



SUSTAINABILITY REPORT 2023 MARISPORT

MESSAGE FROM MANAGEMENT

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Marisport is a family-owned footwear company that has always been concerned about the environment, long before it became a moral and legal imperative

In fact, the sustainability of processes and resources has always been the target of directives from senior management, always with an awareness about saving energy and reducing waste.

In recent years and with our own capital, we have invested in the production of renewable energy for direct consumption and, more recently with the second phase of investment, we will be self-sufficient in energy terms, thus reducing our energy footprint to zero.

Furthermore, the new production building and the requalification of the older structure will allow us to reduce our consumption needs, both in terms of production machinery, through the purchase and/or requalification of machines to be more energy efficient, and in terms of thermal needs, since the use of ventilated aluminum facades, which is 100% recyclable, allows us to more efficiently control the internal temperature of both production and service structures. In fact, we've investing a lot in recent years, from lighting all our spaces with motion and presence sensors, to the use of solenoid valves to section compressed air lines and production branches, reducing paper and water consumption with the use of sensor taps and automatic hand dryers, the use of water-based glues and the reduction of the use of solvents, we were pioneers in the use of hermetic glue machines in assembly and sewing, all with one primary reason: the well-being of people and sustainability of our production process.

As we have already mentioned, our environmental concern does not come from now, but from a long process of adapting the company to the arduous path of sustainability.

Therefore, some years ago, we signed the charter with the ten principles of the United Nations [UN Global Compact], which is nothing more than a collective commitment where environmental protection, among other things, plays a fundamental role in what people's concerns are. and companies for the future of our planet, of our people. The culmination of these concerns led us to embrace the ISO14001 environmental management system, not because of the seal of approval, but because of the motto of continuous improvement and the internal goals that we are establishing so that we can become increasingly sustainable.

Environmentally, Marisport's biggest concern is based on having an increasingly clean process in footwear production, it is the best we can offer our customers, the best we can offer our planet.

By Management,



PRESENTATION OF THE REPORT

INDEX

Marisport presents its first Sustainability Report with an approach on the integration of environmental, social and governance criteria into its business strategy. The commitments defined together with the adoption of a set of good practices and the monitoring of indicators, promote Marisport's sustainable, fair and inclusive values.

This document presents information for the year 2023, following the latest version of the Global Reporting Initiative (GRI).

For the first time, we carried out the materiality analysis process, involving all the stakeholders considered relevant, to assess the material issues with an impact on Marisport's performance and on its stakeholders. To monitor these topics, priority indicators were raised and objectives were defined in this aspect of sustainability.



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1

MARISPORT



MARISPORT is a footwear production company based in Felgueiras, focused on Private Label production. It carries out the developments proposed by its customers, complying with all the required requirements and developing the entire industrial process from design to final production of the product, quality control and shipping.

With a team of around 200 employees, the company has qualified professionals with a high level of technical knowledge who work every day to meet customer needs with excellence and quality.

Furthermore, it has modern, state-of-the-art equipment, focusing on technological innovation in the sector and ensuring its customers high-quality, reliable products. The company continually invests in new production technologies, ensuring more efficient, sustainable processes that improve the quality of the final product.

At the beginning of its activity, Marisport only produced footwear for the Portuguese market. Later, with the company's internationalization process, it opened doors to export to more than 40 countries, which is its current focus. MARISPORT was one of the first Portuguese footwear manufacturers to produce safety footwear in accordance with the European Directives regulating Protective Equipment with the "CE" mark. Today, it specializes in the production of casual footwear for men, women and children.

In production of casual footwear, products are subject to strict quality control and are continually tested in specialized laboratories, with the aim of continually improving the quality of materials and production methods, with a view to product quality and durability.

Following the values of continually improving its products, reaching new audiences and reaching new markets, the company also launched a footwear brand - LIEUTENANT.

ONE OF THE FIRST PORTUGUESE FOOTWEAR MANUFACTURERS TO PRODUCE SAFETY FOOTWEAR



1.1

MISSION AND VALUES

Mission

Create long-term economic and social value by bringing the benefits of progress and innovation to a growing number of people.

Values

Marisport's values represent the principles by which the company conducts its activity with all its partners.

We are committed to creating economic value based on ethical and trust-based relationships over a medium to long-term timeframe.

People at the heart of our success: Constant challenges and openness to change are crucial to attracting ambitious people. Our employees are key factors in performance in every market where we operate. Therefore, to enrich our culture, we invest in the development of their skills and capabilities.

Ambition: Ambition arises from the continuous definition of objectives that test the limits and stimulate the vitality of the organization. It moves us and keeps us constructively dissatisfied, preventing us from getting stuck in past successes.

Social Responsibility: We have an active sense of social responsibility and try to contribute to our society. We govern our conduct for environmental reasons and sustainable growth policies.

Innovation: Innovation is at the heart of our business. We know that innovation entails risks, but we are aware of the importance of predicting and monitoring innovation within tolerable limits to achieve continued and sustained growth.

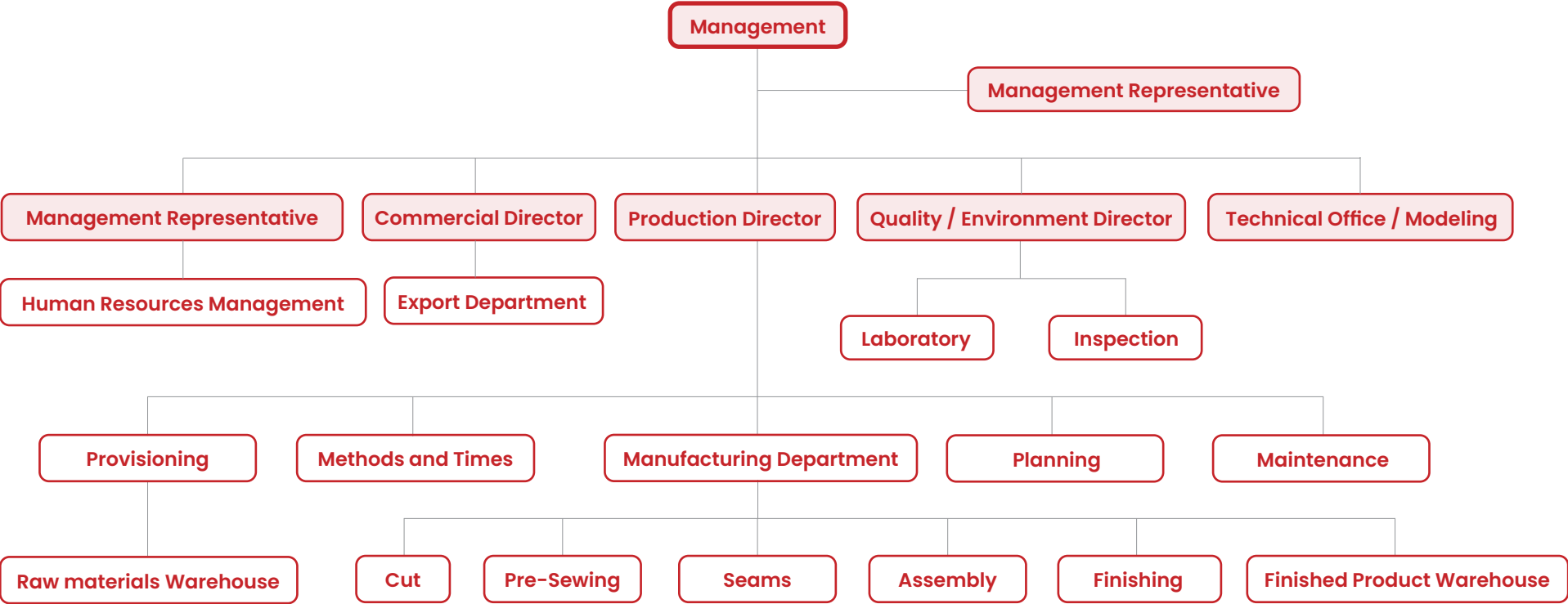
Efficiency: Our goal is to optimize resources and maximize their return, while maintaining a frugal profile. We focus on efficiency, healthy competition and the pursuit of broad-spectrum projects.



1.2

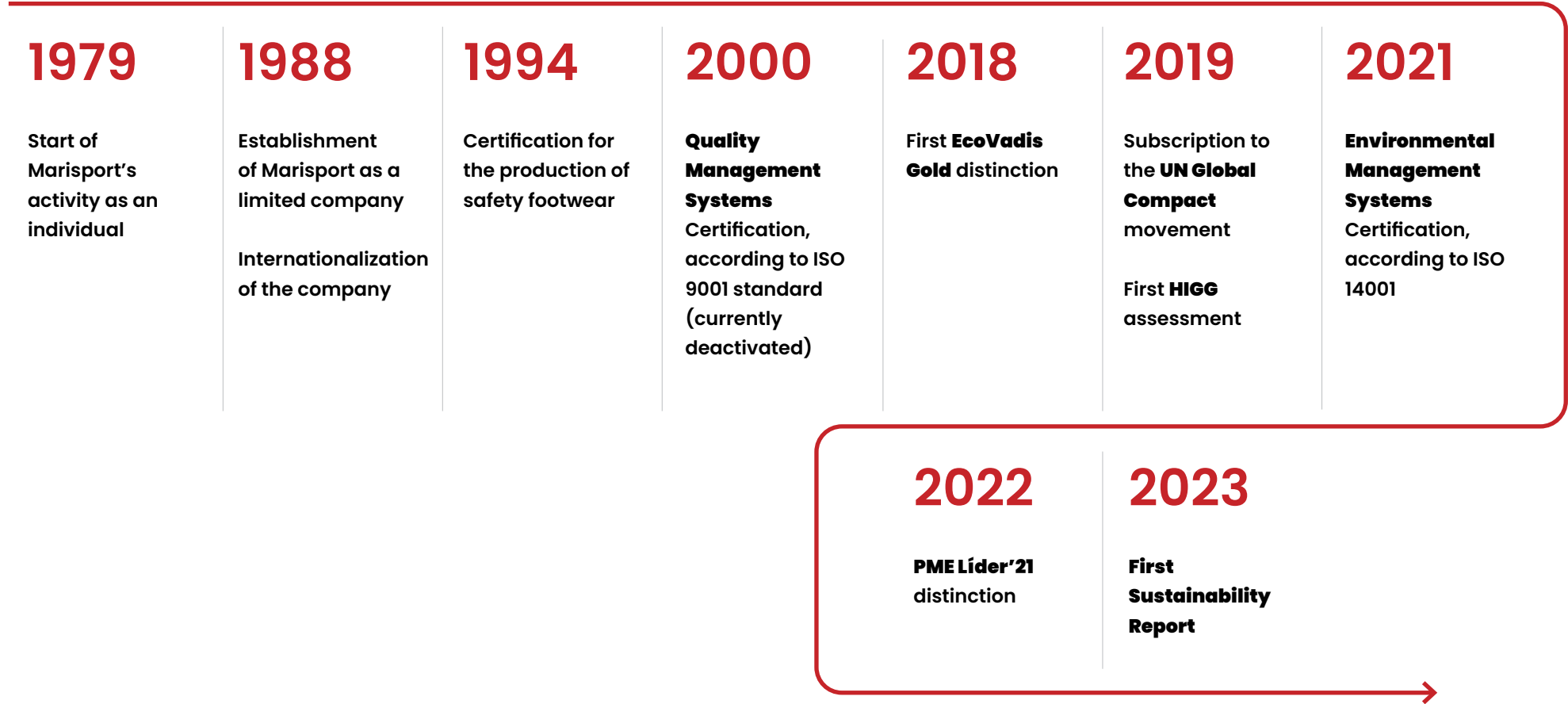
ORGANIZATIONAL STRUCTURE

Marisport's internal structure is organized by departments outlined and structured to cooperate with the company's objectives.



1.3

HISTORICAL EVOLUTION



1.4

MAIN MARKETS



Export rate **100%**

1.5

RELATIONS WITH EXTERNAL STAKEHOLDERS



Clients

- Empathy and trust
- Professionalism, respect and loyalty
- Transparency and truth



Suppliers

- Careful and impartial selection
- Integrity
- Transparency



Public authorities

- Cooperation
- Independence
- Fulfillment of Obligations



Community

- Support and cooperation
- Social Responsibility
- Communication

1.6

COMMITMENT TO ETHICS

Marisport has established Compliance Principles that determine the basic requirements for all entities that do business with the organization.

Recognizing that there are different legal and cultural settings in which factories operate around the world, we strongly encourage the various entities to comply with these Principles, promoting best practices and continuous improvement in all their sites.

Code of Conduct

Principle 1

Ethical and Legal Business Practices:

Comply with all applicable legislation in the countries in which they are located and ensure ethical conduct in their business practices.

Principle 2

Child labor:

Exclude any employment contract for minors, under the age of 16, who have not completed compulsory schooling.

Principle 3

Forced Labor:

Do not use involuntary or forced labor.

Principle 4

Wages and Benefits:

Pay your employees fairly, in accordance with local legislation.

Principle 5

Working Hours:

Ensure that the hours worked by employees do not exceed the regulated base.

Principle 6

Freedom of Association and Collective Bargaining:

Comply with local and national legislation and do not allow acts of harassment, intimidation or retaliation in any situation of executing association or collective bargaining.

Principle 7

Health and Safety:

Provide your employees with a clean, safe and healthy work environment, prepared to prevent accidents and damage to health, complying with all applicable regulations.

Principle 8

Discrimination:

Do not discriminate based on race, age, color, nationality, sex, religion, sexual orientation, political opinion, or social or ethnic origin.

Principle 9

Harassment:

Treat employees with respect and dignity and do not resort to any kind of physical punishment, harassment or physical, sexual, psychological or verbal abuse, nor monetary deductions as a disciplinary practice.

Whistleblower channel

Employees can report serious or suspicious situations. The procedure for reporting any reprehensible situation or actions that are unethical, illegal or violate internal policies can be carried out by communicating directly to your superior or through the Whistleblower Channel available on the Marisport website.

Reports made through the Whistleblower Channel can be made 100% anonymously and all reports are treated confidentially and securely.

In 2023 no complaints were registered on the Whistleblower Channel.

Principle 10

Gender equality:

Ensure equal opportunities and rights to all employees without any practice of gender discrimination.

Principle 11

Monitoring and Compliance:

Keep on site all documents necessary to demonstrate compliance with these Global Compliance Principles and allow access to them by Marisport representatives.

Principle 12

Informed Workplace:

Inform and instruct employees, verbally and through posting, about workplace rules.

Principle 13

Environment:

Comply with all legislation related to environmental protection in the countries in which they operate and implement policies and procedures on site to minimize environmental impacts.

1.7

PERFORMANCE 2023

Principais números

GOVERNANCE

+33M

Turnover

+2M

EBITDA

ENVIRONMENT

100%

Waste recovery
rate

159
ton CO₂eq

Scope 1 and 2
emissions

225 153
KWH

Total renewable
energy consumption
in 2023

-18%

Scope 1 and 2
emissions
(compared to 2022)

SOCIAL

209

Employees

 120
Women

 89
Men

+8m

Donations

2

ESG VISION



Marisport integrates responsible environmental practices, social well-being and transparent governance, promoting a sustainable business strategy.

Given the urgency of changing behavior in response to the climate crisis that the world is currently facing, Marisport has been developing its business strategy in alignment with the three pillars of sustainability, always with the aim of instilling this concept in the company's organizational culture.

The adoption of practices that promote people's well-being, respect for the environment and responsible management contribute to the company's development being in harmony with the future of the planet and communities

In 2023, the organization integrated the ESG challenges and assumed commitments fully aligned with the material themes identified for the Organization and respective Sustainable Development Goals (SDGs).

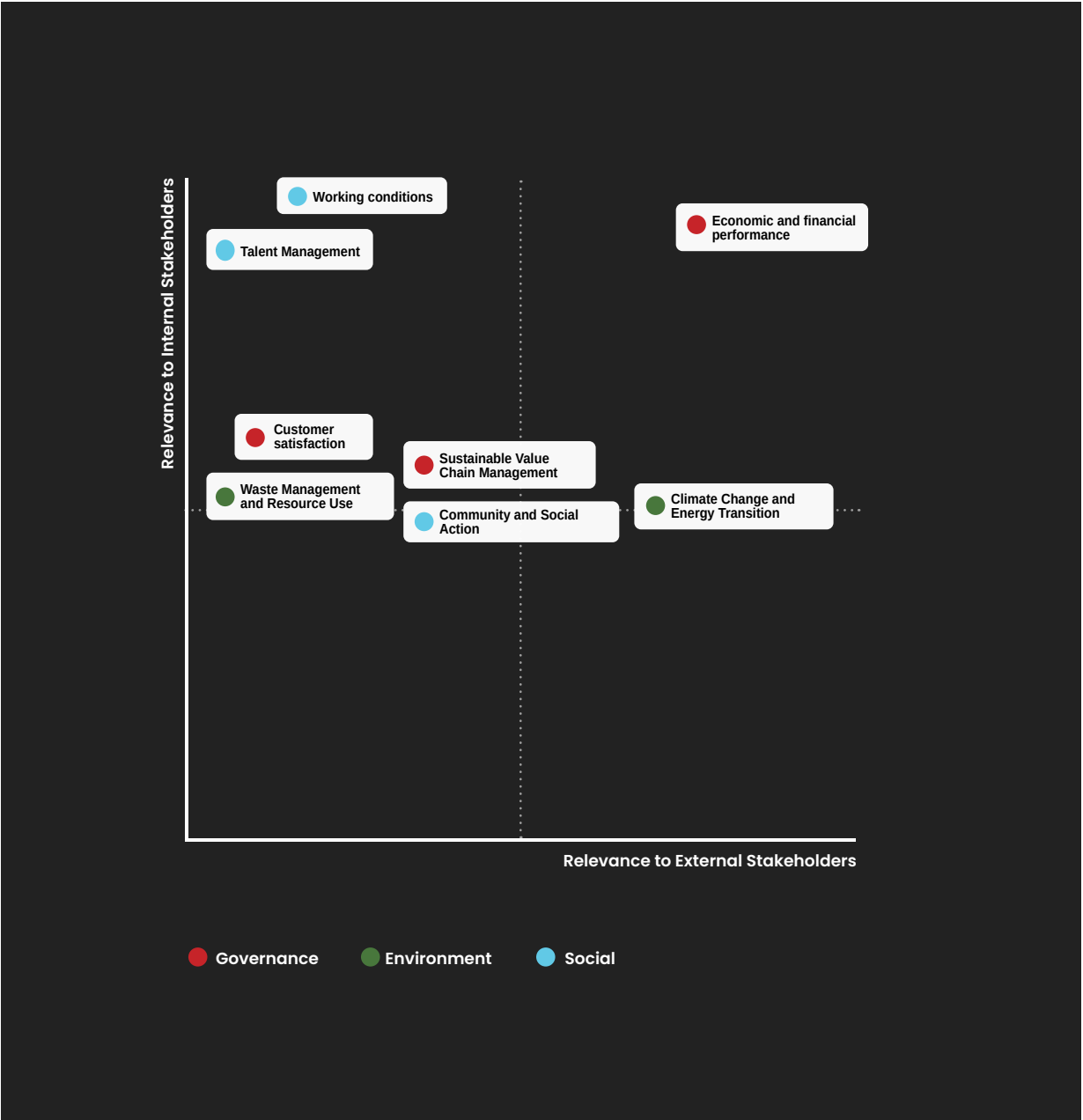
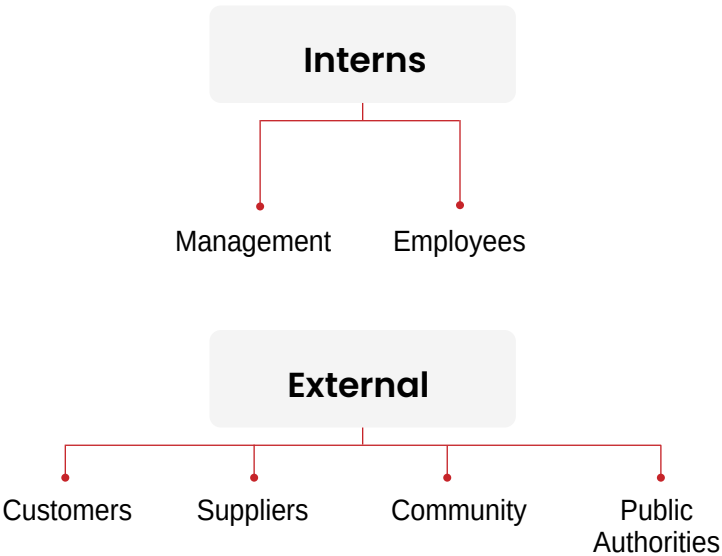
Marisport is committed to integrating the Sustainable Development Goals into its business strategy, seeking to contribute to achieving the goals of the 2030 Agenda. In 2019 it became a signatory to the UN Global Compact movement with commitment to encourage practices and policies in accordance with the ten fundamental principles of this Pact.



Materiality

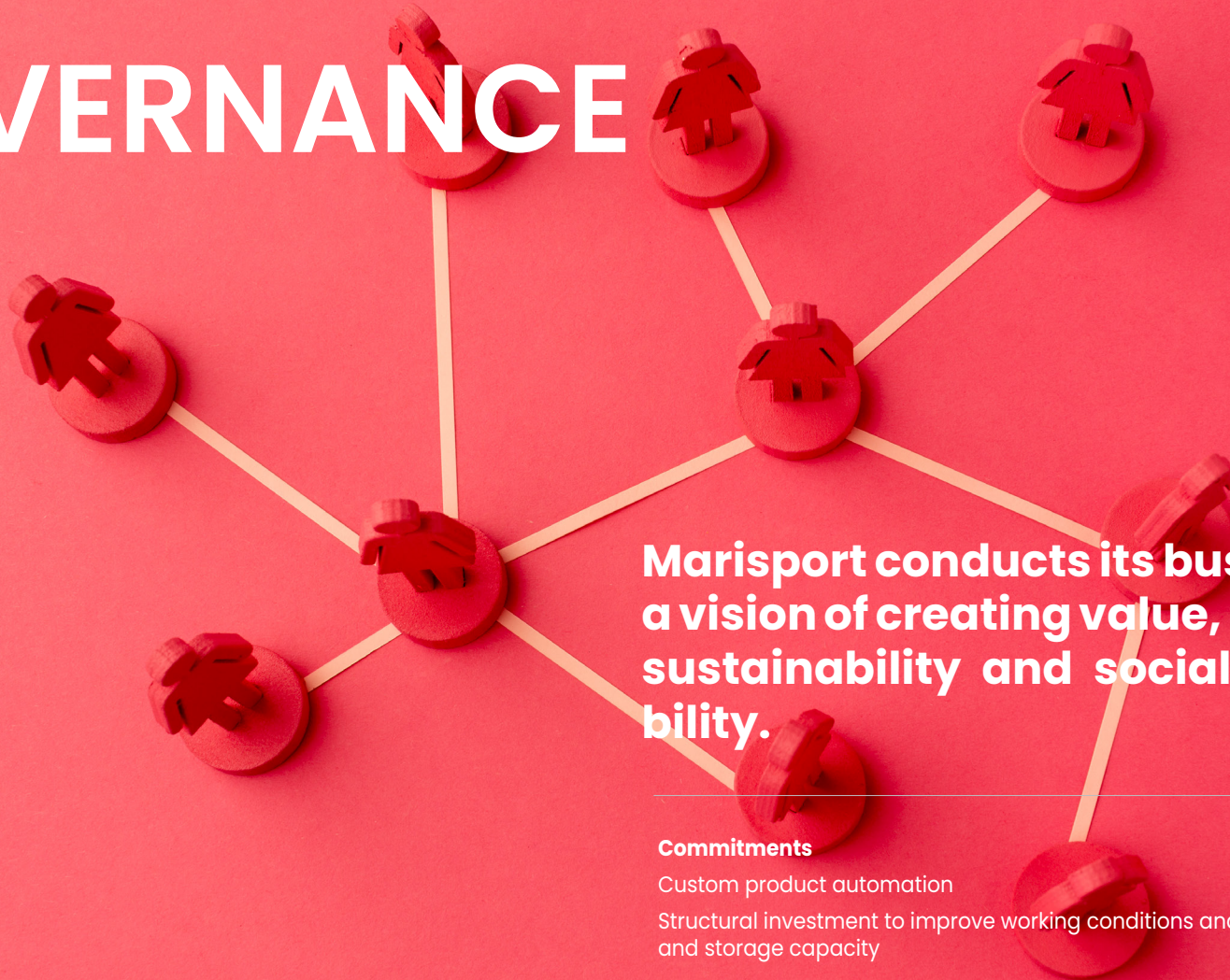
Materiality is the fundamental process for the company's sustainability strategy. The identification and assessment of material issues was based on their relevance to stakeholders and their impact on Marisport's business. Brainstorming was carried out to prioritize relevant topics and build the Materiality Matrix, allowing monitoring of ESG performance in its various dimensions.

Stakeholders



3

GOVERNANCE



Marisport conducts its business with a vision of creating value, respecting sustainability and social responsibility.

Commitments

Custom product automation

Structural investment to improve working conditions and increase production and storage capacity

3.1

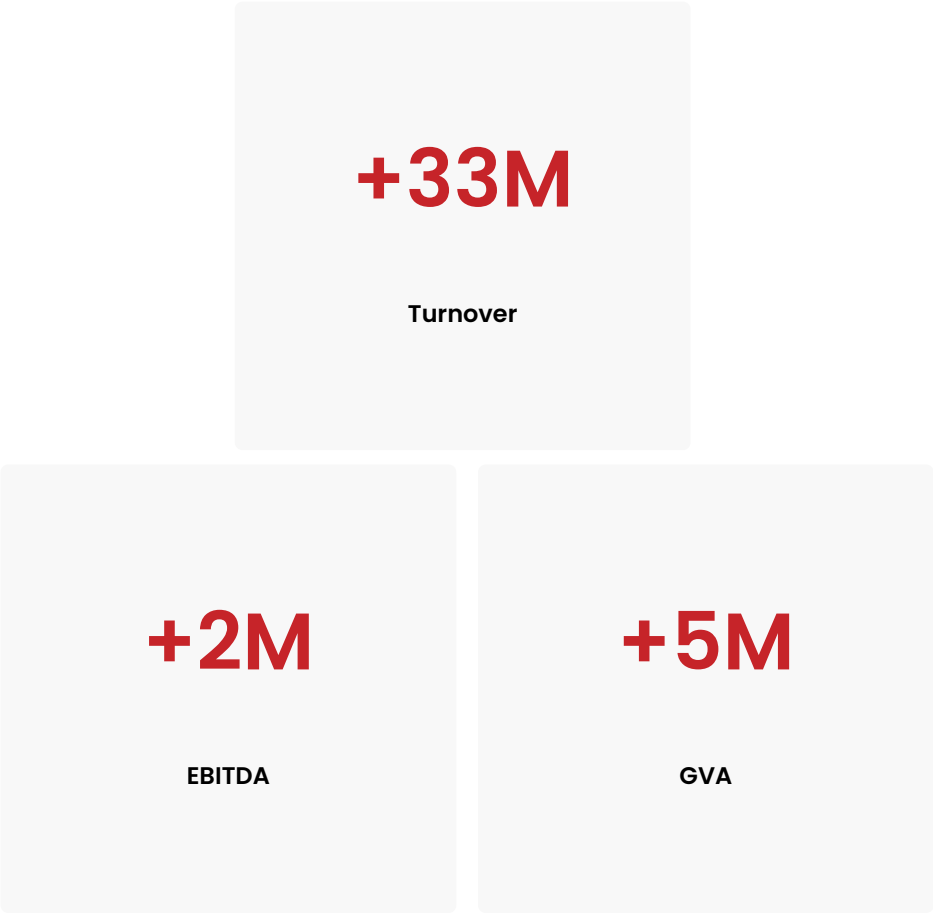
ECONOMIC AND FINANCIAL PERFORMANCE



The year 2023 was a challenging for Marisport, which felt the slowdown in the economy, resulting in a reduction in market demand and a consequent drop in annual production compared previous years.

The company's economic performance was not satisfactory for Marisport's objectives, also motivated by the increase in production costs, as well as by fluctuations in international markets.

Considering 2023 to be a year of challenges and learning, the organization is focused on keeping up with market trends and increasing its efficiency. To this end, a major structural investment is expected in 2024, which will allow the company to increase its production and storage capacity, improve working conditions for employees and contribute to the company's sustainable development with the acquisition of new production technologies. With this development, it is also intended that total production will be carried out in-house.



3.2

CUSTOMER SATISFACTION



Customer satisfaction is one of the fundamental pillars of success for Marisport, whose main focus is related to quality, design and innovation.

In 2023, a strong commitment to customer needs and expectations was maintained, which is an essential factor for its competitiveness in the market.

With the aim of maintaining a high level of satisfaction, Marisport continually improves its internal management in the production and delivery of orders, in order to ensure the maintenance of high quality standards as a strategy for its reference position in the market. Furthermore, communication is an essential factor in customer relationships, portraying the transparency of the organization's transparency trust between both parties.



3.3

SUSTAINABLE VALUE CHAIN MANAGEMENT

Sustainability has become a growing priority for Marisport, recognizing the importance of sustainable management of its value chain. The integration of environmental and social practices in the various stages of the chain, from obtaining raw materials to delivering the final product, reflects the corporate responsibility assumed by the organization and its concern in minimizing its negative impacts both environmentally and socially.

In the upstream and downstream stages of productive activity, Marisport has no direct influence, but raises awareness among the stakeholders involved to minimize the impact. Visits are carried out to verify good environmental practices to subcontractors with suggestions for improvement plans and awareness-raising actions to suppliers via email. With these measures, there is a continuous improvement in environmental performance at these stages, as a result of Marisport's support and close monitoring.

Marisport's direct activity involves a commitment to generating economic value in an ethical and efficient manner. An assessment of its environmental aspects is carried out annually and measures are implemented to minimize the respective impacts. These measures essentially involve continuous awareness-raising among employees and the adoption of responsible environmental practices, such as the implementation of energy efficiency technologies. Furthermore, the promotion of social practices reflects the company's commitment to social responsibility

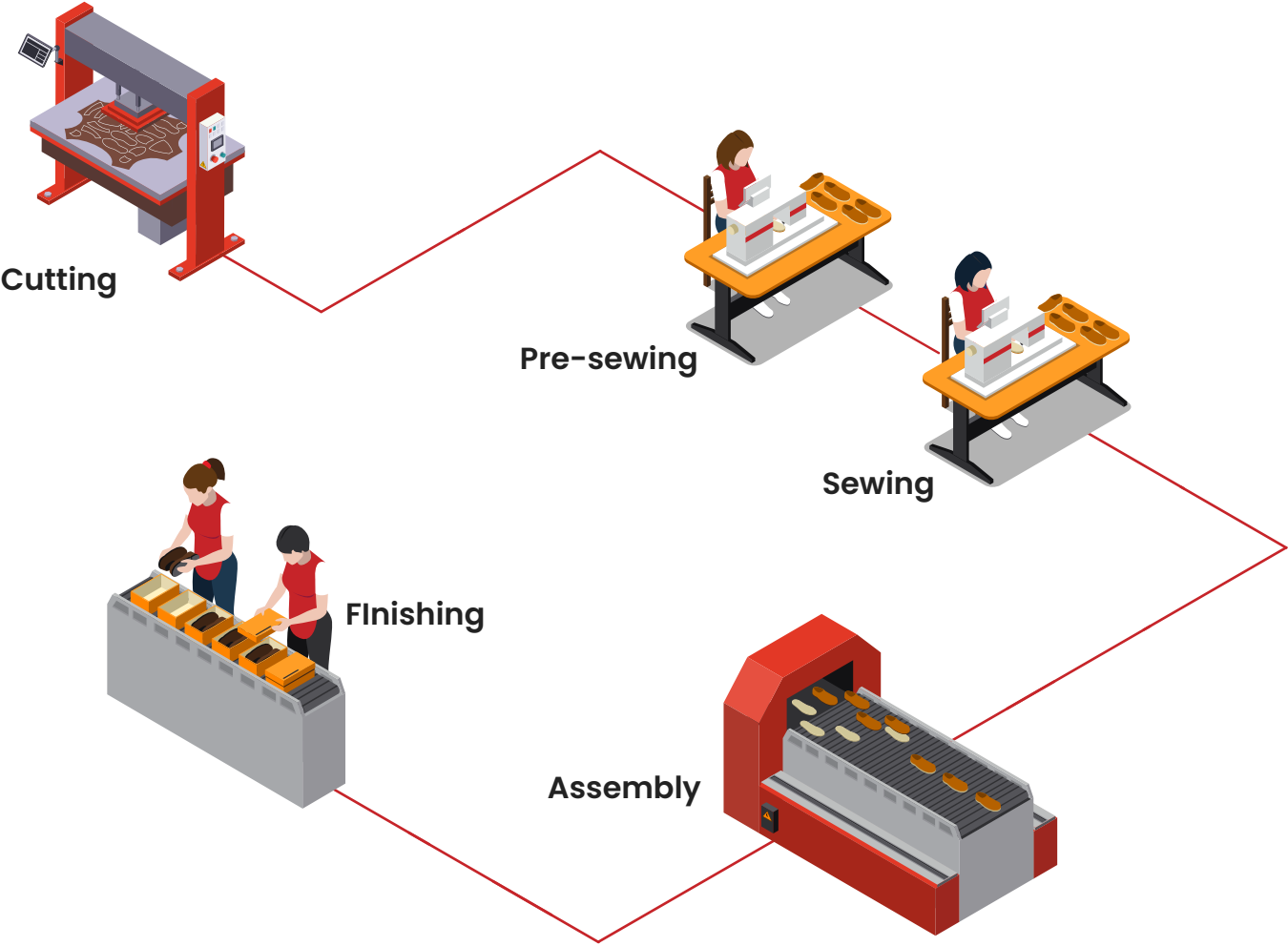
and ensuring good working conditions throughout the production chain.

In 2023, Marisport prioritized technological innovation, this being one of the company's greatest advances in terms of improving the production process with the implementation of more efficient digital production technologies. The organization has invested in intelligent manufacturing processes, such as Digital Printing, 3D Printing, High Frequency Technology and Seamless Technology, which allow for a more sustainable process with a reduction in the number of operations required in some production stages.

The organization's sustainability strategy aims to continue integrating innovative technologies with responsible practices, following a business model that respects the environment and people while offering high-quality products to its consumers. Sustainable value chain management is a fundamental pillar for Marisport and will continue to be a priority in its commitment to the future.



Production flowchart



4

ENVIRONMENT

Marisport adopts and encourages the responsible and natural use of resources and the preservation of the environment, promoting eco-efficient management that respects the environmental impacts resulting from the company's activity.

Commitments

Increase production capacity for self-consumption
Increase in the electric fleet
Elimination of sources of industrial wastewater production
Implementation of more efficient atmospheric emissions treatment systems

As part of climate action, Marisport contributes to reducing its environmental impact throughout the value chain, promoting environmental protection and prioritizing pollution prevention and the responsible use of resources. In this way, moving towards sustainable development, the organization contributes to improving its energy efficiency, reducing greenhouse gas emissions, valuing its waste and controlling the consumption of hazardous products.

Marisport has implemented the Environmental Management System according to EN NP ISO 14001:2015 standard and has established an Environmental Policy that is communicated to all its stakeholders and that demonstrates its commitment to the environmen-

tal impact of its activity and the need to guarantee the preservation of the environment.

In 2023, two training actions were administered in the environmental area:

- Training on good environmental practices
- Training on Legal Compliance Verification



Environmental Policy

Marisport is a company dedicated to the production of footwear. Inherent in its production process is the consumption of natural resources, water and energy which have, among other environmental impacts, the production of waste, release of atmospheric emissions and rejection of liquid effluents.

Marisport is committed to embarking on every effort to protect the environment and ensure that its productive activity is undertaken based on the pollution prevention principles.

It undertakes to comply with environmental compliance obligations, i.e. national and European legal requirements, stakeholder needs such as requests from customers, the municipality, competent entities and the local community.

Marisport annually reviews its environmental management system, defining its objectives in the area of environmental sustainability, always with a view to continuous improvement of its system and consequently its environmental performance.



4.1

WASTE MANAGEMENT AND RESOURCE USE



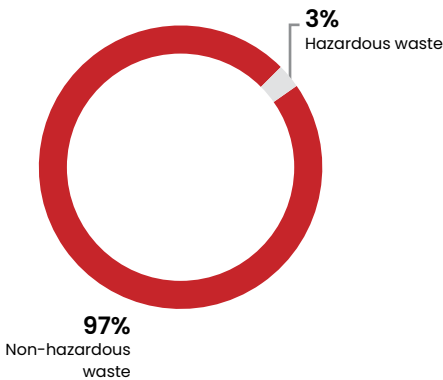
Waste

At Marisport, waste management carried out in accordance with activity, promoting recycling and always working to prevent pollution, contributing to the reduction of greenhouse gas emissions and consequent mitigation of climate change.

The forwarding and treatment of industrial waste generated by the company is carried out by duly licensed Operators and in 2023 it was all forwarded for recovery.

Type of waste

Non-hazardous	04 01 09	Manufacturing and finishing waste	30,22 ton
	15 01 01	Paper and cardboard packaging	14,74 ton
	15 01 02	Plastic packaging	3,36 ton
	15 01 04	Metal packaging	0,4 ton
	20 01 40	Metals	19,10 ton
Hazardous	08 01 13*	Paint and varnish sludges containing organic solvents or other hazardous substances	0,46 ton
	15 02 02*	Absorbents, filter materials (including oil filters without other specifications), cleaning cloths and protective clothing, contaminated with hazardous substances	1,87 ton



100%
Recovery rate

70,15
tons of waste generated

Hazardous Chemicals

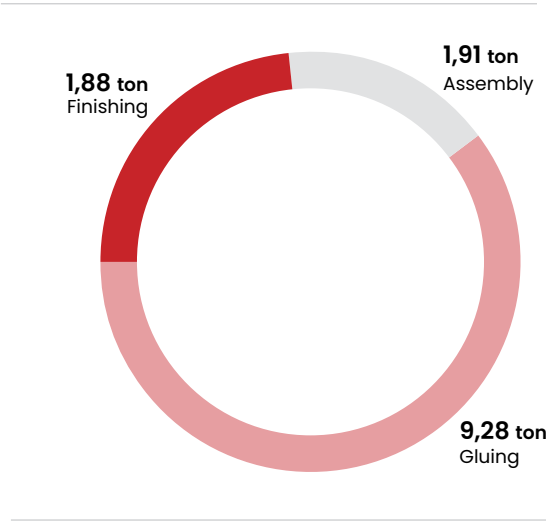
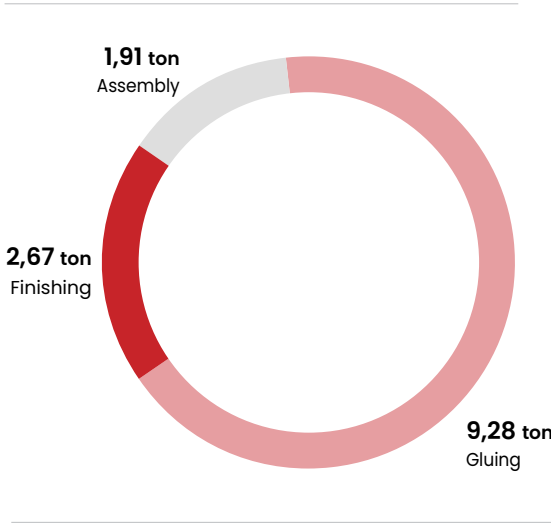
At Marisport, chemical products classified as hazardous are used, mainly due to their solvent-based composition.

With the use of these products, volatile organic compounds are released, characterized by their negative effects, mainly on human health.

In Marisport's production process, these substances may be present in several sections due to the use of glues, paints, cleaning products, among others.

In 2023 there was a total consumption of solvent-based products of 13,87 tons, with part of this consumption occurring more in the Gluing section, essentially due to the need to use large quantities of glues.

To control and reduce the concentrations of this pollutant in the air, as well as its annual emissions, Marisport monitors and controls the consumption of this type of product. However, its annual consumption is above the limit values imposed by legislation, so the Solvent Management Plan is carried out annually and submitted to the competent authorities.



**Investment in
hermetic machines**

**Bet on the use of
water-based glues**

11,41 tons of solvent consumed

4.2

CLIMATE CHANGE AND ENERGY TRANSITION



Energy consumption

At Marisport, energy is consumed from renewable and non-renewable sources, and is used in a wide range of activities: production process, offices and the vehicle fleet. The energy consumed in 2023 is associated with fuel consumption and electricity consumption, the latter being the majority.

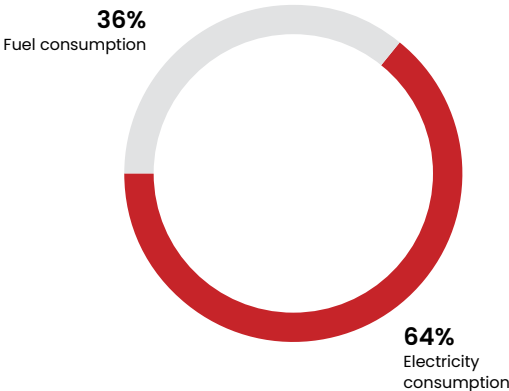
847 312 KWH

Total energy consumption in 2023

-13%

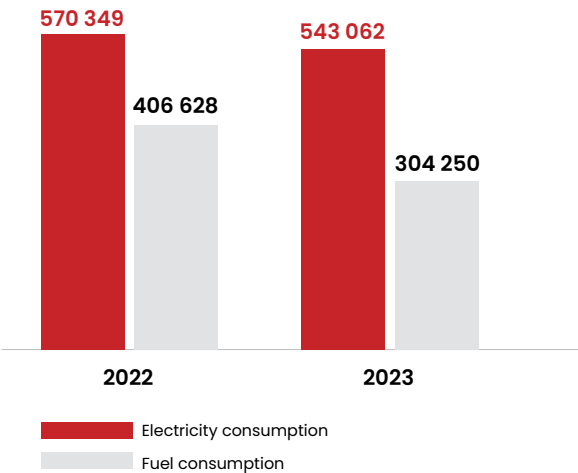
compared to 2022

2023

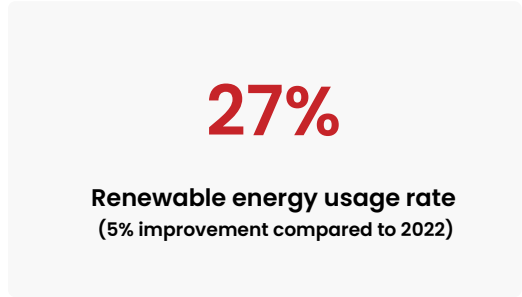


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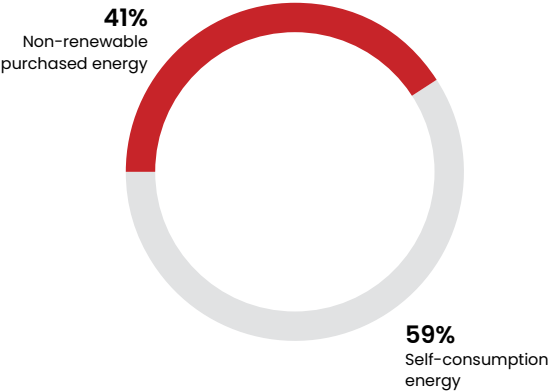
Energy consumption 2022 and 2023



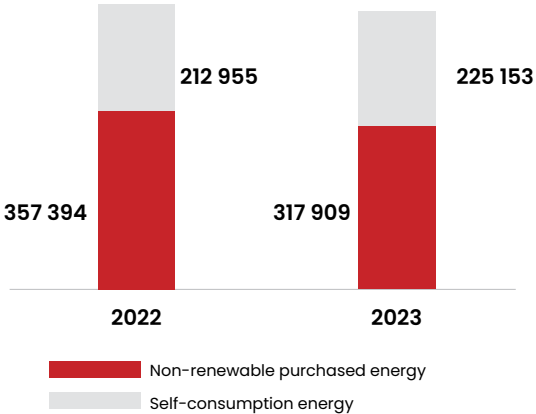
Marisport has photovoltaic panels installed that allowed 41% of the electrical energy consumed in 2023 to come from self-consumption.



2023



Electricity consumption 2022 and 2023



0,021 KGEP/€

Energy intensity

0,016 KWH/€

Energy efficiency

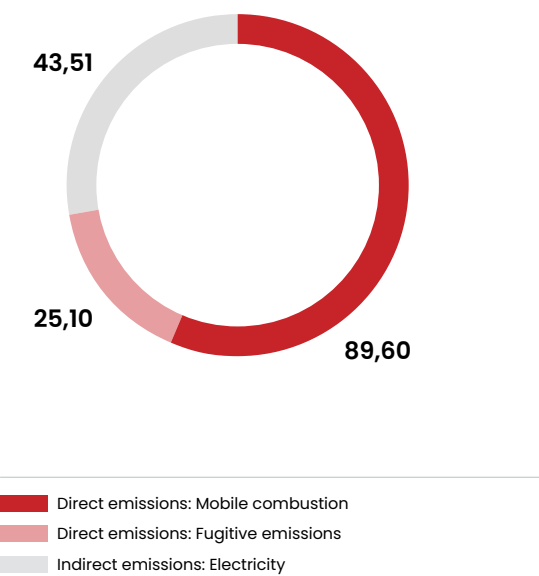
GHG emissions

To monitor and track the evolution of its greenhouse gas emissions, Marisport is one of the signatory companies of the Green Commitment initiative of the footwear sector, assuming the commitment to contribute to achieving the objectives and targets for reducing carbon emission reductions defined by the Organization of the United Nations.

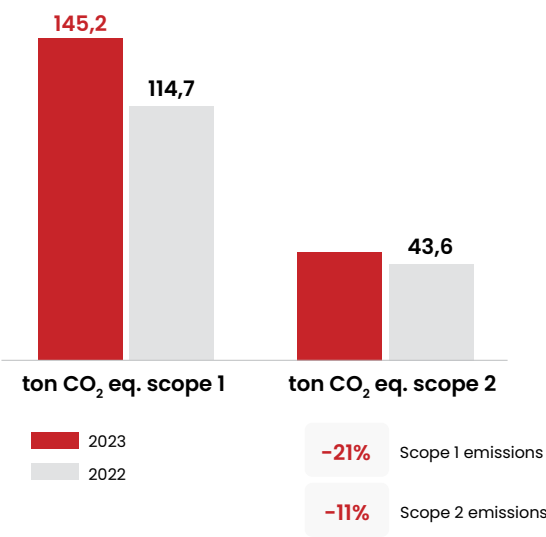
Following this commitment, the company obtained the calculation of emissions for the year 2022, showing a reduction in scope 1 and 2 emissions compared to the base year of 2015.

In 2023, using the same exclusive tool for the footwear sector, the same pattern was followed with a reduction of 18% compared to 2022, with the majority of emissions associated with combustion mobile.

GHG emissions 2023 (tonCO₂eq/ano)



Comparison of Scope 1 and 2 emissions in 2022 and 2023



Methodology

Scope 1 - Direct Emissions
Stationary combustion - Not considered, as this activity is not carried out in the company.
Mobile combustion (Fleet) - Emission factors constant in NIR (National Inventory Report); Conversion factors provided by the General Directorate of Energy and Geology (DGEG, 2022).
Fugitive emissions (Equipment with fluorinated gases) - Methodology constant in the NIR (defined in ton CO₂ eq / kg of solvent consumed).
Process emissions (VOCNM1 by solvent use) - GWP values published in the 5th IPCC Report.

Scope 2 - Indirect Emissions
Electricity - "Greenhouse Gas Emission Factor for Electricity Produced in Portugal" (APA, 2024)

³Non-methane volatile organic compounds

0,02 kg CO₂/€

Carbon intensity

-18%

Scope 1 and 2 emissions

5

SOCIAL

Marisport provides a healthy, safe and pleasant working environment that promotes well-being and productivity of its Staff.

Commitments:

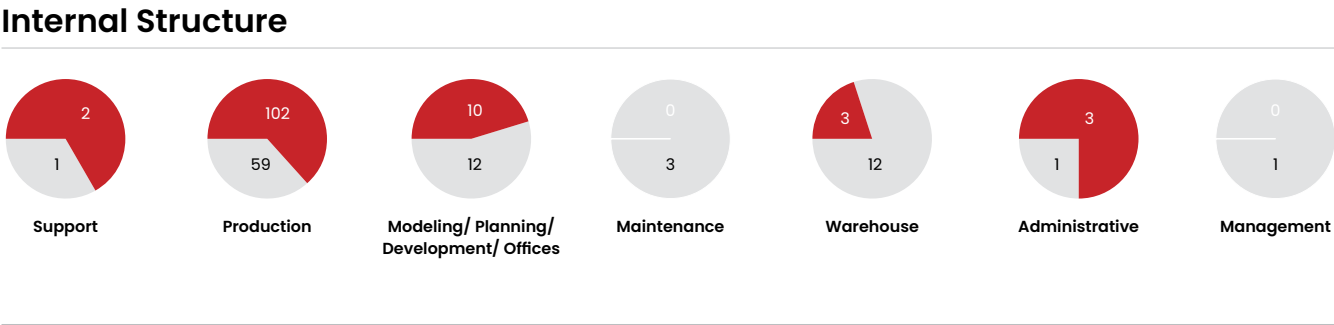
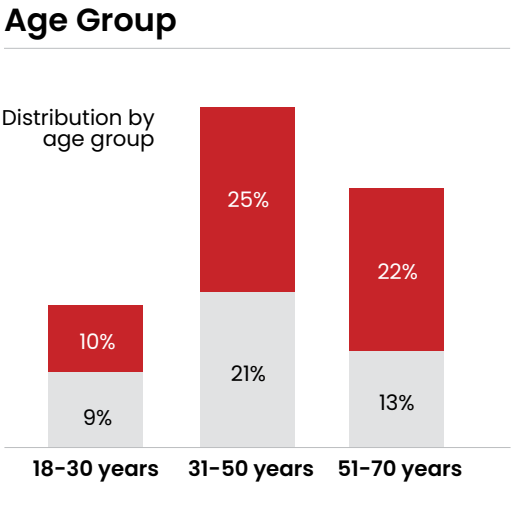
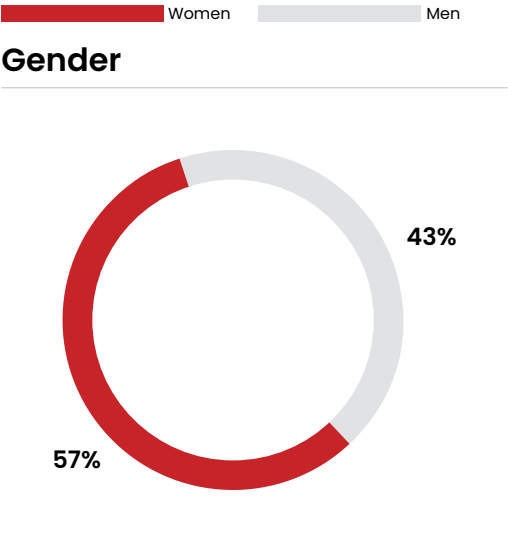
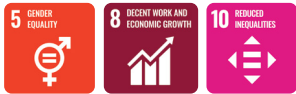
Continuous and internal training of employees in different areas of activity
Application of resources to offer advantages / benefits to employees
Structural investment to improve the company's social areas

5.1
TALENT MANAGEMENT

Marisports trajectory reflects the commitment and dedication of its People to the organization's purpose. Diversity and inclusion, as well as equal opportunities, are at the heart of the company's social practices, which is why open-ended contracts that provide stability for employees are privileged.

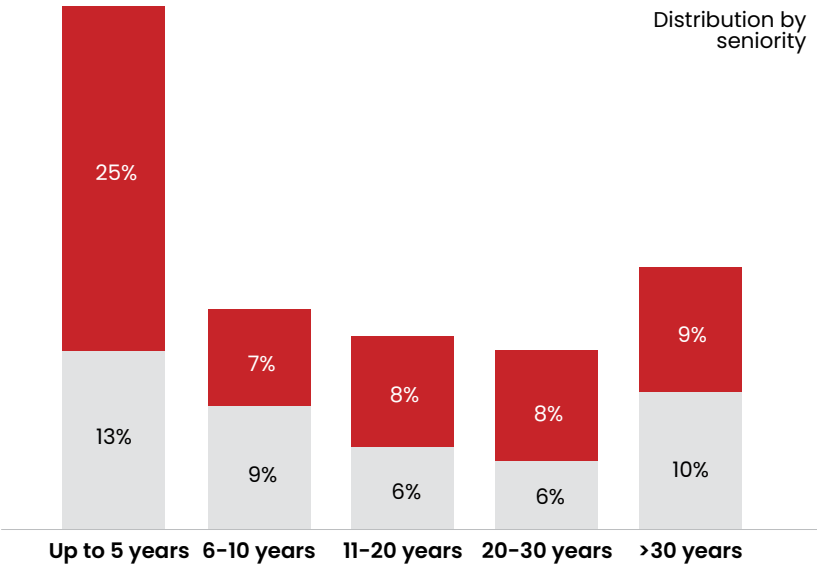
Diversity and Inclusion

209
employees

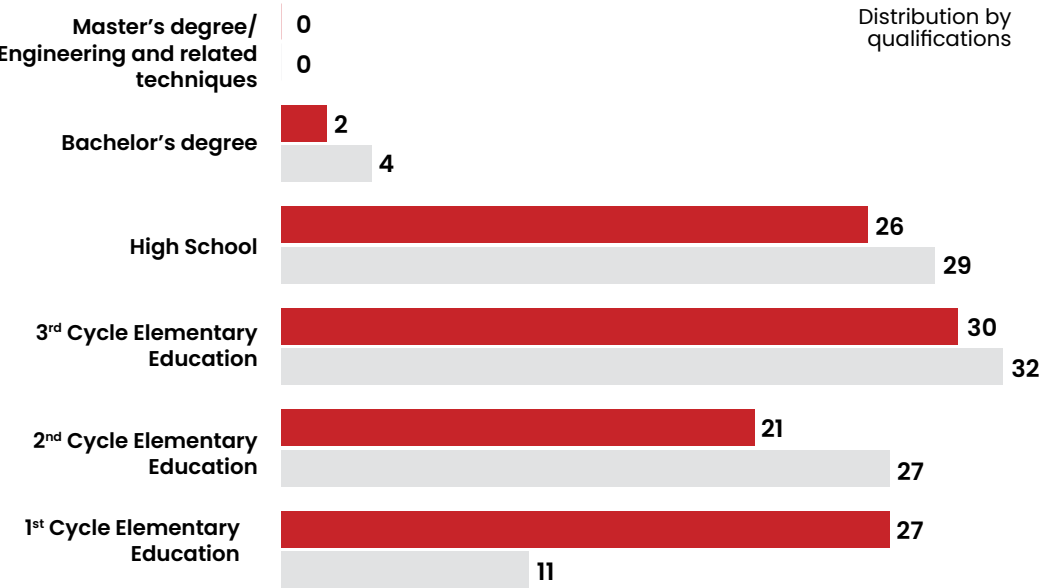


Talent retention

Antiquity



Qualifications



5.2

WORK CONDITIONS

Marisport provides a good working environment, prioritizing the safety and well-being of the entire organization. It seeks to develop and stimulate skills and provide working conditions that boost the motivation and productivity of its employees.

Health and Safety

Various procedures and practices are implemented in hygiene, health and safety of employees, always valuing a clean, safe and healthy work environment, prepared to prevent accidents and damage to health.

With the support of an external entity, an assessment of labor risks is carried out and the necessary measures are implemented.

In 2023, 3 work accidents occurred, all of which required sick leave.

Metodology

* Number of accidents/Number of employees x 1000

** Number of days lost/Number of accidents



Employee satisfaction and well-being

Marisport invests in a healthy work environment, where its employees feel valued and an integral part of organization's growth.

Testimonies:

Employee with over 30 years at the company

"I enjoy working at Marisport. I appreciate the opportunities I've been given over the years to advance my career."

Employee with less than 2 years at the company

"I appreciate the good working environment, the very approachable managers and the work area I'm in."

- In 2023, two health and safety training actions were administered:
- Training on Occupational Health and Safety
 - Fire safety training



5.3

COMMUNITY AND SOCIAL ACTION

Marisport adopts an active policy of social responsibility and contributes to the improvement of the community, with environmental, social and economic concerns and to the development of human knowledge. Constant dialog with community entities is adopted and is fundamental to the long-term success of the company's activities, and these channels allow us to identify the main aspects for improvement.

Marisport contributes to socioeconomic development of the surrounding communities by supporting local associations and institutions, as well as social and cultural causes in the region where it is located, namely through donations.

Institutions and causes

- Cercifel
- Associação Humanitária de Bombeiros Voluntários de Felgueiras
- Paróquia de S. Pedro de Torrados
- FOCA - Clube Natação de Felgueiras
- Aparecida futebol Clube
- Associação CRCDV 1982
- Associação Desportiva de Várzea Futebol Clube



+8m donated



6

GRI CONTENTS



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	2-8 Workers who are not employees	Not applicable
	2-9 Governance structure and composition	8
	2-10 Nomination and selection of the highest governance body	Not applicable
	2-11 Chair of the highest governance body	Not applicable
	2-12 Role of the highest body in overseeing the management of impacts	Not applicable
	2-13 Delegation of responsibility for managing impacts	Not applicable
	2-14 Role of the highest governance body in sustainability reporting	2
	2-15 Conflicts of interest	Not applicable
	2-16 Communication of critical concerns	Not applicable
	2-17 Collective knowledge of the highest governance body	Not applicable
	2-18 Evaluation of the performance of the highest governance body	Not applicable

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	2-20 Process to determine remuneration	Not applicable
	2-21 Annual total compensation ratio	Not applicable
	2-22 Statement on sustainable development strategy	2
	2-23 Policy commitments	7; 24
	2-24 Embedding policy commitments	7; 24
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