

2025

PROTECT
ortovox



ORTOVOX PROTACT REPORT 2025

Summary – Easy Language Version***

For ORTOVOX, sustainability is very important. Our ProtACT Strategy shows what we want to achieve. In the two areas PLANET (environment) and PEOPLE (people), we want to reduce the impact of our actions on nature and on the people in our supply chain. We move forward step by step and report openly on our actions and progress. Since the last financial year, we have worked with a new model. It is called an integrated management system. This means that responsibility does not lie only with the sustainability team. All departments now share the responsibility to include sustainability in their daily work.

PLANET – Climate protection and responsibility for the environment

Climate change is the biggest threat to our environment. If the Earth continues to warm, life will become more difficult for people and animals.

Our goal in the PLANET area

ORTOVOX wants to reduce CO₂ emissions by 42 % by 2030, compared to the year 2022. This includes:

- ▶ Direct emissions, e.g. energy consumption
- ▶ Indirect emissions, e.g. supply chain and products

We follow the 1.5°C pathway of the Science Based Targets initiative (SBTi). By 2050, we want to reduce our emissions by 95 %.

Current figures

- ▶ In the financial year 2024/25, our emissions were 11,433 tonnes of CO₂.
- ▶ This is 19.29 % less than the year before.
- ▶ Measured against our turnover, we reduced our emissions intensity by 13.66 %.

PEOPLE – Responsibility for people in the supply chain

A fair wage is the basis for a safe and decent life. We want all people who make our products to earn enough money to live well. This is why wages are a key focus of our ProtACT Strategy.

Our goal in the PEOPLE area

By 2030, ORTOVOX supports the achievement of living wages in Asia and a target wage in Europe. A living wage means that a person earns enough to pay for food, housing, clothing, health care and education – for themselves and their family.

Current figures

- ▶ 0 complaints received
- ▶ 33 audits and occupational health & safety checks
- ▶ 87.5 % of factories have elected worker representatives
- ▶ 91.8 % of our Tier-2 partners have signed our Code of Conduct
- ▶ We produce in 39 factories in 15 countries

In the full report, you can find all information about our goals, challenges, actions and progress.

* An easy-language version uses short and clear sentences. It avoids technical terms and difficult words wherever possible. The aim is to help people understand information more easily, especially those who have difficulties with standard written language.

PREFACE

The success of ORTOVOX is built on three core pillars: our strong roots in mountain sports, our proven expertise, and our power to innovate. And in all three areas, responsibility and a decisive attitude play a key role: We believe there is no mountain sport without respect, no expertise without tradition, no innovation without conviction – or without sustainability.

The mountains are where we love to spend our time, and they are also the essential foundation of our company. We experience climate-driven changes very consciously and directly. This is why our sustainability goals are so ambitious: we want to fully own our responsibility, clearly position ourselves, and ensure

the company's future viability. Our commitment to T2T (Textile to Textile) recycling exemplifies this perfectly. Alongside extending product life through durability and repairability, the use of T2T materials is currently our biggest lever for a textile circular economy. Why? Because polyester derived from PET bottles is only a temporary fix, yet true recycling from used textiles is still in its early stages. The ultimate goal must be to use recycled polyester and polyamide sourced from textiles that are no longer usable. Our investment in research and pilot projects here is significant, but so is our conviction.

We're also breaking new ground in social responsibility within the deeper supply

chain, partnering with competitors and organizations to give workers access to grievance mechanisms. And we're proud of our progress with bluesign® certification. In summer 2026, several new bluesign® PRODUCTS will come to market.

Our customers trust that our products perform reliably under extreme conditions. And they trust that we're doing our utmost to preserve nature and protect people. The ProtACT Report is an important and valuable tool for communicating our measures and goals transparently.

I wish you many fascinating insights,

Stefan Kohlbauer,
CEO



CONTENT

Company & Strategy

- 06 ORTOVOX protects
- 07 Introduction of an integrated management system
- 08 Our strategy

PLANET

- 15 Climate strategy & emissions report
- 21 Carbon Reduction Project of the EOG
- 25 bluesign partnership
- 29 Responsibility in the circular economy
- 32 Wool – our origin, our responsibility

PEOPLE

- 37 Responsibility that goes beyond the minimum wage
- 41 Responsibility in the supply chain
- 48 Strong partners in Europe und Asia
- 49 We take a close look
- 54 Grievance project in Vietnam

Outlook

- 60 Our goals for 2025/2026

Indexes

- 63 Sustainability Development Goals (SDG)
- 64 The German Sustainability Code (DNK)
- 65 Global Reporting Initiative (GRI)



COMPANY & STRATEGY



ORTOVOX PROTECTS

Protection as our brand value No. 1 is at the heart of what we do. But for us, protection goes far beyond products – it encompasses the protection of people, the environment and animal welfare. This commitment is driven not only by intrinsic motivation, but also by a clear understanding of the necessity and relevance of a sustainability strategy in view of economic viability and competitiveness. Legislation, such as the German Supply Chain Due Diligence Act (LkSG), further underscores the urgency for a resolute and forward-looking approach. However, our aim is to go well beyond the legal minimum.

The mindset for commitment, self-critical reflection and transparent communication is firmly established within the company. The necessary structures for addressing all sustainability topics were implemented early on.

The importance of sustainability is also reflected in its anchoring within ORTOVOX's overarching strategic business objectives.

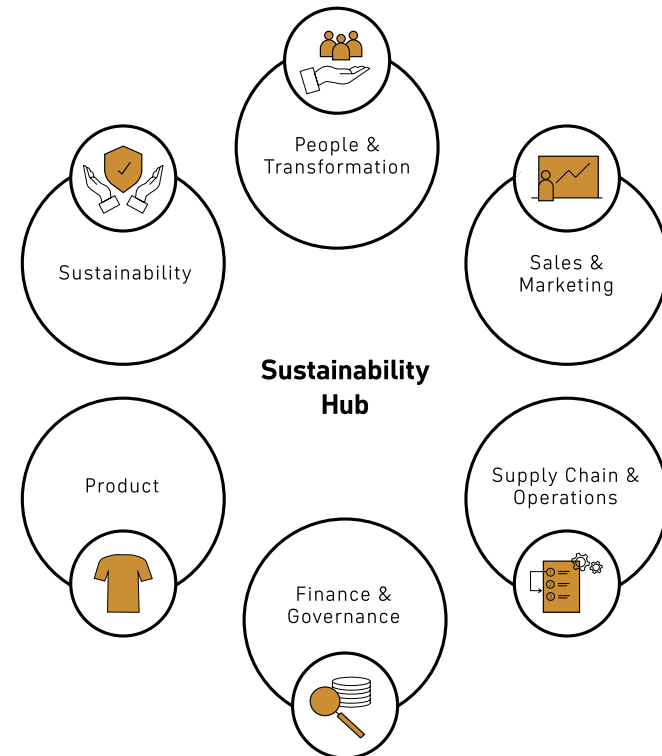
INTRODUCTION OF AN INTEGRATED MANAGEMENT SYSTEM

Sustainability is firmly embedded in our organisational structure. To ensure effectiveness and efficiency, we regularly review and optimise our setup. In the past financial year, we transitioned from a classic model with a central sustainability unit to an integrated management system.

Several members of the former sustainability unit have been embedded as experts within their respective departments. There, they ensure that sustainability is considered in all processes: they communicate strategic goals, provide operational input, support procedures and document results.

Two employees remain within the central sustainability unit, where they continue to steer the overarching sustainability strategy and manage company-wide topics.

This structure is complemented by the cross-functional Sustainability Hub, which ensures continuous exchange and alignment on priorities. Two specialised working groups add further focus: the Climate Action Circle develops measures to implement the climate strategy, while the Living Wage Hub concentrates on securing living wages throughout the supply chain.



A full-page background image showing two people standing on a rocky cliff edge, looking out over a vast, hazy landscape at sunset or sunrise. The sky is a mix of soft orange and pale blue. The rocks are dark and textured. In the top right corner, there is a small, white, three-line menu icon.

OUR STRATEGY

Since 2019, ORTOVOX has been pursuing an ambitious sustainability strategy under the name ProtACT. From the outset, the two core action areas PEOPLE and PLANET have been at the centre of this strategy, reflecting our deep sense of responsibility for protecting people and the natural world.

Our past efforts have laid a solid foundation for all sustainability-related work. Building on this, we are now intensifying our actions to drive positive and meaningful change in the years ahead. Only in this way can we remain relevant to our target group and secure our long-term economic success.

Within the action areas PEOPLE and PLANET, we are currently focusing on two overarching goals related to climate protection and living wages. We have deliberately chosen not to define a fixed end date for the strategy, such as 2030. One reason is that our climate target includes reduction milestones through to 2050; another is that we want to work with a dynamic strategy that can respond to challenges in the short term.

This explicit focus does not mean that we are neglecting other sustainability topics. Under the umbrella term SUSTAINABILITY MATTERS, we bring together additional fields of action that guide

our day-to-day work, ensure market relevance and guarantee legal compliance. They form the foundation of all sustainability efforts and are driven forward by the individual specialist departments. This structure highlights our integrated management approach and demonstrates that sustainability is embedded across the entire organisation.



PROTECT

ortovox

PLANET

Climate Protection

Animal Welfare
Environmental Protection
Product Cycle

PEOPLE

Living Wage

Social Responsibility in
the Supply Chain

PROTACT THE PLANET

Protecting our planet is a broad and multifaceted task. For us, it includes environmental and climate protection, resource conservation, biodiversity as well as water and chemical management. Despite all motivation and passion, it is impossible for a company of our size to address all of these areas equally. Focus is essential. On our symbolic expedition map, climate protection is circled in red.

Climate change is the greatest environmental challenge of our time. Rising global temperatures directly affect the stability of ecosystems and living conditions – for people, flora and fauna. We are convinced that effective climate action is the foundational prerequisite for

comprehensive environmental protection. This is why we set clear priorities to achieve long-term impact.

From an economic perspective, climate change also poses risks for us as a company. Despite the growing relevance of summer sports such as climbing and mountain biking, winter sports products still represent a significant share of our business. Fighting climate change is therefore also crucial for our commercial future.

PLANET

Climate Protection

Our overarching PLANET goal

ORTOVOX is committed to reducing its combined Scope 1 & 2 and Scope 3 emissions by 42 % by 2030 compared with the 2022 baseline, following the 1.5°C pathway of the Science Based Targets initiative (SBTi). Achieving this will require an additional 95 % reduction by 2050.

To successfully implement this, we have established the Climate Action Circle, a dedicated team driving forward the necessary measures – such as transitioning to recycled materials and renewable electricity – overseeing the process and monitoring the reduction progress annually.

► See the emissions report on page 15,
and the Carbon Reduction Project on page 21

SUSTAINABILITY MATTERS

PLANET

PLANET

Climate Protection

Animal Welfare

Environmental Protection

Product Cycle

Animal Welfare

The wellbeing of “our” sheep is close to our hearts. In 2017, we introduced the ORTOVOX Wool Promise (OWP), our own leading industry standard that strictly regulates shearing, transport and slaughter. The OWP has now been fully replaced in our supply chain by the Responsible Wool Standard (RWS).

- See the article on wool on page 32

Environmental Protection

We already offer exclusively PFC-free products and strictly monitor the chemicals used throughout our supply chain. Our Guide for Chemical Compliance ensures environmental and occupational safety. Our partnership with bluesign technologies ag and the associated input stream management guarantee that only safe and approved raw materials are used, minimising risks.

- See the bluesign partnership on page 25

Product Cycle

We drive circularity by focusing on both recycling and longevity. Under the slogan Close the Loop, we prioritise recycling, while Slow Down the Loop emphasises durability through high-quality, repairable design. Complemented by second-hand initiatives, rental, repair services and care guidance, we promote more conscious consumption.

- See the article on textile-to-textile recycling on page 29

PROTACT THE PEOPLE

At ORTOVOX, ensuring social responsibility throughout the value chain is a top priority. High-quality materials and cutting-edge technologies are essential to our products – but so are the people behind them, whether at the ORTOVOX headquarters or in our partner factories. We work to ensure that everyone in the production facilities works under fair and lawful conditions. We do so through independent audits, on-site visits, assessments based on internationally recognised standards and continuous, respectful dialogue.

Over the decades, we have built long-standing partnerships along the supply chain founded on trust, appreciation and fairness. From the beginning, we have acted proactively to ensure safe and decent working conditions. The German Supply Chain Due Diligence Act (LkSG), in effect since early 2023, provides additional legal backing to support our goals.

PEOPLE

Living Wage

Our overarching PEOPLE goal

ORTOVOX supports the achievement of living wages in Asia and target wages in Europe by 2030.

To achieve this, we established the Living Wage Hub, our internal team tasked with collecting relevant wage data and developing a roadmap for the project.

► See the contribution on wage gaps in the supply chain, page 31

SUSTAINABILITY MATTERS - PEOPLE

Social Responsibility in the Supply Chain

With our ProtACT goal in the PEOPLE area, living wages have moved to the top of our agenda. But social responsibility is much broader: it includes responsible purchasing practices, close partnerships with suppliers, monitoring labour standards, functioning grievance mechanisms and open dialogue throughout the entire supply chain. Our approach follows the OECD Due Diligence Guidelines and is risk-based.

In the Tier 1 segment, we have been collaborating with the Fair Wear Foundation for ten years to improve working conditions in sewing factories step by step.

- See also the contributions “Responsibility in the Supply Chain” on page 40 and “We look closely” on page 49

Textile supply chains are complex. Individual product components often come from different factories and countries. To deepen our understanding of Tier 2, we have developed a monitoring concept enabling us to collect data regularly and integrate it into our risk analysis. This allows us to make better-informed decisions and set targeted focus areas.

Many established instruments used in collaboration with sewing factories – such as the Fair Wear grievance mechanism – do not yet exist in the deeper supply chain. However, suppliers can use

the whistleblowing system of our parent company, which we clearly communicate in our Code of Conduct. So far, we have received no notifications. To gain practical experience with a low-threshold system nonetheless, we launched a pilot project in Vietnam. Step by step, we aim to further expand our responsibility along the entire supply chain.

- See the article on the Vietnam grievance project, page 54

PEOPLE

Living Wage

Social Responsibility in
the Supply Chain

PLANET

CLIMATE STRATEGY & EMISSIONS REPORT

The data analysis of our 2022 baseline assessment resulted in total emissions of 22,572.91 t CO₂*. Our resulting objective is clear:

ORTOVOX commits to reducing its Scope 1 & 2 as well as Scope 3 emissions by 42 percent by 2030 compared to the 2022 baseline – and by 95 percent by 2050. This aligns with the 1.5°C pathway of the Science Based Targets initiative (SBTi).

These targets are ambitious, yet essential if we want to protect what drives us: snow-covered mountains. Our focus lies on climate mitigation and emissions avoidance, because for us, reduction comes before compensation. Nevertheless, for the emissions that are currently unavoidable, we continue to offset them as a certified ClimatePartner by supporting verified climate protection projects.

* The baseline represents the first comprehensive assessment of all climate-relevant emissions caused at our sites, through travel and—most significantly—along our supply chain within a defined period. The result serves as a starting point and reference state for evaluating the effectiveness of future measures.



Roadmap for Reduction

To ensure effective implementation, we established the Climate Action Circle alongside the baseline assessment. This dedicated team drives forward the necessary measures, continuously monitors progress and tracks emission reductions on an annual basis.

With the Climate Action Plan 2030, the team adopted a concrete roadmap during the 2024/25 financial year. It defines measures across all relevant areas: from materials and trims to logistics, packaging and our own sites. Each area has been allocated a specific emissions budget up to 2030, meaning that we already know how much we may “spend” in the coming years and where the most significant levers lie. If emissions rise unexpectedly in one area, they must be compensated through additional reductions in another to ensure that the overall emissions budget is not exceeded and that the target remains achievable.

Area	Possible approaches & reduction measures
Logistics Tier 4 – Tier 1	Avoidance of air freight, optimisation of logistics processes
Logistics Tier 1 – Warehouse	Avoidance of air freight, optimisation of logistics processes
Electricity Tier 1	Focus on the use of renewable energy in production
Packaging	Reduction and optimisation of packaging, use of recycled and innovative packaging materials
Materials Softgoods	Use of recycled polyamide, textile-to-textile polyester and recycled wool; reduction of leftovers; integration of low-carbon dyeing processes
Trims Softgoods	Increased use of recycled materials
Hardgoods	Development of lower-emission materials and innovations using recycled materials; increased use of renewable energy in production
CCF Scope 3	Reducing energy and heating demand at our sites, switching to renewable energy sources, reducing emissions related to business travel

Where we stand today

Since the 2022 baseline, we have already managed to significantly reduce our emissions. This is not only the result of effective reduction measures but also reflects general market developments with lower production volumes. Our goal is therefore to achieve substantial emissions reductions even as production volumes increase again in the future. This means we must lower

our emissions intensity and decouple emissions from revenue growth. To better reflect these developments, we will introduce new KPIs going forward – for example, emissions per revenue, emissions per employee, emissions per product produced or emissions per material purchased. Another important improvement is the integration of the product use phase into

our emissions calculation, based on care instructions and energy consumption. Even though this can only ever be an approximation – since we cannot know customers' actual behaviour – it demonstrates how we are continuously developing our climate strategy, our reporting and our understanding of where emissions originate.



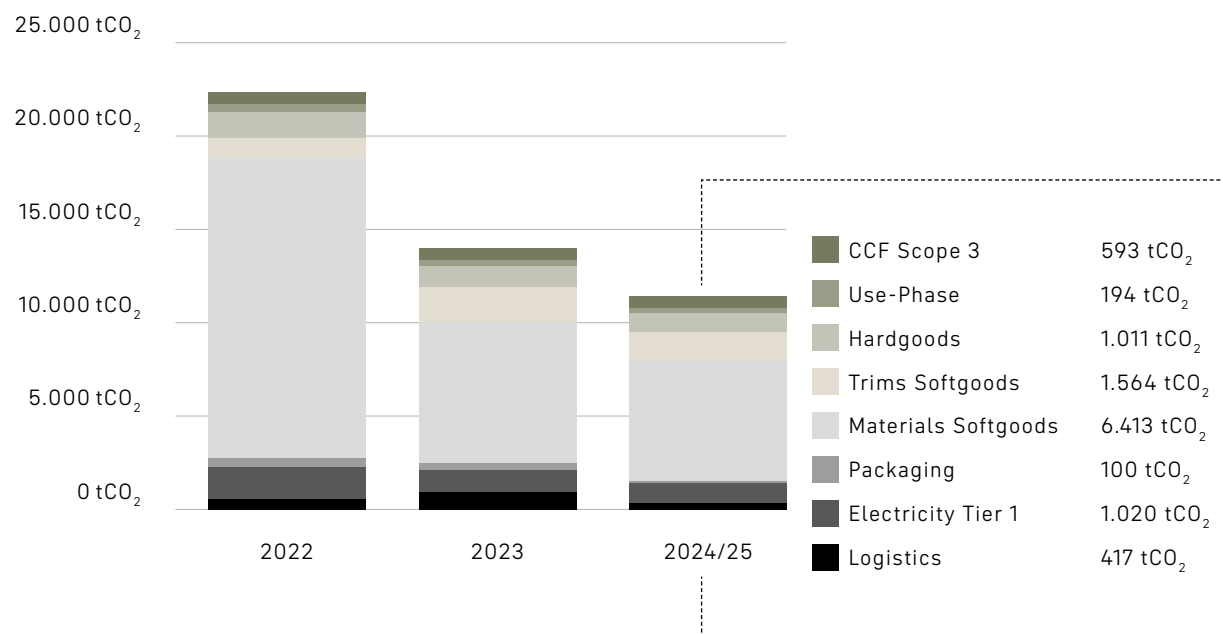
Climate Footprint 2024/25

For the 2024/25 climate footprint, we examined emissions from the financial year (01/07/2024 – 30/06/2025) as well as the products of the Winter 2024/25 and Summer 2025 collections.

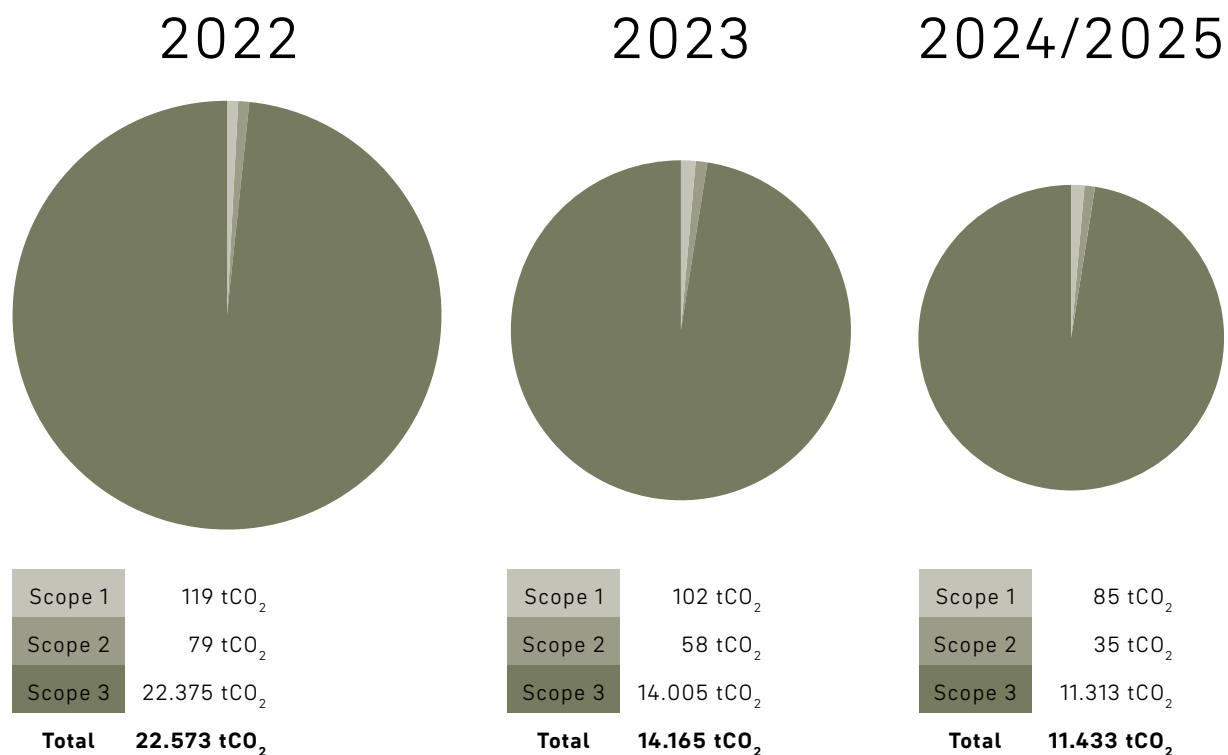
Three key indicators:

- Total emissions 2024/25:
11,433 t CO₂
- Absolute reduction vs. 2023:
2,731 t CO₂ (–19.29 %)
- Reduction relative to revenue vs.
2023: –13.66 %

Development of our Scope 3 emissions



Emission development per scope



Rounded values for improved readability. Figures from previous years may differ from numbers stated in earlier reports due to subsequent recalculations.

Scope 1

Direct emissions (DE, AT, CAN)

- Company fleet

Scope 2

Indirect emissions from purchased energy (DE, AT, CAN)

- Purchased electricity
- Purchased heat

Scope 3

Indirect emissions along the value chain

- Employees; commuting and home office
- Purchased goods and services such as print products, electronic devices, packaging
- International sites
- Products: materials, logistics, packaging, electricity Tier 1

Challenges, learnings & next steps

Switching the calculation period from calendar year to financial year within the CCF assessment once again highlighted how challenging data collection can be in practice. In many cases, data is not available for the required period or is not provided by external stakeholders.

At the same time, we are continuously improving our data quality by integrating more primary data – including from deeper tiers of the supply chain – instead of relying on assumptions or modelling. We are also expanding the scope of our data collection to additional areas of the business, such as the canteen at our Taufkirchen site.

Based on these insights, we are updating our climate strategy: moving forward, we plan to further develop the Climate Action Plan with a view to our 2050 reduction targets. In addition, we will consistently integrate the requirements arising from CSRD developments and other policy and compliance frameworks into our processes.

Despite all challenges, our commitment remains clear: we focus on reducing emissions rather than offsetting them. True climate action begins with taking responsibility for our own impact – and that is exactly what we are working on today and every day until 2050.

CARBON REDUCTION PROJECT OF THE EOG

Since late 2021, ORTOVOX has been working with other outdoor companies within the European Outdoor Group (EOG) on the Carbon Reduction Project. The aim is to jointly reduce greenhouse gas emissions in global supply chains and accelerate the transition to renewable energy. The potential is significant: the textile industry accounts for 10 % of annual global emissions. Fabric production, dyeing and finishing processes require substantial energy – which also means that there is enormous potential for savings.



Many outdoor brands are medium-sized companies and therefore have only limited leverage over their suppliers. By joining forces and pooling financial and human resources, the industry sends a clear message to the supply chain: this topic matters. At the same time, the partnership ensures that production sites are not left alone. Early successes are visible: what started as a pilot project has grown into a mature initiative consisting of several project groups, or cohorts.

The process always follows the same structure, from supplier selection and data collection to implementation and monitoring:

- ① **Supply chain mapping** to identify overlapping production sites used by EOG members
- ② **Prioritisation** of factories based on strategic relevance for participating companies and the industry, as well as the maturity of their sustainability work
- ③ **Carbon Leadership Programme (CLP)** to assess the status quo and define targets in collaboration with external experts from the Apparel Impact Institute (AII) and RESET Carbon, resulting in a tailored action plan for each factory and a reporting tool
- ④ **Implementation** of reduction measures supported by participating brands
- ⑤ **Monitoring** of progress via the Carbon Target Monitoring+




EUROPEAN
OUTDOOR
GROUP

The EOG was founded in 2003 by 19 of the world's largest outdoor companies, all recognising the need for an aligned, cross-border approach to representing the outdoor sector. In a highly globalised world, legislation, environmental challenges, media and trade are all multinational topics. The combined strength of the EOG's 160 members gives the organisation exceptional influence in representing Europe's outdoor industry constructively and credibly.

Three apparel cohorts are currently working in parallel on decarbonising their supply chains. Each of them is at a different stage of the process:

- ▶ **The pilot cohort of ten companies is already in phase 5 and is currently testing the All's Carbon Target Monitoring. The Impact Accelerator Fund – initiated by ORTOVOX – also financed a research project on renewable energy transition for small and medium-sized textile companies in Taiwan.**
- ▶ **The second cohort of nine companies is implementing concrete reduction measures in selected production sites.**
- ▶ **The third cohort, consisting of eleven brands, started in early 2025 and is currently mapping and prioritising suppliers.**

Additional pilot groups exist for trims and hardgoods. In the hardgoods category, it has already become clear that existing processes cannot simply be transferred one-to-one. Here, approaches and partnerships are being redefined. The trims cohort, covering components such as buttons, zips and webbing, is still at an early stage. Before mapping begins, the project scope and feasible implementation pathways must be established.

An aerial photograph of a vast, snow-covered mountain range. A winding, dark path or trail cuts through the white snow, leading towards a small, dark figure of a person in the distance. The sky is a pale, hazy blue, and the overall scene conveys a sense of scale and outdoor adventure.

Initiated by ORTOVOX in 2022, the Impact Accelerator Fund provides a platform for supporting decarbonisation projects and climate measures within global supply chains. Its focus areas are the transition to clean electricity, the phase-out of coal for industrial heat and long-term compensation projects. Companies in the outdoor sector can contribute according to their capacities, enabling participation even for brands with limited experience or resources.

[Find more information here.](#)

Challenges and outcomes

The experience so far shows that the path to decarbonisation is demanding. Supply chains are complex, renewable energy infrastructure is not always accessible, and regulatory and technical constraints add to the challenge. High investment costs also pose a barrier for companies and suppliers, particularly during difficult economic periods. At the same time, it has become evident that close cooperation between brands and suppliers is essential. Only when both sides work together can measures be implemented successfully.

Next step: Case study 2025

The first two cohorts have delivered valuable insights, such as what type of support suppliers need during implementation and where the biggest hurdles lie. A comprehensive update of the project case study is planned for autumn 2025, consolidating all findings. The results will help optimise processes and feed directly into future cohorts.



BLUESIGN PARTNERSHIP

When a jacket or pair of trousers leaves our facilities, it reflects more than just functionality and design — it embodies decisions made months earlier. One of these decisions is: Will this product become a bluesign® PRODUCT?

Since entering into our partnership with bluesign technologies ag, we have been pursuing far-reaching goals. These include measurable improvements in our partner factories, increasing the use of bluesign® APPROVED materials and trims, and expanding the number of ORTOVOX products on the market that carry the bluesign® PRODUCT label. For consumers, this label represents a clear promise: the highest standards of environmental and consumer protection have been consistently applied.



What is a bluesign® PRODUCT?

A garment may be labelled as a bluesign® PRODUCT when:

- ▶ At least 90 % of the materials are bluesign® APPROVED
- ▶ At least 30 % of the trims are bluesign® APPROVED (from 2027: minimum 40 %)
- ▶ For non-approved materials/trims, compliance with specific chemical requirements must be proven (e.g. test reports)

What is a bluesign® APPROVED material?

A bluesign® APPROVED material meets strict criteria for product safety and environmental compatibility.

What requirements must production sites meet?

bluesign® APPROVED materials and trims are produced exclusively in factories that have passed the bluesign audit process without any critical or major non-conformities in chemical management, environmental protection or occupational health and safety. Only bluesign® APPROVED chemical substances may be used in their production.

Tier-1 factories, where bluesign® APPROVED materials and trims are assembled into a finished bluesign® PRODUCT, must successfully complete a social audit.

„By transitioning to more bluesign system partner production sites, we are driving meaningful, long-term improvements deep within our supply chain.“



Anna Mack,
Senior Managerin
Chemical
Management

Who benefits from bluesign® PRODUCTS?

► Consumers

A bluesign® PRODUCT guarantees the highest standards of product safety, free from harmful chemicals and safe in direct contact with the skin.

► Workers in the supply chain

They work in factories that follow rigorous chemical management, occupational safety and environmental protection requirements — all regularly monitored and audited.

► The environment

Production consumes fewer resources, avoids harmful substances and reduces emissions through measures such as optimised wastewater treatment and exhaust air purification systems.



From additional effort to an established process

For our first bluesign® PRODUCTS, we applied bluesign criteria retrospectively to already developed models and adapted them accordingly. This was a time-consuming and inefficient approach.

Today we know: the decision whether an item becomes a bluesign® PRODUCT must be made directly during product briefing. Only then can requirements be met from the outset and appropriate materials and trims selected. As many departments are involved — from Product Management to Material Management — we created a clear internal workflow to ensure efficient, coordinated processes.

First milestone: Summer 2026 collection

After increasing the number of bluesign production sites, materials and trims compared to 2024, we will mark our first major milestone in the SS26 collection: The Sequence GORE-TEX Jacket & Pants will be our first bluesign® PRODUCTS.

For us, this is not the finish line but the beginning of a longer journey. Given the broad and complex nature of our supply chain, this step is a major achievement — proving that sustainability can be realised even within multi-layered structures.

Looking ahead: more depth rather than more volume

In the coming years, we will focus primarily on increasing the proportion of bluesign® APPROVED materials, trims and production sites. This not only reduces risks for people and the environment but also forms the foundation for every future bluesign® PRODUCT. Gradually, we will expand our range of bluesign products — in areas where this is feasible without compromising the quality and performance of our gear.



RESPONSIBILITY IN THE CIRCULAR ECONOMY

Several years ago, we made a conscious decision to reduce the use of materials made from recycled PET bottles as much as possible. Instead, we focus on alternative raw materials sourced from the textile cycle — textile-to-textile recycling (T2T). What sounds simple — turning old textiles into new ones — is in practice a highly complex challenge.



Textile-to-Textile Recycling (T2T)

T2T describes the process of transforming old textiles into new textile materials. The goal is to keep fibres circulating for as long as possible and to reduce dependence on virgin resources. Possible feedstock streams include:

► Post-Industrial Waste

- + Fibres, yarns, fabrics and products generated during the manufacturing process
- + Both finished materials/products unsuitable for use/sale and unusable materials or by-products

► Pre-Consumer Waste

- + Textiles produced but never used by consumers
- + Unsold products, returns and damaged or faulty goods

► Post-Consumer Waste

- + Textiles purchased, worn and later discarded by consumers



Why T2T is a key lever

Integrating T2T into our material strategy supports two crucial goals: strengthening a genuine circular economy and advancing our climate strategy. We prioritise long-term, transformative changes over short-term symbolic measures. This process is dynamic and grounded in continuous learning. Each step is carefully evaluated internally, ensuring quality, performance and durability remain uncompromised. To drive long-term development, we invest in research, pilot projects and cross-industry partnerships.

Approaches, challenges and outlook

The Climate Action Circle — our internal working group for operationalising the climate strategy — first identified and prioritised our most CO₂-intensive materials. These materials are now being phased out and replaced. Another key insight was that scaling post-consumer waste is essential for achieving a truly circular system. Only by recycling textiles after their use phase can the loop truly be closed. Pre-consumer recycling remains a practical way to reduce waste, but long-term transformation requires a clear shift towards post-consumer sources. Yet there are significant hurdles: the market for circular post-consumer T2T materials is still young, with quality and chemical management posing major challenges. Mixed fibres, missing care labels and contamination complicate processing. For this reason,

we currently use all T2T streams, while progressively increasing the post-consumer share in future collections. Maintaining quality and performance remains non-negotiable.

We see great potential in this technology and view T2T development as a marathon, not a sprint. We are committed to this path despite its complexity. With the Summer 2026 collection, our first product made from 100 % post-consumer T2T material will enter the market: the Bike Jersey. Designed according to the principles of Design for Circularity, it is fully recyclable and represents the success of collaborative cross-industry work and a promising pilot project.

This is the next step towards a genuine circular economy — and certainly not the last.

WOOL - OUR ORIGIN, OUR RESPONSIBILITY

Wool has always been part of the ORTOVOX DNA. For nearly 40 years, this renewable raw material has accompanied us. Today more than ever, we see ourselves as wool experts and wool pioneers — driving innovation with a clear focus on this fibre. Our responsibility goes beyond the material itself: we take ownership for animal welfare and transparency throughout the supply chain.





Most of our wool (over two-thirds) comes from Tasmania, where we have known many farmers personally for years. These long-standing relationships have enabled us to build expertise, address challenges together and drive innovations forward.

Our wool promise

In 2017, we created our own standard — the ORTOVOX Wool Promise (OWP) — because our partner farms, operating under their own high standards, saw little added value in the widely used Responsible Wool Standard (RWS). OWP provided a solid framework for many years.

Meanwhile, the Responsible Wool Standard has developed significantly and is recognised internationally. For this reason, the farmers have chosen to undergo RWS audits on their farms. This step opens new opportunities, as other brands increasingly request RWS-certified wool.

Textile Exchange, the organisation behind the standard, is currently restructuring the RWS to integrate it with other certifications such as the Responsible Down Standard (RDS) and the Global Recycling Standard (GRS). We are following these developments closely.

Wool and climate: a complex equation

As much as we value wool, we must speak openly about its environmental challenges. Its carbon footprint is high. Roughly 70% of emissions occur on the farm — from land use to methane emissions from sheep. Additional emissions result from shearing, washing, spinning and processing, often still powered by fossil energy.

At the same time, this perspective is incomplete. Positive impacts such as contributions to biodiversity and opportunities through sustainable grazing management are rarely accounted for in conventional carbon assessments. We navigate this tension: strengthening the positive aspects while acknowledging the challenges.



Our strategy is clear: we only use wool where it delivers true functional, ecological and qualitative value.

Our path forward

Wool is a valuable raw material that we aim to give a second life through recycling.

We already use recycled wool as insulation in gloves and will expand its use in high-performance products. For textiles worn directly on the skin, special requirements apply: recycled wool features shorter fibres and therefore lower durability. To ensure quality and longevity, we rely on blends of virgin and recycled wool — increasingly using our own cutting waste to take responsibility for the materials generated within our production.

Our goal is to develop high-quality recycled wool materials that come as close as possible to the quality of virgin wool. Durability and performance take priority, but so do comfort and aesthetics.

Much is happening — but one thing remains unchanged: our unwavering commitment to wool. It is part of our products and part of who we are.





PEOPLE

RESPONSIBILITY THAT GOES BEYOND THE MINIMUM WAGE

A fair wage is the foundation of decent work and therefore a central element of our social responsibility. For many years now, the topic of living wages has been one of the key priorities within our ProtACT strategy. Our ambition is clear: Everyone involved in making our products should be able to make a living from their income – regardless of where they work.

In the PEOPLE focus area, the support of achieving living wages in Asia and target wages in Europe by 2030 is our overarching goal. We refer to the average wage level in factories (measured as the median).





A living wage is defined by the Living Wage Coalition as the remuneration received by a worker for a standard work week in a particular place sufficient to afford a decent standard of living for the worker and their family. Elements of a decent standard of living include food, water, housing, education, healthcare, transport, clothing and other essential needs including provision for unexpected events. A living wage usually exceeds the statutory minimum wage.

A target wage is defined as a planned wage benchmark that should be achieved within a specific timeframe and is often used as an intermediate step towards living wages.

However, the reality shows that in many production countries, a significant gap remains between the statutory minimum wage and a living income. The challenges are multifaceted: the economically strained situation of the global textile industry combined with increasing uncertainty in consumer markets, rising energy costs, and inflation resulting in higher living costs and correspondingly increasing living wage benchmarks all make implementation more difficult.

Fair wages as a decision-making criterion

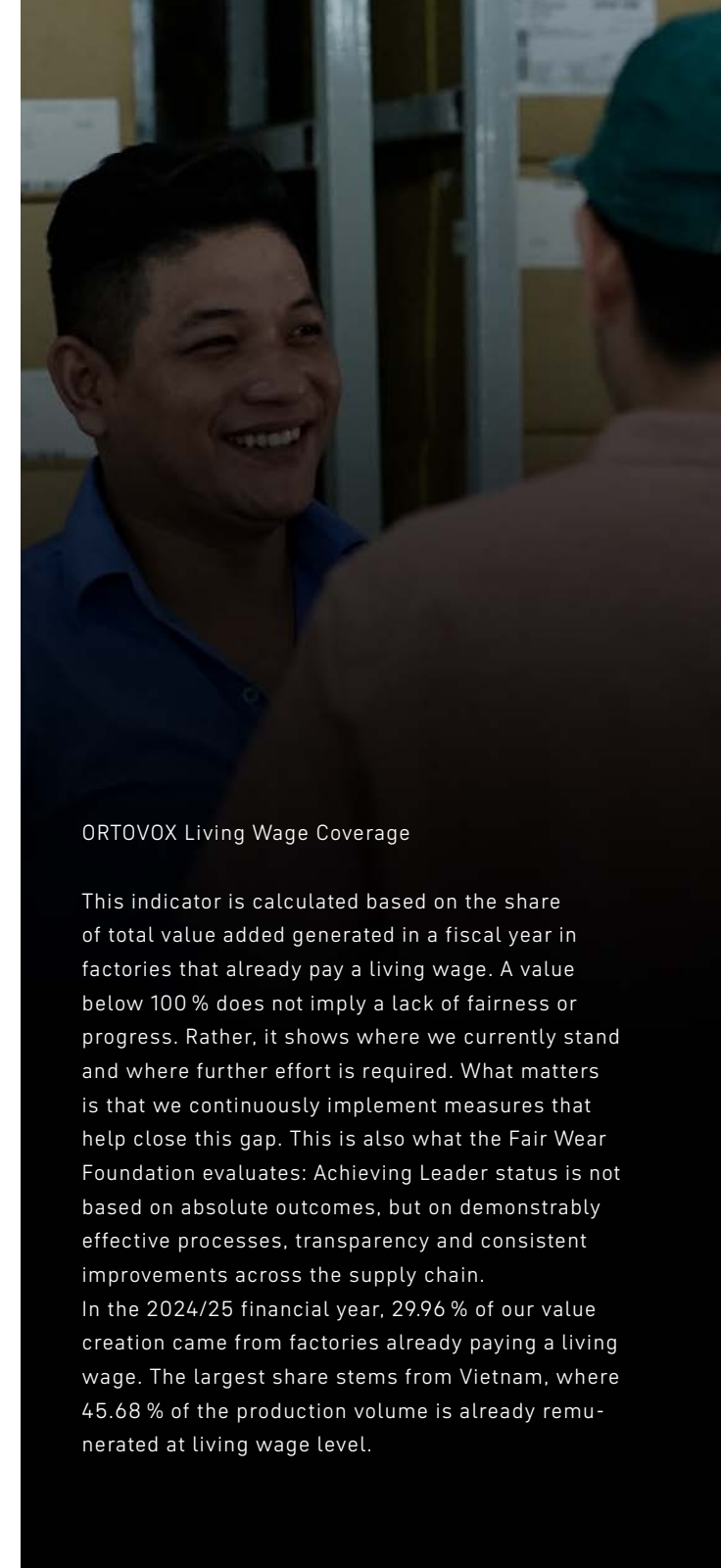
In the past financial year, our focus lay primarily on adjusting internal structures and processes to enable a transfer of knowledge across the entire team. Our living wage expert is now directly embedded within the purchasing team and contributes expertise where key decisions are made: in price negotiations, supplier selection and order placement.

Another important step was the introduction of open costing sheets among a growing number of our suppliers. These provide full transparency on the labour component within production costs and help us actively work towards fair remuneration. In addition, we integrated wage levels into our supplier assessment system to systematically record progress and encourage suppliers to address these topics proactively.

Positive signals from the industry

It is encouraging that the topic is increasingly gaining priority among our partners as well. In times of labour shortages, many suppliers recognise that fair wages are a crucial factor for retaining skilled workers, especially given the growing competition from sectors such as electronics or the service industry.

Our task is to help steer this shift, foster transparency and support the development of structures that enable fair compensation. Only if all stakeholders along the value chain contribute can the ambition of living wages become reality.



ORTOVOX Living Wage Coverage

This indicator is calculated based on the share of total value added generated in a fiscal year in factories that already pay a living wage. A value below 100 % does not imply a lack of fairness or progress. Rather, it shows where we currently stand and where further effort is required. What matters is that we continuously implement measures that help close this gap. This is also what the Fair Wear Foundation evaluates: Achieving Leader status is not based on absolute outcomes, but on demonstrably effective processes, transparency and consistent improvements across the supply chain.

In the 2024/25 financial year, 29.96 % of our value creation came from factories already paying a living wage. The largest share stems from Vietnam, where 45.68 % of the production volume is already remunerated at living wage level.

Status quo in manufacturing countries

The following chart shows a comparison of wage levels in various manufacturing countries.
The average wage level across all factories in a country is indicated as 0.

- Payment above minimum wage
- Average living wage gap (+)
- Average living wage gap (-)



RESPONSIBILITY IN THE SUPPLY CHAIN

Our collaboration with the Fair Wear Foundation is far more than a formal membership – it is a central pillar of our responsibility within the supply chain. Through close guidance, transparent reporting and continuous dialogue, we are developing step by step.





Fair Wear Foundation

The FWF is a non-profit organisation that, together with its member brands and other partners such as trade unions, NGOs, factories, industry associations and governments, pursues a clear objective: improving working conditions in the global garment industry. The focus lies on the final manufacturing stage – sewing factories.

- Founded: 1999, headquartered in Amsterdam
- Key areas: social standards, complaint mechanisms, training programmes, transparent reporting
- Members: More than 105 brands worldwide

ORTOVOX has been a member of the FWF since 2015. Responsibility in the supply chain also means influencing the realities of the people who make our products – in a positive way.

[More information](#)

The introduction of our Human Rights Due Diligence Policy (HRDD) marks another important milestone. This policy complements our internal Code of Conduct and permanently embeds the responsibility for human rights within our organisational structures. It creates clear guidelines for ethical conduct – from product development to collaboration with our Tier 1 and nominated Tier 2 suppliers. Tier 1 includes, for example, sewing factories and final product assembly, while nominated Tier 2 suppliers produce materials that we have jointly developed or specifically selected, such as weaving mills.

At the heart of the policy are:



Respect for human rights

based on ILO core labour standards



Transparent cooperation with suppliers

on an equal footing



Continuous improvement

of systems to identify and address risks

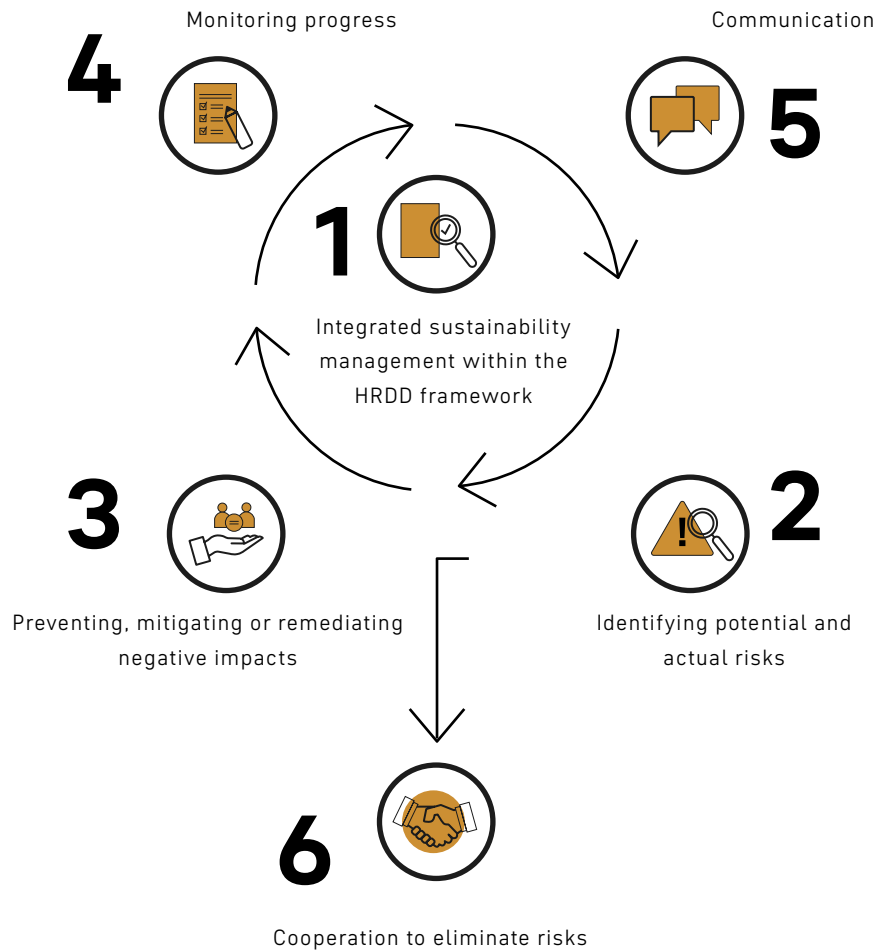


Binding integration

of social responsibility into all decision-making processes

This creates a system that does not delegate responsibility, but lives it: through long-term partnerships, measurable progress and the willingness to learn every day.

Due Diligence Approach



Responsibility does not emerge overnight. It requires a system that connects every step. Our Due Diligence Approach shows how we implement human rights due diligence in practice – from risk analysis to cooperation with partners. The graphic illustrates this cycle.

In the following, we outline how selected requirements of the FWF are reflected in our HRDD Policy and thus form the guardrails for our daily work.

① Integrated sustainability management within the HRDD

Our work to ensure human rights due diligence follows a clear process aligned with international guidelines. Led by the sustainability team, we work across departments to implement the policies and processes in daily practice (see page 6).

② Identifying potential and actual risks

At least once a year, we conduct a risk analysis for all Tier 1 and nominated Tier 2 factories. Starting from the respective country risk (also referred to as gross risk), we examine the concrete situation within the factories – the so-called net risk. This assessment is based on audit results, certifications and factory visits carried out by ORTOVOX employees. We evaluate potential environmental and social risks according to their extent, severity and irreversibility. The specific production process in each factory also influences the assessment, as the risks in a sewing factory differ significantly from those in wet processing during ma-

terial production.

Based on this evaluation, we identify our current social focus areas:

- ▶ Working hours and fair remuneration
- ▶ Non-discrimination and gender equality
- ▶ Occupational health and safety
- ▶ Countries and factories that we monitor particularly closely and support where needed



③ ④ Preventing, remediating or mitigating negative impacts; monitoring progress

The risk analysis highlights where closer attention and targeted support are required. The following four fields of action illustrate how we respond to these insights and actively assume responsibility. This ranges from targeted support to fair purchasing practices and structured dialogue.

Standardized Control & Remedy System

Based on the risk analysis, we plan supplier meetings, factory visits and audits, as well as necessary trainings.

Every audited production site receives a Corrective Action Plan (CAP), which is implemented jointly with the supplier. Progress is documented and regularly reviewed. As part of our Fair Wear membership, we cooperate with other brands producing in the same factories. To further reduce the number of audits and shift the focus from auditing to actual improvements, we recognise other audits where possible – such as BSCI, SMETA

or certifications like SA8000 – as well as programmes such as the ILO's Better Work initiative. We also conduct internal assessments to ensure that improvements are sustained in the long term. This combination of external audits and internal monitoring strengthens both credibility and effectiveness.

Audits are a valuable tool, but in our eyes not the solution. Recurring issues are often caused by a lack of knowledge, insufficient communication or high staff turnover. Factory trainings therefore play a crucial role in enabling sustainable improvements.

Responsible Sourcing Strategy

Our suppliers are not anonymous producers – they are partners. Long-standing relationships, trust and dialogue are essential for safeguarding social standards. In practice, this means:

- ▶ Contractual foundation: Every supplier signs the Supplier Code of Conduct.
- ▶ Training & support: New partners are introduced to Fair Wear requirements

and supported in implementation.

- ▶ Fair production planning: We consider realistic lead times to reduce excessive overtime.
- ▶ Monitoring & audits: Regular Fair Wear audits and internal reviews ensure compliance with social standards.

Complaint Management

We do not view complaints as a disruption, but as a tool and an opportunity for improvement. Effective grievance mechanisms are essential, because fairness is demonstrated by how concerns are handled. ORTOVOX therefore provides several channels through which workers, suppliers and partners can raise issues, including:

- ▶ The Fair Wear complaint system with independent hotlines
- ▶ The internal whistleblowing system of the Schwan-STABILO Group
- ▶ Project-specific tools such as atlat (within the BeMe project in Vietnam)

Every complaint is carefully reviewed, and its root causes analysed. Subse-

quently, sustainable solutions are developed collaboratively with all stakeholders.

Stakeholder-Engagement & Partnerships

Responsibility cannot be carried alone. Working in dialogue enables shared learning, experience exchange and progress at a systemic level. ORTOVOX therefore engages actively in sector-specific initiatives and networks:

- Fair Wear Foundation for social standards within the supply chain
- Partnership for Sustainable Textiles for coordinated action in Germany and Europe
- CARE Deutschland e.V. & CDI Vietnam for local training and capacity-building projects
- EOG: European Outdoor Group
- BSI: German Sporting Goods Industry Association

Responsibility is not a destination, but a journey. And we continue on this path with determination. With the Fair Wear Foundation as a partner, the HRDD Policy as a binding framework and strong collaborations at international level, we are creating the foundation for fair working conditions and long-term change. Our objective remains clear: We strive to be part of a textile industry in which responsibility is standard practice.

FAIR WEAR

Bạn có CÂU HỎI nào về lương, giờ làm việc hoặc bất kỳ vấn đề nào khác không?

1 Việc làm là sự chọn lựa tự do

2 Quyền tự do tập hội và thương lượng tập thể

3 Không có bất kỳ sự phân biệt đối xử nào trong lao động

4 Không được bóc lột lao động trẻ em

5 Trả lương đủ sống

6 Giờ làm việc hợp lý

7 Điều kiện làm việc an toàn và đảm bảo sức khỏe

8 Mọi quan hệ lao động có tính hợp pháp và minh bạch

Nếu bạn muốn biết thêm thông tin, hoặc bạn cảm thấy không được đối xử đúng:

- Hãy nói chuyện với người quản lý của bạn, nếu có thể được.
- Hãy nói chuyện với người đại diện công nhân nếu có.
- Yêu cầu sự trợ giúp của công đoàn hoặc từ một tổ chức xã hội hoặc tổ chức phi chính phủ tại địa phương hoạt động về quyền lao động.

Nếu các cách này không giải quyết được vấn đề, bạn có thể gọi điện thoại cho Fair Wear:

098 99 67 858

Fair Wear luôn luôn giữ bí mật cuộc gọi của bạn. Nhân viên của chúng tôi sẽ trả lời các câu hỏi của bạn bằng Tiếng Việt. Nếu bạn muốn nộp đơn khiếu nại, chúng tôi sẽ điều tra vụ việc. Nếu có thể, chúng tôi sẽ giúp bạn giải quyết vấn đề mà bạn đã nêu ra. Fair Wear là một tổ chức độc lập, phi lợi nhuận. Bạn có thể tìm hiểu thêm về chúng tôi tại website: www.fairwear.org email: vietchina@fairwear.org

HAGLI
Xưởng
bàn có
Wear t
hàn của
này khi
Quý C
Công h
công b
Nguyễn
1. Từ đ
Tuyệt
2. Khi
Chủ lai
giáo, q
3. Khi
Tuyệt
nhà tr
làm nh
học từ
4. Từ đ
Công t
diện d
muốn
hà ch
chế th
thể củ
được
5. Tr
Tiền c
lao đ
thừa đ
không
hàn g
được
6. Khi
Giờ l
công n
nghỉ ch
việc h
không
7. Điều
Người
đồng p
Người
nhiều

Facts and figures

for the 2024/2025 fiscal year

51%



of factories have democratically elected employee representatives



points

scored in the last Brand Performance Check

0 complaints

in FY 2024/2025 at Tier 1

56 %



are audited according to a recognized and credible standard

Better Work, BSCI, Fair Wear, HIGG FSLM Verified, SAB000, WRAP

26 of 39



factories have been working with ORTOVOX for at least 5 years

33 audits & OHS checks

were carried out (not necessarily in FY 2024/2025)

100 %



signed codes of conduct at Tier 1 level

92 %



signed codes of conduct at Tier 2 level

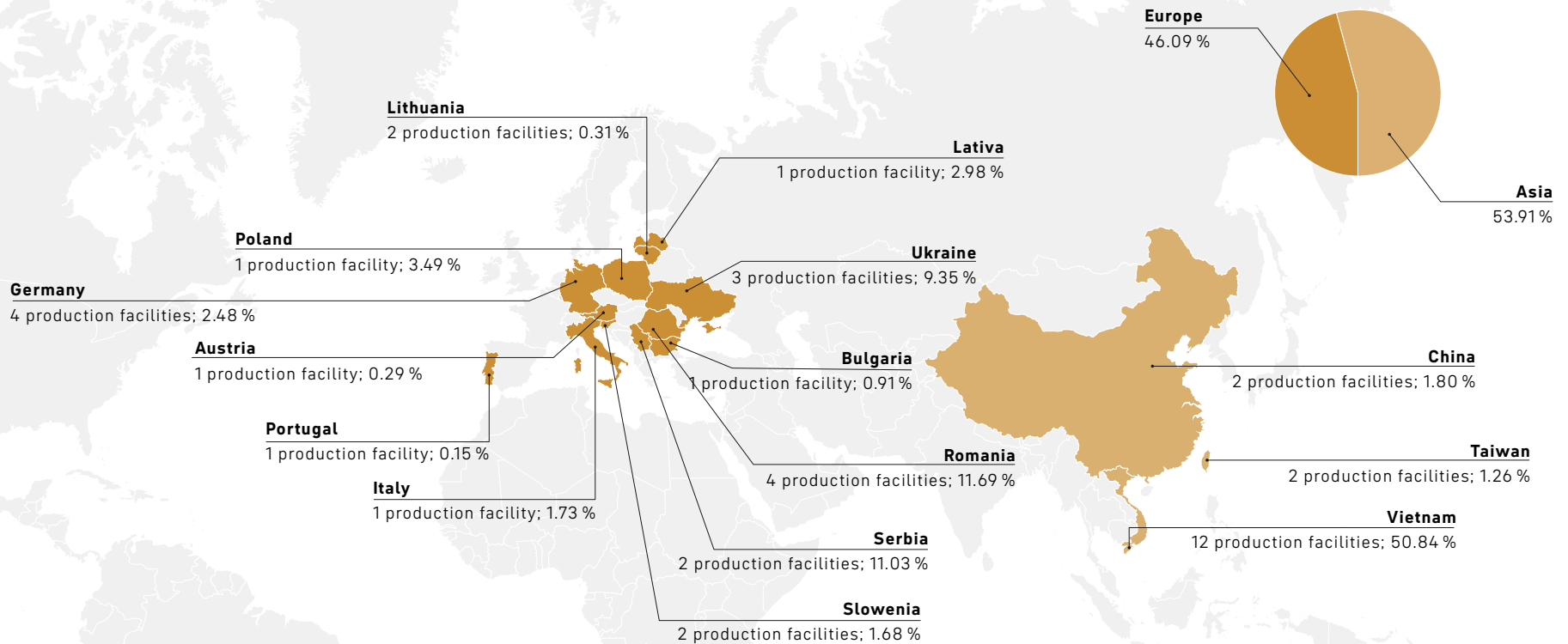
14



number of languages on worker information sheets

STRONG PARTNERS IN EUROPE AND ASIA

Our production is spread across a total of 39 Tier 1 production sites in 15 countries. The selection of partners and the determination of production volumes are based on an agile risk-management assessment that incorporates a wide range of factors. Through close, direct exchange with our suppliers, we meet our due diligence obligations.



WE TAKE A CLOSE LOOK

Risk assessment at ORTOVOX is not a one-off project but an ongoing, dynamic process. We systematically monitor, assess and adapt our approach to human rights due diligence in order to address emerging challenges in our supply chain at an early stage. By focusing our resources on the most severe risks, we ensure that our actions have the greatest possible impact.

The process includes continuous dialogue with suppliers, site visits and cooperation with industry experts. We place great value on transparency, openly sharing both successes and challenges with our stakeholders, thereby fostering trust and continuous improvement throughout the supply chain.



At ORTOVOX, we follow a systematic, data-driven approach to assessing social risks in our supply chain.

For each Tier 1 and nominated Tier 2 supplier and factory, we collect a broad range of information, including:

- ▶ Country of operation (e.g. Vietnam, China, Romania)
- ▶ Number of factories and employees
- ▶ Production processes (e.g. cutting, sewing, knitting, dyeing, textile printing)
- ▶ Certifications and audits (e.g. Fair Wear Foundation, BSCI, SA8000)
- ▶ Social risk indicators (e.g. wage gaps, working hours, freedom of association, child labour, discrimination, occupational safety)
- ▶ Audit results and corrective actions
- ▶ Each risk factor is assessed on a scale from low to high risk.

To address the identified risks, ORTOVOX has implemented concrete measures, including:

- ▶ Occupational health and safety audits: Regular audits to assess and improve health and safety practices at our suppliers.
- ▶ Supplier training: Investments in training programmes to strengthen awareness and competencies in key risk areas such as fair recruitment and workers' rights.
- ▶ Supplier engagement: Continuous dialogue and collaboration to understand local circumstances and develop tailored solutions.
- ▶ Continuous monitoring: A dynamic risk-assessment process that continuously adapts our strategies to new information and feedback.

The following section provides a detailed overview of risks and measures for our Tier 1 suppliers by country.

Vietnam

In Vietnam, improvements are still needed in occupational safety, worker representation and fair wages. Protective measures for pregnant workers and complete documentation are often lacking. Together with our partners, we have initiated structural improvements. Training sessions have been conducted, elections of worker representatives have been facilitated, and information exchange has been strengthened. In terms of wages, the current living wage coverage stands at 45.68 % and will be further expanded in line with our sustainability strategy.

Romania

Audits show that some factories need to optimise safety aspects such as fire protection and ergonomic workstations. The affected sites have already taken action: evacuation routes have been clearly defined, training is ongoing and ergonomic workstations have been implemented. ORTOVOX supports the implementation and fosters dialogue between management and employees.

Serbia

In Serbia, the focus lies on occupational safety and transparency in wage systems. Audits identified areas for improvement regarding safety equipment and machine maintenance, as well as opportunities to enhance communication between employees and management. The factory has implemented measures: escape routes have been revised, fire drills introduced and employees informed about wage categories and leave entitlements. This lays the foundation for more systematic factory management, jointly supported by ORTOVOX and the supplier.

Ukraine

The political and economic situation poses additional challenges for ensuring safe working conditions. Audits revealed a need for improvements in fire protection, machine maintenance and ventilation. Fair workload distribution and social dialogue structures are also key areas of focus.

The factories have responded by improving safety equipment, establishing complaint channels and adjusting working conditions. ORTOVOX supports the development of stable systems to ensure long-term standards.

Latvia

In Latvia, the main areas of focus are occupational safety and worker representation. In some cases, organised worker committees are not yet in place. Regular safety inspections, training sessions and a comprehensive management system are planned. In addition, awareness is being raised about the importance of worker participation. Occupational safety will remain a key focus area for 2025/26, particularly in Eastern European production countries.

China

In China, labour rights, fair wages and freedom of association are at the forefront. In some cases, there is a risk of underpayment due to performance-related wages, the so-called piece-rate system. ORTOVOX works with suppliers on transparent wage structures and conducts regular wage checks through audits and questionnaires. These measures help reduce the risk of underpayment. Additionally, employees and management have been informed about workers' rights to strengthen the foundation for free and fair representation.

Taiwan

Individual cases reveal needs related to safety documentation and fair recruitment processes. In one production site, high financial burdens for migrant workers were identified. ORTOVOX supports the introduction of clear processes and enhances safety standards through training and inspections, and has been able to reduce financial burdens for migrant workers through collaboration with other sporting goods manufacturers.

Bulgaria

According to BSCI audits, no critical risks have been identified in Bulgaria. ORTOVOX collaborates with two long-standing production partners in the country, one of which was recently successfully audited. The results align with our own assessment: solid working conditions, strong management systems and high willingness to cooperate.

No further audits are planned for the coming financial year, as no production is currently taking place in the second factory. Both sites will, however, be included in the new OHS focus programme for Eastern Europe 2025/26 to systematically further develop occupational safety.

Lithuania

In Lithuania, there is still room for improvement in occupational safety and worker representation. Some sites lack emergency alarm systems or appropriate safety measures for handling chemicals. ORTOVOX is working closely with suppliers to improve safety standards and establish training for employees. The goal is to implement a systematic occupational health and safety management system with clear responsibilities and regular evaluations.

At the same time, management and employees are being sensitised to their rights regarding freedom of association and social dialogue. Occupational safety will remain a central area of action in 2025/26.

GRIEVANCE PROJECT IN VIETNAM

Since 2023, as part of our membership in the Partnership for Sustainable Textiles, we have been working together with the company deuter on the project “Digital Complaint Management and Capacity Building” to strengthen complaint mechanisms at jointly used Tier 2 fabric and material suppliers in Vietnam. The aim is to enable workers and management to raise issues, concerns or suggestions for improvement safely, anonymously and in a structured way, thereby improving working conditions and internal dialogue in the long term. The project is also important in view of existing and future due diligence requirements in Germany and the EU, as well as for compliance with Vietnamese labour law.





ORTOVOX and deuter jointly initiated and lead the project and are responsible for management, quality assurance and impact evaluation. They were supported by CARE Germany. Funding was provided in part by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

Creating structures that give a voice

With established and trusted complaint mechanisms, emerging problems or potential future challenges can be addressed proactively before they undermine workers' trust or escalate into larger conflicts. Reliable processes contribute to workers' well-being, which can have a positive impact on performance as well as on the supplier's reputation as an employer. At the same time, the project helps production facilities meet increasing requirements relating to legislation, certification systems and brand expectations.

„Through training programmes and the introduction of a structured complaint mechanism, we can contribute to safeguarding workers' rights.“



Robert Hellwig
Manager Procurement

Three effective building blocks for an established complaint mechanism

- **On-site training:** In cooperation with the Vietnamese training organisation Centre for Development and Integration (CDI), management, workers and trade union representatives received training. Each factory received six training days covering topics such as labour rights, communication and conflict resolution.
- **Internal systems:** Factories were supported in further developing and professionalising their existing channels, such as hotlines, email communication or HR meetings.
- **External mechanism:** Through the digital tool atlat, workers can submit complaints anonymously at any time if they have concerns about using internal channels. This “safety net” remains available to factories at no cost even after the project has ended.





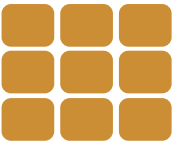
Overall, the programme was very well received by suppliers. The responsible teams in the production facilities were open to the project and facilitated the implementation of the building blocks described above. Significant progress has been made in improving access to complaint mechanisms and raising worker awareness in Vietnam's supply chain. The digital system is well accepted and trusted, and the project has contributed to better working conditions in line with international standards.

The biggest challenge was that complaints could not be resolved due to workers not following up after the initial submission. This highlights the need to further strengthen trust and potentially provide additional support or incentives for workers to participate in the process and follow complaints through to resolution.

Although the project "Digital Complaint Management and Capacity Building" ended in August 2025, ORTOVOX and deuter will continue their engagement. It was jointly decided to maintain the external complaint channel atlat for at least another year at our own expense. After all, trust and effectiveness can only be ensured in the long term through continuity.

Results, outcomes and outlook

Outcomes of the BeMe Project



9 participating
production facilities



at least
10 %
of employees per factory
received training

88 %



of all employees surveyed (whether trained or not)
know atlat as a complaint channel

95 %



stated that they feel safe using the atlat system

90 %



reported that they would know how to use the atlat
system if needed

100 %



of received complaints (a total of 4) were processed
(however, none could be fully resolved, as complainants
did not take further steps after the first submission and
follow-up questions)



OUTLOOK

OUR GOALS FOR 2025/2026

We have achieved a great deal in recent years, but our journey is far from over. New legal requirements, rising expectations from customers and partners, and our own ambition to live responsibility holistically all challenge us. At the same time, they motivate us. Therefore, in the coming financial year we will focus on five priorities to drive our strategy and goals forward.



PLANET

More circularity, more impact

We aim to continue reducing our emissions — not through offsetting, but through concrete changes in product development. Our focus is on research into recycled materials, particularly T2T fibres, whose share we will increase. At the same time, we are expanding the use of bluesign-certified materials throughout the supply chain – an additional lever to measurably reduce climate and environmental impacts.

Durability as a principle

Durability and reparability have been key pillars of ORTOVOX product development for many years. With new legal requirements and rising customer expectations, they are becoming even more important. We are working to make our products even more durable and easier to repair, and to integrate these principles more strongly into product development and communication.

PEOPLE

Living Wage in Asia

Living wages remain one of our central goals. In the coming year, we aim to further improve our data foundation: through new open-costing approaches, wage-verification audits and the integration of results into our purchasing and evaluation processes. This creates the basis for working towards fair wages in a targeted and measurable way.

Health & Safety in Europe

Occupational safety and safe working conditions are fundamental to social responsibility. Our aim is to build a strong network for occupational safety in European production sites together with other brands and suppliers, with a particular focus on Eastern Europe.

Cross-functional

Transparency as the key

Regulatory requirements are increasing – from the EU Ecodesign Regulation to the Digital Product Passport and new transparency standards. For us, this means further digitalising processes, strengthening traceability and building data structures that are not only compliant but future-ready.

INDEXES

SDG INDEX



To create globally sustainable structures, the United Nations member states set themselves 17 goals, which are enshrined in the 2030 Agenda for Sustainable Development: Sustainable Development Goals, or SDGs for short.

Our aim is to make a difference with our day-to-day actions. We are committed to the sustainability goals. Not every goal concerns ORTOVOX to the same extent. Nevertheless, we support all of the goals regarding our own economic activity and beyond.

SDG	page(s)
01	36–40, 46–52
02	–
03	24–27, 40–48, 46
04	44–45, 50–52
05	49–52
06	24–27
07	15, 17, 19
08	36–39, 40–48, 46
09	28–30, 22
10	36–39, 52
11	–
12	10, 15, 24–27, 28–30
13	14–23
14	–
15	31–34
16	5, 40–45
17	20–23, 40–45



DNK INDEX



The German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK) was developed in 2010 by the German Council for Sustainable Development, together with representatives from politics, the financial market, businesses, and civil society organizations.

With the ProtACT Report 2025, ORTOVOX voluntarily reports on the 20 DNK criteria. Key areas are being disclosed for the first time, and some performance indicators are provided.

DNK	Thema	page(s)
01	Strategy	2, 5–12, 14–23, 24–31, 36–40
02	Materiality	–
03	Objectives (Goals)	7–9, 14–15, 36–38, 59–60
04	Depth of Value Chain	9–12, 20–24, 24–27, 28–31, 36–40, 46–52
05	Responsibility	2, 5–7, 36–40, 43, 48–49
06	Policies & Processes	6–7, 10–12, 14–19, 24–27, 36–40, 43–45, 48–49, 53–56
07	Monitoring	14–19, 20–23, 24–27, 36–40, 43–45, 46–47, 48–52, 53–57
08	Incentive Systems	–
09	Stakeholder	2, 5, 9–12, 20–23, 24–27, 36–40, 43, 46–47, 48–49, 53–56
10	Innovation	2, 7–12, 20–24, 24–27, 28–31, 31–35, 59–60
11	Natural Resources	9–11, 14–19, 20–24, 24–27, 28–31, 31–35
12	Resource Management	9–11, 14–19, 20–24, 24–27, 28–31
13	Climate-Relevant Emissions	9, 14–19, 20–23, 59–60
14	Employee Rights	11–12, 36–40, 40–45, 46–47, 48–52, 53–57
15	Equal Opportunities	43, 46–47, 48–52
16	Qualifications	50–52, 53–56
17	Human Rights	5, 11–12, 36–40, 40–45, 46–52, 53–56
18	Community Engagement	20–23, 46, 53–56 (Community work primarily takes place
19	Political Influence	20–23, 46 (No lobbying; however, indirect influence is exerted
20	Legal Compliance & Regulatory	5, 10–12, 19, 24–27, 36–40, 40–45, 46–47, 53–56

GRI INDEX



The GRI Standards are issued by the independent, internationally active Global Reporting Initiative. The standards support companies in taking responsibility for their impacts and facilitate non-financial reporting. In addition to economic aspects, a wide range of environmental and social topics are central. These material topics and their impacts provide detailed information on a company's sustainable development.

The DNK has selected several of the GRI Standards and incorporated them into its reporting framework. They are listed in the adjacent table.

GRI-SRS	page(s)
2-1	1-2, 5-7
2-2	1-2, 28-31
2-3	19 (indirect)
2-5	46-51 (only supply chain, not HQ)
2-6	46-52
2-9	6-7
2-11	11, 48-52, 55-57
2-12	1-2
2-13	6-7
2-16	55-57
2-22	7, 9-10, 59-60
2-23	11, 48-52
2-24	50-52
2-25	55-57
2-26	55-57
2-28	20-24, 21-22
2-29	50-57 (partially)
2-30	16-19(indirect)

GRI-SRS	page(s)
301	8, 28-31
303/305	16-19, 59-60
308	20-25, 46-52
401/403	48-57
406	–
407	50-52 (partially)
408	–
409	52 (partially)
414	46-51
416	24-25, 31
417	24-27

Contact

Katrin Bauer

Director Sustainability

katrin.bauer@ortovox.com

Legal notice

ORTOVOX SPORTARTIKEL GMBH

Rotwandweg 3a

D-82024 Taufkirchen

Represented by the CEO

Stefan Kohlbauer

Publication: 12/2025

design, copywriting and consulting: Studio Leeflang