

SUPPLY CHAIN

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Methodology: The statistics presented in the document were identified by correlating the impacts of each supplier with their economic incidence on **SCARPA**'s annual turnover.

1. SUPPLY CHAIN INTRODUCTION

SCARPA has a strong connection to the territory.

Thanks to the authentic and enduring relationships that **SCARPA** has always established with its collaborators, it can guarantee innovation and continuous improvement of its products, systematically refining its environmental and social performance.

The company is fully aware of the strategic importance of maintaining strong relationships with its suppliers, not only to offer customers the best in terms of product performance and durability but also to protect those working in the supply chain and safeguard the environment.

Relationships with suppliers go beyond mere commercial transactions; they are based on shared work ethics.

All **SCARPA** suppliers are required to be familiar with the principles of the Ethical Code and to subscribe to the Code of Conduct. This way, **SCARPA** ensures compliance with regulations on occupational safety, health protection, environmental conservation, as well as international labor standards.

SCARPA annually monitors the certifications and ownership composition of all suppliers. Given equal technical performance, preference is given to:

- Environmentally responsible companies with certified management systems and products, minimizing environmental and health and safety impact.
- Companies whose majority owners belong to underrepresented groups, aiming to promote diversity and foster greater equity and inclusion.

2. MAIN SUPPLIERS

The main suppliers are the most significant in terms of economic expenditure, representing approximately 80% of annual expenses, excluding labor costs.

SCARPA evaluates the environmental and social performance of main suppliers annually to identify current significant impacts, potential negative impacts, and conduct a risk analysis. Impacts are identified through a questionnaire.

SCARPA is committed to assessing the environmental and social performance of both the Headquarter and all controlled subsidiaries' suppliers, intentionally defining a Group improvement plan.

In particular, the Group conducted separate monitoring for non-emerging countries (Italy, USA, and Switzerland) and emerging countries (Branches in Romania, Serbia, and China).

3. NON-EMERGING COUNTRIES 2022

Analysis of the impacts of main suppliers from non-emerging countries (Italy, Switzerland, and the United States).

ITALY	75%	Including	
		Veneto	42%
		Lombardy	23%
		Rest of Italy	10%
REST OF EUROPE	9%		
ASIA	16%		

Table 1 Geographical area of significant suppliers from non-emerging countries

In 2022, the percentage of non-emerging **SCARPA** purchases (Italy, Switzerland and the United States of America) towards products with green characteristics is 20%.

In 2022, the percentage of **SCARPA's** non-emerging country purchases from companies with majority owners who are women or individuals from underrepresented groups is 15%.

The company provides small suppliers (micro-enterprises with fewer than ten employees) with the same contracts and payment terms offered to suppliers classified as Large Enterprises.

4. MONITORING QUESTIONNAIRE

GENERAL INFORMATION:

Reference person;
Presence of CSR or Sustainability Manager;
Evaluation of own suppliers (our second-level suppliers) based on sustainability criteria;
Number of employees.

ENVIRONMENT:

Environmental policy;
Process certifications (ISO 14001 and ISO 50001);
Energy;
Water resources;
GHG emissions;
Significant emissions;
Waste;
Biodiversity (use of toxins and secondary raw materials);
Most impactful activities in terms of environmental impacts;
Improvement objectives.

SOCIAL:

Social policy;
Process certifications (SA8000 and ISO 26000);
Worker safety;
Employee benefits and health insurance;
Donations to local institutions or Non-Profits;
Ownership composition (majority of women and/or underrepresented categories);
Gender equality (pay equity).

5. ANALYSIS BOUNDARIES

Monitored collaborators are considered primary suppliers; they represent 84% of **SCARPA**'s annual spending in 2022. 85 partners responded to the interview.

Primary suppliers were categorized by country, region, and sector, revealing trends in geographical areas and sectors.

Primary suppliers belong to the following sectors and coincide with the indicated spending percentage:

OTHER RAW MATERIALS	38%
FINISHED PRODUCTS PURCHASED FROM THIRD PARTIES	21%
SERVICE SUPPLY	19%
PLASTIC MATERIALS	15%
LEATHER	7%

6. SCARPA SUPPLY CHAIN TRENDS IN NON-EMERGING COUNTRIES

The questionnaire identified significant risk areas, highlighting opportunities for improvement in environmental and social aspects. The identified trends concern **SCARPA's** primary suppliers in the Asolo headquarters.

SIGNIFICANT RISK AREAS	TRENDS	CAUSES	IMPROVEMENT STRATEGIES	2022 VS 2021
CO2 EMISSIONS Calculation of emissions from categories 1 and 2.	The carbon footprint is measured by suppliers representing 40% of primary suppliers.	Many suppliers, especially local ones, are small workshops or SMEs. They began addressing environmental issues in recent years and often lack the means and resources to calculate their carbon footprint.	SCARPA identified suppliers without tools or means to monitor carbon emissions. SCARPA has implemented a formal support and training program for selected suppliers to monitor their CO2 emissions associated with energy consumption in business premises.	In 2021, primary suppliers calculating SCOPE 1 and 2 emissions represented 16%. SCARPA's improvement strategy and/or monitoring requests led to a 24% increase in monitoring levels.
ENVIRONMENTAL MANAGEMENT ISO 14001 is an international standard focusing on environmental management within an organization.	23% of primary suppliers are ISO 14001 certified.	Causes may include lack of awareness, high costs, lack of external pressure, sustainability-unoriented corporate culture, weak legal obligations, and different priorities.	SCARPA favors suppliers with a certified management system.	In 2021, primary suppliers with a certified environmental management system represented 21%.
WASTE PRODUCTION Less waste means a lasting positive impact for all.	38% of surveyed suppliers set waste reduction goals. The calculation excluded service providers.	Reducing waste production requires complex work, starting from product design and requiring strong synergies in the region. Not all supply chains are connected to that extent.	SCARPA implements strategies and projects with various partners to valorize every waste, pre-consumer, and post-consumer.	In 2021, 35% of primary suppliers set waste reduction goals.
PAY EQUITY Salary parity, economic justice, equal opportunities for all.	Pay equity analysis was conducted by 41% of primary suppliers in non-emerging countries.	Social and cultural causes are deeply rooted. SCARPA officially recognizes the issue.	SCARPA favors suppliers whose majority owners are women or belong to underrepresented groups.	In 2021, 20% of primary suppliers conducted pay equity analysis.
SUSTAINABILITY ASSESSMENT It is crucial to assess sustainability throughout the entire supply chain to maximize environmental impact efficiency.	55% of suppliers assess the sustainability of their partners.	A heterogeneous group among goods suppliers assesses the sustainability of suppliers. Identifying a specific cause is difficult.	SCARPA monitors this annually and favors virtuous behaviors from its suppliers.	In 2021, 36% of primary suppliers assessed the sustainability of their suppliers.

7. SUPPLIER CLOUD

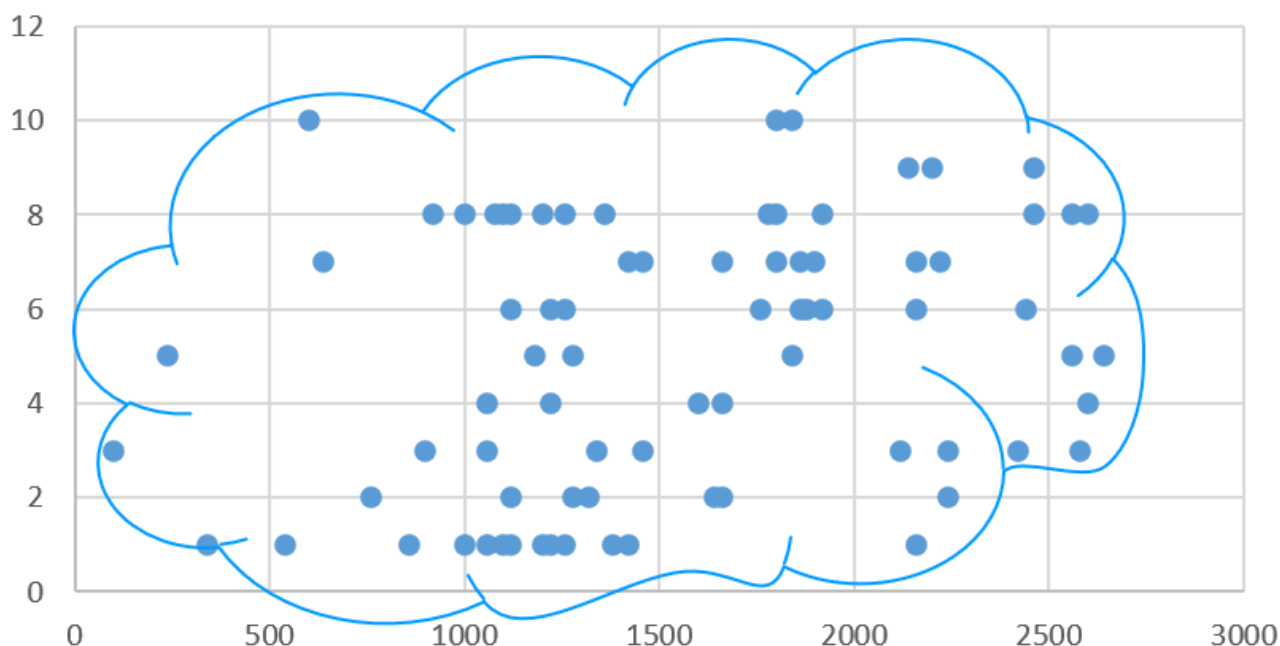
In monitoring environmental and social performance, the primary goal is to go beyond the current state of the supply chain, focusing on creating the necessary foundations for continuous improvement. In this perspective of continuous improvement, **SCARPA** has introduced the "Supplier Cloud," a diagram designed to provide an overview of the overall performance, facilitating organic monitoring of progress along the entire supply chain. Serving as a framework, this model aims to establish a new relationship with suppliers based on co-evolution and transparency.

The ultimate goal is to observe the annual evolution of this "Cloud," constantly moving upward and to the right. The y-axis reflects the score assigned to the innovation proposed by the supplier, while the x-axis represents the score for environmental and social impacts, where a higher value corresponds to a lesser impact.

2022 serves as the initial reference point, with the aspiration to surpass these results every year.

This approach aims to ensure a constant improvement in the current situation, reflecting **SCARPA**'s commitment to channel efforts towards a more sustainable and responsible supply chain.

CLOUD OF NON-EMERGING SUPPLIERS 2022



Supplier Cloud

The y-axis, vertical, reflects the score assigned to the innovation proposed by the supplier. This score, ranging from 1 (low innovation) to 12 (maximum innovation), is based on various parameters such as "Supplier Innovation" (product, process, business model, internal management) and "Innovation Shared with **SCARPA**" (service, trends and research, speed, flexibility), in addition to the "Distance between the supplier's headquarters and production." On the x-axis, horizontal, the score obtained through the questionnaire reflects the environmental and social performance of the supplier, ranging from 0 (minimal environmental and social performance) to 3000 (maximum environmental and social performance).

8. EMERGING COUNTRIES 2022

Analysis of the impacts of major suppliers from emerging countries (Romania, Serbia, and China).

CHINA	50%
ROMANIA	37%
VIETNAM	7%
SERBIA	3%
ITALY	3%

Table 2 Geographical area of supply of significant suppliers from emerging countries.

9. ANALYSIS BOUNDARIES

Monitored collaborators are considered primary suppliers; they represent 36% of **SCARPA**'s annual spending in emerging countries in 2022.

Primary suppliers were categorized by country, region, and sector, revealing trends in geographical areas and sectors.

SIGNIFICANT RISK AREAS	TRENDS	CAUSES	IMPROVEMENT STRATEGIES	2022 VS 2021
SUPPLIER MONITORING AND TRACKING	Monitoring covered 36% of SCARPA's companies belonging to the emerging Countries group.	Supply chain tracking is not an immediate task. It requires time and synergies.	SCARPA initiated a traceability path to increase monitored suppliers.	In 2021, monitored suppliers represented 21% of annual spending.

10. NEXT STEPS

CARBON FOOTPRINT MONITORING

Improving environmental performance includes reducing the carbon footprint. As with any other impact, the first step is monitoring.

In **SCARPA**'s supply chain, there are many local SMEs that lack the tools and expertise to periodically measure their CO2 emissions.

SCARPA has developed a specific tool for these suppliers to help them develop strategies for reducing their carbon footprint.

In addition to sharing expertise to reduce the carbon footprint, **SCARPA** encourages suppliers to implement a system that integrates sustainability factors into decision-making processes throughout the entire life cycle of materials, from raw material extraction to product use.

Improvement goes beyond monitoring and managing direct suppliers; it involves influencing the entire value chain. That's why **SCARPA** asks its collaborators to assess the sustainability of their suppliers.

SCARPA verifies impact reduction practices, values local purchasing and the acquisition of certified materials.

Sharing the CO2 monitoring tool and maintaining a constant collaborative relationship will allow, in 2023, a deeper exploration of the most suitable criteria for evaluating second-level supplier sustainability.

INCREASING SYNERGIES WITH SUPPLIERS

SCARPA, aiming for customer satisfaction and improving relationships with stakeholders, periodically monitors feedback from interested parties.

SCARPA provides training and/or resources to its staff on managing their practices and relationships with suppliers to enable them to improve their performance.

ANNEX A – PERSONAL DATA OF MAIN SUPPLIERS

The company publishes the geographic locations of all significant and high-risk suppliers, publicly sharing information by identifying specific companies in its supply chain.

SCARPA NON EMERGING COUNTRIES		
COUNTRY	SUPPLIER NAME	INDUSTRY SECTOR
ITALY	21 COMPOSITI S.R.L.	OTHER RAW MATERIALS
ITALY	ADHR GROUP AGENZIA PER IL LAVORO S.P.A.	SERVICES
ITALY	ALTEXA SRL	OTHER RAW MATERIALS
ITALY	AM TEKNOSTAMPI S.P.A.	OTHER RAW MATERIALS
ITALY	ANTONIO GUADAGNIN & FIGLIO SRL	OTHER RAW MATERIALS
ITALY	APEGO S.R.L. OFFICINE MECCANICHE STAMPI	OTHER RAW MATERIALS
FRANCE	ARKEMA FRANCE	PLASTICS MATERIALS
ITALY	ARMIDA SRL	OTHER RAW MATERIALS
ITALY	ASOLMEC S.r.L.	OTHER RAW MATERIALS
ITALY	BESSEGATO & C. SRL	SERVICES
USA	BOA TECHNOLOGY INC	OTHER RAW MATERIALS
ITALY	BRT S.P.A.	SERVICES
ITALY	CALZATURIFICIO DARLIM SRL	SERVICES
ITALY	CALZATURIFICIO ELLEDI SRL SOCIETA' UNIPERSONALE	SERVICES
ITALY	CALZATURIFICIO MC ROCK S.R.L.	SERVICES
ITALY	CALZATURIFICIO SKANDIA S.P.A.	PRODUCTS ON CONSIGNMENT
ITALY	CAPOVILLA MASSIMO	SERVICES
ITALY	CHENET ANTONIO MINUTERIE METALLICHE	OTHER RAW MATERIALS
ITALY	COMELZ S.P.A.	OTHER RAW MATERIALS
ITALY	COMMERCIALE ISOLA SPA	PLASTICS MATERIALS
ITALY	CONCERIA BRUTTOMESSO SRL	LEATHER
ITALY	CONCERIA EMMEDUE SRL	LEATHER
ITALY	CONCERIA PEGASO S.P.A.	LEATHER
ROMANIA	D.B. GROUP ROMANIA SRL	SERVICES
ITALY	D'AMBROSO LUIGINO	LEATHER
ITALY	DANI S.P.A.	LEATHER
ITALY	DAVOS S.P.A.	PLASTICS MATERIALS
ITALY	DB GROUP SPA INTERNATIONAL TRANSPORTS	SERVICES
ITALY	DHL EXPRESS (ITALY) S.R.L.	SERVICES
ITALY	DS SMITH PACKAGING ITALIA SPA	OTHER RAW MATERIALS
GERMANY	EURO BRAND MANAGEMENT GMBH	OTHER RAW MATERIALS
ITALY	EUROINTERIM	SERVICES
ITALY	FASHION TEX S.R.L.	OTHER RAW MATERIALS
ITALY	FMB S.R.L.	OTHER RAW MATERIALS
ITALY	FRASSON S.P.A.	PLASTICS MATERIALS
ITALY	GALLINA LORIS	SERVICES
ITALY	GIARDINI S.P.A.	OTHER RAW MATERIALS
ITALY	HAWAI ITALIA S.R.L.	OTHER RAW MATERIALS
CHINA	HENAN PROSPER SKINS & LEATHER ENTERPRISE CO., LTD.	PRODUCTS ON CONSIGNMENT

CALZATURIFICIO S.C.A.R.P.A. S.P.A.

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ITALY	HOFSTEP S.R.L. UNINOMINALE	OTHER RAW MATERIALS
VIETNAM	HONG BAO FOOTWEAR JOINT STOCK COMPANY	PRODUCTS ON CONSIGNMENT
ITALY	I.C.F. S.P.A.	OTHER RAW MATERIALS
ITALY	ILGA GOMMA S.R.L.	PLASTICS MATERIALS
ITALY	IMACO S.R.L.	SERVICES
ITALY	IMBALLAGGI LAZZARO S.R.L.	OTHER RAW MATERIALS
ITALY	IN-TEK S.R.L.	OTHER RAW MATERIALS
ITALY	INTERLINEA 2 S.R.L.	OTHER RAW MATERIALS
ITALY	J.A.S. JET AIR SERVICE S.P.A.	SERVICES
VIETNAM	LEAD WIND LTD	PRODUCTS ON CONSIGNMENT
ITALY	LORENZI S.R.L. SOCIETA' A SOCIO UNICO	OTHER RAW MATERIALS
ITALY	MECCANICA S.T.M. S.R.L.	OTHER RAW MATERIALS
ITALY	MELAPELL S.R.L.	LEATHER
ITALY	NICOPLAST S.R.L.	PLASTICS MATERIALS
ITALY	MINUTERIE METALLICHE TORNITE BORDIN LUCIANO	OTHER RAW MATERIALS
CHINA	O2 PARTNERS, LLC	OTHER RAW MATERIALS
ITALY	OBERALP AG-S.P.A.	OTHER RAW MATERIALS
ITALY	PANATEX S.P.A.	OTHER RAW MATERIALS
ITALY	PERWANGER S.R.L.	LEATHER
VIETNAM	PHUC YEN SHOES JOINT STOCK COM	PRODUCTS ON CONSIGNMENT
ITALY	PRO-MAC S.A.S. DI POLONIATO CL & C.	OTHER RAW MATERIALS
ITALY	R.I.V.E.MAC. S.R.L.	OTHER RAW MATERIALS
ITALY	RINO MASTROTTO GROUP S.P.A.	LEATHER
ITALY	S - TEAM S.R.L.	SERVICES
ITALY	S.A.M.A.C. S.R.L.	OTHER RAW MATERIALS
ITALY	SAMMI EXPORT S.R.L.	OTHER RAW MATERIALS
SWITZERLAND	SCHOELLER TEXTIL AG	OTHER RAW MATERIALS
ITALY	SCIARADA IND. CONCIARIA S.R.L.	LEATHER
VIETNAM	SIGNAL CO., LTD	PRODUCTS ON CONSIGNMENT
ITALY	SPAC S.P.A.	OTHER RAW MATERIALS
ITALY	STUDIO TORTA S.R.L.	SERVICES
ITALY	SUOLETTIFICIO BERTOLLO S.N.C. DI BERTOLLO UMBERTO & C.	SERVICES
ITALY	SUOLIFICIO NEGRO S.R.L. UNIPERSONALE	SERVICES
HONG KONG	SUPER DRAGON HOLDING (HK) LIMITED	OTHER RAW MATERIALS
ITALY	T.I.R. S.R.L.	OTHER RAW MATERIALS
ITALY	TERMO DESPORT S.R.L.	OTHER RAW MATERIALS

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SCARPA EMERGING COUNTRIES		
COUNTRY	SUPPLIER NAME	INDUSTRY SECTOR
ITALY	ARMIDA SRL	OTHER RAW MATERIALS
ITALY	RI.VE.MAC. SRL	OTHER RAW MATERIALS
ITALY	TOCCHETTO IMPIANTI	OTHER RAW MATERIALS
SERBIA	BOSIS DOO	OTHER RAW MATERIALS
ITALY	Bessegato & C.SRL	SERVICES
SERBIA	INTERBUK	SERVICES
SERBIA	JATP Alibunar	SERVICES
SERBIA	CAR GAS DOO	OTHER RAW MATERIALS
SERBIA	SEVEN PROJECTS doo	SERVICES
CHINA	DONGGUAN LIYAN SHOES MATERIAL CO., LTD	PLASTIC MATERIALS
CHINA	DONGGUAN SHUNAIMEI NEW MATERIAL TECHNOLOGY CO., LTD	PLASTIC MATERIALS
CHINA	GUANGZHOU SENLIN OUTDOOR PRODUCTS CO., LTD	PLASTIC MATERIALS
CHINA	GUANGZHOU SONGLIAN SHOES CO. LTD	SERVICES
CHINA	GUANGZHOU VIBRAM RUBBER COMPANY LTD	PLASTIC MATERIALS
VIETNAM	JIM BROTHERS TRADING COMPANY LIMITED	PRODUCTS ON CONSIGNMENT
VIETNAM	LEAD WIND LTD	PRODUCTS ON CONSIGNMENT
ROMANIA	NICO-TIM SHOES S.R.L.	SERVICES
VIETNAM	PHUC YEN SHOES JOINT STOCK COMPANY	PRODUCTS ON CONSIGNMENT
VIETNAM	SIGNAL CO.,LTD	PRODUCTS ON CONSIGNMENT
ROMANIA	SODEXO PASS ROMANIA S.R.L.	SERVICES
CHINA	TREKSTA INC.	PLASTIC MATERIALS
ITALY	VIBRAM S.P.A.	PLASTIC MATERIALS

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