



**SUSTAINABILITY
REPORT
20**

CAMPER 24

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GRI INDEX

01



INTRODUCTION



This report summarises the sustainability efforts carried out in 2024, aligned with our mission to Walk with purpose. The guiding theme is our ESG Strategy "A Little Better, Never Perfect", built on four pillars which are explained in detail. We transparently share our achievements from 2024 and our future improvement aspirations.

We address our stakeholders: customers and consumers, employees, shareholders, business partners, NGOs, public administrations and the Camper community "The Walking Society". We cover the entire value chain with information based on the 2024 fiscal year-end and in reference to the GRI standards. For enquiries, contact us at ESG@camper.com.

LETTER FROM OUR CEO

Despite the significant environmental, geopolitical and economic uncertainty surrounding us, or perhaps because of it, at Camper we believe it is more important than ever to reinforce our commitment to the common good, working to achieve our environmental and social goals. We continue to believe that companies can, and must, succeed while also contributing to greater social well-being.

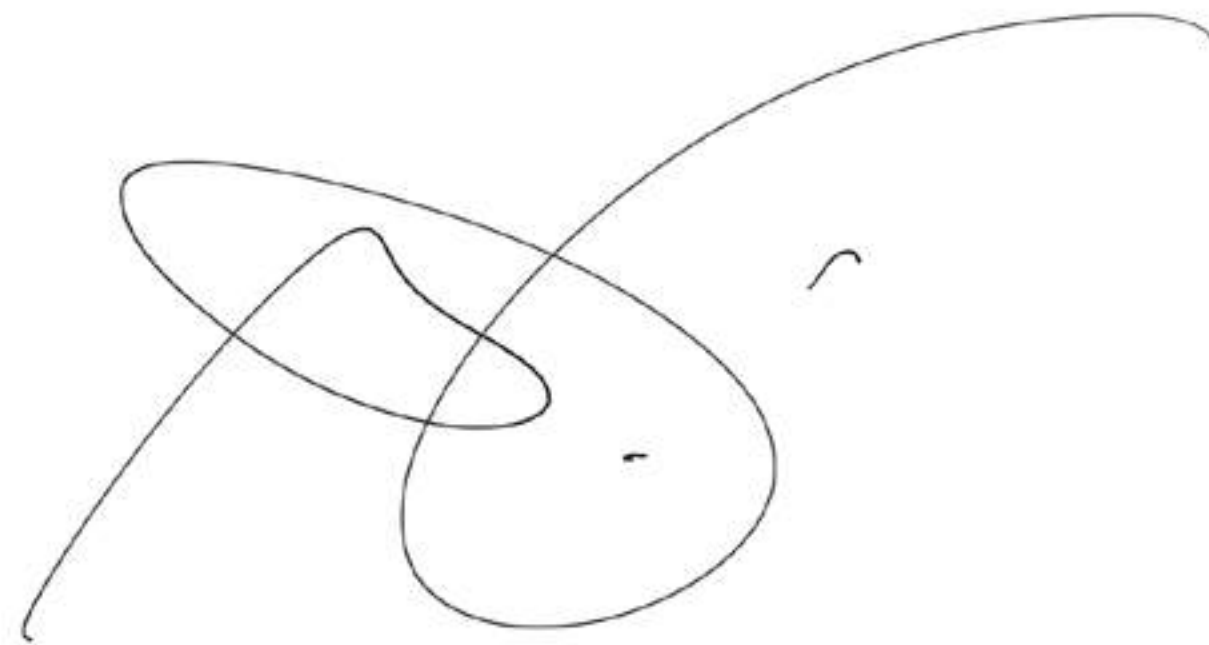
In 2024 we continued working to create better products for our community. Our greatest commitment is to create high-quality products with unique design that stand the test of time and can be repaired. While 99% of our spring-summer collection and 88% of our autumn-winter collection achieved moderate or aspirational performance according to our internal durability index, the carbon footprint of our 2024 collections was 29% lower than in 2019, when we began measuring it. We also continue to innovate with circular products that are easy to repair and/or recycle. During spring 2024 we launched ROKU, an innovative modular design of six parts, created to be assembled and disassembled, repaired and recycled, or customised to create endless looks. Developed over more than three years, it represents our firm commitment to developing more responsible products.

At the same time, we continue to invest in training our teams and in internal promotion. Over the past year we delivered 5,431 hours of training, 15% more than in 2023, and we prioritised internal promotions, achieving 44% of middle and top management vacancies filled internally.

We have reinforced our commitment to the environmental health of our community by supporting marine regeneration projects and encouraging regenerative agriculture practices through our collaboration with organisations such as Save the Med and the Mallorca Preservation Foundation.

At Camper, we believe that the only way to effectively tackle the challenges we face is by working together in collaboration with our employees and other stakeholders (public and private institutions, suppliers, partners, NGOs and other companies in our sector). We are driven by our strong values and ethical principles, and we hope that by doing the right thing we can help improve the world we live in.

Miquel Fluxà Ortí, CEO



2024 HIGHLIGHTS

Our Collections

<div>97%</div> <div>Spring - Summer</div> <div>CERTIFIED UPPERS AND LININGS VS TARGET 100% CERTIFIED MATERIALS BY 2025</div>	<div></div> <div>99%</div> <div>Autum - Winter</div>
<div>79%</div> <div>Spring - Summer</div> <div>INDUSTRY'S WEIGHT-BASED CRITERIA VS TARGET 80% BY 2025</div>	<div></div> <div>71%</div> <div>Autum - Winter</div>
<div>99%</div> <div>Spring - Summer</div> <div>DURABILITY INDEX VS TARGET 100% OF THE COLLECTION RATED > 7,5</div>	<div></div> <div>88%</div> <div>Autum - Winter</div>

Responsible Supply Chain

100%

Adhered to our Supplier's Code of Conduct

MANUFACTURING
TIER 1 SUPPLIERS

94%

Third-party Social Audit

100%

ESG Questionnaire Completed

87%

Environmental Audit through Higg's FEM*

*FEM stands for Facilities Environmental Module, an assessment developed by Higg to evaluate the environmental performance of manufacturers, which is audited by a third party. In our case, it is used to monitor suppliers.

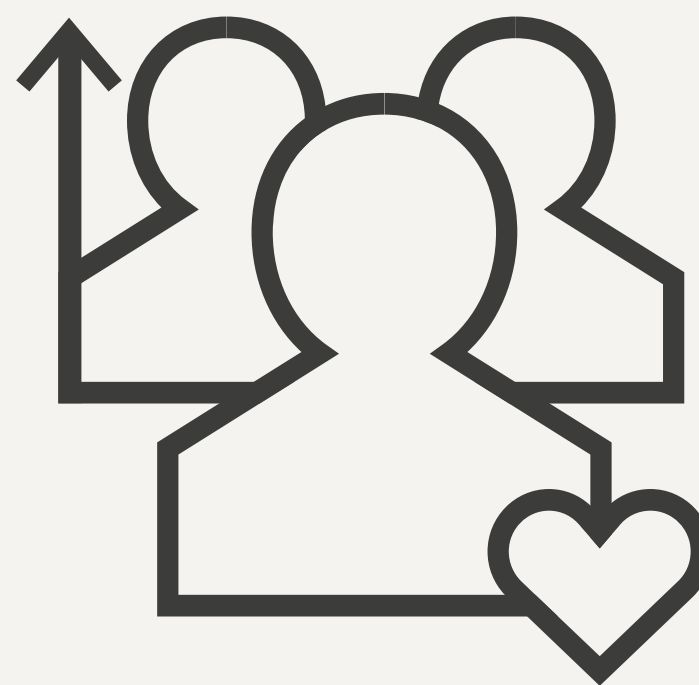
ReCamper – Circularity



2024 HIGHLIGHTS

2024 in numbers (people)

1,106
People employed as of 31.12.2024



100%^{**}
Of people received an Annual
Performance Review (ADR)

5,431^{*}
Hours of training

44%
Of Middle and Top
Management vacancies filled
through internal promotion

Consumers Satisfaction



48
Net Promoter Score
(NPS)
VS TARGET 50

0.47
Quality Return Rate
VS TARGET <0.5

4.9
Google Rating
for CAMPER Stores
VS TARGET 4.8

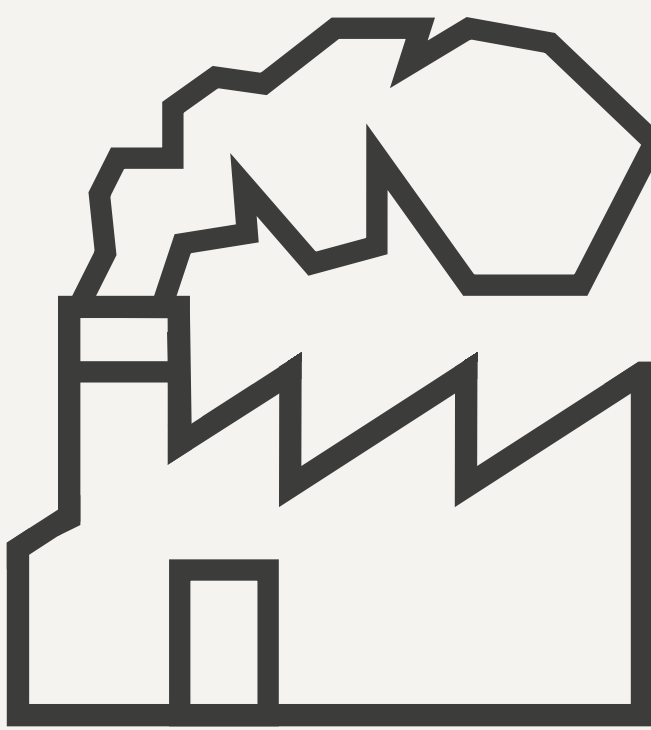
68%
Customer
Satisfaction (CSAT)
VS TARGET 70%

Carbon Emissions

SHORT-TERM REDUCTION TARGETS (2030)

Scopes 1 + 2 (Direct emissions)
VS TARGET -50%

-79%
Emission reduction
2024 vs 2019 (base year)



Scope 3 (Product Category)
VS TARGET -30%

-29%
Reducción de emisiones
2024 vs 2019 (año base)

LONG-TERM REDUCTION TARGETS (2050)

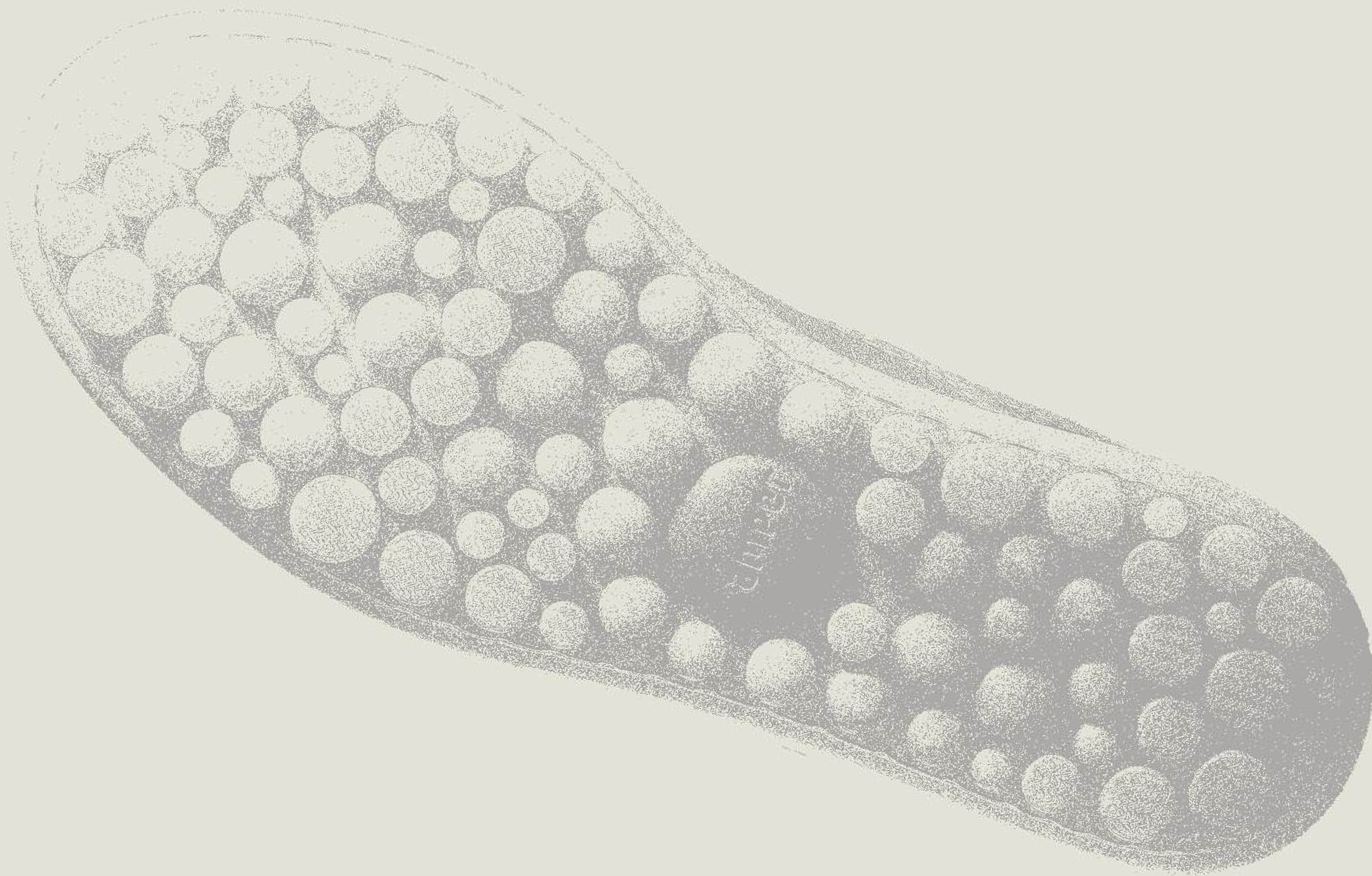


*Training hours are related to people employed as of 31.12.2024
**From total people employed and eligible to receive a review as of 28.02.2025

02



ABOUT CAMPER



OUR HISTORY

Challenging the status quo since 1975

Our legacy goes back over 145 years, when the Fluxà family began making shoes in Mallorca, in the heart of the Mediterranean. By using the highest quality materials and the most innovative manufacturing processes and machinery, the family helped establish the island as a region known throughout Europe for producing high-quality footwear.

In 1975, Lorenzo Fluxà, the third generation of our shoemaking family, founded Camper to create footwear that was easy to wear and hard to define.

Our first shoe, the Camaleón, was a unisex design inspired by the shoes of local farmers, who made their own footwear from recycled materials.

Each season, we continue to develop unique collections from Inca, Mallorca, combining iconic products like the Pelotas, Peu and TWINS with new creations such as our Roku, Kobarah, Junction and Tormenta. All our products share the same values: unique, unisex and inclusive design, maximum quality and comfort, useful and sustainable products designed for maximum durability and reparability.



CAMPER GROUP



We are a Mallorcan footwear brand dedicated to creating designs that challenge the status quo, combining our shoemaking heritage with the latest in innovation and design. At Camper, we make quality shoes built to last.

Our commitment to being “A little better, never perfect” drives us to improve every day and become a leading company in developing programmes that extend the life cycle of our products through care, reparability and refurbishment.



CAMPERLAB was launched in 2015 and, in 2020, under the creative direction of Achilles Ion Gabriel, adopted a new approach with designs that were both disruptive and responsible, surprising the fashion industry with their innovation and originality. CAMPERLAB reinvents footwear from unique perspectives, offering collections that capture the spirit of the island with a surreal aesthetic and a refined sense of humour.



Our hotels offer a unique way of understanding design applied to the hospitality world, promoting a more human, respectful, simple and responsible way of relating to our surroundings. Casa Camper in Barcelona and Berlin redefine luxury and simplicity, while our culinary concepts, Dos Palillos in Barcelona and Café Camaleón in Berlin, offer a creative fusion of flavours that reflect our cultural diversity.



In autumn 2022, Kilian Jornet and Camper launched NNormal, an outdoor brand inspired by Norway and Mallorca, the homes of Kilian and Camper respectively. The brand aims to fuse authenticity and functionality to promote respect for nature, offering innovative and sustainable products with the highest quality standards. NNormal is committed to durability, circularity, carbon neutrality, transparency and fair business, with the goal of becoming a brand that leaves no trace.



OUR MISSION AND VALUES

Walking with purpose.

Delighting people with a playful, sustainable, and responsible walking experience.



We have been shoe-makers for over 145 years. Quality and craftsmanship remain at the heart of what we do.



Camper is from the Mediterranean. We are serious about what we do but do not take ourselves too seriously. We walk, we don't run. And we will always try to add a smile to life.



Camper thinks differently. And we want to be seen to be different. But not in a loud, showy way. We will add a twist of understated imagination to everything we do – in product, retail and communication.



Camper is about people with local values and global horizons. We will do the right thing for the people and the environment wherever we work.

OUR PILLARS

Our brand is built on three pillars: Product, Stores and Communication, and we work responsibly to ensure that sustainability is integrated into each of them.

Product

Our commitment to creativity and innovation is reflected in our collections, which aim to balance aesthetics and functionality. We also strive to implement design and production practices that reduce the environmental impact of our products. Through collaborations with designers and artists, we constantly seek renewal without losing our essence.



Karst, 2024

Stores

In 1981, we opened our first store in Barcelona. In 1992 we began our international expansion with openings in Paris and Milan. Shortly after, we expanded across Europe, Asia and the Americas.

Today Camper is present in over 100 countries through a selection of multi-brand clients, a network of our own stores, and our digital channel, camper.com.



First Camper Store, Barcelona. 1981.

Communication

From the beginning, graphic identity has been one of our core pillars. The name, the logo, the stores and our advertising campaigns represent a creative narrative that has grown richer over time.

Today, our graphic language continues to reflect our sense of humour and the unconventional spirit that has defined us for decades.



TWINS Add, 1992.



Pelotas Campaign, AW 2024.

Product

Our commitment to creativity is evident in our collections, especially this year with the use of innovative bio-based materials such as MIRUM®, HyphaLite™ and TENCEL™ Lyocell.

Our Junction shoes, designed to be easily disassembled and recycled, now feature new models and separate toe caps, increasing their versatility.

The iconic unisex heeled sandal Kobarah has been expanded with a flat sandal version.

In 2024, we launched ROKU, a modular shoe made up of six interchangeable parts, easy to customise and repair.



Karst



ROKU

Featured product:
ROKU

ROKU is an innovative modular design made up of six pieces, created to be assembled and disassembled, repaired and recycled, or customised to create endless looks.

The name ROKU, which means “six” in Japanese, captures the spirit of Wabi, a Camper model from the year 2000 inspired by Japanese minimalism.

From the first sketches and extensive testing through to launch, ROKU took three years to develop.

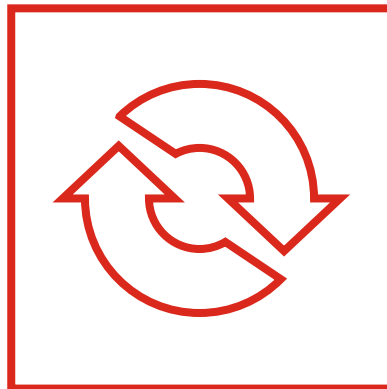
With ROKU, we contribute to promoting a more circular economy. It is designed to be recyclable and made with recycled parts that can be repaired or replaced.



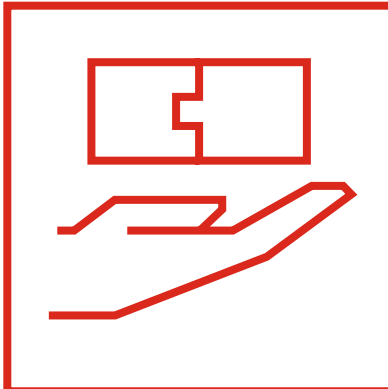
NO GLUE



LIGHTWEIGHT



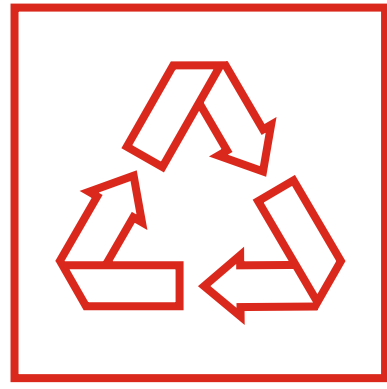
RECYCLABLE



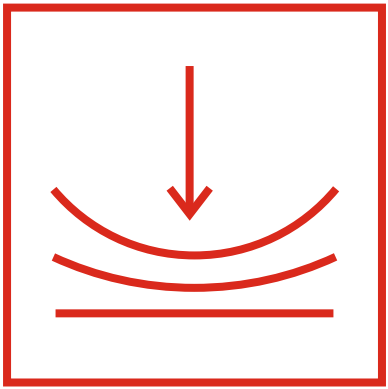
MINIMUM
COMPONENTS



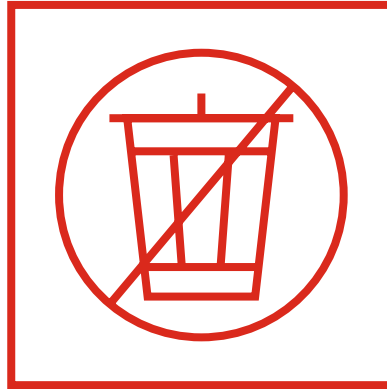
SOFT FEELING



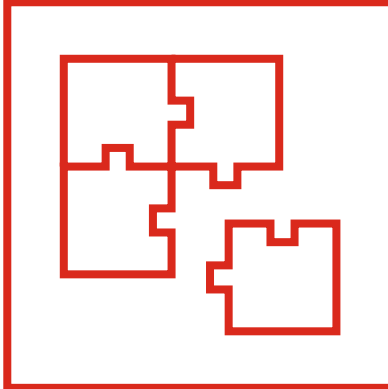
RECYCLED
MATERIALS



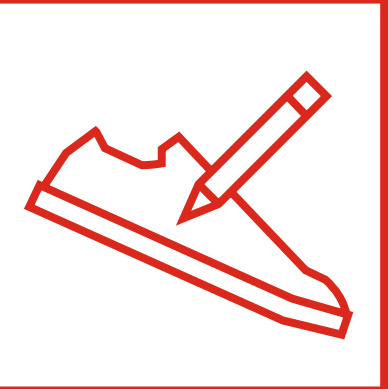
CUSHIONING



NO WASTE



EASY TO
DISASSEMBLE



CUSTOMIZABLE

Featured Store: Regent Street, London

Located just steps from Oxford Circus and marking the store’s 15th anniversary, Regent Street has been reinvented with the help of designer James Shaw.

The new space, where warm earthy tones blend with shades of yellow and blue, reflects our Mallorcan heritage and nods to mid-century modernism with a distinctive twist.

James Shaw is a designer and creator whose work seeks to question material, systemic and formal approaches to object creation. He often challenges the idea of “waste” to create new and beautiful materials.



Communication Campaigns 2024

On 3 March, our most anticipated footwear concept finally went on sale: **ROKU**. A modular shoe built by you. Designed to be repaired, customised and recycled. This unique concept was launched to the world with a campaign created in collaboration with Highsnobiety and was met with a great reception worldwide.

Our fully recyclable unisex model, **Kobarah**, was the star of our ‘**True Love**’ campaign for the SS24 collection. With images by Spanish photographer **Kito Muñoz**, based in Paris, the campaign explored the freedom to fall in love, with yourself and with others, and sparked plenty of conversation.

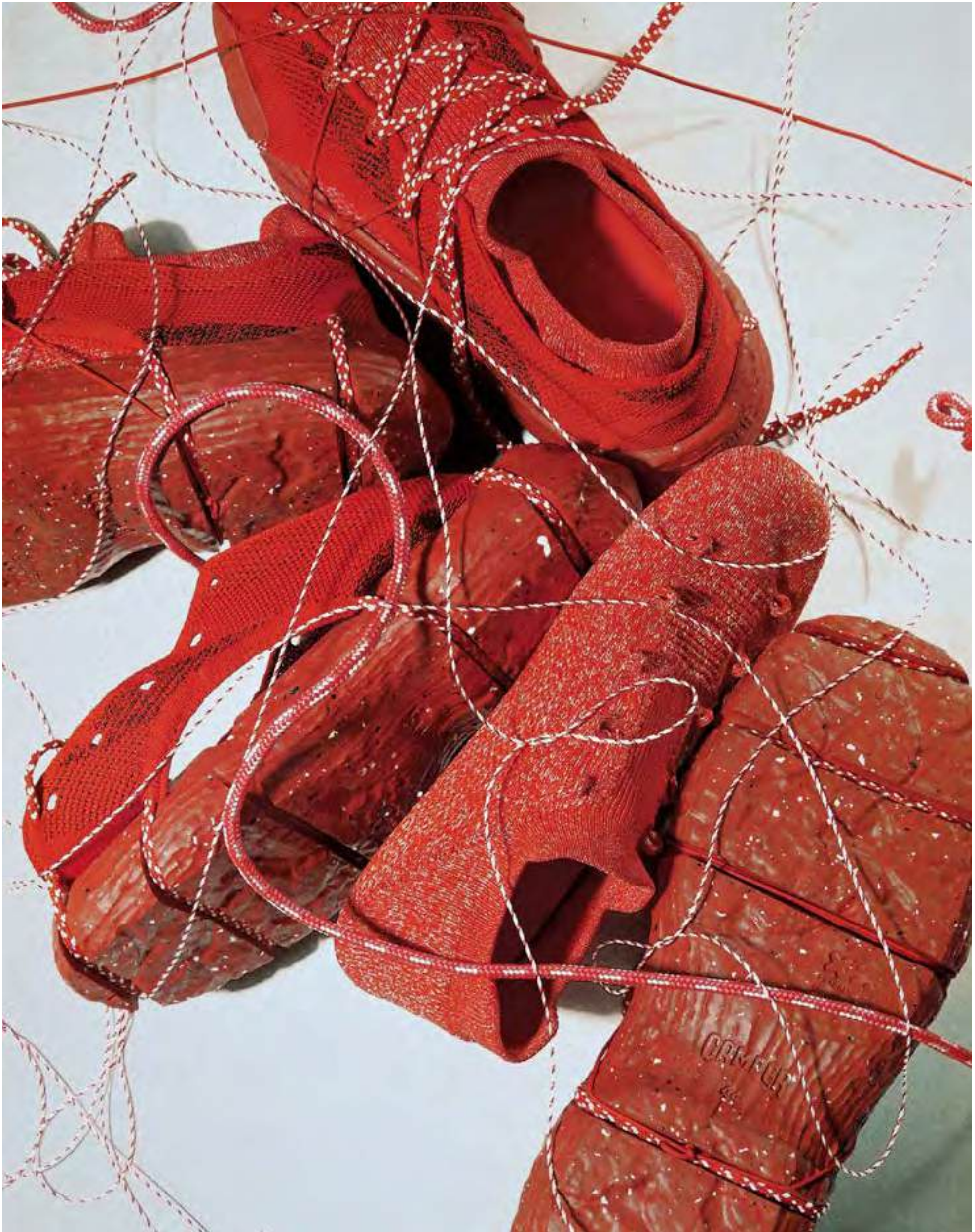
We also collaborated with the brand **Sunnei** to redefine the rules of footwear and launch **FORONE**, a shoe with no left or right. You got it. A single shoe. Inspired by **TRINS** from our archive, each **FORONE** is 100% symmetrical so you can wear it on either foot and mix and match colours as you like.

On the other hand, our Autumn/Winter 2024 campaign, ‘**Still Pelotas. Still got balls.**’, reintroduced Pelotas to the world. Through the lens of Spanish photographer **Aitor Laspiur** on the outskirts of Barcelona, the campaign explored the carefree spirit of youth and the cultural significance of the street, with our 1995 icon taking centre stage.

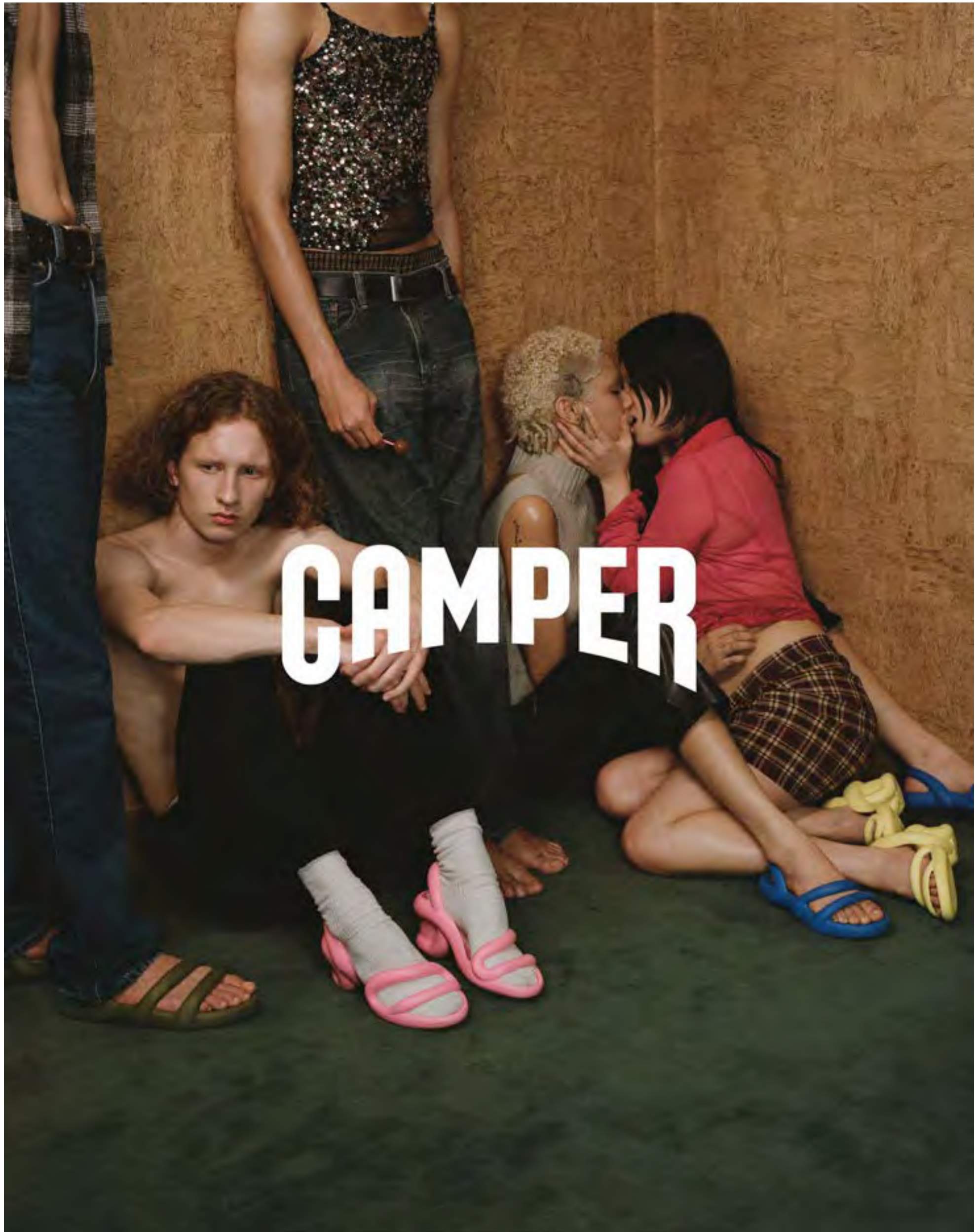
Finally, our community, ‘**The Walking Society**’, released issues 16 and 17 of the magazine, where we explored **Menorca** and **Crete** respectively. For both, we also opened pop-up shops featuring souvenirs brought directly from the islands.



FORONE



ROKU



Kobarah, True Love



Still Pelotas. Still got balls.



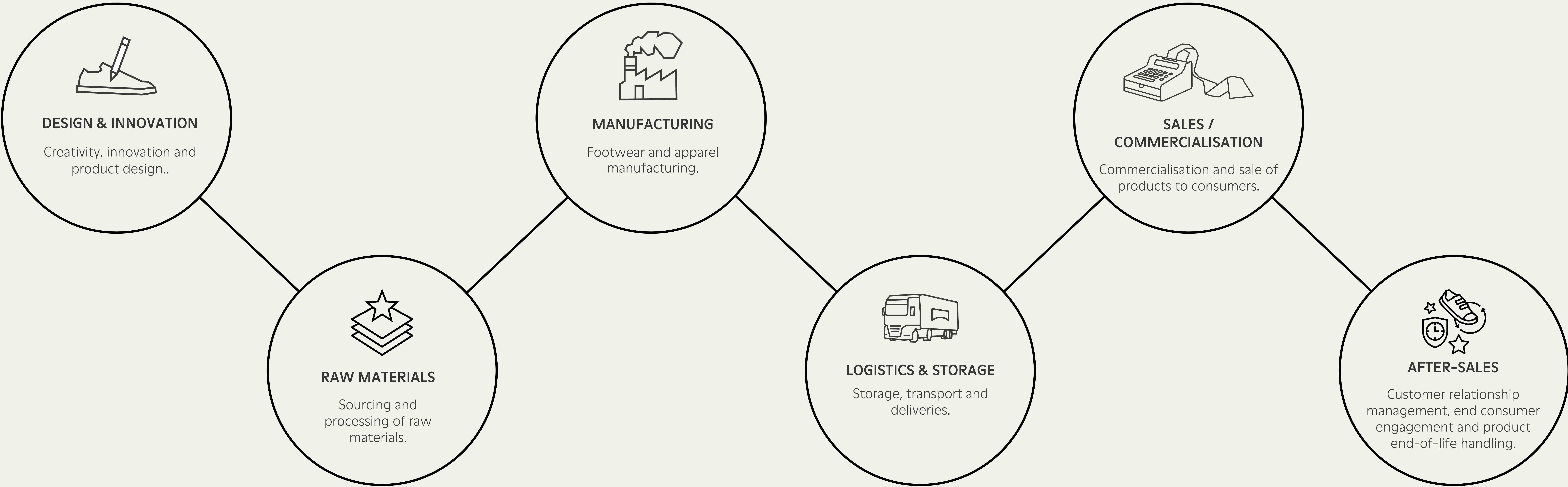
The Walking Society Menorca



The Walking Society Menorca / Crete

OUR VALUE CHAIN

Analysing our value chain helps us understand the social and environmental aspects of how our products are made and distributed. It also allows us to identify key stakeholders, risks and opportunities, as well as ESG impacts across our operations, an essential step in developing strategies that mitigate those risks and enhance the resilience and efficiency of our value chain.

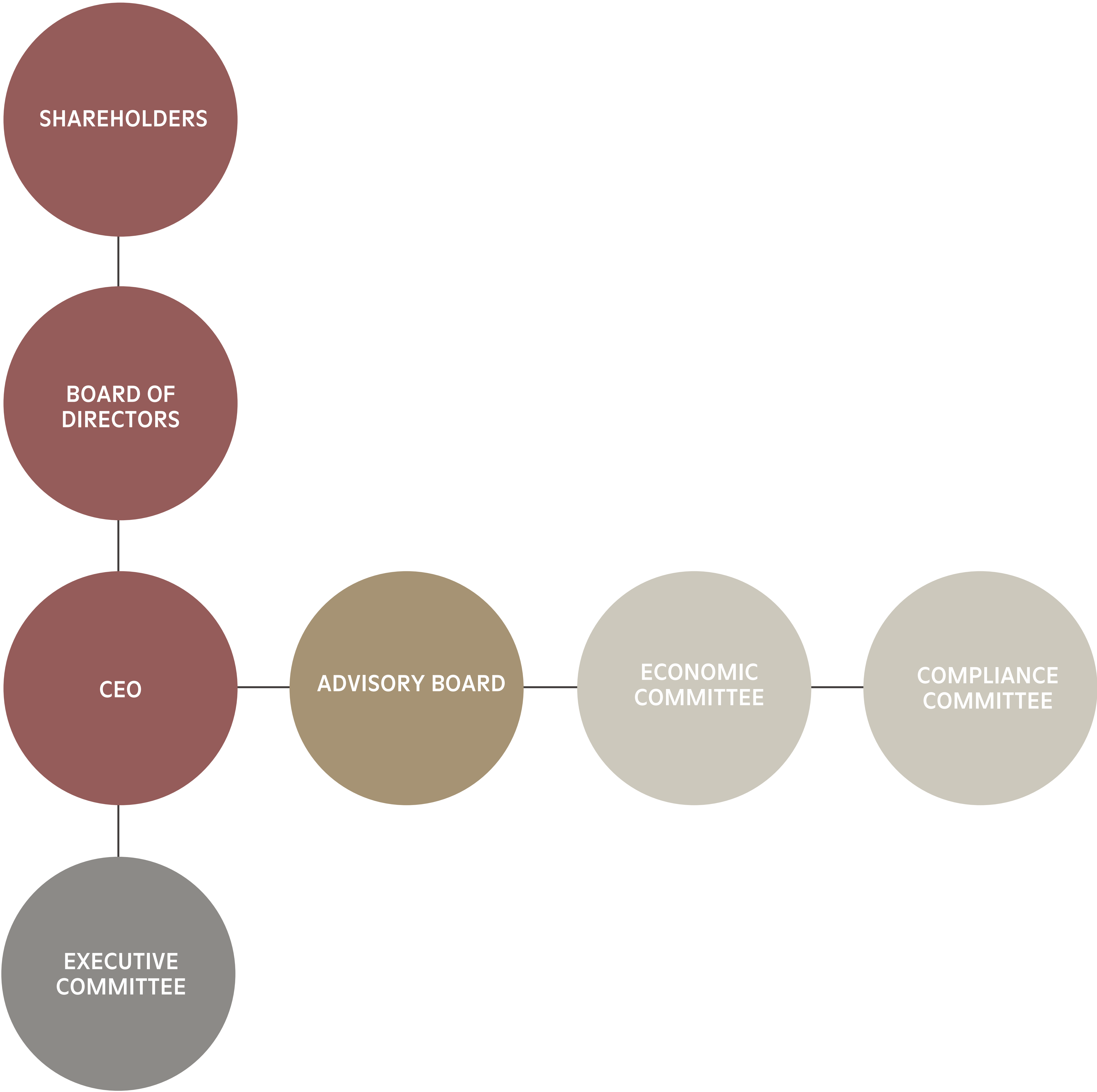


OUR CORPORATE GOVERNANCE

Our governance model defines how the company is organised, managed and controlled. The main governing bodies are the Board of Directors, which sets strategic priorities, and the Executive Committee, which implements the Group's strategy.

COMPOSITION OF THE CAMPER EXECUTIVE COMMITTEE

Miquel Fluxà Ortí - <i>CEO</i>
José Luis Luis Salas - <i>CEO NNormal</i>
Álvaro Egido de la Hera - <i>Chief Commercial Officer (CCO)</i>
Cecilia Llorens Bobadilla - <i>Product Design Director</i>
Jaime Estela Somoza - <i>Chief Financial Officer</i>
Enar Lazcano Alberdi - <i>Chief Operations Officer</i>
Irene García Rodríguez - <i>People and Culture Director</i>



Shareholders. The Fluxà family holds 100% ownership of Camper, S.L., and therefore holds the majority in the Shareholders’ Meeting and occupies the seats on the Board of Directors.

Board of Directors: 1. Forch Med, S.L., represented by Miquel Fluxà Ortí (CEO and President), 2. Lorenzo Fluxà Ortí (Secretary), 3. Miquel Fluxà Ortí (as individual), 4. José Luis Zarraluqui Darder, 5. FYD, S.L., represented by Maria Isabel Fluxà Domené, 6. Sayglo, S.L., represented by Gloria Fluxà Thienemann.

03

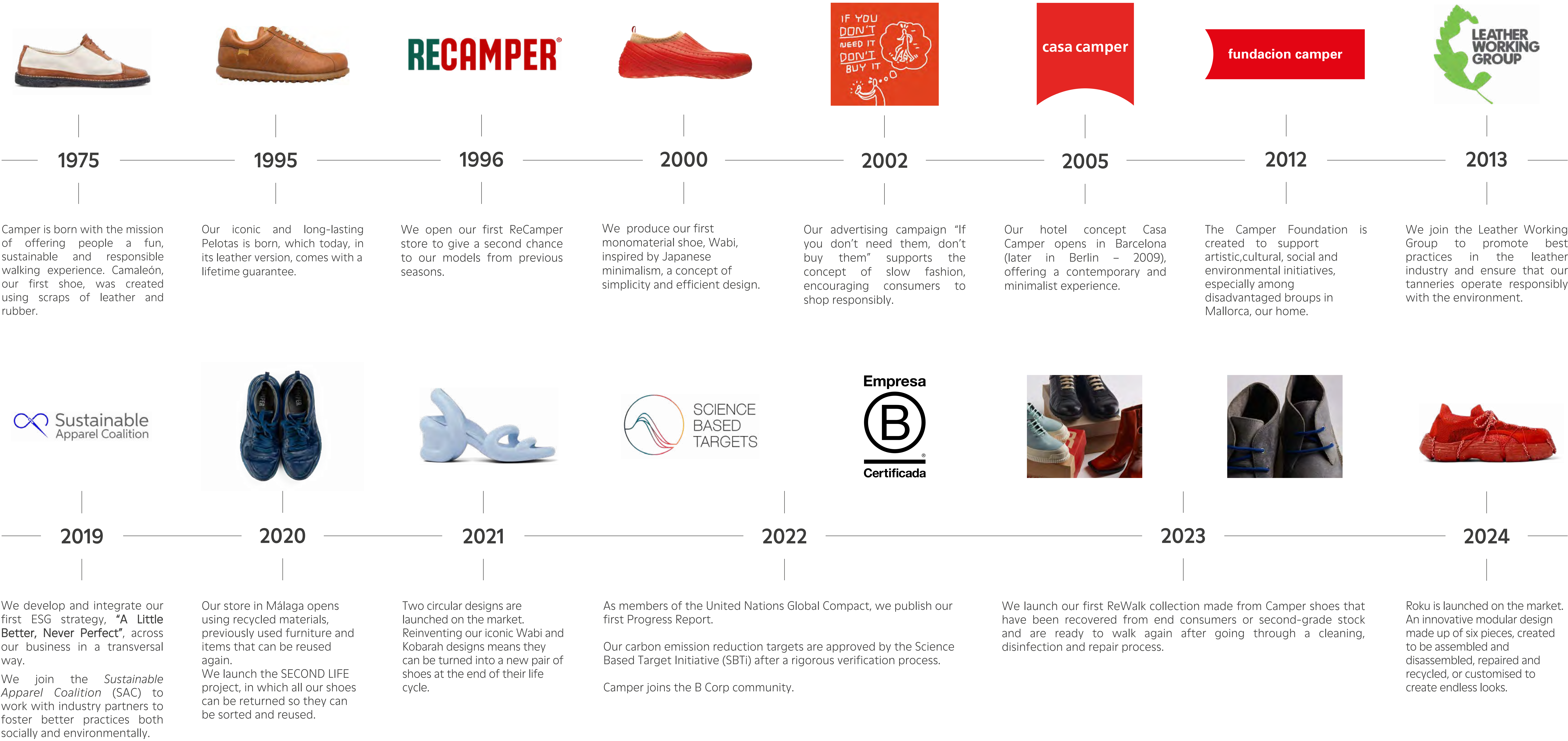


● ●

A LITTLE BETTER, NEVER PERFECT



OUR SUSTAINABILITY JOURNEY



*The Sustainable Apparel Coalition (SAC) changed its name to Cascalé in 2024.

OUR SUSTAINABILITY PILLARS

Designing unique walking experiences



We offer unique walking experiences, maximising durability while aiming to minimise our negative impacts. Responsible sourcing of resources and the effort to design more circular systems are key to achieving our goals.

COMMITMENTS

- Maximizing durability, minimizing impact
- Sourcing better materials
- Designing circular schemes
- Offering unique walking experiences

Delivering responisble and ethical growth



We are developing a profitable and responsible business model that aligns with our purpose and helps us achieve our business goals.

COMMITMENTS

- Maintaining a profitable and responsible business model
- Executing our business with ethics and transparency
- Fostering responsible purchasing

Preserving and conserving natural resources



We focus on identifying ways to reduce our carbon footprint and finding sustainable methods to manage the resources we consume.

COMMITMENTS

- Managing environmental impacts
- Striving to reach carbon neutrality

Caring about human progress



Estamos comprometidos con el desarrollo humano y profesional de nuestros equipos, proporcionando un entorno de trabajo saludable e inclusivo donde todos puedan prosperar.

COMMITMENTS

- Promoting human and professional growth
- Providing a healthy working environment
- Fostering inclusive growth

OUR SUSTAINABILITY PILLARS

The Ten Principles of the UN Global Compact

Designing unique
walking experiences



PRINCIPLE 9:
Encourage the development and diffusion of environmentally friendly technologies.

Delivering responsible
and ethical growth



- PRINCIPLE 2:
Ensure non complicity in human rights abuses.
- PRINCIPLE 4:
Support the elimination of all forms of forced and compulsory labour.
- PRINCIPLE 5:
Support the effective abolition of child labour.
- PRINCIPLE 10:
Work against corruption in all its forms.

Preserving and conserving
natural resources



- PRINCIPLE 7:
Support a precautionary approach to environmental challenges.
- PRINCIPLE 8:
Undertake initiatives to promote greater environmental responsibility.

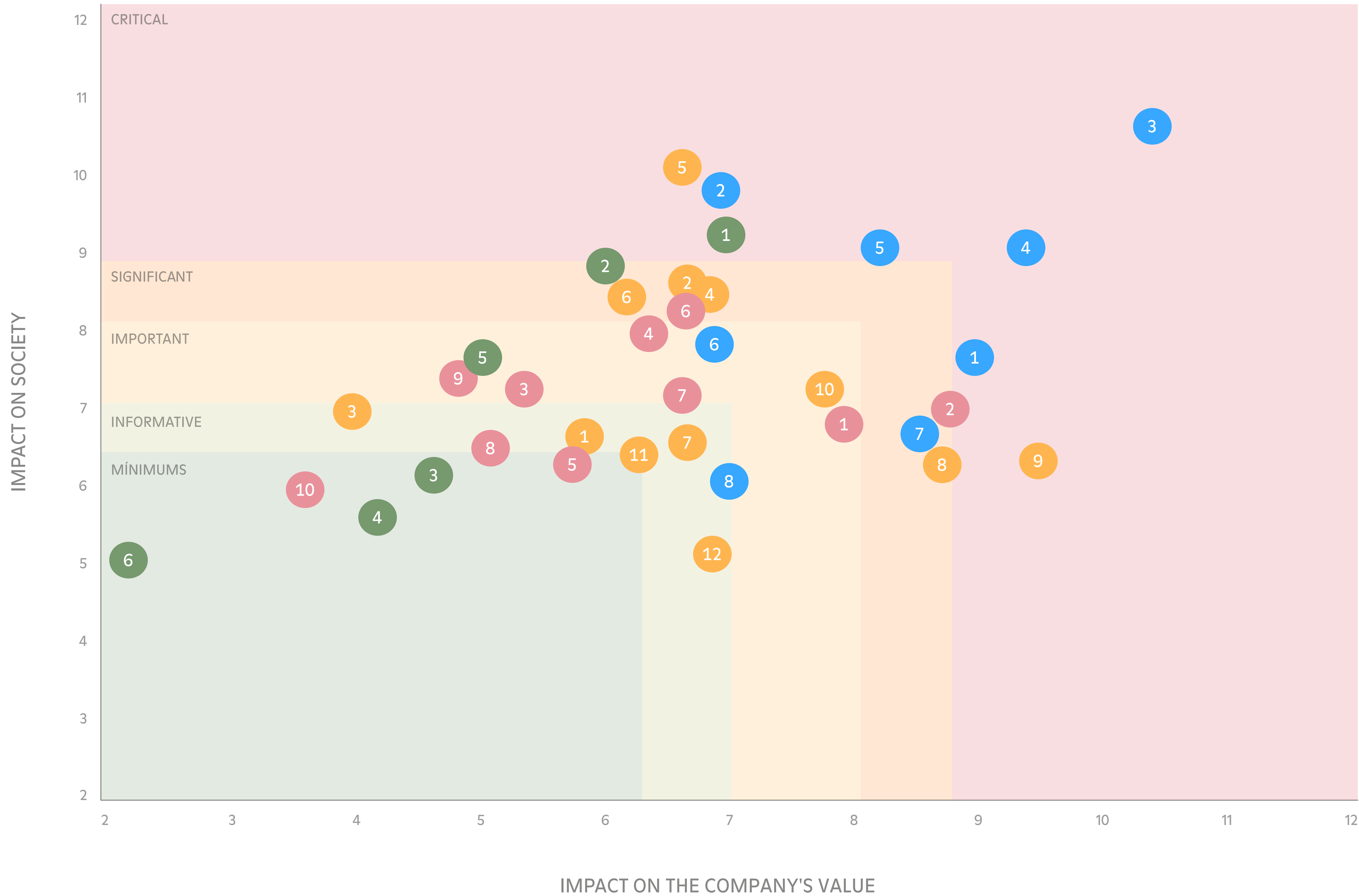
Caring about human
progress



- PRINCIPLE 1:
Support and respect the protection of internationally proclaimed human rights.
- PRINCIPLE 3:
Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- PRINCIPLE 6:
Support the elimination of discrimination in respect of employment and occupation.

DOUBLE MATERIALITY ANALYSIS

Double materiality matrix



8 MATERIAL TOPICS (CRITICAL)	
1	CREATIVITY IN DESIGN
2	SUSTAINABLY SOURCED MATERIALS
3	INNOVATION FOR CIRCULARITY
4	PRODUCT QUALITY AND SAFETY
5	PRODUCT DURABILITY
1	CLIMATE CHANGE MITIGATION AND ADAPTATION
5	RESPECT FOR HUMAN RIGHTS AND LABOUR CONDITIONS IN SOURCING, PROCUREMENT AND SERVICES
9	BRAND RELEVANCE
8 MATERIAL TOPICS (SIGNIFICANT)	
7	CUSTOMER EXPERIENCE
2	EFFICIENT AND SUSTAINABLE ENERGY MODEL
2	TTRANSPARENCY AND REPORTING
4	RESPONSIBLE AND SUSTAINABLE MANAGEMENT OF SOURCING, PROCUREMENT AND SERVICES
6	ENVIRONMENTAL BEST PRACTICES IN SOURCING, PROCUREMENT AND CONTRACTED SERVICES
8	ADAPTATION OF THE BUSINESS MODEL
2	TALENT AND PROFESSIONAL DEVELOPMENT
6	COMPENSATION AND BENEFITS
7 NON-MATERIAL TOPICS (IMPORTANT)	
7	PRODUCT RECOVERY, REPAIR AND RESALE
5	CHEMICAL AND TOXIC SUBSTANCE MANAGEMENT
10	BRAND PROTECTION
1	CREATION OF STABLE EMPLOYMENT AND GOOD WORKING ENVIRONMENT
3	WELL-BEING, HEALTH AND OCCUPATIONAL SAFETY
4	DIVERSITY, EQUITY AND INCLUSION
7	WORKING HOURS AND WORK-LIFE BALANCE
9 NON-MATERIAL TOPICS (INFORMATIVE)	
9	CONTRIBUTION TO THE LOCAL COMMUNITY
8	TRANSPARENCY AND LABELLING
1	ETHICS, COMPLIANCE AND RISK MANAGEMENT
3	PARTNERSHIPS AND COLLABORATIONS IN THE TEXTILE INDUSTRY
7	ECONOMIC, FINANCIAL AND TAX DEVELOPMENT
11	CYBERSECURITY, DIGITALISATION AND NEW TECHNOLOGIES
12	ROBUST DISTRIBUTION CHANNELS
5	HUMAN RIGHTS
8	WORKPLACE HARASSMENT PREVENTION
4 NON-MATERIAL TOPICS (MINIMUMS)	
3	WASTE MANAGEMENT
4	WATER MANAGEMENT
6	IMPACT ON BIODIVERSITY
10	VOLUNTEERING IN LOCAL COMMUNITIES

● Designing unique walking experiences ● Delivering responsible and ethical growth ● Preserving and conserving natural resources ● Caring about human progress

B CORP

In 2022 we became part of the B Corp community, which means we are committed to following the best social, environmental and governance practices in the management of our business.

Each year, we use the Business Impact Assessment (BIA) to track our progress and ensure we remain “A Little Better, Never Perfect”.

To maintain our B Corp certification, we are subject to a thorough verification process every three years.



Certified



Corporation

04

DESIGNING UNIQUE WALKING EXPERIENCES



MAXIMIZING DURABILITY, MINIMIZING IMPACT



Our goal is to achieve maximum durability with minimal impact through an integrated approach, considering the origin of materials and the circularity of our products and services. We aspire to lead the transformation of the industry with best practices and a vision that prioritises responsible production and conscious consumption.

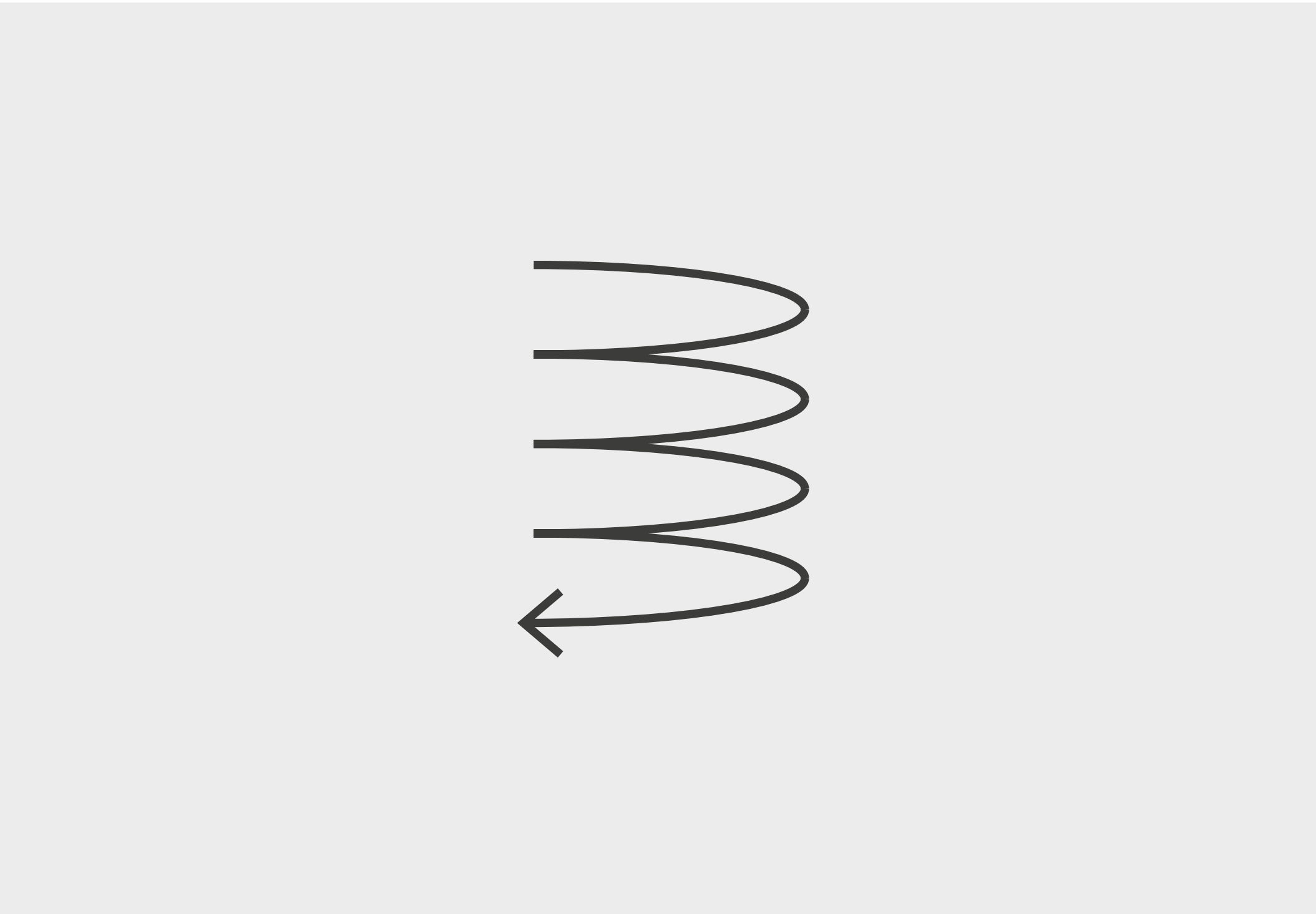
FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
MAXIMIZE THE DURABILITY OF OUR PRODUCTS		2022	2023	2024
2025: Achieve 100% of the collection rated with moderate or aspirational durability*				
Spring - Summer		81%	89%	99%
Autumn - Winter		84%	96%	88%
2025: Offer 10% of product lines with a lifetime guarantee		1%	3%	3%
MINIMIZE THE NEGATIVE IMPACT OF OUR PRODUCTS		2022	2023	2024
2030: Reduce the carbon footprint of the collection by 50% (compared to 2019)				
Total Carbon Footprint of the collection (tCO2e)		30.827	29.238	25.771
Reduction compared to 2019 baseline year (36,371) in tCO2e		-15%	-18%	-29%
2025: Keep the quality return rate < 0.5%		0,59%	0,52%	0,47%
2025: Achieve a consumer product rating > 4.5/5		4,3	4,2	4,2

*Metodology explained in the following pages

WE BUILD SHOES TO LAST AND HERE'S THE PROOF

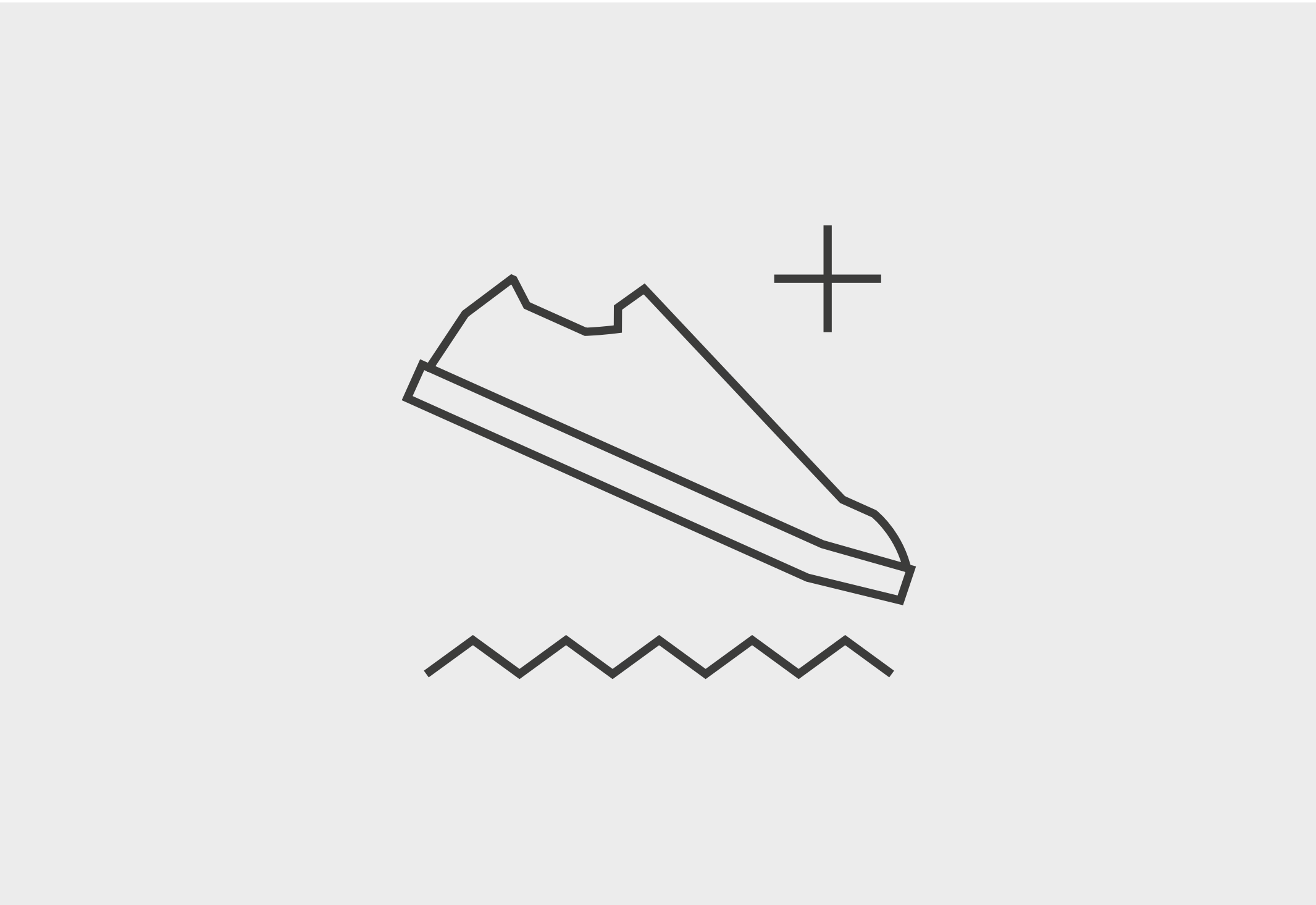
We use the Higg Product Tool* to develop a durability scale and evaluate each model in our collection. What does this assessment involve? The shoes undergo four different tests:

FLEXING



This test evaluates the durability and resistance of the sole and upper of a shoe by bending it repeatedly to simulate natural walking movements. All our shoes have reached at least 50,000 cycles.

BONDING STRENGTH



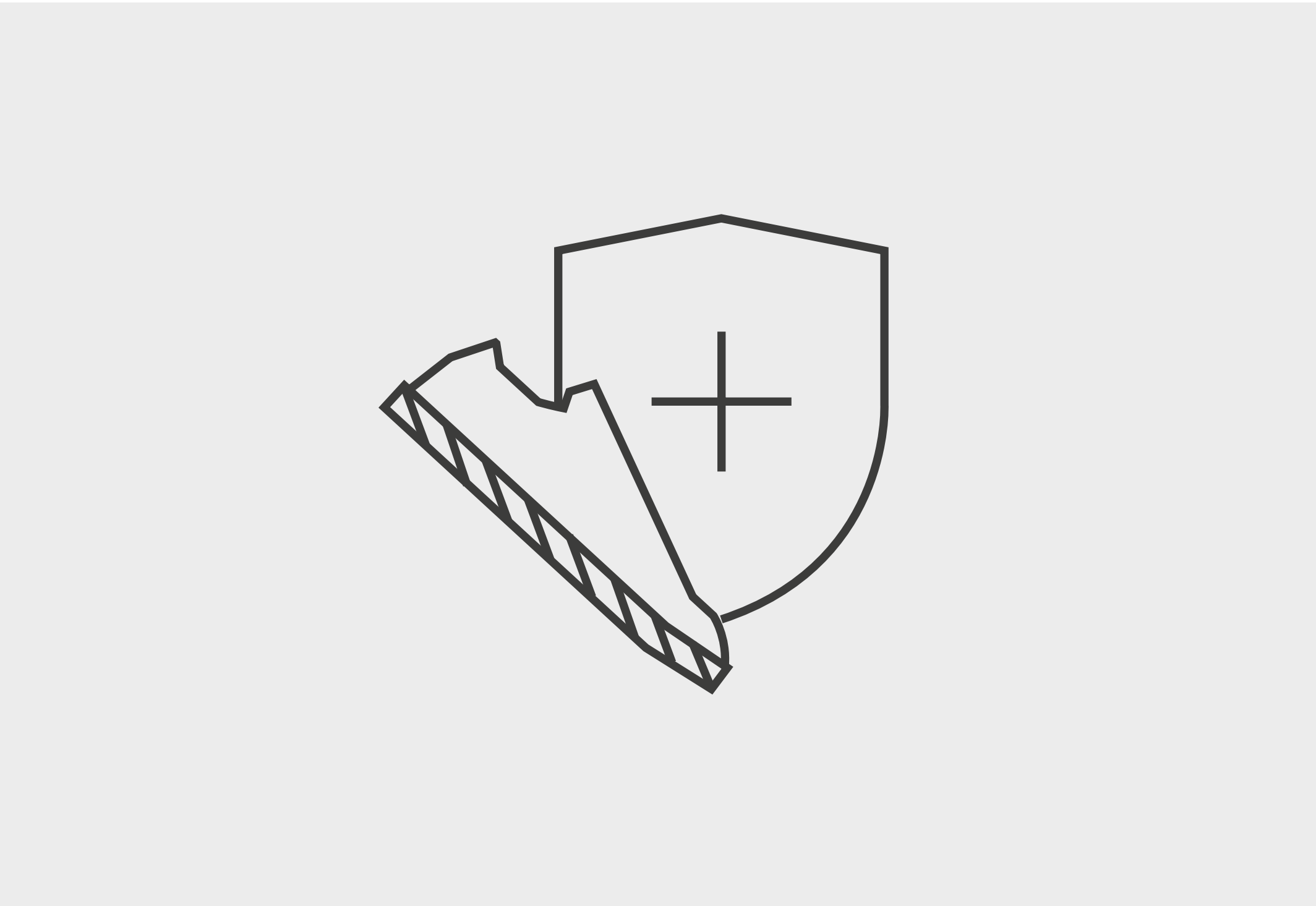
This test measures the strength of the adhesive bond between the upper and the sole by applying force to assess resistance to separation.

OUTSOLE ABRASION RESISTANCE



This test evaluates the durability and wear resistance of a shoe's sole by simulating repeated friction and contact with abrasive surfaces.

LINING ABRASION RESISTANCE

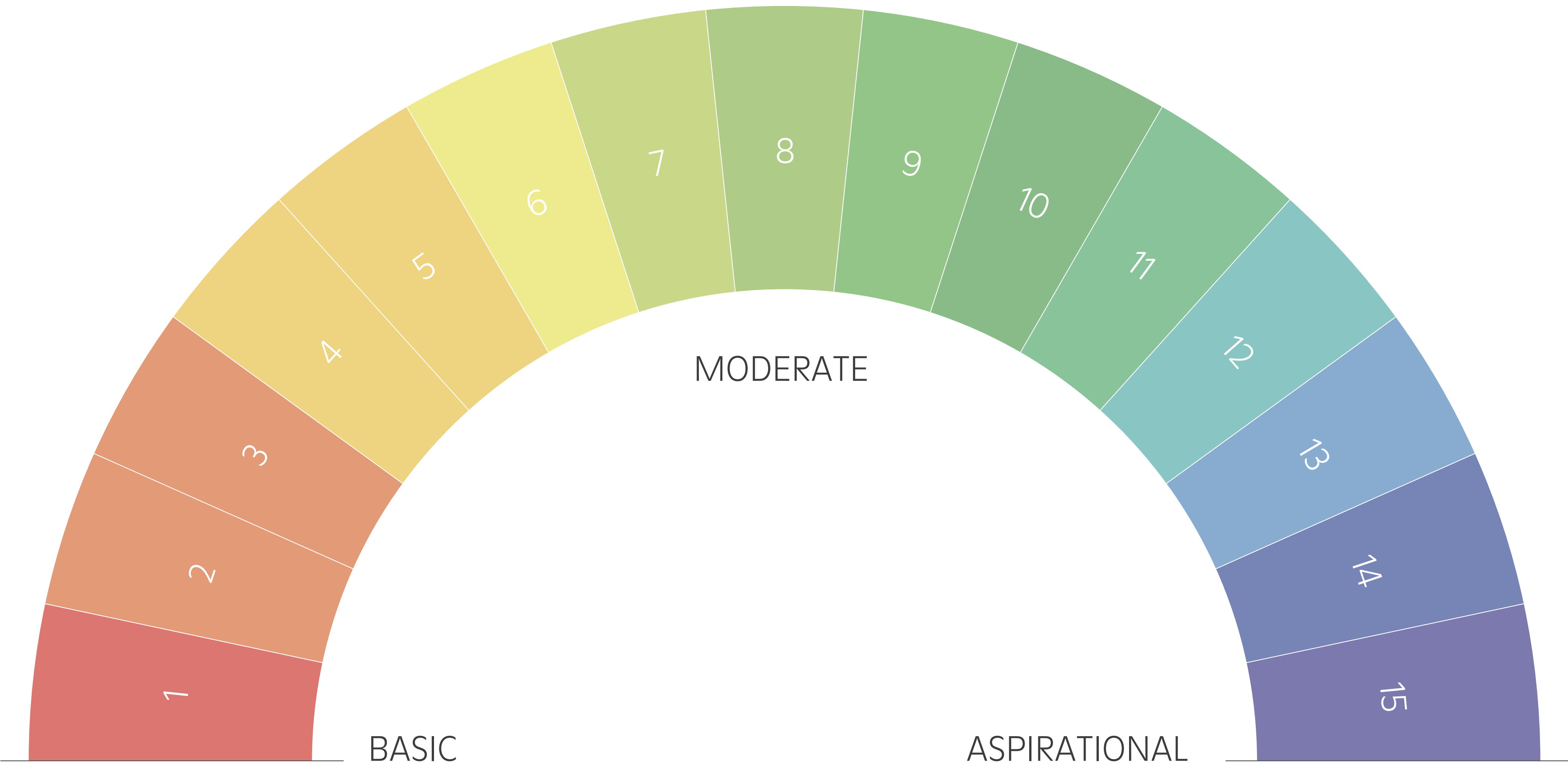


The Martindale abrasion test measures the durability of lining material by subjecting it to repeated friction against an abrasive surface under controlled pressure.

*The Higg Index is a set of five tools that evaluate and measure the social and environmental performance of the value chain and the environmental impact of products.

WE BUILD SHOES TO LAST AND HERE'S THE PROOF

After undergoing rigorous internal and external testing, each score is combined to produce a figure that places the shoe on the durability scale.



TARGET
100% of the collection rated as moderate (>7.5) or aspirational (>12)
2024 RESULTS
SS 99%
AW 88%



Pelotas Ariel

Pelotas Ariel, one of Camper’s most iconic shoes, inspired by the passion and imagination of sports pioneers and vintage hand-stitched leather footballs, continues to prove its outstanding quality.

This Camper icon retains its recognisable rubber sole with 87 spheres, providing exceptional cushioning and comfort while offering a unique and distinctive look, paired with premium vegetable-tanned leathers.

Pelotas Ariel brings together different design elements that contribute to its durability: a premium leather upper and a rubber sole, both stitched together 360 degrees. This ensures a secure bond between the two components.

We believe this product is so durable that we offer it with a lifetime guarantee.



SOURCING BETTER MATERIALS



In addition to prioritising material quality, we proactively seek to increase the use of recycled materials, source materials from organic or renewable origins, and select suppliers who implement responsible practices, improve animal welfare, or support social initiatives.

FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
OPTIMISE THE SUSTAINABILITY ATTRIBUTES OF OUR COLLECTIONS		2022	2023	2024
2026: 50% of collections designed to meet the criteria of the B Corp Impact Business		18%	34%	43%
Spring - Summer		27%	42%	49%
Autumn - Winter		8%	26%	37%
2026: 80% of the collection designed to meet industry criteria based on weight				75%
Spring - Summer		N/A	75%	79%
Autumn - Winter		N/A	97%	71%

How do we measure the impact of our collections?



B CORP IMPACT BUSINESS MODEL

One way we measure the effectiveness of our sustainable design strategy is through the B Corp Impact Business Model, which allows us to evaluate our collections based on their impact in the following areas:

Resource Conservation

Products that reduce resource use and/or limit landfill waste. Certified recycled materials score highly in this category.

Toxin Reduction

Products that reduce or eliminate the use of toxins or pollutants. In footwear, less toxic materials such as organically grown ones receive strong scores.

Land/Wildlife Conservation

Products that preserve or restore natural environments and/or protect animals. In footwear, this refers to materials sourced through regenerative practices.



INDUSTRY CRITERIA BASED ON WEIGHT

The other method is through an internal evaluation developed using a methodology widely accepted in the textile and footwear industry, which assesses the amount of responsible materials by the gram of product weight.

The evaluation classifies materials based on the following attributes:

- Percentage of recycled material
- Innovative materials
- Improved production processes
- Responsible sourcing
- Organic content

To be considered compliant with this criterion, the total percentage of a product's materials falling into any of these categories must be at least 50%.

Sustainability Partners



Vibram is a renowned footwear sole manufacturer known for its durable, high-quality soles. Like Camper, Vibram is committed to promoting sustainable practices in the footwear industry, striving to create products that prioritise both performance and environmental awareness. Vibram soles are featured in all **Drift Trails** and **Karst Trek** models.



Tencel Lyocell is a material made from responsibly sourced wood pulp. Using closed-loop production processes that minimise waste and water usage, Tencel fibres help reduce the environmental impact of the yarns used in our products. Tencel Lyocell, for example, is used in the knit material of **Peu Roda** (Style: K100933/K201591)



XL Extralight is a leading sole manufacturer prioritising bio-based and recycled materials, along with innovative production methods to reduce environmental impact. XL Extralight soles are used in key lines such as **Kobarah** and **Karst**.



Mirum by Natural Fiber Welding is a groundbreaking innovation that leverages sustainable resources and uses advanced manufacturing techniques. Mirum offers a renewable alternative to traditional synthetic materials, reducing environmental impact. Mirum is used in our **Karst Innova-tion Pack**.

SOURCING BETTER MATERIALS

FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
OPTIMISE THE SUSTAINABILITY ATTRIBUTES OF OUR MATERIALS		2022	2023	2024
2026: 100% certified materials in uppers and linings*		52%	88%	98%
Spring - Summer		N/A	83%	97%
Autumn - Winter		N/A	92%	99%
2026: 100% virgin plastic-free uppers and linings		96%	98%	99%
2026: 40% recycled or biobased soles			39%	37%

*Percentages are calculated based on the number of materials used to design the collection.

Our materials:

LININGS AND UPPERS		KPIs		
MATERIAL	DESCRIPTION	2022	2023	2024
Leathers	From tanneries certified by The Leather Working Group (LWG)	93%	93%	98%
Cotton	From certified organic and recycled sources	88%	81%	100%
Wool	From sources meeting the highest animal welfare standards	18%	50%	29%
Recycled PET	From certified recycled sources	79%	85%	100%
SOLES				
MATERIAL	DESCRIPTION	2022	2023	2024
Soles: Recycled / bio-based soles	Soles containing at least 20% recycled or bio-circular materials	33%	40%	37%

*Percentages are calculated based on the number of materials used to design the collection..

Karst

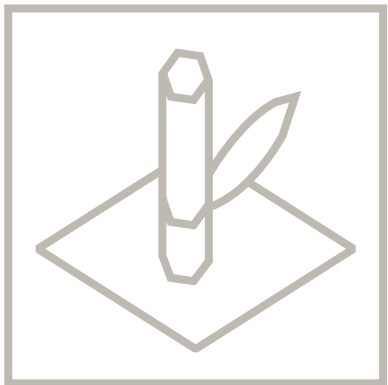
‘Karst’, meaning a rugged limestone region with underground streams and caves, is a unisex trainer with an organic sporty look and a sustainable soul.

A special edition with a more natural feel completes the line in 2024. It’s designed using only innovative natural materials, including MIRUM® uppers, HyphaLite™ and TENCEL™, with recycled polyester linings and GOTS-certified organic cotton laces.

True to the meaning of its name, Karst is inspired by nature and the outdoors, featuring a thick, rounded protective sole shaped after rock formations.



CUSHIONUNG



NATURAL-
BASED
MATERIAL



LIGHTWEIGHT

*Certified origin guaranteeing the amount of bio-circular material, meaning sourced from forest, household and/or industrial waste.

Right Nina

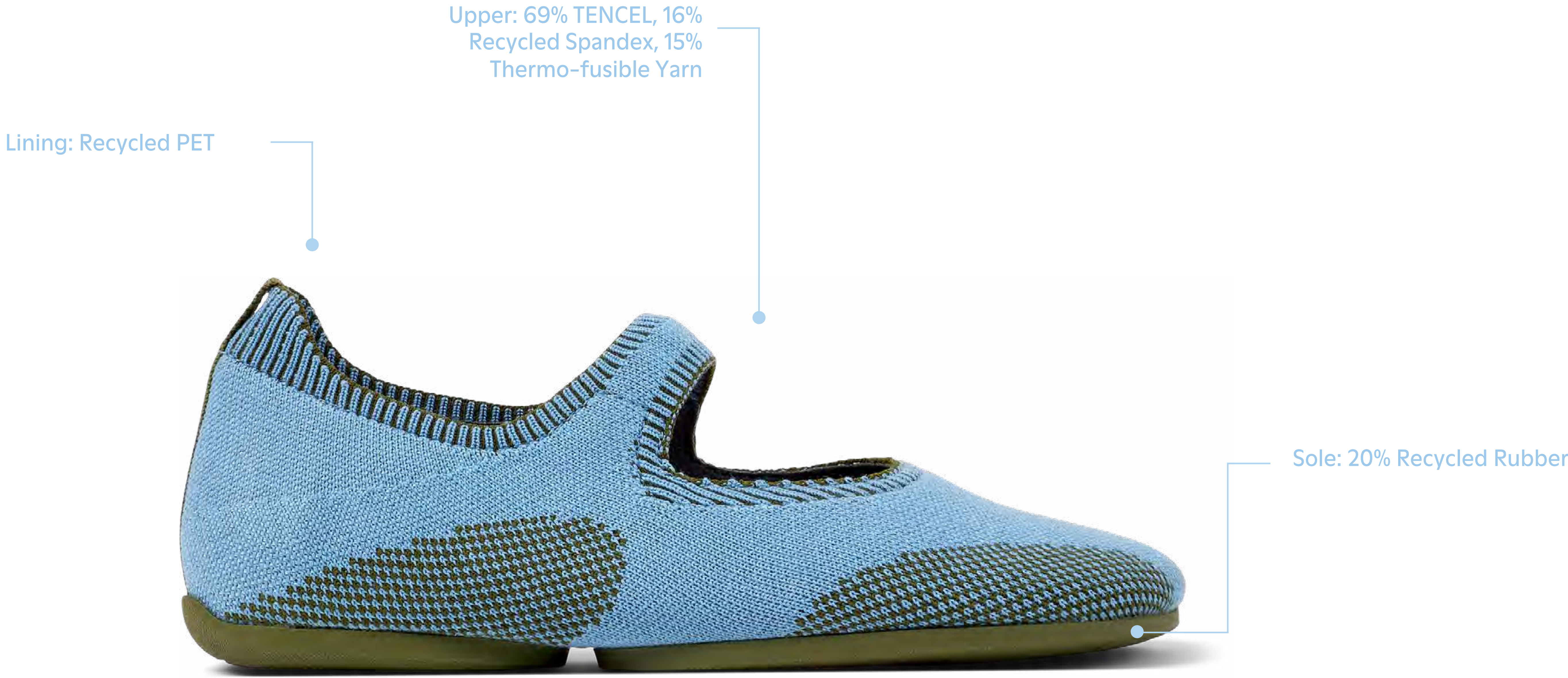
In 2024, Right Nina is made with a technical upper and an improved sole that preserves the two-island concept, offering superior comfort and protection.

The upper material may be technical, but it carries a natural approach, featuring breathable TENCEL™ Lyocell fibre for an extra soft and gentle feel, and a natural, sporty and feminine look in the line.

Using TENCEL™ Lyocell fibre in a technical material offers greater comfort, but also minimises waste during the production process while reducing carbon footprint emissions.

TENCEL™ Lyocell fibres are sourced from sustainably managed forests through a process that maximises resource efficiency and minimises environmental impact, including water use and carbon footprint.

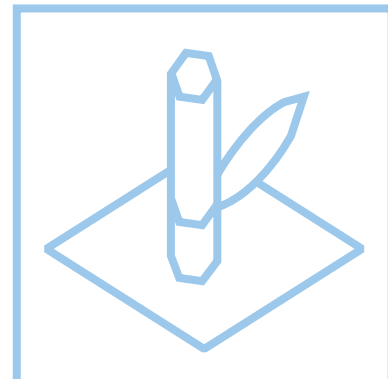
The rubber sole not only provides good grip and cushioning, but also includes 20% recycled rubber, which lowers environmental impact.



GOOD GRIP



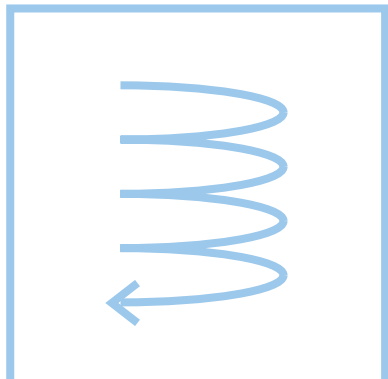
CUSHIONING



NATURAL-BASED MATERIAL

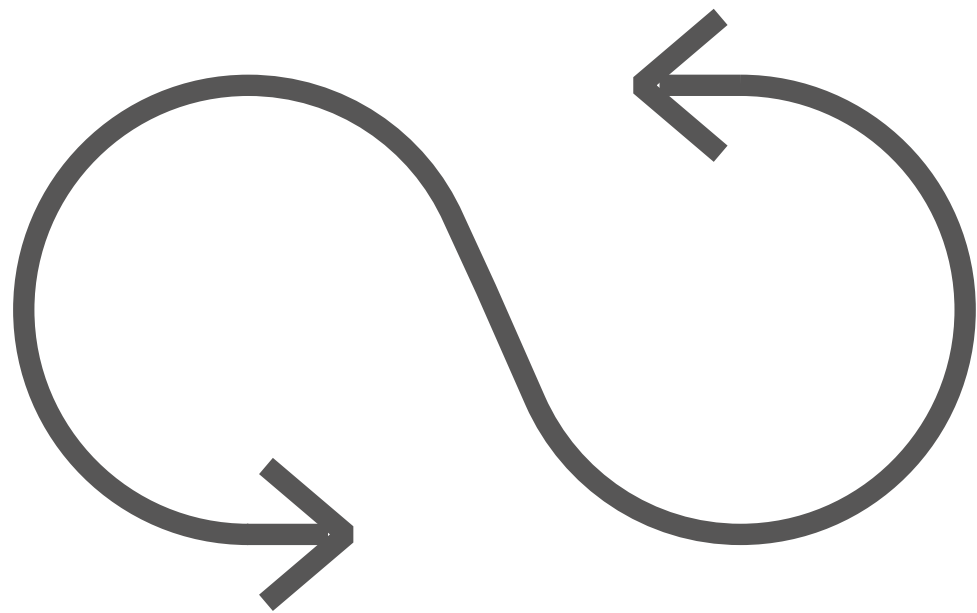


EXTRA DURABLE INGREDIENTS



FLEXIBLE

DESIGNING CIRCULAR SCHEMES



We understand circularity from two perspectives: designing products that are easier to take apart and with simplified structures to streamline manufacturing, and closing the loop through modularity and monomateriality, which simplify recycling. We offer a lifetime guarantee on our most durable lines, a repair service, and collection of unused products in our main markets.

FUTURE VISION		PROGRESS	
GOALS AND TARGETS		KPIs	
DESIGNING TO CLOSE THE LOOP (MONOMATERIALITY, MODULARITY, RECYCLABILITY)		2022	20232024
2030: Design 15% of collection lines to close the loop (monomateriality, modularity, recyclability)			1%*3%
ENCOURAGE THE CIRCULAR ECONOMY		2022	20232024
2030: Repair 2,000 pairs		N/A	200497
2030: Recover 20,000 pairs through our Take-Back collection programme		1.054	13.87119.181
2030: Sell 1,000 pairs of second-life shoes (Re-Walk)		N/A	653583

*We have recalculated the % of circular products from 2023 based on our redefinition of circularity, which prioritises monomateriality, modularity and recyclability as the most ambitious circular attributes.

Designing Circular Schemes

We understand circularity from two perspectives: designing products that are easier to take apart and with simplified structures to streamline manufacturing, and closing the loop through modularity and monomateriality, which simplify recycling. We offer a lifetime guarantee on our most durable lines, a repair service, and collection of unused products in our main markets.



DESIGNING TO ENABLE CIRCULARITY Longer lifespan

LIFETIME GUARANTEE

Confident in the lasting quality of Camper products, we offer a lifetime guarantee for our most durable lines, such as the leather version of **Pelotas Ariel**.

CUSTOMISATION

An invitation to mix and match shoes in multiple ways to get the most out of them.

DISASSEMBLY

Lines like **Junction** are designed using glue-free techniques so they can be taken apart once the shoes are returned to us.

SIMPLIFICATION

Seamless technology and simplified uppers to reduce the total number of components and processing steps required, lowering the overall impact of a shoe (selected **Peu** and **Drift Trail** styles).



DESIGNING TO CLOSE THE LOOP End of life

MONOMATERIALITY

Making a shoe from a single material simplifies recycling with our partners, as it eliminates the need for sorting and disassembly, as in the case of our beloved **Kobarah**.

MODULARITY

A modular shoe design has interchangeable parts for repair and customisation, promoting sustainability by reducing waste and extending the shoe's lifespan.

RECYCLABILITY

Shoes designed to be recyclable are made with materials that can be easily recovered at the end of their life, helping to minimise waste and support a circular economy.

Roku

Let’s take a closer look at the six recycled parts that make up ROKU:

- Bottom lace 100% recycled PET
- Top laces 100% recycled PET
- Upper 75% recycled PET
- Inner sock 75% recycled PET
- Insole 20% recycled EVA

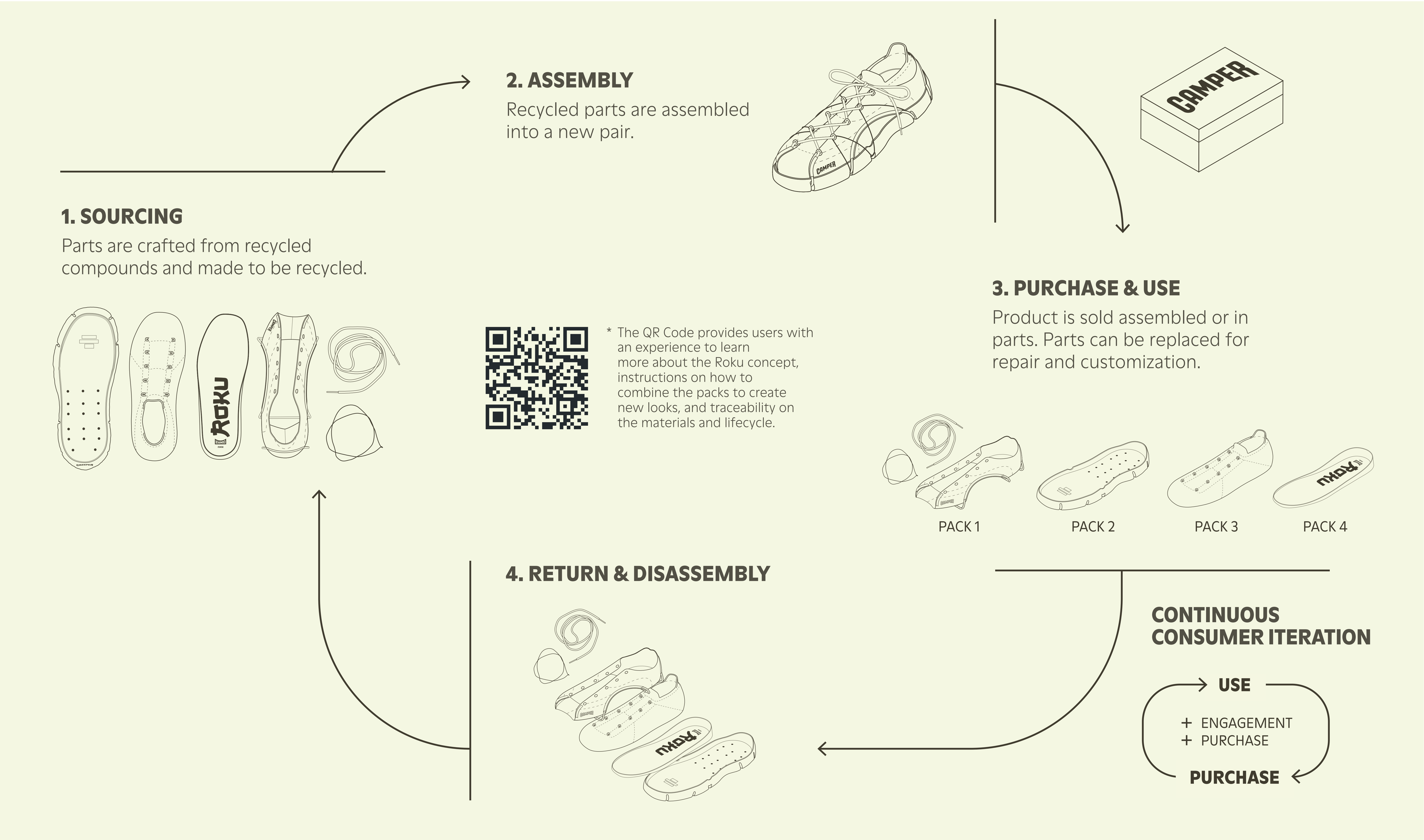
All these parts are designed to be recycled into new shoe components, if the fabric or recycled material quality is preserved, or into material for other industries.

51% recycled EVA XL EXTRALIGHT® sole

The star component is designed to become a new sole after being shredded, in collaboration with Finproject, effectively closing the loop and avoiding waste.



- LESS IS DESIGN INNOVATION
- LESS IS CIRCULARITY
- LESS IS CUSTOMIZATION
- LESS IS 1%



We build our shoes to last and then make sure they do.

Circularity doesn't stop at production. To extend the life cycle of our shoes, we created ReCamper. A suite of services to help you care for and repair your shoes, while also recovering Camper shoes for resale, recycling or sustainable disposal.

Our services are divided into:

CARE

We work with top partners to offer products that prolong the life of our shoes, and we also provide basic and premium cleaning services in our stores.

REPAIR

We are developing a specialised repair service with our team of artisans in Mallorca because we believe quality is key to sustainability. By extending a shoe's life by just 9 months, we can reduce its carbon footprint by 20–30%.

TAKE BACK

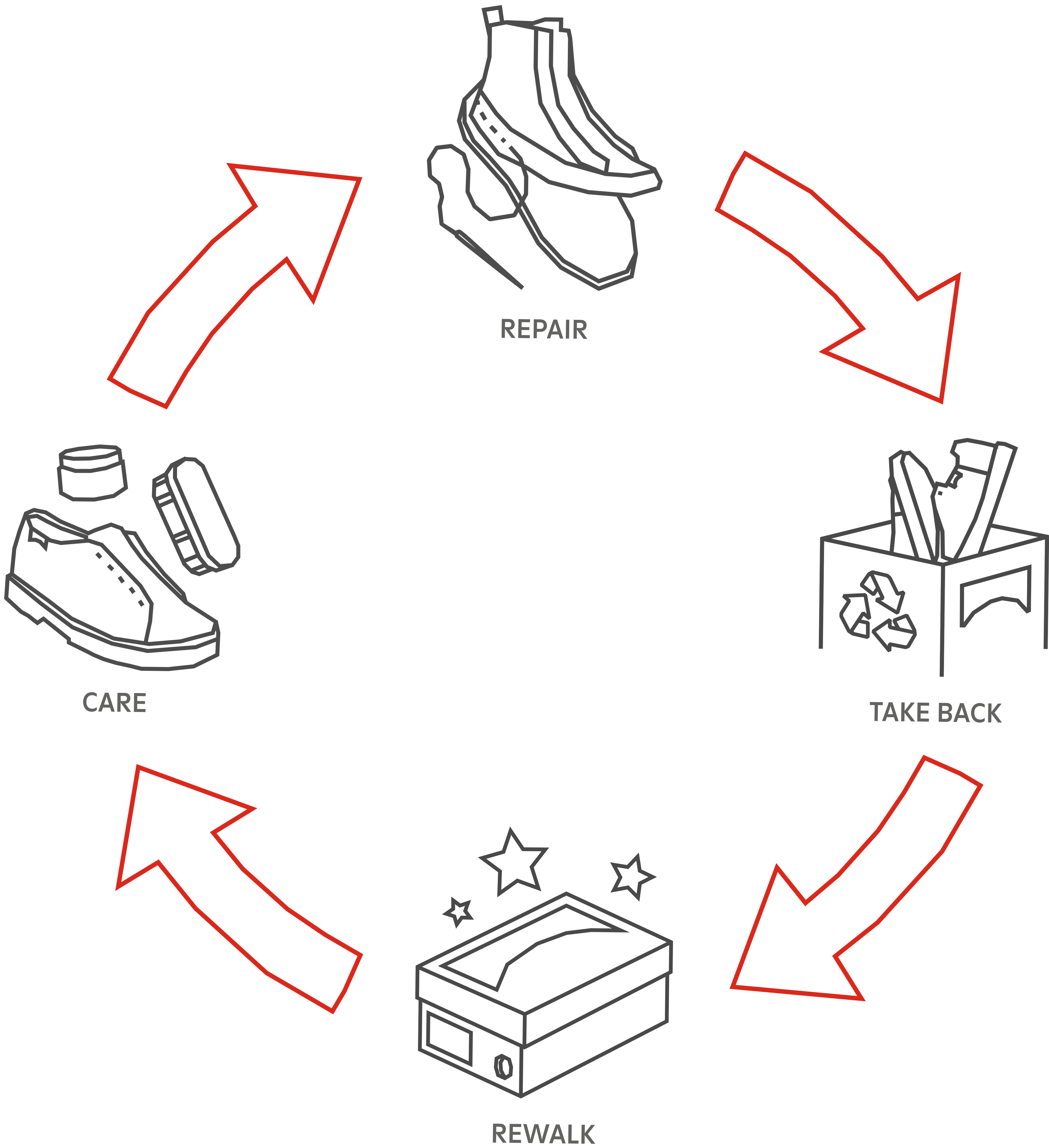
Our programme created to help close the loop on used footwear. Aiming to reduce our environmental impact, Take Back focuses on collecting shoes worldwide and giving them another chance to walk through restoration, repair and our ReCrafted and ReWalk collections.

REWALK

Once a year, we launch an edition of the ReWalk collection, featuring a selection of second-grade and second-hand Camper shoes. Every pair of Camper has an incredible story to tell, and you'll even find some one-of-a-kind pairs.

RECREATED

Our way of transforming used, returned and defective Camper shoes into special-edition footwear. This initiative was launched to radically reshape the idea of a shoe's life cycle as part of our ongoing commitment to being "A Little Better, Never Perfect". ReCrafted is where sustainability meets technology and timeless design endures.



OFFERING UNIQUE WALKING EXPERIENCES



Our sales channels are merging to offer a superior shopping experience. We do this by ensuring a unified and accessible inventory, allowing our customers to find sizes and options more easily. We work to keep information about our stores up to date on camper.com and Google, so you can find your nearest point of sale.

FUTURE VISION		PROGRESS	
GOALS AND TARGETS		KPIs	
OPTIMISE THE B2C CUSTOMER EXPERIENCE		2022	20232024
2025: Achieve a Net Promoter Score (NPS) > 50		N/A	N/A48
2025: Maintain the Google Rating of our stores at > 4.8/5		4,77	4,84,9
2025: Reach an average first response time to customer enquiries of under 24 hours		20h	26h17h
2025: Achieve >90% positive ratings for the service provided via chat*		N/A	89%92%
2025: Achieve a Consumer Satisfaction (CSAT) score >70%**		N/A	N/A68%

*As of 2024, we have begun measuring the service provided via chat in terms of the number of positive ratings received vs total ratings received, a metric that replaces the average rating previously used for chat service.
**The CSAT (Consumer Satisfaction) measures the number of positive ratings vs the total number of ratings received through any of our channels (chat, form, telephone, email, etc.)

05 

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DELIVERING RESPONSIBLE AND ETHICAL GROWTH



MAINTAINING A PROFITABLE AND RESPONSIBLE BUSINESS MODEL



We are proud that the sustainability attributes of the collections designed by our teams translate into product sales that contribute to resource conservation and/or the reduction of toxin use in materials and production processes.

FUTURE VISION		PROGRESO		
GOALS AND TARGETS		KPIs		
ENSURE SUSTAINABLE ECONOMIC GROWTH		2022	2023	2024
2025: €265M in annual sales (Group)		188M€	224M€	237M€
INCREASE THE SHARE OF SALES FROM PRODUCTS WITH SUSTAINABILITY ATTRIBUTES		2022	2023	2024
2026: 75% of sales from products with sustainability attributes according to the B Corp Impact Business Model (IBM)		54%	61%	68%
2026: 30% of sales from products that contribute to resource conservation		21%	27%	27%
2026: 40% of sales from products that contribute to sanitation / reduction of toxins		30%	32%	39%
2026: 5% of sales from products that contribute to land / wildlife conservation		3%	3%	2%

MAINTAINING A PROFITABLE AND RESPONSIBLE BUSINESS MODEL

Sales of products with sustainability attributes

To measure the effectiveness of our sustainable design strategy, we use the B Corp Impact Business Model*, which allows us to assess our collections based on their impact on: resource conservation, land conservation and toxin reduction.

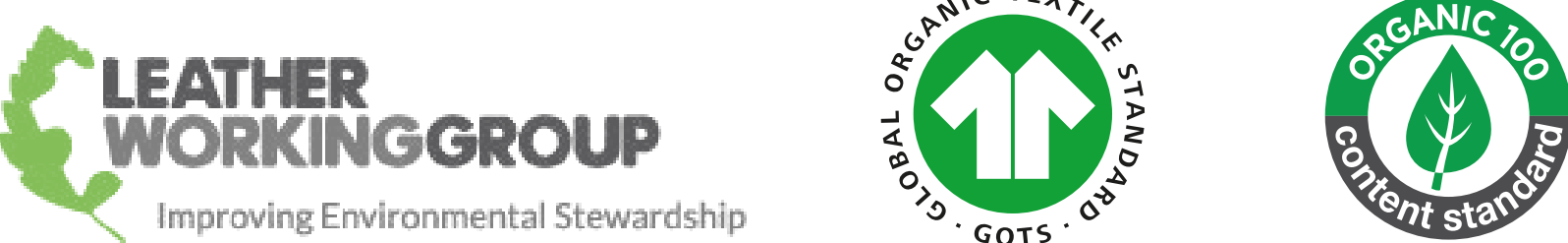
● Resource conservation

Products made with recycled, reused or compostable materials, such as recycled leather, cotton or PET.



● Toxin reduction

Products that use fewer chemical or toxic/hazardous materials than the alternatives on the market.



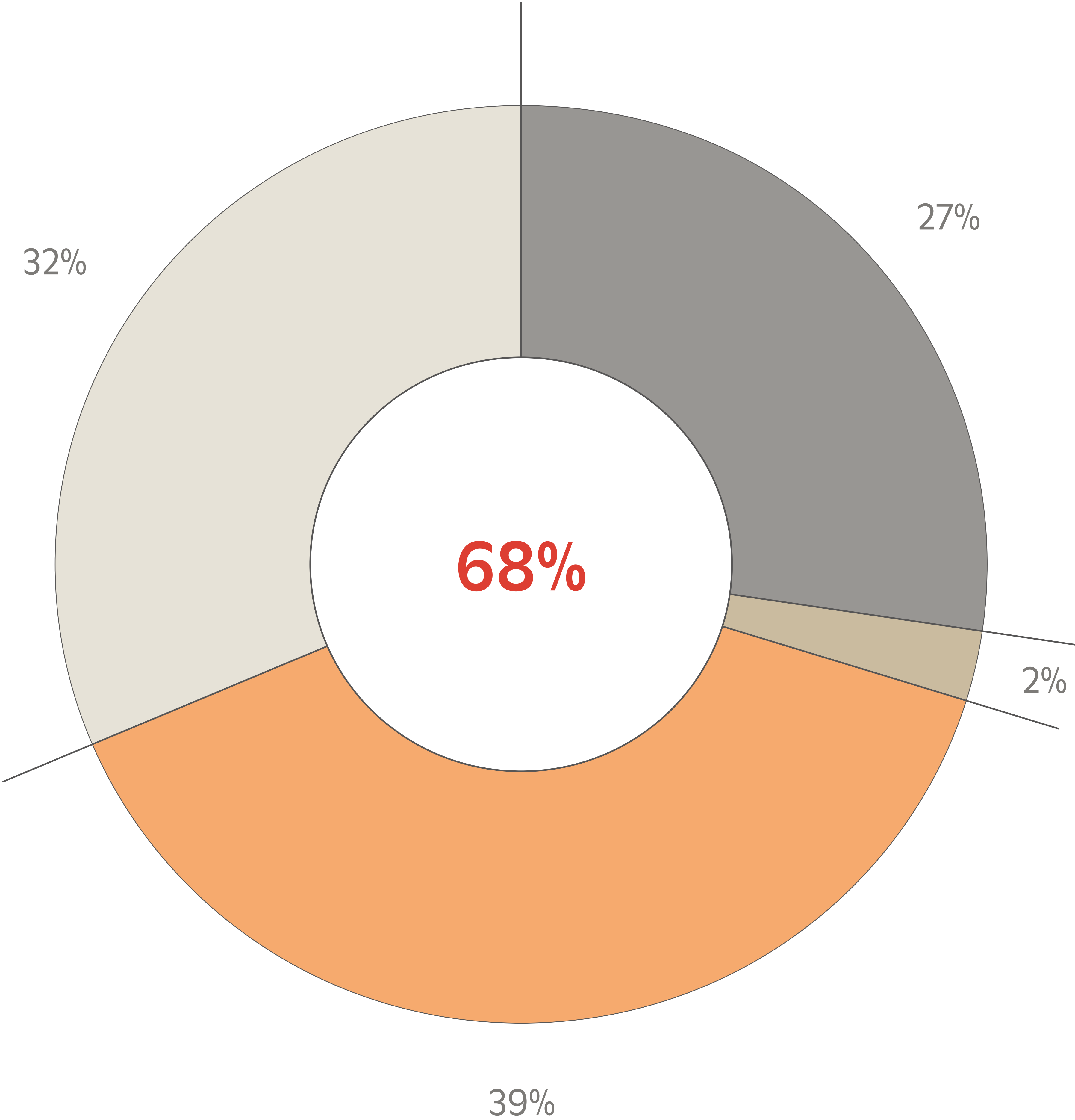
● Land/ Wildlife conservation

Products whose manufacture requires specific practices to ensure the sustainable harvesting or use of natural materials.



● Not part of the IBM

Products that do not meet the minimum 50% requirement to be classified in any of the above categories.



* According to this criterion, 68% of our sales in 2024 correspond to products with sustainability attributes, calculated based on the attribution of their material costs against total turnover.
**These certifications are not exhaustive of all those held by the materials in our collections; we have selected those that are most representative.

EXECUTING OUR BUSINESS WITH ETHICS AND TRANSPARENCY

We are committed to carrying out our activities ethically and transparently, upholding a public commitment to honest, clear and responsible practices. This involves putting in place effective complaints and suggestions mechanisms, enabling continuous feedback. In addition, we invest in the development of our community through donations, sponsorships and volunteering opportunities, demonstrating a genuine approach to the common good.

FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
ENSURE PROPER MONITORING AND TRANSPARENCY OF COMPLAINT MECHANISMS		2022	2023	2024
2025: 100% resolution of cases received through the Whistleblowing Channel				
Cases received through the Whistleblowing Channel		8	6	13
Cases related to labour issues		8	6	10
% of cases reviewed by the Compliance Committee		100%	100%	100%
TRANSLATE OUR COMMITMENT TO THE COMMUNITY INTO ACTION		2022	2023	2024
2025: Invest in the community the equivalent of 0.1% of the Group’s annual sales		0,12%	0,10%	0,10%
Total contribution to the community*		226K€	224K€	251K€
2026: 10% of employees involved in volunteering activities		6,14%	3,36%	6,15%

* We will always publicly name the organisations we collaborate with, and it is strictly forbidden to improperly influence any official or political representative to gain a commercial advantage (Camper does not make political donations).

EXECUTING OUR BUSINESS WITH ETHICS AND TRANSPARENCY

COMMITMENT

- Code of Conduct and Ethics
- Whistleblowing Channel Policy
- Anti-Corruption and Bribery Policy
- Human Rights Policy
- Whistleblowing channel managed by a third party that guarantees the informant's anonymity

TRAINING

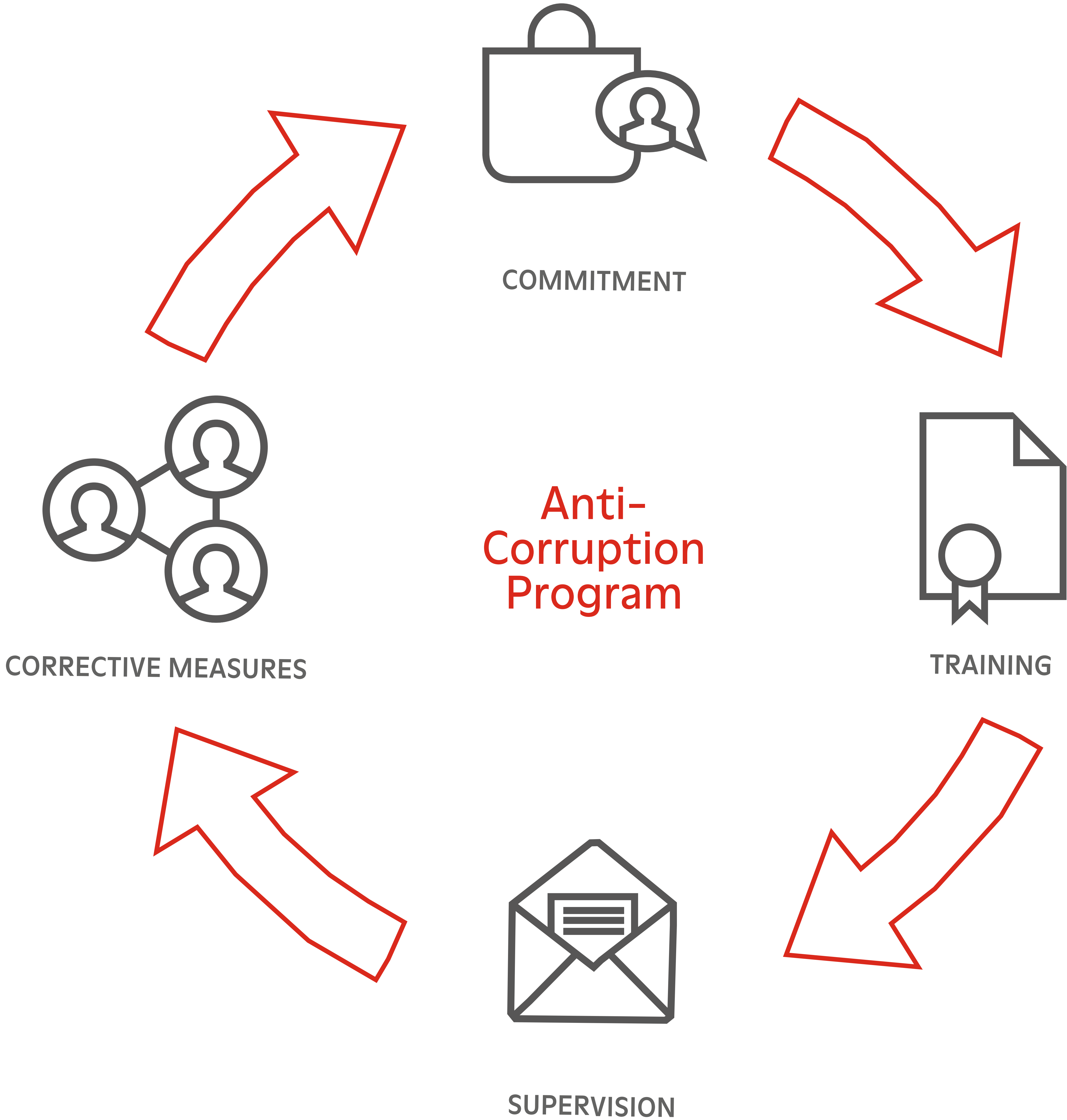
- 608 people trained in Human Rights during 2024
- 349 employees trained in corruption and bribery prevention in 2024
- 636 people trained in workplace harassment prevention in 2024

CORRECTIVE MEASURES

- Ensure the flow of information with other stakeholders in cases deemed relevant.
- Modify the whistleblowing channel landing page to facilitate case tracking.

SUPERVISION

- Whistleblowing Channel Committee
- Compliance Committee
- ESG Committee
- Annual external audit on corruption and bribery





13

Cases received through the whistleblowing channel, of which



3 cases related to operational issues

Redirected and resolved by the corresponding corporate areas



10 cases related to labour issues

Managed and resolved by the Whistleblowing Committee + People and Culture



0 cases related to corruption and bribery



OBJECTIVE

Marine regeneration of the Pollença coastline in Mallorca.

INICIATIVES

- 22 campaigns to characterise benthic communities and 4 others within the ODM Climate framework
- 9 data collection campaigns using SCUBA for habitat and species mapping
- 11 kayak outings to collect microplastics
- 128 participants in a total of 5 workshops offered
- Organisation and delivery of 3 forums with a total of 98 participants

2024 RESULTS

- El 100 % de las personas encuestadas considera que el taller recibido ha acercado la ciencia a la comunidad y ha valorado la actividad positivamente.



OBJETIVE

Promote regenerative farming practices in Mallorca.

INICIATIVES

- 2 courses delivered
- 40 total attendees
- 23 farms received guidance

2024 RESULTS

- Average rating of the courses by those surveyed was 4.54 out of 5

EXPECTED RESULTS FOR 2027

- 5% increase in organic surface area
- 2% increase in organic operators
- 50 farmers implementing Regenerative Agriculture techniques



OBJETIVE

Promote local community participation in sports activities.

INICIATIVES

- Club participation in 62 sporting events
- Provide sports equipment to 100% of athletes registered in the Club
- Fund 5 athletes with financial needs to participate in sporting events

2024 RESULTS

- 6.8% increase in athletes
- Positive rating of club activities by 82% of those surveyed*



OBJETIVE

Protect and preserve mountain and natural environments and promote sustainability through education, action and community.

INICIATIVES

- 4 trail restoration actions completed in sensitive natural environments (Mallorca, Sweden, USA and Cap de Creus)
- Over 60 volunteers actively involved in trail restoration projects
- 250 people in 8 countries took part in the global Running Minds event on International Mountain Day, organised by the Kilian Jornet Foundation
- 20 experts and speakers featured as guests in the 2 new seasons of the Athlete Climate Academy podcast.

*We considered responses positive if the activity was rated at least 8

FOSTERING RESPONSIBLE PURCHASING

Managing our purchasing responsibly allows us to ensure operational efficiency, minimise associated risks and promote sustainability across all our processes.

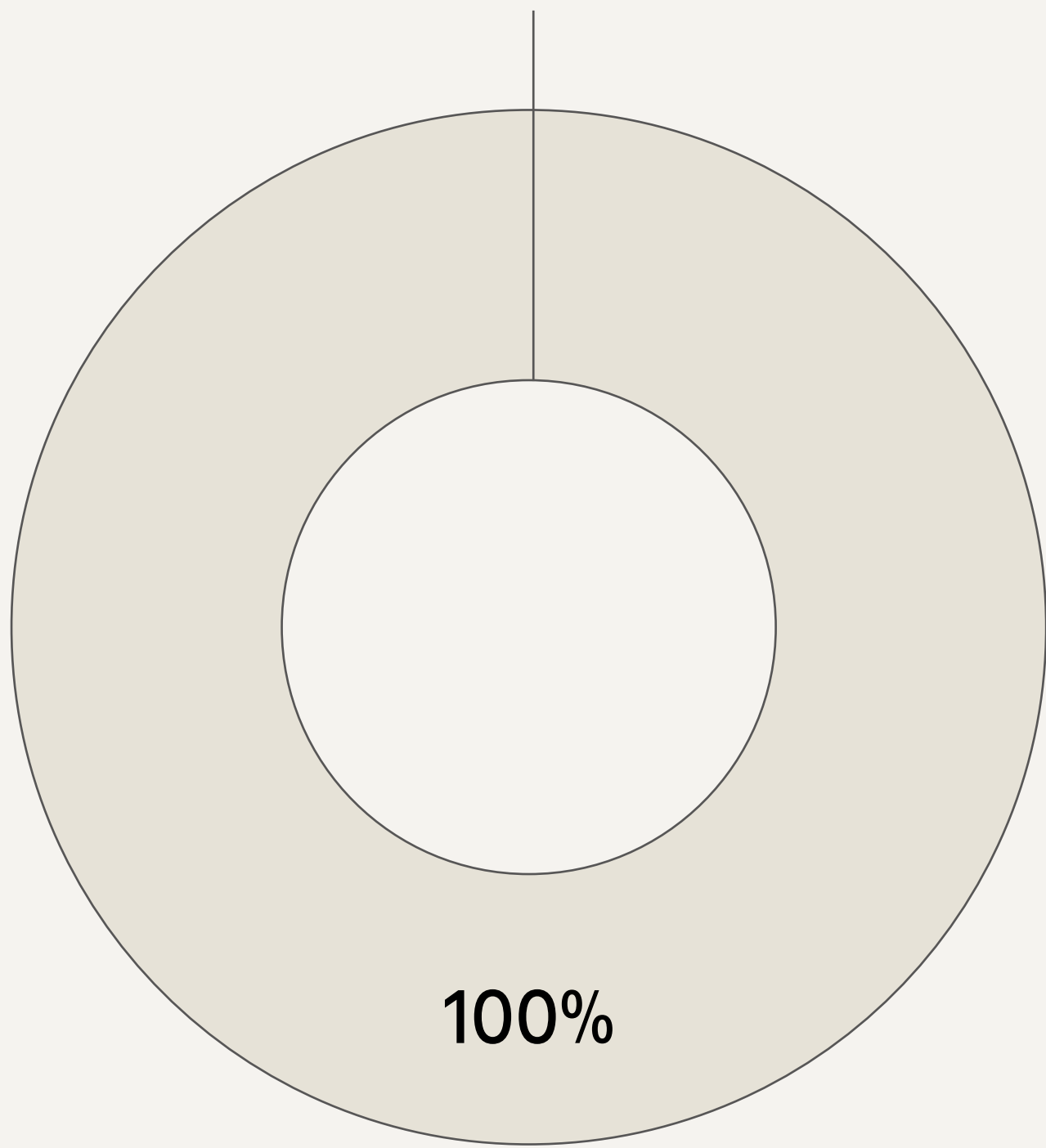
FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
ENSURE THAT OUR KEY SUPPLIERS COMPLY WITH OUR ESG STANDARDS		2022	2023	2024
2030: 100% of Tier 1 supplier companies (factories) in compliance with our ESG requirements (% in expenditures)				
Adherence to our Supplier Code of Conduct		98%	93%	100%
Completion of the ESG questionnaire		98%	100%	100%
Verification of the Higg Facilities Environmental Module (FEM)		N/A	N/A	87%
Third-party social audit conducted		N/A	N/A	91%
2030: 80% of Tier 2 supplier companies (materials) in compliance with our ESG requirements* (% of production)				
Textile suppliers		80%	100%	100%
Leather suppliers		81%	95%	100%
Lining suppliers		100%	100%	100%
Sole suppliers		73%	87%	100%

*For material suppliers (T2), the two ESG requirements currently assessed are adherence to the Supplier Code of Conduct and completion of our ESG questionnaire.

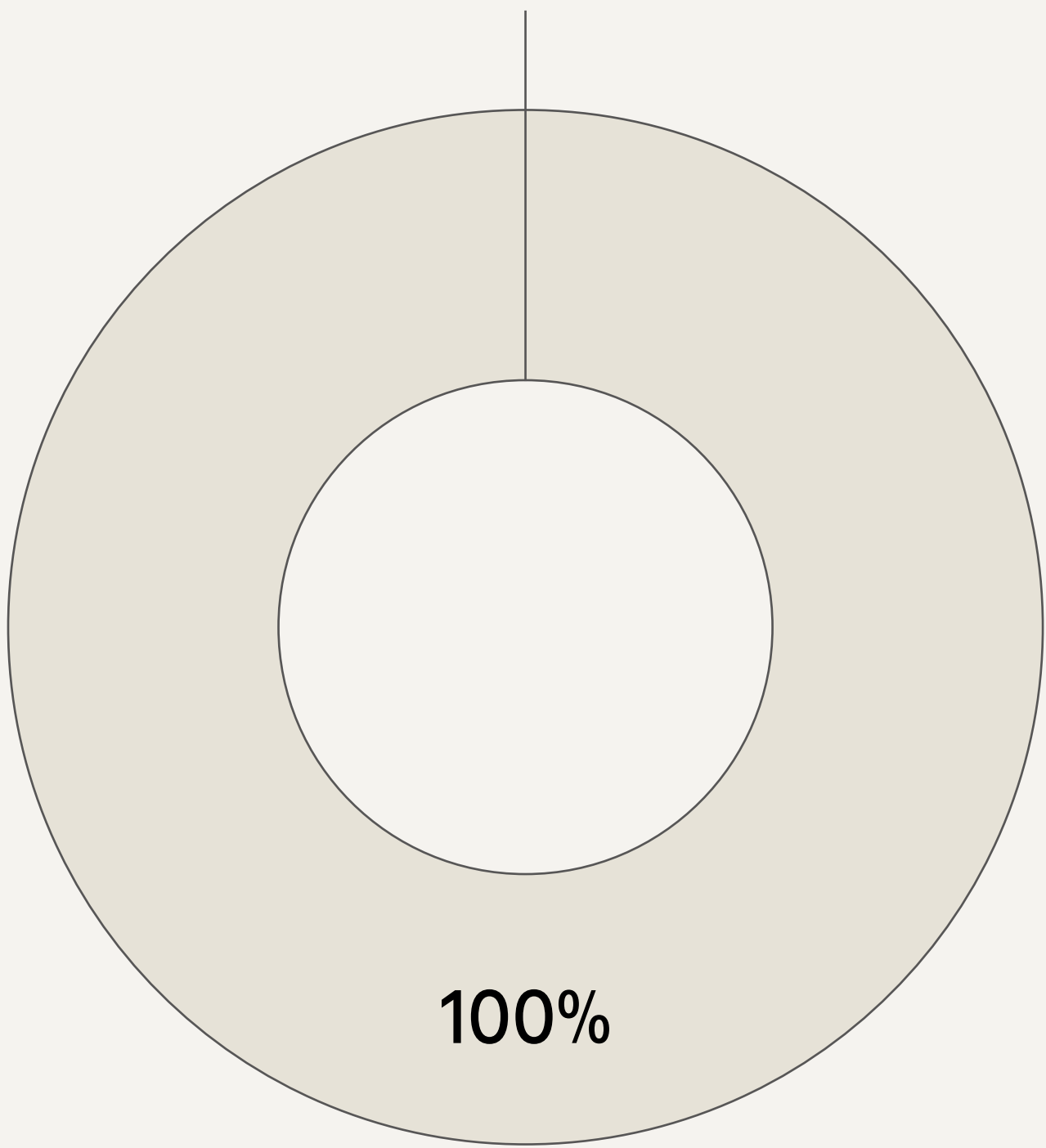
Factories (T1)



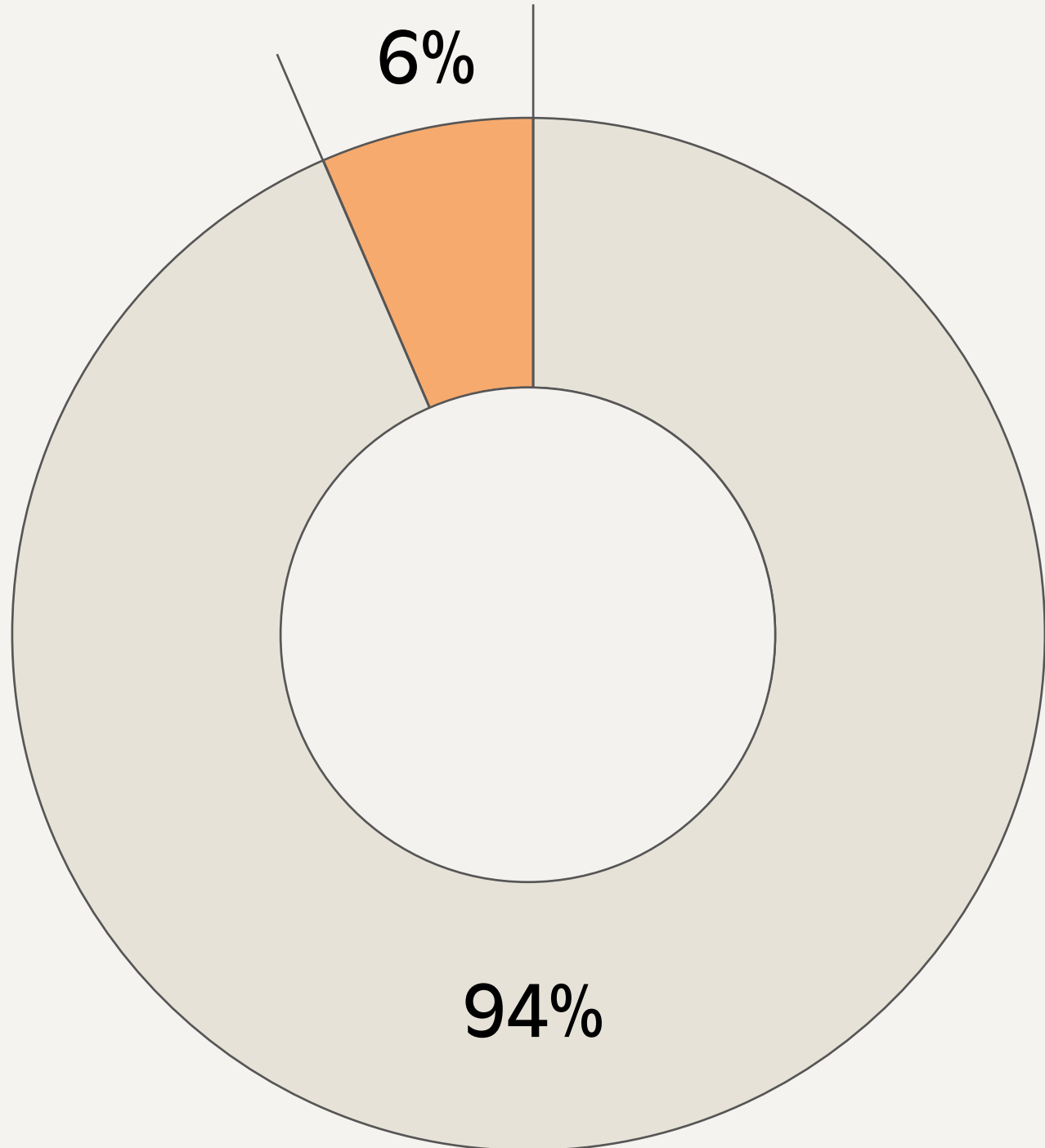
ADHERENCE TO OUR SUPPLIER CODE
OF CONDUCT



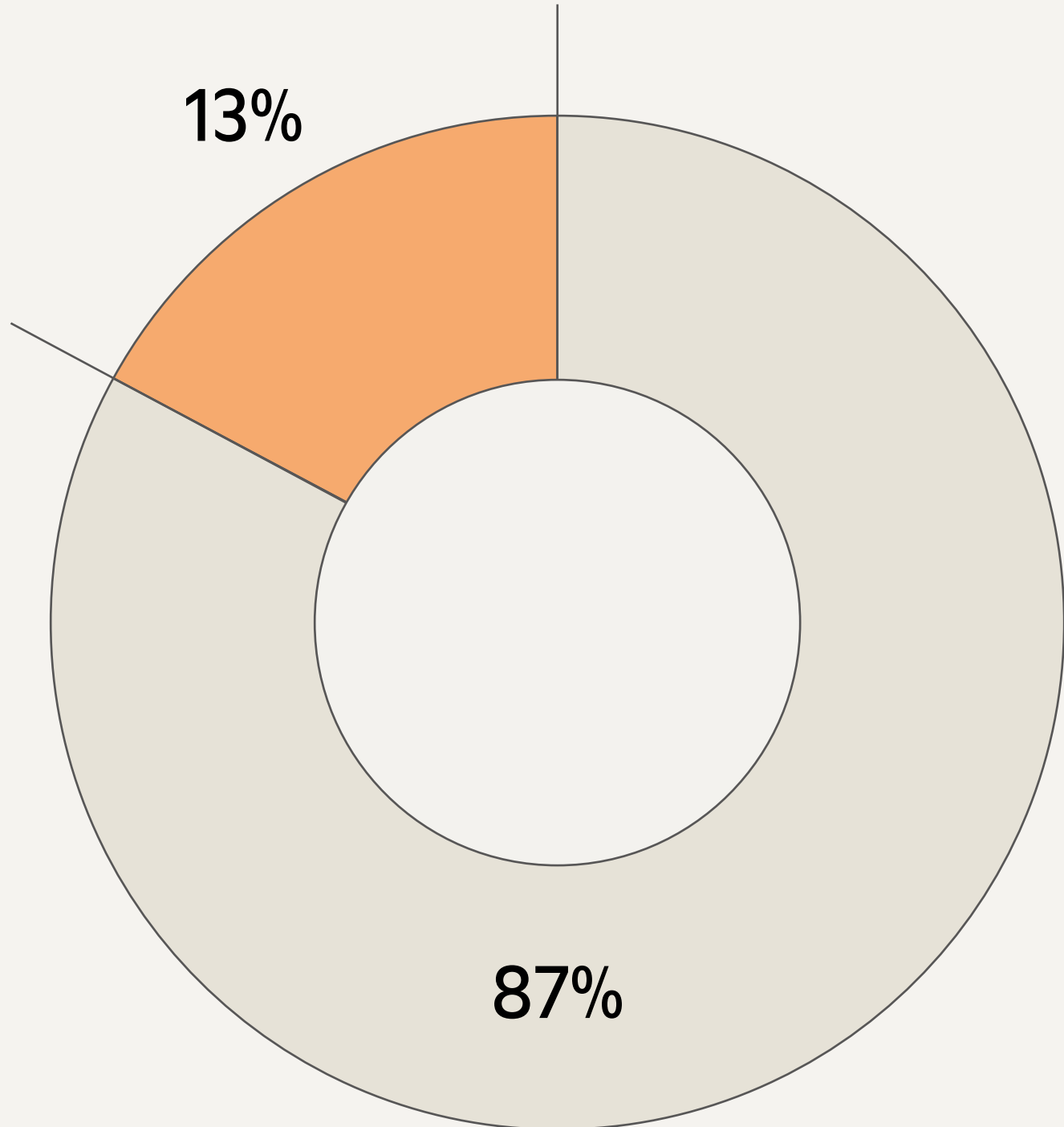
COMPLETION OF THE ESG
QUESTIONNAIRE



THIRD-PARTY SOCIAL AUDIT
CONDUCTED



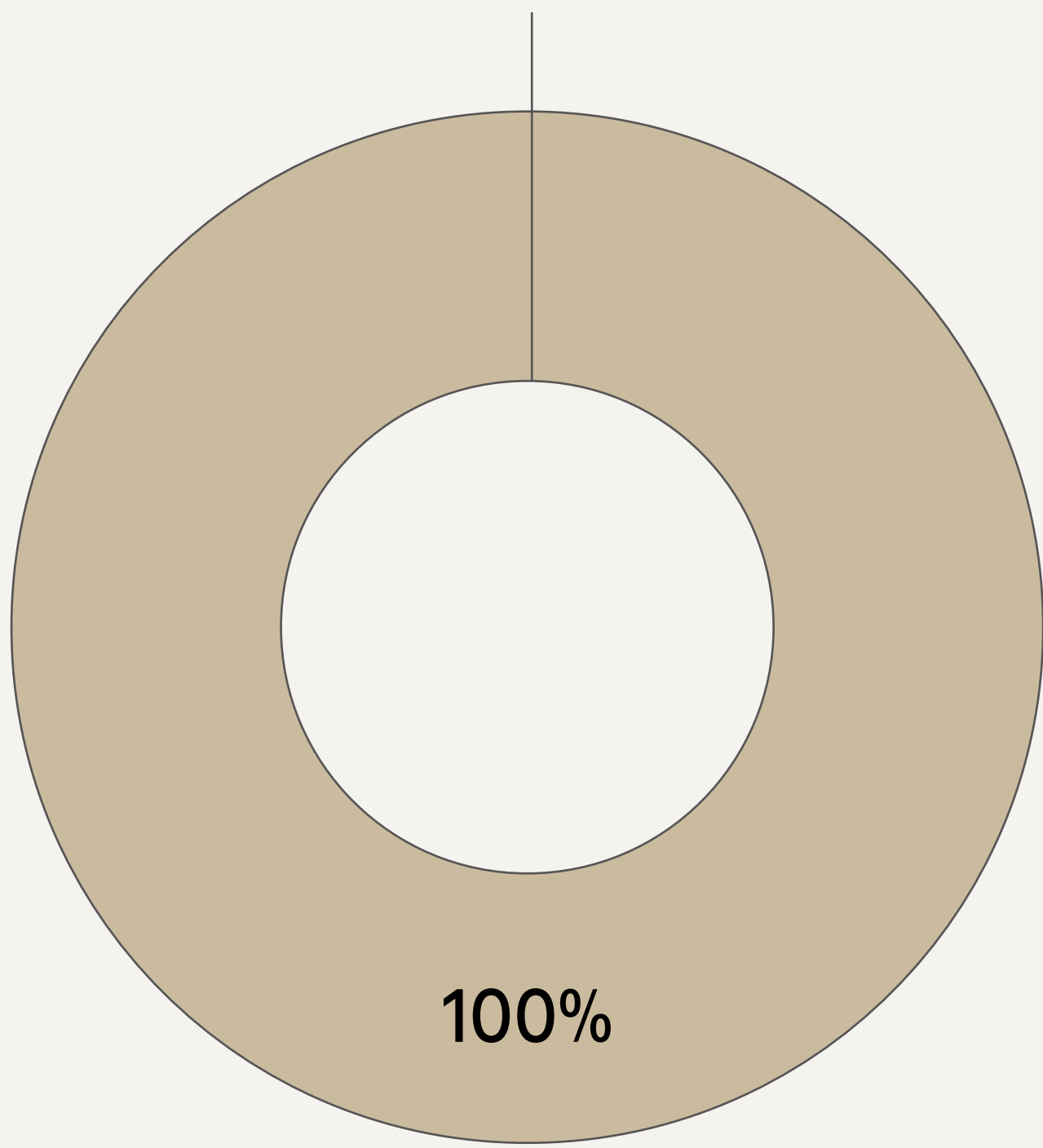
ENVIRONMENTAL AUDIT
THROUGH HIGG'S FEM



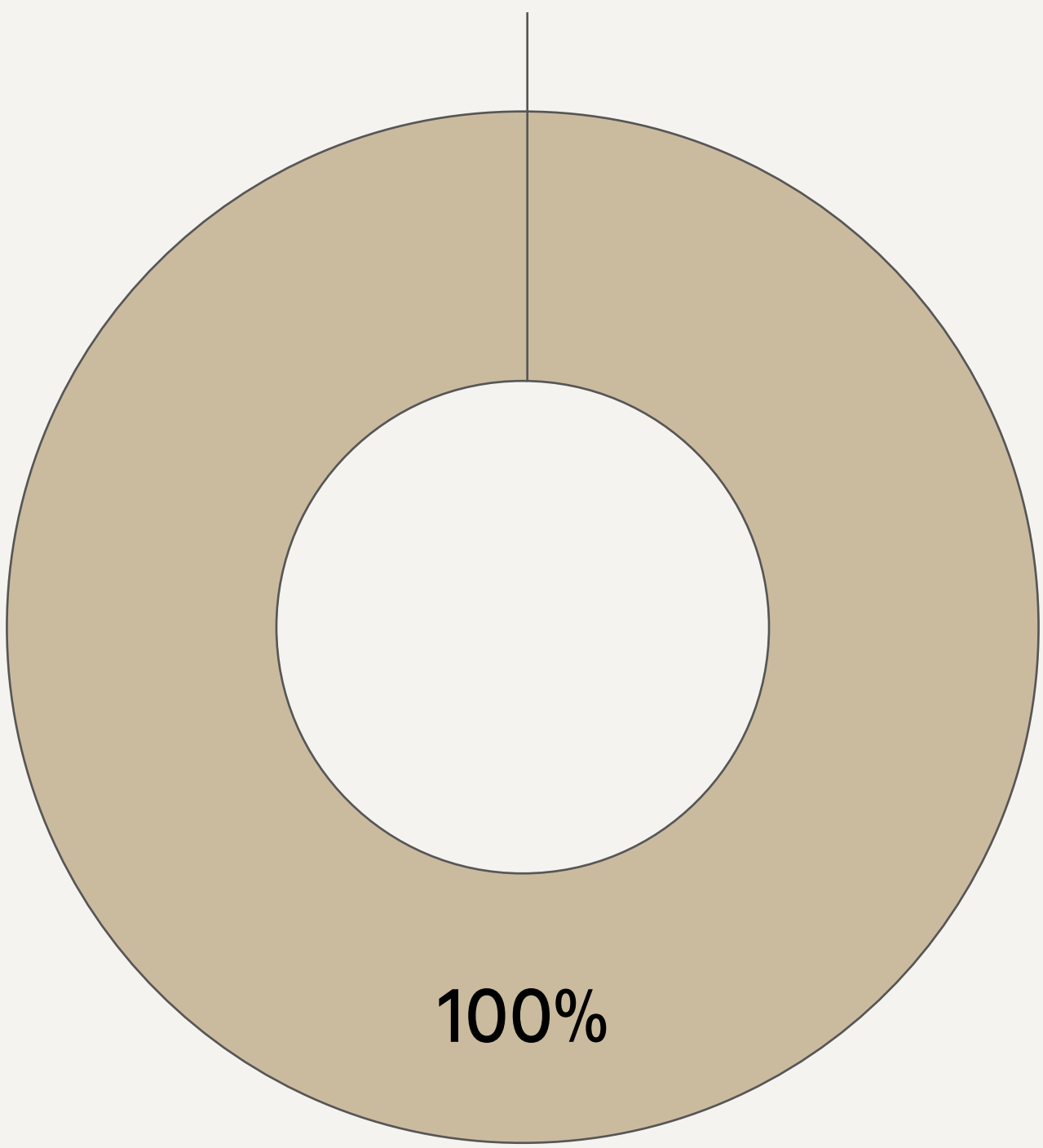
Materials (T2)*



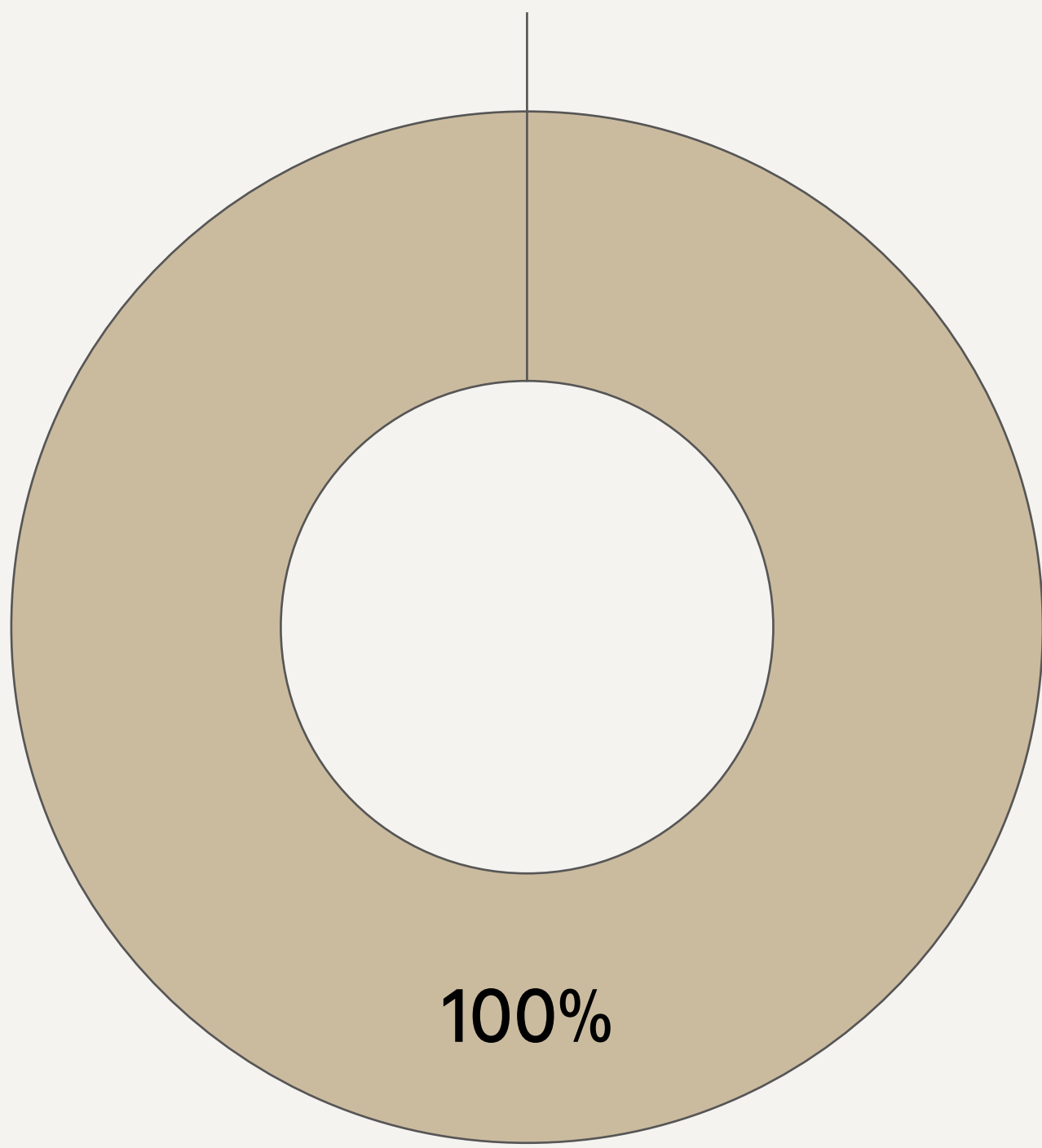
LEATHERS



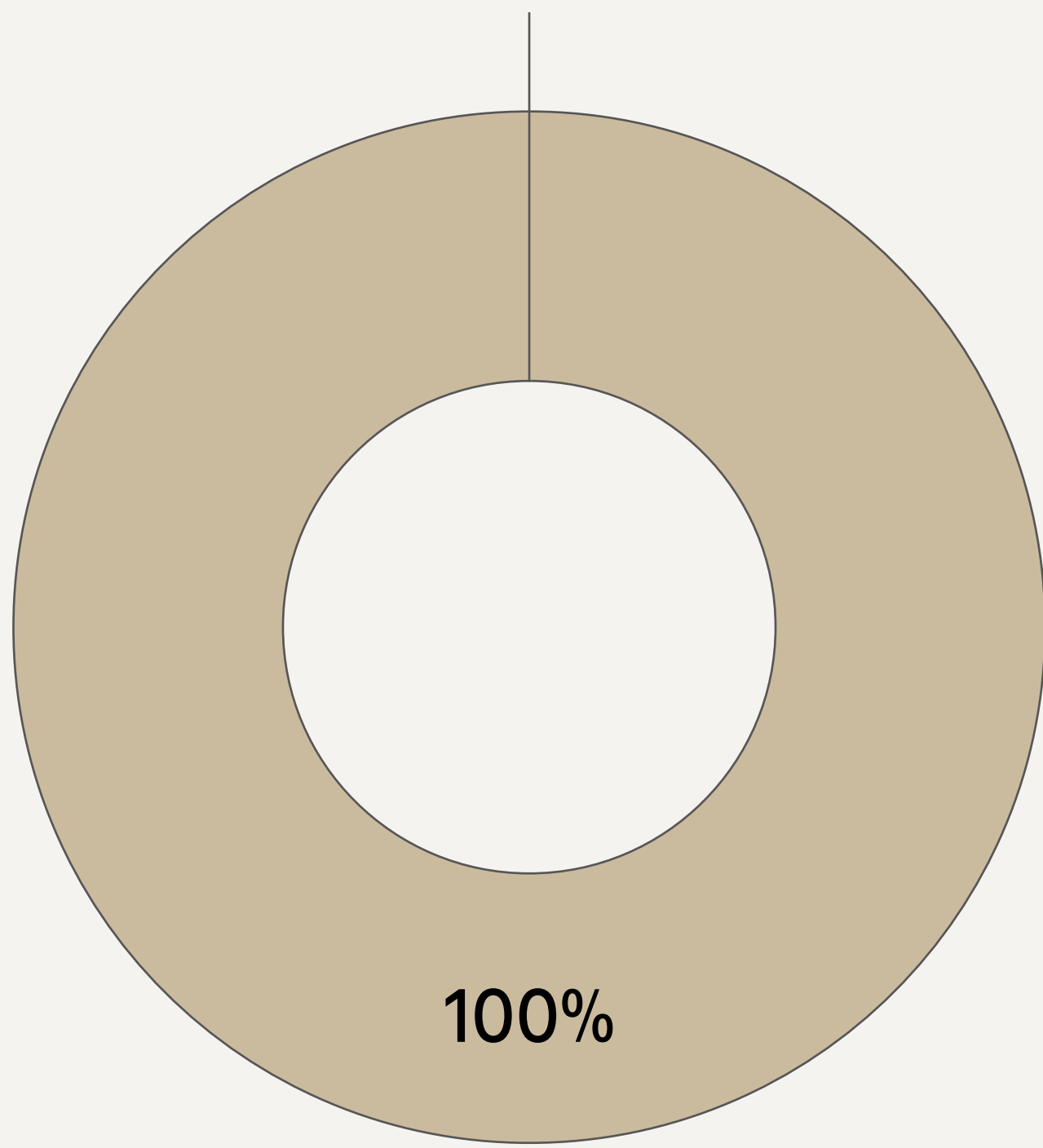
TEXTILES



LININGS



SOLES



*For material suppliers (T2), the two ESG requirements currently assessed are adherence to the Supplier Code of Conduct and completion of our ESG questionnaire.

Our factories*

We collaborate with factories that share our principles of respect for human rights and care for the environment, ensuring fair and dignified treatment for everyone in our supply chain.



GREENLAND I

9TH KM, PHAM VAN DONG STREET HAI THANH, DUONG KINH, HAI PHONG, VIETNAM

Founded in 2003 – Partners since 2007
1,758 people employed
Footwear manufacturing



JEFAR

OUTEIRO AND PEDREGAIS, REGILDE, PORTUGAL

Founded in 1993 – Partners since 2015
411 people employed
Footwear manufacturing



GREENLAND II

11TH KM, HIGHWAY 37, TAM CUONG COMMUNE VINH BAO DISTRICT, HAI PHONG, VIETNAM

Founded in 2008 – Partners since 2012
2,465 people employed
Footwear manufacturing



HDS

N2,CN3 BLOCK AREA 71.744,3m2, MINH LANG INDUS-TRIAL CLUSTERS, THAI BINH, VIETNAM

Founded in 2016 – Partners since 2023
3,124 people employed
Footwear manufacturing



GOLDEN STAR I

PHU THANH TAY AREA, YEN THANH WARD, UONG BI CITY, QUANG NINH PROVINCE, VIETNAM

Founded in 2004 – Partners since 2011
3,358 people employed
Footwear manufacturing



GOLDEN STAR II

ANTRANG T-JUNCTION, ROAD 10 TRUONGSON COMMUNE, AN LAO - HAI PONG, VIETNAM

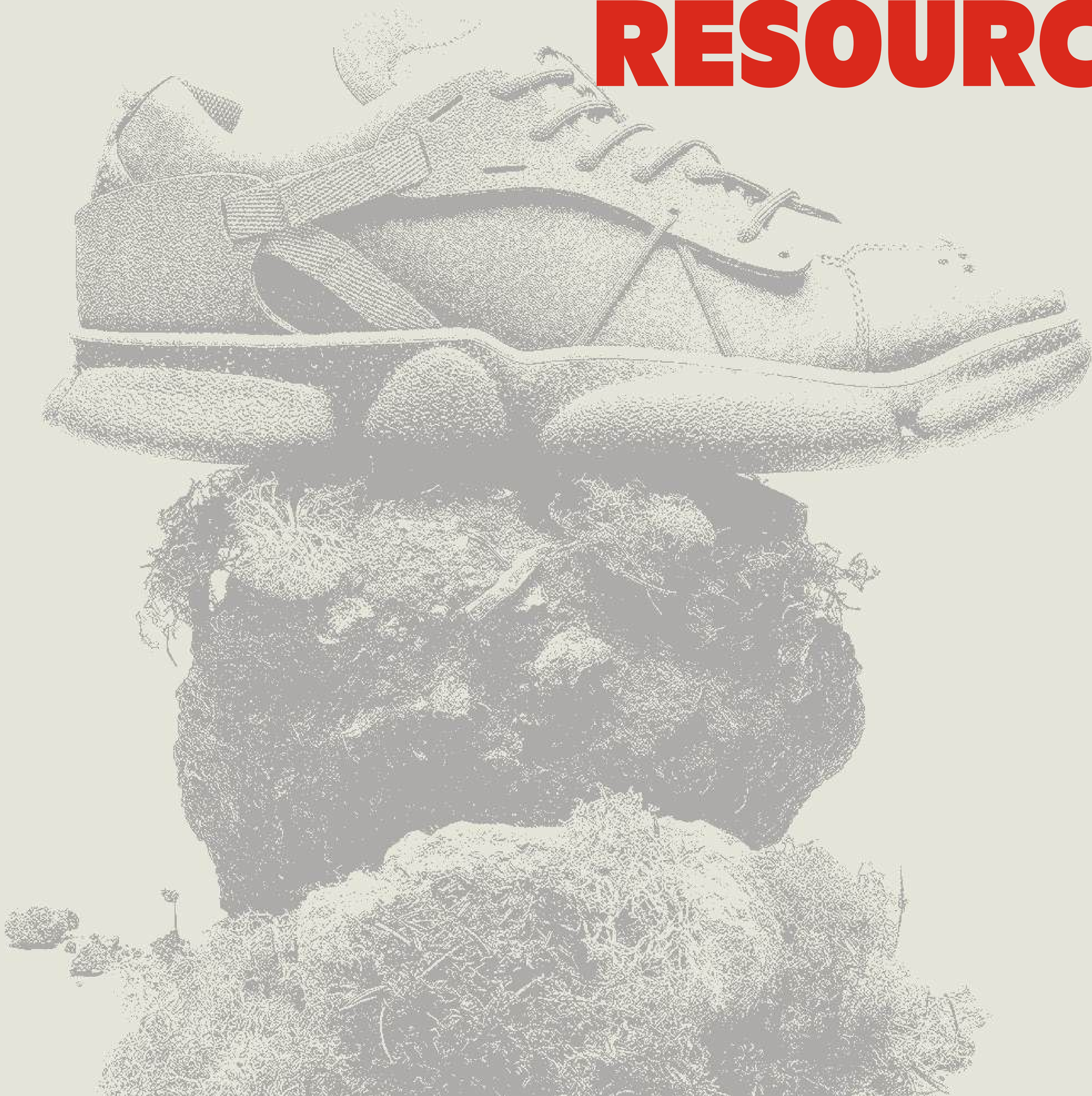
Founded in 1999 – Partners since 2023
4,065 people employed
Footwear manufacturing

*The factories identified here represent 80.1% of our 2024 production in terms of expenditure.

06 

● ●

**PRESERVING AND
CONSERVING
NATURAL
RESOURCES**

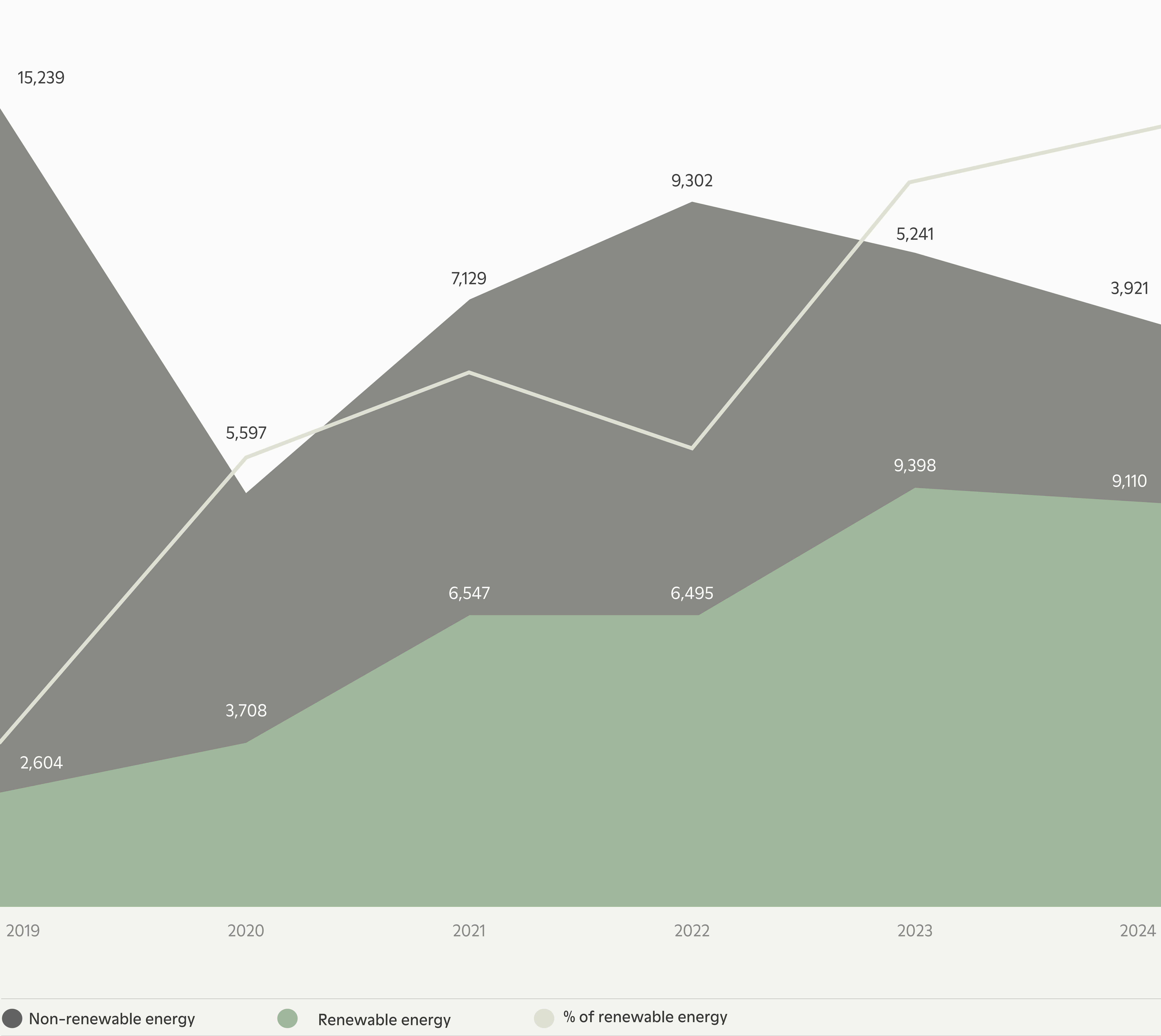


MANAGING ENVIRONMENTAL IMPACTS

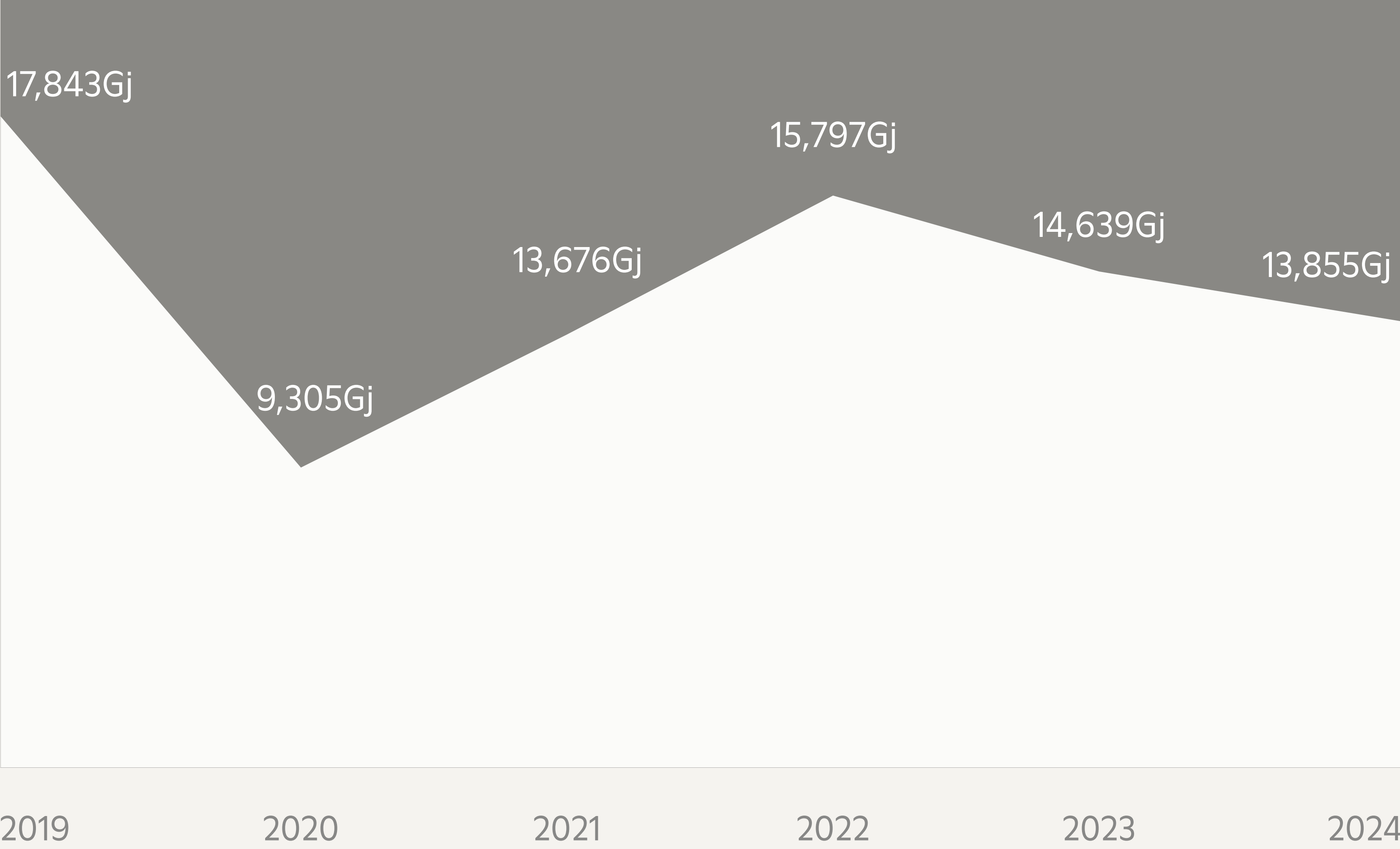
Managing environmental impact, especially energy consumption, is essential due to its economic, environmental and social repercussions. Energy efficiency reflects our commitment to community wellbeing and environmental preservation, while also fostering innovation and improving our ability to adapt to future challenges.

FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
OPTIMISATION OF ENERGY CONSUMPTION		2022	2023	2024
2030: Reduce energy consumption by 30% compared to the 2019 baseline year (17,843 GJ)				
Total energy consumption in GJ		15,797	14,639	13,855
Reduction in energy consumption compared to the 2019 baseline		-11%	-18%	-21%
2030: 50% of energy consumption from renewable sources				
Total energy from renewable sources in GJ		6,495	9,398	9,110
Energy from renewable sources vs total energy consumption		40%	64%	66%
ENERGY CONSUMPTION BY TYPE		2022	2023	2024
Renewable Electricity		6,495	9,398	9,110
Non-Renewable Electricity		8,688	4,503	3,921
Propane		110	190	233
Diesel		10	15	19
Natural Gas		494	533	572

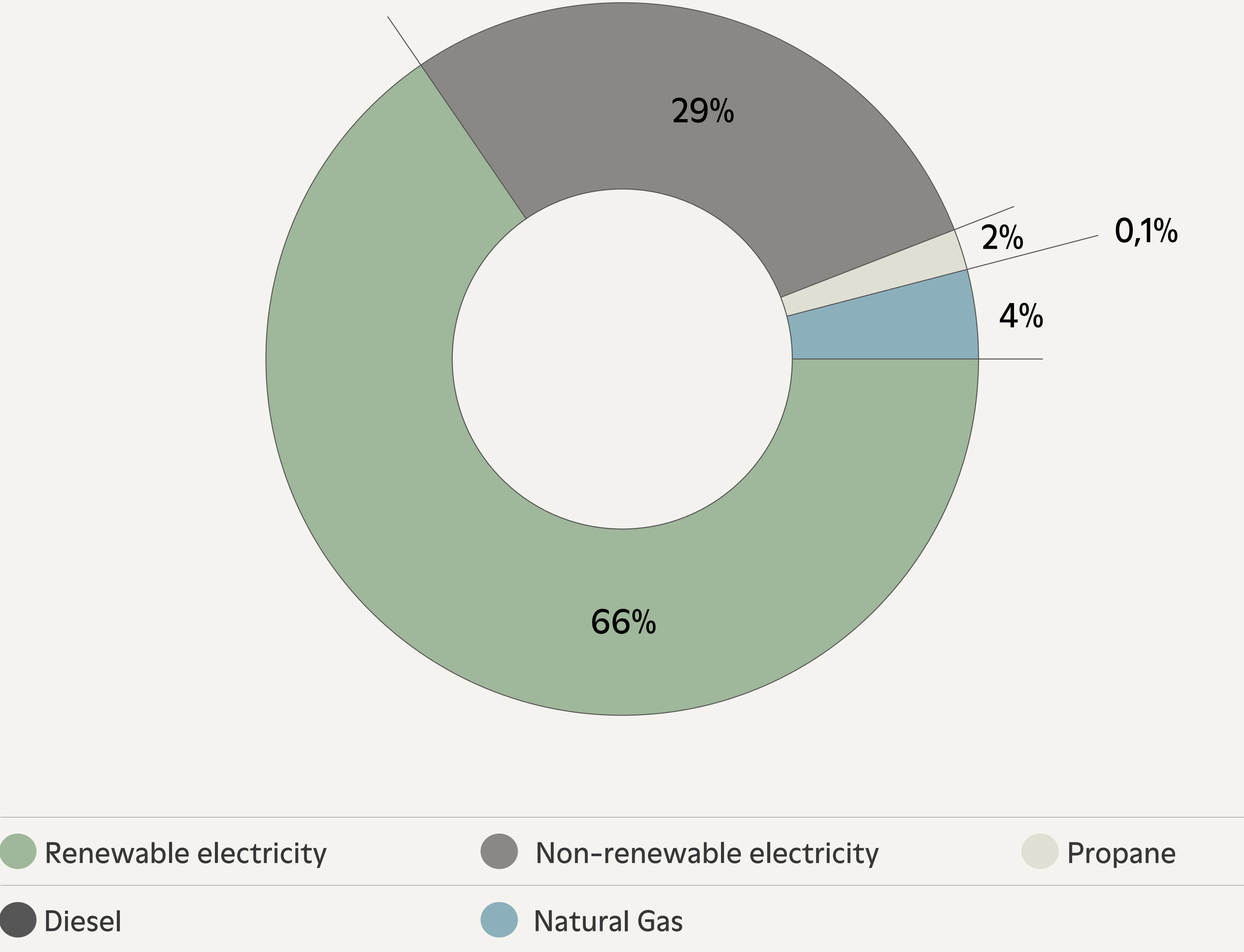
Renewable energy



Annual total energy consumption



Energy sources



MANAGING ENVIRONMENTAL IMPACTS

Managing environmental impact, especially energy consumption, is essential due to its economic, environmental and social repercussions. Energy efficiency reflects our commitment to community wellbeing and environmental preservation, while also fostering innovation and improving our ability to adapt to future challenges.

FUTURE VISION		PROGRESS	
GOALS AND TARGETS		KPIs	
REDUCE WATER CONSUMPTION IN KEY FACILITIES (m³)	2022	2023	2024
2025: Monitor water consumption in 80% of facilities by m²			
Monitored facilities (m²)	26,954	26,954	40,089
% of monitored facilities vs total facilities	54%	54%	81%
2025: Reduce water consumption (m³) per m² of monitored facilities by 5%			
Hotels	7,063	12,142	11,745
Main Warehouses	1,148	281	1,545
Headquarter	4,240	3,708	5,242
Stores	434	N/A	894
Total Water Consumption in m³*	12,885	16,131	19,426
Water consumption (m³) per m²	0.43	0.60	0.48
Reduction in water consumption per m² compared to the previous year		40%	-20%

*Water consumption has been recalculated for greater accuracy.

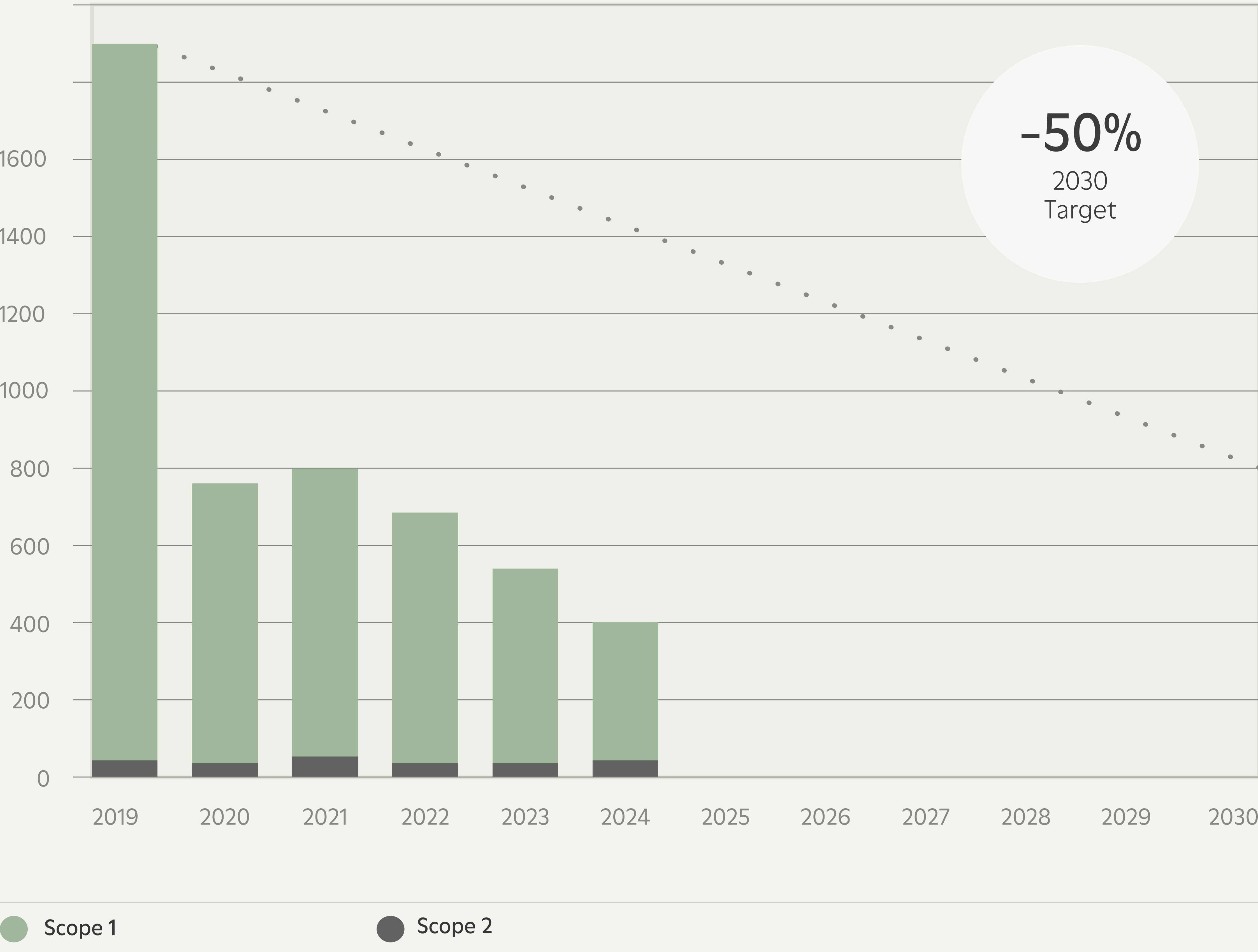
STRIVING TO REACH CARBON NEUTRALITY

We are fully aware of the need for transformative action in the fashion industry. We recognise the vital importance of committing decisively to reducing our carbon emissions. We aim to achieve this by setting science-based reduction targets, thereby addressing the environmental impact associated with our operations.

FUTURE VISION			PROGRESS		
GOALS AND TARGETS			KPIs		
SHORT-TERM SCIENCE-BASED TARGETS (SBT)		2022	2023	2024	Reducción vs 2019
2030: Reduce GHG emissions in scopes 1+2 by 50% vs 2019 (SBTi)					
Total scope 1 emissions in tCO2e		35	42	41	-2%
Total scope 2 emissions in tCO2e		645	496	354	-81%
Total scope 1+2 emissions in tCO2e		680	538	395	-79%
2030: Reduce GHG emissions in Scope 3 by 30% vs 2019 (SBTi)					
Scope 3 product-related emissions in tCO2e (Category 1))		30,825	26,238	25,771	-29%
Total scope 3 emissions in tCO2e		36,614	34,846	33,502	-21%
Total: Global GHG emissions in tCO2e		37,294	35,384	33,897	-23%
LONG-TERM SCIENCE-BASED TARGETS (SBT)		2022	2023	2024	
2050: “NET-ZERO” commitment to achieve carbon neutrality by 2050					
Total GHG emissions reduction vs 2019		-16%	-20%	-21%	

Scopes 1+2

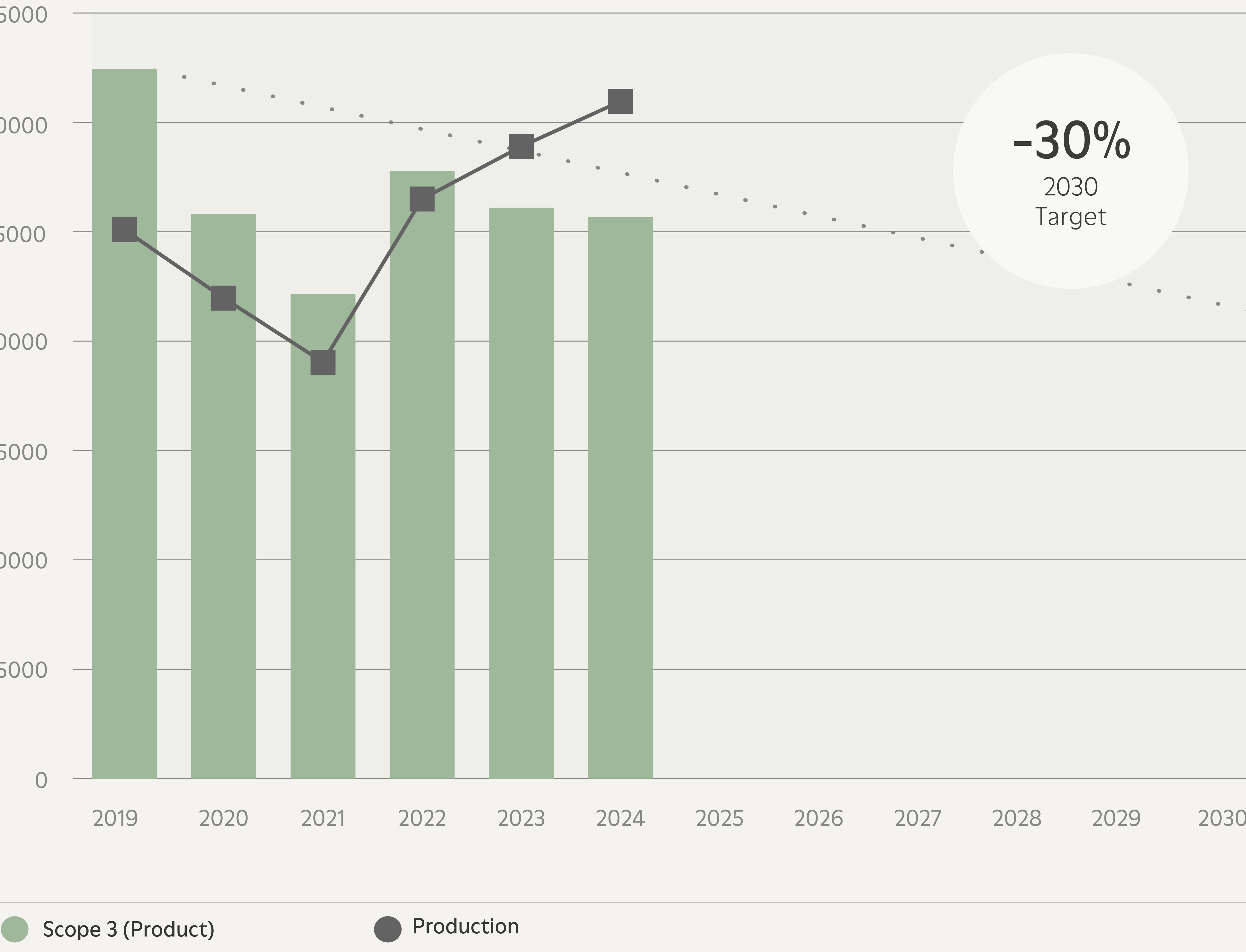
Our short-term targets validated by the Science Based Targets initiative (SBTi) aim to reduce our absolute emissions in scopes 1 and 2 by 50% by 2030 compared to our 2019 base year.



Base Year	Latest Calculation	Reduction
2019	2024	-79%
1,902 tCO2e	395 tCO2e	2024 vs 2019

Scope 3 Category 1: Product

Our short-term targets validated by the Science Based Targets initiative (SBTi) aim to reduce our absolute scope 3 emissions by 30% by 2030 compared to our 2019 base year. The graph below shows the emissions from category 1: purchased goods and services.



Base Year	Latest Calculation	Reduction
2019	2024	-29%
32,549 tCO2e	25,771 tCO2e	2024 vs 2019

07 

CARING ABOUT
HUMAN PROGRESS



2024 IN NUMBERS

1.106 WORKING PEOPLE
AT THE END OF 2024

638

In Camper Stores

399

In Camper Corporate

55

In Casa Camper

14

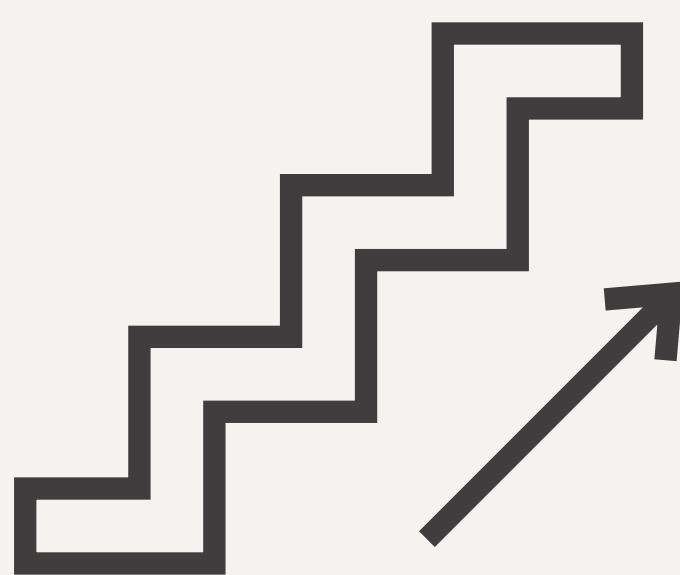
In NNormal

SATISFACTION AND DEVELOPMENT



5.431*

HOURS OF TRAINING



44%

MIDDLE AND TOP MANAGEMENT POSITIONS
FILLED THROUGH INTERNAL PROMOTION



32

EMPLOYEE NET PROMOTER
SCORE (eNPS)



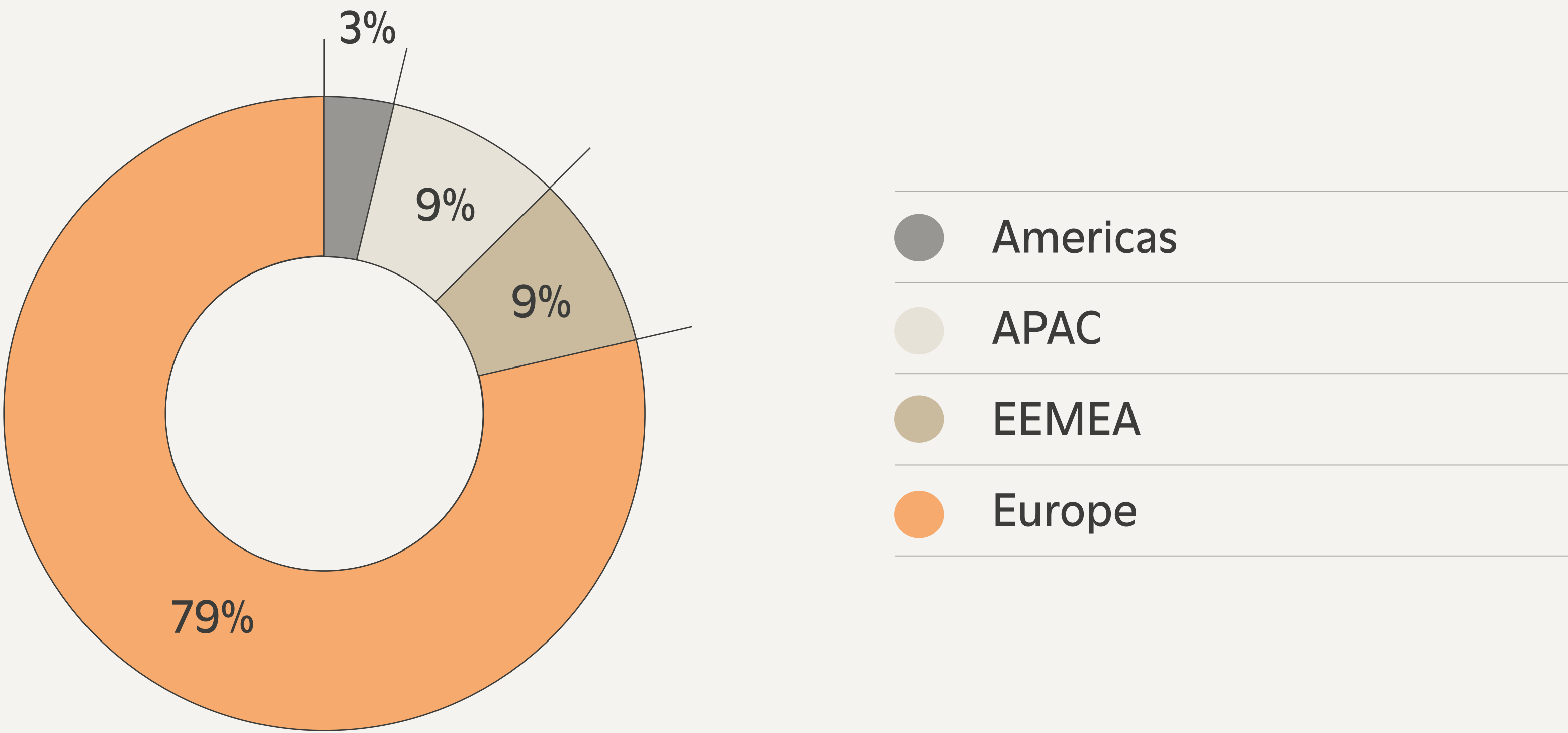
78%

WORKERS FEEL SATISFIED (RATING >7)

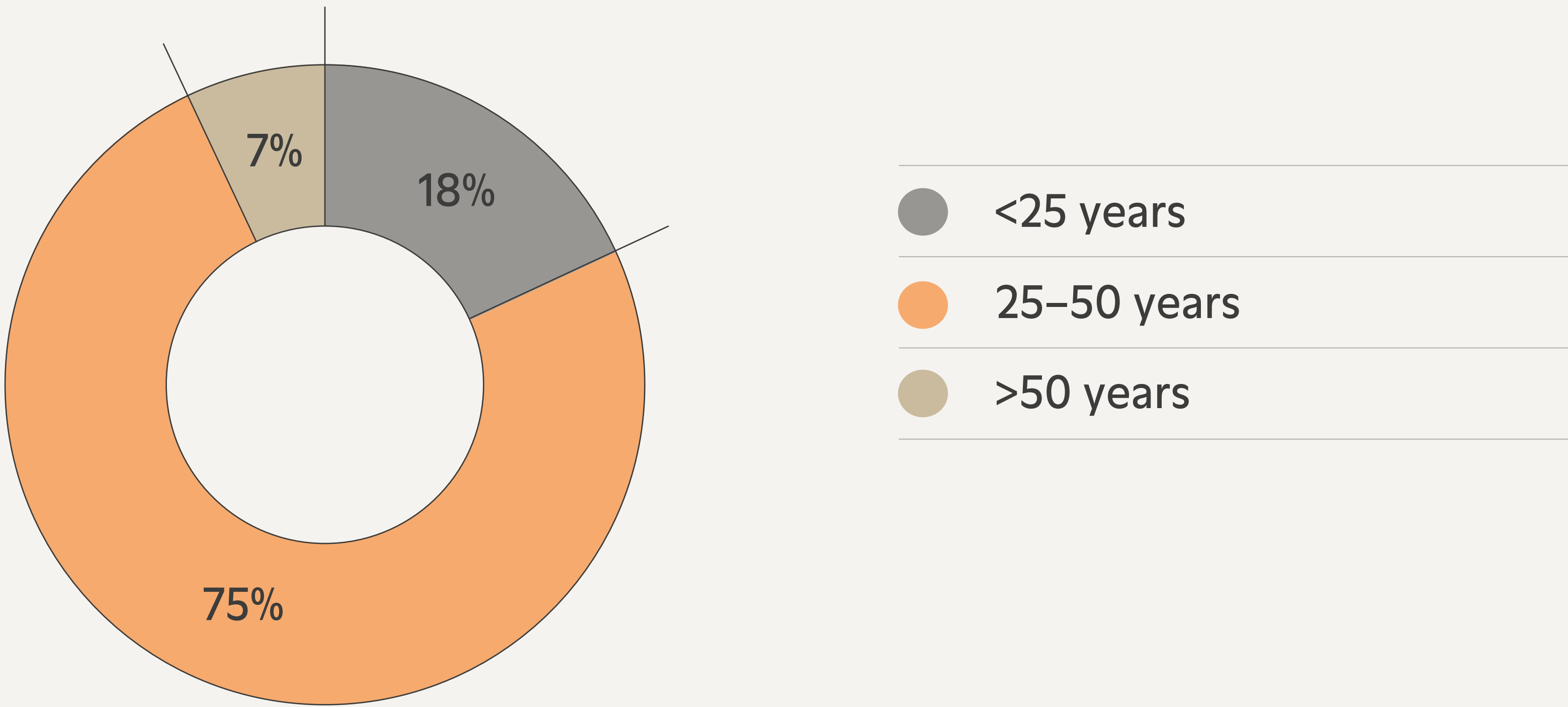
*The training hours reported are those relating to individuals who were active as of December 31st, 2024.

2024 EN CIFRAS

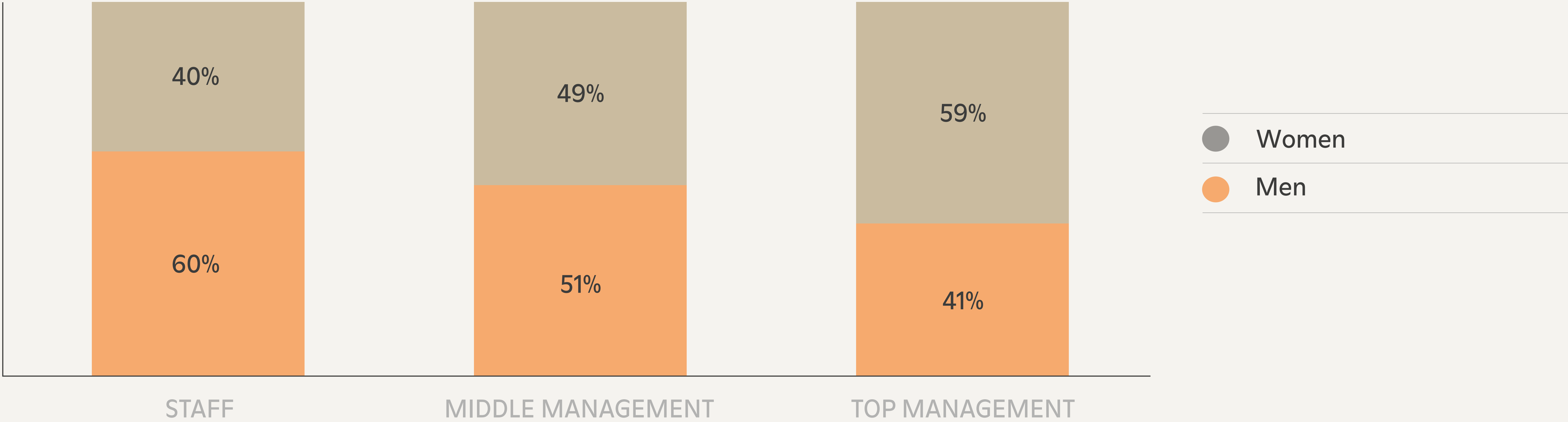
WORKING PEOPLE BY REGION



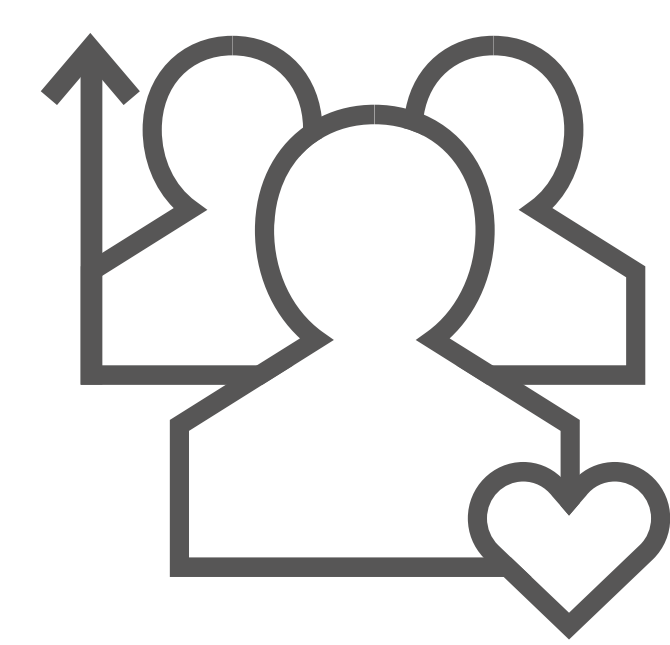
WORKING PEOPLE BY AGE RANGE



WOMEN BY PROFESSIONAL CATEGORY



PROMOTING HUMAN AND PROFESSIONAL GROWTH



Strengthen our teams through training and development programmes, promoting a performance-driven culture that recognises and rewards talent, enabling us to attract and retain it to ensure sustainable growth and long-term success.

FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
OPTIMISE TRAINING PROGRAMMES		2022	2023	2024
2026: Technical skills training for over 50% of employees		12%	18%	53%
2026: Cross-functional training for over 75% of employees		16%	70%	64%
2026: Life skills training for over 10% of employees		8%	1%	13%
EXPAND THE REACH OF DEVELOPMENT PROGRAMMES		2022	2023	2024
2026: Consistently increase the number of participants in specific development programmes				
Total number of participants		3	32	49
PROMOTE A PERFORMANCE CULTURE		2022	2023	2024
2026: 100% of staff receive the Annual Development Review (ADR)		66%	81%	100%*
2026: 40% of Middle and Top Management positions filled with internal talent				
% of Middle and Top Management positions filled with internal talent in Corporate			40%	41%
% of Middle and Top Management positions filled with internal talent in Stores			57%	47%
ATTRACT AND RETAIN KEY TALENT		2022	2023	2024
2025: Maintain an Employee Net Promoter Score > 23*		23	34	32
2025: Maintain >65% of employees engaged (>= 7 of satisfaction)		79%	86%	78%
2025: Reduce store turnover rate to 45%				
Global turnover rate		N/A	N/A	32%
Store turnover rate		N/A	70%	54%
Corporate position turnover rate		N/A	13%	12%

*As of 2024, the satisfaction survey launched by the People & Culture team during the corresponding year is reported.

**Of the total number of active employees at the end of the ADR period and eligible to receive it

Technical skills training



53%
WORKERS

Cross-functional training



64%
WORKERS

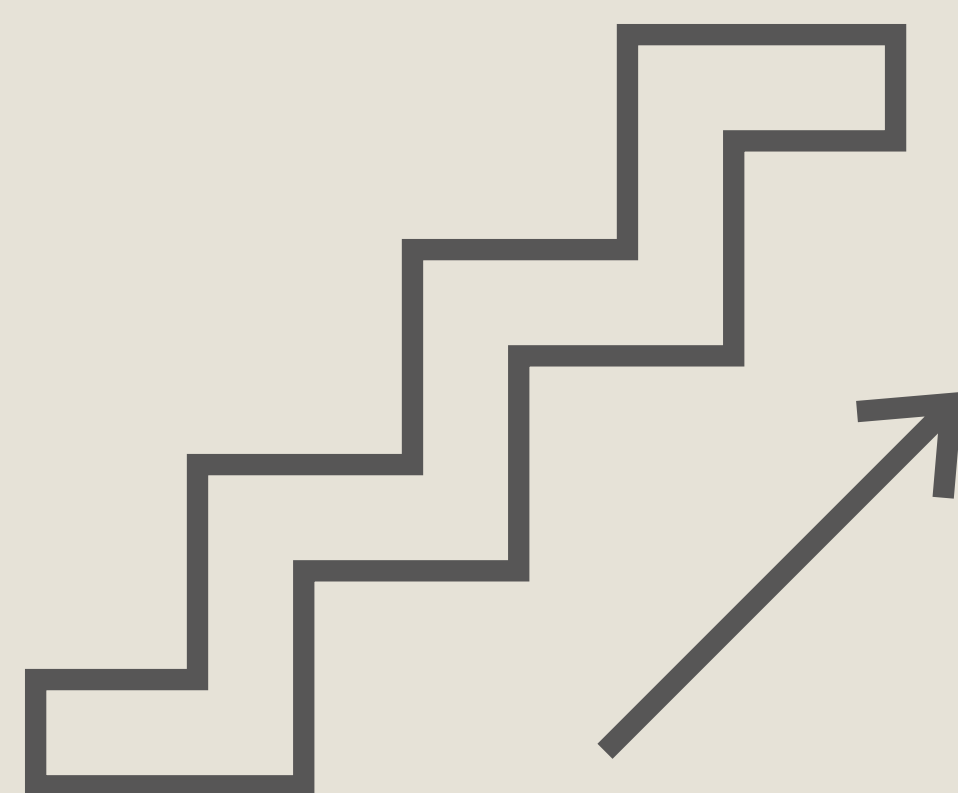
Life skills training



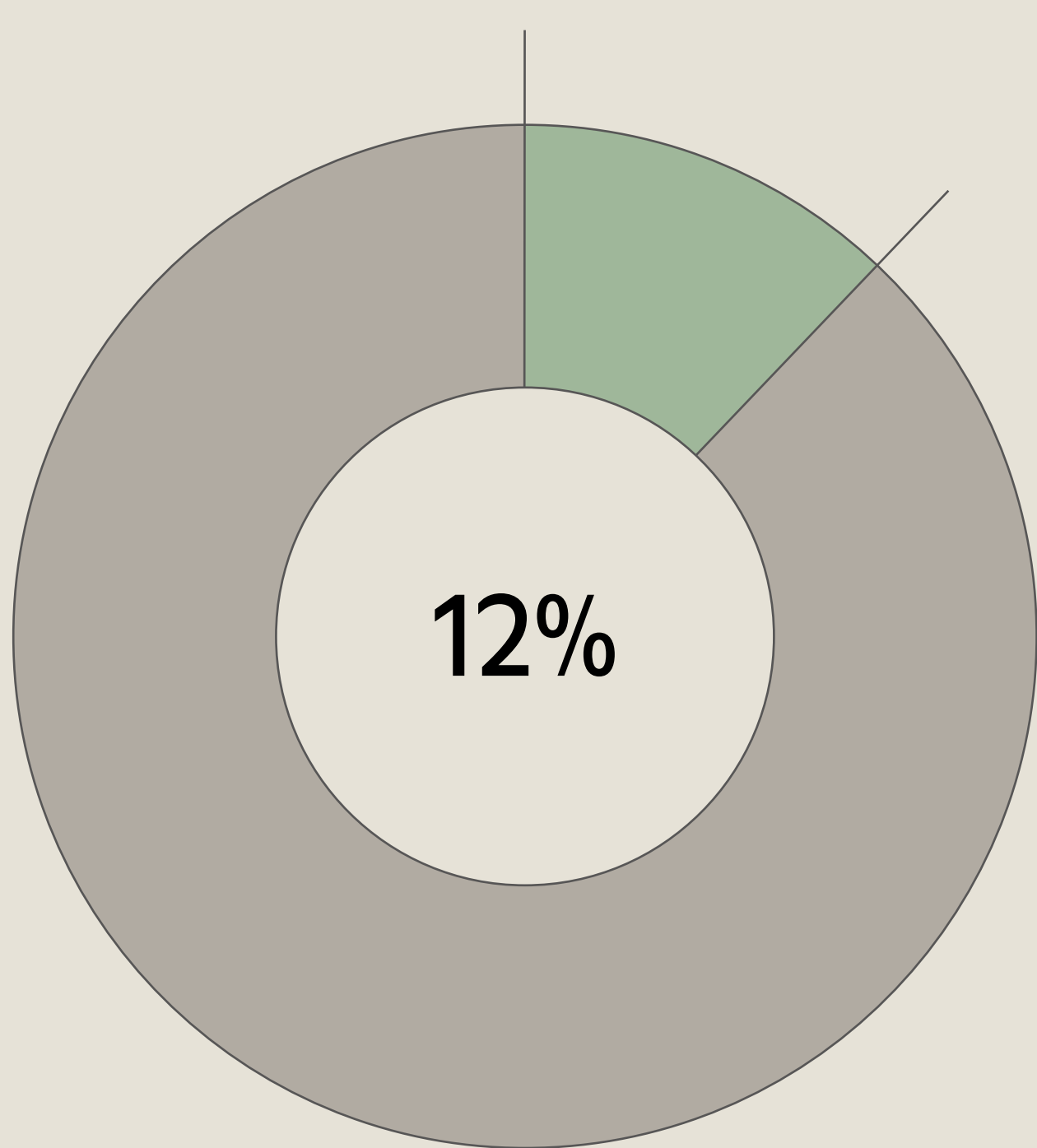
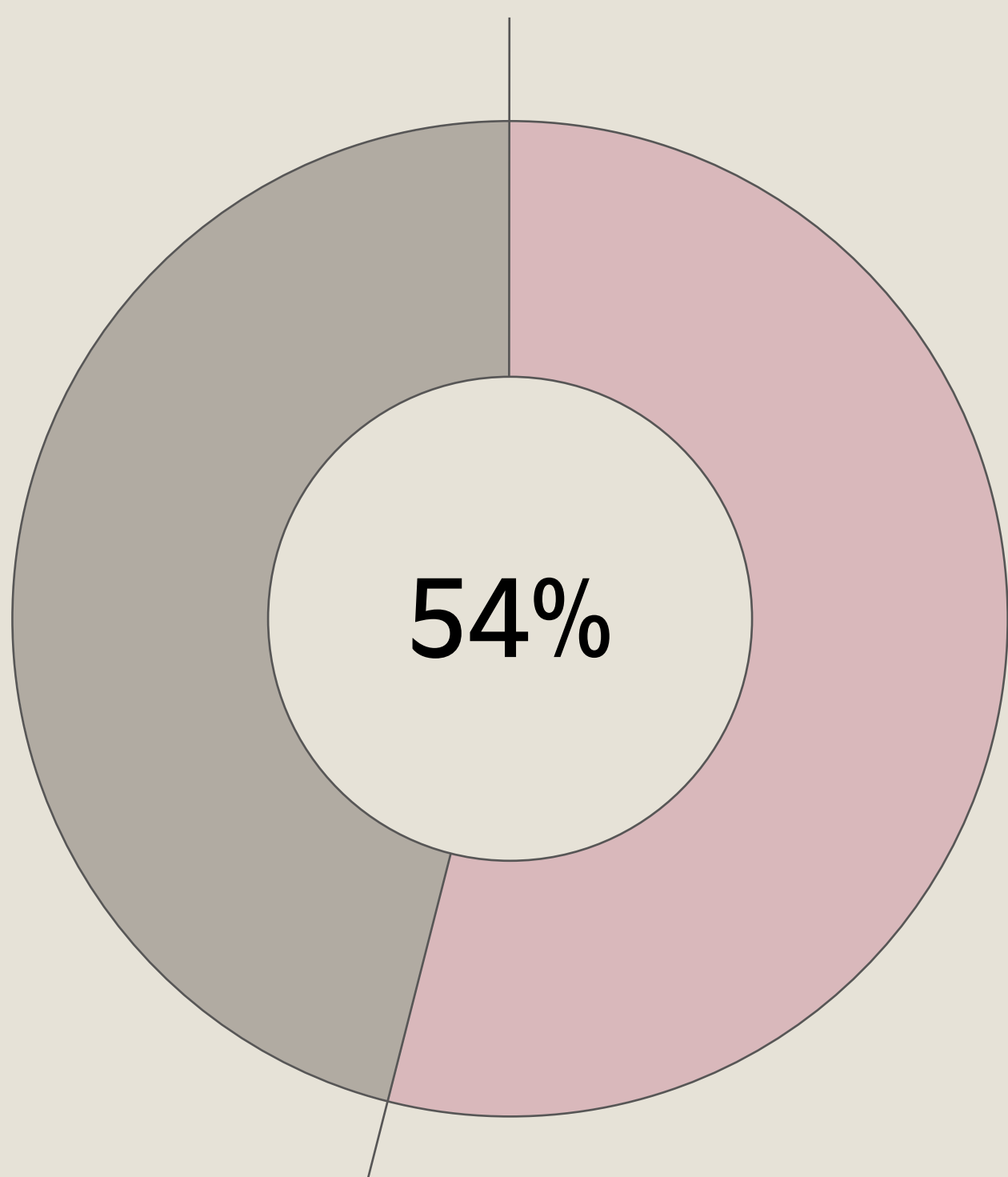
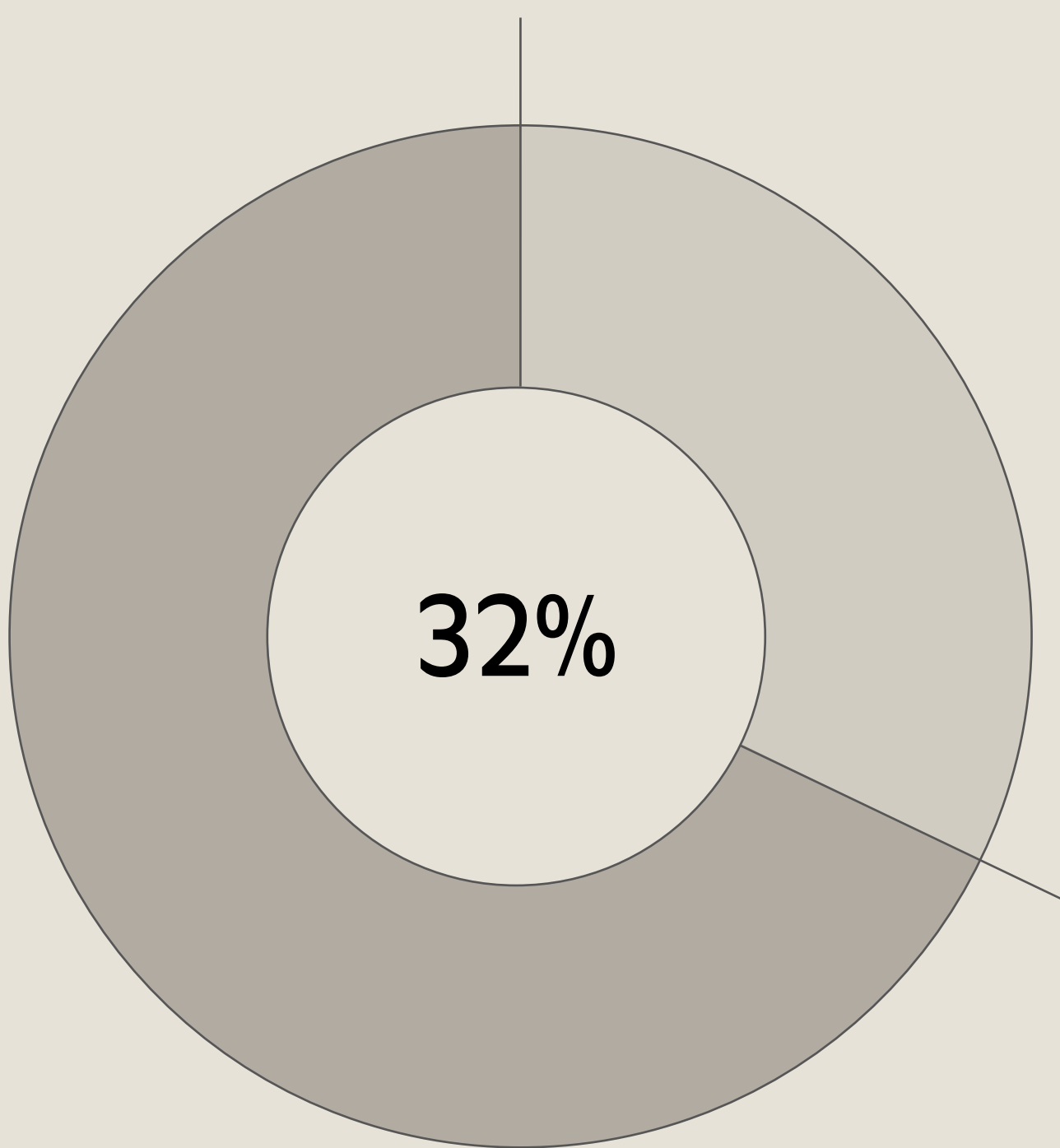
13%
WORKERS

49

PARTICIPANTS IN
DEVELOPMENT
PROGRAMS

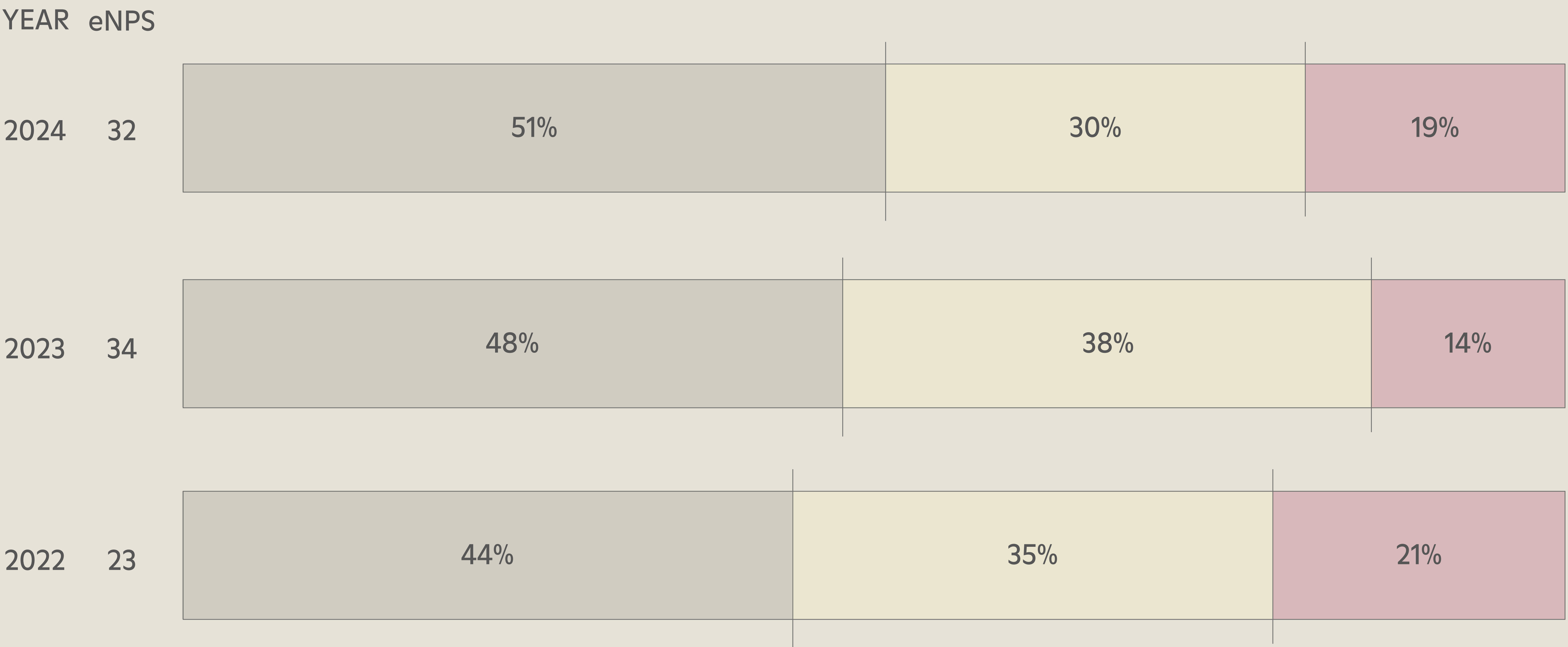


Turn over



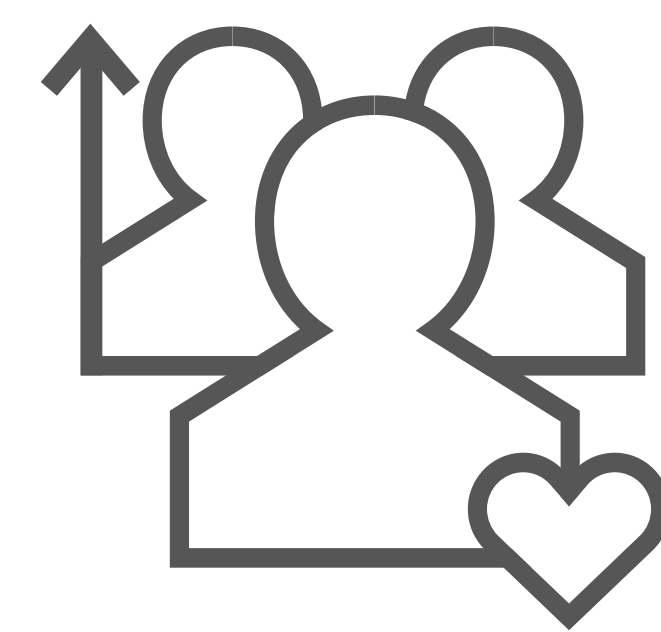
Global turnover Store turnover Corporate turnover

Employee Net Promoter Score (eNPS)



*As of 2024, the satisfaction survey launched by the People & Culture team during the corresponding year is reported.

PROVIDING A HEALTHY WORKING ENVIRONMENT

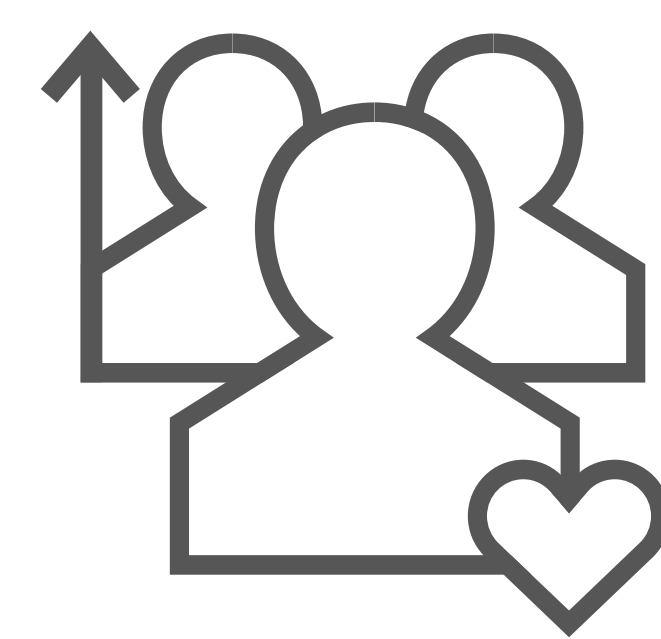


Ensure physical safety in the workplace while fostering a positive environment where wellbeing resources are offered and a culture of respect and continuous improvement is promoted.

FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
ENSURE THE IMPLEMENTATION OF APPROPRIATE OCCUPATIONAL HEALTH AND SAFETY MEASURES		2022	2023	2024
2026: Consistently increase the number of people trained in occupational health and safety				
Number of people trained during the year		N/A	N/A	328
2026: Keep number of workplace accidents below 10*		6	16	6
2026: Maintain number of occupational illnesses at 0		0	0	0
2026: Keep participation in wellbeing activities above 400		227	282	403

* The Occupational Health and Safety indicators up to 2022 referred to Spain, while from 2023 onwards we report global results..

FOSTERING INCLUSIVE GROWTH



Our performance improves as innovation and creativity become part of our work, and this is only possible in a fair, respectful and inclusive working environment.

FUTURE VISION		PROGRESS		
GOALS AND TARGETS		KPIs		
PROMOTE WOMEN'S PARTICIPATION AND LEADERSHIP		2022	2023	2024
2026: Achieve gender equity across different professional categories				
% of staff positions held by individuals identifying as women		N/A	59%	60%
% of middle-management positions held by individuals identifying as women		49%	50%	51%
% of top-management positions held by individuals identifying as women		49%	41%	41%
2026: Include professionals with functional diversity				
Number of professionals with functional diversity		7	9	12



STATEMENT OF USE:	GRI 1 USED
Camper has presented the information cited in this GRI content index for the period from 01/01/2024 to 31/12/2024, using the GRI Standards as a reference.	Foundations 2021

GRI STANDARD	CONTENT	REQUIREMENT COMPLIANCE	SECTION	PAGES
GRI 2 General Disclosures 2022	2-1 Organisational details	2-1a Nature of the entity and legal form	2.1, 2.2	9-10
		2-1b Location of headquarters	2.2	10
	2-2 Entities included in the organisation’s sustainability report	2-2a Included entities	2.2	10
	2-3 Reporting period, frequency and contact point	2-3a Reporting period and frequency of sustainability reports	1.1	4
		2-3d Contact point for issues related to the report or information presented	1.1	4
	2-6 Activities, value chain and other business relationships	2-6a Sector of operation	2.1, 2.2, 2.5, 5.4	9-17
		2-6b Value chain, including: ii. The organisation’s supply chain	2.1, 2.2, 2.5, 5.4	9-17
	2-7 Employees	2-7a Total number of employees, with breakdown by gender and by region	7.1	60
	2-9 Governance structure and compositionposición	2-9a Governance structure, including committees of the highest governance body	2.6	18
	2-11 Chair of the highest governance body	2-11a Chair of the highest governance body	2.6	18
	2-22 Statement on sustainable development strategy	2-22a Statement from the highest governance body on the relevance of sustainable development to the organisation and its strategy for contributing to it	1.2	5
	2-26 Mechanisms for seeking advice and raising concerns	2-26a Mechanisms for individuals to raise concerns about the organisation’s business conduct	5.2	45-46

GRI STANDARD	CONTENT	REQUIREMENT COMPLIANCE	SECTION	PAGES
GRI 3 Material Topics 2021	3-2 List of material topics	3-2a Material topics	3.3	23
GRI 301 Materials 2016	301-1 Materials used by weight or volume	301-1 Weight or volume of materials used to produce and package the organisation’s primary products and services during the reporting period: (*) Partially i. Non-renewable materials used ii.Renewable materials used	4.2	34
	301-2 Recycled materials used	301-2a Percentage of recycled materials used in the manufacture of the organisation’s primary products and services	4.2	34
GRI 302 Energy 2016	302-1 Energy consumption within the organisation	302-1b Total energy consumption of the organisation from renewable sources	6.1	53
		302-1e Total energy consumption within the organisation	6.1	53
	302-4 Reduction of energy consumption	302-4a Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	6.1	53
GRI 303 Water and Effluents 2018	303-5 Water consumption	303-5a Total water consumption across all areas (*) Partially	6.1	55
GRI 305 Emissions 2016	305-1 Direct GHG emissions (Scope 1)	305-1a Gross direct (Scope 1) GHG emissions in metric tonnes of CO2 equivalent	6.2	56
		305-1d Base year for calculation	6.2	56
	305-2 Energy indirect GHG emissions (Scope 2)	305-2a Gross energy indirect (Scope 2) GHG emissions in metric tonnes of CO2 equivalent	6.2	56
		305-2d Base year for calculation	6.2	56
	305-3 Other indirect GHG emissions (Scope 3)	305-3a 305-3a Other gross indirect (Scope 3) GHG emissions in metric tonnes of CO2 equivalent	6.2	56
		305-3d Base year for calculation.	6.2	56
	305-5 Reduction of GHG emissions	305-5a GHG emissions reduced as a direct result of reduction initiatives, in metric tonnes of CO2 equivalent	6.2	57
		305-5c Base year or reference	6.2	57

GRI STANDARD	CONTENT	REQUIREMENT COMPLIANCE	SECTION	PAGES
GRI 401 Employment 2016	401-1 New employee hires and turnoverl	401-1b Total number and rate of employee turnover during the reporting period (*) Partially.	7.1	59-61
	403-9 Work-related injuries	403-9a For all employees: (*) Partially iiii. Number and rate of recordable work-related injurie	7.1	63
GRI 403 Occupational Health and Safety 2018	403-10 Work-related ill health	403-10a For all employees: (*) Partially ii. Number of recordable cases of work-related ill health	7.1	63
	404-2 Programmes for upgrading employee skills and transition assistance programmes	404-2a Type of programmes implemented and support provided to improve employee skills	7.1	61
GRI 404 Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	404-3a Employees who received a regular performance and career development review during the reporting period (*) Partially	7.1	61
	405-1 Diversity of governance bodies and employees	405-1b PPercentage of employees by job category for each of the following diversity categories: (*) Partially ii. i. Gender iii. ii. Age group: under 30, between 30 and 50, over 50 iv. iii. Other indicators of diversity, where applicable (such as minority or vulnerable groups)	7	60
GRI 414 Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	414-2a Number of suppliers assessed in relation to social impacts (*) Partially	5.3	49-50



CAMPER

Ideation and content in collaboration with Roots for Sustainability (R4S).