for the footwear industry, guaranteeing consistent attention to sustainability and environmental protection.

To create products with a lower environmental impact we focus on two areas: **selection of materials** and **durability**. On the one hand, we design products with recyclable components and compounds containing natural, biobased, and biodegradable materials. On the other hand, we develop processing techniques to maximally extend the life of our soles while maintaining optimal performance.

Starting in 2022, we plan to develop a system to objectively measure the durability of Vibram soles, so as to continue to improve their performance.

ECOSTEP NATURAL	Compound made of organic components (at least 90%) that are not derived from oil. The soles' unique and original colours come from 100% natural pigments obtained from plants and byproducts of organic farming.
ECOEVA	Midsole compound containing up to 15% recycled industrial waste.
ECOSTEP ECOSTEP EVO	Compounds that contain up to 30% recycled Vibram rubber by weight. Created in 1994, Vibram ECOSTEP is a pioneering eco-compound, a global benchmark for recycled rubber sole applications. Vibram ECOSTEP EVO is the latest evolution of Vibram ECOSTEP: an innovative combination of sustainability and performance, providing greater durability and improved traction on wet and dry surfaces
ECOSTEP PRO	Compound for soles for the industrial sector, with processing waste reused (up to 20% for production in Europe and up to 30% in Asia).
XSECO	Compound for climbing with 20% of processing waste reused.

Our role as agents of change drives us to promote sustainable innovation. This is why we collaborate with Bluesign Technologies, the internationally recognised developer of sustainability standards, to create new standards for the world of footwear.

DEVELOPMENT OF VIRTUOUS PRODUCTION MODELS

In our philosophy, a sole is first and foremost the element that connects a person with the earth and nature that they are part of. Therefore, our solutions have to express this harmony with nature.

Vibram Component Shoe is a system of soles to be assembled by hand, without glue, choosing among multiple combinations of sole compounds, uppers, and laces. Inspired by circular economy principles, it sets forth an alternative production model that, thanks to the simple disassembly process, makes it possible to recycle and give new life to each material.

Vibram Sole Factor offers end users the possibility to personalise their shoes by allowing them to use water-based glues, choosing between different compounds with sustainable features. Through this system, we promote the high-added-value work of local shoemakers.

MAIN OUTCOMES

- ▶ OVER 200 ACTIVE PATENTS
- ▶ >90% NATURAL RAW MATERIALS – ECOSTEP NATURAL
- ▶ RECYCLING OF INDUSTRIAL WASTE – ECOSTEP

THE FIRST EPD FOR AN INDUSTRIAL SOLE

We performed an ISO 14025-compliant Life Cycle Assessment (LCA) study of the TRONT compound Fourà sole. A third party registered with the International EPD System programme validated this study, which is the first case of EPD (Environmental Product Declaration) for an industrial sole.

The study allowed us to obtain a detailed assessment of the environmental footprint of the Fourà model: the cradle-to-gate manufacturing phase of a pair of TRONT soles created at the Albizzate production facility releases approximately 1.94kg of CO₂ or approximately 7% of the carbon footprint of a leather shoe.

REPAIR IF YOU CARE.

We launched the “Repair If You Care” campaign to help reduce waste, committing to ensuring the durability of our products and inviting consumers to give new life to their well worn shoes.

By promoting the concept of reuse and repair as a sustainable approach, we encourage consumers not to throw shoes away, but to reuse and customise them, highlighting the fact that repair is a precious opportunity to reduce waste and a conscious decision linked to sustainability.

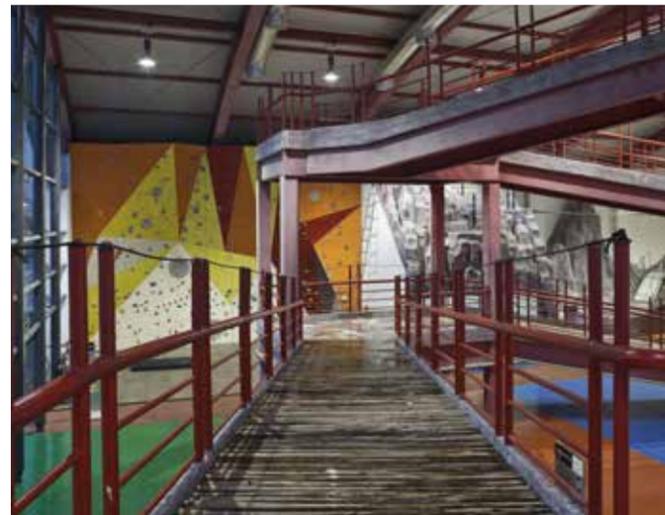
ENERGY

MATERIAL ISSUES

- ▶ ENERGY EFFICIENCY
- ▶ USE OF RENEWABLE ENERGY
- ▶ RESPONSIBLE SUPPLY CHAIN AND TRANSPARENCY

OUR APPROACH

We want to play our part in the energy transition, choosing renewable energy and reducing our consumption thanks to increasingly efficient processes. We carefully measure the energy consumption required to power the work at our offices and production facilities.



MAIN OUTCOMES

- ▶ 88% OF ELECTRICITY FROM RENEWABLE SOURCES
- ▶ 5,642 T OF CO₂ EMISSIONS AVOIDED THANKS TO THE PURCHASE OF RENEWABLE ELECTRICITY
- ▶ ISO 14001 AND ISO 50001 CERTIFICATIONS FOR THE ALBIZZATE FACILITY
- ▶ PREPARATION FOR THE ISO 14001 CERTIFICATION FOR THE US FACILITY (EXPECTED IN 2022)
- ▶ 100% USE OF LED LAMPS AT THE ALBIZZATE FACILITY

Thanks to the data collected through our regular monitoring activity, we have identified two courses of action:



REDUCTION OF ENERGY USE THROUGH MORE EFFICIENT PROCESSES AND CUTTING-EDGE SYSTEMS

Implemented actions include:

- Installation of LED lamps;
- Maintenance of systems and machinery to improve efficiency;
- Thermal insulation projects;
- Replacement of some steam presses with electrical presses;
- Gradual replacement of motors with new, more energy-efficient motors.



USE OF CLEAN ENERGY

Where possible, we prioritise the purchase of renewable electricity. In China, where the energy market does not allow us to choose which sources we get our supply from, we have installed a solar plant that powers the streetlights and heating in the on-site dormitory.

EMISSIONS MONITORED

We have gained an understanding of our **Scope 1** and **2** emissions, which we intend to expand on with a company-wide Carbon Footprint study, including **Scope 3** emissions. This will be the first step in defining a climate strategy with consistent emission reduction goals.

3,079 t CO₂ eq

SCOPE 1 emissions generated by non-renewable sources used to heat spaces, power production machinery, and by fuel for corporate mobility (petrol and diesel)

1,262 t CO₂ eq
market-based 2

SCOPE 2 emissions generated by the use of electricity purchased from third parties

SUPPLY CHAIN

MATERIAL ISSUES

- ▶ ENGAGEMENT WITH SUPPLIERS
- ▶ RESPECT FOR HUMAN RIGHTS
- ▶ RESPONSIBLE SUPPLY CHAIN AND TRANSPARENCY

OUR APPROACH

Our suppliers are more than the name suggests: they are our partners. Each link in the supply chain has to be involved in the pursuit of our sustainability goals. We trust only those suppliers aligned with Vibram's values and quality standards, which we choose following a preliminary assessment and the successful completion of an audit. In addition to quality requirements, we are working to integrate the characteristics of the logistical model, commitment to innovation, and the improvement of social and environmental sustainability features into our assessment system.

The work to assess and monitor the supply chain that we have undertaken in the past two years aims to **foster a shared vision of sustainability and ethical values with our suppliers**, involving them in commitments to social and environmental improvement. Since 2019, we have drawn up agreements so that our partners can autonomously send production parts outsourced beyond Europe directly to clients, avoiding the need for the goods to transit via the storehouse in Albizzate and thus saving time, costs, and emissions.

RESPECT FOR SOCIAL AND ENVIRONMENTAL CRITERIA

We demand that all our suppliers guarantee their respect for the human rights of workers, specifically prohibiting any form of forced labour, captive or involuntary, and child labour. We also monitor our suppliers to ensure that there are no violations of freedom of association.

In parallel, we are attentive to the environmental impacts of production throughout the supply chain: in addition to carrying out laboratory testing to ensure that there are no traces of banned chemicals, if we detect a product or a raw material with a negative environmental impact we inform our suppliers and work with them to examine the causes and set up plans for improvement. Finally, we promote the "pull supply chain" model, whereby we manufacture to order and reduce the size of our stock to minimise the time it takes for goods to arrive on the market and limit environmental impacts throughout the value chain.

CHINA, FOCUS ON SUSTAINABILITY

We have carried out several sustainability training activities among our primary subcontractors. Furthermore, to certify the use of the Higg Index by the subcontractors at our plant in China, self-assessment activities were carried out at their headquarters in 2021, followed by audits performed by independent third parties, which revealed alignment with the standard's requirements.

MAIN OUTCOMES

- ▶ 84% OF CONTRACTORS SIGNED VIBRAM ETHICAL POLICY AND RSL

NO WASTE

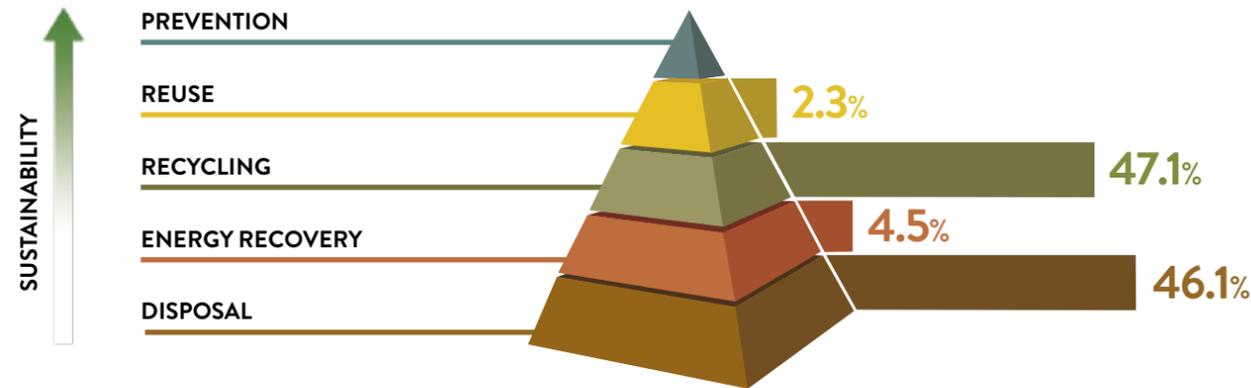
MATERIAL ISSUES

- ▶ RESPONSIBLE USE OF NATURAL RESOURCES
- ▶ RESPONSIBLE WASTE MANAGEMENT
- ▶ CIRCULAR ECONOMY

OUR APPROACH

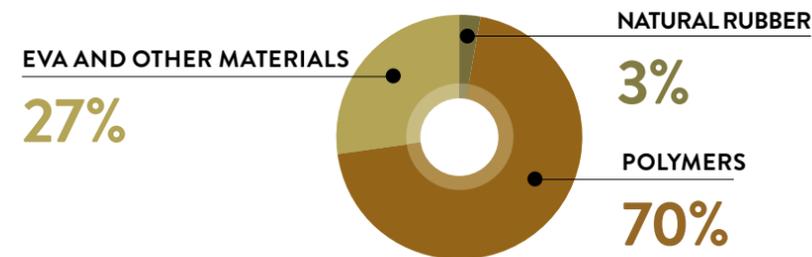
We carefully examine our products' production processes and sustainability performance to find new opportunities for the reuse and recycling of manufacturing waste, in line with the principles of the circular economy and ecodesign.

DESTINATION OF WASTE



Data for the Albizzate facility

MAIN MATERIALS USED FOR PRODUCTION IN 2021



MAIN OUTCOMES

- ▶ 49.4% OF THE GROUP'S WASTE DESTINED FOR RECYCLING OR REUSE IN 2021. IN ALBIZZATE, THE RATE OF REUSE AND RECYCLING ACCOUNTED FOR 77% OF TOTAL WASTE.
- ▶ 20% RATE OF WASTE AGAINST TOTAL PRODUCTION VOLUME, -18.8% FROM 2020
- ▶ 1.6% TOTAL WASTE COMPARED TO 2020
- ▶ 30.2% HAZARDOUS WASTE COMPARED TO 2020
- ▶ 35% WATER USE COMPARED TO 2020

THE FOUR AREAS OF ACTION TO CONTRIBUTE EVERY DAY TO THE ZERO-WASTE GOAL



MATERIALS

Responsible use of materials and chemicals: we are constantly looking for new materials with a lower environmental impact and, every year, we commit to reassessing what we use to find more sustainable alternatives and increase the recycled content of our compounds. All our products, packaging, and ancillary materials undergo a yearly RSL (Restricted Substances List) test to ensure that the chemicals that we use comply with health and environmental protection standards. Furthermore, we have obtained the RUBBER FSC certification for the provenance of our natural rubber and the biodegradability of our ECOSTEP Natural compound has been certified by a third party.



WASTE

Correct waste management and disposal: we are committed to reducing the production of waste and promoting less impactful disposal methods, such as reuse and recycling, throughout our business. For example, a portion of the rubber waste from manufacturing is recycled to become a part of the ECOSTEP sole. We collect packaging and return it to our suppliers, encouraging them to reuse it. We make sure that the companies to which we entrust the disposal of waste that we cannot recycle, and hazardous waste, operate in compliance with current regulations.

- 1.6% reduction of total waste and 30.2% reduction of hazardous waste compared to 2020.



CIRCULARITY

Recovery and reuse of materials within production processes or recycling and reuse for external projects: we assess production processes and measure the amount of waste generated to find new opportunities for reuse and recycling. We have launched the following projects:

- **Polverino Grip**, for recovering carding waste and reusing it in the new XSECO compound, and in other reuse projects entrusted to external partners.
- **Re Mida**, to sort production waste by colour and pass it on to a company that recycles vulcanised rubber waste.
- **Collaboration with EsoSport** to recycle and reuse industrial rubber and end-of-life soles from the Sole Factor project to build a playground for children, athletics tracks, and floors for climbing gyms.



WATER RESOURCES

Responsible use of water and correct wastewater disposal: we implement actions to further reduce water consumption in our production processes and ensure correct wastewater management to minimise the risk of contamination.

- We have converted our cooling circuits into semi-closed circuits to reduce the amount of water required.
- The water used for cooling ground rubber is collected and recycled in cooling towers.
- We have installed a chemical water treatment station to filter industrial wastewater and reuse it, without releasing it.
- We treat wastewater so that it can be reused or released without contaminating the environment surrounding our facilities. We regularly sample and monitor the water we release.

OUR PEOPLE

MATERIAL ISSUES

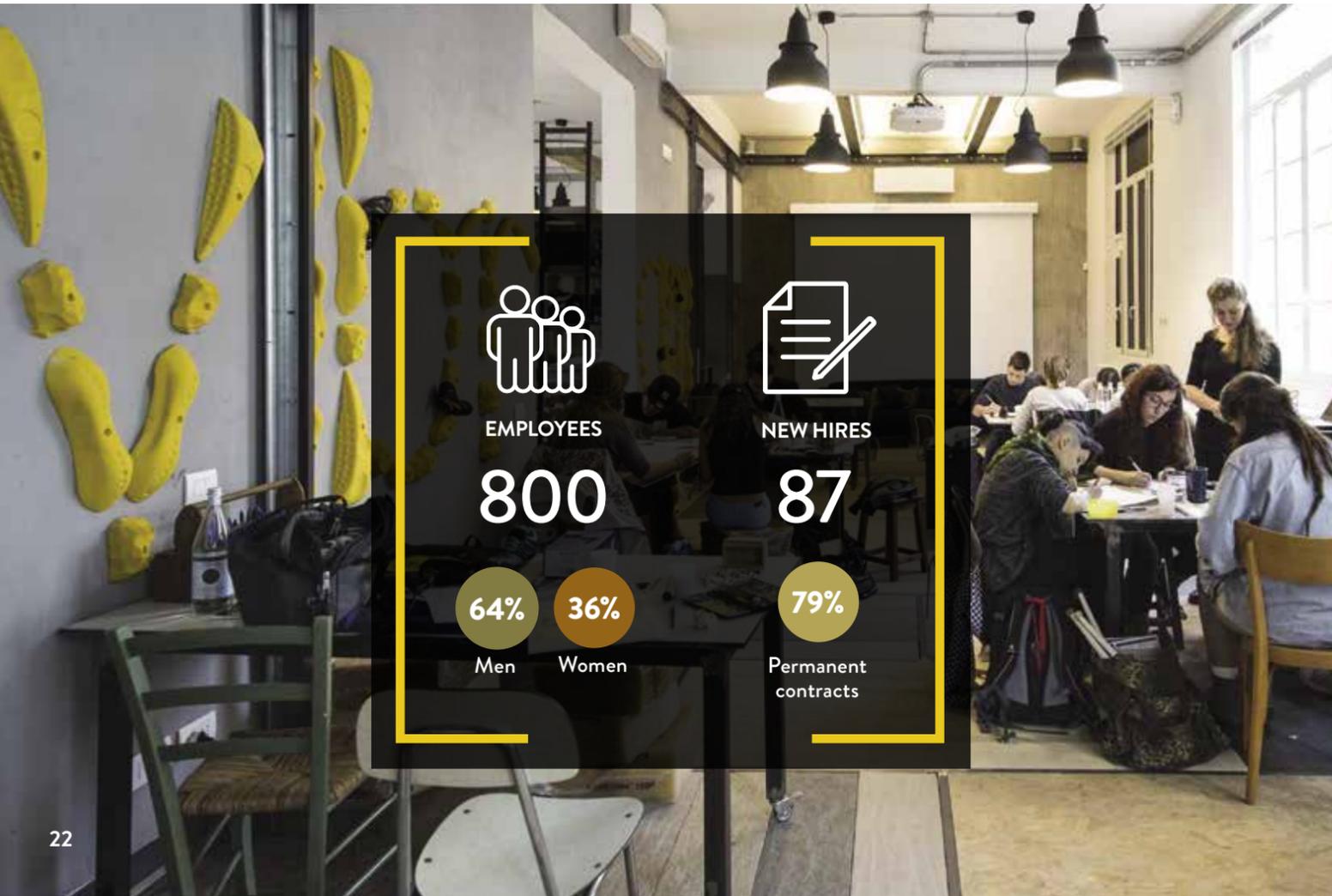
- ▶ HEALTH AND SAFETY WELLBEING
- ▶ TRAINING AND DEVELOPMENT
- ▶ REMUNERATION AND BENEFIT

- ▶ INDUSTRIAL RELATIONS MANAGEMENT
- ▶ EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

OUR APPROACH

The people who work at Vibram, with their unique skillsets, are the true strongpoint that allows us to generate long-term value.

To show our appreciation for our people and make working at Vibram an opportunity for growth and enrichment, we have delineated global guidelines and procedures to manage resource selection and planning, remuneration, training, and security, while also being attentive to local needs and regulations.



DIVERSITY & INCLUSION

Vibram’s corporate culture is inseparable from the diversity and multicultural nature of the Group, both of which are precious drivers of our diversified, innovative, and creative workplace and of the company’s growth. We do not tolerate any form of discrimination, a fact also enshrined in **Vibram’s Diversity and Inclusion Policy**. Furthermore, we are planning awareness campaigns and training programs to actively involve our employees in issues of diversity and inclusion, starting in 2022.



TRAINING & DEVELOPMENT

The professional and personal growth of Vibram’s people is very close to our hearts. To guarantee an effective and consistent training offer, we have devised a training plan that promotes the continuous improvement of employees’ technical and soft skills. The plan is defined during the performance assessment stage, guided by the “Performance Management System”. We have engaged Vibram employees in a dedicated sustainability training program, which by 2022 will have been completed by our entire workforce, to promote a corporate culture based on sustainability at all levels.



HEALTH & SAFETY

We are committed to guaranteeing a safe workplace, ensuring that all necessary measures are taken to prevent hazards that can cause accidents and injuries. For the Albizzate facility, we have implemented an ISO 45001-certified workplace health and safety management system. We also have plans to obtain this certification at our US and China sites. In addition to safeguarding our employees, we raise awareness about adopting a healthy lifestyle and promote healthy living initiatives and programs:

- Yearly blood tests and health check-ups
- Specific courses on issues such as first aid, sport, and nutrition
- Consulting and training services related to specific local services

MAIN OUTCOMES

- ▶ 6,735 TOTAL HOURS OF TRAINING DELIVERED, 38% OF WHICH ON SUSTAINABILITY, HEALTH AND SAFETY.
- ▶ SUSTAINABILITY TRAINING COMPLETED BY 65% OF THE WORKFORCE IN ITALY AND 100% IN CHINA.

DIALOGUE AND SUPPORT FOR CONSUMERS AND THE COMMUNITY

MATERIAL ISSUES

- ▶ CUSTOMER SATISFACTION
- ▶ CUSTOMER HEALTH AND SAFETY
- ▶ ENGAGEMENT WITH LOCAL COMMUNITIES

OUR APPROACH

We are fully committed to **meeting the expectations of our customer base**, which is increasingly attentive to products' sustainability. Customers ask us to keep furthering our commitment to energy efficiency and the use of recycled or natural components, naturally without compromising on safety, because our products must guarantee that they can meet any challenges set by extreme sports. **Our commitment to quality** is proven by the presence of Quality Management Systems, which are certified according to the **ISO 9001:2015** standard in the Albizzate and US facilities. We ascribe utmost importance to the product testing phase to improve performance and guarantee the quality of our soles before they are put on the market. Each Vibram sole has to pass three levels of testing: laboratory testing, real-life indoor testing, and testing in the field, which is performed outdoors in the most extreme situations by the Vibram Tester Team.

PARTNERSHIPS FOR INNOVATION

In 2014, we launched the **Vibram University Programme**, to collaborate with national and international universities, academies, and schools and support our innovation system by involving over 3,000 talented young people in over 200 projects globally.

With the support of Bocconi SDA Lab and Enel X, together with other important Italian and international fashion brands, we take part in the **Circular Fashion Manifesto**, an initiative aimed at promoting circular economy standards and best practices to promote sustainable development in this sector. The Manifesto, presented to the United Nations Economic Commission for Europe (UNECE), identifies strategic KPIs linked to the circular economy and describes best practices to promote traceability and transparency in the sector, in line with the Agenda 2030 Sustainable Development Goals.

FOCUS ON COMMUNITIES AND THE TERRITORY

We collaborate with many non-profit organizations and associations that share our values with the aim of promoting sport, well-being, and care for the environment among local communities. We invest in initiatives for young people, helping them to act more responsibly. To ensure the greatest transparency in the identification, selection, and approval of initiatives in support of non-profits we have set out the **Vibram Non-Profit Policy**.

MAIN OUTCOMES

- ▶ 837 TOTAL HOURS OF VOLUNTEERING
- ▶ 3,000 YOUNG PEOPLE INVOLVED IN THE VIBRAM UNIVERSITY PROGRAM

THE DRIVERS OF THE NON-PROFIT POLICY



PEOPLE

Promoting the well-being of people in need and the fair distribution of resources in the region; offering training opportunities and facilitating the entry of young people into the world of work; promoting psychological and physical well-being through sports.



ENVIRONMENT

Raising awareness and informing stakeholders about environmental protection by promoting contact with nature and responsible behaviour; supporting environmental protection initiatives, also in partnership with non-profit organizations; promoting the energy transition and the circular economy.



SUSTAINABLE INNOVATION

Promoting the research and development of new sustainable products, also in partnership with other stakeholders in the supply chain and the sector; contributing to the development of sustainability standards and best practices for the fashion and footwear sectors.

MAIN COLLABORATIONS

Italy

- One paid day a year for each employee to take part in corporate volunteering activities, primarily in support of the local municipality and for cleaning paths following the sports races that we sponsor.
- Provision of shoes and materials for the Casa Jannacci shoemaking laboratory in Milan, which offers people in need the opportunity to learn the shoemaking craft.
- Collaboration with Il Bullone, a project led by non-profit Near Onlus Foundation, for activities aimed at young people affected by severe and chronic illness as well as inclusion and open innovation programmes.

China

- Founding of the VTC Charitable Foundation for carrying out various solidarity initiatives in the region.
- Mountain cleaning activities in collaboration with the CBN, Guangzhou's largest running club.

United States

- Participation in the Kennedy Community Health Annual 5K Walk & Run, an event promoting a healthy lifestyle and the right to access quality healthcare for all.



LOOKING TO THE FUTURE

● 2022
 ● 2023
 ● 2024
 ● CONTINUOUS

ORGANIZATION AND PROCESSES

- Adopt the Anticorruption Policy
- 70% VOE (Vibram Overall Efficiency) target
- Reach 92.5% FTT level

PRODUCT INNOVATION

- Extend LCA analysis to two more Vibram products (one per country)
- Adopt an instrument for measuring the CO₂ associated with Vibram products
- Launch two new products with sustainable features
- Perform an objective measurement of the lifespan of some products
- Manufacture an FSC-certified rubber sole (China only)

ENERGY

- Continued focus on reducing energy use via implementation of energy efficiency measures
- Maintain renewable electricity use above 85% globally
- Achieve 100% LED lighting globally
- Implement ISO 50001 - "Energy Management Systems"
- Measure Vibram's Carbon Footprint

SUPPLY CHAIN

- Complete the mapping of the most important subcontractors and suppliers
- Over 90%* of the supply chain aligned with the principles of Vibram's ethics code
*(% expressed in terms of expenditure)
- Adopt a sustainable procurement policy
- Involve 50% of suppliers and external contractors in the sustainable procurement policy

NO WASTE

- Achieve and maintain the rate of waste sent to landfill below 40%
- Provide external partners with 30 tonnes of waste for reuse projects (Italy only)
- Reduce production waste and residues by 25% against total rubber waste

STAKEHOLDERS

- Deliver at least 20 hours of sustainability training to all new hires
- Engage employees in corporate volunteering programs
- Engage the workforce in an annual event to socialise and raise awareness
- Launch or take part in new sustainable development projects in collaboration with national and international organizations and associations (Italy only)
- Continuously monitor sustainability and social responsibility certifications relevant to the sector
- Implement the ISO 45001 certification - "Occupational Health and Safety"
- Explore the needs of disabled athletes for future projects (Italy only)



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