

LOWA

Sustainability Update 2024/25

# STEP by STEP



# Dear readers,



for LOWA, sustainability is more than just minimizing environmental impacts. It also encompasses our responsibility for people: for our employees, our partners and society. That is why we view corporate responsibility as an interplay of ecological and social commitment. Both are firmly anchored in our values and our daily actions.

Last year, we invested in a photovoltaic system at our production site in Bošany, which now covers up to 90 per cent of our local energy needs. At the same time, we have strengthened the cohesion and health of the LOWA family through campaigns such as “Bike to Work”. In this way, we want to create a working environment where everyone feels appreciated, supported and motivated.

As an official partner, we support the “Summit Scholarship” to give women and non-binary people access to mountain sports. We intend to expand this successful programme internationally.

Our achievements confirm that we are on the right track. In some areas we have already come a long way, while in others challenges still lie ahead. We are staying the course and continuing our ascent, step by step. With this update to our Sustainability Report, we are consistently continuing on this path. Responsible, innovative and with a firm determination to contribute to a more sustainable future.

  
**Alexander Nicolai**  
 CEO LOWA Sportschuhe GmbH

Sustainability Report of  
the Tecnica Group



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# Our areas of action



## Products

We consistently make all our products more sustainable.

- We continuously enhance the quality and sustainability standards of our shoes, from the design down to the final product. To achieve this, we are developing our own product sustainability guidelines.
- Starting in 2027, all new products will meet these requirements – focussing on durability and environmentally friendly materials without compromising on performance.



## Supply Chain

We take responsibility for our supply chain.

- In close cooperation with our production partners, we regularly and systematically verify compliance with our environmental and social standards along our value creation chain.
- At our production sites, we implement the established standards of the Fair Wear Foundation.



## Environment & Climate

We minimise our environmental impact and help protect the climate.

- We have committed to achieving climate neutrality by 2050. To this end, we are verifiably minimising our emissions.
- At the same time, we are optimising our resource consumption and developing solutions for circular material use.



## People & Company

We offer a safe, inclusive working environment.

- We want every member of LOWA to feel welcome and appreciated. Equal opportunities and anti-discrimination are essential to us.
- We support socially disadvantaged people through national and international projects.



**233,900,000**

Euros in turnover achieved  
across the LOWA Group in 2024



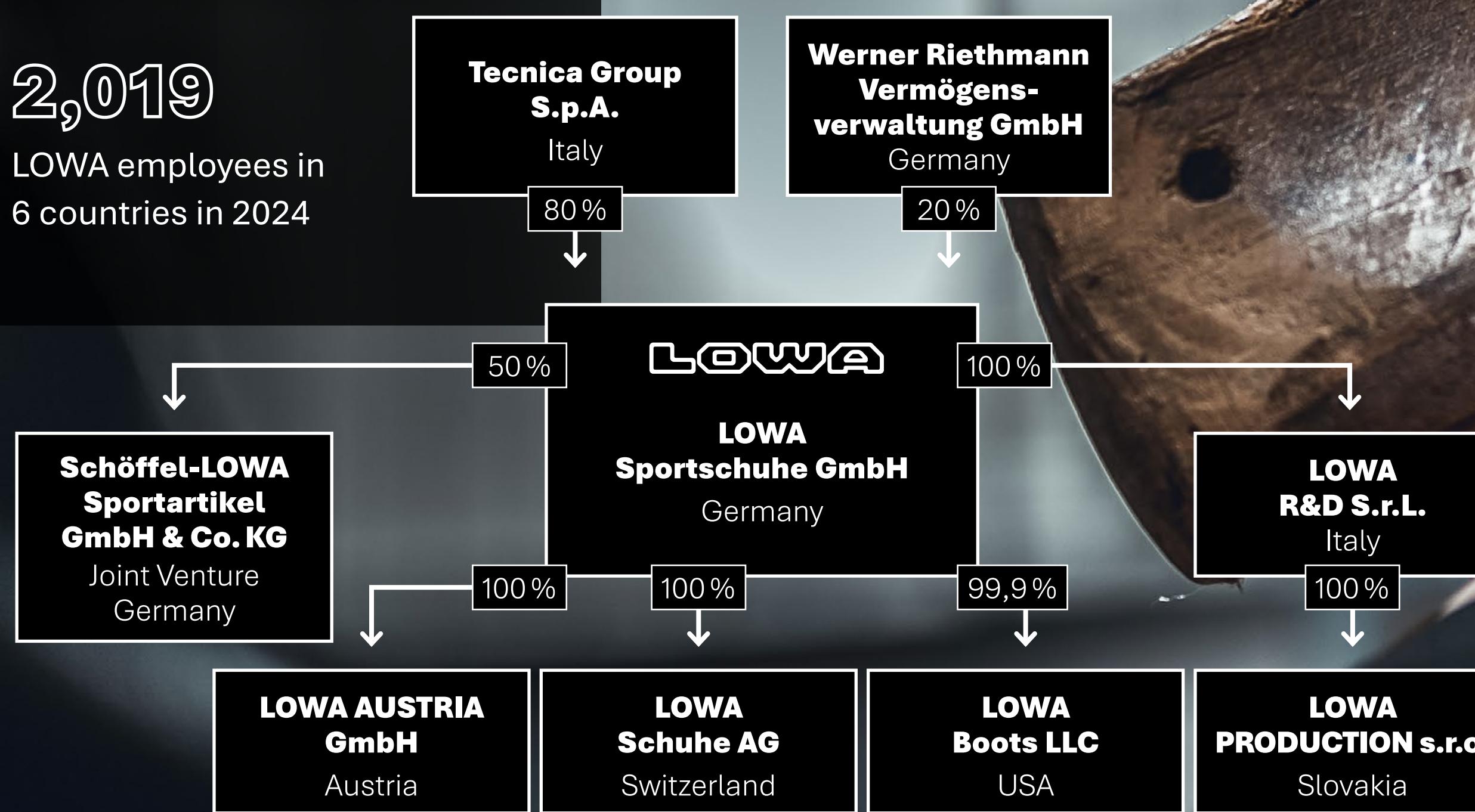
**2,973,652**

shoes sold by LOWA Sportschuhe  
GmbH in 2024



**2,019**

LOWA employees in  
6 countries in 2024



# Governance

Our corporate mission statement combines high social and environmental standards with our quality standards. To ensure this, our Corporate Responsibility division reports directly to the CEO.

## Corporate mission statement

Code of Ethics

IT Security & Data Protection Policy

Code of Conduct

Quality, Environmental & Occupational  
Health & Safety Policy

Responsibility

## Management Board

Implementation

Consultation

## Direct Reports

Corporate Responsibility &  
Quality Management

Business Development &  
Strategy

Health & Safety Management

Compliance Officer

## Level 1 Management Employees

LOWA Sportschuhe

LOWA R&D

LOWA Production

LOWA Boots

LOWA Schuhe

LOWA Austria

# Sustainability as the heart of our actions



As a traditional company with its own production sites in Europe, LOWA has always been committed to high environmental and social standards.

By integrating our sustainability strategy into our 2030 corporate strategy, sustainability has become an integral part of all business decisions. LOWA CEO Alexander Nicolai bears direct responsibility for this key topic. To ensure implementation, progress is not only monitored by our Corporate Responsibility department, but also reviewed and managed on a monthly basis by Kevin Gerlach, Senior Manager

**We develop our corporate goals in such a way that economic success and responsible action go hand in hand.**

Kevin Gerlach, Senior Manager  
Strategy & Business Development



Strategy & Business Development. In this way, environmental and social standards, occupational safety and human rights become lived practice at LOWA.

We make our progress measurable and transparent: at our headquarters, LOWA is certified according to ISO 9001 (quality management), ISO 45001 (occupational health and safety management) and ISO 14001 (environmental management). International standards help us to continuously improve our processes, identify risks at an early stage and consistently pursue our sustainability goals. Our Code of Conduct and our Code of Ethics form the basis for responsible action.

As part of the Tecnica Group, which is a signatory to the UN Global Compact, we are committed to the United Nations' 17 Sustainable Development Goals (SDGs) and support the Paris Agreement. Since 2023, LOWA has also been a member of the Fair Wear Foundation – a further step towards ensuring fair working conditions in the supply chain.



# Shared values as a foundation

Trust and respect have determined LOWA's actions for over 100 years. This applies to our employees, our partners and everyone along our supply chain. To ensure ethical behaviour and the protection of people, we rely on clearly defined values, binding standards and active responsibility.



## Protecting people: Code of Conduct

Since 2012, our [Code of Conduct](#) has been the binding basis for responsible business at LOWA. It protects human rights and formulates concrete ethical, social and environmental rules of conduct for all employees, subsidiaries, production sites and suppliers. These include, for example, the prohibition of child labour and forced labour, fair wages, safe working conditions, anti-discrimination and the protection of land rights. It is based on international standards such as the Core Labour Standards of the International Labour Organization (ILO), the UN Global Compact and the principles of the Fair Wear Foundation. We regularly verify compliance with these requirements, particularly at our production sites and suppliers, through audits and personal visits.



## Living fairness: Code of Ethics

In addition, our Code of Ethics sets a clear framework for respectful, fair and responsible interaction in the workplace. The Code of Ethics defines central principles such as integrity, transparency, equal treatment, respect for human rights, environmental protection and the confidentiality of trade secrets. All colleagues at LOWA Sportschuhe GmbH undertake to comply with these guidelines. They thereby become an integral component of the employment contract. In this way, we ensure that all employees actively live and protect our shared values in their everyday work.

# From report to solution

At LOWA, we rely on an open corporate culture where every voice is heard. To ensure this, we have established a comprehensive whistleblowing system. It enables all employees – both in our own and in external production sites – to report potential or actual breaches of our guidelines confidentially.

## Simple, secure and anonymous

A QR code can be found in our [Code of Conduct](#) as well as on our [website](#), leading directly to our anonymous whistleblowing platform. “We explicitly encourage all employees to report misconduct,” emphasises Veronika Becker, Compliance Specialist and Corporate Responsibility Manager. “We take every report seriously and process it as quickly as possible.” Specially trained internal officers and an external ombudsperson handle the reports received. “Throughout the entire investigation, we remain in close but protected contact with the affected parties,” explains Veronika. In doing so, we protect the reporting person from any retaliation.

## Careful review and remediation

Once a report is received, a careful review process begins. If a misconduct is confirmed, LOWA investigates the root causes and the extent. This allows us to determine whether it is an isolated incident or a structural issue. The results are incorporated into our risk assessment of the respective region or facility. Depending on the severity of the incident, we take graduated measures: from informing management and creating a corrective action plan and provide training for involved persons, to sanctions which, in the worst case, can result in the termination of business relationships with the supplier. We supplement our whistleblowing system with regular visits, training sessions and audits to continuously improve the situation on site.

## Our action against breaches



**1.** We inform the affected management (of the case) and request improvement.



**2.** Together with all parties involved, we develop a corrective action plan.



**3.** We monitor implementation and review the effectiveness of the measures.



**4.** Persons involved receive targeted training.



**5.** Serious or persistent breaches lead to sanctions, up to and including, as a last resort, a termination of the business relationship.



**6.** Finally, we check together with the affected parties whether the problem has been resolved.

# Products

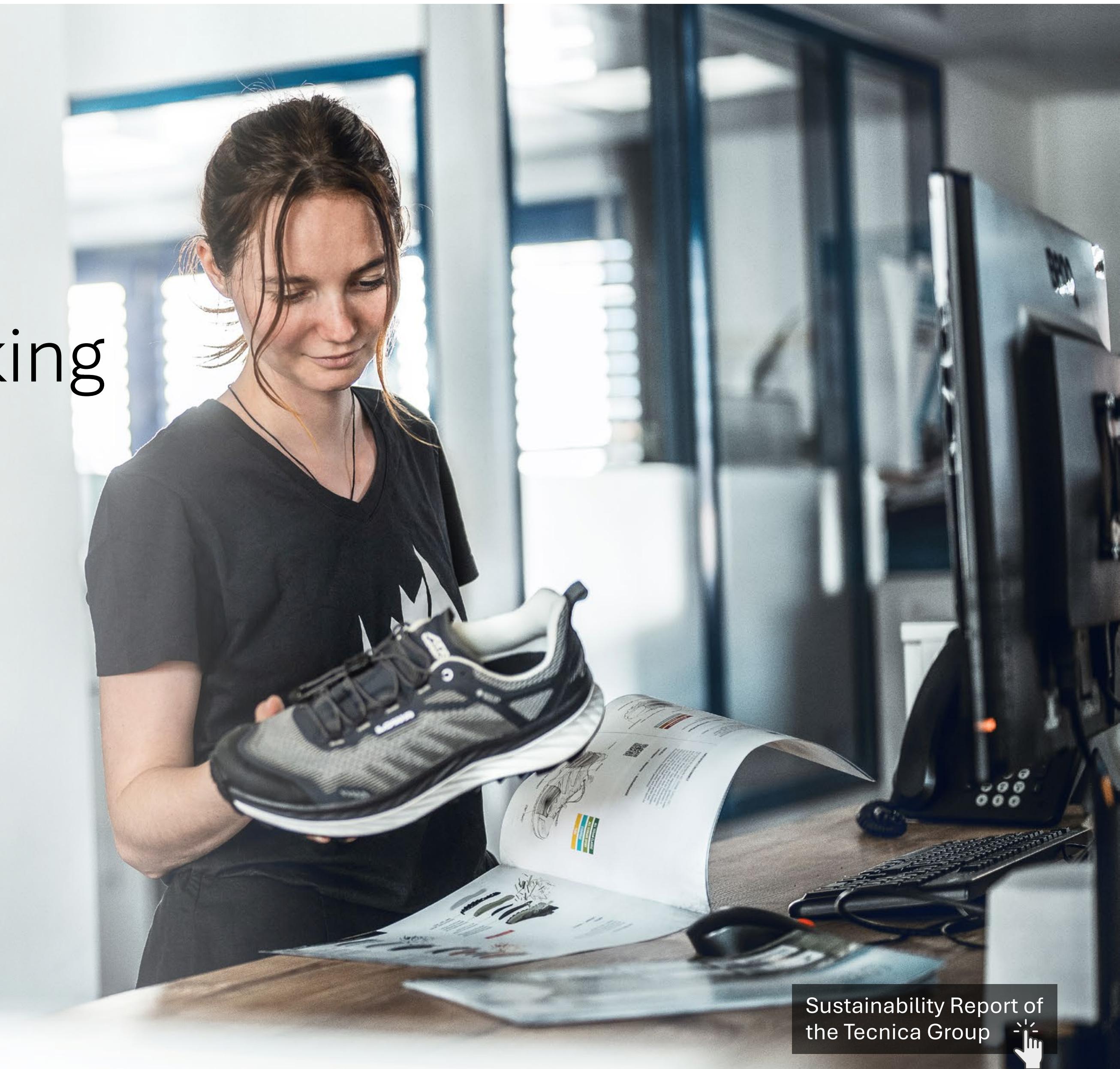
We are continuously making all of our products more sustainable.

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# Data-driven towards greater sustainability

## LOWA takes a closer look at Product Life Cycles

With Life Cycle Analyses, LOWA considers sustainability right from the start.

What makes a shoe sustainable? At LOWA, we will answer this question in future with facts and a shared understanding of product sustainability. To this end, we launched a pilot project in 2023 for the systematic Life Cycle Assessment (LCA) of our products. We started with three models: a light multipurpose shoe and two classic hiking shoes. The analysis records every step in the creation of a LOWA shoe, from raw material extraction and logistics to production.

The results of the pilot project are clear: 80 to 90 per cent of the environmental impact occurs during the manufacture and delivery of the material. This shows that the path to a more sustainable shoe begins in the material supply chain.

### **The leverage lies in the supply chain**

But that is not exactly easy. Precise data on the origin, processing and composition of the respective material must be determined for more than 100 components. Together with the purchasing department, we are already working intensively on anchoring greater sustainability in our material supply chain.

Most of LOWA's material suppliers are long-standing partners based in Europe. In 2024, we began bringing them all onto a shared digital supplier platform. This simplifies the exchange of information and certificates and improves transparency. This transparency in the material supply chain lays the foundation for the eco-balances of our products. Our goal: by 2027, we want to record more products on a data-driven basis.



### **LOWA says goodbye to PFAS**

PFAS (per- and polyfluoroalkyl substances) are chemicals with water, oil and dirt-repellent properties. In everyday life, we encounter them in pans, medical products or outdoor clothing. The problem: they hardly degrade in the environment. They are also suspected of endangering health. At the beginning of 2025, LOWA switched its outdoor collection to PFAS-free production. Shoe components, such as waterproof membranes and yarns, now manage without these problematic substances following many years of development and numerous tests. For reasons of sustainability, shoes already produced with PFAS membranes are being sold off rather than disposed of. The switch in the Professional collection is expected to follow in 2027, as special legal requirements apply here.

**Repairs in Germany (2024):**

- 36,867 processing cases
  - 14,154 resoling jobs
  - 2,117 heel replacements
  - 1,102 other chargeable repairs

**Repairs in the USA (2025):**

- Partner: Daub's Cobbler Shop, New Hampshire
- 200 repaired shoes in the first year

# Repair rather than discard

## LOWA's repair service – a success concept returns to the USA

In 2024, our German program gave 37,000 shoes a second life, with 200 more in the USA. Our repair service: a model for success.

At LOWA, longevity is a key component of our product sustainability. The impressive figures from our German repair service show that our customers appreciate it when their shoes go into the second round.

In 2024, our German service team handled 36,867 repair cases. 14,154 required resoling, while 2,117 received new heels. In addition, there were 1,102 other repairs, such as seam repairs. Each of these repairs ensures that LOWA shoes remain in use for longer and do not have to be disposed of prematurely.

**Local service for American customers**

Our repair service celebrated a successful comeback in the USA. Since 2025, the service has been available to outdoor fans there once again. This is made possible by a partnership with [Daub's Cobbler Shop](#) in New Hampshire. It brings the service directly to US customers and eliminates long transport routes to our German repair centre.

At the same time, the LOWA-trained team at Daub's ensures that every repair meets the same high standards as in Germany. In the first year, our US partners repaired 200 pairs of shoes, showing promise for the program's future.

We are convinced that repair extends the lifespan and sustainability of our shoes through our own efforts or by cooperating with partners.



Johann Menzinger,  
Trademarketing Coordinator

Buying hiking shoes that you've only tried on briefly in the shop? Not with LOWA. For over ten years, outdoor fans have been able to put various models to the test free of charge and out in nature. Johann Menzinger, known as Hans, looks after the six test centres.

# Testing shoes where they belong: in nature

## **Hans, how did LOWA come up with the idea of allowing customers to test new shoes on real hikes?**

We wanted to make our shoes visible in their natural environment. With the [test centres](#), we are represented directly in the vicinity of popular hiking areas. There, hikers can borrow various models chosen for the region by local partners and mountaineering schools. In this way, we can also ensure that customers really find the right and suitable model for themselves before buying. After all, only well-fitting shoes get worn often and with pleasure.

## **What awaits the testers on site?**

They can thoroughly check the shoes for a whole day under real conditions. In addition, they receive individual advice from the test centre staff. This involves not only selecting the right model, but also tips on shoe care and repair options. We want our customers not only to enjoy wearing their shoes, but also to know how to care for them properly. With a little care, the favourite shoe will remain in good condition for significantly longer.

## **That sounds like a lot of confidence in your own products ...**

Absolutely! And in fact, I am not aware of any cases to date where our shoes have failed the practical test. The shoes are cared for after every rental and have sufficient time to dry. That is why replacement due to wear and tear is extremely rarely necessary. This proves just how durable our shoes are.

## **How is the offer being received?**

Very well! In 2024, we had over 2,100 rentals in our test centres. In the end, everyone benefits: outdoor fans get an all-round experience, we receive valuable feedback and local shoe shops are happy about new customers.

# Supply Chain

We take responsibility for our supply chain.

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- 16 Together for greater fairness in the supply chain**
- 17 Continuing on a good path in our second year**



# Where our shoes are made

We have the majority of our shoes manufactured in Europe. Some products and components are produced in Vietnam.

## Italy

**Company name:** LOWA R&D S.r.l.

**Location:** Caselle di Altivole

**LOWA subsidiary since:** 2021

**Production:** Prototypes and R&D for LOWA Production

**Company name:** Garden Sport S.r.l

**Location:** Montebelluna

**LOWA partner since:** 1993

**Production:** MOUNTAINEERING, TREKKING

## Bosnia and Herzegovina

**Company names and locations:**

BEMA d.o.o., Banja Luka and Mrkonic Grad; ŠKREBIĆ company d.o.o., Teslić; OBUĆA Zvornik d.o.o., Zvornik; DERMAL R d.o.o., Kotor Varos

**Production:** shoe uppers

## Germany

**Company name:**

LOWA Sportschuhe GmbH

**Location:** Jetzendorf

**Headquarter since:** 1923

**Production:** MOUNTAINEERING, TREKKING, PROFESSIONAL and Prototypes

## Slovakia

**Company name:** LOWA Production s.r.o.

**Location:** Bošany, Nitrianske Pravno, Handlova, Klenovec

**LOWA subsidiary since:** 2019

**Production:** HIKING, LIGHT HIKING, TRAVEL & WALKING, KIDS, PROFESSIONAL

## Croatia

**Company name:** LORA d.o.o.

**Location:** Križevci

**LOWA partner since:** 1998

**Production:** shoe uppers

## Vietnam

**Company names and locations:**

General Shoes Co., Ltd.

Binh Duong (since 2022); Pou Yuen, Ho Chi Minh City (since 2023/24)

**Production:** TRAIL RUNNING, LOWA OTD ESSENTIALS, KIDS

## Albania

**Company name:** Alba Shoes Group SHPK

**Location:** Vlora

**LOWA partner since:** 2023

**Production:** shoe uppers

As of July 2025

# Identifying and eliminating risks

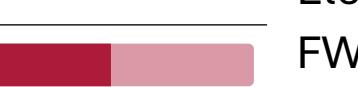
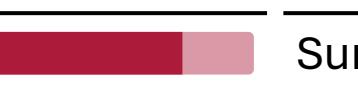
LOWA systematically analyses risks at its production sites. Important insights are provided by external audits, on-site visits, our whistleblowing system and dialogue with local stakeholders. Where risks are identified, we draw up action plans with concrete measures and deadlines. We monitor their implementation on an ongoing basis.

## Company size (number of employees):

<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span>	> 100
<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span>	100–500
<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span>	500–1.000
<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span>	1.000–5.000
<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span>	≥ 5.000

## Country codes:

AL	Albania
BA	Bosnia and Herzegovina
IT	Italy
HR	Croatia
SK	Slovakia
VN	Vietnam

Company, Country	Location	Company size / % LOWA staff <sup>1</sup>	Potential HRDD <sup>2</sup> risks	Risk	Audits
ŠKREBIĆ company, BA	Teslić	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 50 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Discrimination</li> </ul>		Internal 06/2023 FWF <sup>3</sup> 01/2026
BEMA, BA	Banja Luka	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 40–50 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Working hours</li> </ul>		Internal 06/2023 Elevate 11/2023
	Mrkonic Grad	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 100 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Working hours</li> </ul>		FWF <sup>3</sup> 12/2025
DERMAL R, BA	Kotor Varos	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 10 % LOWA			Internal 06/2023 FWF <sup>3</sup> Audit pending 2026/27
OBUĆA Zvornik, BA	Zvornik	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 90 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Payment</li> </ul>		WCA <sup>4</sup> Intertek 04/2022
Alba Shoes Group, AL	Vlora	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 10 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Wages and social security</li> </ul>		WCA <sup>4</sup> Intertek 05/2023 Internal & FWF <sup>3</sup> pending 2026
LOWA Production, SK	Bošany (HQ)	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 100 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Wage transparency external service providers</li> <li>• Living wage</li> <li>• Supplier management</li> </ul>		Sumations 11/2022 FWF <sup>3</sup> pending 2026
	Nitrianske Pravno				
	Klenovec				
	Handlova <sup>5</sup>				
Pou Yuen, VN	Ho Chi Minh City	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 3–7 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Subcontracting</li> </ul>		FWF <sup>3</sup> 06/2022 FLA <sup>6</sup> 09/2023 Internal 01/2024, 11/2024
General Shoes Co., VN	Binh Duong, Ho Chi Minh City	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 3–5 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Living wage</li> <li>• Workers' rights</li> </ul>		FWF <sup>3</sup> 10/2023 Internal 01/2024, 11/2024 FWF <sup>3</sup> 11/2025
LORA, HR	Križevci	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> <span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 100 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Social security</li> </ul>		Internal 06/2023
Garden Sport, IT	Montebelluna	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 90 % LOWA			Internal 01/2022
LOWA R&D, IT	Caselle di Altivole	<span style="display: inline-block; width: 10px; height: 10px; border: 1px solid black; background-color: white;"></span> 100 % LOWA	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Risk management</li> </ul>		Sumations 12/2022

<sup>1</sup> % LOWA staff = Percentage of employees working for LOWA    <sup>2</sup> HRDD = Human Rights Due Diligence

<sup>3</sup> FWF = Fair Wear Foundation    <sup>4</sup> WCA = Workplace Conditions Assessment

<sup>5</sup> Site closed as of 31.08.2025    <sup>6</sup> FLA = Fair Labor Association

# Together for greater fairness in the supply chain

Responsibility in the supply chain is essential for LOWA. We want to identify risks at an early stage, protect human rights and anchor sustainable standards in all manufacturing processes and along the material supply chain. Targeted onboarding for new suppliers and employees is an important step to following clear guidelines.

For new suppliers, compliance with our Code of Conduct, our compliance criteria and the requirements of the Fair Wear Foundation (FWF) is a prerequisite for working with us. We support our suppliers in implementing these requirements through personal discussions, targeted training and the definition of clear responsibilities. In this way, we promote awareness of our values – among ourselves and among everyone along our supply chain.

## **Focus on Vietnam: How we implement our standards**

At one of our suppliers in Vietnam, we combined the onboarding of a new LOWA employee with a Fair Wear training in 2024. The focus was on labour and social standards. Alex Nguyen, Quality Controller for LOWA in Vietnam, explains: “Quality and social responsibility go hand in hand. Genuine product quality is only created when employees are protected and feel comfortable. That is why I maintain a close exchange with the local employees and the producers to verify and ensure compliance with our labour, social and quality standards.” In Vietnam, LOWA also benefits from close cooperation with other members of Fair Wear, be it during audits or the development of corrective action plans to remediate findings.



Fair Wear training in Vietnam: Alex Nguyen, Quality Controller at LOWA (left) and Veronika Becker, Corporate Responsibility Manager at LOWA (centre), with a trainer from the Fair Wear Foundation.

# Continuing on a good path in our second year

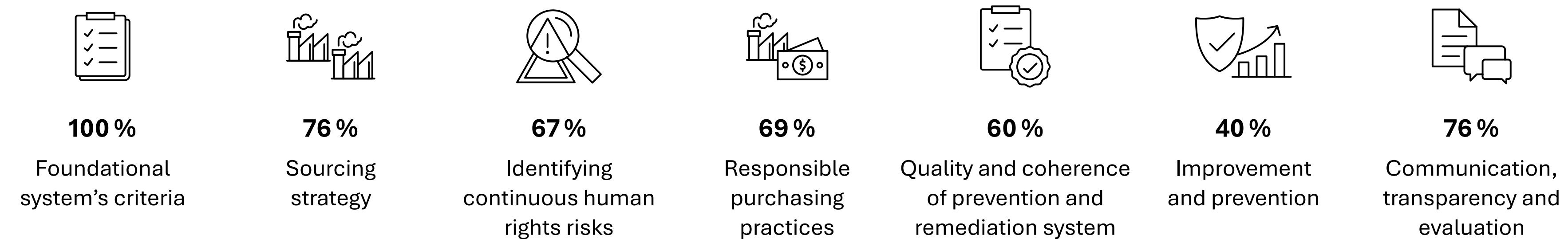
## Fair Wear Foundation Brand Performance Check

Since 2023, LOWA has been a member of the [Fair Wear Foundation](#), which campaigns for fair and safe working conditions throughout the supply chain. Compliance with the [Fair Wear Code of Labour Practices](#) is therefore our benchmark for sustainable shoe production. With our [membership](#), we also commit to regular independent audits and to reporting openly on our progress.

In the current [Brand Performance Check](#), Fair Wear has once again rated our engagement as "Good", confirming that we have been able to maintain the level from our [first year of membership](#). But we are not resting on our laurels. The assessment makes it clear that we can become better at systematically linking purchasing and social standards and at promoting fair wages for all employees along the supply chain. This is precisely where our work begins in order to live up to our social responsibility.

# 61% Good

Result Brand  
Performance  
Check 2025



# Environment & Climate

We minimise our climate impacts and contribute to climate protection.

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# Using the sun's power for more sustainable shoe production



After successfully equipping our headquarters in Jetzendorf with photovoltaic systems, we are now increasingly relying on the sun's power at our production site in Bošany, Slovakia.

The new PV installation in Bošany covers an impressive area of 9,200 square metres. At full capacity, it covers up to 90 per cent of the site's power demand. "This investment is an important step on our path to more climate-friendly production. At the same time, the site will naturally become significantly more independent," explains Ingmar Anderson, Corporate Responsibility Manager.

Up to  
**90 %**  
of the Bošany facility's electricity requirements can be met by the PV installations.

## Our goal: Halving emissions by 2027

The Bošany site is LOWA's most energy-intensive production facility and was responsible for around half of our total scope 1 and scope 2 emissions in 2023. Scope 1 emissions are generated directly within the company, while scope 2 emissions result from purchased energy. As part of our sustainability strategy, we want to halve these emissions by 2027. Thanks to the new PV installation, we have come an important step closer to this goal and have been able to reduce greenhouse gas emissions at the site by approximately 100 tonnes.

"Our goal is not only to improve our own environmental balance, but also to make an important contribution to a more sustainable future," emphasises Ingmar.

# Unique items from leftovers

## Creative use instead of disposal

Too good to throw away: at LOWA, discarded materials become chic accessories.

A piece of leather with a small blemish. Textiles in an outdated colour. Shoelaces from the past season. What sounds like rejects gets a second life at LOWA. In a special project, these materials are turned into useful accessories for everyday life. The goal: sustainable handling of leftovers from shoe production.

Kristin Mettcher, a designer at LOWA, breathes new life into the materials. For example, she designs iPad cases, key cases, pencil cases and eyeglass cases, which are manufactured in our stitching department in Jetzendorf. Even old LOWA advertising banners are transformed into robust bags and shoelaces become case fasteners. Virtually nothing needs to be purchased for the new products.

### Teamwork and clear priorities

Many departments work hand in hand for the project. At LOWA, the top priority is: leftovers and waste should be avoided as far as possible. If that is not feasible, we repurpose them for additional products. Profit is not the main focus here. That is why we deliberately manufacture the products on the side: if our seamstresses have some time, the accessories provide a welcome change on their sewing tables.

In 2024, we thus reused around 1,000 square metres of leather and just as much textile, plus 1,500 metres of ribbons and over 4,000 shoelaces. All exclusively material that has accumulated over years. The finished accessories are currently available exclusively in the Schöffel-LOWA stores, or serve as promotional gifts at events. In 2025, every LOWA employee in Germany will also receive such a unique item for their birthday.



### Manufactured accessories (2022–2025):

- 35,143 tote bags
- 22,495 key rings & cases
- 2,205 iPad cases & pencil cases

and many other products

# People & Company

We create an inclusive, safe working environment.

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Sustainability Report of  
the Tecnica Group



# No work without safety

For us, occupational safety is more than just a mandatory programme. At LOWA, it is actively lived and developed further. Georg Wagner, Head of Facility Management and Occupational Health and Safety Manager, explains exactly how this works.

**Georg, you are active in two important roles. How do they complement each other?**

As Facility Manager, my team and I ensure that everything runs smoothly at the Jetzendorf site, from building cleaning and maintenance to sustainability measures. At the same time, as an Occupational Health and Safety Manager, I look after the health and safety of my colleagues. The interplay is challenging, but also has advantages. For example, I know all the important processes. That is why I can identify many risks at an early stage and react directly.

**How exactly does LOWA ensure greater safety?**

We do significantly more than is required. In addition to the usual safety training sessions and risk assessments, we align ourselves with ISO 45001, which goes far beyond legal requirements. We also conduct regular safety inspections together with the management, during which we pay particular attention to safety, order and cleanliness. Health days and additional preventive medical checkups are also part of our programme.

**What role does ISO 45001 play for you?**

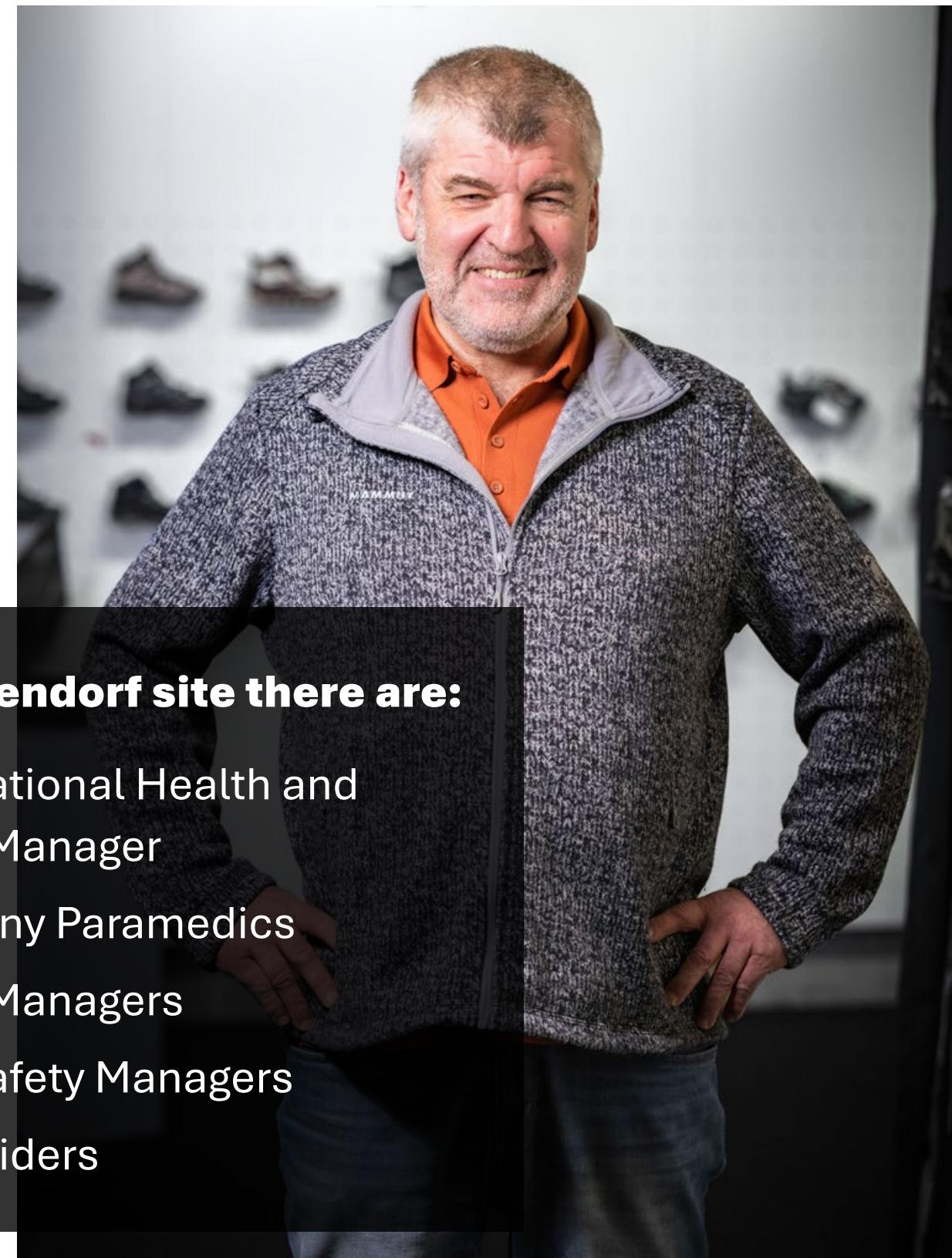
The standard is an important benchmark for us. It forces us to constantly question and improve our processes. The external perspective during audits helps us to avoid operational blindness.

**Do investments in occupational safety pay off in the long term?**

Occupational safety definitely pays off. The costs of prevention are significantly lower than those caused by accidents and absences. Healthy and satisfied employees also remain loyal to the company for longer. In the end, everyone benefits from this.

**At the Jetzendorf site there are:**

- 1 Occupational Health and Safety Manager
- 2 Company Paramedics
- 6 Safety Managers
- 20 Fire Safety Managers
- 26 First Aiders



**What are your goals for the future?**

We are working hard to reduce the number and severity of accidents to an absolute minimum. To this end, we want to digitise safety training, for example, and encourage everyone to report unsafe situations and near misses. Only in this way can we identify and eliminate dangers at an early stage.

# Bike to Work

## Climate-friendly commuting in Slovakia

For LOWA, sustainability does not just begin at the factory gate. Even on their way to work, employees of LOWA Production in Slovakia impressively demonstrate how they contribute to climate protection through personal initiative. For the nationwide campaign “Do práce na bicykli” (in English: “Bike to Work”), they leave their cars at home year by year in June.

The campaign by the Slovakian Ministry of Transport motivates people to make their commute climate-friendly, whether by bike, on foot or by bus and train. Employees from companies, institutions or organisations gather in teams for this purpose and document the kilometres they cover for a month. Prizes await the best teams and individuals.

“With every trip, we make a joint contribution to climate protection, improve our health and save money by not driving,” explains Miriama Bezáková, Corporate Responsibility Officer. 153 LOWA employees took part in 2025 and achieved an impressive result: in June, they covered 19,666 kilometres and thus saved 3,861 kilograms of CO<sub>2</sub> emissions. LOWA Production thus achieved 12th place among 350 participating large companies.

The enthusiasm in the team is great. “We are very proud of our joint achievement and the active participation of our colleagues from all age groups and departments,” emphasises Miriama. For the coming year, LOWA Production has set itself an ambitious goal: to break into the top 10. To this end, Miriama wants to make the campaign better known, simplify participation and motivate as many employees as possible to join in.

However, the commitment of the Slovakian employees is not limited to sustainable mobility. Through cooking competitions, sports days for a good cause and joint hikes, they strengthen awareness of social and environmental sustainability as well as team spirit.



**19,666 km**  
distance covered

**3,861 kg**  
CO<sub>2</sub> emissions saved

# More diversity on the mountain

We support women through mountain scholarships

Women are significantly underrepresented in mountain sports. The reasons are manifold: traditional role models still shape the



perception of alpinism as a male domain. In addition, there are structural barriers, for example equipment and gear are often not designed for female bodies.

LOWA has recognised this inequality and is actively taking countermeasures. As a premium sponsor of the [Summit Scholarship Foundation](#), we provide targeted support to women and gender-diverse people to help them gain access to alpine adventures. The US foundation awards scholarships for mountain expeditions worldwide, supporting women from all social backgrounds as well as trans and non-binary people.

With our own mountain scholarship, the “LOWA Matterhorn Adventure”, we are supporting greater diversity and gender equity in alpinism. The scholarship can be found on the foundation’s expedition list. In August 2026, it will enable two women to climb the Matterhorn on a guided expedition. In this way, LOWA is sending a clear signal for social change and diversity on the mountain.

# With heart and footwear

We support KENIAL e. V. with shoe donations

LOWA has been working closely with [KENIAL e. V.](#) for many years. The association has set itself the task of providing children in the most remote regions of the world with warm clothing and sturdy footwear. The special feature: mountain athletes from the KENIAL network and travellers take the donations to the children personally, ensuring that they really arrive.

Most recently, a larger shipment of LOWA shoes went to Mongolia. There, the “Freundeskreis Mongolei” (Circle of Friends of Mongolia) helps children with multiple disabilities and supports their families. In addition to the children, employees such as doctors, social workers and physiotherapists also received suitable footwear. After all, they often cover long distances through the steppe to reach families in need. With robust shoes, they can carry out their important work reliably.



# The next Steps

Sustainability is like a hike. There are still several stages ahead of us before we reach our goal. We want to know even more precisely where our materials come from and increase data transparency throughout the entire value creation chain. Our goal is to further reduce our CO<sub>2</sub> footprint. However, to us, sustainability also means treating people with respect and improving their working conditions. That is why we are continuing to further develop training courses specifically for the footwear sector together with the [Fair Wear Foundation](#). In addition, we support social and environmental projects such as the [American Hiking Society](#), the [Connecticut Forest & Park Association](#), [Education for All e. V.](#), the [CASA 21](#) centre for the homeless and several others, which we will report on in the coming year.





# Figures

We collected all data in line with the Global Reporting Initiative (GRI) standards.

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**27 Key Figures Environment & Climate**

**28 Key Figures People & Company**

n/a = Data not available

- = Data not relevant



# Key Figures Environment & Climate

Calculation of CO<sub>2</sub> emissions based on 2024 emission factors (AIB, DEFRA, suppliers). Minor deviations may occur due to rounding.

Excerpt from the [Tecnica Group Reporting 2024](#).

	LOWA Group <sup>1</sup>		Unit	Germany		Italy		Slovakia		Switzerland		US	
	2024	2023		2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
<b>Total energy consumption within the organization</b>	<b>12,758.9</b>	<b>13,141.2</b>	<b>MWh</b>	<b>2,848.6</b>	<b>3,064.1</b>	<b>848.8</b>	<b>817.5</b>	<b>8,188.2</b>	<b>8,481.6</b>	<b>353.5</b>	<b>349.9</b>	<b>519.9</b>	<b>428.0</b>
Of which fuel consumption	5,695.2	5,554.9	MWh	2,139.2	2,144.1	540.4	550.0	2,319.2	2,234.3	269.5	271.7	427.0	354.7
of which gas consumption	2,258.4	2,143.5	MWh	99.9	117.9	257.7	251.0	1,899.8	1,773.3	0.0	0.0	1.0	1.3
of which diesel consumption	1,320.3	1,332.6	MWh	652.9	573.2	282.7	299.0	246.0	318.9	138.7	141.5	0.0	0.0
of which petrol consumption	887.4	743.3	MWh	157.2	117.6	0.0	0.0	173.4	142.1	130.8	130.2	426.0	353.4
of which fuel oil consumption	1,229.1	1,335.4	MWh	1,229.1	1,335.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Of which electricity consumption	<b>7,063.7</b>	<b>7,586.3</b>	<b>MWh</b>	<b>709.4</b>	<b>920.0</b>	<b>308.4</b>	<b>267.5</b>	<b>5,869.0</b>	<b>6,247.3</b>	<b>84.0</b>	<b>78.2</b>	<b>92.9</b>	<b>73.3</b>
of which purchased renewable electricity	621.7	987.5	MWh	541.4	641.8	0.0	267.5	0.0	0.0	80.3	78.2	0.0	0.0
of which self-produced solar energy	161.0	264.8	MWh	161.0	264.8	0.0	0.0	n/a	0.0	0.0	0.0	0.0	0.0
<b>Total self-produced solar electricity</b>	<b>378.5</b>	<b>415.1</b>	<b>MWh</b>	<b>378.5</b>	<b>415.1</b>	<b>0.0</b>	<b>0.0</b>	<b>n/a</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Energy intensity ratio per sold pair of shoes</b>	<b>4.3</b>	<b>4.3</b>	<b>kWh</b>	—	—	—	—	—	—	—	—	—	—
<b>Own greenhouse gas emissions, total (Scope 1+2 market based)</b>	<b>3,714.9</b>	<b>3,679.1</b>	<b>tCO<sub>2</sub>e</b>	<b>584.1</b>	<b>608.1</b>	<b>291.2</b>	<b>154.7</b>	<b>2,589.4</b>	<b>2,695.1</b>	<b>84.0</b>	<b>84.7</b>	<b>166.2</b>	<b>136.5</b>
of which gross direct (Scope 1) GHG emissions	1,578.3	1,559.9	tCO <sub>2</sub> e	580.7	605.0	155.2	154.7	627.0	606.4	84.0	84.7	131.4	109.1
of which gross direct (Scope 2) GHG emissions, market based	2,136.7	2,119.2	tCO <sub>2</sub> e	3.4	3.1	136.1	0.0	1,962.4	2,088.7	0.0	0.0	34.8	27.4
<b>Amount of waste, total</b>	<b>1,230.6</b>	<b>1,662.8</b>	<b>t</b>	<b>165.3</b>	<b>177.5</b>	<b>66.5</b>	<b>30.2</b>	<b>986.2</b>	<b>1,455.1</b>	<b>12.5</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
of which hazardous waste	94.2	480.8	t	5.4	7.2	22.0	2.4	66.8	471.2	0.0	n/a	n/a	n/a
of which non-hazardous waste	1,136.3	1,182.0	t	159.9	170.3	44.5	27.8	919.4	983.9	12.5	n/a	n/a	n/a
of which waste for disposal	662.5	777.7	t	62.5	54.7	4.0	n/a	596.0	723.0	n/a	n/a	n/a	n/a
of which waste for recycling	435.2	376.5	t	97.4	115.6	14.5	n/a	323.3	260.9	n/a	n/a	n/a	n/a
of which waste for reuse	26.0	0.0	t	0.0	0.0	26.0	n/a	0.0	0.0	n/a	n/a	n/a	n/a

<sup>1</sup> excl. LOWA Austria

# Key Figures People & Company

Minor deviations may occur due to rounding.

Excerpt from the [Tecnica Group Reporting 2024](#).

		LOWA Group <sup>1</sup>		Unit	Germany		Italy		Slovakia		Switzerland		US	
		2024	2023		2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
		Employees, total (as of 31.12) <sup>2</sup>	1,983	2,105	n	304	303	69	69	1,545	1,657	40	50	25
Diversity & Employees	of which full time employees	1,865	1,986	n	217	224	60	60	1,539	1,652	26	29	23	21
	of which part time employees	118	119	n	87	79	9	9	6	5	14	21	2	5
	of which permanent	1,728	2,068	n	277	266	67	69	1,319	1,657	40	50	25	26
	of which temporary	255	126	n	27	37	2	0	226	89	0	0	0	0
	of which <30 years	188	195	n	32	27	5	5	145	150	2	7	4	6
	of which 30–50 years	1,057	1,120	n	127	133	36	36	865	923	20	20	9	8
	of which >50 years	708	790	n	145	143	28	28	535	584	18	23	13	12
	of which female employees	1,284	1,396	n	149	147	28	27	1,084	1,192	14	19	9	11
	of which male employees	699	709	n	155	156	41	42	461	465	26	31	16	15
	<b>Women's rate, total employees</b>	<b>65</b>	<b>66</b>	<b>%</b>	<b>49</b>	<b>48</b>	<b>40</b>	<b>39</b>	<b>70</b>	<b>72</b>	<b>35</b>	<b>38</b>	<b>36</b>	<b>42</b>
Occupational Health and Safety	Women's rate in Management	26	63	%	21	0	0	0	39	63	20	50	57	40
	<b>Accident rate per 1,000,000 working hrs.</b>	<b>13.5</b>	<b>6.7</b>	<b>Rate</b>	<b>13.5</b>	<b>2.5</b>	<b>0.0</b>	<b>31.3</b>	<b>n/a</b>	<b>6.7</b>	<b>0</b>	<b>0</b>	<b>43.7</b>	<b>0</b>
	<b>Lost time incidents &gt;24 hrs.</b>	<b>7</b>	<b>22</b>	<b>n</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>n/a</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>
Compliance & Anti-Discrimination	<b>Reports received</b>	<b>7</b>	<b>11</b>	<b>n</b>	–	–	–	–	–	–	–	–	–	–
	<b>Reported cases closed within year</b>	<b>7</b>	<b>8</b>	<b>n</b>	–	–	–	–	–	–	–	–	–	–
	<b>Remediation rate of reported cases of discrimination</b>	<b>100</b>	<b>100</b>	<b>%</b>	–	–	–	–	–	–	–	–	–	–
	<b>Compliance and anti-discrimination training sessions</b>	<b>2</b>	<b>8</b>	<b>n</b>	–	–	–	–	–	–	–	–	–	–

<sup>1</sup> excl. LOWA Austria

<sup>2</sup> Integration of LOWA Austria GmbH figures from 2025



# Legal Information

**Publisher**

LOWA Sportschuhe GmbH  
Hauptstr. 19, 85305 Jetzendorf  
[info@lowa.de](mailto:info@lowa.de)

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[www.script-com.de](http://www.script-com.de)

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**Contact**

[corporate.responsibility@lowa.de](mailto:corporate.responsibility@lowa.de)

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