



# SKYPRO ESG REPORT 2023

In accordance with Voluntary European  
Sustainability Reporting Standards

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# 1 | About our Sustainability Report

Within SKYPRO's vision to be the most competent Uniform Management company in the world leading in sustainability and innovation, we are pleased to unveil our inaugural Sustainability Report. This comprehensive document precisely outlines the information that an organization must disclose concerning its significant impacts, risks, and opportunities related to environmental, social, and governance, providing information on our activities throughout the year 2023.

SKYPRO Board of Directors approved the **Strategy for Sustainability and Circularity of the Uniforms 2023-2026** period, embracing a huge commitment with United Nations Sustainable Development Goals and a pioneering position at our sector by **leading in Digital Transformation and Sustainability**. SKYPRO's Sustainability Report is a key result within this Strategy.

This Sustainability Report follows the **Voluntary European Sustainability Reporting Standard for Non-Listed SMEs (VSME)** guidelines (version at Public Consultation), ensuring alignment with the disclosure requirements outlined in **ESRS**. It serves as a transparent and accountable representation of our dedication to sustainable practices, providing a comprehensive overview of our contributions to environmental, social, and governance sustainability matters. This report was prepared on an individual basis.

The sustainability statement includes an in-depth evaluation of SKYPRO's impact across the supply chain, examining both upstream and downstream operations. In alignment with our commitment to sustainability, we have engaged in surveys and thorough evaluations of our suppliers. This proactive engagement throughout the value chain specifically assess the effectiveness of their control mechanisms concerning sustainable parameters highlighting our dedication to fostering sustainability not only within our operations but also across the wholeness of our business ecosystem.

The report compiles data and insights acquired throughout the calendar year 2023 from January 1<sup>st</sup> to December 31<sup>st</sup>.

# 2 | Message from the Board of Directors

At the heart of SKYPRO’s mission, beats an unwavering commitment to sustainability, powered by a dedicated department solely focused on advancing the core principles of ESG: Environmental, Social, and Governance.

For us, this commitment goes beyond profits. We see as our mission to lead the way, forging a path toward a more sustainable future and changing the Uniform Industry.

Initially, our dedication resonates in the transformative way we shape our products and services.

Our new collection, SKYPRO NextGen Sustainable Uniforms, embodies the Zero Waste Principle, rooted on eco-design techniques in its inception and utilizing sustainable materials. Every stage of the manufacturing process is meticulously overseen to ensure strict adherence to environmentally responsible practices.

Besides, SKYPRO stands at the forefront of innovation, reshaping traditional approaches with our Circular Services. By these, we control the return of uniforms while pioneering enzymatic hygienization processes for their reuse, extending the lifecycle of garments and preventing unnecessary disposals. Our Circularity initiative extends to provide cutting-edge recycling options for post-consumer clothing and shoes, signifying a unique progression within the global Uniform Industry.

**Yet, SKYPRO endeavours go beyond our portfolio.**

We take initiatives to foster **social development and promote responsible financial practices**. We go beyond industry salary benchmarks of the Portuguese textile sector, recognizing the excellence of our team. Moreover, we implement proactive cash flow strategies, ensuring timely payments to suppliers and systematically managing financial risks throughout our entire value chain.

Our **governance initiatives** have earned national recognition, securing prestigious awards like SME Leader and Excellence for many years and positioning us among the TOP 5% SMEs in Portugal for consecutive years (2022, 2023) – accolades that echo throughout the European Union.

In the current year, SKYPRO is actively pursuing the esteemed **B-Corp Certification**, demonstrating our commitment to aligning business operations with ESG principles and responsible practices.

**Finally, as we celebrate our 20th anniversary, this inaugural ESG Report signifies a monumental milestone in our journey.** We invite you to dive into it and stand alongside us in this incredible journey of transformation .

**Ricardo Silva**  
CSO

**Jorge Pinto**  
CEO

**Lisa Fernandes**  
CHRO/CPO



# 3 Highlights 2023



## Purpose

**ISO 14001**

Certified Company

**9 Circular Products**

Created from recycled customer uniforms



## Product

**8,7M€**  
Total Sales

**+17,6%**  
Total Sales

Between 2022 and 2023

**5**  
Continents

Where our products reach



## Planet

**-46,5%**  
Scope 1 CO<sub>2</sub> Emissions

Between 2022 and 2023

**-78,6%**  
Scope 2 CO<sub>2</sub> Emissions

Between 2022 and 2023

**+31,8%**  
Scope 3 CO<sub>2</sub> Emissions

Between 2022 and 2023

**-36,6%**  
Energy Used

Between 2022 and 2023

**+24,1%**  
Water used per Employee

Between 2022 and 2023

**0m<sup>2</sup>**  
Occupied Area

Biodiversity sensitive area



## People

**28**  
People

Working at SKYPRO

**82,1%**  
People

With permanent contract

**39,6**  
Years

Medium age of SKYPRO employees

**82,8%**  
People

Satisfied or very satisfied at SKYPRO

**+19**  
Training Hours

Per female employee

**+10**  
Training Hours

Per male employee





# 4 Company Strategy and Business Synergy

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# [ 4.1 ] Pillars of Identity

## Our Values

### Focus

We are committed to our mission and bringing added value to Uniform Management.

### Ambition

The collective willpower to achieve our vision.

### Creativity

We add value through creativity and problem solving.

### Learning

We work every day to achieve perfection to fully satisfy our customers and industry needs.

### Solidarity

Combined feeling of unity and action between SKYPRO team members, driving support within a select group of right people.



## Our Mission

SKYPRO makes end-to-end Uniform Management simple and effective, by delivering care, innovation and sustainable solutions to any worker in any organization.

## Our Vision

To be the most competent Uniform Management company in the world leading in sustainability and innovation.

# [ 4.2 ] Embracing our Essence

20  
04

Born in Lisbon with a chain of retail stores.

20  
05

Opening of the 1st Aerosoles Store.

20  
08

TAP - 1st Airline served with Aerosoles PRO.

20  
09

Creation of the 1st footwear for airline professionals.

20  
10

Launch of SKYPRO brand, focused on delivering comfort to professionals.

DMFI – SKYPRO USA partner.

20  
13

SKYPRO Oleg Antonov became the 1st ISO-certified footwear for Aviation professionals with EN ISO 20347:2012.

20  
16

SKYPRO #1 global IATA Strategic Partner.

Supplier of the year by ETIHAD

Wellbeing Company of the year by OnBoard Magazine.

SKYPRO, LLC Expansion to the American Market.

20  
17

SKYPRO paired with CITEVE Textile Research to develop **Uniforms of the Future**, a set of textile technologies brought together for high performance, health and comfort of professionals at work.

20  
18

SKYPRO become part of Zappos, the Biggest Marketplace in US.

20  
19

Recommended by **Forbes** and Smarter Travel for best travel footwear.

SME Excellence 2019.

20  
20

**Financial Times** 1000 Europe's Fastest Growing Company.

**Winner of CV Magazine Aviation & Aerospace Awards for Best Cabin Crew Uniform Collection 2020.**

SME Excellence 2020

20  
21

**Dubai Office** SKYPRO expands to the UAE.

Cotec Innovation Company 2021.

20  
23

**Development of Sustainability Offer to the market:**

- Portfolio of NextGen Sustainable materials
- Reuse and Recycling Services;

**Accreditation according to ISO 14001:2015 Certification**

ANI - Selo ID



# [ 4.3 ] Across Borders and Beyond

**Legend:**

Data included in this report

Data excluded in this report

**Workwear Outfitters & Image Authority**  
SKYPRO · Canada Representatives  
Email: [contactus@wearSKYPRO.com](mailto:contactus@wearSKYPRO.com)

**SKYPRO Europe**

Headquarters & Production Office  
Rua Manuel Vieira da Cruz nº25, R/C DRT  
4445-271 Ermesinde · Portugal  
Phone: (+351) 220 126 100  
Email: [contactus@wearSKYPRO.com](mailto:contactus@wearSKYPRO.com)

Branch & Operations Office

Av. Dr. Francisco Sá Carneiro 5, 3-B  
2780-241 Oeiras · Portugal  
Phone: +351 214 187 674  
Email: [contactus@wearSKYPRO.com](mailto:contactus@wearSKYPRO.com)

**SKYPRO USA**

Temporarily Dorment  
5126 S Royal Atlanta Dr.Tucker, GA 30084USA  
Phone: 770 349 6337 · Ext.173  
Email: [contactus@wearSKYPRO.com](mailto:contactus@wearSKYPRO.com)

**SKYPRO Middle East**

Sales Office  
Fusion Business CenterAspin Tower, 48th floor,  
Office No. 4801 Sheikh Zayed Road, Dubai · UAE  
Phone: 00971 4 2682818  
Email: [info.gulf@wearSKYPRO.com](mailto:info.gulf@wearSKYPRO.com)



# [ 4.4 ] Uniform Management Solutions

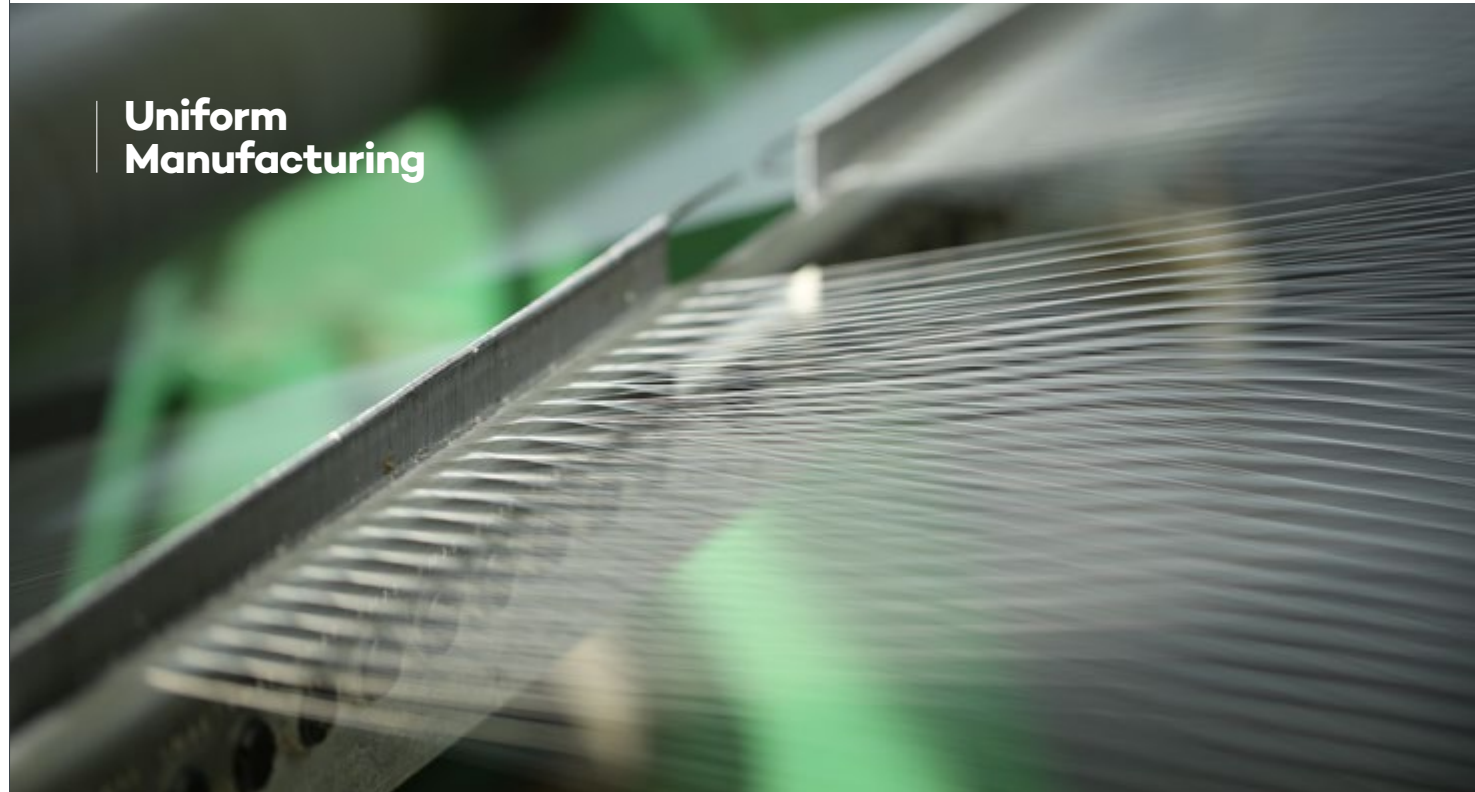
SKYPRO ignites innovation by combining **Cutting-Edge Uniforms, Digital Transformation and Sustainability Services** to deliver specialized solutions.

Let us **redefine what workwear means to your professionals**, infusing them with pride and unparalleled comfort so they can perform at their best.

## Welcome to the Uniform Revolution



Uniform Digital Transformation



Uniform Manufacturing



Uniform Sustainability

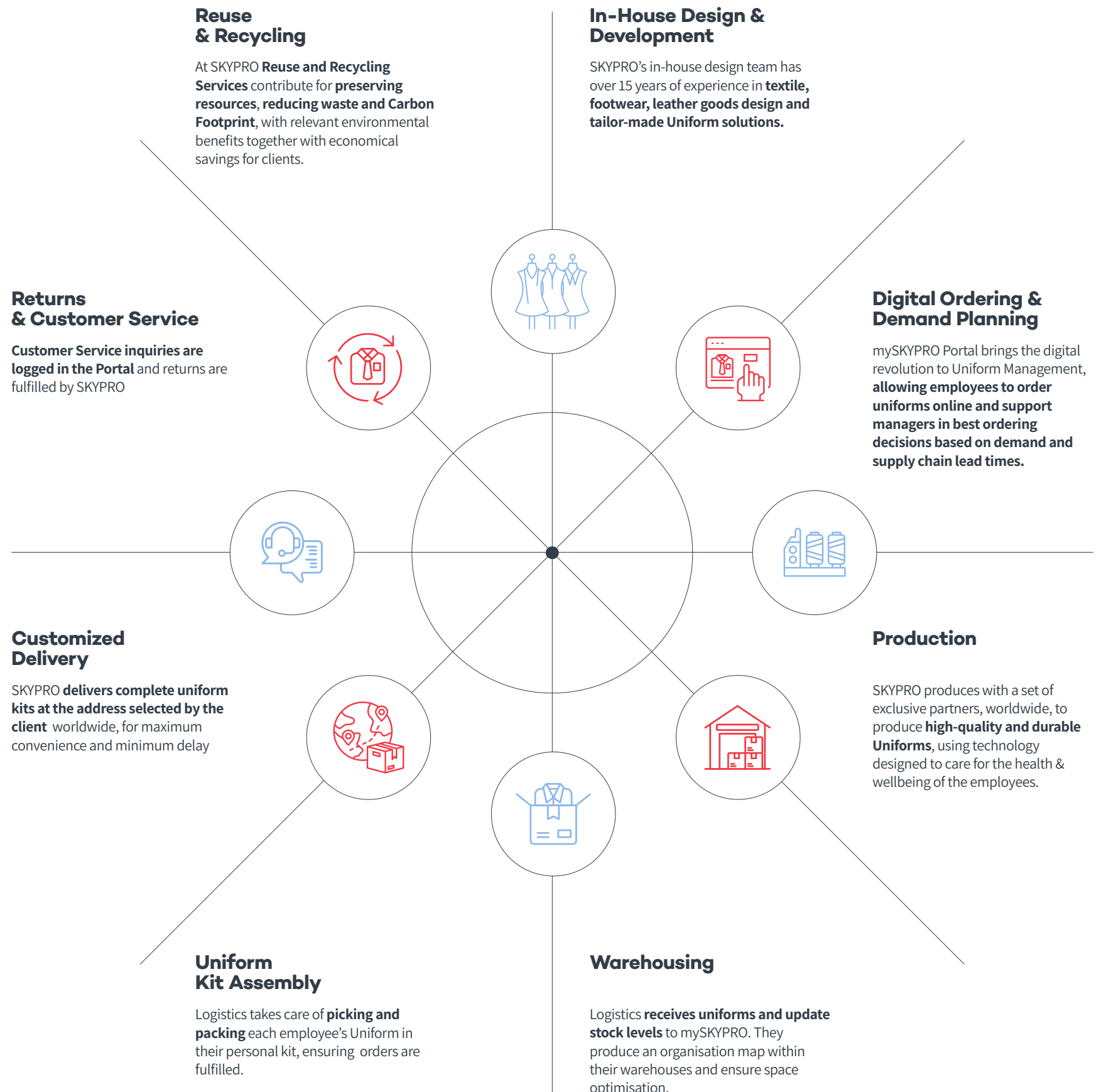
# [ 4.5 ] End-to-End Uniform Management Solutions

## From the sketch of your uniform to the delivery at your doorstep. This is our responsibility

We **design**, produce and deliver elegant and functional uniforms that are the ultimate word in sustainable technology. We make a **selection of industry-specific raw materials** and **high-quality production**. We focus in **inventory uniform management**, with a total integration of the value chain and leveraging artificial intelligence for optimized orders.

Our services include a dedicated and full customized uniform **online store** with Smart Fitting Services and a simplified global uniform **distribution** in bulk or individual orders. We have a integrated and centralized **customer service, 24/7 reporting** and **grooming discipline management**.

We go beyond merely supplying uniforms, delivering a full solution, demonstrating elegance, functionality, and sustainability across the entire supply chain.










# [ 4.6 ] Shoe and Textile Technology

Our major products are garments and footwear, designed with advanced technology to improve the health and wellbeing of your crew. Our commitment to quality ensures that each product meets the highest standards of durability and comfort, providing long-lasting performance in even the most demanding environments.



- 
**100% Soft Calfskin Leather**  
 Breathable and Toxin-Free
- 
**Perfect Pressure Distribution**  
 Long-Life Cushioning, Anti-Bacterial and Anti-Odour protection
- 
**Impact Reduction**  
 Up to 98% of energy absorption to reduce impact on spine and joints
- 
**Anti-Static Protection**  
 Dissipation of electrostatic charges
- 
**Thermodynamic Protection**  
 Ambicork on the midsole keep feet dry and at the correct temperature through any climate changes
- 
**Alarm-Free**  
 Innovative composite based shank and metal-free heels
- 
**Advanced Anti-Skid Protection**  
 Nitrile rubber sole with specific groove orientations for improved ground/shoe interaction



- 
**Quick Dry**
- 
**Breathable**
- 
**Mosquito Repellent**
- 
**Anti-Odour**
- 
**Lifetime Wash Warranty**
- 
**Easy Care & Comfort**
- 
**Anti-Pilling**
- 
**Easy Iron**
- 
**UV Protection**
- 
**Thermodynamic Care**
- 
**Hypoallergenic**
- 
**Soil & Stain Proof**

# [ 4.7 ] Production Partners



## Up to 12 factories per product category

We choose our partners across the globe based on product categories, location, expertise and availability of raw materials.

We have tied up with at least 2-3 factories per product category. For certain garments like shirts, blouses, jackets, dresses, skirts, and trousers which caters to a high demand SKYPRO has at least **10 -12 factories that are capable of responding to urgent requirements** at any given time.



## Production Guidelines

Our Production Partners receive **comprehensive technical files**, along with reference samples to be followed in the production lines.



## Quality Control

**Our quality control team visits all production units** to ensure that all quality control standards are met on the production lines, in the final quality control of the packaging.



## Sustainability

**SKYPRO's Code of Conduct and Ethics, Human Rights, and Environmental Policies** are mandatory to all supply chain, including production partners.

# [ 4.8 ] Manufacturing Locations & Logistic Platforms

SKYPRO is committed to distributing the production across multiple locations. In 2023, we work with a multi-layered production network across the Europe, Asia and the Far-East, which drastically reduces any form of risk for major delays.

**Legend:**

- Logistic Platforms
- Manufacturing Locations

● **Portugal**

SKYPRO's production partners in Portugal are able to work on small orders quickly. They are an asset to our company since we were able to introduce speed and faster turn-arounds.

■ **Pakistan**

We source accessories from Pakistan due to their reliability and high-quality standards.

■ **Spain**

We source hats and other specific accessories from Spain due to their high unmatched expertise.

● **UAE**

SKYPRO's logistics center in UAE ensures trouble-free supply chain operations and provides a high level of service.

■ **Morocco**

SKYPRO's production team has full control over the entire supply chain in Morocco. We maintain strictive quality control parameters in our production, in accordance with international standards. Our fabrics and components are submitted to laboratorial testing before authorizing for production.

■ **China**

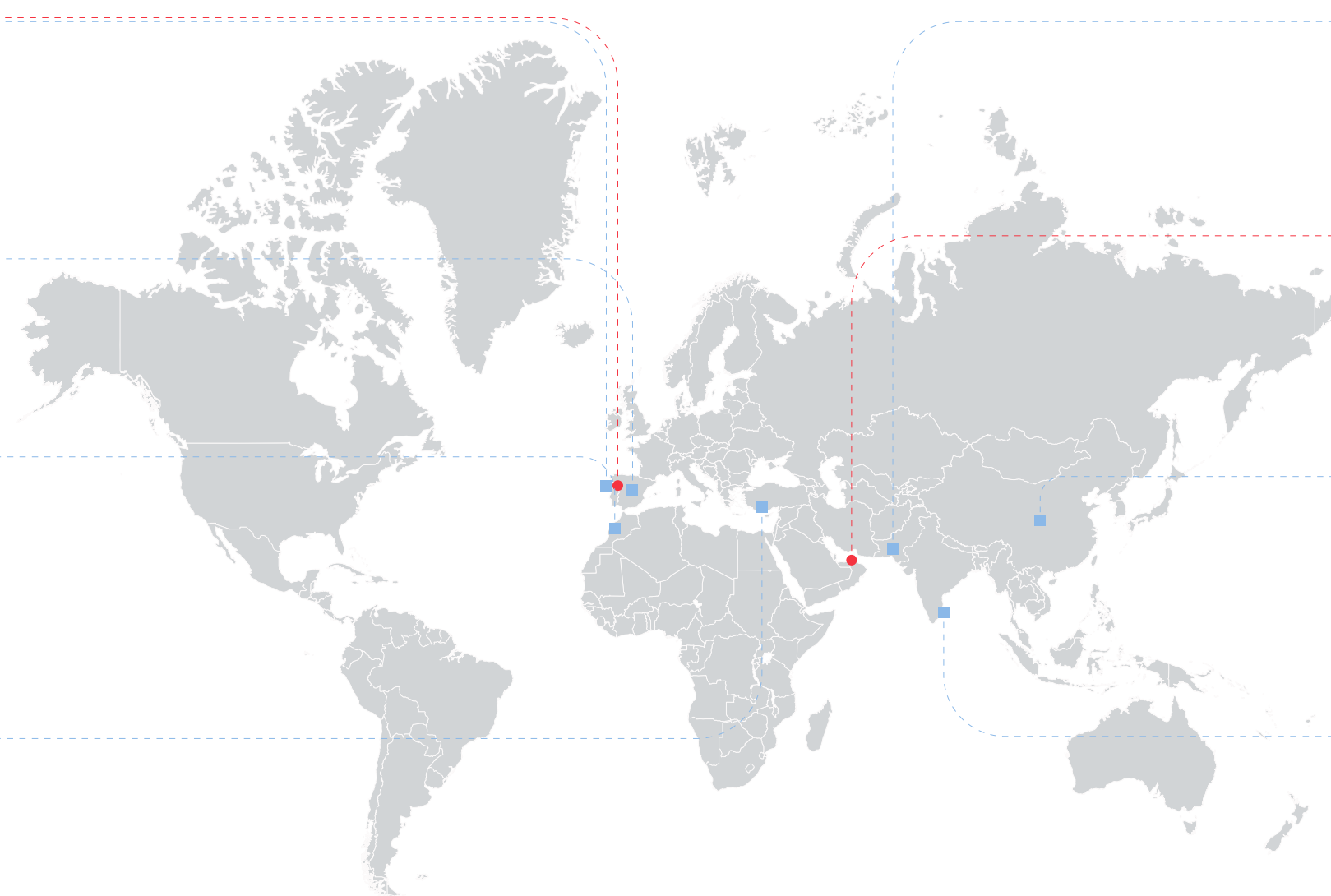
Scarves, pins, ties, and other accessories, along with the materials necessary to create them, and fleece are available here in great quantity and quality.

■ **Turkey**

SKYPRO's production partners, in Turkey, are experts in the manufacture of fabrics, metal buttons and metal ribbons. With a focus on precision and efficiency, our Turkish collaborators ensure the highest quality standards are met throughout the production process.

■ **Sri Lanka**

Sri Lanka Ensures part of garment production such as shirts, blouses and fleece jackets.



# [ 4.9 ] Clients

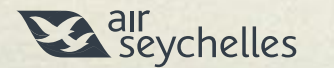
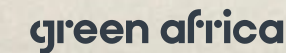
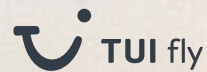
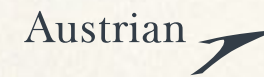
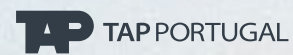
**SKYPRO dresses the happiest people in the world's best companies.**

SKYPRO caters to a diverse clients across the globe, dressing iconic brands in industries like airlines, hospitality, cruise lines, railways, retail, and more.

**Discover why SKYPRO has become the preferred partner for major global companies seeking premium corporate apparel and workwear solutions that prioritize both success and employee happiness**



NETJETS®



# [ 4.10 ] Awards

We are proud to have received numerous awards over the years recognizing our commitment to excellence, innovation and sustainability. These distinctions reflect our dedication to providing high-quality products and exceptional service, and inspire us to continue striving for the highest standards in the industry.



**Gapi Awards 2012**  
Technology and Innovation Category  
"Technic Shoes Category"



**Etihad Supplier of the Year 2016**  
Category  
"Uniform/Leather Goods"



**Onboard Hospitality Awards 2016**  
Category  
"Wellbeing"



**PME Company Excellence Brand Awards**  
Awards  
2019 · 2020 · 2021



**Smarter Travel Awards 2019**  
Category  
"Best travelling Shoes 2019"



**Forbes Magazine Top 40 · 2020**  
Awards  
"Best products to pack in your suitcase"



**Financial Times 2020 Europe's Fastest Growing Companies**  
Company #7, the fastest-growing fashion industry in Europe. #1 Fashion Company, the fastest growing in Portugal.



**Onboard Hospitality Awards 2020**  
Ones to Watch 2020 for mySKYPRO Portal

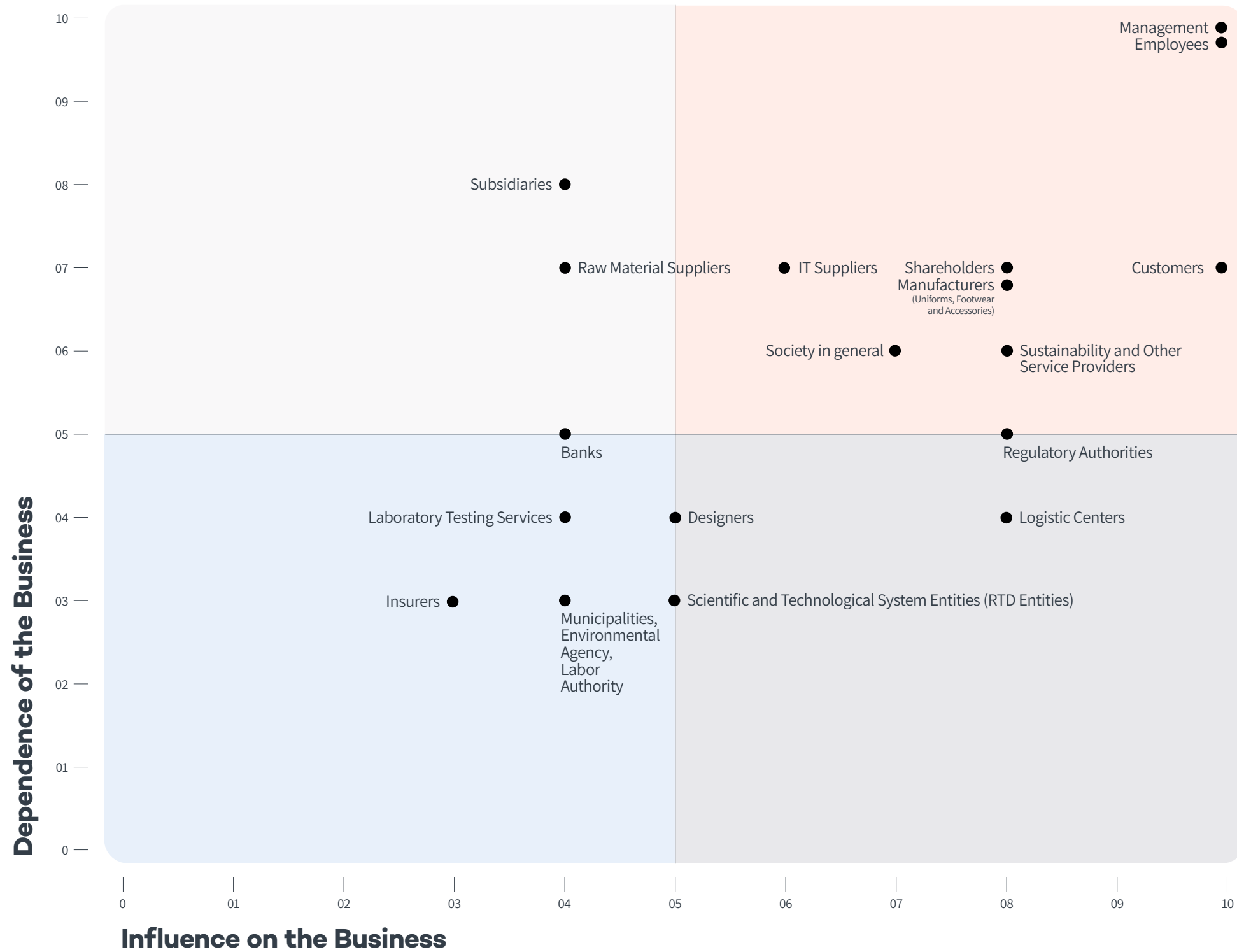


**Scoring 2023 TOP 5%**  
Best SME's in Portugal





# [ 4.11 ] Key Stakeholders



**SKYPRO prioritizes stakeholder engagement, recognizing its importance for responsible business practices**

Through comprehensive assessment and integration into sustainability strategies, SKYPRO identifies key stakeholders. We assess and create a matrix stakeholders based on their influence (measures their impact on our actions) and their dependence (how much they depend on our products or services).

More information about our stakeholders, including their expectations and our engagement strategies, can be found in [Appendix 7.1.](#)

# [ 4.12 ] Key Strategy Elements that Impact Sustainability Matters

## SKYPRO Global Strategy 2022-2026

How will SKYPRO look like in the future?



### Global

We will expand the company into new markets and sectors.

### Sustainable

We will leverage a circular sustainable business model and measure our contribution to the SDGs.

### Technological

We will enhance the mySKYPRO Portal with increased data integration and advanced Artificial Intelligence capabilities to elevate our capacity in solving complex problems.

### Human

Building a future focused on knowledge, belonging, and collaboration.

### Our Sustainable Strategic Goals:

#### 01

Complete offer of cutting-edge sustainable and eco-friendly uniform items.

#### 02

Implement SKYPRO circular business model.

#### 03

Digital transformation of uniform management, all life-cycle logistics and circular business model.

#### 04

Development of carbon and ecological footprint calculation methodologies and metrics, product life cycle assessment and sustainability reporting.

#### 05

Accomplishment UN Sustainable Development Goals (SDG 8, SDG 9, SDG 12, SDG 13) and SKYPRO stakeholders engagement strategy.

# [ 4.13 ] Governance: Responsibilities in relation to sustainability matters

Sustainability is part of our business approach, and we ensure that it is transversal to all levels of the organization and that it is present in the way we conduct our everyday work.

To reinforce this commitment, Ricardo Silva, our Chief Sustainability Officer, was appointed to the Board in 2023. This appointment brings numerous benefits, including enhanced strategic oversight of sustainability initiatives, improved alignment of sustainability goals with overall business objectives, and a stronger commitment to environmental responsibility.

## SKYPRO Board of Directors

The SKYPRO Board of Directors is composed by 3 Board Members: Chief Executive Officer (CEO), Chief Human Resources Officer / Procurement Officer (CHRO/CPO) and Chief Sustainability Officer (CSO). Within Board of Directors CSO is responsible for leading Sustainability and Product Departments and for implementing approved SKYPRO Sustainability and Circularity Strategy.



**Jorge Pinto**  
CEO

Year Appointment:  
**2004**

Nationality:  
**Portuguese**

Age:  
**50**

Expertise Area:  
**Strategy, Governance, Finance, Project Management, Product and Digital Transformation**



**Ricardo Silva**  
CSO

Year Appointment:  
**2023**

Nationality:  
**Portuguese**

Age:  
**44**

Expertise Area:  
**Strategy, Sustainability, Research and Technological Development, Materials Technology, Product and Project Management**



**Lisa Fernandes**  
CHRO/CPO

Year Appointment:  
**2014**

Nationality:  
**Portuguese**

Age:  
**47**

Expertise Area:  
**Strategy, Operations, Social Responsibility and Procurement**

## [ 4.14 ] Company Policies

We have implemented a set of comprehensive policies aligned with SKYPRO values and to promote safe and inclusive work environment.

### Environmental Policy

We assume the commitment of continuously develop and implement measures that contribute for improving the environmental performance, by reducing environmental impacts of our activity and influence our stakeholders. Our Environmental Policy ensure an efficient use of resources and promoting environment protection, namely in carbon dioxide emission, water consumption, usage of renewable energy and waste production.

SKYPRO' s Environmental Policy is applicable to all employee's, as well our supply chain and promote a continuous improvement of our environmental performance by developing products and services aligned with sustainability and circular economy principles.

This policy complies with environmental regulations, with **ISO 14001** requirements applicable to our Environmental Management System.

### Human Rights Policy

SKYPRO is dedicated to honoring the principles of human rights as outlined in international declarations and conventions like the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (Ruggie Principles) and the United Nations Declaration on the Rights of Indigenous Peoples. We recognize the inherent dignity and equal rights of every individual and are committed to cultivating a workplace culture and a business value chain that respects, protects, and promotes human rights.

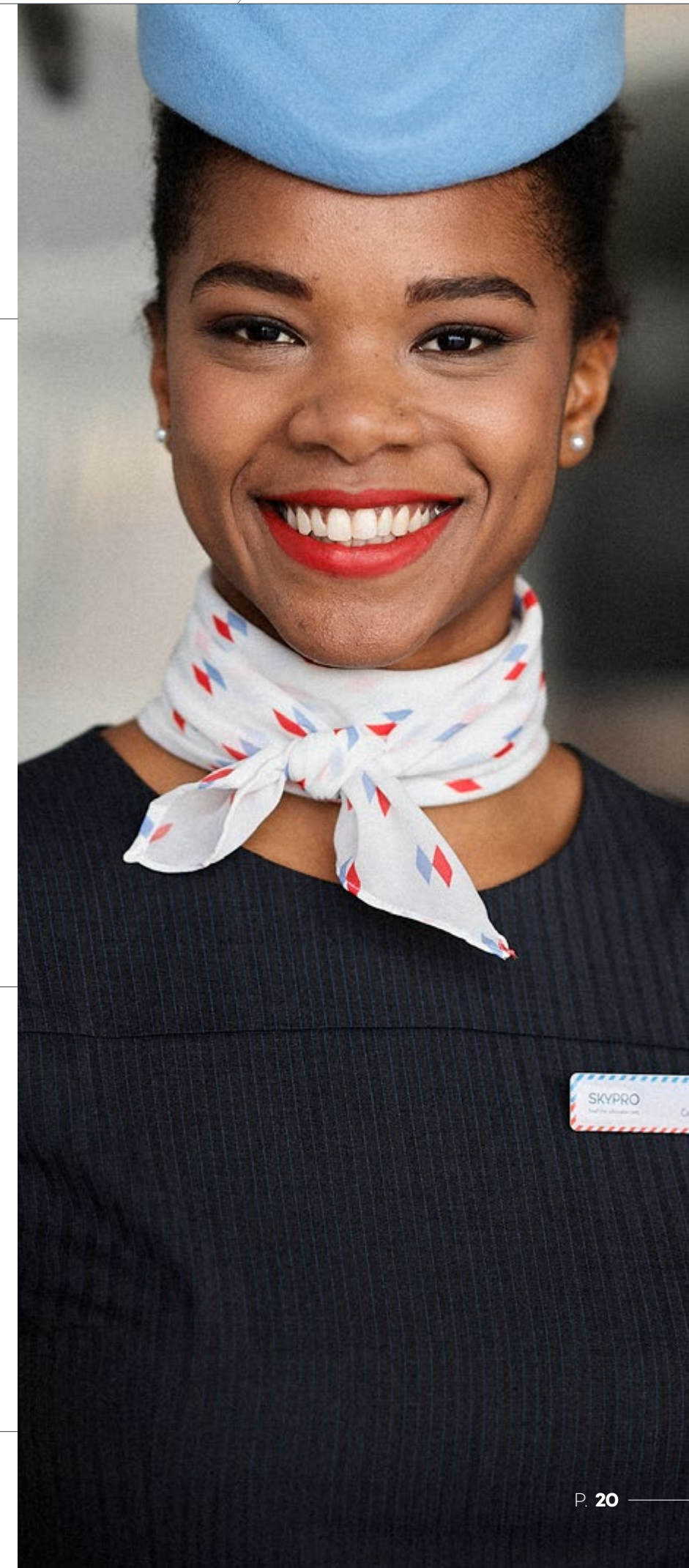
### SKYPRO's Supplier Code of Conduct

This supplier code of conduct describes SKYPRO' s commitment to conduct its business activities with ethics as well as in compliance with applicable laws and regulations. We expect all our Suppliers and Subcontractors to adhere to the same ethical principles. This Supplier Code of Conduct establishes certain minimum standards which we ask our Suppliers and Subcontractors to defend and respect when entering into a contract with SKYPRO.

By entering a contract with SKYPRO, Supplier and Subcontractors express their commitment to respect the following principles: compliance with international frameworks and applicable legislation, good work conditions, safe and healthy workplace, environmental awareness and zero tolerance to corruption.

### Code of Ethics and Whistleblower Policy

At SKYPRO, we are committed to conducting our business with the highest standards of ethics, integrity, and accountability. This Code of Ethics and Whistleblower Policy serves as a compass for all employees, contractors, and stakeholders ensuring that our actions reflect our dedication to ethical conduct.



# [ 4.15 ] Certifications



## NP EN ISO14001:2015

The Environmental Management System (EMS) implemented at SKYPRO defines the policy, organization, competencies, functions, methodologies and environmental performance in accordance with the requirements of NP EN ISO 14001.

Its main goal is to provide a framework to protect the environment and respond to changes in environmental conditions, in balance with socio-economic needs.

This certification not only recognizes our efforts but also serves as a commitment to our stakeholders that we are actively working towards reducing our environmental footprint.



## ANI Selo ID

SKYPRO has been honored with the “ Selo ID - Reconhecimento de idoneidade,” a certification issued by the Portuguese governmental entity known as the Agency for Innovation.

This seal recognizes the company’s competence in the development of research and development (R&D) activities.



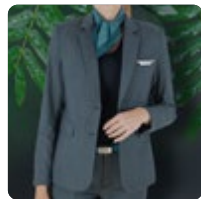
### Aspiring for B Corp:

## Our commitment to Social and Environmental Responsibility.

B Corp Certification designates a business that meets high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials.

SKYPRO made relevant efforts to adapt our practices to B Corp certification requirements. As a result of our concerted efforts, we will be able to submit our application for assessment as early as the first quarter of 2024.

# [ 4.16 ] Sustainability Highlights



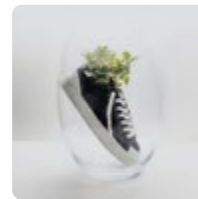
**March 2020**

1st Eco-Friendly Collection



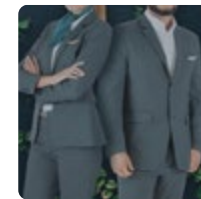
**July 2022**

Start of the Bioshoes4All Project



**February 2023**

First Portuguese Company to sign the Portuguese Shoe Green Pact



**May 2023**

2nd Eco-Friendly Collection (WTCE 2023)



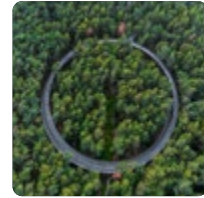
**September 2023**

Zero Emissions Day "Tree Planting"



**June 2022**

Creation of a Sustainability Department



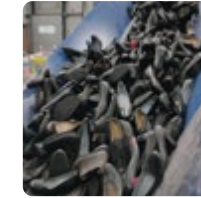
**November 2022**

Approval of SKYPRO's Sustainability and Circularity Strategy 2023-2026



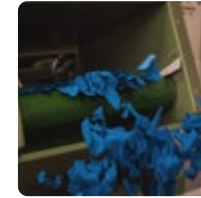
**April 2023**

ISO 14001 Certification



**June 2023**

Shoe Recycling Service



**October 2023**

Uniform Reuse and Recycling Services



# 5 | Sustainability Matters

## [ 5.1 ] Environmental Performance

|           |   |    |
|-----------|---|----|
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| [ 5.1.5 ] | Resource use, circular economy and waste management | 33 |

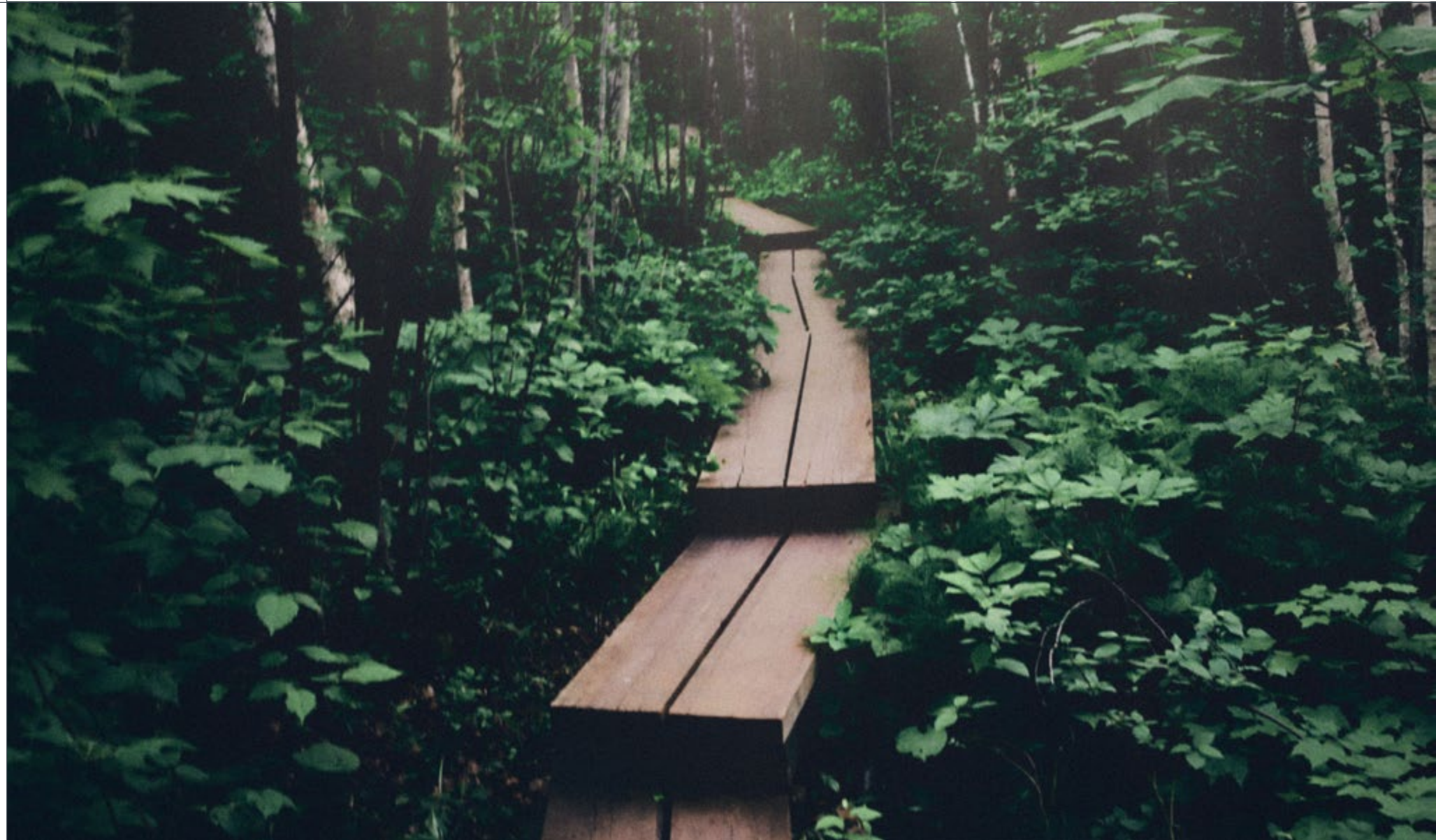
## [ 5.1 ] Environmental Performance

[ 5.1.1 ] Climate Change

### Our Path to Carbon Neutrality

Following the guidelines of the European Union, SKYPRO has affirmed its **commitment to achieving carbon neutrality (GHG) emissions by 2050. Proactive measures will be taken to realize this target prior the designated year.** This commitment reflects a significant transformation in operational methods, recognizing the profound impact it will have on both present and future generations of our employee-partners.

The journey began with a thorough evaluation of SKYPRO's current carbon footprint to identify key sources and opportunities for improvement. The company defined specific and measurable targets, both short, medium and long-term, for example **alignment with "Fit for 55"**, the European Union plan for a green transition.



Initiatives include a **eco-design approaches in product development**, by selection of durable materials with better environmental behavior, designing for reuse and recyclability and reduce product packaging. Since 2023, a huge effort has been placed on **circularity of uniforms** as a main initiative regarding achieving carbon neutrality. **New circular business models are already available and include uniform reuse, repairing and recycling.**

We have made an effort on stakeholder engagement and transparency **to communicate SKYPRO's sustainability commitments, reducing emissions and actively seek feedback for continuous improvement.** Continuous monitoring, reporting, and adaptation of strategies are essential to ensure transparency and progress towards achieving carbon neutrality.

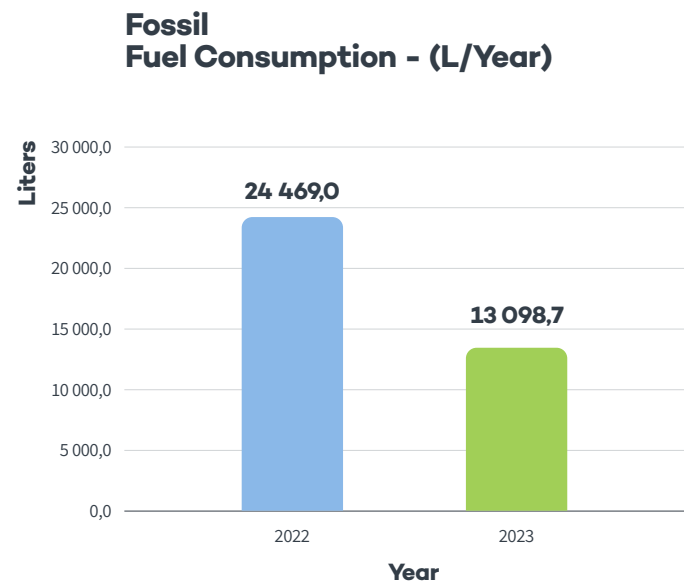


# [ 5.1 ] Environmental Performance

[ 5.1.1 ] Climate Change

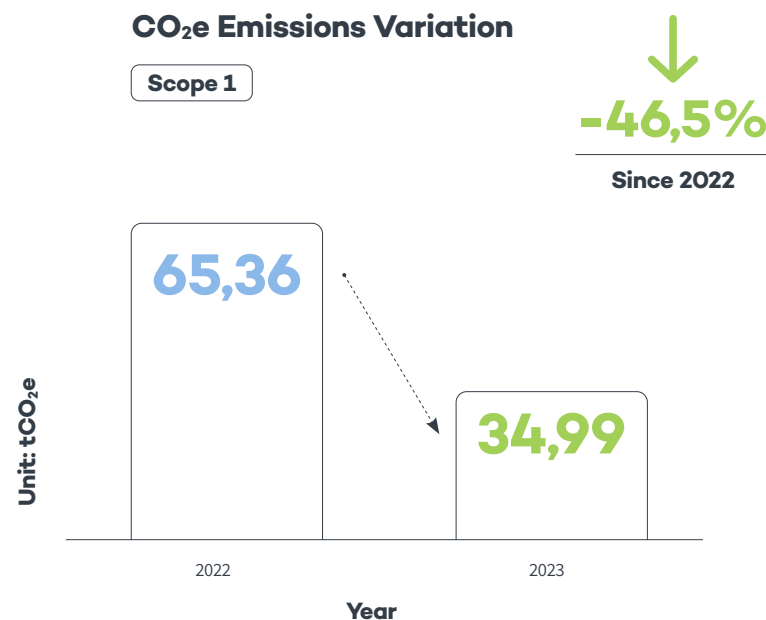
## Fossil Fuel Consumption

Knowing that textile and leather industries has a significant environmental footprint and carbon emissions, **we recognize the delicate responsibility to address the challenges posed by our operations.** The industry, often associated with substantial pollution, requires a persistent commitment to sustainable practices and innovative solutions to **mitigate its adverse effects on people and the planet.**



### Practices for transitioning towards a more sustainable economy

In order to reduce our carbon footprint, we started in 2022 a **replacement program of fossil fuel based fleet into electric vehicles fleet** that represents an additional financial effort but lead already to a decrease in our fossil fuel consumption, despite our operations increase in 2023, and a **decrease of 46,5% Scope 1 CO2 emissions.** This initiative has a positive impact in reaching our carbon neutrality goals and contributing to climate change mitigation.



Additional details can be found in **Appendix 7.2**



# [ 5.1 ] Environmental Performance

## [ 5.1.1 ] Climate Change

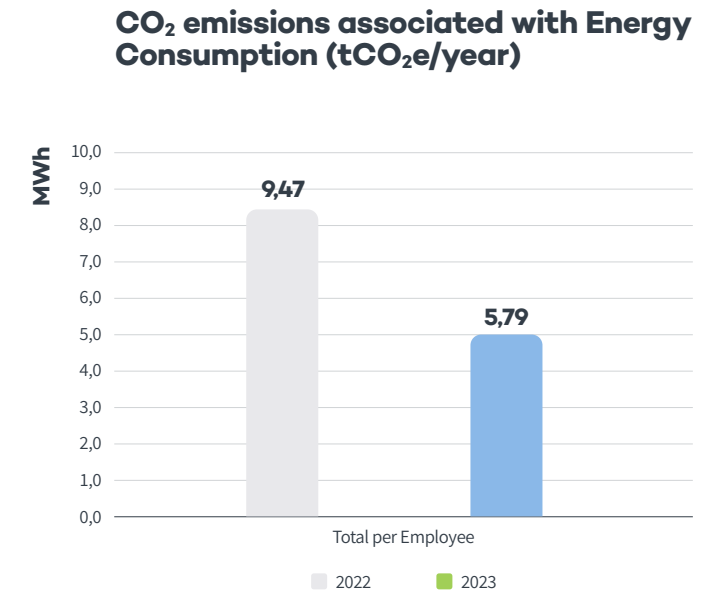
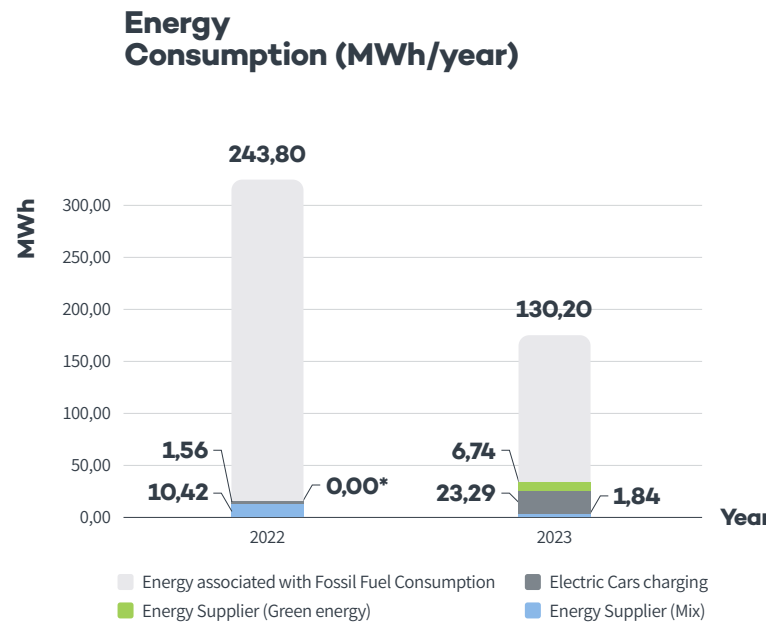
# Energy Consumption

With the transition to electric vehicles, we've encountered both challenges and opportunities. The shift to EVs has led to an increase in electricity consumption, reflecting a notable change in our energy usage profile. However, this shift has been complemented by a strategic decision to **prioritize renewable energy based sources**, resulting in a substantial reduction in CO<sub>2</sub> emissions. Almost every electric vehicle in our fleet is powered by green energy during the charging process.

## Practices for transitioning towards a more sustainable economy

In 2023, our Headquarters have been **exclusively supplied with green energy (0% carbon emissions)**. This initiative, combined with the transition to electric vehicles, has led to a remarkable achievement: **a 78,6% decrease in emissions associated with our electricity usage**.

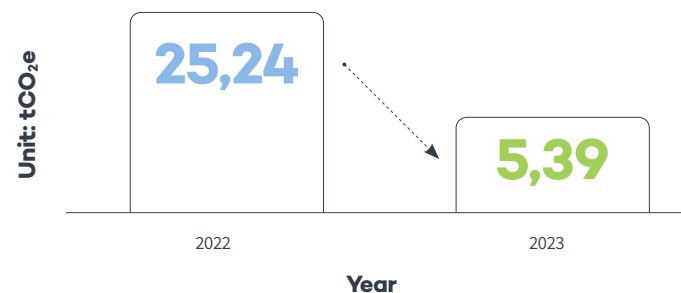
To keep this reduction trend of **CO<sub>2</sub> emissions associated with electricity consumption we forecast in short-term to change the energy supply of Oeiras office into renewable energy based sources and as a medium-term goal, keep the electric vehicle fleet replacement program**, to reduce CO<sub>2</sub> emissions associated with electricity consumption to near-zero.



### CO<sub>2</sub>e Emissions Variation

Scope 2

**-78,6%**  
Since 2022



Additional details can be found in **Appendix 7.2**



# [ 5.1 ] Environmental Performance

## [ 5.1.1 ] Climate Change

# Greenhouse Gas Emissions

SKYPRO **Environmental Policy** underscores our commitment to improve environmental performance of products and services as well as environmental protection including reduction of carbon dioxide emissions.

As our business grows, so does the amount of CO<sub>2</sub> emissions, mainly by the sourcing of raw materials and delivery of final products to our (Scope 3 emissions). Dealing with this isn't easy, but we're committed to working closely with all our partners in our value chain to mitigate this negative environmental impact.

### Practices for transitioning towards a more sustainable economy

We've set out some goals for the short and medium term to cut down on carbon emissions. Initiatives as selection of **eco-friendly materials, production close as possible to final destination, implementation of circular business services are already in place to decrease our scope 3 emissions, that have the highest impact in our carbon footprint.**

In addition to these efforts, we're also making sure our **customers know about the impact of carbon emissions of delivering uniforms.** We are discussing with our clients groupage options for delivery of products in order to reduce both costs and carbon emissions.

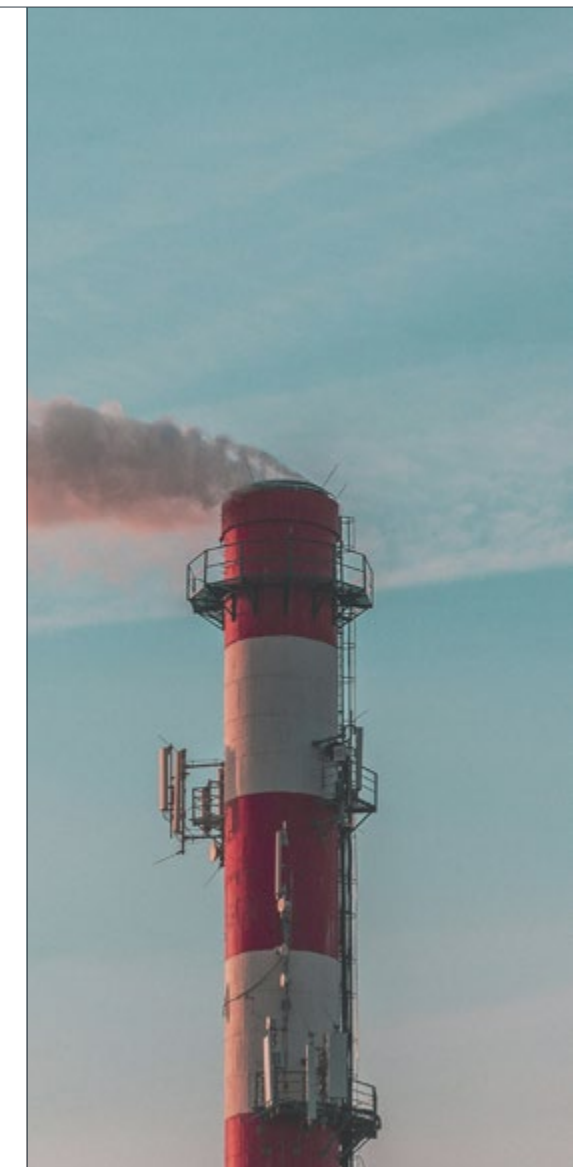
Through **ongoing collaboration and careful monitoring, we're striving to improve our environmental performance.**

### Gas Emissions (tCO<sub>2</sub>e/year)

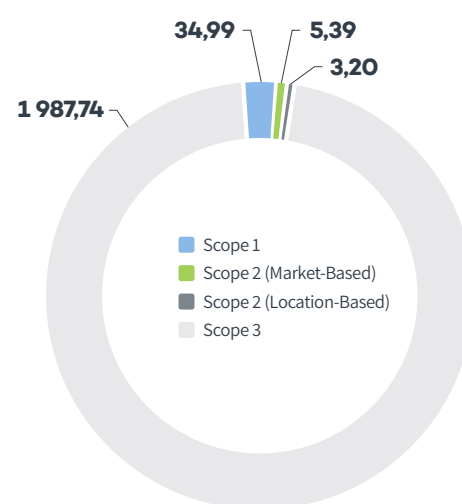
Annual gas emissions (tCO<sub>2</sub>e/year), indicating environmental impact

|  | 2022           | 2023           | Variation %    |
|--|----------------|----------------|----------------|
| <b>Scope 1</b>   | 65,36          | 34,99          | -46,5%         |
| Fleet  | 65,36          | 34,99          | -46,5%         |
| Fugitive emissions: refrigerant gas leaks                    | 0,00           | 0,00           | 0,00           |
| <b>Scope 2 (Market-Based)</b>                                | 25,24          | 5,39           | -78,6%         |
| Electricity purchased for consumption                        | 25,24          | 5,39           | -78,6%         |
| <b>Scope 2 (Location-based)</b>                              | 8,39           | 3,2            | -61,9          |
| Electricity purchased for consumption                        | 8,39           | 3,2            | -61,9          |
| <b>Scope 3</b>   | 1507,58        | 1987,74        | +31,8          |
| Purchase of Products (Cat. 1)                                | 1265,19        | 1540,69        | +21,8          |
| Transportation of Raw Materials/Products (Upstream) (cat. 4) | 41,33          | 22,2           | -46,3          |
| Business Travel (cat. 6)                                     | 24,71          | 47,38          | +91,7          |
| Upstream leased assets (cat. 8)                              | 0,63           | 1,01           | +60,3          |
| Downstream transportation and distribution (cat.9)           | 175,71         | 377,46         | +114,8         |
| <b>Total</b>   | <b>1598,18</b> | <b>2028,12</b> | <b>+26,9 %</b> |

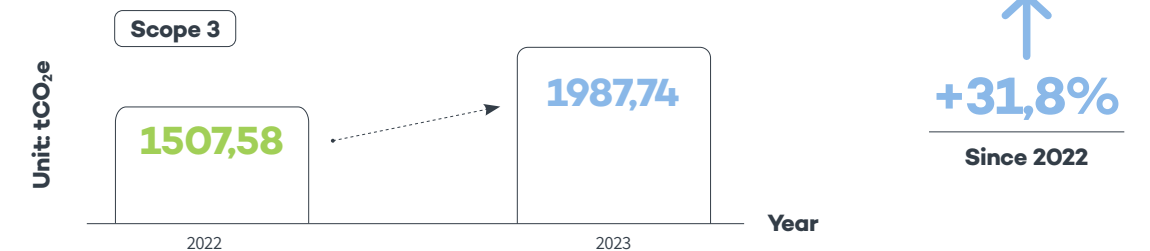
Additional details can be found in **Appendix 7.2**



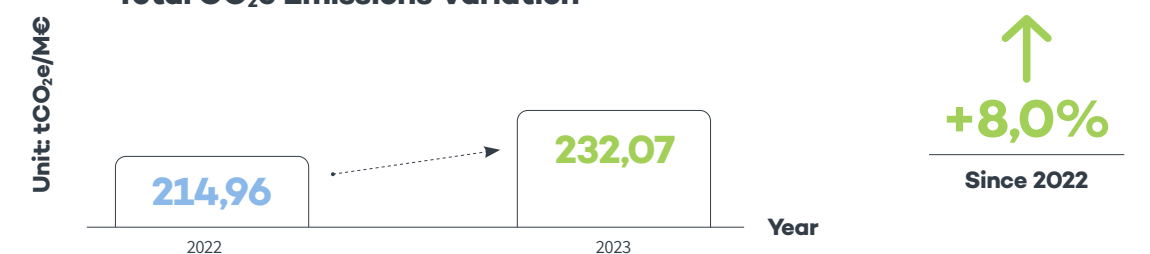
### 2023 GHG Emissions (tCO<sub>2</sub>e/year)



### CO<sub>2</sub>e Emissions Variation



### Total CO<sub>2</sub>e Emissions Variation

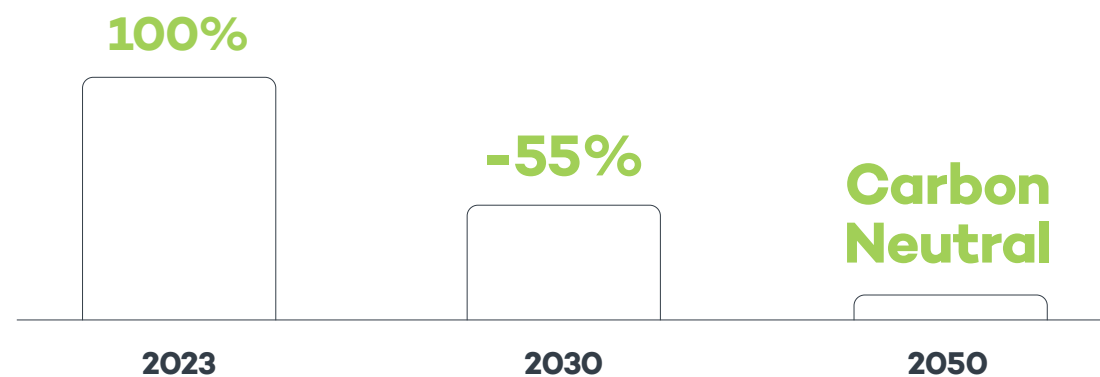


# [ 5.1 ] Environmental Performance

[ 5.1.1 ] Climate Change

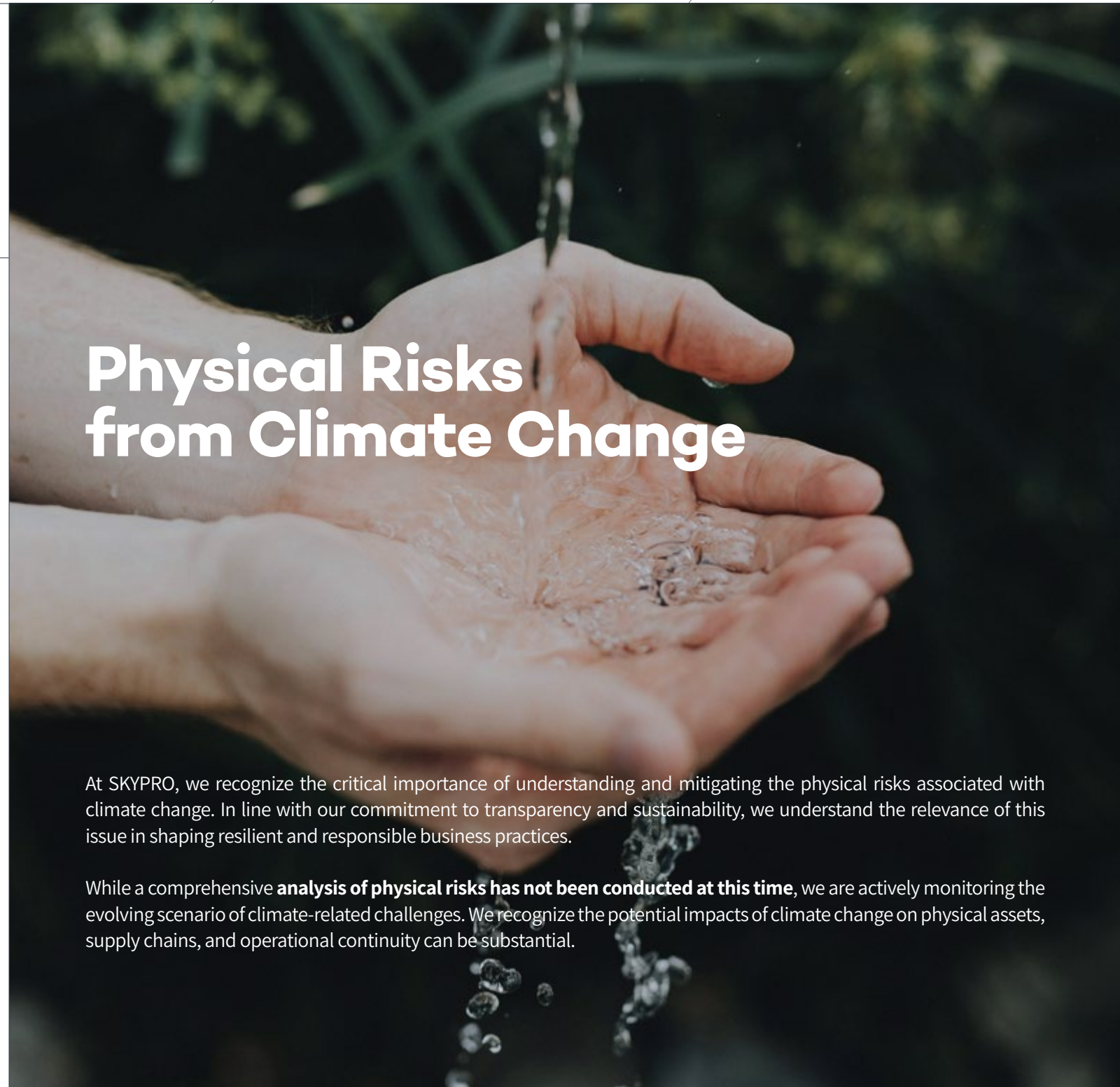
## Greenhouse Gas Emissions Reduction Target

Aligned with European Union’s “Fit for 55” initiative we have set ambitious targets to reduce our scope 1 and 2 emissions **by 55% by 2030** and achieve **carbon neutrality** (scope 1, 2 and 3) **by 2050**.



### Practices for transitioning towards a more sustainable economy

To achieve this, we are committed to investing in more efficient and sustainable transportation methods, as well as prioritizing the use of sustainable materials, particularly emphasizing recycled resources. Our uniform reuse and recycle services will contribute significantly to our goal. Furthermore, we will invest in research and development to explore innovative technologies and practices that offer sustainable alternatives to our current processes.



## Physical Risks from Climate Change

At SKYPRO, we recognize the critical importance of understanding and mitigating the physical risks associated with climate change. In line with our commitment to transparency and sustainability, we understand the relevance of this issue in shaping resilient and responsible business practices.

While a comprehensive **analysis of physical risks has not been conducted at this time**, we are actively monitoring the evolving scenario of climate-related challenges. We recognize the potential impacts of climate change on physical assets, supply chains, and operational continuity can be substantial.

In our ongoing journey, **our aim is to conduct a thorough assessment of physical risks from climate change in a medium-term**. This effort will allow us to develop targeted adaptation measures, contributing to the overall resilience of our business and the communities in which we operate.

# [ 5.1 ] Environmental Performance

## [ 5.1.1 ] Climate Change

# Transition Plan for Climate Change Mitigation

Although a **comprehensive climate change mitigation plan has not yet been developed**, it remains a **medium-term priority for our company**, and we have already taken several impactful measures to address environmental concerns (as mentioned before in energy, GHGs and GHGs reduction target topics).

**SKYPRO views these environmental mitigation actions as dynamic and evolving, and we focus our commitment to the following topics:**



### Governance

Our governance structure and sustainability team ensure the continuous integration of sustainability initiatives into our daily operations. Our mission aligns with policies and regulations that line up with our climate goals.



### Scenario Analysis

We regularly conduct scenario analysis to anticipate and adapt to potential future challenges and opportunities, guiding our strategic decision-making process.



### Financial Planning

Sustainability considerations are incorporated into our financial planning processes, ensuring that investments align with our environmental goals and contribute to long-term value creation.



### Targets

Clear targets provide direction, guiding our efforts towards significant environmental impact reduction, including reducing carbon emissions per unit of production.



### Value Chain Engagement

We actively collaborate with suppliers and partners to promote initiatives, enhance transparency, and drive continuous improvement throughout our value chain.



### Impacts of the Transition Plan on the Organisation, its People and Stakeholders

We are engaging, gathering feedback, and implementing strategies to ensure a smooth and inclusive process.

# [ 5.1 ] Environmental Performance

## [ 5.1.2 ] Pollution of Air, Water and Soil

# Pollution of Air, Water and Soil

In our direct operations, we primarily emit CO<sub>2</sub> to air from electricity consumption and fuel usage, as well as gases from our diesel fleet. These emissions have been reported previously, underscoring our commitment to transparency regarding our environmental impact.

Despite these emissions, we are dedicated to sustainability and continually seek ways to reduce our carbon footprint.

Furthermore, we are deeply **committed** in **ensuring that our suppliers comply with environmental standards/regulations**, contributing to the reduction of pollution across air, water, and soil, **as well as maximizing the recovery of waste produced**. These standards also restrict **the use of chemicals that are hazardous to human health and the environment**.

**In addition, most of these standards ensures that raw materials are sourced responsibly. They also guarantee that the entire value chain involved complies with the criteria defined by these same standards/regulations.**

**Although** not all our suppliers hold the same certifications, as these depend on their specific business operations, they hold important **certificates** that reflect their commitment to environmental responsibility, including:

- **Global Recycled Standard (GRS)**
- **Forest Stewardship Council (FSC)**
- **Recycled Claim Standard (RCS)**
- **Organic Content Standard (OCS)**
- **Global Organic Textile Standard (GOTS)**
- **Sustainable Textile & Leather Production by OEKO-TEX (STeP by OEKO-TEX)**
- **Environmental Management Systems (ISO 14001:2015)**
- **OEKO-TEX Standard 100**
- **Compliance with REACH Regulation**

# Hazardous Waste and/or Radioactive Waste Ratio

We're proud to confirm that our operations don't generate hazardous and/or radioactive waste, reflecting our focus on minimizing environmental impact. Moreover, all cleaning products used in our offices are non-toxic, aligning with our commitment to environmental responsibility and the well-being of our employees.

## Practices for transitioning towards a more sustainable economy

We follow strict environmental rules and make sure we're always meeting legal standards. This helps keep our environment clean and safe. We're committed to keeping our impact on the planet as small as possible and doing our part to make the world a better place for everyone.

# [ 5.1 ] Environmental Performance

## [ 5.1.3 ] Biodiversity

# Biodiversity

The company holds two leasing contracts for office spaces totaling 560 m<sup>2</sup>.

In adherence to established environmental standards such as Natura 2000, KEY Biodiversity Areas - IUCN, UNESCO – WORLD HERITAGE CENTRE, National System of Classified Areas (SNAC), and National Network of

Protected Areas (RNAP), it is affirmed **that neither of these office locations falls or are near to biodiversity sensitive areas.**

As our environmental concern extends beyond our direct operations, it is **important to report the space utilized in the warehouses of our logistics partners.**

|                           | Location  | Area (m <sup>2</sup> )                  | Total Area in a Biodiversity Sensitive Area |
|---------------------------|---|---|---|
| <b>Own Operations</b>     | Headquarters (Ermesinde, Portugal)                  | 368,0                                   | 0   |
|                           | Global Operations Office (Oeiras, Portugal)         | 192,0                                   | 0   |
| <b>Logistic Plattform</b> | SKU - Logistics for Business (Guardizela, Portugal) | Total Space: 176390<br>Used Space: 8900 | 0   |

# [ 5.1 ] Environmental Performance

## [ 5.1.4 ] Water

# Water Withdrawal

In 2021, SKYPRO began reporting water withdrawal values for the first time, marking a significant milestone in our environmental reporting efforts.

However, as our business expanded through the years, there was an increase in the number of employees and water consumption also escalated. The 2023 year was marked by the highest withdrawal of water (+34,2% compared to 2021).

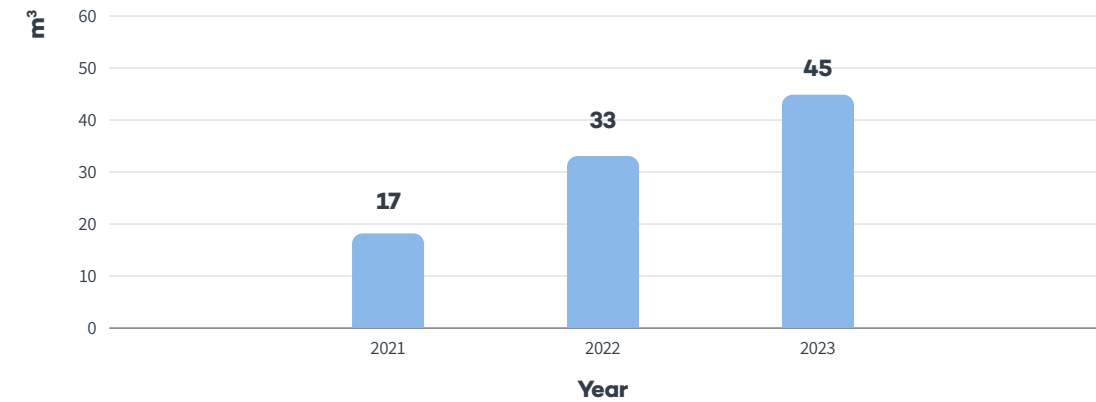
According to the WRI's Aqueduct Water Risk Atlas, our office locations are situated in areas categorized **with medium to high water risk levels.**

### Practices for transitioning towards a more sustainable economy

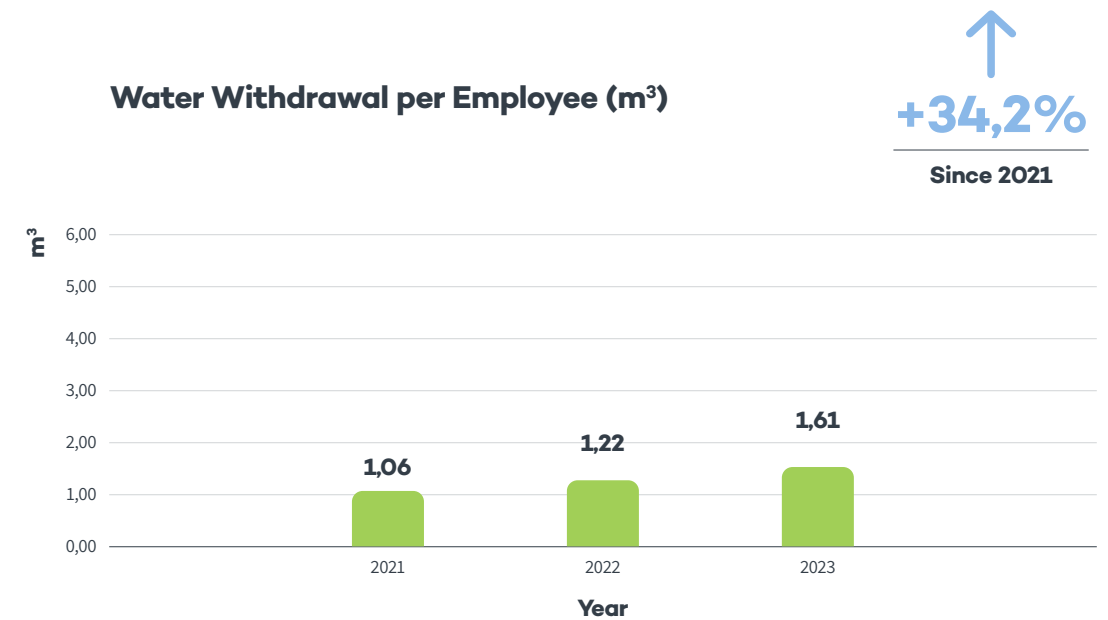
Nevertheless it is crucial to **intensify employee training initiatives** and **implement strategies and tools** aimed at further minimizing our water footprint. Short and Medium-term measures have been defined with a focus on **conducting regular maintenance checks** to promptly identify and repair leaks, as well as **implementing employee training programs** focused on **water conservation practices and responsible water usage.**

Looking ahead, our **long-term** objective is to gather data on the water footprint of our suppliers, as transparency is the key to our sustainability goals.

Water Withdrawal (m³)



Water Withdrawal per Employee (m³)





## [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management

# SKYPRO's commitment to sustainability is reflected in our diverse Sustainable Products and Services.

This commitment encompasses:

### NextGen Uniform Collection:

These Uniforms are designed with sustainability in mind. They feature:

- Eco-design in their conception, made with the purpose of easy disassembly for efficient recycling at the end of their lifespan.
- Eco-friendly raw materials to reduce the environmental footprint of each garment.

### Circular Services

We offer a comprehensive suite of circular services, including Uniform Reuse and Recycling programs for garments and shoes, to extend their lifespan and minimize waste. These innovative services allow significant cost savings while diverting perfectly usable garments from landfills.

By offering a combination of innovative design, responsible sourcing, and extended lifecycle solutions, **SKYPRO empowers businesses to achieve their sustainability goals while maintaining an innovative Uniform Program.**

## [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management



## SKYPRO NextGen Sustainable Collection

Our team of Textile and Sustainability Experts embarked on a mission to assess the eco-friendly textiles that would be truly durable, resistant, safe and comfortable for the worker, while being kind to the environment.

In this in-depth technical analysis, more than a hundred potential materials were tested to their limits so that our experts could narrow the list down to only the most relevant and capable of accomplishing SKYPRO Uniform requirements.

Nonetheless, we know that sustainable textiles are always evolving, whether in composition or manufacturing processes, and the research for new and better solutions must never cease. This will ensure that our customers get the most innovative Sustainable Uniforms available, while also meeting their operational and business needs.



**Eco-design  
and Design Rethinking  
of Uniforms**



**New eco-friendly  
and sustainable  
tried-and-true fabrics**

# [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management

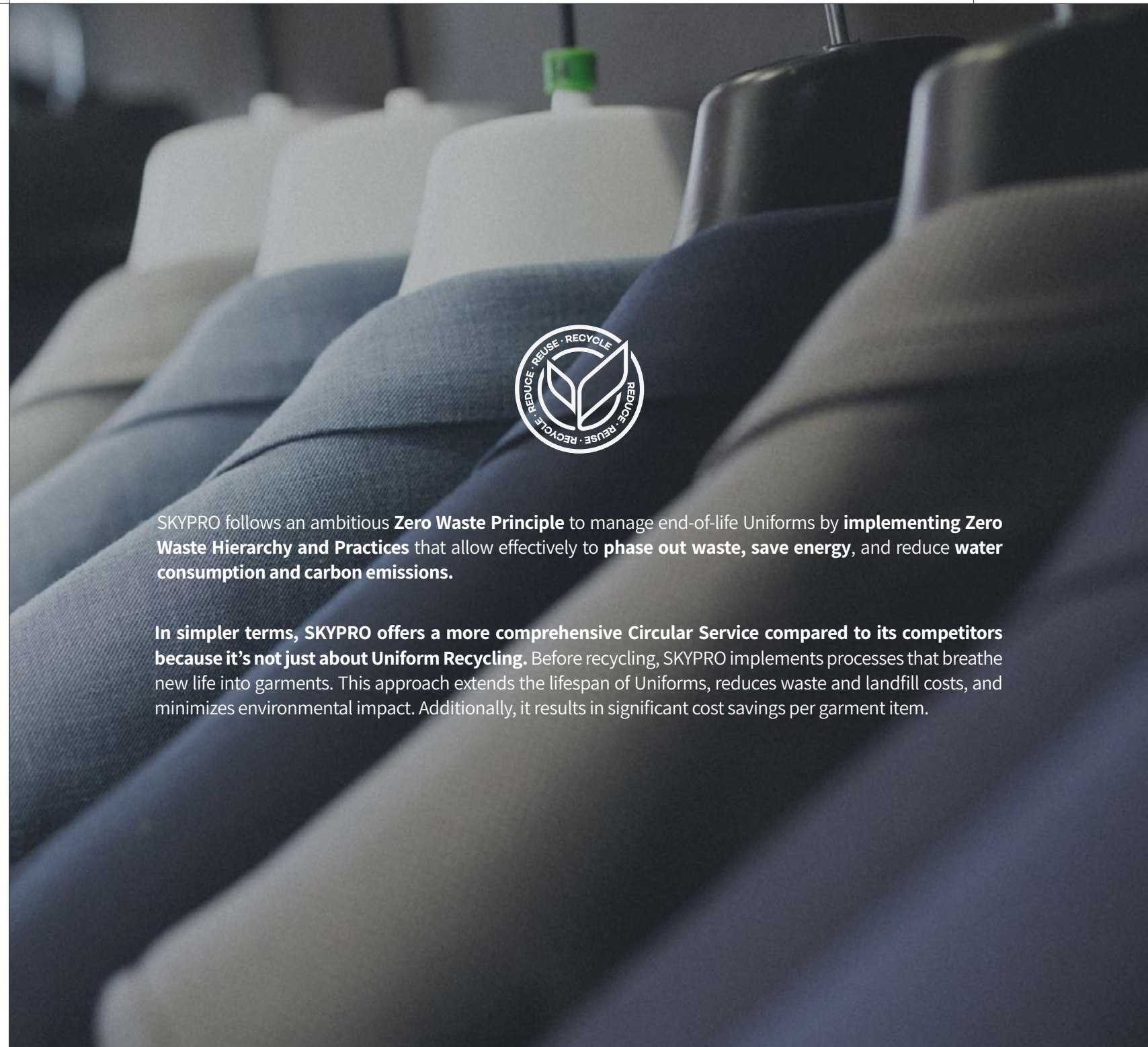
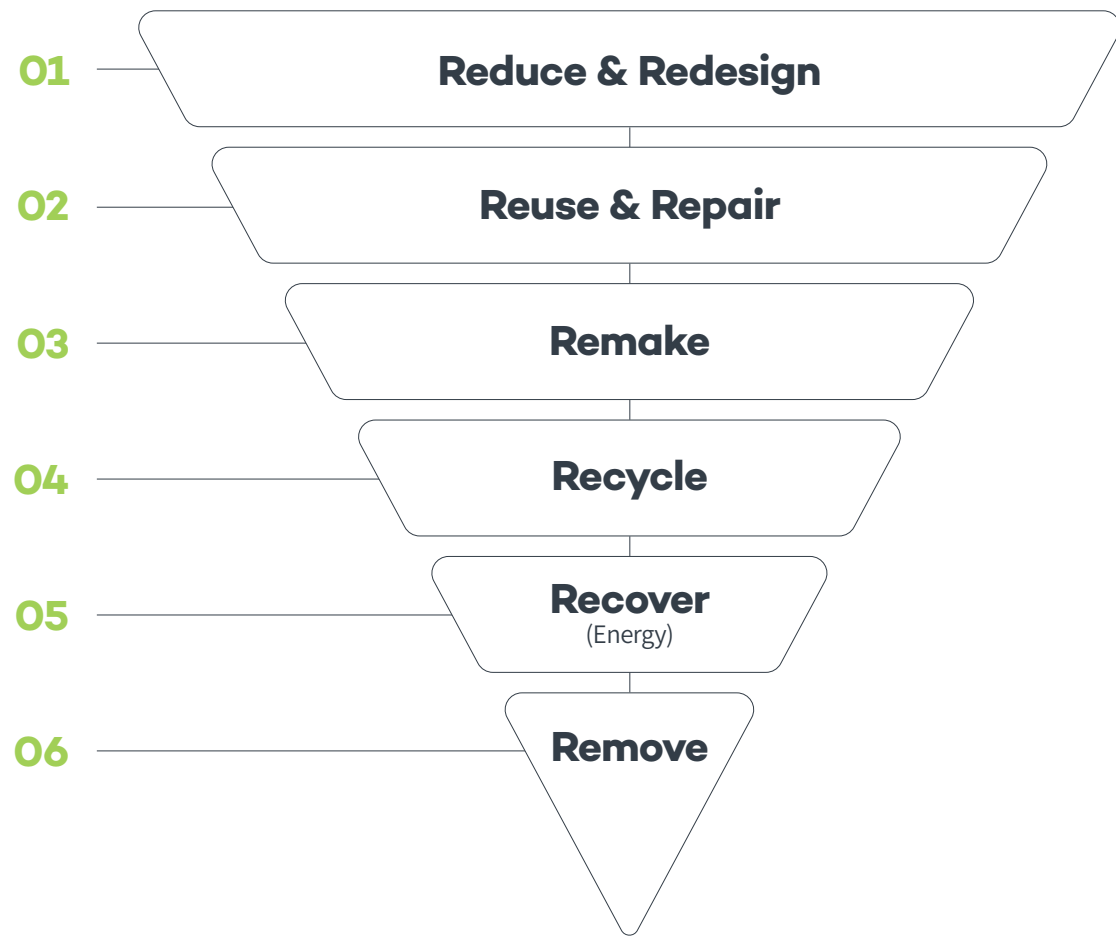
## Circular Services

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# [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management



SKYPRO follows an ambitious **Zero Waste Principle** to manage end-of-life Uniforms by **implementing Zero Waste Hierarchy and Practices** that allow effectively to **phase out waste, save energy**, and reduce **water consumption and carbon emissions**.

In simpler terms, **SKYPRO offers a more comprehensive Circular Service compared to its competitors because it's not just about Uniform Recycling**. Before recycling, SKYPRO implements processes that breathe new life into garments. This approach extends the lifespan of Uniforms, reduces waste and landfill costs, and minimizes environmental impact. Additionally, it results in significant cost savings per garment item.

# [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management

To reduce the amount of waste produced by our operations, SKYPRO is taking several important measures:

## 01 Reduce & Redesign

### Reduction via Digital Transformation

mySKYPRO streamlines the complexities of Uniform Programs, benefiting both employees and Uniform Managers.

It goes beyond just managing individual aspects – it offers complete control over the entire Uniform value chain. This includes everything from manufacturing to size assessments, orders, logistics, demand forecasting, reporting, and customer service. With mySKYPRO, these tasks become organized and efficient. mySKYPRO revolutionizes Uniform Management with the power of Artificial Intelligence (AI). It's the first-ever solution to leverage AI for Uniform demand forecasting.

mySKYPRO ensures you have the right Uniforms, in the right sizes, at the right time, minimizing waste and unnecessary production.



### Reduction via Eco-Design Solutions

01

New manufacturing methods to make clothes with fewer components.

Our in-depth technological study ensures that we use textiles that need less fabric to produce the Uniform without compromising quality.

02

Employing the lowest possible quantity of single-use plastics, plastic packaging, and other sorts of waste whenever possible.

As we use less of these types of materials, there is a corresponding reduction in the amount of waste that is sent to landfills.

03

Eliminate the “bulk” mindset, meaning the practice of buying excess goods to store in a warehouse waiting to be used, neither when:

- we buy our raw materials,
- we sell our Uniforms, by practices like Size Assessment Sessions and demand forecasting.

- Our Size Assessment Sessions prevent our customers from mass purchasing Uniforms in generic sizes. Just the components needed are made and sold.
- Forecasting in the mySKYPRO Uniform Management system ensures that future purchases are made in the right volume, size, and timing for container utilization and minimal transportation environmental impacts.



# [ 5.1 ] Environmental Performance

## [ 5.1.5 ] Resource Use, Circular Economy and Waste Management

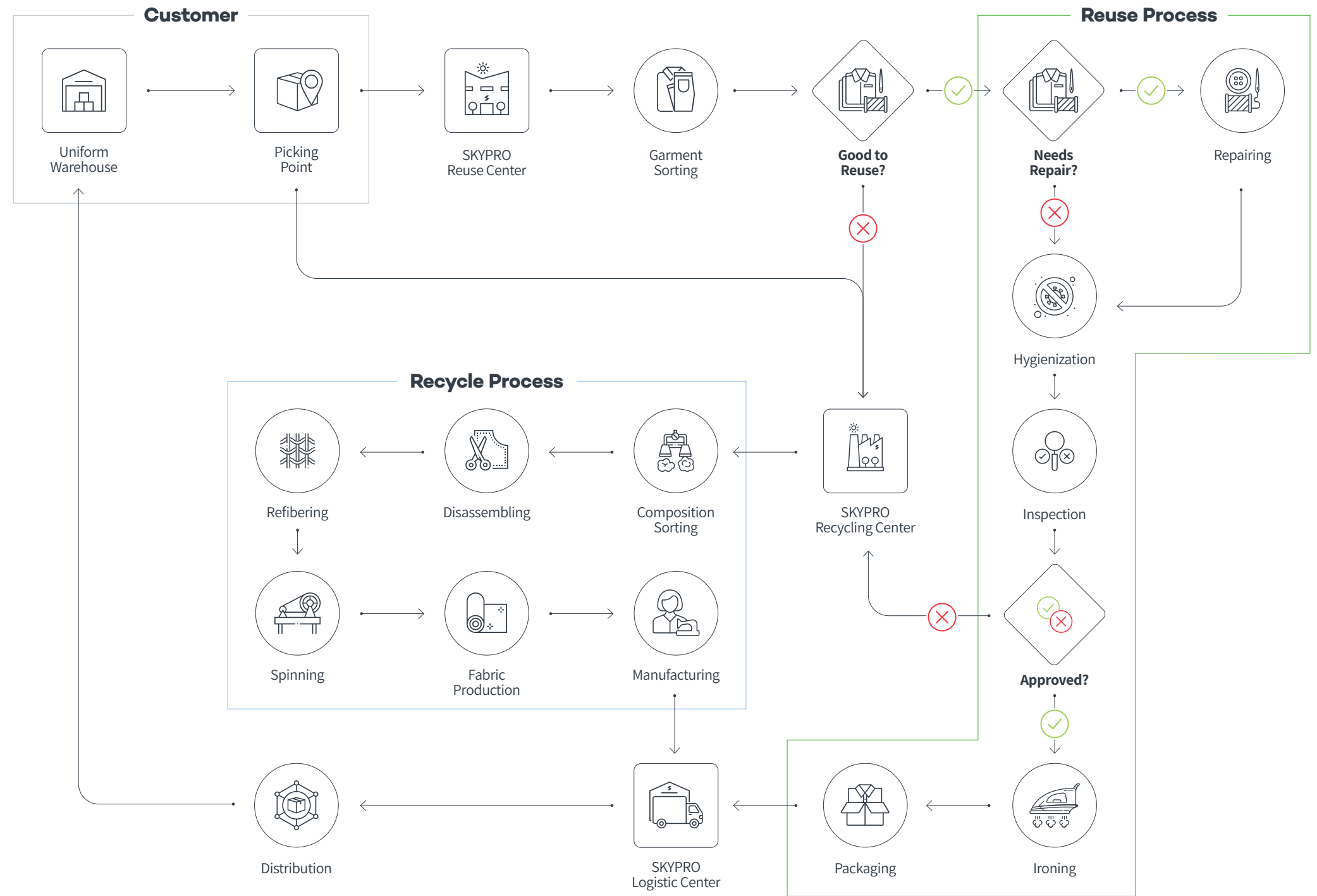
### SKYPRO Take-Back Program

SKYPRO has successfully pioneered such a program, orchestrating all necessary actions to collect used or end-of-life Uniforms from customers to reintroduce them into the production or consumption cycle.

Our Take-Back Program facilitates the reuse, repair, recycling or upcycling of products, steering away from the conventional approach of simply discarding garments and shoes as waste.

In a circular context, Take-Back Programs are essential because they help close the loop. They recover materials when products reach the end of their life and put them back into the production process.

**This approach helps save resources, cut down on waste, and reduce the environmental impact by making sure materials are used for as long as possible.**



# [ 5.1 ] Environmental Performance

## [ 5.1.5 ] Resource Use, Circular Economy and Waste Management

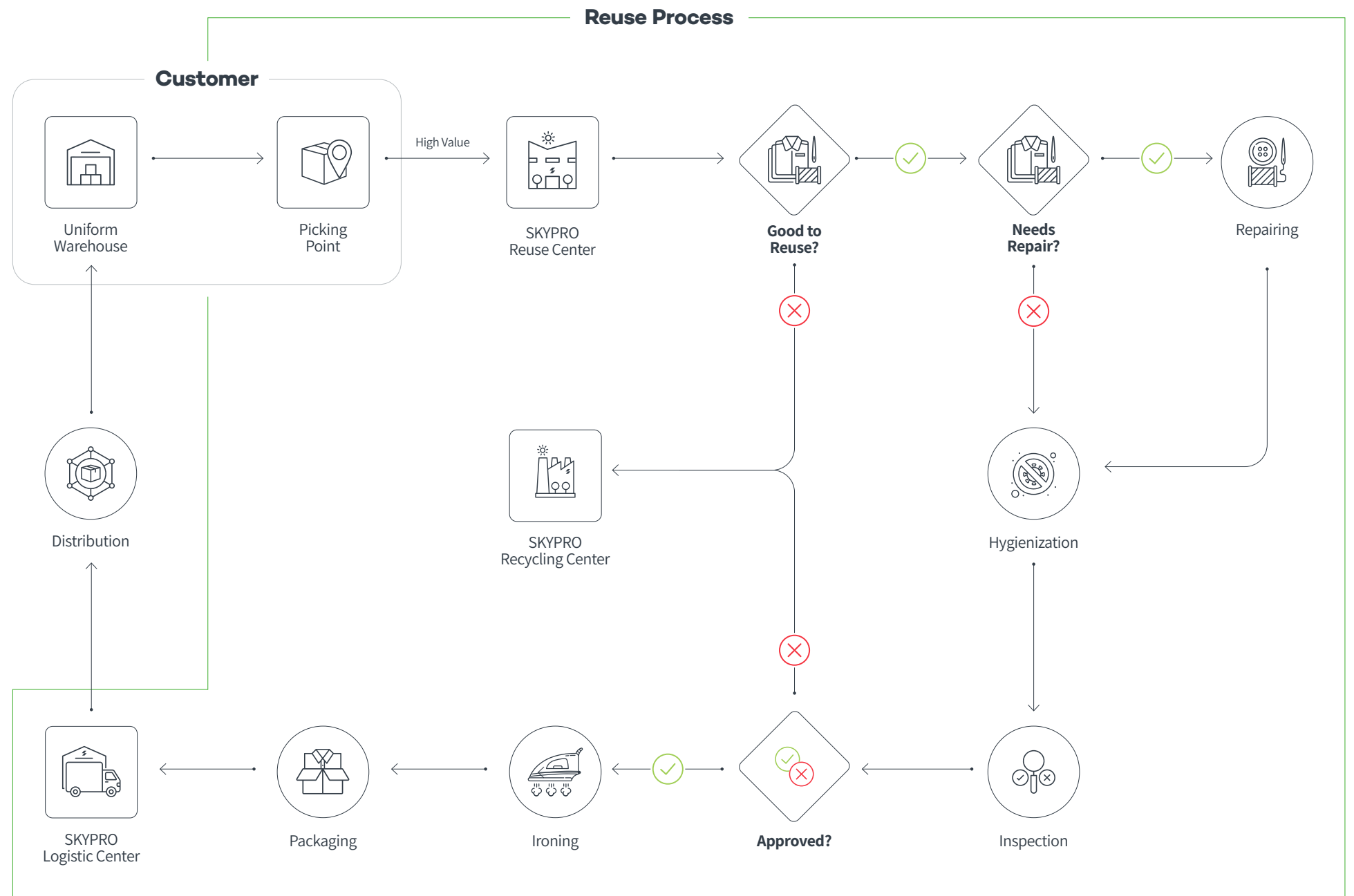
### 02 Repair & Reuse Services

The SKYPRO Uniform Reuse Program comprises the following stages:

- Sorts all of the Uniform apparel according to the types and materials that they are made of.
- Thoroughly inspects the items of clothing to look for non-conformities.
- Handles simple repairs.
- Hygienization, cleaning, and sanitization of the pieces using the Wet Cleaning technology.

Reuse is a win-win service which helps the business and the environment as it:

- Saves money;
- Reduces disposal costs;
- Lowers carbon emissions;
- Prevents waste from going to landfill.



# [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management

## 03 Remake

There are already textile piece remake solutions that incorporate “clothes” from end-of-life pieces, such as exterior pockets, and the production of textile accessories. SKYPRO has a network of suppliers and manufacturing units for initial trials of remaking new textile pieces, so we are available to find specific remake solutions for our clients.





# [ 5.1 ] Environmental Performance

## [ 5.1.5 ] Resource Use, Circular Economy and Waste Management

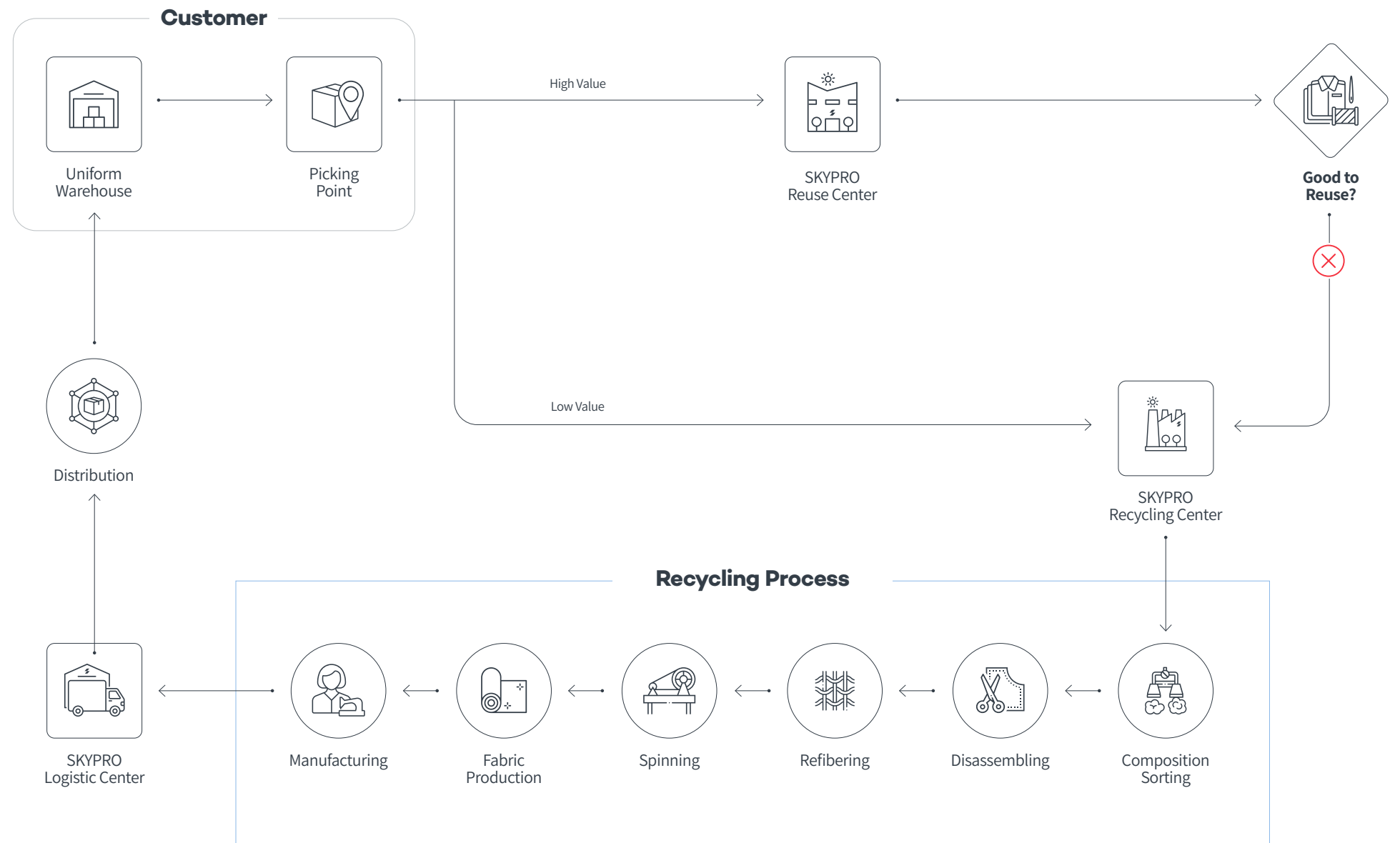
### 04 Recycling

#### Post-Consumer Uniform Recycling

SKYPRO Recycling Services for post-consumer garments is based in mechanical recycling of blended textiles.

Through these processes, SKYPRO ensures that Uniforms are recycled in a sustainable and eco-friendly way, minimizing waste and reducing environmental footprint.

Recycling is a specialized service based on the unique SKYPRO's expertise **to produce as little waste as possible and recycle as much as possible**, giving a new life to new recycled fibers and raw materials.



# [ 5.1 ] Environmental Performance

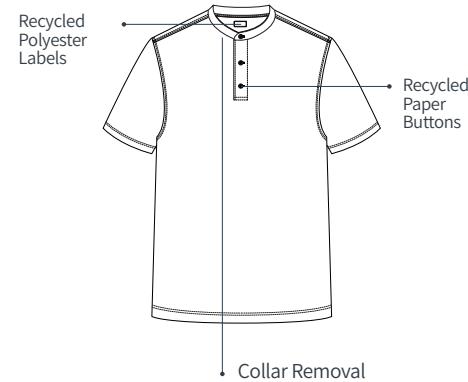
## [ 5.1.5 ] Resource Use, Circular Economy and Waste Management

### Upcycling & Downcycling for Fabrics

Dedicated RTD textile experts, together with research Institutes, give a new life to Uniforms by finding the best solutions for recycled fibers and materials that come from the recycling process.



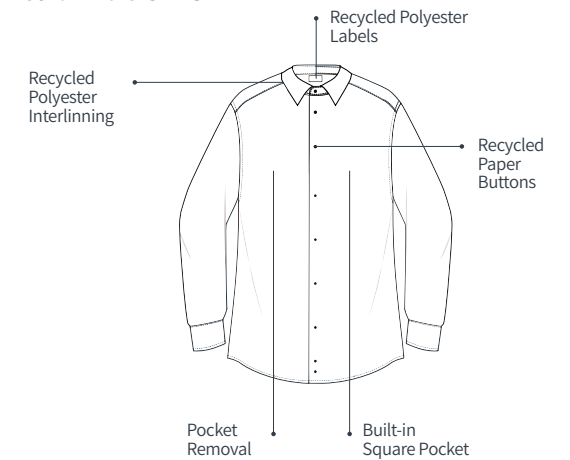
#### Circular Polo



**Composition** Pique  
**Main Material** 30% Post Consumer (50% Polyester · 50% Cotton) · 35% Polyester 35% Cotton  
**Observations** Post Consumer Recycled Fibers from Old Garments 35% Recycled Polyester



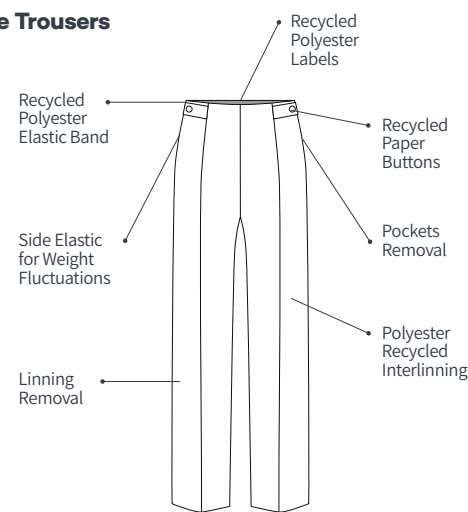
#### Circular Male Shirt



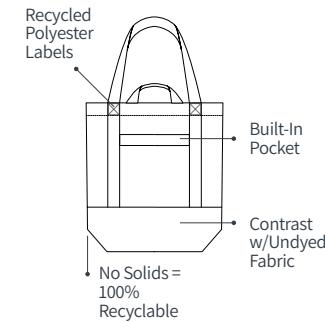
**Composition** Pique  
**Main Material** 30% Post Consumer (50% Polyester · 50% Cotton) · 35% Polyester 35% Cotton  
**Observations** Post Consumer Recycled Fibers from Old Garments 35% Recycled Polyester



#### Female Trousers

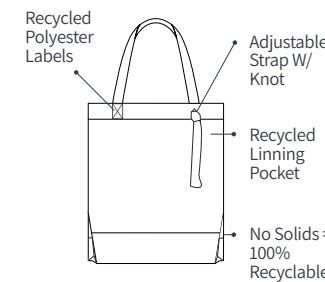


**Composition** Pique  
**Main Material** 30% Post Consumer (50% Polyester · 50% Cotton) · 35% Polyester 35% Cotton  
**Observations** Post Consumer Recycled Fibers from Old Garments 35% Recycled Polyester



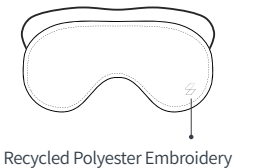
#### Circular Tote Bag

**Composition** Twill  
**Main Material** 50% Post (65% Polyester · 35% Cotton) · 32,5% Polyester 17,5% Cotton  
**Observations** Post Consumer Recycled Fibers from Old Garments 17,5% Recycled Polyester



#### Circular Tote Bag

**Composition** Italian Fleece  
**Main Material** 50% Post (50% Polyester · 50% Cotton) · 35% Polyester 35% Cotton  
**Observations** Post Consumer Recycled Fibers from Old Garments 35% Recycled Polyester



#### Circular Eye Mask

**Composition** Twill  
**Main Material** 50% Post (65% Polyester · 35% Cotton) · 17,5% Polyester 17,5% Cotton  
**Observations** Post Consumer Recycled Fibers from Old Garments 17,5% Recycled Polyester

# [ 5.1 ] Environmental Performance

## [ 5.1.5 ] Resource Use, Circular Economy and Waste Management

### Post-Consumer Shoe Recycling

SKYPRO is the 1<sup>st</sup> Uniform Provider in the world to offer post-consumer Shoe Recycling.

Shoes are not reusable; so, making recycling a preferable choice. SKYPRO's industrial-scale footwear recycling process is a game-changer in the Uniform Industry.

We have pioneered exclusive mechanical techniques that precisely disassemble used shoes, recovering valuable materials for downcycling and upcycling with unmatched efficiency.

Through a sophisticated process, SKYPRO manages to breathe new life into end-of-life shoes, by disassembling them into 5 different recycled materials that can be implemented in new solutions.



# [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management

## 05 Recover

### Energy recovery is a last resort after recycling.

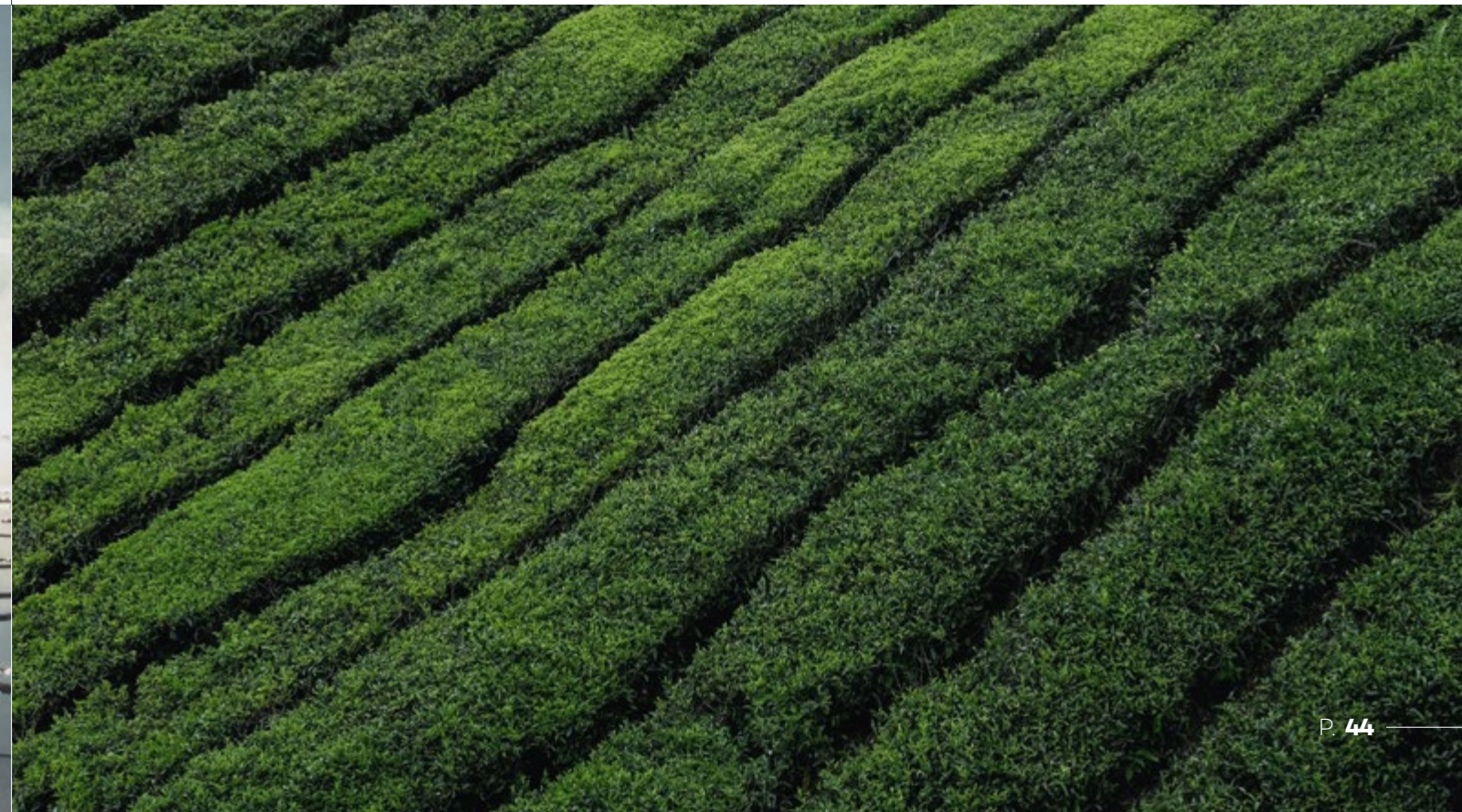
For things we can't recycle, energy recovery offers a way to get some benefit by converting the waste into a usable energy source. Energy recovery is a way to minimize waste going to landfills.

Overall, energy recovery from waste can be a useful tool, but it's important to remember that it's not a perfect solution. Other valuable processes, as Repair, Reuse and Recycling should always be our main goals.

## 06 Remove

When recycled or energy recovery are not viable options, SKYPRO guarantees a responsible final destination to the Uniform waste. This means that the waste will be disposed of in a way that does not harm the environment or human health. SKYPRO works

with a network of partners to ensure that all waste is disposed of in accordance with local and international regulations.



## [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management

### Facing the Challenge Ahead

**Although no sales associated with this processes have occurred yet, we want to inform that we have this solutions within our processes and are currently in the commercialization phase.**

Simultaneously, we're actively engaged in educational initiatives to highlight the benefits of this processes during commercial meetings and trade fairs.

#### Practices for transitioning towards a more sustainable economy.

We are collaborating with our supplier network to develop a comprehensive portfolio that includes more sustainable products, rigorously tested over the past years. Furthermore, we already have options in our

circular offering that have been tested by independent laboratories and validated to perform as well as the original materials.

# [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management

## Waste Recycling

In terms of directly generated waste, the primary sources identified are office waste. These mainly include office paper and kitchen waste . **It is important to note that in the assessment of environmental aspects and impacts of our direct operations, waste was not considered a relevant environmental aspect .**

However, we recognize the importance of monitoring and properly managing our waste, not only as an environmentally responsible practice but also as an opportunity for resource optimization and cost reduction.

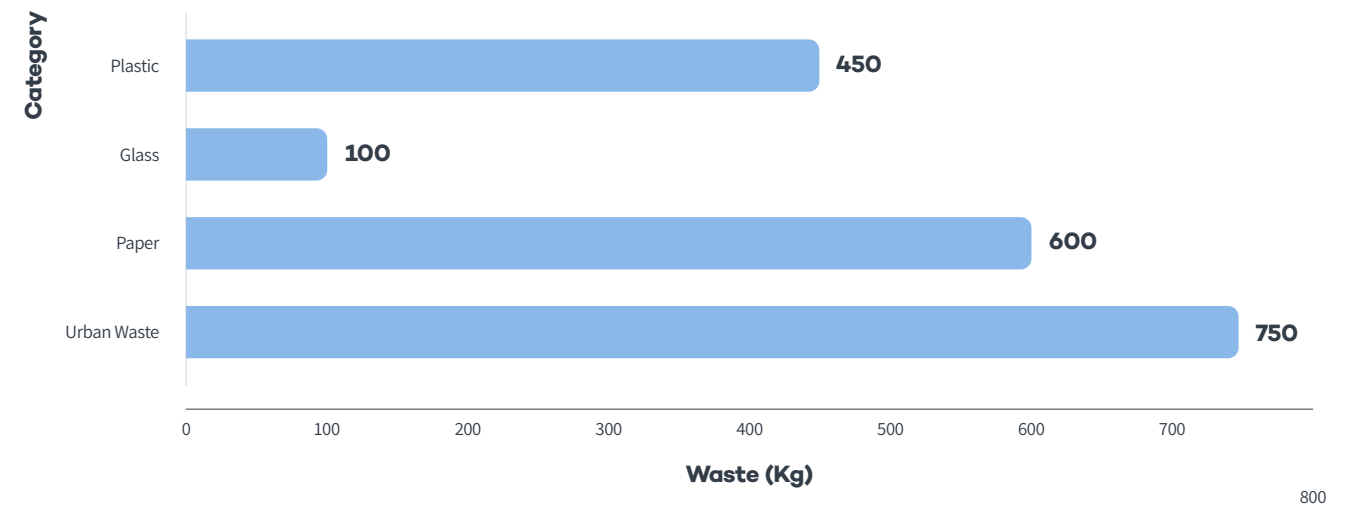
### Practices for transitioning towards a more sustainable economy

We work with “Lipor” and “Valorsul”. They valorize and treat urban waste produced by the municipalities that are part of it **and recycle paper, cardboard, plastic, glass and metal.**

The year 2023 marked our initial efforts in quantifying the waste we produce. We don’t want to stop here. As part of our ongoing efforts to improve our waste management, we are **currently building a database in collaboration with our suppliers to quantify waste produced and sent for recycling during the production phase.**

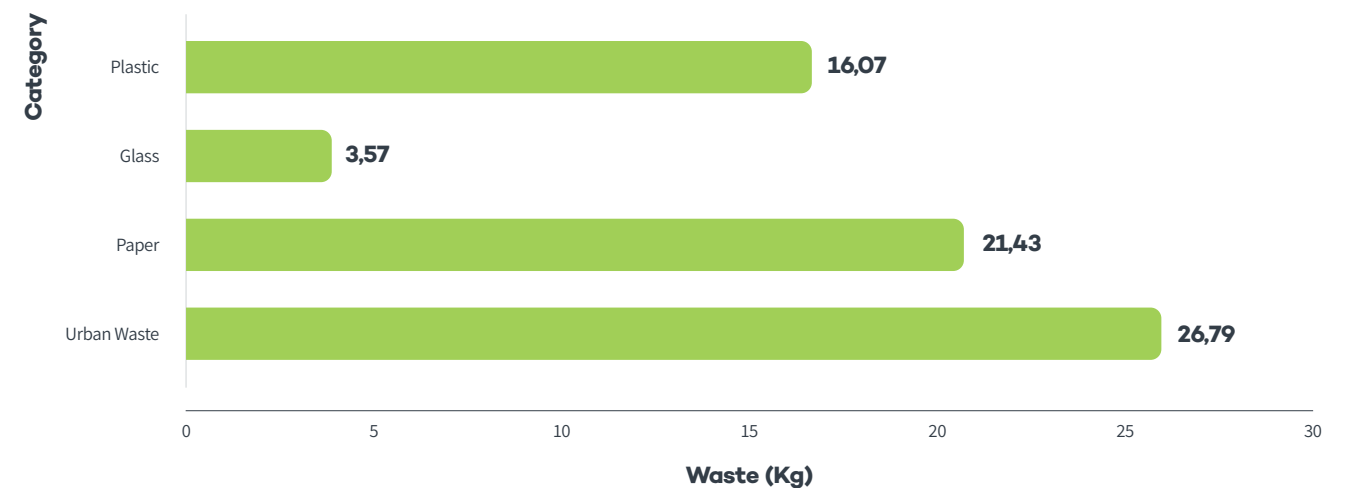


Waste generated in SKYPRO Offices in 2023



Additional details can be found in [Appendix 7.2](#)

Waste generated in SKYPRO Offices per employee in 2023



# [ 5.1 ] Environmental Performance

[ 5.1.5 ] Resource Use, Circular Economy and Waste Management



## Environmental Best Practices at SKYPRO

The primary goal of SKYPRO Environmental Best Practices Manual is to improve the environmental behavior of our employees. The best practices within this manual serve as a tool to raise awareness and lead to better environmental performance.

These simple procedures are designed to help reduce our environmental footprint, focusing on the following topics:



### Energy Consumption

Implementing strategies to reduce electricity usage.



### Paper and Toner Resources

Minimizing paper and toner usage.



### Coffee Break

Promoting eco-friendly coffee break practices.



### Water Consumption

Promoting efficient use of water resources.



### Recycling Practices

Encouraging recycling of materials.



### Fuel Consumption

Reducing fuel usage for company vehicles.



# [ 5.1 ] Environmental Performance

## [ 5.1.5 ] Resource Use, Circular Economy and Waste Management

### Packaging Placed on the Market

During the reporting period, we placed a total of 4394 kilograms of packaging on the market in the domestic and German markets. Please note that the total amount of packaging placed on all markets is higher, but in 2023 we only report in these countries.

| Market       | Weight (Kg)   |               |             |
|--------------|---------------|---------------|-------------|
|              | 2022          | 2023          | Change (%)  |
| Domestic     | 2112,0        | 4127,0        | 95,4        |
| Germany      | 88,0          | 267,0         | 203,4       |
| <b>Total</b> | <b>2200,0</b> | <b>4394,0</b> | <b>99,7</b> |

### Practices for transitioning towards a more sustainable economy

#### Recycling Commitment

Despite seeing an increase in packaging quantities, our commitment to environmental remains determined. Partnering with “Sociedade Ponto Verde” guarantees that all packaging we introduce to the market is recycled, aligning with our mission to minimize environmental impact.



**100% of the packaging sent to Portugal and Germany is subsequently recycled.**

#### Continuous Improvement

We are dedicated to continuously improving our packaging practices to minimize environmental impact. Here are some key changes we've implemented:



FSC-Certified Cartoons



Utilization of FSC-certified kits and single-color printing



Integration of FSC-certified kraft paper and single-color printing for shoe boxes



Integration of recycled PE content in adhesive flap bag



Transitioned to FSC-certified kraft paper adhesive tape



Removal of metal eyelets on hang tags







# 5 | Sustainability Matters

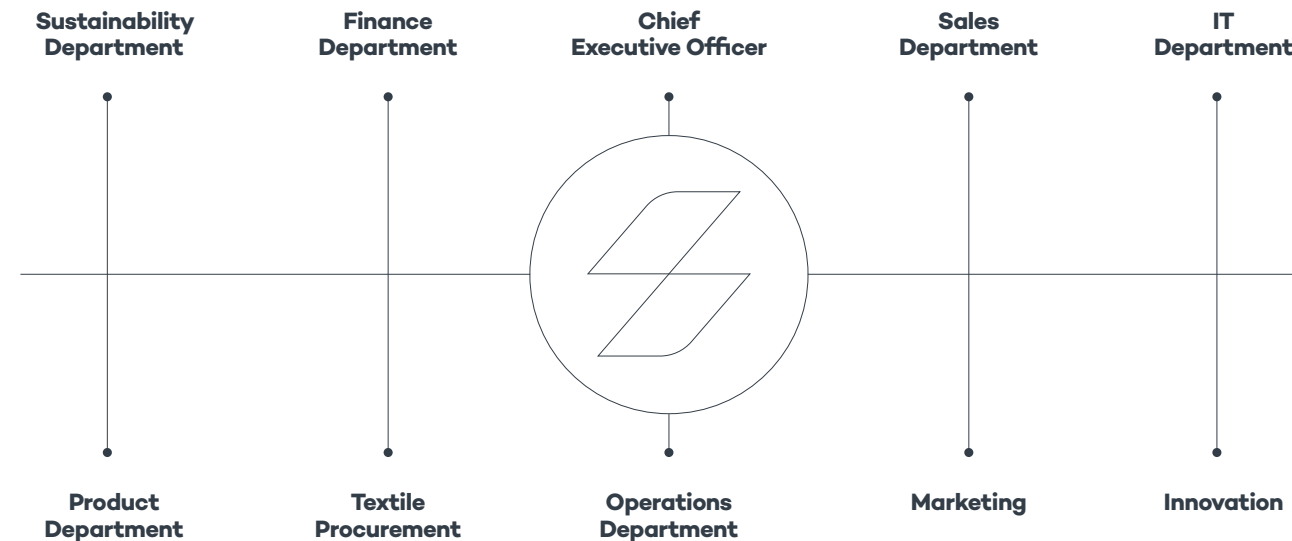
## [ 5.2 ] Social Performance

|           |   |    |
|-----------|---|----|
| [ 5.2.1 ] | Own Workforce   | 50 |
| [ 5.2.2 ] | Workers in the value chain, affected communities, consumers and end-users | 62 |

# [ 5.2 ] Social Performance

[ 5.2.1 ] Own Workforce

**Discover the SKYPRO team, where expertise meets ambition, shaping the future of innovation!**



### Chief Executive Officer & Innovation

**CEO**  
Jorge Pinto

### Product Department

**Textile Product Director**  
Clara Ramalho

**Textile Product Managers**  
Susana Andrade  
Joana Braga

**Shoe Product Managers**  
António Ribeiro  
Manuel Pinho

### Finance Department

**CFO**  
Gustavo Mascarenhas

**Financial Assistant**  
Maria Pereira

### Textile Procurement

**Director**  
Nuno Ribeiro

**Managers**  
Nuno Castro  
Paula Marques

### Sustainability Department

**Sustainability Director**  
Ricardo Silva

**Sustainability Manager**  
Catarina Sachse

**Trainee ESG**  
Rui Figueiredo

### Operations Department

**COO**  
Rodrigo Casal

**CPO**  
Lisa Fernandes

**Logistics**  
João Pais  
Ana Gonçalves  
Laura Machado

**Customer Service**  
Sandra Horta

### IT Department

**Developers**  
Tiago Sousa  
Bernardo Pinto Leite  
Bruno Lourenço

**Trainee IT**  
Daniel Aires

### Sales Department

**Managers**  
Raquel Pedrosa  
Lourenço Lehrfeld

### Marketing

**Director**  
Priscila Picinini

**Art Direction**  
Nuno Leitão



# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce

# Perspectives on Sustainability from some of SKYPRO's Employees



**“Let’s think of sustainability as three big pillars: Profit, People and Planet, and yes, planet is the last word on this three-legged table.**

**They all need one and other to be strong and stable, but without profit, where is the money to feed our own? And without happy people, can their thoughts be on the well-being of the planet? But without our planet, where will we live? At SKYPRO, we try to find solutions that can fulfil these 3 needs without compromising any of them, let’s check one.**

**Our customers’ old uniforms, both textiles, shoes and leather goods, once considered waste that would end up in endless landfills, are for us valuable raw materials to create unique new upcycled items that can re-enter the cycle again and again, closing the loop by generating value with waste. Thinking sustainability together!”**

**Catarina Sachse**  
Manager in Sustainability Department

**“The procurement department is concerned with the entire lifecycle of products so that they have a positive environmental, social and economic impact.**

**It’s important to make conscious and responsible choices to contribute to a more sustainable and responsible world for the future.”**

**Paula Marques**  
Manager of Textile Procurement

**“Our mission is to visually convey the company’s commitment to sustainability. Through creative and informative designs, we aim to raise awareness about the importance of sustainable choices.**

**Our goal is to inspire positive actions and foster an emotional connection with the environment, helping to build a greener and more prosperous future for all.”**

**Nuno Leitão**  
Art Direction

# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce

# Gender Distribution Insights at SKYPRO

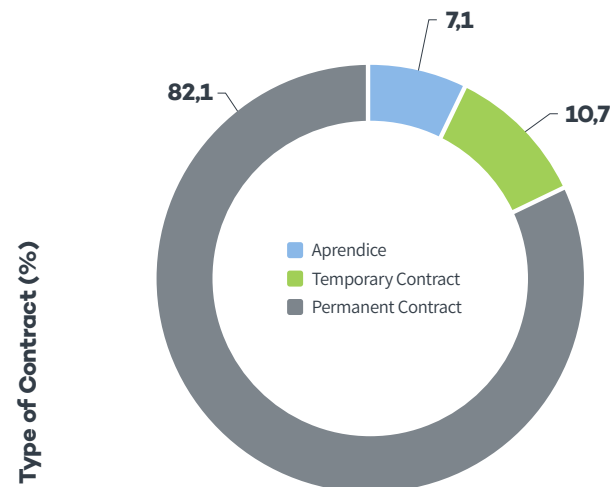
We believe it's essential to provide data on the diversity and employment practices within our organization. The following data describes the distribution of our workforce by type of contract and gender, reflecting our commitment to promote an inclusive and fair workplace environment.



**Workforce Distribution by Contract Type at SKYPRO**

| Type of Contract       | Number of Employees |
|------------------------|---------------------|
| Apprentice             | 2                   |
| Temporary Contract     | 3                   |
| Permanent Contract     | 23                  |
| <b>Total Employees</b> | <b>28</b>           |

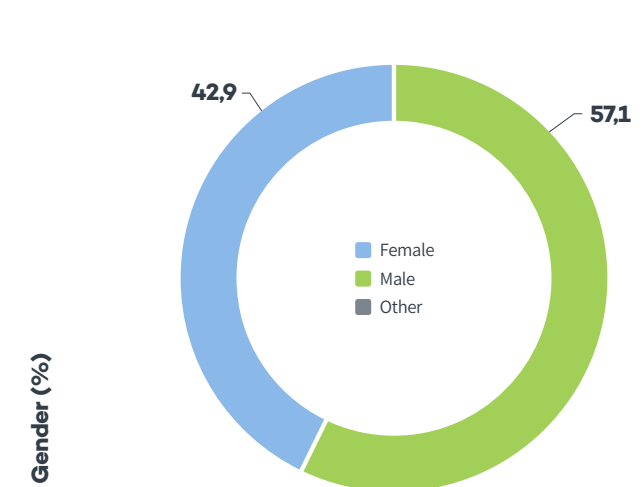
**Percentage Distribution of Contract Types at SKYPRO**



**Workforce Distribution by Gender Type at SKYPRO**

| Gender                 | Number of Employees |
|------------------------|---------------------|
| Male                   | 16                  |
| Female                 | 12                  |
| Other                  | 0                   |
| <b>Total Employees</b> | <b>28</b>           |

**Gender Diversity Percentage at SKYPRO**



# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce

# Age and Gender Representation Across Positions at SKYPRO



We present the age distribution and gender representation across positions at SKYPRO. Our diverse workforce, with a balanced age group representation, reflects a dynamic blend of experience and fresh perspectives, promoting a culture of innovation and excellence.

**Position-wise, Age and Gender Distribution at SKYPRO**

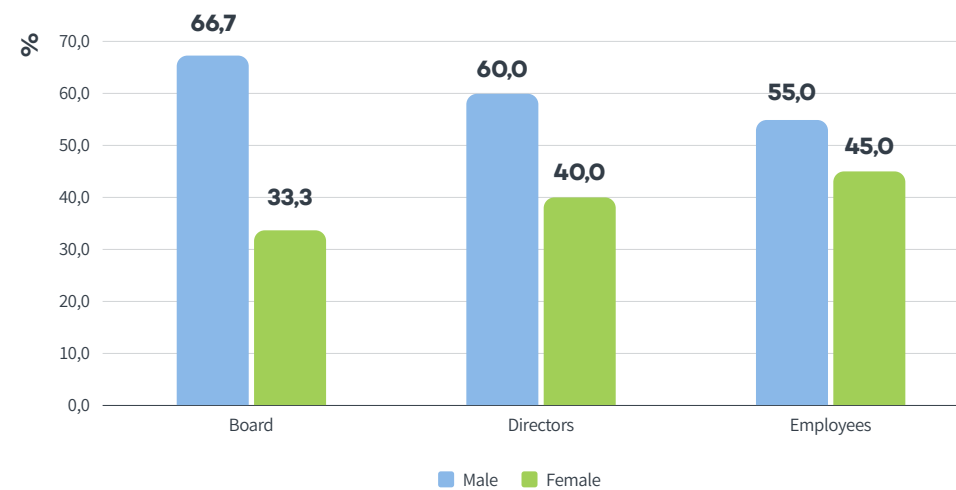
| Position     | Male      | Female    |
|--------------|-----------|-----------|
| Board        | 2         | 1         |
| Directors    | 3         | 2         |
| Employees    | 11        | 9         |
| <b>Total</b> | <b>16</b> | <b>12</b> |

**Note:**  
Board Members with Director positions are only included in the Board category to avoid duplication.

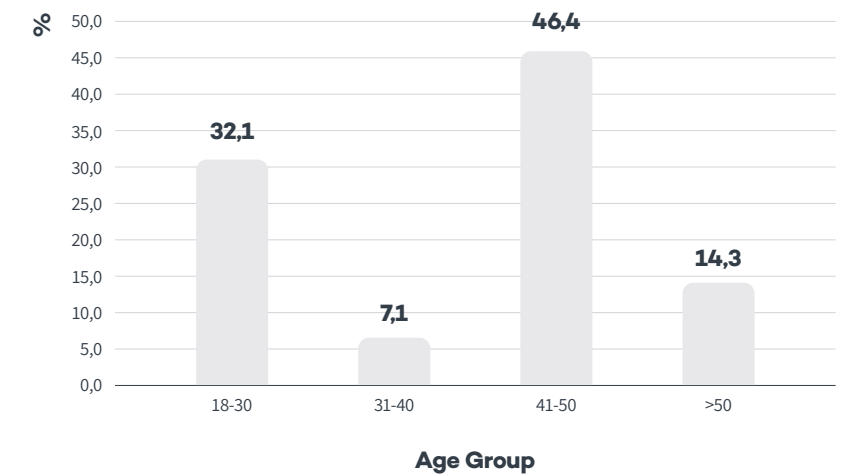
**39,6** — Medium Age of SKYPRO

| Age Group    | Employees |
|--------------|-----------|
| 18-30        | 9         |
| 31-40        | 2         |
| 41-50        | 13        |
| >50          | 4         |
| <b>Total</b> | <b>28</b> |

**Distribution of Board, Directors, and Employees by Position**



**Percentage Distribution of Age Groups**



# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce



## Social responsibility at SKYPRO

At SKYPRO, we prioritize fair compensation practices across all levels of employment. As part of our commitment to stimulate a supportive and inclusive work environment, we maintain a **ratio of 1,50 between entry-level salaries and the minimum wage**, aligning with our values of social responsibility and ensuring that entry-level employees receive compensation that matches their skills and contributions.

Ratio of entry level to minimum wage

1,50

## Work-life balance

Within SKYPRO's culture, we prioritize work-life balance and the well-being of our employees, including providing ample time for rest and relaxation. All employees are entitled to **25 days of paid vacation**, compared to the legal requirement of 22 working days, in addition to 13 public holidays.

Furthermore, we offer family-related leave, including maternity, paternity, adoption, parental, dependents, and carers' leave. Such flexibility ensures that all employees,

regardless of gender, have the support they need to balance their professional and personal lives. In 2023, **there were no requests for family-related leave.**

# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce

# Toward a Positive Workplace: Employee Satisfaction Survey Results

Presenting the results of our employee satisfaction survey in our ESG report provides a valuable opportunity for improvement and highlights our dedication to promote a positive and inclusive workplace environment, stimulating employee engagement and organizational growth.

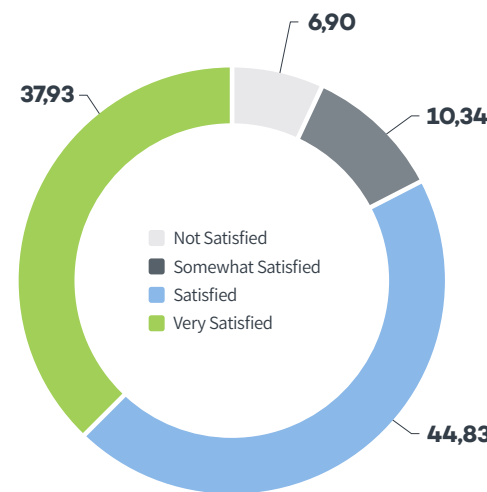
### Employee Satisfaction Survey

|  | Not satisfied | Somewhat Satisfied | Satisfied | Very Satisfied |
|--|---------------|--------------------|-----------|----------------|
| Work Atmosphere                        | 6,9           | 31,0               | 27,6      | 34,5           |
| Work Conditions                        | 0,0           | 24,1               | 48,3      | 27,6           |
| Equity and Fair Treatment              | 6,9           | 24,1               | 20,7      | 48,3           |
| Benefits Provided by the Company       | 6,9           | 31,0               | 27,6      | 34,5           |
| Internal Communication                 | 17,3          | 37,9               | 34,5      | 10,3           |
| Relationship with Colleagues           | 3,4           | 24,2               | 34,5      | 37,9           |
| Training Opportunities                 | 24,2          | 34,5               | 17,2      | 24,1           |
| Work Appreciation                      | 6,9           | 41,4               | 37,9      | 13,8           |
| Professional Development Opportunities | 13,8          | 31,0               | 31,0      | 24,2           |
| Work-Life Balance                      | 10,3          | 27,6               | 41,4      | 20,7           |
| Financial Transparency                 | 6,9           | 17,2               | 34,5      | 41,4           |
| Transparency in the Objectives         | 3,4           | 31,0               | 17,3      | 48,3           |

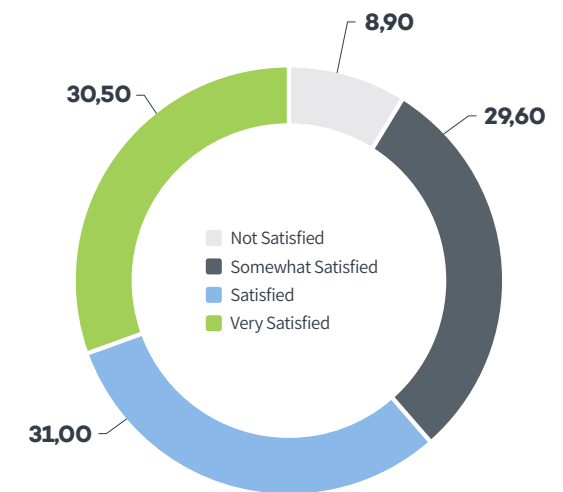
Upon careful analysis, the data from our employee satisfaction survey (all 28 employees responded to the survey) reveals that **82,8%**, our employees are satisfied or very satisfied. However, there is always room for improvement. It is essential to continuously listen to our employees' feedback, as it not only promotes engagement but also identifies areas where improvements can be made to promote their satisfaction and well-being.

Moving forward, these surveys will be conducted at least twice a year to ensure ongoing improvement. **Our goal is to achieve at least 90% employee satisfaction in the short term and near 100% in the medium term.**

Individual Employee Satisfaction (%)



Overall Employee Satisfaction (%)



# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce

### Health and Safety

During the reporting period, we are pleased to report that **there were no recordable work-related accidents and no fatalities** as a result of work-related injuries or work-related ill health within our organization. Our commitment to maintaining a safe and secure working environment, along with safety protocols, has contributed to this positive outcome.

Furthermore, **all our employees are covered by healthcare insurance**, guaranteeing access to essential healthcare services and benefits. We remain dedicated in our commitment to promote a workplace culture that prioritizes the health and safety of our employees.

### APICCAPS

## Collective Bargaining Agreements

**APICCAPS**, representing companies in various sectors of the fashion industry, including footwear, handbags, and leather goods, negotiates collective bargaining agreements to protect the rights and interests of member companies and their employees.

Collective Bargaining Coverage

89,3%



# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce

“ESG principles serve as a guiding compass for SKYPRO’s marketing team’s daily activities and strategy. By integrating considerations of environmental impact, social responsibility, and ethical governance into our marketing communications, we create messages that resonate deeply with today’s consumers.

Our efforts prominently feature the promotion of SKYPRO’s environmentally friendly products, such as the NextGen Uniform Collection, and emphasize our Circular Services for uniform reuse and recycling.

Our commitment to sustainability also extends to our packaging, where we prioritize using recycled materials with FSC certification whenever possible.

Aligning our marketing with ESG goals builds trust, attracts environmentally and socially conscious consumers, and enhances our brand reputation, resulting in a robust, ESG-focused marketing strategy.”

**Priscila Picinini**  
Marketing Director

“The sales department’s commitment to Environmental, Social, and Governance (ESG) principles is exemplified through initiatives such as the reuse and recycling of uniforms, as well as ensuring that our customers maintain only necessary stock levels, minimizing waste and fostering trust among conscientious consumers and investors.”

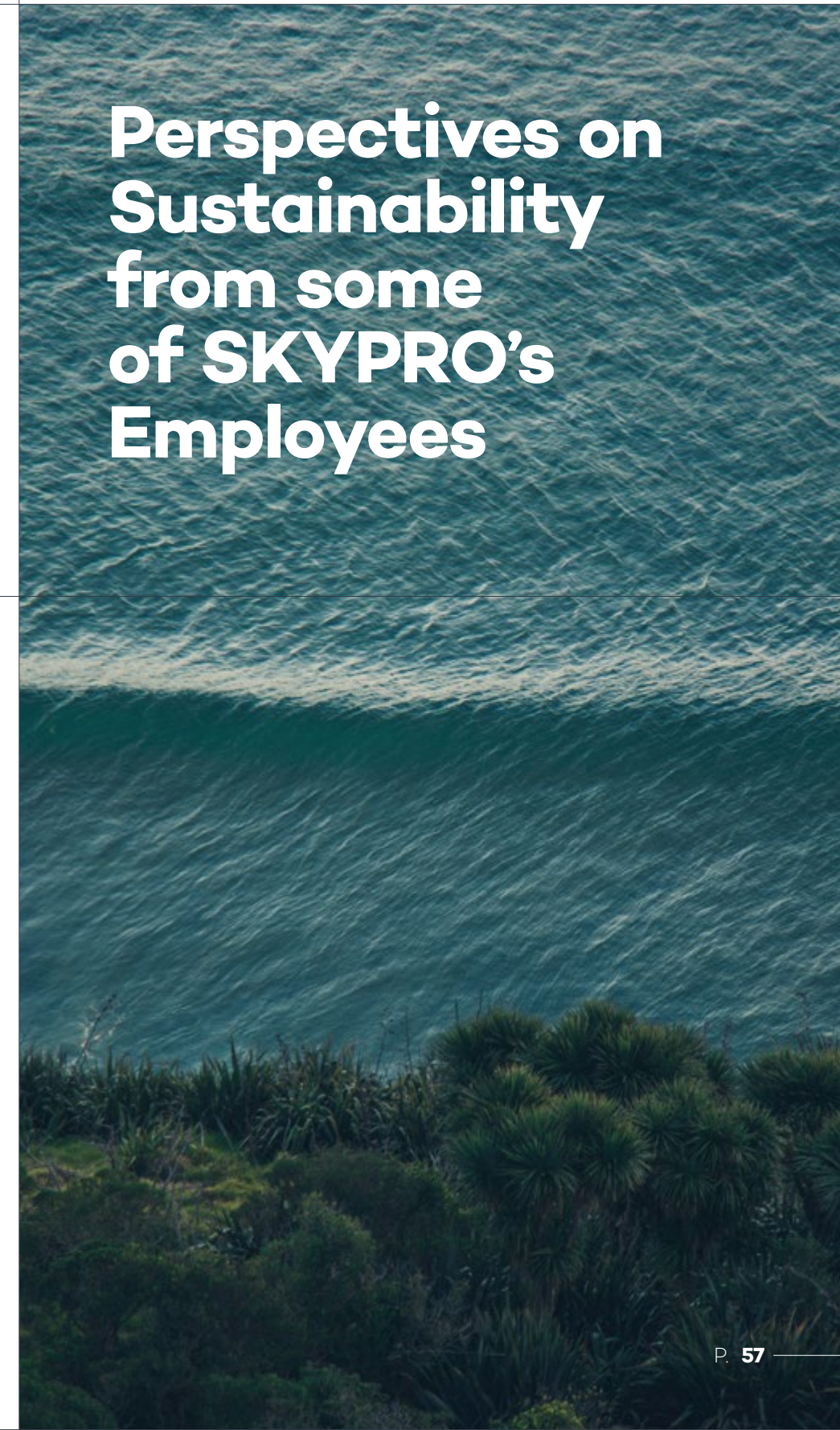
**Raquel Pedrosa**  
Sales Manager

“At SKYPRO, ESG principles are integral to our logistics operations. We reduce our environmental impact by consolidating shipments and minimizing delivery frequency.

This optimization is complemented by our efficient stock management ensuring that raw material are procured with multiple clients in consideration, minimizing waste.

Furthermore by partnering with third-party logistics providers, we ensure efficient resource allocation and these efforts demonstrate our dedication to ESG values.”

**João Pais**  
Head of Logistics



# Perspectives on Sustainability from some of SKYPRO’s Employees

# [ 5.2 ] Social Performance

[ 5.2.1 ] Own Workforce

## Employee Training Highlights

# 385

Hours of Training

# +19

Average hours of training per Female Employee

# +10

Average hours of training per Male Employee

## Career Development

At SKYPRO, **employee development is a priority**. We want to ensure that our workforce have the necessary skills and knowledge to innovate and drive success within the company.

Included in our training spectrum are the following topics:

- Sustainability
- Basic Life Support
- Firefighting
- Design & Circularity
- English
- Prevention Measures

When a new employee joins the company, they are given training and mentoring in different areas within the company over a month.

## [ 5.2 ] Social Performance

### [ 5.2.1 ] Own Workforce

# Building Bridges between Academia and Industry

Collaborating with student groups from Porto Business School provides SKYPRO with access to specialized knowledge and diverse perspectives. Through these partnerships, we can explore innovative and strategic solutions to address specific challenges.

# Porto Business School

## Collaboration on 3 Master of Business Administration (MBA) Projects

- Circular Business Models for Uniforms
- Expansion of the mySKYPRO Platform
- Creation of a growth strategy in a priority market for SKYPRO



## Advancing Sustainable Footwear

We are members of the **BioShoes4All project**, dedicated to transforming footwear and leather goods for a Sustainable and Circular Bioeconomy. This initiative involves a consortium of 70 partners, working together to innovate and advance environmental responsibility in the industry.

One of SKYPRO's objectives in short-term is to have an employee on a doctoral program that seeks to promote new circular solutions in the textile and footwear industries, with a strategic focus on scientific areas like chemistry, materials and innovation, contributing to strategic partnerships and networks, technology transfer and adaptation, interdisciplinary solutions and innovative research discoveries.

# [ 5.2 ] Social Performance

## [ 5.2.1 ] Own Workforce

### Alignment with internationally recognized instruments

SKYPRO is committed to providing equal employment opportunities for all employees and applicants, regardless of gender, race, colour, disability, political opinion, sexual orientation, age, religion, nationality and/or immigration status (including refugees), HIV status or any other characteristic protected by applicable laws. We embrace diversity and strive to cultivate an inclusive workplace that values the unique perspectives, backgrounds, and talents of our employees.

Our commitment to human rights is comprehensive, and we have a Human Rights Policy addressing key areas such as Diversity and Inclusion, Operation Level Policies, Work Hours, Wages and Benefits, Freedom of Association and Collective Bargaining, Child Labour, Our Stakeholders, Transparent Communication and Reporting, and Continuous Improvement.

We disclose our approach to managing actual and potential negative impacts on human rights, including labor rights. Our policy takes diverse forms, and we provide specific training to employees on human rights. Furthermore, we proactively map our supply chains to identify and address issues related to child labor or forced labor, especially in higher risk contexts. This reflects our dedication to respecting, protecting, and promoting human rights throughout our operations.



### Processes to monitor compliance and mechanisms to address violations

As part of our comprehensive approach, we have implemented mechanisms to report violations. In line with our dedication to integrity and accountability, SKYPRO maintains a Whistleblower Policy. This policy affirms our commitment to the highest standards of integrity, providing protection to individuals who come forward with concerns. Our policy focuses on four key areas:

- Promotion Transparency & Accountability
- Your voice matters
- Transparent Communication
- Reporting & Communication

These combined efforts highlight our commitment to creating a work environment that actively prevents, addresses, and learns from any potential violations of human rights within our operations.



## [ 5.2 ] Social Performance

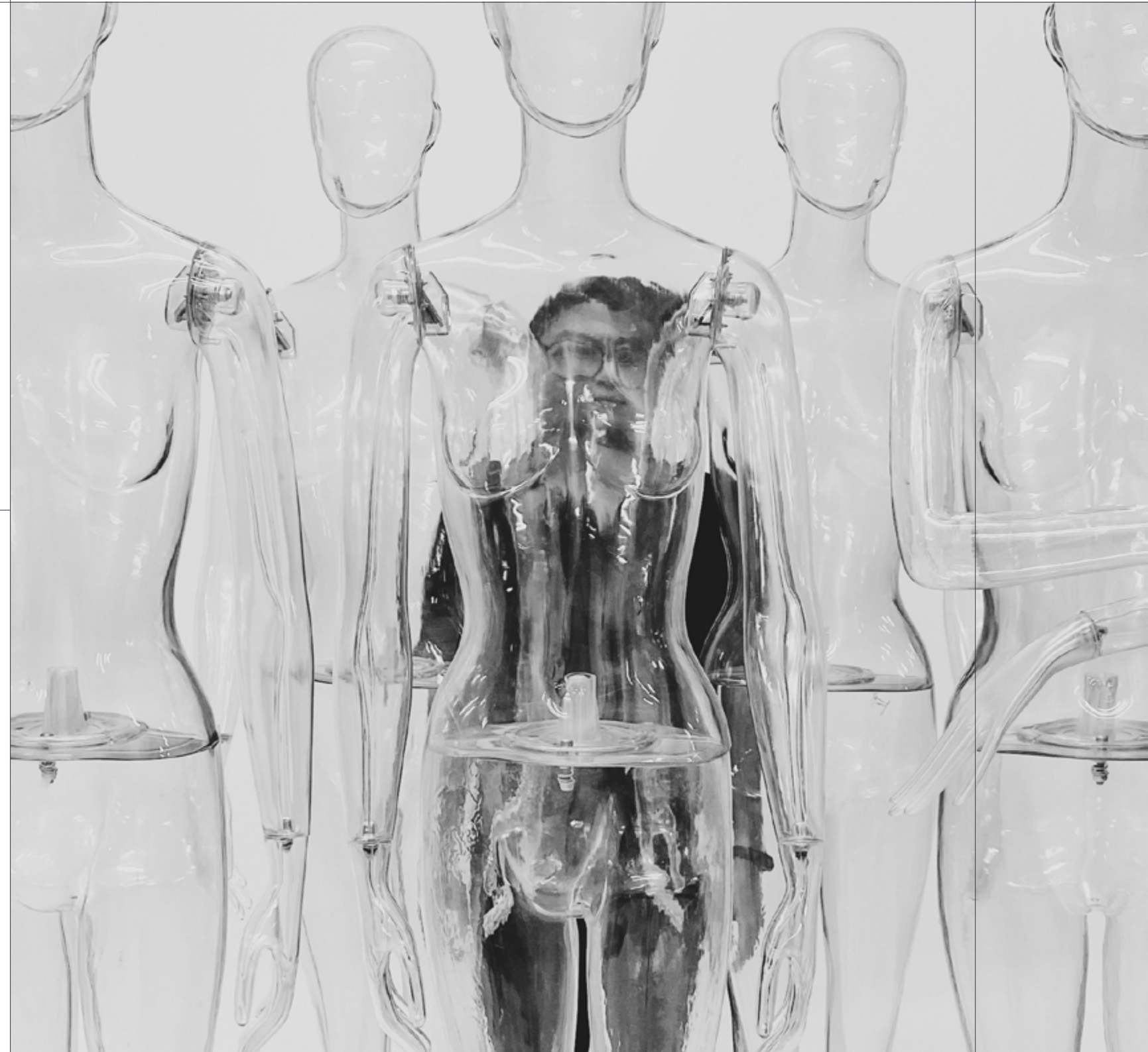
### [ 5.2.1 ] Own Workforce

# Violations of OECD Guidelines for Multinational Enterprises or the UN Guiding Principles

During the reporting year, SKYPRO has conducted a comprehensive review to assess our compliance with international standards, including the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

We are pleased to report that, through rigorous internal assessments, audits, and stakeholder engagements, **no violations of these international standards have been identified** within our own workforce and the workers in our value chain during the reporting period.

**This is a priority for us and reflects our commitment to upholding the highest standards of business ethics, human rights, and labor principles.**



# [ 5.2 ] Social Performance

[ 5.2.2 ] Workers in the value chain, affected communities, consumers and end-users

## Social Ethics on Suppliers and Subcontractors

We believe in the highest ethical standards, not having in our outsourcing network any partner that does not comply with the most rigorous social standards for both workers and environment.

**All Suppliers and Subcontractors are required to adhere to our Code of Conduct without exception.**

**This Code focus on:**



### Ethical and Lawful Business Practices

- Goods and services produced under ethical and legal conditions.



### Workplace Health and Safety:

- Ensuring a safe and healthy workplace.
- Minimum conditions for light, ventilation, hygiene, and fire prevention.
- Access to drinking water, clean toilet facilities, and food storage.



### Zero Tolerance for Corruption

- Policy against corruption, bribery, conflict of interest, fraud, and nepotism.
- Prohibition of undue payments or remuneration to obtain business advantages.



### Human Rights and Fair Working Conditions:

- Respect for global human rights.
- Provision of fair working conditions.



### Environmental Responsibility

- Commitment to environmental protection.
- Compliance with local and international laws and regulations.
- Reduction of environmental impact and compliance with SKYPRO's environmental management system.

# [ 5.2 ] Social Performance

[ 5.2.2 ] Workers in the value chain, affected communities, consumers and end-users

## Supplier Evaluation

The suppliers were evaluated based on three criteria: an Environmental checklist, the company's ability to implement more environmentally friendly solutions, and the number of non-compliance incidents recorded.

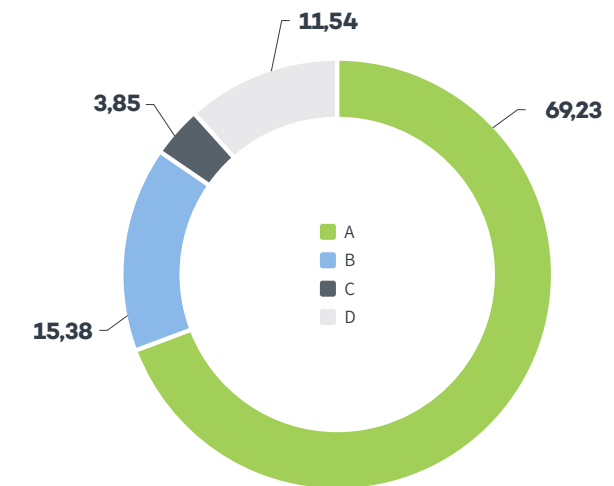
This evaluation ensures compliance with regulations and third-party certifications. Through on-site inspections, we classify suppliers based on their compliance level, supporting in supply chain mapping.

Each criterion has a rating, and after the combination of the three, a rating from 0 to 100% is assigned, which translates to an evaluation from A to D as follows:

|                             |   |
|-----------------------------|---|
| <p>A<br/><b>80-100%</b></p> | <p>B<br/><b>50-79%</b></p>                                  |
| <p>C<br/><b>0-49%</b></p>   | <p>D<br/><b>On-Site Evaluations were not conducted.</b></p> |

Last year, we were unable to conduct site visits for all suppliers, particularly those located internationally. Consequently, these suppliers were classified as D. **Over 69% of our suppliers have obtained an A rating**, signifying strong adherence to environmental standards and practices.

Supplier Evaluation Results Percentage (%)



All suppliers, regardless of their ratings, have been included in our initiatives. **Our short and medium-term objective is to engage with them collaboratively**, supporting the enhancement of their environmental practices. By doing so, we aim to facilitate **mutual growth opportunities** for both parties.

Our **medium-term objective is to improve our evaluation process by extending it to cover all suppliers**, ensuring comprehensive oversight of our supply chain sustainability practices.

# [ 5.2 ] Social Performance

[ 5.2.2 ] Workers in the value chain, affected communities, consumers and end-users

## Quality Assurance

During the last few years SKYPRO focused our efforts to introduce the finest fabrics prepared at a first stage for the Aviation industry but transposing right after to other uniform usage sectors, by working with the world’s leading expert in fibres, yarns and fabrics. The right fabric selection for the function is mandatory.

**The right place to produce them assures an outstanding quality garment, achieving not only a professional look, but also superior fit, comfort, easy-care and health-care features, contributing to the satisfaction and well-being of consumers and end-users.**

SKYPRO offers a 12-month warranty for any technical defects, as a warranty of our quality. Our mission is to deliver excellence, hoping that each garment delivered can cause an innovative perception and unique sensation.

SKYPRO has no manufacturing unit and all the products are manufactured by subcontractors, in accordance with SKYPRO guidelines as defined in a technical production document.

Therefore, our QC procedures are defined according to this scenario. SKYPRO’s QC procedures include regular testing of the raw materials, uniform, footwear and accessories, laboratorial testing per ISO standards, made by **independent testing laboratories certified according to EN ISO/IEC 17025:2005. Additionally, as a very relevant part of the QC procedures, SKYPRO has quality controllers daily at every manufacturing unit ensuring ground control and certifying that workers are operating in safe and healthy environments, contributing to their well-being.**

**By ensuring adherence to quality standards and implementing QC procedures, SKYPRO contributes to creating a positive impact on local communities by potentially providing employment opportunities and supporting economic development.**





# [ 5.2 ] Social Performance

[ 5.2.2 ] Workers in the value chain, affected communities, consumers and end-users

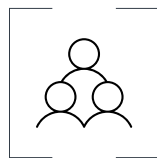
## Process do Identify Impacted Stakeholders:

Workers in the Value Chain, Communities, Consumers and End-Users



### Workers in the Value Chain

We conduct regular audits and distribute specific questionnaires to monitor working conditions and identify any issues that may affect our employees throughout the value chain. This process is essential to ensure compliance with labor standards and promote a safe and fair working environment.



### Affected Communities

We recognize the importance of monitoring the impact of our operations on local communities. However, currently, we do not have a formalized process for this purpose. We plan to develop and implement a system to identify and respond to the needs and concerns of affected communities, ensuring that our operations are responsible and beneficial for all people.



### Consumers & End Users

Our commercial department maintains constant contact with customers. Whenever a relevant impact arises, it is immediately reported to the responsible teams. This direct communication channel ensures that any concerns from consumers and end-users are quickly identified and addressed.



# 5 | Sustainability Matters

## [ 5.3 ] Governance Performance

[ 5.3.1 ] Business Conduct

67

## [ 5.3 ] Governance Performance

[ 5.3.1 ] Business Conduct

### Convictions and Fines for Corruption and Bribery

During the reporting period, SKYPRO has not faced any convictions or fines for violations of anti-corruption and anti-bribery laws. Our dedication to maintaining the highest standards of integrity and ethical conduct guides our business operations.

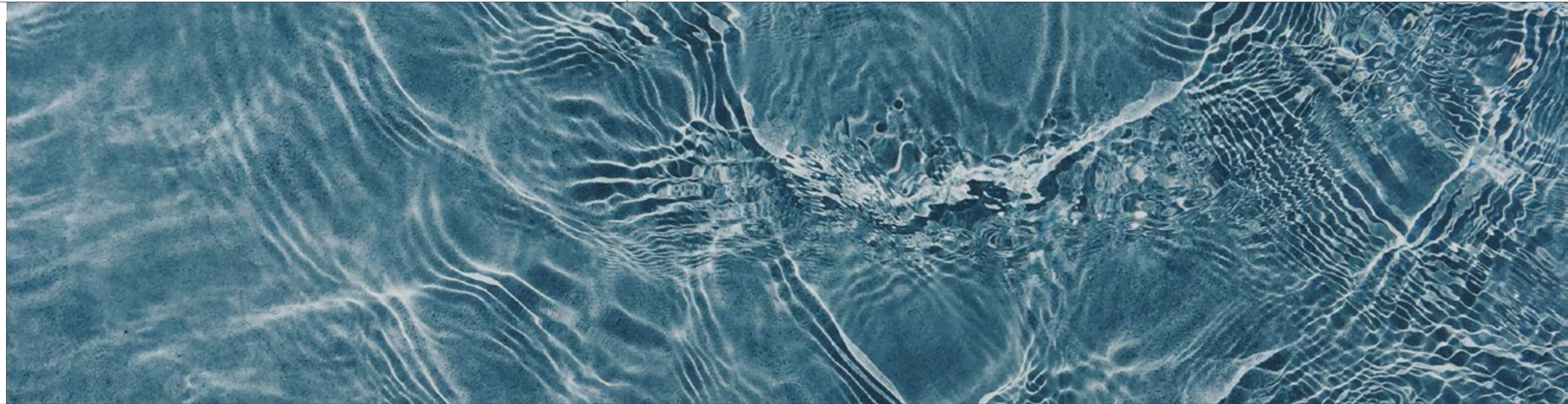
### Revenues from certain sectors

SKYPRO confirms that it is not active in any of the sectors listed in the reporting requirement. Therefore, we do not derive any revenues from controversial weapons, tobacco cultivation and production, the fossil fuel sector, or chemicals production as defined in Division 20.2 of Annex I to Regulation (EC) No 1893/20062.



# [ 5.3 ] Governance Performance

[ 5.3.1 ] Business Conduct



## Ethical Direction

### Instruction on Code of Ethics:

We ensure alignment with our Code of Ethics by annually instructing the Board of Directors, providing comprehensive training on ethical standards for newly hired employees, and communicating any updates or revisions across the organization.

### Internal Good Governance:

Within SKYPRO, we focus on robust internal governance practices to ensure clarity, transparency, and collaborative decision-making. This includes:

**01**

A formal organizational chart delineates the management and reporting structure of the company, fostering clarity and accountability.

**02**

Written job descriptions for all employees outline their responsibilities and decision-making authority, promoting transparency and efficiency.

**03**

Regular management team meetings are set up to strategize and make operational decisions collaboratively, driving organizational effectiveness.

# [ 5.3 ] Governance Performance

[ 5.3.1 ] Business Conduct

## Financial Integrity

### Financial Controls

In our efforts to manage SKYPRO’s finances effectively, we have implemented measures such as:

**01**

Authorization for payment, execution, and record-keeping is a collaborative effort involving the finance department, board of directors, and CEO, ensuring accountability.

---

**02**

Access to accounting software systems is meticulously restricted to authorized personnel within the finance department and board of directors. Exclusive access to credit or ATM cards is granted solely to the CEO, enhancing financial oversight.

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**03**

Routine management of inventory systems is conducted to ensure accuracy and efficiency, with different access levels tailored to staff positions, safeguarding sensitive data.

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### Public Transparency

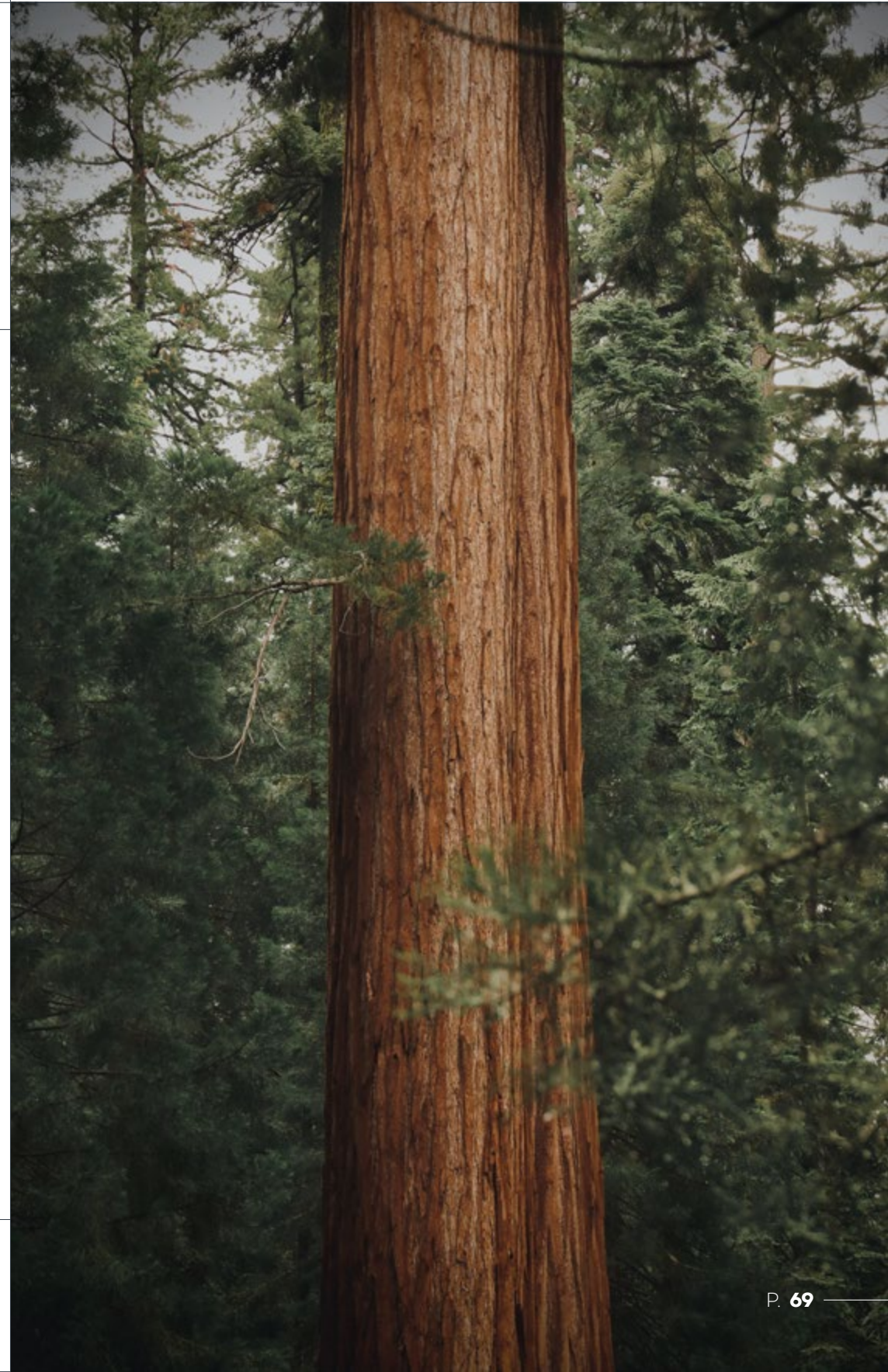
SKYPRO maintains transparency by publicly disclosing beneficial ownership, financial performance, and social and environmental impact reports.

### Financial Reporting to Employees

Employees receive updates on financial performance, with all financial information (excluding salaries) disclosed quarterly. Furthermore, SKYPRO ensures public access to financial statements.

### Independent Financial Verification

The company undergoes an annual audit conducted by an independent source, ensuring the accuracy and integrity of financial statements and practices, and promote trust among stakeholders.



## [ 5.3 ] Governance Performance

### [ 5.3.1 ] Business Conduct



## Your Voice Matters

At SKYPRO, every voice matters, so we encourage our stakeholders to report any concerns or complaints related to:

- 01** | Conduct which is an offense or a breach of law;
- 02** | Failure to comply with a legal obligation;
- 03** | Health and safety risks, including risks to the public as well as other employees;
- 04** | Possible fraud and corruption;
- 05** | Sexual, physical or other abuse of clients;
- 06** | Other unethical conduct;
- 07** | Actions which are unprofessional, inappropriate or conflict with general understanding of what is right and wrong.

through the following channels:

- 01** | Direct Reporting to Supervisor/Manager (Intern)
- 02** | Email Reporting (Intern/Extern)

## [ 5.3 ] Governance Performance

### [ 5.3.1 ] Business Conduct

# Lenght of Supplier Relationships

The **average tenure of SKYPRO's relationships with suppliers exceeds 36 months**, reflecting our commitment to adopt long-term partnerships built on trust, reliability, and mutual benefit, enabling us to maintain consistency in the quality of materials and services we provide.\*

\*We review our largest suppliers, who account for 80% of our total costs as well as the length of time that SKYPRO has purchased from each of them. Some of these partnerships have been in place for more than 10 years.



# [ 5.3 ] Governance Performance

## [ 5.3.1 ] Business Conduct



Wings of Change:

# Our Commitment to Community

Our corporate social responsibility initiatives include **in-kind donations of footwear and clothing, financial support of NGOs such as OIKOS**, and participation in reforestation efforts, such as **replanting native trees with Lipor**.





## [ 5.3 ] Governance Performance

[ 5.3.1 ] Business Conduct

### Social and Environmental Performance as a part of decision- making

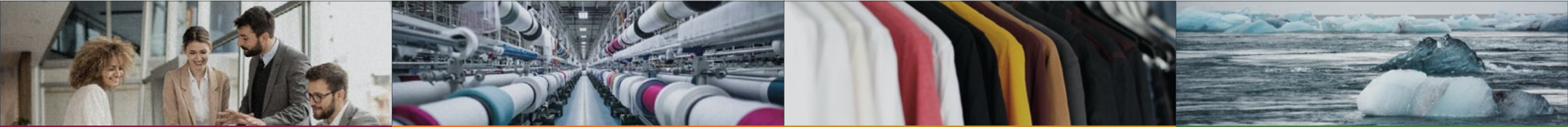
In 2023, SKYPRO initiated the **process of amending its bylaws** to ensure the integration of sustainability into its DNA. The following changes were requested for this purpose:

The company's objectives are to promote its success for the benefit of its shareholders and, through its business and operations, to have a significant positive global impact on society and the environment as a whole.

In the decision-making process, executive managers (or executive directors) must also take into account the social, economic, legal or other effects of any action on current employees or retirees, suppliers and customers of the company or its subsidiaries, and the communities and society in which the company or its subsidiaries operate, together, in the short term, as well as in the long term, the interests of its partners (or shareholders) and the effect of the company's operations on the environment and economy of the region and the country.



# 6 | In Briefing



## 8 | Decent Work & Economic Growth



### Current Achievements

SKYPRO continues to progress in promoting sustainable economic growth and decent work by implementing fair labor practices, fostering employee development, and ensuring safe working conditions. We maintain a wage ratio of less than 5x between the highest and lowest-paid employees, highlighting our commitment to fair and equitable pay. We've established policies to support employee well-being and career advancement, contributing to a positive work environment.

### Future Actions

To further our commitment, we plan to expand our employee training programs, focusing on skills development and career progression. Additionally, we will continue to improve workplace safety standards and enhance our fair labor practices to ensure the well-being of our workforce and workforce in the value chain.

## 9 | Industry, Innovation and Infrastructure



### Current Achievements

We have focused on digital transformation and innovation within the uniform industry. We have developed a complete offering of cutting-edge, sustainable, and eco-friendly uniform items. We have also implemented advanced digital transformation in uniform management.

### Future Actions

Looking ahead, we aim to increase our investment in research and development to drive further innovation. We will also strengthen our partnerships with RTD companies and educational institutions to foster collaborative innovation and infrastructure development. We plan to increase the use of artificial intelligence to solve complex problems and improve operational efficiency.

## 12 | Responsible Consumption and production



### Current Achievements

SKYPRO has taken significant steps to promote responsible consumption and production by implementing a circular business model. This includes controlling the return of uniforms, pioneering enzymatic hygienization processes for reuse, and offering cutting-edge recycling options for post-consumer clothing and shoes.

### Future Actions

We intend to further enhance our circular economy practices by expanding the recycling and reuse programs. We will also work on improving the sustainability of our supply chain. We also plan to expand our product carbon footprint assessment to better measure and mitigate the impact of our products.

## 13 | Climate Action



### Current Achievements

We have committed to reducing our carbon footprint and have made progress in measuring and reporting our environmental impact. We have implemented strategies to decrease CO<sub>2</sub> emissions and are actively working towards achieving carbon neutrality.

### Future Actions

We will continue to enhance our efforts to combat climate change by adopting more renewable energy sources in our offices and improving energy efficiency across all operations. We will also work on developing comprehensive climate resilience strategies and set more ambitious targets for reducing our greenhouse gas emissions. We are also committed to achieving B Corp certification, which will further solidify our commitment to high social and environmental standards.

# SKYPRO's Collaborative approach to the ESG Report

The completion of SKYPRO's ESG (Environmental, Social, and Governance) Report marked a monumental milestone achieved through unwavering collaboration and dedication. It was not merely a document but a testament to the collective spirit and commitment of every department within our organization.

Every facet of our company, from IT to Sustainability, from Product to Operations, from Human Resources to Finance, from Art to Sales and Marketing, poured their hearts and minds into this endeavor. Guided by the ethos of transparency and responsibility, each department played a pivotal role in shaping the narrative of our corporate responsibility journey.

This report is a reflection of our shared values, our unwavering commitment to sustainability, and our relentless pursuit of excellence. It encapsulates the essence of our company culture—one of inclusivity, innovation, and integrity.

Over a six-month period, our team meticulously curated this report, drawing upon a vast array of documents, data, and insights. This achievement was the culmination of a collective vision, fueled by the passion and determination of every member of our team.

As we reflect on this journey, let us not only celebrate our accomplishments but also recommit ourselves to the principles that guide us. Let this report serve as a testament to what we can achieve when we work together with purpose and conviction.

Moving forward, let us continue to strive for excellence, to push the boundaries of what is possible, and to lead by example in all that we do. Together, we have the power to create a brighter, more sustainable future for generations to come.



**The completion of SKYPRO's ESG Report was a comprehensive and collaborative effort between all SKYPRO's Departments.**



# 7 Appendix

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# [ 7.1 ] Key Stakeholders

## Key Stakeholders Engagement

This table provides a detailed view of SKYPRO’s stakeholder categories, their expectations, and the ways we are engaging each group to meet their needs and concerns. It illustrates our commitment to building strong and sustainable relationships with all stakeholders.

| Stakeholder Category                                   | What they expect from us   | How are engaging with them   |
|--|--|--|
| Shareholders   | Return on investment and organizational stability and sustainability   | Meetings; Performance Reports  |
| Management   | Build a reputable organization, ensure sustained growth, achieve continuous value generation, and maintain a positive work environment   | Strategic planning sessions; Regular communication channels; Performance assessments   |
| Customers  | Meeting product/service specifications, meeting delivery deadlines, quality and reliability of products or services and ability to understand, meet and exceed customer expectations                         | Customer feedback surveys; Personalized customer service; Transparent communication channels                                 |
| Employees  | Timely payment, career development, recognition, adequate training, a safe and healthy working environment and prevention and minimization of occupational health and safety risks                           | Training opportunities; Fair and timely payment; Open communication channels to address employee needs and concerns.         |
| Suppliers*   | Business volume, compliance with payment dates, formal requisitions with delivery times appropriate to the supplier’s capacity, clear communication and SKYPRO’s organizational stability and sustainability | Clear communication channels; Code of Conduct of Suppliers   |
| Banks  | Ensure financial stability through deposits and transactions, acquisition of banking products and compliance with commitments agreed   | Transparent financial reporting; Regular communication   |
| Insurers   | Promote a safety culture, achieve the target of zero personal, material and environmental accidents with a significant impact and contribute to risk management  | Adherence to safety protocols  |
| Regulatory Authorities                                 | Compliance with reporting obligations and timely payment of taxes, compliance with legislation and support financial stability   | Transparent reporting practices; Regular communication   |
| Society in General                                     | Compliance with legal and statutory requirements, ethical behavior, prevention and response capacity to emergencies and damage that may cause environmental pollution  | Corporate social responsibility initiatives  |
| Municipalities, Environmental, Agency, Labor Authority | Fulfilling legal compliance obligations and submitting mandatory information/documentation on time (environment, health and safety)  | Regular reporting  |
| International Offices                                  | Provide products and services that meet customers’ environmental requirements and meet delivery deadlines and quality requirements   | Compliance with global standards and environmental expectations; Regular communication                                       |
| Logistic Center  | Fulfill contractual agreements   | Established clear contractual terms  |
| Designers  | Fulfill contractual agreements and explore eco-friendly materials  | Collaborate closely on project specifications; Communicate design expectations clearly; Explore sustainable material options |

\* Raw Materials/Goods and Transport; Product Suppliers (Uniforms, Footwear, Accessories); IT Services Provider; Laboratory Testing Services Provider; Scientific and Technological System Entities (RTD entities); Sustainability and Other Services Providers.

# [ 7.2 ] Methods for Calculating Sustainability Matters

## Calculation of SKYPRO's Carbon Footprint

An initial survey was conducted to identify the categories that SKYPRO considered most important for reporting in the first phase. In future assessments, additional categories will be taken into account to improve the accuracy and comprehensiveness of our carbon footprint reporting. **We enlisted the support of a consultancy firm and followed the GHG Protocol to ensure our calculations are scientifically accurate and reflective of actual emissions.**

To calculate the carbon footprint of SKYPRO's activities, the following factors were considered:

### Scope 1 Emissions:

#### Fleet Consumption:

This includes the kilometers traveled, the calorific value and density of the cars. The emission factor was sourced from the CRF 2022.

### Scope 2 Emissions:

#### Fugitive Emissions:

Based on the 2023 maintenance certificate, it was reported that there were no leaks.

#### Electric Consumption:

This was determined using the energy bills from our energy suppliers and the AIB 2022 emission factors.

### Scope 3 Emissions:

#### Purchase of Products:

The weights and quantities of materials purchased were taken into account and we use the emission factor from Ideamat 2022.

#### Transportation of Raw Materials/Products (Upstream):

Shipments were accounted for by weight and the emission factor was taken from DEFRA 2023.

#### Business Travel:

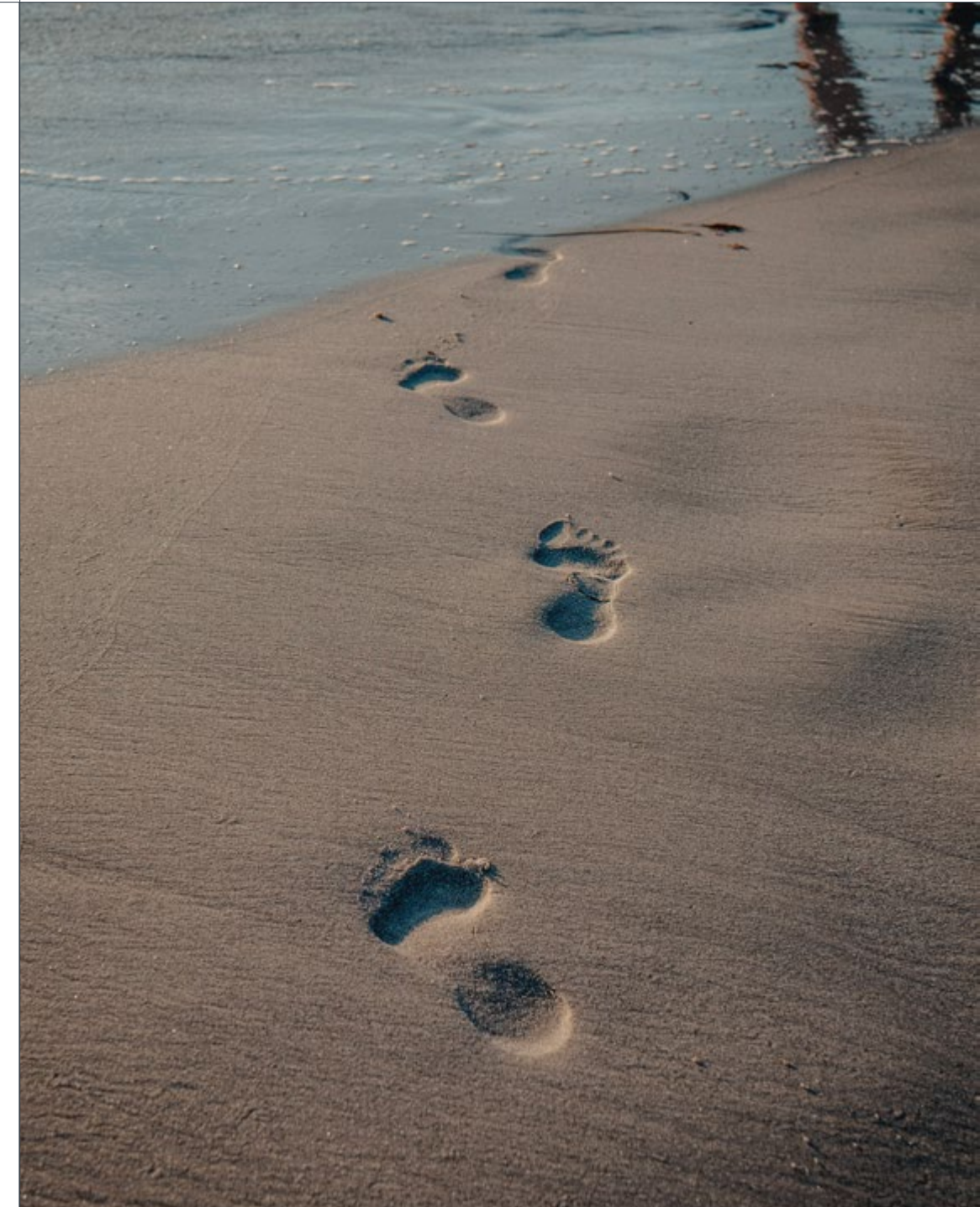
This considered the number of people per stay, the duration of the stay, and the associated emission factors for travel and accommodation, based on DEFRA 2023 and GreenView

#### Upstream leased assets:

Energy consumption associated with the space used in leased assets was considered, with emission factors derived from energy supplier invoices.

#### Downstream transportation and distribution:

Shipments downstream were considered by weight and quantity, with the emission factor from DEFRA 2023.



### Water Consumption:

Calculated using the invoices from the water supplier.

### Waste:

The value may not be exact as it was estimated based on consumption over six months, assuming an average monthly value and applying this approach to the remaining months.

### Packaging Placed on Market:

This included the packaging placed on the domestic market and in Germany, in partnership with "Sociedade Ponto Verde."

# [ 7.3 ] Basis of this Report

**In everything that we do, we are guided to create value for society and our business, and to do it with a social and environmental responsibility.**



In 2022, SKYPRO CEO and the Sustainability Chief Officer, also a SKYPRO board member, launch SKYPRO Sustainability and Circularity Strategy 2023-2026, which ESG Reporting is one of the key elements.

After a previous assessment, the company decided to report using the EFRAG recent published VOLUNTARY ESRS FOR NON-LITED SMALL-AND MEDIUM – SIZED ENTERPRISES (VSME ESRS; Exposure Draft; January 2024).

Our aim was to build this report incorporating, as much as possible, the principles and requirements of this voluntary standard, and also on SKYPRO material issues.

This report has been prepared on an individual basis, e.g., is limited only to the information of the company. SKYPRO publish this report using **OPTION D: Basic Module, Narrative-PAT Module and Business Partner Module.**

## [ 7.4 ] Double Materiality Assessment

We have performed a double materiality assessment (DMA), with reference to the principles and some of the VSME ESRS requirements. We have also followed the main concepts and methodology approach referred on EFRAG IG1 Materiality Assessment, an implementation guidance, issued in May 2024 by EFRAG. This guide is non-authoritative and accompanies the European Sustainability Reporting Standards (ESRS). The DMA will be further developed in coming year, supporting the material issues that should be present in our reporting regarding 2024 fiscal year.

**For identify SKYPRO material issues, we have assessed the impacts that our company has, or is likely to have, on people and the environment, as well the financial risks and opportunities that arise or may arise from sustainability matters.**

This report provides information that is relevant, faithful, understandable and verifiable. The outcome from our first DMA represents a true and fair picture of our impacts, risks and opportunities.

At the same time, **we acknowledge some constrains of this exercise, in terms of stakeholder feedback and also a better quantitative valuation of impacts, risks and opportunities (IRO ´s).**

The report presents complementary data, besides the standard metrics (from B3 to B12), with additional qualitative and/or quantitative information, whenever we felt that this would be useful for a more comprehensive outlook of SKYPRO ESG management profile and/or performance.

While this DMA represents SKYPRO's initial effort, valuable insights were achieved and further improvements in the methodology will be taken for coming year's DMA. The guidance from EFRAG has also been combined with our own interpretation of the standards. The step-by-step DMA process, and the steps taken for listing IRO's, scoring and prioritization of material issues is explained in next slides.





## [ 7.4 ] Double Materiality Assessment

### Step A

#### Understanding the context

- 01** | Overview of the company activities and business relationship. We also have proceed a stakeholder map, and have identified the company key main affected stakeholders;
- 02** | In this step, we have also taken in consideration SKYPRO activities, products/services and the geographic locations of these activities. We also considered the relevant legal and regulatory landscape, the company strategy, business plan and financial statements, as well the information provided to investors;
- 03** | We have also considered SKYPRO main business relationships and upstream and/or downstream value chain. This information had already been mapped due to our Environmental Management System;
- 04** | We have also considered other published documentation, such ESG reports related with our sector, benchmark analysis of material aspects from our peers and clients;
- 05** | Those analysis served as inputs for the identification of potential material issues, namely issues that couldn't be present on ESRS AR 16 topics (or sub or sub sub topics);
- 06** | All together, this global overview provided a set of key inputs to identify SKYPRO impacts, risks and opportunities (IROs).

### Step B

#### Identification of the actual and potential impacts, risks and opportunities related to sustainability matter

- 01** | We have considered a list of impacts relating to environmental, social and governance matters across SKYPRO own operations and its value chain (downstream and upstream);
- 02** | **Our starting point was the impact assessment** (inside-out) which builds on how we have previously identified and assessed the sustainability-related impacts of our own operations and value chain. We have also conducted a **financial assessment (outside-in)** of the sustainability related risks and opportunities;
- 03** | **SKYPRO environmental impact assessment previously done, under ISO procedures, approved by the European Standardization System**, was use to inform the list of impacts (the environmental aspects and **impacts of our own operations and value chain were done with the support of an external expert**);
- 04** | For our list of impacts, risks and opportunities, we have also considered other internal business process, such as grievance mechanisms, and more informal feedback moments with the company clients, employees, suppliers, investors and business partners to evaluate the need to add entity-specific impacts and/or matters;
- 05** | We have used the list of the sustainability matters in ESRS 1 paragraph AR16 to validate the completeness of our impact list. However, the issues from AR 16 that were not in our previous environmental and social impact assessment tool were considered as not material.

### Step C

#### Assessment and determination of material IROs related to sustainability matters

- 01** | We have used SKYPRO management system criteria for assessing impact and financial materiality, in order to determine the material actual and potential impacts and the material risks and opportunities. **The impacts are classified in the following criteria: Type of impact (Direct vs. Indirect and Positive vs Negative); Temporality (Actual vs Future); The direct impacts were assessed against their level of Gravity; Probability; Compliance with legislation; Monitoring and treatment. The indirect impacts were assessed against: A) Influence that SKYPRO may have on the entity; and B) Impact that the entity's behavior may have on the product's life cycle. We have taken in consideration for our impact materiality the impacts classified as "significant" in our significance assessment.**
- 02** | For our financial materiality, we have considered the sustainability related risks and opportunities classified as relevant.

# [ 7.4 ] Double Materiality Assessment

## List of the voluntary SME EFRAG standard topics, and related risks and opportunities

The following tables list the sustainability-related impacts and risks we have identified and assessed as material as a result of our double materiality assessment process.

01 of 06

| Topic                             | Sub Topic   | Sub Sub Topic  | Associated Relevant Impact / Environmental Aspect / Activity   | Associated Relevant Risk / Opportunity / Effects on SKYPRO activities and strategy  | Policies/Actions/Targets   |
|-----------------------------------|---|--|--|---|--|
| <b>Climate change</b>             | <ul style="list-style-type: none"> <li>Climate change adaptation</li> <li>Climate change mitigation</li> <li>Energy</li> </ul>  | -  | <ul style="list-style-type: none"> <li>Depletion of the ozone layer / use of ODS / administrative activities</li> <li>GEE's emissions/ depletion of natural resources / diesel/ gasoline consumption/ transport of goods /products by land, air, maritime</li> <li>GEE's emissions/ depletion of natural resources/electricity consumption</li> <li>Depletion of the ozone layer / use of VOC's/ reuse services and chemical recycling services</li> <li>Decrease of GEE emissions and energy consumption due to our responsible products and circular business model</li> <li>SKYPRO upstream and downstream value chain activities generates climate-warming greenhouse gas emissions</li> </ul> | <ul style="list-style-type: none"> <li>Increase of products and services associated with the company circular strategy, and ESG value proposition</li> <li>Costs due to inefficiencies associated with product transportation</li> <li>Reduction of energy consumption and cost optimisation</li> <li>Low-carbon collection production</li> <li>Disruptions in production or transport of SKYPRO products due to storms and other extreme weather events</li> </ul> | More information on pages: <b>20 · 24 · 25 · 26 · 27 · 28 · 29</b> |
| <b>Pollution</b>                  | <ul style="list-style-type: none"> <li>Pollution of air</li> <li>Pollution of water</li> <li>Pollution of soil</li> <li>Pollution of living organisms and food resources</li> <li>Substances of concern</li> <li>Substances of very high concern</li> </ul> | -  | <ul style="list-style-type: none"> <li>Potential soil pollution/contamination / industrial waste related with production of samples and orders -on SKYPRO partners factories and mechanical recycling services, and chemical recycling services</li> <li>Potential soil pollution / contamination associated with packaging at the customer and product disposal</li> <li>Depletion of natural resources / use of chemical substances / mechanical recycling services and chemical recycling services</li> <li>Potential soil pollution/contamination, related with the industrial waste generated by the production of samples and orders</li> </ul>  | <ul style="list-style-type: none"> <li>Potential environmental deviations on SKYPRO outsourced production units may result in production disruptions</li> <li>Waste recovery (reutilization or as a subproduct to a new industrial process)</li> <li>Packaging cost</li> </ul>  | More information on pages: <b>20 · 30</b>                          |
| <b>Water and marine resources</b> | <ul style="list-style-type: none"> <li>Water</li> <li>Marine resources</li> </ul>   | <ul style="list-style-type: none"> <li>Water consumption</li> <li>Water withdrawals</li> <li>Water discharges</li> <li>Water discharges in the oceans</li> <li>Extraction and use of marine resources</li> </ul> | <ul style="list-style-type: none"> <li>Depletion of natural resources/ water consumption / cleaning and/or reuse services and mechanical recycling services, and chemical recycling services</li> </ul>  | <ul style="list-style-type: none"> <li>Increase of revenues from new circular business models (reuse/repair/recycling)</li> </ul>   | More information on pages: <b>20 · 32</b>                          |
|                                   |   |  |  |   |  |

# [ 7.4 ] Double Materiality Assessment

| Topic                              | Sub Topic  | Sub Sub Topic  | Associated Relevant Impact / Environmental Aspect / Activity  | Associated Relevant Risk / Opportunity / Effects on SKYPRO activities and strategy  | Policies/Actions/Targets   |
|------------------------------------|--|--|---|---|--|
| <b>Biodiversity and ecosystems</b> | • Direct impact drivers of biodiversity loss   | <ul style="list-style-type: none"> <li>• Climate Change</li> <li>• Land-use change, fresh water-use change and sea-use change</li> <li>• Direct exploitation</li> <li>• Invasive alien species</li> <li>• Pollution</li> <li>• Others</li> </ul> | <ul style="list-style-type: none"> <li>• The potential soil pollution/contamination, related with the industrial waste generated by the production of samples and orders, at SKYPRO production sites or packaging at the product disposal (already mentioned in climate change) can have a negative impact on species and/or ecosystems</li> <li>• The potential pollution of water due to wastewater discharges, associated with the supplier plant, to waterbodies can have a negative impact on species and/or ecosystems</li> <li>• Depletion of natural resources / consumption of raw materials and natural resources, and electricity consumption in SKYPRO production sites can have a negative impact on species and/or ecosystems</li> <li>• Depletion of natural resources / use of chemical substances can have a negative impact on species and/or ecosystems</li> </ul> | <ul style="list-style-type: none"> <li>• Market differentiation due to new products with higher content of more environmental friendly raw materials</li> <li>• Increase of regulation to promote biodiversity an lead to increase costs</li> </ul>   | More information on pages: <b>20 · 31</b>  |
|                                    | • Impacts on the state of species  | -  |   |   |  |
|                                    | • Impacts on the extent and condition of ecosystems  | -  |   |   |  |
|                                    | • Impacts and dependencies on ecosystem services   | -  |   |   |  |
| <b>Circular economy</b>            | <ul style="list-style-type: none"> <li>• Resources inflows, including resource use</li> <li>• Resource outflows related to products and services</li> <li>• Waste</li> </ul> | -  | <ul style="list-style-type: none"> <li>• SKYPRO circular model service can lead to reduce the environmental impacts associated with this business sector</li> <li>• Potential soil pollution/contamination / industrial waste related with production of samples and orders -on SKYPRO production sites</li> <li>• Potential soil pollution / contamination associated with packaging at the customer and product disposal</li> </ul>   | <ul style="list-style-type: none"> <li>• Reuse, repair and/or recycling post-consumer itens</li> <li>• Expanding our portfolio collections with ESG value propositions</li> <li>• Expanding sources of customer revenue through our circular service</li> <li>• Lower environmental impact packaging</li> <li>• Due to legislation and social expectations, B2B segments will tend to use recyclable products and to select business with more sustainable business models</li> </ul> | More information on pages: <b>20 · 33 · 34 · 35 · 36 · 37 · 38 · 39 · 40 · 41 · 42 · 43 · 44 · 45 · 46 · 47 · 48</b> |
|                                    |  | -  |   |   |  |

# [ 7.4 ] Double Materiality Assessment

03 of 06

| Topic         | Sub Topic                                   | Sub Sub Topic  | Associated Relevant Impact / Environmental Aspect / Activity   | Associated Relevant Risk / Opportunity / Effects on SKYPRO activities and strategy   | Policies/Actions/Targets  |
|---------------|---|--|--|--|---|
| Own Workforce | • Working conditions                        | <ul style="list-style-type: none"> <li>• Secure employment</li> <li>• Working time</li> <li>• Adequate wages</li> <li>• Social dialogue</li> <li>• Freedom of association, the existence of works councils and the information, consultation and participation rights of workers</li> <li>• Collective bargaining, including rate of workers covered by collective agreements</li> <li>• Work-life balance</li> <li>• Health and safety</li> </ul> | <ul style="list-style-type: none"> <li>• Unbalance working conditions can weaken the quality of life of employees and their families</li> <li>• Potential violations of labour rights can cause suffering, inequality, dissatisfaction, and decrease the quality of life of employees and their families</li> <li>• Secure employment affect workers wellbeing and satisfaction.</li> <li>• Poor balance between professional and personal life affect workers life's</li> <li>• Difficulty in managing family responsibilities alongside work commitments.</li> <li>• Workplace injuries leading to long-term disabilities</li> <li>• Compensation not commensurate with job responsibilities and market standards can lead to dissatisfaction, suffering and potential mental diseases</li> <li>• Inadequate work health and safety conditions could jeopardise employee's health or safety, and impact employees' general physical and mental wellbeing and work ability</li> </ul> | <ul style="list-style-type: none"> <li>• Cost related with a high employee turnover</li> <li>• Employees satisfaction increase their commitment with the business development and targets due to higher satisfaction, motivation and performance</li> <li>• Poor recruitment, talent management or higher employee attrition rates can decrease SKYPRO performance and competitiveness</li> <li>• Reputation increase due to best practices regarding working conditions and balance between professional and personal life</li> <li>• Engage and promote continuous training</li> </ul> | More information on pages:<br><b>20 · 50 · 51 · 52 · 53 · 54 · 55 · 56 · 57</b><br><b>58 · 59 · 60 · 61</b> |
|               | • Equal treatment and opportunities for all | <ul style="list-style-type: none"> <li>• Gender equality and equal pay for work of equal value</li> <li>• Training and skills development</li> <li>• Employment and inclusion of persons with disabilities</li> <li>• Measures against violence and harassment in the workplace</li> <li>• Diversity</li> </ul>  | <ul style="list-style-type: none"> <li>• Potential violations of gender equality and/or equal pay, can cause suffering, inequality, dissatisfaction, and decrease the quality of life of employees and their families</li> <li>• Business culture that promote insufficient professional training can lead to employee's dissatisfaction</li> <li>• Inclusion of persons with disabilities may contribute to communities with higher level of wellbeing</li> <li>• Diversity in the workforce can have lead to communities with higher level of wellbeing</li> <li>• Violence and harassment in the workplace can cause suffering to employees and their families</li> </ul>   | <ul style="list-style-type: none"> <li>• Cost related with a higher employee attrition rate due to company absence of good practices related to equal treatment</li> <li>• Potential damage to SKYPRO reputation due to a lack of equal treatment</li> <li>• Ability to attract the adequate talent, and to improve employee's satisfaction and performance</li> <li>• Lack of the adequate talent</li> </ul>  |   |
|               | • Other work-related rights                 | <ul style="list-style-type: none"> <li>• Child labour</li> <li>• Forced labour</li> <li>• Adequate housing</li> <li>• Privacy</li> </ul>   | <ul style="list-style-type: none"> <li>• Child labour can cause suffering, inequality, dissatisfaction, and decrease the quality of life of employees and their families</li> <li>• Child labour can lead to insufficient communities development</li> <li>• Lack of privacy can lead to employees dissatisfaction and suffering</li> <li>• Holidays and employees leave policies have higher impact in employee well-being and satisfaction</li> </ul>  | <ul style="list-style-type: none"> <li>• Cost related with a high employee turnover</li> <li>• Potential damage to SKYPRO reputation</li> <li>• Lack of the adequate talent</li> <li>• Good practices in holidays, sick leaves, pregnancy, maternity and paternity leaves, promote employee's satisfaction and commitment</li> </ul>   |   |

# [ 7.4 ] Double Materiality Assessment

| Topic                                    | Sub Topic   | Sub Sub Topic  | Associated Relevant Impact / Environmental Aspect / Activity   | Associated Relevant Risk / Opportunity / Effects on SKYPRO activities and strategy  | Policies/Actions/Targets  |
|--|---|--|--|---|---|
| <p><b>Workers in the value chain</b></p> | <ul style="list-style-type: none"> <li>Working conditions</li> </ul>                        | <ul style="list-style-type: none"> <li>Secure employment</li> <li>Working time</li> <li>Adequate wages</li> <li>Social dialogue</li> <li>Freedom of association, the existence of works councils and the information, consultation and participation rights of workers</li> <li>Collective bargaining, including rate of workers covered by collective agreements</li> <li>Work-life balance</li> <li>Health and safety</li> </ul> | <ul style="list-style-type: none"> <li>Unsecure employment can lead to dissatisfaction, suffering and lack of wellbeing</li> <li>Unbalance working time condition can weaken the quality of life of employees and their families</li> <li>Potential violations of labour rights can cause suffering, inequality, dissatisfaction, and decrease the quality of life of employees and their families</li> <li>Poor balance between professional and personal life affect workers life's, in a negative way, causing suffering and, potential mental diseases</li> <li>Difficulty in managing family responsibilities alongside work commitments</li> <li>Workplace injuries leading to long-term disabilities</li> <li>Inadequate work health and safety conditions could jeopardise employee's health or safety, and impact employees' general</li> <li>Compensation not commensurate with job responsibilities and market standards</li> <li>Situations that could jeopardise employee's health or safety can weaken the work ability of suppliers' employees, as well as their physical and mental wellbeing, and increase work-related accidents</li> <li>Inadequate working conditions</li> <li>Excessive working hours for supply chain workers, as well as insufficient remuneration conditions may lead to dissatisfaction and suffering</li> <li>Lack of employees social protection can lead to suffering, social problems, and social costs</li> <li>SKYPRO ability to implement tools to prevent inadequate working conditions can have a positive impact on the working conditions of suppliers' employees</li> </ul> | <ul style="list-style-type: none"> <li>Supplier commitment with social and human rights principles and conduct rules can increase the image, reputation and competitiveness of SKYPRO</li> <li>Suppliers' breach of contractual agreements on human rights commitments can create commercial risks and financial damages to SKYPRO</li> <li>Forced labour, modern slavery and illegal emigration can generate higher reputation risks and financial damages to SKYPRO</li> <li>Fair wages and better working conditions contribute to employee's satisfaction and commitment with higher product quality standards</li> </ul> | <p>More information on pages:<br/>20 • 60 • 61 • 62 • 63 • 64 • 65 • 70</p> |
|  | <ul style="list-style-type: none"> <li>Equal treatment and opportunities for all</li> </ul> | <ul style="list-style-type: none"> <li>Gender equality and equal pay for work of equal value</li> <li>Training and skills development</li> <li>The employment and inclusion of persons with disabilities</li> <li>Measures against violence and harassment in the workplace</li> <li>Diversity</li> </ul>  | <ul style="list-style-type: none"> <li>Potential violations of gender equality and/or equal pay, can cause suffering, inequality, dissatisfaction, and decrease the quality of life of employees and their families</li> <li>Business culture that promote insufficient professional training can lead to employee's dissatisfaction</li> <li>Inclusion of persons with disabilities may contribute to communities with higher level of wellbeing</li> <li>Diversity in the workforce can have lead to communities with higher level of wellbeing</li> <li>Violence and harassment in the workplace can cause suffering to employees and their families</li> </ul>   | <ul style="list-style-type: none"> <li>Supplier commitment with social and human rights principles and conduct rules can increase the image, reputation and competitiveness of SKYPRO</li> <li>Suppliers' breach of contractual agreements on human rights commitments can create commercial risks and financial damages to SKYPRO</li> <li>Fair wages and better working conditions contribute to employee's satisfaction and commitment with higher product quality standards</li> </ul>  |   |

# [ 7.4 ] Double Materiality Assessment

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| Topic                       | Sub Topic   | Sub Sub Topic   | Associated Relevant Impact / Environmental Aspect / Activity  | Associated Relevant Risk / Opportunity / Effects on SKYPRO activities and strategy   | Policies/Actions/Targets                                 |
|-----------------------------|---|---|---|--|--|
|                             | <ul style="list-style-type: none"> <li>Other work-related rights</li> </ul>                         | <ul style="list-style-type: none"> <li>Child labour</li> <li>Forced labour</li> <li>Adequate housing</li> <li>Water and sanitation</li> <li>Privacy</li> </ul>                          | <ul style="list-style-type: none"> <li>Violation of labour rights in SKYPRO supply chain would cause human suffering and inequality</li> <li>Child labour can cause suffering, inequality, dissatisfaction, and decrease the quality of life of employees and their families</li> <li>Child labour can lead to insufficient communities development</li> <li>Lack of privacy can lead to employees dissatisfaction and suffering</li> </ul> | <ul style="list-style-type: none"> <li>Supplier commitment with social and human rights principles and conduct rules can increase the image, reputation and competitiveness of SKYPRO</li> <li>Suppliers' breach of contractual agreements on human rights commitments can create commercial risks and financial damages to SKYPRO</li> <li>Good practices in holidays, sick leaves, pregnancy, maternity and paternity leaves, promote employee's satisfaction and commitment employee's satisfaction and commitment with higher product quality standards</li> </ul> |  |
| <b>Affected communities</b> | <ul style="list-style-type: none"> <li>Communities' economic, social and cultural rights</li> </ul> | <ul style="list-style-type: none"> <li>Adequate housing</li> <li>Adequate food</li> <li>Water and sanitation</li> <li>Land-related impacts</li> <li>Security-related impacts</li> </ul> | <ul style="list-style-type: none"> <li>An inadequate supplier engagement model may lead to an increase of social negative impacts in SKYPRO supplier chain employees, namely poor housing, food, warer ou security coniditons.</li> </ul>   | <ul style="list-style-type: none"> <li>Communities dealing with negative local environmental and/or social externalities can erode the company licence to operate</li> <li>Supplier commitment with social and human rights principles and conduct rules can increase the image, reputation and competitiveness of SKYPRO</li> <li>Suppliers' breach of contractual agreements on human rights commitments can create commercial risks and financial damages to SKYPRO</li> </ul>  | More information on pages: <b>20 · 62 · 64 · 65 · 70</b> |
|                             | <ul style="list-style-type: none"> <li>Communities' civil and political rights</li> </ul>           | <ul style="list-style-type: none"> <li>Freedom of expression</li> <li>Freedom of assembly</li> <li>Impacts on human rights defenders</li> </ul>   | <ul style="list-style-type: none"> <li>An inadequate supplier engagement model may lead to an increase of social negative impacts in SKYPRO supplier chain employees, namely a violation of Communities' civil and political rights, such as freedom of expression or assembly.</li> </ul>  | <ul style="list-style-type: none"> <li>Communities dealing with negative local environmental and/or social externalities can erode the company licence to operate</li> <li>Supplier commitment with social and human rights principles and conduct rules can increase the image, reputation and competitiveness of SKYPRO</li> <li>Suppliers' breach of contractual agreements on human rights commitments can create commercial risks and financial damages to SKYPRO</li> </ul>  |  |
|                             | <ul style="list-style-type: none"> <li>Rights of indigenous peoples</li> </ul>                      | <ul style="list-style-type: none"> <li>Free, prior and informed consent</li> <li>Self-determination</li> <li>Cultural rights</li> </ul>   | <ul style="list-style-type: none"> <li>An inadequate supplier engagement model may lead to an increase of social negative impacts in SKYPRO supplier chain employees, namely a potential violation od righs of indigenous peoples</li> </ul>  | <ul style="list-style-type: none"> <li>Communities dealing with negative local environmental and/or social externalities can erode the company licence to operate</li> <li>Supplier commitment with social and human rights principles and conduct rules can increase the image, reputation and competitiveness of SKYPRO</li> <li>Suppliers' breach of contractual agreements on human rights commitments can create commercial risks and financial damages to SKYPRO</li> </ul>  |  |

# [ 7.4 ] Double Materiality Assessment

| Topic                   | Sub Topic  | Sub Sub Topic  | Associated Relevant Impact / Environmental Aspect / Activity  | Associated Relevant Risk / Opportunity / Effects on SKYPRO activities and strategy   | Policies/Actions/Targets  |
|-------------------------|--|--|---|--|---|
| Consumers and end-users | Information-related impacts for consumers and/or end-users   | <ul style="list-style-type: none"> <li>Privacy</li> <li>Freedom of expression</li> <li>Access to (quality) information</li> </ul>                      | <ul style="list-style-type: none"> <li>A potential violation of privacy can lead to dissatisfaction on SKYPRO clients and/or product/ services end-users</li> <li>Lack of access to quality information can have a impact on the quality of work life of end users of SKYPRO products/services</li> </ul>   | <ul style="list-style-type: none"> <li>Potential non-compliance on customer and customer employees data protection can lead to commercial and financial risks</li> <li>Increased trust from SKYPRO customers regarding the protection of their personal data can increase SKYPRO reputation and commercial trust</li> </ul>  | More information on pages: <b>20 • 64 • 65 • 70</b>                     |
|                         | Personal safety of consumer and/or end-users   | <ul style="list-style-type: none"> <li>Health and safety</li> <li>Security of a person</li> <li>Protection of children</li> </ul>                      | <ul style="list-style-type: none"> <li>A potential violation or defects related with product/service the personal safety of end users, can lead to dissatisfaction and negative impacts on the quality of work life of end users of SKYPRO products/services</li> <li>A potential violation or defects related with product/service the personal safety of end users, can lead to dissatisfaction and negative impacts on the quality of work life of end users of SKYPRO products/services</li> <li>Lower customer experience can have severe impacts in client engagement and SKYPRO financial turnover</li> <li>Commitment with best ESG practices and UN SDG ´s increase SKYPRO reputation and end-users trust</li> <li>High costumer experience is mandatory for higher client engagement and long term relationships</li> </ul> | <ul style="list-style-type: none"> <li>Potential non-compliance on customer and customer employees personal safety can lead to commercial and financial risks</li> <li>Increased trust from SKYPRO customers regarding the protection of their safety can increase SKYPRO reputation and commercial trust</li> <li>Potential violation can lead to liabilities and other costs</li> </ul>  |   |
|                         | Social inclusion of consumers and/or end-users   | <ul style="list-style-type: none"> <li>Non-discrimination</li> <li>Access to products and services</li> <li>Responsible marketing practices</li> </ul> | <ul style="list-style-type: none"> <li>Potential non-compliance regarding responsible marketing practices can impact the health and safety of our products end users</li> <li>Compliance regarding responsible marketing practices can impact the health and safety of our products end users</li> </ul>  | <ul style="list-style-type: none"> <li>Potential non-compliance regarding responsible marketing practices can lead to commercial and financial risks</li> <li>Increased trust from SKYPRO customers due to the company responsible marketing practices</li> <li>Potential violation can lead to liabilities and other costs</li> </ul>   |   |
| Business conduct        | <ul style="list-style-type: none"> <li>Corporate culture</li> <li>Protection of whistle-blowers</li> <li>Animal welfare</li> <li>Political engagement and lobbying activities</li> <li>Management of relationships with suppliers including payment practices</li> </ul> | <ul style="list-style-type: none"> <li>Prevention and detection including training</li> <li>Incidents</li> </ul>                                       | <ul style="list-style-type: none"> <li>An ethical corporate culture offer employees a safe work environment that can affect their work satisfaction an quality of life</li> <li>A lack of an ethical corporate culture can lead to non-compliance with the law or unethical business operations. This could affect the level of well being of communities</li> <li>Failure to protect the whistleblowers confidentiality can lead to retaliation against whistle-blowers</li> </ul>   | <ul style="list-style-type: none"> <li>SKYPRO reputation as an ethical and reliable operator strengthen, due to a positive ethical corporate culture</li> <li>Potential reputation and financial losses due to a poor ethical corporate culture and/or breaches of legislation, and/or cases of corruption and bribery</li> <li>Lack of, or poor business conducts, erode the company licence to operate. Can also generate commercial risks and financial damages to SKYPRO</li> <li>Best practices and a good business conduct can increase the image, reputation and competitiveness of SKYPRO</li> </ul> | More information on pages: <b>20 • 67 • 68 • 69 • 70 • 71 • 72 • 73</b> |
|                         | Corruption and bribery   |  |   |  |   |

# [ 7.4 ] Double Materiality Assessment

## Material Topics

This report includes information regarding the material topics, listed below. Since this is SKYPRO 1<sup>st</sup> ESG Report we are conscious that a deeper evaluation of the company indirect impacts shall be taken.

The material topics can be also associated with potential inherent impacts that do not currently include policies or tools for the prevention, mitigation, or remediation of these impacts.

We will improve our double materiality analysis methodology, in order to have better and accurate way to assess the financial materiality of our indirect impacts. For this exercise, and due to data limitations, we considered that most of SKYPRO indirect impacts are not material from the financial materiality perspective.

| Material Topic  | Impact Materiality                               | Financial Materiality |   |
|---|--|-----------------------|---|
| <b>Climate Change</b>   |  |                       |   |
| Climate change adaptation   | ✓  | ✓                     |   |
| Climate change adaptation   | ✓  | ✓                     |   |
| Energy  | ✓  | ✓                     |   |
| <b>Pollution</b>  |  |                       |   |
| Pollution of air (indirect impact)                                | ✓  | -                     |   |
| Pollution of water (indirect impact)                              | ✓  | -                     |   |
| Pollution of soil (indirect impact)                               | ✓  | -                     |   |
| Pollution of living organisms and food resource (indirect impact) | ✓  | -                     |   |
| Substances of concern (indirect impact)                           | ✓  | -                     |   |
| Substances of very high concern (indirect impact)                 | ✓  | -                     |   |
| <b>Water and Marine resources</b>                                 |  |                       |   |
| Water   | Water consumption (indirect impact)              | ✓                     | - |
|   | Water withdrawals (indirect impact)              | ✓                     | - |
|   | Water discharges (indirect impact)               | ✓                     | - |
|   | Water discharges in the oceans (indirect impact) | ✓                     | - |
| Marine resources  | Extraction and use of marine resources           | ✓                     | - |

| Material Topic   | Impact Materiality   | Financial Materiality |   |
|--|--|-----------------------|---|
| <b>Biodiversity and Ecosystems</b>                                     |  |                       |   |
| Direct impact drivers of biodiversity loss                             | Climate change (indirect impact)   | ✓                     | - |
|  | Land use change, fresh water-use change and sea-use change (indirect impact) | ✓                     | - |
|  | Direct exploitation (indirect impact)  | ✓                     | - |
|  | Invasive alien species (indirect impact)                                     | ✓                     | - |
|  | Pollution (indirect impact)  | ✓                     | - |
| Impacts on the state of species (indirect impact)                      | -  | -                     |   |
| Impacts on the extent and condition of ecosystems (indirect impact)    | -  | -                     |   |
| Impacts and dependencies on ecosystem services (indirect impact)       | -  | -                     |   |
| <b>Circular economy</b>  |  |                       |   |
| Resources inflows, including resource use (indirect impact)            | ✓  | ✓                     |   |
| Resources outflows, related to products and services (indirect impact) | ✓  | ✓                     |   |
| Waste  | ✓  | ✓                     |   |



# [ 7.4 ] Double Materiality Assessment

| Material Topic                            |   | Impact Materiality | Financial Materiality |
|---|---|--------------------|-----------------------|
| <b>Own workforce</b>                      |   |                    |                       |
| Working conditions                        | Secure employment   | ✓                  | -                     |
|   | Working time  | ✓                  | ✓                     |
|   | Adequate wages  | ✓                  | ✓                     |
|   | Social dialogue   | ✓                  | -                     |
|   | Freedom of association                                    | ✓                  | -                     |
|   | Collective bargaining                                     | ✓                  | -                     |
|   | Work-life balance   | ✓                  | ✓                     |
|   | Health & Safety   | ✓                  | ✓                     |
| Equal treatment and opportunities for all | Gender equality and equal pay for work of equal value     | ✓                  | -                     |
|   | Training and skills development                           | ✓                  | ✓                     |
|   | Employment and inclusion of persons with disabilities     | ✓                  | -                     |
|   | Measures against violence and harassment in the workplace | ✓                  | -                     |
|   | Diversity   | ✓                  | -                     |
| Other work-related                        | Child labour  | -                  | -                     |
|   | Forced labour   | -                  | -                     |
|   | Adequate housing  | -                  | -                     |
|   | Privacy   | -                  | -                     |

| Material Topic                            |   | Impact Materiality | Financial Materiality |
|---|---|--------------------|-----------------------|
| <b>Workers in the value chain</b>         |   |                    |                       |
| Working conditions                        | Secure employment   | ✓                  | -                     |
|   | Working time  | ✓                  | -                     |
|   | Adequate wages  | ✓                  | -                     |
|   | Social dialogue   | ✓                  | -                     |
|   | Freedom of association                                    | ✓                  | -                     |
|   | Collective bargaining                                     | ✓                  | -                     |
|   | Work-life balance   | ✓                  | -                     |
|   | Health & Safety   | ✓                  | -                     |
| Equal treatment and opportunities for all | Gender equality and equal pay for work of equal value     | ✓                  | -                     |
|   | Training and skills development                           | ✓                  | -                     |
|   | Employment and inclusion of persons with disabilities     | ✓                  | -                     |
|   | Measures against violence and harassment in the workplace | ✓                  | -                     |
|   | Diversity   | ✓                  | -                     |
| Other work-related                        | Child labour  | ✓                  | -                     |
|   | Forced labour   | ✓                  | -                     |
|   | Adequate housing  | ✓                  | -                     |
|   | Privacy   | ✓                  | -                     |

# [ 7.4 ] Double Materiality Assessment

| Material Topic   |                                   | Impact Materiality | Financial Materiality |
|--|-----------------------------------|--------------------|-----------------------|
| <b>Affected communities</b>                                |                                   |                    |                       |
| Communities' economic, social and cultural rights          | Adequate housing                  | ✓                  | -                     |
|  | Adequate food                     | ✓                  | -                     |
|  | Water and Sanitation              | ✓                  | -                     |
|  | Land-related impacts              | ✓                  | -                     |
|  | Security-related impacts          | ✓                  | -                     |
| Communities' civil and political rights                    | Freedom of expression             | -                  | -                     |
|  | Freedom of assembly               | -                  | -                     |
|  | Impacts on human rights defenders | -                  | -                     |
| Rights of indigenous communities                           | Free, prior and informed consent  | -                  | -                     |
|  | Self-determination                | -                  | -                     |
|  | Cultural rights                   | -                  | -                     |
| <b>Consumers and End-Users</b>                             |                                   |                    |                       |
| Information-related impacts for consumers and/or end-users | Privacy                           | -                  | -                     |
|  | Freedom of expression             | -                  | -                     |
|  | Access to (quality) information   | ✓                  | -                     |
| Personal safety of consumers and/or end-users              | Health & Safety                   | ✓                  | -                     |
|  | Security of a person              | -                  | -                     |
|  | Protection of a children          | -                  | -                     |
| Social inclusion of consumers and/or end-users             | Non-discrimination                | -                  | -                     |
|  | Access to products and services   | -                  | -                     |
|  | Responsible marketing practices   | ✓                  | ✓                     |

| Material Topic   |   | Impact Materiality | Financial Materiality |
|--|---|--------------------|-----------------------|
| <b>Business conduct</b>  |   |                    |                       |
| Corporate culture  |   | ✓                  | ✓                     |
| Protection of whistleblowers   |   | ✓                  | -                     |
| Animal welfare   |   | ✓                  | -                     |
| Political engagement and lobbying activities                           |   | ✓                  | -                     |
| Management of relationships with suppliers including payment practices |   | ✓                  | ✓                     |
| Corruption and Bribery   | Prevention and detection including training | ✓                  | ✓                     |
|  | Incidents                                   | ✓                  | ✓                     |

## [ 7.5 ] Alignment with Voluntary standard for non-listed small- and medium-sized undertakings (VSME ED)

| Topic   | Disclosure from Voluntary standard for non-listed small- and medium-sized undertakings (VSME ED) | Page on this report   |
|---|--|---|
| Basis for preparation   | B1   | 03 · 79   |
| Practices for transitioning towards a more sustainable economy            | B2   | 25 · 26 · 27 · 28 · 30 · 32 · 45 · 46 · 48                                    |
| Energy and greenhouse gas emissions                                       | B3   | 25 · 26 · 27 · 28   |
| Pollution of air, water and soil  | B4   | 30  |
| Biodiversity  | B5   | 31  |
| Water   | B6   | 32  |
| Resource use, circular economy and waste management                       | B7   | 33 · 34 · 35 · 36 · 37 · 38 · 39 · 40 · 41 · 42 · 43 · 44 · 45 · 46 · 47 · 48 |
| Workforce – General characteristics                                       | B8   | 50 · 52 · 53 · 55   |
| Workforce – Health and safety   | B9   | 56  |
| Workforce – Remuneration, collective bargaining and training              | B10  | 54 · 56 · 58  |
| Workers in the value chain, affected communities, consumers and end-users | B11  | 60 · 61 · 62 · 64 · 65 · 70 · 71 · 72   |
| Business conduct  | B12  | 67  |
| Strategy: business model and sustainability – related initiatives         | N1   | 7 · 8 · 9 · 10 · 11 · 12 · 13 · 14 · 15 · 16 · 18                             |
| Material sustainability matters   | N2   | 80 · 81 · 82 · 83 · 84 · 85 · 86 · 87 · 88 · 89 · 90                          |
| Management of material sustainability matters                             | N3   | 80 · 81 · 82 · 83 · 84 · 85 · 86 · 87 · 88 · 89 · 90                          |
| Key stakeholders  | N4   | 17 · 77   |
| Governance: responsibilities in relation to sustainability matters        | N5   | 19  |
| Revenues from certain sectors   | BP1  | 67  |
| Gender diversity ratio in governance body                                 | BP2  | 53  |
| GHG emissions reduction target  | BP3  | 28  |
| Transition plan for climate change mitigation                             | BP4  | 29  |
| Physical risks from climate change  | BP5  | 28  |
| Hazardous waste and/or radioactive waste ratio                            | BP6  | 30  |
| Alignment with internationally recognised instruments                     | BP7  | 60  |
| Processes to monitor compliance and mechanisms to address violations      | BP8  | 60  |
| Violations of OECD Guidelines for Multinational Enterprises or the UN     | BP9  | 61  |
| Work-life balance   | BP10   | 54  |
| Number of apprentices   | BP11   | 52  |

# SKYPRO ESG REPORT 2023

In accordance with Voluntary European  
Sustainability Reporting Standards

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#### 📍 Headquarters

Rua Manuel Vieira da Cruz, N° 25, R/C Dt  
4445-271 Ermesinde  
Portugal · T: (+351) 220 126 100

#### 🏢 Office

Av. Dr. Francisco Sá Carneiro 5, 3-B  
2780-241 Oeiras  
Portugal · T: (+351) 210 162 010

🌐 [wearskypro.com/corporate](https://wearskypro.com/corporate)

✉ [contactus@wearskypro.com](mailto:contactus@wearskypro.com)

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