

***NON-FINANCIAL  
CONSOLIDATED  
STATEMENT  
2022***



**LEATHER WORKING GROUP**

**FOREST STEWARDSHIP COUNCIL**

**ZERO LANDFILL**



E2C



## LEATHER WORKING GROUP

*Leather Working Group (LWG) is a global multi-stakeholder community committed to building a sustainable future with responsible leather that drives best practices and positive social and environmental change for responsible leather production.*

In line with the commitment also as a signatory of the Fashion Pact, Geox consolidated its use of more sustainable components to make shoes (e.g. leather from LWG-certified tanneries).



## FOREST STEWARDSHIP COUNCIL

*The Forest Stewardship Council (FSC) promotes environmentally friendly forest management, able to safeguard biodiversity and ecological processes and to allow local populations and society in general to enjoy all the related long-term benefits.*

In 2022, Geox maintained Forest Stewardship Council (FSC) certification on all boxes, tags and tissue paper used in the production of S/S 22 and F/W 22, and also activated new suppliers.

In 2022, the use of the new type of 3-ply instead of 5-ply cardboard was also consolidated in Indonesia and Spain.





## ZERO LANDFILL

In 2022, for Geox S.p.A., Xlog S.r.l., Geox Retail S.r.l. and the stores, the use of waste treatment plants was successfully carried on, guaranteeing the recovery of about 99% of the materials disposed of (excluding municipal solid waste and septic tank sludge) through energy recovery or recovery for the production of Secondary Raw Materials (SRM).

The “zero landfill” goal has thus been achieved, which also allows for a tracking and monitoring system of the supply chain.



## Energy consumption

Indirect energy consumption (i.e. electricity purchased):

- 12% from non-renewable sources (vs 2021: 19%);
- 88% from renewable sources (vs 2021: 81%).

More specifically, 100% of electricity purchased in Italy, Austria, France, Switzerland, Germany and Canada came from renewable sources.

Direct energy consumption:

- 17% from renewable sources (vs 2021: 13%): self-generated electricity coming from solar panels;
- 83% from non-renewable sources (vs 2021: 87%): natural gas, diesel, petrol (including consumption by the fleet of company cars)

Energy consumption - Gj	2021	2022
Direct energy consumption	39.745	30.076
<i>From non-renewable sources</i>	34.601	24.964
<i>From renewable sources (i.e. Solar panels, self-generated)</i>	5.144	5.112
Indirect energy consumption	59.061	51.481
<i>Electricity from non-renewable sources</i>	10.121	6.263
<i>Electricity from renewable sources</i>	48.949	45.218
Total energy consumption	98.806	81.557

*Consumption includes electricity consumed by offices and stores in Italy and in the most significant foreign countries*

# GEOX PRODUCTS

**COLLABORATION WITH WWF**

**COLLABORATION WITH ACBC**

**COLLABORATION WITH AQUAFIL**





## COLLABORATION WITH WWF

The partnership with WWF continued for the “Geox for WWF” capsule collection (approximately 62,000 pairs of shoes) which includes shoes with uppers in recycled cotton fibre or leather from LWG (Leather Working Group) gold certified suppliers, and with soles made of 20% recycled rubber.

Packaging is made from FSC-certified cardboard, as is the hang tag, the tissue paper used in the packaging is made from pure cellulose and 100% recycled paper is used for the stuffing inside the shoe.

Furthermore, as part of its partnership with the WWF, € 2 from every pair of shoes sold goes towards the conservation of endangered species across the world.





## COLLABORATION WITH ACBC

*ACBC - Anything Can Be Changed - the B Corp certified Circular Science Company is a market leader in the creation and production of green footwear to improve the condition of the Planet and people and reverse climate change through better and more conscious business.*

The capsule collection (around 37 thousand pairs) was developed in collaboration with ACBC to create sneakers for men and women using innovative sustainable materials supplied by certified manufacturers. “ACBC x GEOX” is a confirmation of the concrete potential offered by technological progress at the service of sustainability and reaffirms the centrality of environmental protection as a guiding value in the creation of GEOX collections.



## COLLABORATION WITH AQUAFIL

*For more than 50 years, Aquafil has been a global leader in the production of synthetic fibres particularly polyamide.*

*Econyl regenerated nylon thread is a product introduced in 2011 by Aquafil and made entirely from ocean and landfill waste, such as industrial plastics, fabric scraps from clothing companies, old carpets and “ghost nets”.*

Thanks to the confirmation of the partnership with Aquafil, some models of the SS22 and FW22/23 collections (e.g. Aerantis™, Nebula™, Spherica™, Flexyper and Alben) were produced using Econyl™ yarn, for a total of approximately 250,000 pairs.





## ETHICS AND SUSTAINABLE DEVELOPMENT COMMITTEE

In order to ensure that sustainability issues are managed properly, Geox established an Ethics Committee on 9 December 2005, which was subsequently renamed in 2016, becoming the Ethics and Sustainable Development Committee.

The role of this committee is to manage and promote the Group's commitment to running the business based on principles of professional ethics and integrity.

The Ethics and Sustainable Development Committee is currently made up of three members: Mr. Mario Moretti Polegato (as Chair), Mr. Chemi Peres and Mr. Renato Alberini (as Members). On 15 July 2020, Mr. Nehemia (Chemi) Peres was appointed as a new member of the Ethics and Sustainable Development Committee. Mr. Peres has dedicated himself to continuing the legacy of his late father, Shimon Peres, former President of Israel and winner of the Nobel Peace Prize, fulfilling his vision through leading the implementation of numerous initiatives and activities in the fields of peace and innovation.

## AUDIT, RISK AND SUSTAINABILITY COMMITTEE

The Audit, Risk and Sustainability Committee is made up of three members, and more specifically of three nonexecutive directors, the majority of whom are independent.

Following the resolution passed by the Board of Directors on 18 January 2018, which was reconfirmed on 14 April 2022, and in accordance with the recommendations made by the Corporate Governance Code, this Committee has also been assigned the specific task of supervising issues regarding sustainability.



# GEOX SOME SIGNIFICANT AWARDS



## The most climate-conscious companies 2023

Geox confirms its first place in the fashion sector among the most green and eco-friendly Italian companies, which are also climate-conscious and attentive to environmental sustainability (15th in the overall ranking).



# GEOX SOME SIGNIFICANT AWARDS



## Sustainability Leaders 2022

Geox was included in the list of 200 “sustainability leaders” after an in-depth analysis of 1,500 companies based on 40 KPIs in the non-financial statement (ESG).



# GEOX SOME SIGNIFICANT AWARDS



## Best Sign 2022 | Footwear Category

Geox has qualified as Best Sign 2022 in the footwear category in the research promoted by Largo Consumo in collaboration with IPSOS. “Miglior Insegna” is one of the key survey tools in Italy on the value of distribution brands perceived by consumers, in all sectors. This survey involved a sample of 5,000 consumers, identifying the Italian population by gender, age and geographical distribution.



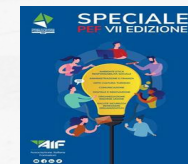


# GEOX SOME SIGNIFICANT AWARDS



## Stars of E-commerce 2022

Corriere della Sera and Statista – a company specialised in market research, ranking and business data analysis – have produced a ranking of the “Stars of E-commerce”. Starting from an analysis of the main Italian e-commerce websites, companies were ranked on the basis of several tests on the technical features of the e-commerce site and consumer opinions regarding the shopping experience.





# GEOX SOME SIGNIFICANT AWARDS



## **The parka with Any Weather Condition technology was awarded the ISPO award in 2022**

Jacket with a membrane that is not laminated to the outer fabric so that the different components can be recycled at the end of their life cycle.

The membrane used is more sustainable and PFC-free. The construction of the garment and the components make this Parka functional and more sustainable in its simplicity.



# GEOX SOME SIGNIFICANT AWARDS



## HRC meeting 2022

GIDA project awarded as best learning innovation project by the HR community.

At the HR Community's annual meeting, Geox's training department was awarded for the best project of the human resources department.

The GIDA project won as the best project in the field of training as an expression of innovation and upskilling of skills.



# GEOX SOME SIGNIFICANT AWARDS



## **AIF: GIDA project winner of training excellence award 2022**

AIF - the Italian Trainers' Association - supports the evolution process of training in our country

In 2022 GIDA Academy won the Training Excellence Award 2022 (7th edition) with reference to Human Resources Organisation Area.





## **AIDP HR mission 2022: 1st prize for training - smart learning**

The Italian Association of Personnel Managers organised a nationwide competition to reward the best projects in the field of Human Resources, which were awarded in several categories by a jury of experts from the academic and corporate world.

Geox won first prize in the Smart Learning category.





## GEOX SOME SIGNIFICANT AWARDS



### **Geox awarded for the best e-commerce packaging sustainability project in regard to sustainable delivery**

CONAI is a private, non-profit consortium operating in Italy to measure how packaging producers and users ensure that the legally required recycling and recovery of packaging waste is achieved.

# NFS 2022 HIGHLIGHTS

**Responsible governance**

**Products**

**Supply chain**

**People**

**Customers**

**Community**

**Environment**





# RESPONSIBLE GOVERNANCE

## VALUE

**€793 Mln** of  
economic value  
generated

**€732 Mln** of  
economic value  
distributed

## GEOX S.P.A.

**UNI ISO 37001**  
anti-corruption  
certification  
renewed for  
Geox S.p.A.

## XLOG

**UNI ISO 45001**  
occupational  
health and  
safety  
management  
systems  
certification  
obtained for  
Xlog S.r.l.

## GEOX RETAIL

**UNI ISO 45001**  
renewed for  
Geox Retail  
S.r.l.

## FASHION PACT

Geox has renewed  
its commitment to  
and responsibility  
for handling the  
developments and  
challenges, by  
signing up to the  
Fashion Pact and  
taking part in the  
round tables and  
projects linked to  
this initiative



# PRODUCTS

## INNOVATION

**2 new patents  
3 patent  
application**

## WWF & ACBC

**WWF capsule  
collection,  
standing out for  
its use of LWG  
Gold-certified  
leather**

**ACBC capsule  
with innovative  
and recycled bio-  
based and  
animal-free  
materials**

## X-DOWN

**Thanks to the  
use of recycled  
down, during the  
2022 F/W  
season, the  
number of items  
with sustainable  
padding in its  
collection is  
increased to 85%**

## ECONYL®

**New  
sustainable  
sneakers:  
upper made  
with Econyl®  
that is a nylon  
thread made by  
recycling nylon  
waste and  
fishing nets**

## PACKAGING

**Garment labels  
in recycled  
polyester**

**Web packaging  
in cellulose from  
a sustainable  
supply chain**

**Paper shopping  
bags: 100% FSC-  
certified**



# SUPPLY CHAIN



## PARTNERSHIP

**New collaborations with 21 factories that will be part of the supply chain**

## NEARSHORING

**Maintaining nearshoring through partnership in Morocco, Spain and Italy**

## AUDIT ESG

**In 2022, 61 social-ethical-environmental audits were carried out (+42% vs 2021)**

## FSC

**Packaging, hang tag, tissue paper are made from Forest Stewardship Council (FSC)-certified cardboard**

## SAFETY TEST

**100% of finished footwear products in the SS22 collection passed chemical safety tests**



# PEOPLE

A background image of two women smiling and looking upwards. The woman on the left has curly dark hair and is wearing a white puffer jacket over an orange turtleneck. The woman on the right has straight brown hair and is wearing a green puffer jacket. They are standing in front of a light-colored building with vertical architectural details.

## GIDA

«Geox Innovation Digital Academy»:  
upskilling and reskilling  
program for the  
International  
Corporate  
employees

## MY TRAINING CARD

E-learning  
platform to  
enhance  
employees  
know-how in  
self-learning  
mode

## STEPX – GEOX RETAIL

An international  
project that  
encourages  
dialogue between  
the retail staff  
worldwide and as  
such promotes  
communication  
between point of  
purchase and  
Headquarters.

## DIVERSITY & INCLUSION

Policy aimed at  
promoting  
equal  
treatment and  
opportunities  
between  
genders  
«*Diversity-as  
Uniqueness &  
Inclusion*»

## RETAIL

Training  
programs and  
contests to  
improve  
customer  
relationship  
management  
for sales  
associates



# CUSTOMERS

## DAILY SENSE OF WELLBEING

**Geox = wellbeing + well designed: improving people's daily sense of wellbeing, encouraging them to get moving and keep fit**

## CUSTOMER-CENTRICITY

**The Group's main objective is to satisfy the needs of its customers, providing products with high quality and safety standard**

## SHOW-ROOMING

**Introduction of a showrooming service in shops, allowing customers to buy items not available in the shop**

## CUSTOMER EXPERIENCE

**Implementation of the "single digital customer profile" project for a better offline and online customer experience**

## «MIGLIORE INSEGNA 2022»

**Geox has qualified as Best Sign 2022 in the footwear category in the research promoted by Largo Consumo in collaboration with IPSOS**



# COMMUNITY

## COMMITMENT

During 2022, the resources allocated by Geox to support the community amounted to approximately 1 million Euro

## EMPLOYEES

24% of the resources relate to contributions in favour of the social benefit of employees (e.g. kindergarten)

## LOCAL COMMUNITY

Geox contributes to the social, economic and environmental development and wellbeing of the local community

## COMMUNITY

61% of resources relate to donations of essential goods to the Ukrainian population on site and to refugees in Italy

## DONATIONS

Shoes donated to Ukrainian children who took part in Italian courses at the "F. Baracca" school in Biadene



# ENVIRONMENT

## GREEN ELECTRICITY

88% of the Group's electricity needs came from renewable sources  
(83% in 2021)

## RELAMPING

Thanks to efficiency of lighting systems 813 GJ of electricity in 2022 were saved

## CO<sub>2</sub> EMISSIONS

Geox offsets CO<sub>2</sub> emissions caused by transportation of waste

## CONAI

Geox Group cited as an example of excellence in reducing the environmental impact of packaging

## DKV CLIMATE:

A new fuel card that offsets emissions caused by journeys made by company vehicles



## CLIMATE PROTECT INITIATIVE

In 2022 the company has joined GLS's **Climate Protect** initiative, which envisages the allocation of an amount of the cost of their services to the **forestation of several areas of the earth** in order to **reduce environmental impact of emissions from shipments**.

With this initiative, GLS will financially support part of the offset by asking its customers to share this commitment.

The pillars of the initiative embraced by Geox - which will be active from 1 January 2023 - mainly concern the following:

- the use of 100% renewable energy by GLS;
- the use of zero-CO<sub>2</sub>e delivery vehicles;
- offsetting the CO<sub>2</sub> impact of each shipment of the project.



## ITALY'S BEST EMPLOYERS 2023



Geox was included among the top 400 companies for employee satisfaction in the Italian rankings.

Statista R creates employer rankings in over 50 countries worldwide.

The survey carried out with the collaboration of the Corriere della Sera is the result of an extensive questionnaire conducted to a representative sample of several thousand employees of medium-large Italian companies (>250 employees). The focus on the willingness to recommend the company and general labour issues allowed comparability between heterogeneous sectors.