LEKI

CSR REPORT
2026

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FOREWORD

SUSTAINABILITY IS NOT A TREND FOR US, BUT A FUNDAMENTAL PART OF OUR IDENTITY AND OUR RESPONSIBILITY TOWARDS SOCIETY, THE ENVIRONMENT, AND FUTURE GENERATIONS. BACK IN 1996, LEKI PUBLISHED ITS FIRST SUSTAINABILITY REPORT.

In a world shaped by profound changes – from climate change and the depletion of natural resources to growing social challenges – we see it as both our responsibility and our opportunity to make a positive contribution. This report provides insight into our actions, our progress, and the challenges that still lie ahead as we work toward a more responsible future. We aim not only to document our achievements, but also to be transparent about the areas where we still need to improve. Because we are convinced that only through honesty, dialogue, and continuous learning can sustainability be both credible and truly effective.



FIRST SUSTAINABILITY COMMUNICATION IN THE 1996 CATALOG.

At the core of our actions is a holistic approach. We always consider ecological, social, and economic aspects together and in relation to one another. Every consumer product leaves a footprint and we are fully aware of that. However, we can actively influence the size of this footprint through our actions. This means focusing on resource conservation and circular economy principles, promoting fair working conditions throughout the entire value chain, and developing products that create real added value and are built to last.

We do not see sustainability as a limitation, but as a driver of innovation, quality, and future viability. At the same time, sustainability is not something we can achieve alone. It is built through collaboration with our employees, customers, partners, and the communities we serve. Let us work together to shape a more responsible future. For ourselves and for generations to come.

Martin Rominger and Matthias Hatt



SUSTAINABILITY IN A NUTSHELL



OWN PRODUCTION IN EUROPE

SME Climate Hub

MEMBER OF THE SME CLIMATE HUB

We are committed to halving our greenhouse gas emissions by 2030 and reaching net zero by 2050 – in line with the UN Race to Zero campaign.



INNOVATIVE PRODUCT DEVELOPMENT

using future-based materials – for example, our high-quality hemp-based materials

1996/97



FIRST SUSTAINABILITY COMMUNICATION 1996/97



ESTABLISHMENT OF OUR OWN SUSTAINABILITY DEPARTMENT

A dedicated team focused on shaping and implementing our sustainability goals.



SOCIAL ENGAGEMENT

is deeply rooted in the founding family and remains a central concern of our company to this day.

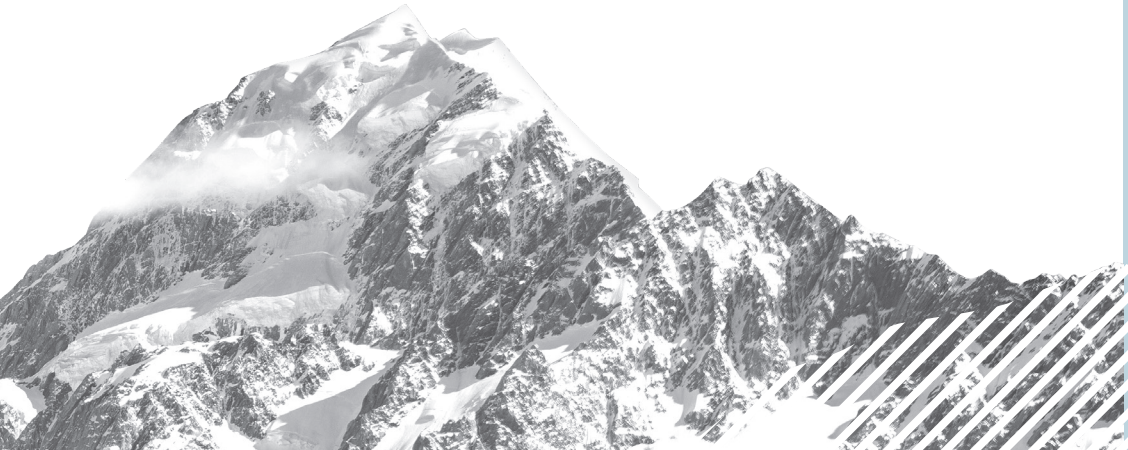
LEKI
LET´S HAVE A LOOK

LEKI STANDS FOR SPEED, CONTROL, AND COMFORT – OR SIMPLY THE GOOD FEELING OF BEING ABLE TO RELY ON YOUR EQUIPMENT.

LEKI provides that extra something – whatever it may be. LEKI is the tailwind on the path to personal bests and moments of happiness in nature. With more than 250 patents, LEKI has secured as many innovations and patents as hardly any other manufacturer in the outdoor and ski industry.

Around 90 employees work at the company's headquarters in Kirchheim unter Teck in Swabia, and a further 250 employees at the company's own production facility in Tachov, Czech Republic, every day to develop and manufacture what is currently the best possible product in the world. Continuous exchange with experts and athletes ensures a unique level of quality.

The result is intelligently designed products that customers can enjoy for years and rely on completely.



1948
FOUNDATION

340
EMPLOYEES



HEADQUARTER:
KIRCHHEIM
UNTER TECK

46.000m²
TOTAL AREA TACHOV

1974
THE FIRST MAKALU

120g
THE LIGHTEST POLE LEKI
HAS EVER BUILT.

250
PATENTS

THE HISTORY OF LEKI



KARL & GERTRUD LENHART FOUND THE WOODTURNING WORKSHOP “KARL LENHART, PLASTIC + METAL” IN 1948

1948
LEKI’S ORIGINS

The roots of LEKI go back to 1948, when Karl Lenhart, originally from Bohemia, founded a small company in Kirchheim unter Teck. He initially produced wooden signs, but his passion for skiing and the mountains soon led him to develop innovative poles. Using technical expertise from aircraft construction, he designed the first plastic basket system in 1963, followed later by aluminium poles, a decisive step for modern pole production. In 1970, the brand name LEKI was created (“Lenhart” + “Kirchheim”).



HABELER AND MESSNER ON MOUNT EVEREST IN 1978

1953
THE BAMBOO ERA

At the same time, alpinists such as Hermann Buhl, Peter Habeler, and Reinhold Messner shaped the early use of poles in high-altitude mountaineering. A highlight was the 1978 first ascent of Mount Everest without supplemental oxygen by Habeler and Messner, supported by telescopic LEKI poles, a milestone in mountaineering history.



VISIONARY KLAUS LENHART

1974
LEKI MAKALU

In 1974, the LEKI Makalu was introduced as the world’s first three-section telescopic pole and remains an iconic product to this day. Under the leadership of Klaus Lenhart, who became sole managing director in 1984, LEKI developed into an innovation leader and patent driver. He established the most modern pole factory in Europe in Tachov, Czech Republic, to keep quality and production under in-house control. Klaus was known as a visionary entrepreneur and product genius whose ideas, such as the Aergon grip in trekking, set industry standards.

THE HISTORY OF LEKI



WALTRAUD LENHART

WALTRAUD LENHART TAKES RESPONSIBILITY

After the sudden death of Klaus Lenhart in 2012, his wife Waltraud Lenhart took over the management of the company. She led LEKI through a phase of strong growth with a team-oriented approach until her passing in 2021. Since then, their children Friederike and Markus Lenhart have assumed responsibility as shareholders, supported by the managing directors and long-standing employees Martin Rominger and Matthias Hatt.



HEMP FIELD AT THE FOOT OF THE SWABIAN JURA

FIRST TREKKING POLE MADE FROM HEMP

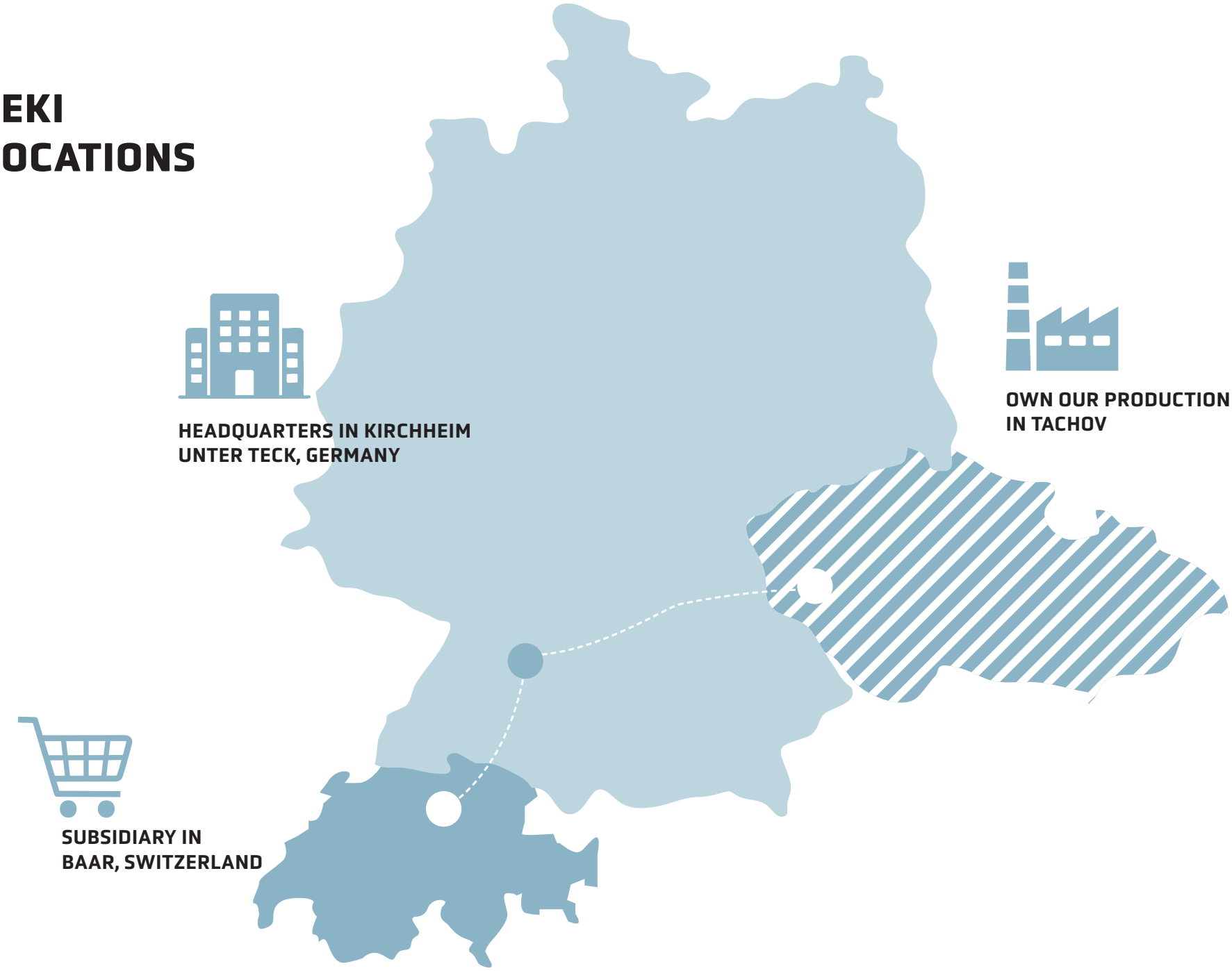
LEKI today stands for innovation, quality, and sustainability in equal measure. With products such as the ultra-light Neotrail for trail runners weighing only 120 grams or the Hemp One Vario introduced in 2022, the first trekking pole made from hemp, we combine performance with resource-efficient materials.



ESTABLISHMENT OF A DEDICATED SUSTAINABILITY DEPARTMENT

To this day, LEKI is a place where tradition and progress come together: durable products that often last for decades, combined with pioneering spirit, teamwork, and responsibility. The vision remains unchanged: to create the best poles and gloves in the world, but with an even stronger focus on balancing performance and sustainability in the future.

LEKI LOCATIONS



IT´S ALL ABOUT VALUES...

OUR VALUES ARE THE CORE OF LEKI. THEY GUIDE OUR ACTIONS AND SHAPE EVERY PRODUCT WE CREATE.



PASSION

We venture into nature with enthusiasm – onto the mountain, the slopes, the trails. Movement is our driving force, and innovation is its natural outcome. We believe in what we do and in the power to inspire others through it.



INNOVATION

More than just a buzzword – it's our daily practice. Engineered, tested, refined. We explore new paths because progress only happens when you question the status quo.

QUALITY

We create products that deliver on their promise – precise, durable, and thoughtfully designed down to the smallest detail. Our commitment to quality is the foundation of everything we do.



PARTNERSHIP

We believe in collaboration. Working hand in hand with athletes, customers, and partners as equals is second nature to us. Trust, respect, and reliability form the basis of every relationship.

PERFORMANCE

We stand for performance that inspires. Whether in elite competition or everyday pursuits, our products empower people to push beyond their limits and achieve their goals.



RESPONSIBILITY

We act consciously – toward people, nature, and society. Sustainable thinking and honest decisions guide our actions, today and in the future.

VISION

“PROVIDING EVERYONE WITH THE BEST POLES AND GLOVES IN THE WORLD REMAINS OUR DRIVING FORCE. BUT TODAY, ‘THE BEST’ MEANS MORE: DURABLE, RESPONSIBLE, FAIR, AND ACCESSIBLE.”

– MARTIN ROMINGER





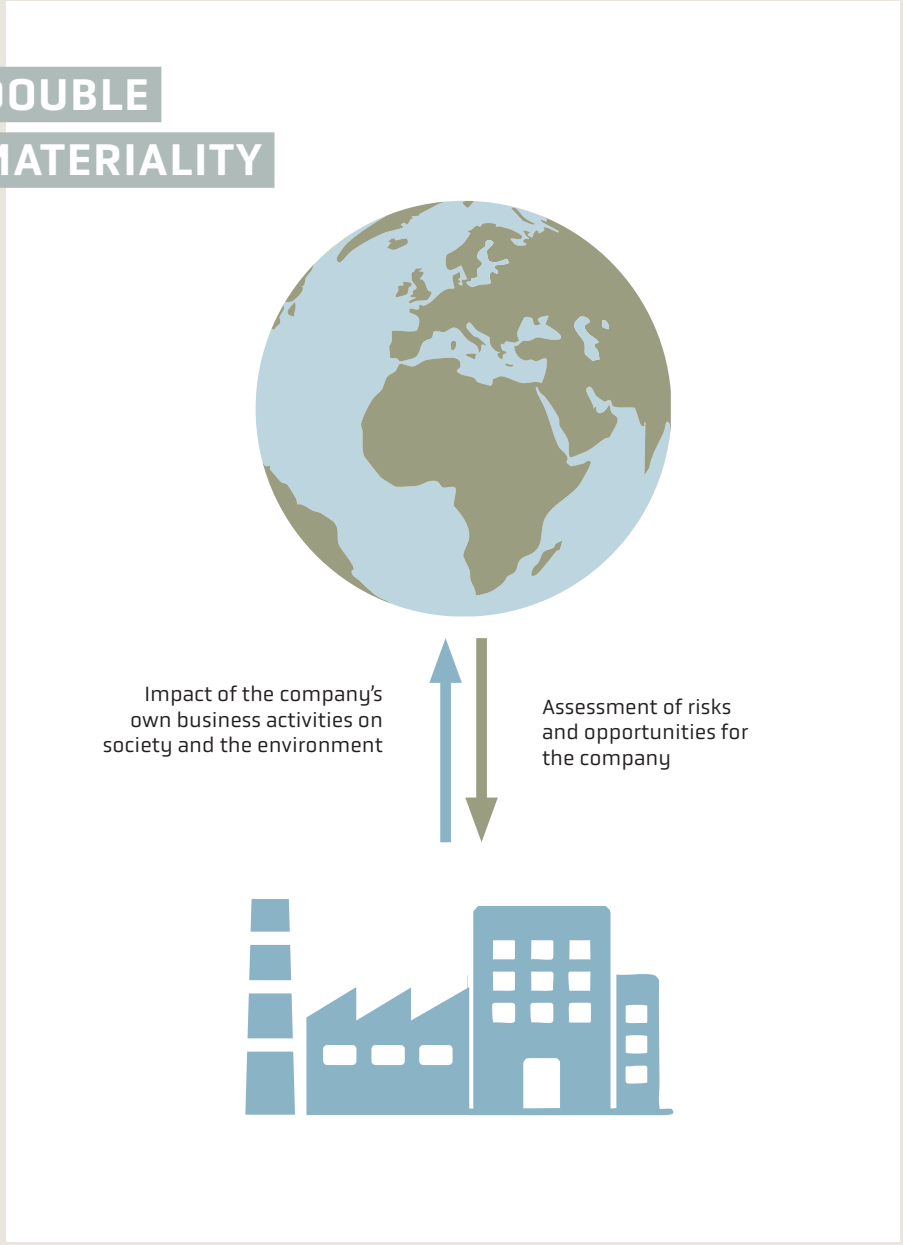
DOUBLE MATERIALITY ASSESSMENT

SUSTAINABILITY COVERS MANY DIFFERENT TOPICS, RANGING FROM ENVIRONMENTAL AND CLIMATE PROTECTION TO SOCIAL RESPONSIBILITY AND ECONOMIC CONSIDERATIONS.

To identify which of these topics are particularly important for LEKI, we regularly conduct a materiality assessment. In doing so, we consider two perspectives. On the one hand, we analyze which topics have the greatest impact on our company, for example on our processes, products, and long-term competitiveness. On the other hand, we assess which topics are of central importance to our key stakeholders, such as customers, employees, business partners, and society.

The result of this analysis is a clear prioritization. The topics that are highly relevant both to us as a company and to our stakeholders form the core of our sustainability strategy. They show us where we can fulfill our responsibility most effectively and where we can make the greatest contribution.

The materiality assessment, therefore, serves as a compass for our ations. It ensures that we focus on the key areas for action with transparency, clarity, and the ambition to shape a future-oriented development together.



7 KEY STATEMENTS ON THE MATERIALITY ASSESSMENT

OUR SUSTAINABILITY STRATEGY IS BASED ON CLEAR PRIORITIES, TRANSPARENT EVALUATION, AND RESPONSIBILITY ACROSS THE ENTIRE VALUE CHAIN.

1 WHAT DOUBLE MATERIALITY MEANS FOR US:

We look both outward and inward at the same time, assessing how our actions impact the environment and society, and how sustainability topics influence our economic success.

2 TRANSPARENCY BUILDS TRUST:

We make visible where we stand today, which risks and opportunities exist, and where we aim to improve in a concrete way.

3 MATERIALITY IS NOT A STATIC STATE:

Stakeholder expectations, regulatory requirements, and market conditions are constantly changing. Therefore, we regularly review and refine our priorities.

4 CIRCULAR ECONOMY MEANS FOR US:

Reducing waste, increasing reuse, and taking responsibility for the entire life cycle of our products.

5 CLIMATE PROTECTION STARTS WITH US:

We reduce greenhouse gas emissions and design our own operations to be energy efficient. Step by step, we aim to extend this commitment to further areas and processes.

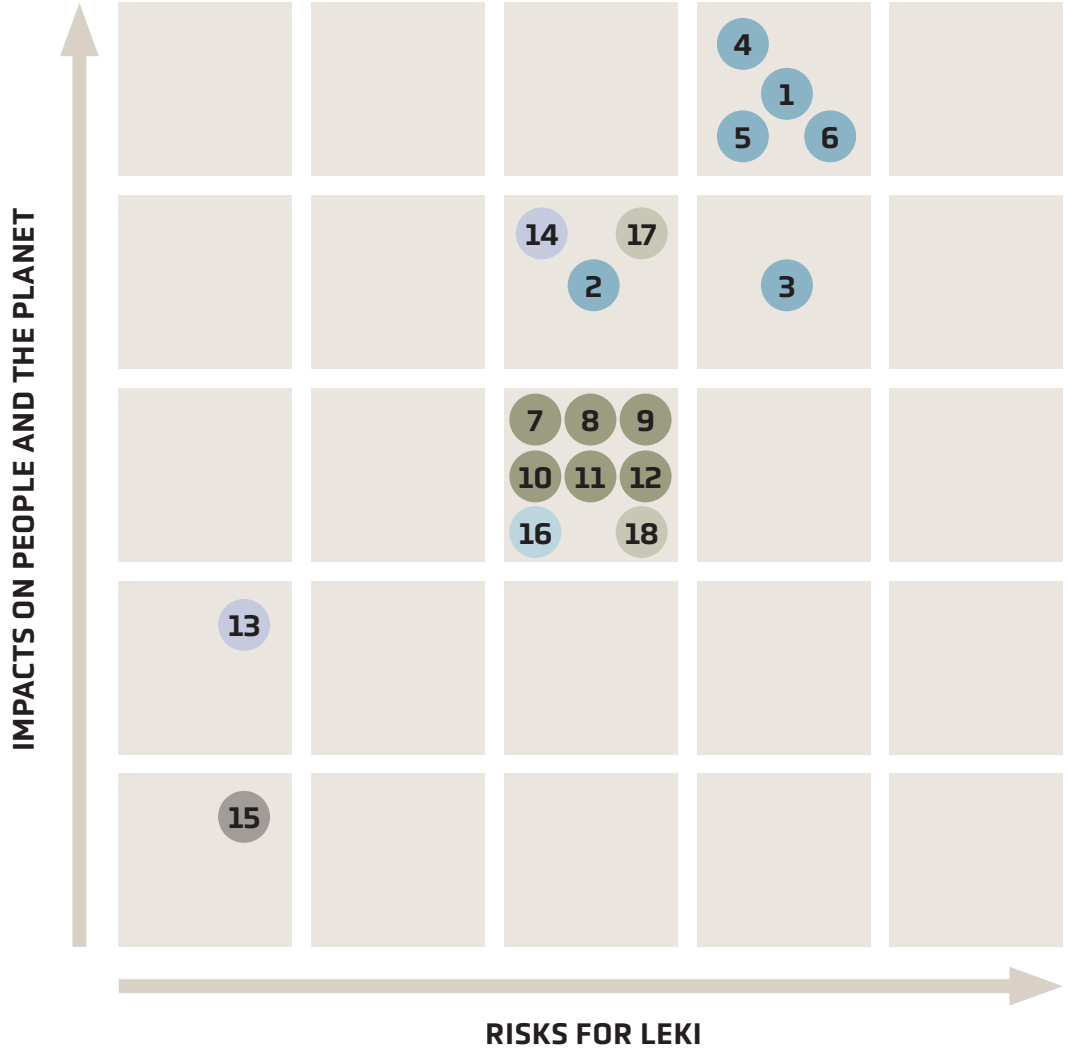
6 LOCAL ENGAGEMENT MATTERS TO US:

We strengthen collaboration with local partners, support initiatives on the ground, and take responsibility in the communities where we operate.

7 PRODUCTION IN EUROPE:

A large share of our products is manufactured in our own facility in the Czech Republic. This ensures direct control over production processes and strengthens local European value creation.

RISK FOR LEKI



RESULTS FOR THE VALUE CHAIN ELEMENT MANAGEMENT & STRATEGY

1 Climate change
2 Pollution: water and soil pollution, air pollution, substances of concern including microplastics
3 Water: water consumption, water withdrawal, water discharges, including oceans
4 Biodiversity: loss of biodiversity, deforestation, regeneration and restoration
5 Circular economy: waste
6 Circular economy: resource inforws and outflows

WORKING CONDITIONS IN THE SUPPLY CHAIN:
7 Forced labor and child labor, human trafficking
8 Salarys and social benefits
9 Working hours
10 Health and safety
11 Freedom of association and collective bargaining
12 Equal treatment and equal opportunities, discrimination

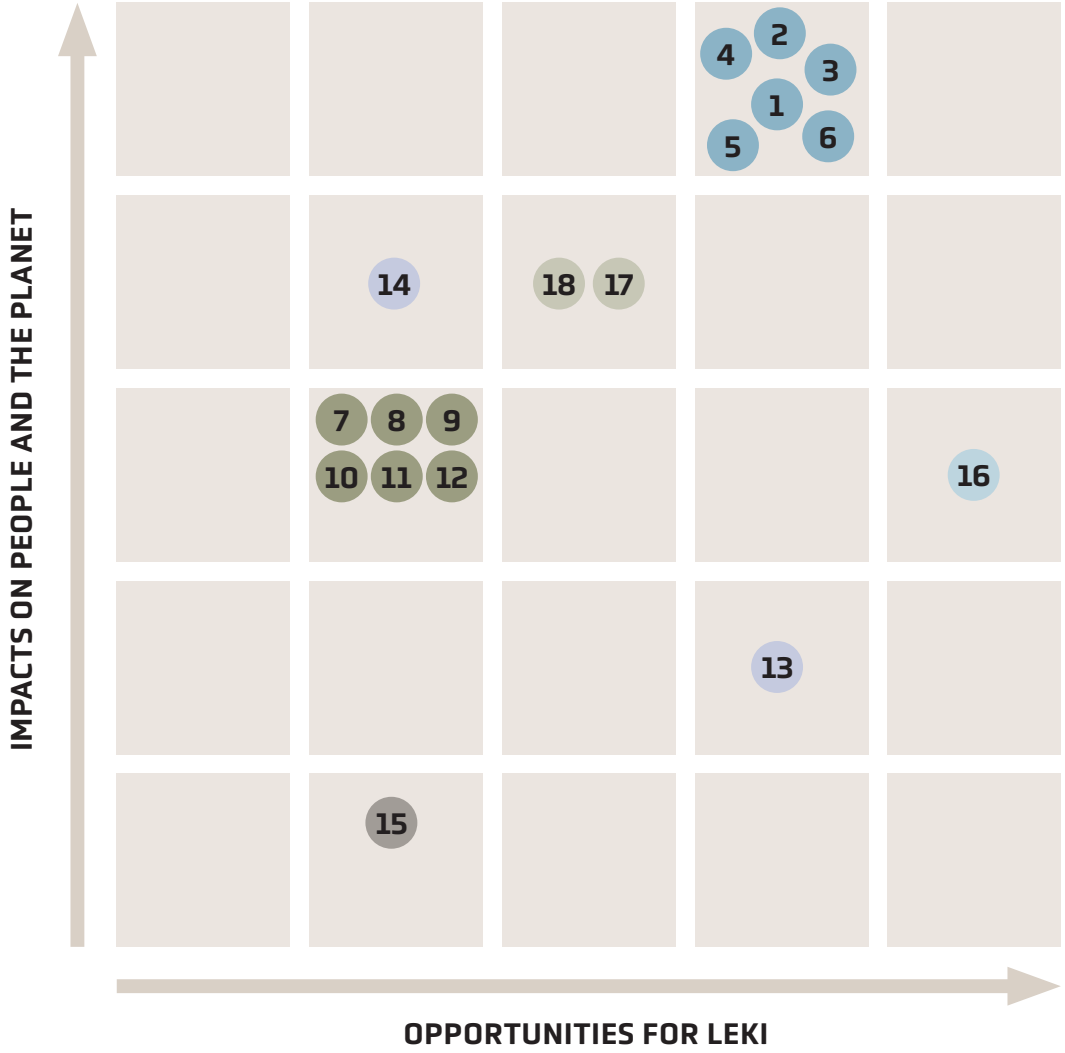
COMMUNITIES:
13 Community Engagement
14 Indigenous Peoples' Rights

CONSUMENTS:
15 Rights in the areas of information, security, and inclusion

HUMAN RESOURCES (INTERNAL):
16 Internal working conditions

CORPORATE MANAGEMENT:
17 Animal welfare
18 Corporate culture (leadership, whistleblower protection, political engagement)

OPPORTUNITIES FOR LEKI



RESULTS FOR THE VALUE CHAIN ELEMENT MANAGEMENT & STRATEGY

1 Climate change
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SUSTAINABILITY REPORTING IN LINE WITH THE SDGS OR ESRS?

The ESRS (European Sustainability Reporting Standards) and the SDGs (Sustainable Development Goals) are closely connected, as both promote the sustainability of companies and organizations, but from different perspectives:

SDGS

Global goals of the United Nations, such as “No Poverty,” “Climate Action,” or “Gender Equality.” They show where the world is heading.

FRIEDER KNAYER
CSR MANAGER

ESRS

European requirements that define how companies should report on their sustainability performance, making transparent how they address environmental, social, and governance topics.

LISA-MARIE FASNIK
CSR INTERN

SDGS
SUSTAINABLE DEVELOPMENT GOALS

The SDGs – the United Nations Sustainable Development Goals – provide a global framework for a sustainable future. They comprise 17 goals that link social justice, economic development, and environmental protection. For companies, the SDGs serve as a guide for aligning their activities in a sustainable way and contributing positively to society and the environment.





PARTICULARLY RELEVANT FOR LEKI:



ESRS
EUROPEAN SUSTAINABILITY REPORTING STANDARDS

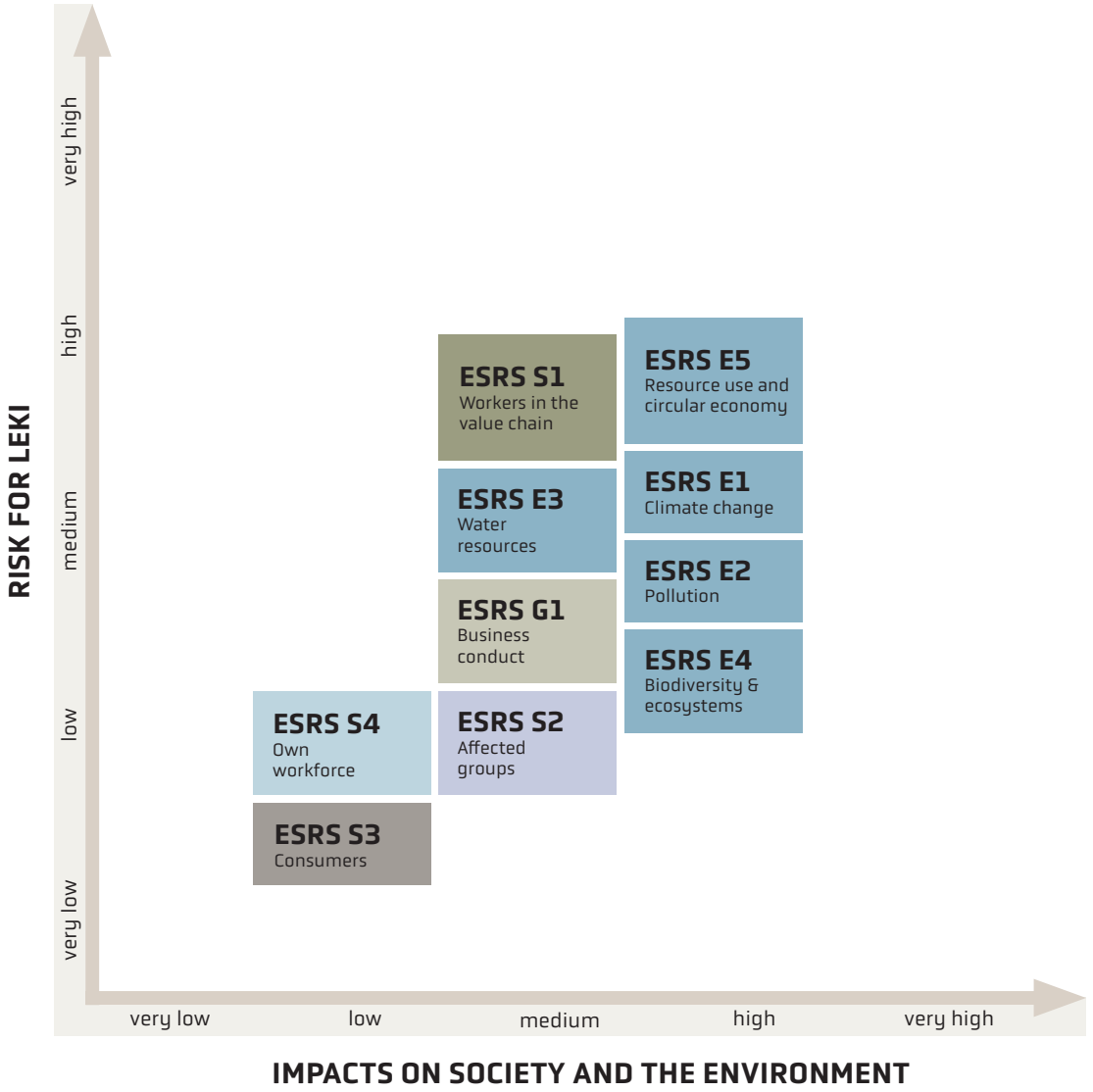
As part of our materiality assessment, the European Sustainability Reporting Standards (ESRS) relevant to our company were evaluated in terms of their risk for LEKI as well as their impacts on society and the environment.

The analysis shows that the topics **climate change** (ESRS E1), **pollution** (ESRS E2), **water and marine resources** (ESRS E3), **biodiversity and ecosystems** (ESRS E4), as well as **resource use and circular economy** (ESRS E5) are of high relevance. These topics present both a medium to high risk for our company and significant impacts on the environment and society.

The standards in the area of **workers in the value chain** (ESRS S1) and **business conduct** (ESRS G1) are also material for us, as they represent a relevant risk for LEKI while also having a substantial impact on society.

In contrast, the topics **own workforce** (ESRS S4), **consumers and end-users** (ESRS S3), and **affected communities** (ESRS S2) were assessed as less risk-relevant for LEKI and with lower impacts on society. Nevertheless, these aspects are still taken into account to ensure a holistic sustainability management approach.

This prioritization helps us align our sustainability strategy with those areas where we can most effectively manage risks and at the same time make the greatest positive contribution to society and the environment.



OWN PRODUCTION IN CZECH REPUBLIC

AT OUR OWN MANUFACTURING FACILITY IN TACHOV, WE COMBINE EUROPEAN MANUFACTURING WITH ENERGY EFFICIENCY, RESOURCE CONSERVATION, AND SHORT SUPPLY CHAINS.

EFFICIENT AND TRANSPARENT

Since 2000, LEKI has been manufacturing products at its own production facility in Tachov, Czech Republic, home to one of the world's largest pole manufacturing plants. All products manufactured here use state-of-the-art, environmentally friendly processes. Energy efficiency and resource conservation are central to our operations: process heat from production facilities is used for heating, filtration systems recover heat, and solvents are collected, purified, and reused. This significantly reduces consumption.



2000
INAUGURATION OF THE NEW PRODUCTION FACILITY IN TACHOV

46.000m²
TOTAL AREA TACHOV



250
EMPLOYEES

FUN FACT

IF LAID END TO END, THE NUMBER OF POLES WE PRODUCE EACH YEAR (ON AVERAGE) WOULD STRETCH FROM TACHOV TO NAPLES.

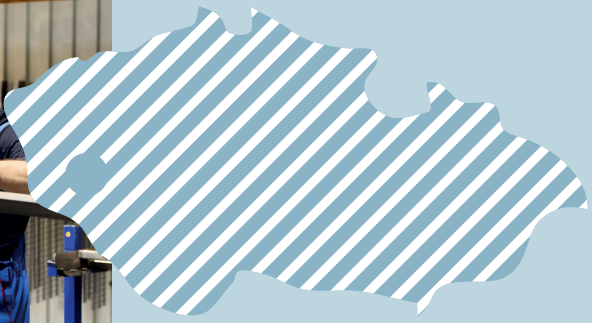
OWN PRODUCTION IN CZECH REPUBLIC

SHORT SUPPLY CHAINS – QUALITY FROM EUROPE

The products are developed in Kirchheim unter Teck and manufactured in Tachov. This shortens delivery routes and ensures transparency throughout the entire manufacturing process. Every product undergoes rigorous testing to ensure the highest quality over the long term.







14.000
RESIDENTS OF TACHOV

Ø12
PRODUCTION STEPS
TO THE FINISHED POLE



COORDINATES
49.80993143959667,
12.650312134431992



OWN PRODUCTION IN CZECH REPUBLIC

TECHNOLOGIES AND MATERIALS

Our fully electric injection moulding machines are energy efficient, combine multiple process steps, and use free cooling systems. Aluminium alloys consist of more than 36–40% recycled material, which is in turn fully recyclable. Mechanical grinding has replaced chemical cleaning agents since the 1990s. Surfaces are finished for durability, while low-emission powder coatings and water-based paints are used in an almost zero-waste process.

EFFICIENT USE OF ENERGY

The waste heat generated by our compressed air systems is actively recovered and used to support heating systems in production. In this way, we reuse existing energy instead of letting it dissipate unused. At the same time, we rely on closed-loop processes in which materials and resources remain in circulation for as long as possible. Production waste is consistently reduced, recycled, or fed back into the process, with the aim of minimizing resource use and maximizing value creation per unit of material.

SOCIAL RESPONSIBILITY AND CONTINUOUS IMPROVEMENT

For environmental and social performance, LEKI uses assessment tools in Tachov such as Higg FEM and FSLM/SLCP to systematically implement improvements. Production in Tachov demonstrates that sustainability and efficiency go hand in hand at LEKI, from development and manufacturing through to the finished product.



GOOD TO KNOW

Higg FEM
(Facility Environmental Module)

A tool used to assess the environmental performance of production sites. It measures, for example, energy consumption, water use, waste management, and emissions. The goal is to identify improvement potential and reduce the ecological footprint.

Higg FSLM / SLCP
Facility Social & Labor Module / Social & Labor Convergence Program

These modules assess social and labor conditions in production facilities, such as occupational safety, fair wages, working hours, and employee well-being. They help systematically improve social responsibility and ensure compliance with transparent standards.

FROM ALUMINIUM SHAFT TO FINISHED PRODUCT

The journey of a LEKI pole begins long before production starts. In material sourcing, we focus on European supply chains and short transport routes. The aluminium used today already contains a recycled content of 36 to 40 percent, predominantly from pre-consumer material, forming the basis for a resource-efficient manufacturing process.

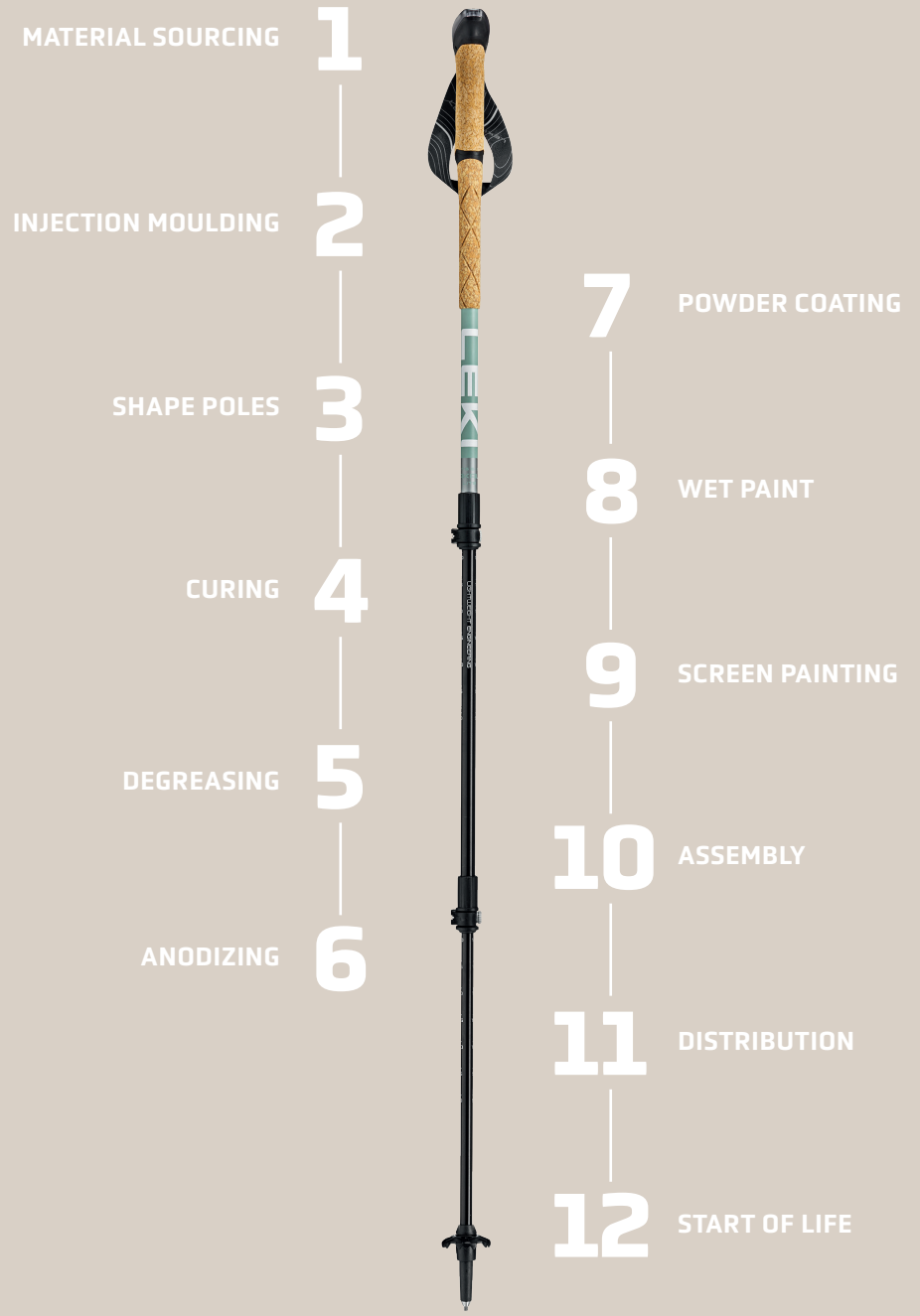
At the Tachov facility, production takes place using state-of-the-art injection moulding systems. New fully electric machines significantly reduce energy consumption thanks to efficient cooling circuits with electronic control and free cooling systems that use ambient air for cooling. Refrigerants are completely avoided. In the heat treatment of the tubes, only electrical process heat is used, currently powered by green electricity and in the future supplemented by electricity from our own photovoltaic systems.

For more than 25 years, all tubes have been degreased using an almost chemical-free process. This mechanical method avoids hazardous substances, protecting both the environment and employees. In the subsequent surface treatment, durability is the main focus: anodizing creates a corrosion-resistant protective layer, while powder coating achieves nearly closed-loop processes with minimal paint loss. In painting, water-based systems are now used almost exclusively, a development that has drastically reduced solvent use over the years.

During assembly, compressed air is used, a clean but energy-intensive process. Through heat recovery from compressed air generation, the resulting waste heat is reused in winter to heat the loading dock, an example of how process energy is utilized multiple times.

After production, shipping is handled by DPD, a logistics partner with certified sustainability measures and carbon-neutral shipping options.

At the end of its journey, the pole stands out for its durability: robust materials, high manufacturing quality, and comprehensive repair and spare part services help significantly extend its service life. This means a LEKI pole's journey does not end after its initial use but continues through long-term use and reuse.



PRODUCT-DEVELOPMENT

PRODUCTS

At LEKI, we develop products that combine top performance, comfort, and reliability. Through close collaboration with our team of athletes, we ensure a high standard of quality, as evidenced by over 250 patents and numerous innovations.



DURABILITY AND MATERIAL EFFICIENCY

Our three-year collection of gloves and poles reduces overproduction and environmental impact. Aluminum parts are specifically recycled to minimize waste and use materials efficiently.

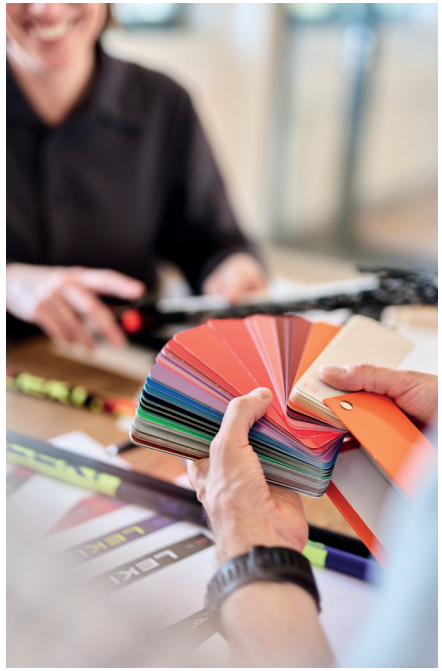


RESPONSIBILITY AND CONTINUOUS IMPROVEMENT

We constantly evaluate our performance to create products that allow people to experience nature—always with a commitment to environmental and social responsibility.

OWN PRODUCT DEVELOPMENT

In-house development gives us full control over the entire process—from the initial idea to the finished product. This ensures that the design, choice of materials, and technical implementation meet our high standards for quality and sustainability.





DIGITAL DEVELOPMENT AND RESOURCE CONSERVATION

Thanks to 3D design and digital prototyping processes, we have been able to significantly reduce the number of physical prototypes, thereby conserving resources and reducing transportation emissions. For the 2026 collection, we plan to reduce this number by 20% compared to 2025.

PRODUCT DEVELOPMENT

ADVANTAGES OF IN-HOUSE DEVELOPMENT

1 **HIGHEST QUALITY**
Durable, repairable, and technically advanced products.

2 **FLEXIBILITY**
Quick response to new insights, customer requests, and sustainability requirements.

3 **MATERIAL SELECTION**
Resource-efficient and recyclable materials.

4 **CONTROL OVER SUPPLY CHAINS**
Compliance with environmental and social standards.

5 **INNOVATIVE STRENGTH**
Practical further development through close collaboration with experts.

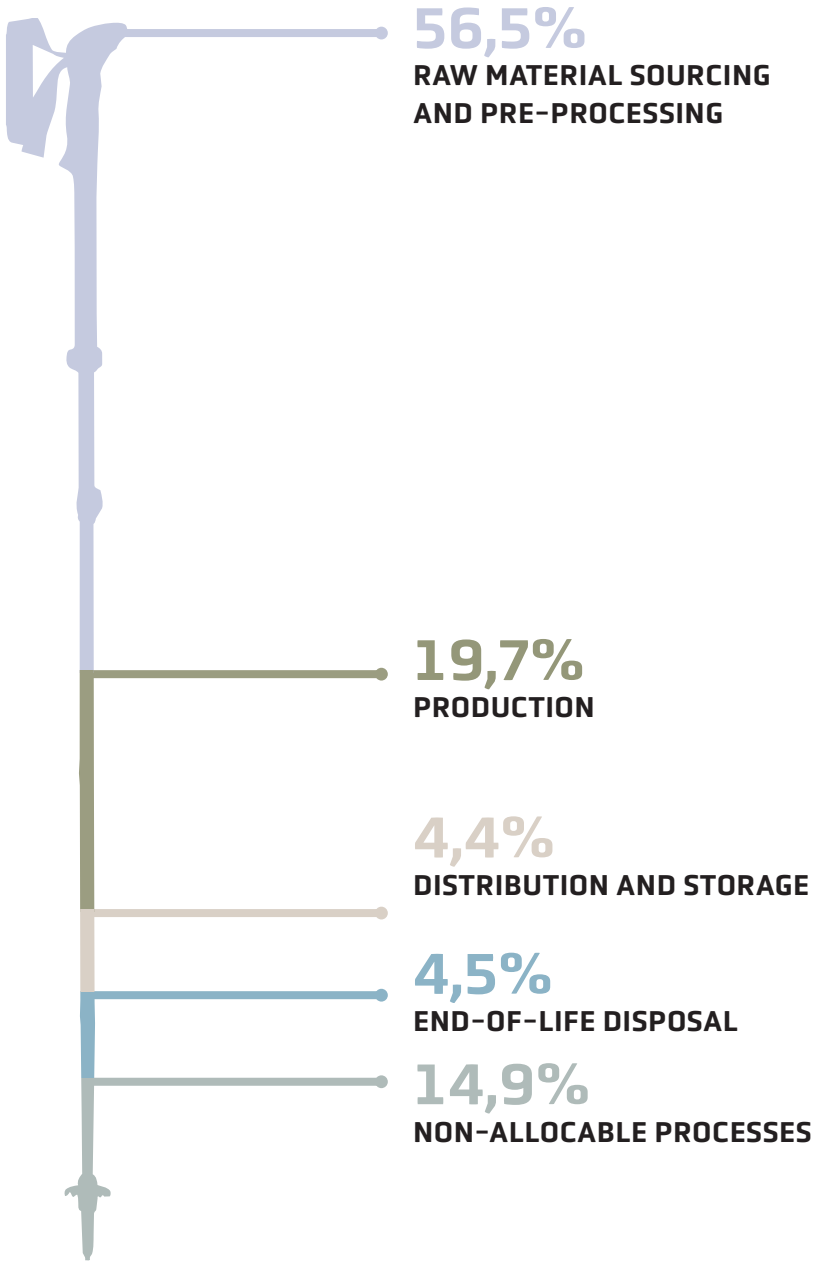


PRODUCT CARBON FOOTPRINT (PCF)

WITH THE PRODUCT CARBON FOOTPRINT, WE MEASURE EMISSIONS, CREATE TRANSPARENCY, AND IDENTIFY TARGETED REDUCTION OPPORTUNITIES.

The Product Carbon Footprint (PCF) describes the carbon footprint of a product across its entire life cycle. It captures greenhouse gas emissions from raw material extraction, production and transport through to use, and finally disposal or recycling.

By calculating the PCF, we make the climate impact of our products measurable. At the same time, we identify targeted opportunities to reduce emissions and can further improve the sustainability of our development and production processes. In this way, we actively contribute to reducing environmental impact and provide our customers with transparent insight into the responsibility we take for our products.

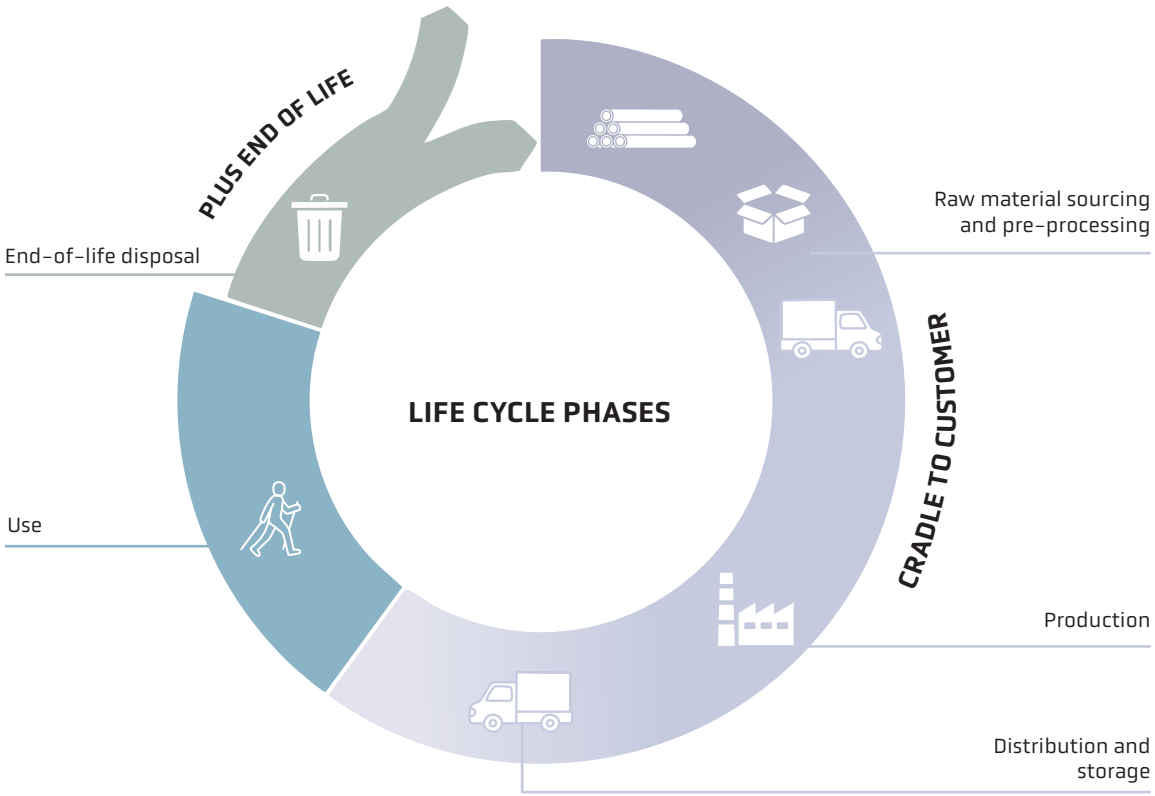


CO_2-EMISSIONS MAKALU LITE

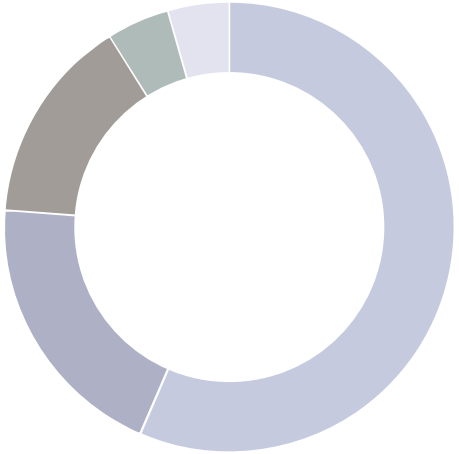
TOTAL RESULT FOR PRODUCT, 1 UNIT
CRADLE-TO-CUSTOMER PLUS END-OF-LIFE

EMISSION SOURCES	kg CO_2	%
Material Procurement and Pre-processing	**4,69**	**56,5**
Raw Materials	4,26	51,3
Packaging	0,25	3,1
Inbound Logistics	0,17	2,1
Production	**1,63**	**19,7**
Electricity	1,23	14,8
Heat	0,41	4,9
Distribution and Storage	**0,37**	**4,4**
Outbound Logistics	0,37	4,5
Waste Disposal	**0,37**	**4,5**
Waste Disposal	0,37	4,5
Non-attributable Processes	**1,23**	**14,9**
Shared Emissions	1,23	14,9
TOTAL RESULT	**8,30**	**100,0**

LIFE CYCLE PHASES
MAKALU LITE



BREAKDOWN BY LIFE CYCLE PHASES



56,5%
Raw material sourcing and pre-processing

19,7%
Production

14,9%
Non-allocable processes

4,5%
End-of-life disposal

4,4%
Distribution and storage

ENVIRONMENT

CLIMATE ACTION & ENERGY

ENVIRONMENTAL MANAGEMENT & MATERIALS

RESOURCES, RECYCLING & CIRCULAR ECONOMY

REPAIR & SERVICE AT LEKI: FOCUS ON DURABILITY

WHAT DOES REPAIR & SERVICE AT LEKI INCLUDE?

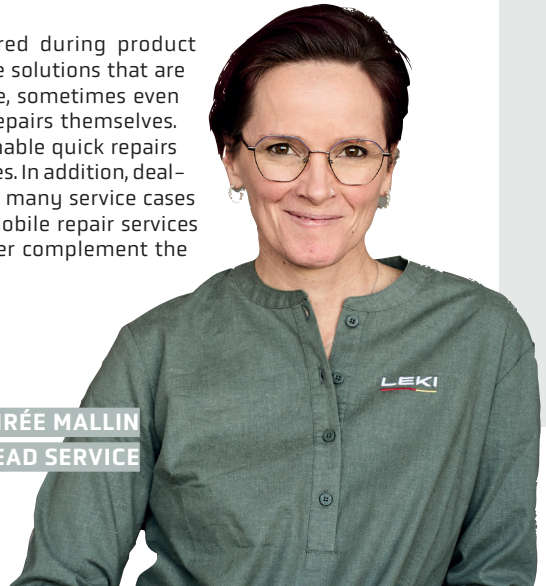
We repair poles across all product groups, whether fixed-length, telescopic, or folding poles. In many cases, even heavily used or damaged products can be restored. In addition to repairs, we also offer spare parts for self-assembly. Our service is complemented by training sessions for dealers and importers, as well as direct support via email or phone.

WHICH PRODUCTS ARE MOST FREQUENTLY REPAIRED AND WHY?

Service requests mainly concern products that have already seen long-term use, a clear sign of intensive use across all categories. Typical wear parts such as tips, grips, or adjustment mechanisms are among the most commonly replaced components.

HOW DOES LEKI ENSURE PRODUCTS ARE EASY TO REPAIR?

Repairability is already considered during product development. The goal is to create solutions that are as simple and efficient as possible, sometimes even allowing end users to carry out repairs themselves. Systems such as the FX system enable quick repairs without complex shipping processes. In addition, dealers are specifically trained so that many service cases can be resolved directly on site. Mobile repair services at events or retail locations further complement the offering.



DÉSIRÉE MALLIN
TEAM LEAD SERVICE

ARE THERE ANY KEY FIGURES ON REPAIR VOLUME?

Around 9,000 service cases are handled per year. This corresponds to a repair rate of only about 0.25 to 0.5 percent, highlighting the high quality standard of our products. Depending on the season, this results in a daily volume of up to around 30 repairs or spare part shipments.

HOW HAS DEMAND FOR REPAIRS EVOLVED?

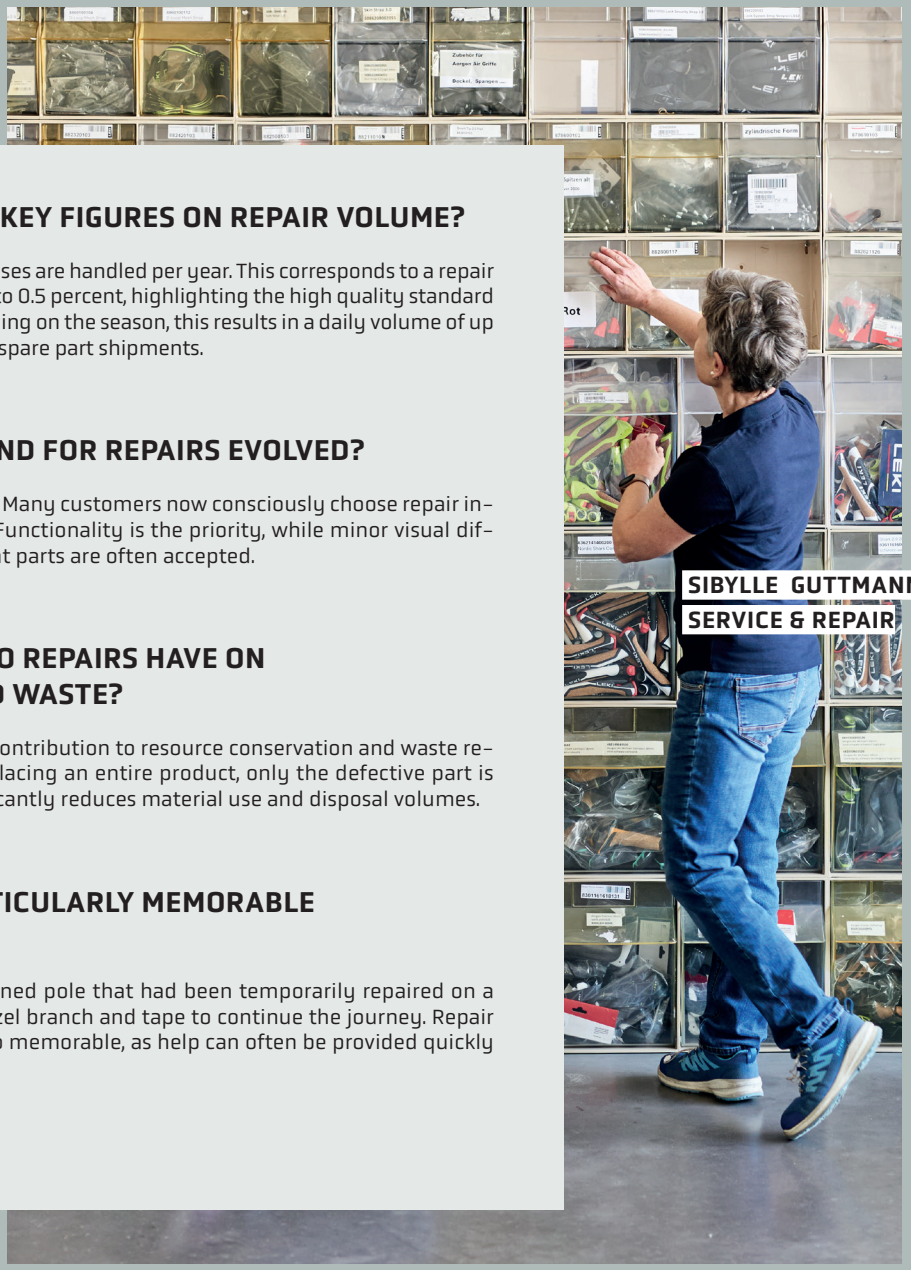
Demand has increased. Many customers now consciously choose repair instead of replacement. Functionality is the priority, while minor visual differences in replacement parts are often accepted.

WHAT IMPACT DO REPAIRS HAVE ON RESOURCES AND WASTE?

Repairs make a direct contribution to resource conservation and waste reduction. Instead of replacing an entire product, only the defective part is exchanged. This significantly reduces material use and disposal volumes.

IS THERE A PARTICULARLY MEMORABLE EXPERIENCE?

One example is a returned pole that had been temporarily repaired on a tour using a carved hazel branch and tape to continue the journey. Repair cases at events are also memorable, as help can often be provided quickly and directly on site.



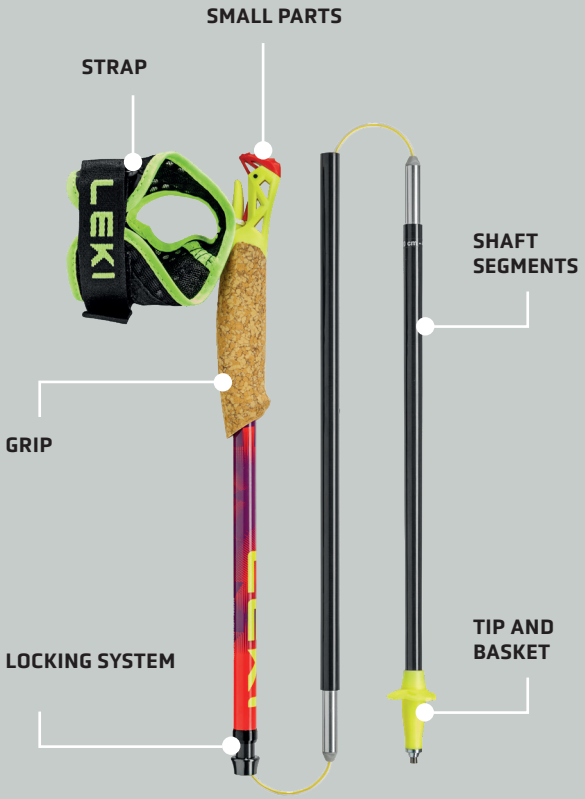
SIBYLLE GUTTMANN
SERVICE & REPAIR

ONE POLE. MANY LIVES.



FOLDING POLES

Lightweight, compact, and thoughtfully designed: our folding poles are engineered so that key components can be replaced if needed. These include in particular the individual segments, as well as spare parts such as grips or tips.





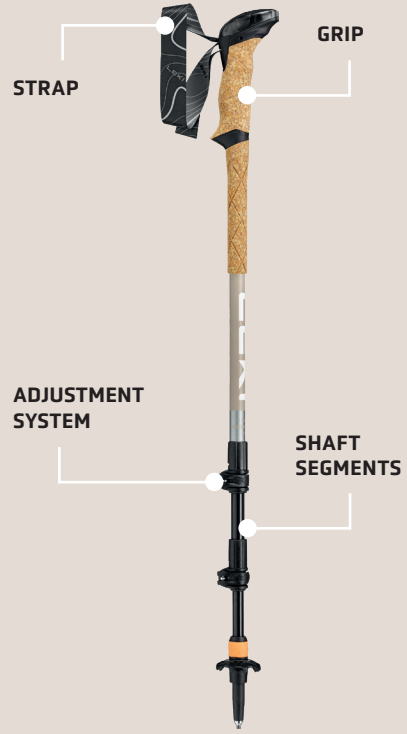
Our products are designed to accompany users for as long as possible, across many tours, seasons, and areas of use.

A key element of this is their modular design. Instead of replacing a pole entirely when it shows signs of wear or damage, many individual parts can be easily replaced or repaired. This significantly extends product lifespan and reduces resource use and waste.

Replaceable components include shaft sections, grips and straps, tips and baskets, as well as folding and adjustment systems. This thoughtful design allows our products to be individually serviced, adjusted, and maintained, fully in line with a sustainable product cycle.

This principle applies across all categories, from trekking and trail running poles to Nordic walking models, as well as poles for alpine skiing, cross-country skiing, and ski touring. In this way, a single product becomes a long-lasting companion for a wide range of adventures.

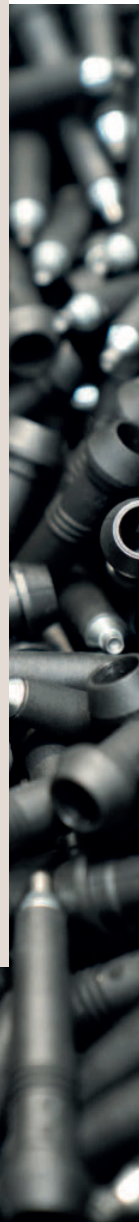
I'M REPAIRABLE!



TELESCOPIC POLES

Long-term use is the main focus. Thanks to their modular design, elements such as adjustment systems, individual segments, or attachments like grips can be replaced in a targeted way. This allows individual wear parts to be renewed without replacing the entire pole.





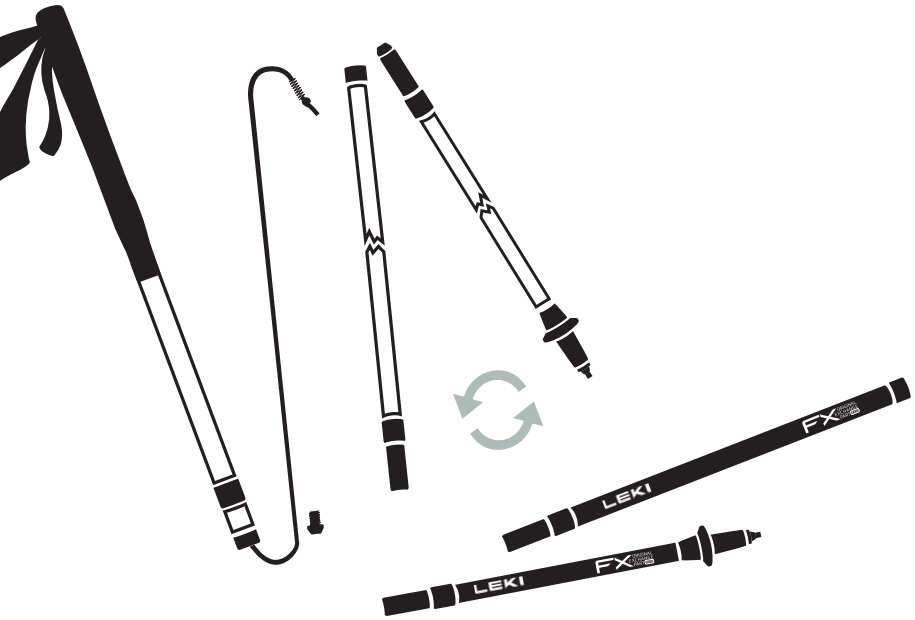
SERVICE & REPAIR

REPAIR INSTEAD OF REPLACEMENT: FOR MORE DURABILITY AND LESS RESOURCE CONSUMPTION

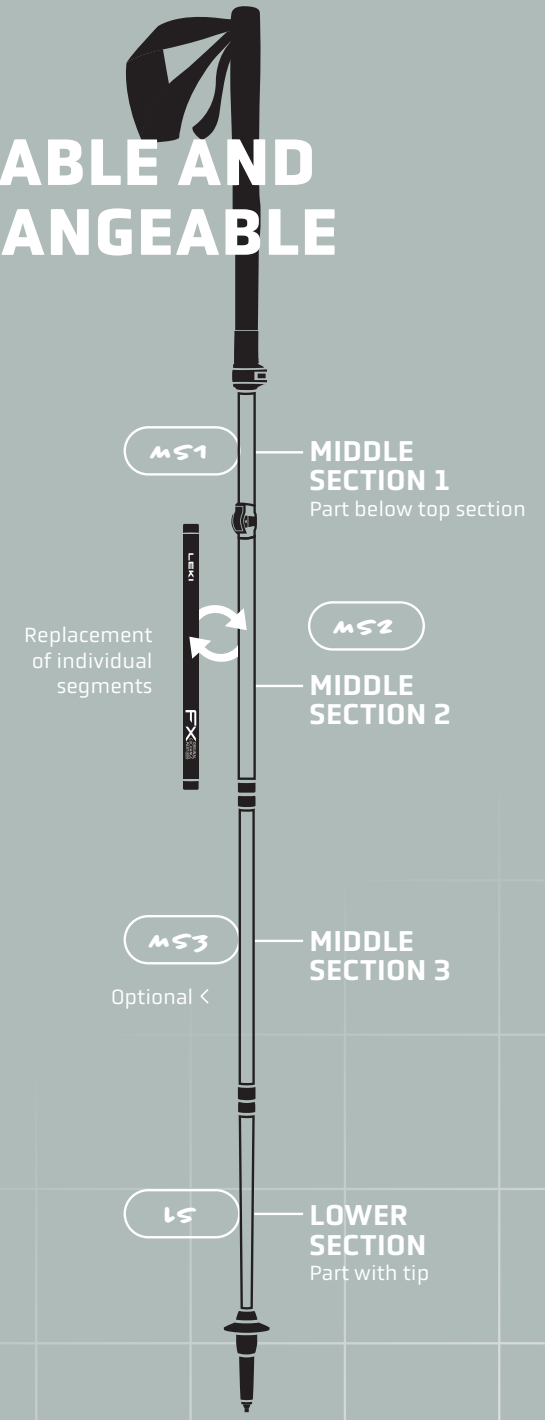
FX ORIGINAL EXCHANGE PART XXVI

The FX folding pole is a prime example of this approach. Thanks to its modular design, individual parts such as tips, grips, or straps can be easily replaced without having to replace the entire product. This significantly extends product lifespan and reduces both material use and waste.

LEKI products are characterized by a very high level of quality and durability. We therefore offer spare parts for a wide range of our products. These are typically available for many years after purchase. With a global network of specialized service centers, products can be repaired and restored after wear and tear.



FOLDABLE AND EXCHANGEABLE



LOCAL SERVICE AND RESOURCE CONSERVATION THROUGH LEKI SERVICE TROLLEYS



WITH INDIVIDUALLY EQUIPPED LEKI SERVICE TROLLEYS, LEKI SPECIFICALLY SUPPORTS BRICK-AND-MORTAR RETAIL AND PROMOTES FAST SERVICE PROCESSES.





Equipped with all relevant spare parts, from grips and Speedlock levers to rubber tips, the service vans enable fast and professional repairs directly at the retailer. This reduces transport distances and the number of service requests sent to LEKI, saving time, costs, and resources.

At the same time, targeted training increases the expertise of specialist retailers and strengthens customer relationships on site. Currently, around 20 service vans are in use at LEKI partner retailers, mainly in southern Germany, with very positive feedback from dealers and end customers. This concept contributes to extending product lifespan, strengthening regional value creation, and thereby increasing sustainability across the entire LEKI service process.



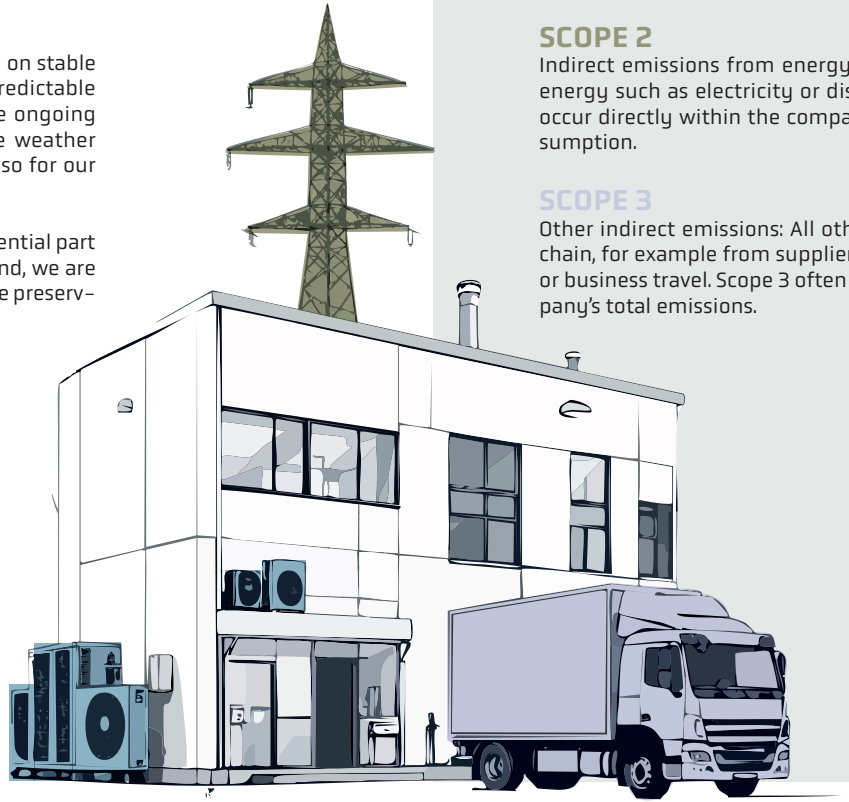
CLIMATE PROTECTION AND MEASURES

ENSURING A FUTURE FOR MOUNTAIN SPORTS BEGINS WITH PROTECTING THE CLIMATE THEY DEPEND ON. THAT IS WHY WE TAKE RESPONSIBILITY AND ACTIVELY COMMIT TO CLIMATE PROTECTION.

Climate change is one of the greatest global challenges and directly affects the outdoor industry. As a manufacturer of mountain sports equipment, LEKI has a responsibility to actively contribute to limiting global warming and supporting the 1.5°C target. A key element of this is the consistent reduction of CO2 emissions.

At the same time, as an outdoor brand, LEKI depends directly on stable climatic conditions: snow-reliable winters for skiing and predictable weather conditions for hiking and trekking in summer. The ongoing retreat of glaciers, increasing avalanche risk, and extreme weather events pose real risks for outdoor activities and therefore also for our customers.

Acting responsibly is therefore not a trend for LEKI, but an essential part of our corporate responsibility. As a responsible outdoor brand, we are committed to actively contributing to climate protection while preserving the natural environment for future generations to enjoy.



GOOD TO KNOW

GREENHOUSE GAS EMISSIONS ARE CATEGORIZED INTO THREE "SCOPES" TO PROVIDE A COMPREHENSIVE VIEW OF A COMPANY'S CLIMATE IMPACT:

SCOPE 1

Direct emissions: All greenhouse gases that are directly generated by the company itself, for example from the operation of its own heating systems, vehicle fleets, or production facilities.

SCOPE 2

Indirect emissions from energy: Emissions resulting from purchased energy such as electricity or district heating. These emissions do not occur directly within the company but are caused by its energy consumption.

SCOPE 3

Other indirect emissions: All other indirect emissions along the value chain, for example from suppliers, transport, product use and disposal, or business travel. Scope 3 often represents the largest share of a company's total emissions.

CCF CORPORATE CARBON FOOTPRINT

CALCULATION OF OUR SCOPE FOOTPRINT 1 & 2 AND PARTIALLY SCOPE 3



Since 2022, we have been annually calculating our Scope 1 and Scope 2 carbon footprint in order to systematically capture and reduce emissions from direct sources as well as purchased energy. In addition, we record selected Scope 3 categories to gradually increase transparency regarding upstream and downstream emissions.

Explanation for the increase in emissions in 2023 compared to 2022:
More business travel and more data included in "purchased goods and services." In general, more data was included in the Scope 3 calculation.

	2022			2023			2024		
	Kircheim	**Tachov**	**Baar**	**Kircheim**	**Tachov**	**Baar**	**Kircheim**	**Tachov**	**Baar**
Scope 1 (tCO_2e)	122,44	783,40	0,46	106,04	613,72	0,52	88,36	420,94	0,87
Scope 2 (tCO_2e)	16,69	1.192,37	5,38	14,02	902,97	2,01	22,02	704,67	2,14
Scope 3 (tCO_2e)	139,56	1.009,61	5,82	106,84	1.075,16	13,34	129,36	635,85	10,83
TOTAL	278,69	2.985,38	11,66	226,90	2.591,85	15,87	239,75	1.761,45	13,84
		3.275,73			**2.834,62**			**2.015,05**	

Overview Table of GHG (Greenhouse Gas) Emissions, 2022–2024 (tCO_2e)

CCF RESULTS TABLE: PRODUCTION SITE TACHOV (CZ)

TOTAL RESULT FOR THE PERIOD 01/2023–12/2023

EMISSION SOURCES	t CO_2	%
Scope 1	**613,72**	**23,68**
Stationary Combustion	453,74	17,51
Mobile Combustion	10,89	0,42
Fugitive Emissions	149,09	5,75
Scope 2	**902,97**	**34,84**
Purchased Electricity (calculated using the market-based method)	902,97	34,84
Electricity (Stationary)	0,00	0,0
Electricity (Fleet)	0,00	0,0
Scope 3	**1.075,16**	**41,48**
Purchased Goods and Services	**65,10**	**2,51**
Operating Supplies	63,95	2,47
Water	1,15	0,04
Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	**386,28**	**14,90**
Waste Generated in Operations	**81,20**	**3,13**
Business Travel	**0,07**	**0,0**
Hotel Stays	0,07	0,0
Employee Commuting	**542,52**	**20,93**
Employee Commuting & Remote Working	542,52	20,93
Total Result	**2.591,85**	**100,00**

TOTAL RESULT FOR THE PERIOD 01/2024 - 12/2024

EMISSION SOURCES	t CO_2	%
Scope 1	**420,94**	**23,90**
Stationary Combustion	407,36	23,13
Mobile Combustion	13,58	0,77
Scope 2	**704,67**	**40,00**
Purchased Electricity (calculated using the market-based method)	704,67	40,00
Electricity (Stationary)	0,00	0,0
Scope 3	**635,85**	**36,10**
Purchased Goods and Services	**63,32**	**3,59**
Operating Supplies	5,49	0,31
Food & Beverages	56,57	3,21
Water	1,26	0,07
Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	**331,79**	**18,84**
Waste Generated in Operations	**64,14**	**3,64**
Business Travel	**0,15**	**0,01**
Hotel Stays	0,15	0,01
Employee Commuting	**176,46**	**10,02**
Employee Commuting & Remote Working	176,46	10,02
Total Result	**1.761,45**	**100,00**

COMMITMENT TO THE SME CLIMATE HUB

CLIMATE TARGETS WITH RESPONSIBILITY: OUR COMMITMENT WITHIN THE SME CLIMATE HUB.

We are proud to have made a commitment through the SME Climate Hub to reduce our emissions by 50% by the end of 2030 and to achieve net-zero emissions by 2050. This is an important but also challenging step. The commitment was made in collaboration with the European Outdoor Group (EOG) and is also recognized by the UN "Race to Zero" campaign.

To achieve these ambitious goals, we are working on multiple levels and implementing a wide range of measures. By the end of 2025, we also completed the calculation of our Scope 3 footprint for the year 2024 and, based on this, developed a roadmap for reducing Scope 3 emissions.



GOOD TO KNOW

WHAT IS THE SME CLIMATE HUB?

The SME Climate Hub is an international platform that supports small and medium-sized enterprises on their path to climate neutrality. It provides tools for emissions measurement, target setting, and implementation of climate action measures, including annual reporting. Companies can commit to concrete climate goals, benefit from valuable resources, and become part of a global network. This makes the Hub a central reference point for business-led climate action in the SME sector.

RENEWABLE ENERGY AND ENERGY EFFICIENCY

ON-SITE POWER GENERATION, EFFICIENCY, AND GREEN ELECTRICITY: OUR ENERGY SUPPLY IN THE CONTEXT OF CLIMATE PROTECTION.

As early as 2005, we installed our first photovoltaic system at our Kirchheim site, thereby adopting renewable energy at an early stage. From April to September, we are able to cover our entire energy demand through our photovoltaic systems and even generate a surplus. Over the course of a year, we produce around 7% more electricity than we consume, reducing our CO2 emissions by more than 33 tonnes annually.

In 2014, we additionally invested in an intelligent, highly energy-efficient lighting system. Since then, our production and storage areas as well as corridors have been equipped with LED technology, reducing electricity consumption for lighting from 27,040 kWh per year to 1,508 kWh per year.

Since 2025, we have supplemented our self-generated energy with certified green electricity. This further reduces our environmental footprint and makes an active contribution to climate protection.





PHOTOVOLTAIC SYSTEM SINCE 2005

KEFF-AWARD

EXTERNAL AWARDS CONFIRM OUR PATH TOWARD GREATER ENERGY EFFICIENCY AND SUSTAINABILITY.

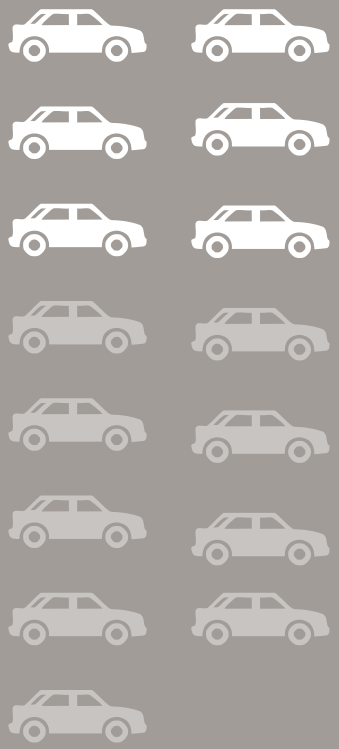
In August 2019, LEKI was awarded the KEFF energy efficiency label by the Stuttgart Chamber of Industry and Commerce (IHK Stuttgart), becoming the first company in the Esslingen district to receive this recognition. The assessment included both the photovoltaic systems and the newly installed lighting system. The award confirms our commitment to responsible and resource-efficient corporate management and highlights the continuous improvement of our environmental performance.

GOOD TO KNOW

The KEFF label stands for “Competence Centre for Energy Efficiency” in the German state of Baden-Württemberg. It is awarded to companies that receive KEFF consulting and actively work on improving their energy efficiency. The label demonstrates externally that a company analyses its energy consumption, uses savings potential, and contributes to climate protection.



ELECTRIFICATION:
6 OUT OF 15 VEHICLES ARE ELECTRIC VEHICLES.



ENVIRONMENTAL MANAGEMENT & MATERIALS

LESS IMPACT, MORE RESPONSIBILITY: THROUGH ENVIRONMENTALLY CONSCIOUS MATERIALS AND RESPONSIBLE RESOURCE MANAGEMENT



ENVIRONMENTAL IMPACT AND HAZARDOUS SUBSTANCE MANAGEMENT

LEKI products are primarily used in alpine and natural environments, such as hiking, skiing, ski touring, or trail running. These sensitive mountain ecosystems are particularly vulnerable to pollution caused by abrasion, impregnations, or packaging materials entering the environment. This creates a responsibility for LEKI to preserve these habitats and ensure their protection for present and future generations.

CHEMICALS

LEKI continuously works to reduce the use of chemicals in its production processes and to introduce more environmentally friendly alternatives. At our facility in Tachov, water-based paints are already used in wet coating processes, and expansion to further painting and printing applications is being evaluated. This reduces the use of volatile organic compounds (VOCs) and improves working conditions on site.

Another focus is the recovery and reuse of solvents. By using distillation systems in the Tachov plant, solvents can be reused multiple times, significantly reducing the overall consumption of organic solvents.

TECHNICAL MATERIAL TESTING

A large share of our materials undergo regular voluntary quality and substance testing, both in our own laboratories in Kirchheim and Tachov and in cooperation with external testing institutes.



RESTRICTED SUBSTANCES LIST (RSL)

LEKI follows a long-term strategy to reduce hazardous chemicals. As part of our RSL project (Restricted Substances List), we have developed a binding list of restricted substances and shared it with all relevant suppliers. In 2025, the RSL was signed by all partners, committing them to the use of safe materials. Compliance is checked through random inspections to consistently minimize health and environmental risks.

LEATHER

USE OF LEATHER

LEKI primarily uses leather that is certified to the highest standard of the Leather Working Group (LWG Gold Standard). The LWG assesses leather manufacturers according to strict environmental and social criteria, including water consumption, chemical usage, and animal welfare. With clear material standards and a transparent supply chain, LEKI deliberately goes beyond legal requirements. Thanks to our development work at the Kirchheim site, we are able to make these decisions independently.





NADJA SCHMEIER
PRODUCT MANAGEMENT
SOFT GOODS

GOOD TO KNOW

WHAT IS THE LEATHER WORKING GROUP?

The Leather Working Group (LWG) is an international organization that promotes sustainable and responsible leather production. It evaluates manufacturers based on environmental and social criteria such as water and energy consumption, chemical use, and occupational safety. Through a certification system ranging from Bronze to Gold, the LWG creates transparency in the supply chain and supports companies in using more environmentally friendly materials.

LEATHER WORKING GROUP

INTERVIEW

PRODUCT DEVELOPMENT GLOVES

WHAT IS PARTICULARLY IMPORTANT IN THE DEVELOPMENT OF GLOVES?

For me, a clear shared focus is crucial in glove development, also with regard to sustainability. As a team, we need to have a common goal so that everyone works in the same direction.

LEKI stands for quality and reliability, and this remains our top priority. Durability is therefore a key sustainability factor. Our ambition is to meaningfully combine performance and sustainability without compromise for our customers.

HOW DOES SUSTAINABILITY INFLUENCE MATERIAL SELECTION?

The most responsible product is usually the one that lasts the longest, which makes the right choice of materials essential. The durability and performance of our materials are our top priorities. We continuously monitor developments in more environmentally friendly materials and, following successful product and material testing, gradually replace conventional materials with suitable alternatives.

WHAT SUSTAINABILITY GOALS DOES THE COMPANY PURSUE IN DEVELOPMENT?

On the one hand, we are significantly reducing the number of development samples, thereby lowering not only material use and waste but also transport and logistics efforts. On the other hand, we are working on stricter processing and material standards to further increase glove durability. Long product life cycles are a central lever in our sustainability approach.

Through our RSL (Restricted Substances List), we regulate the chemicals used in our materials and additionally exclude substances that may be legally permitted but have proven negative impacts on the environment and human health.

WHAT FUTURE SUSTAINABILITY GOALS ARE BEING PURSUED?

We develop with care and responsibility, aiming to minimize resource consumption as much as possible. Our goal is to deliver maximum benefit to our customers while minimizing environmental impact. We aim to create durable, high-performance premium products whose ecological footprint is systematically reduced, without compromising on quality, function, or reliability.



NADJA SCHMEIER
PRODUCT MANAGER
SOFT GOODS

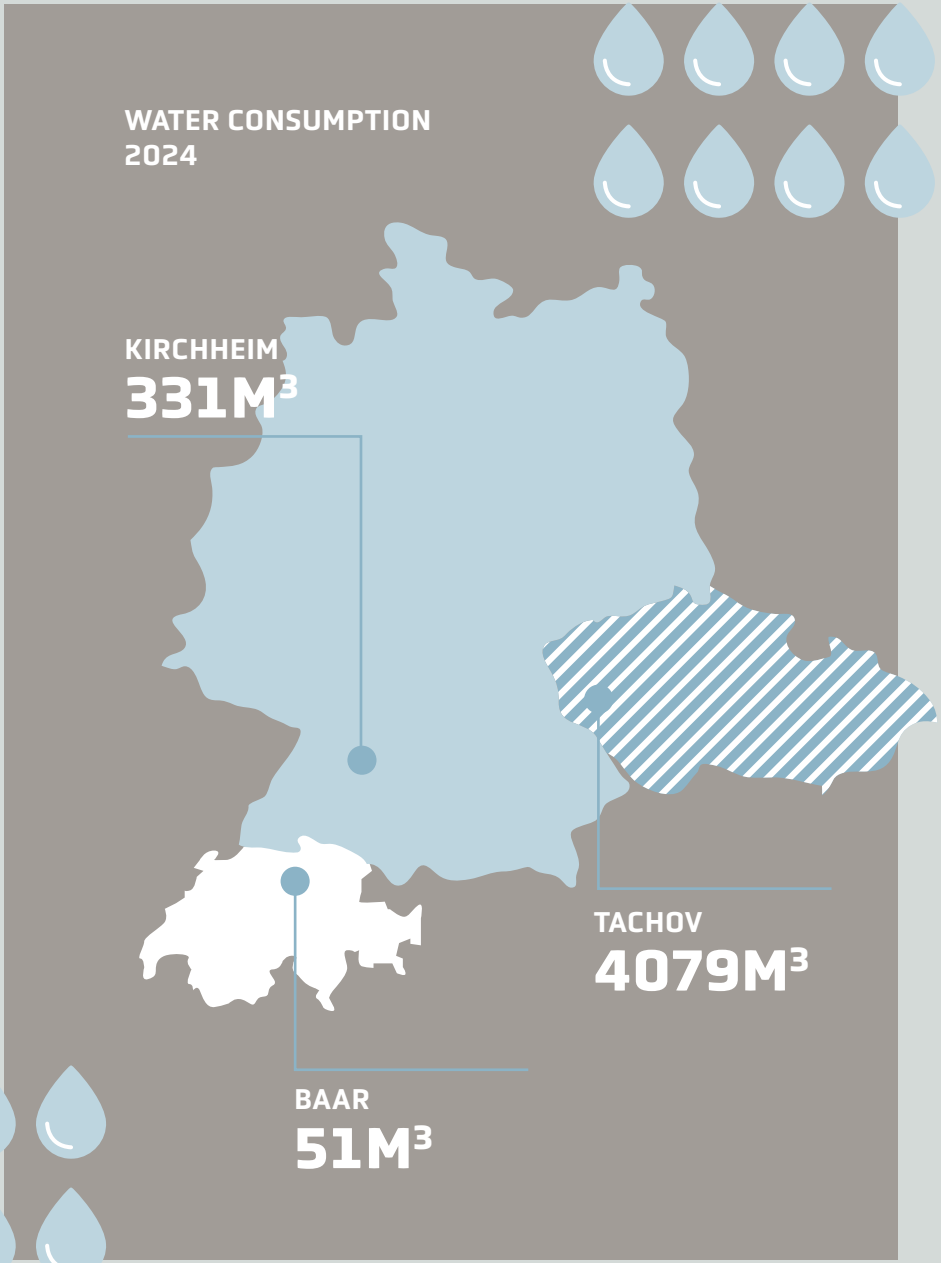
“OUR AMBITION IS TO MEANINGFULLY COMBINE PERFORMANCE AND SUSTAINABILITY.”

WATER MANAGEMENT

THROUGH RESPONSIBLE WATER MANAGEMENT, WE ARE DOING OUR PART TO PROTECT CLEAN WATERWAYS.

Water is a resource under threat worldwide; its thoughtful use helps mitigate risks such as water scarcity, pollution, and the loss of biodiversity. For LEKI, as an outdoor brand, the protection of natural water resources is closely linked to the preservation of alpine habitats. Clean water is crucial for biodiversity in the mountains and for stable drinking water systems in many regions.

We pursue more solutions for managing rainwater: Rainwater runoff is first cleaned by an oil separator and then collected in a retention or fire suppression basin. This allows us to retain rainwater on-site and use it in a targeted manner.

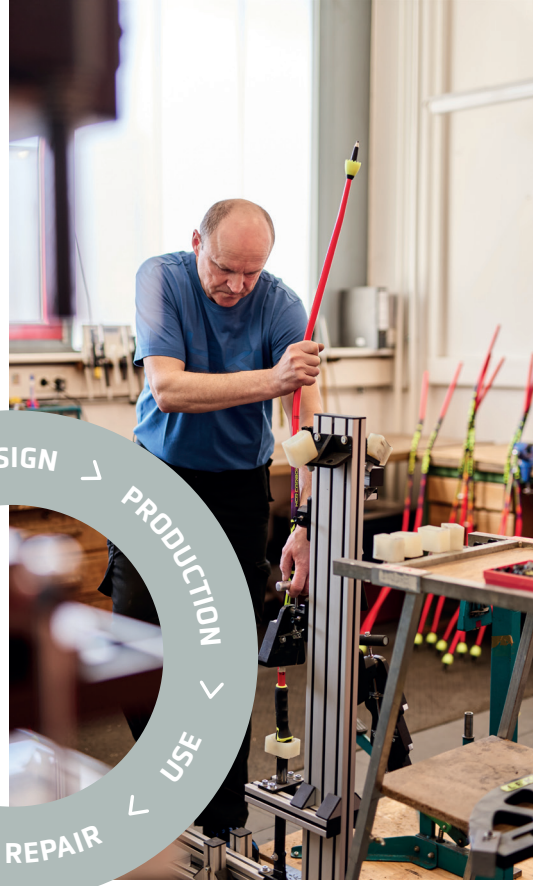


RESOURCES, RECYCLING & CIRCULAR ECONOMY

CIRCULAR ECONOMY & RESOURCE USE







CIRCULAR ECONOMY AS A GUIDING PRINCIPLE

Responsible use of resources is a key pillar of a future-proof product strategy. For this reason, LEKI consistently follows the principles of the circular economy, with the goal of keeping materials in use for as long as possible and minimizing waste.

SECURING RESOURCES, AVOIDING WASTE

By promoting closed-loop material cycles, LEKI actively contributes to waste reduction and the preservation of raw materials, two critical factors in a world of increasingly limited resources. Materials are used efficiently, recycled, and wherever possible fed back into the production process.

DURABILITY & REPAIRABILITY

A central lever is the development of durable and repairable products. LEKI deliberately focuses on quality and modular designs that make it possible to replace individual components instead of entire products. This significantly extends product life cycles.

ADDED VALUE FOR EVERYONE

For LEKI, the circular economy means one thing above all: creating added value for customers, for the environment, and for LEKI itself.



WINTRUST

WINTRUST: LEKI FOCUSES ON RESOURCE CONSERVATION AND RECYCLING

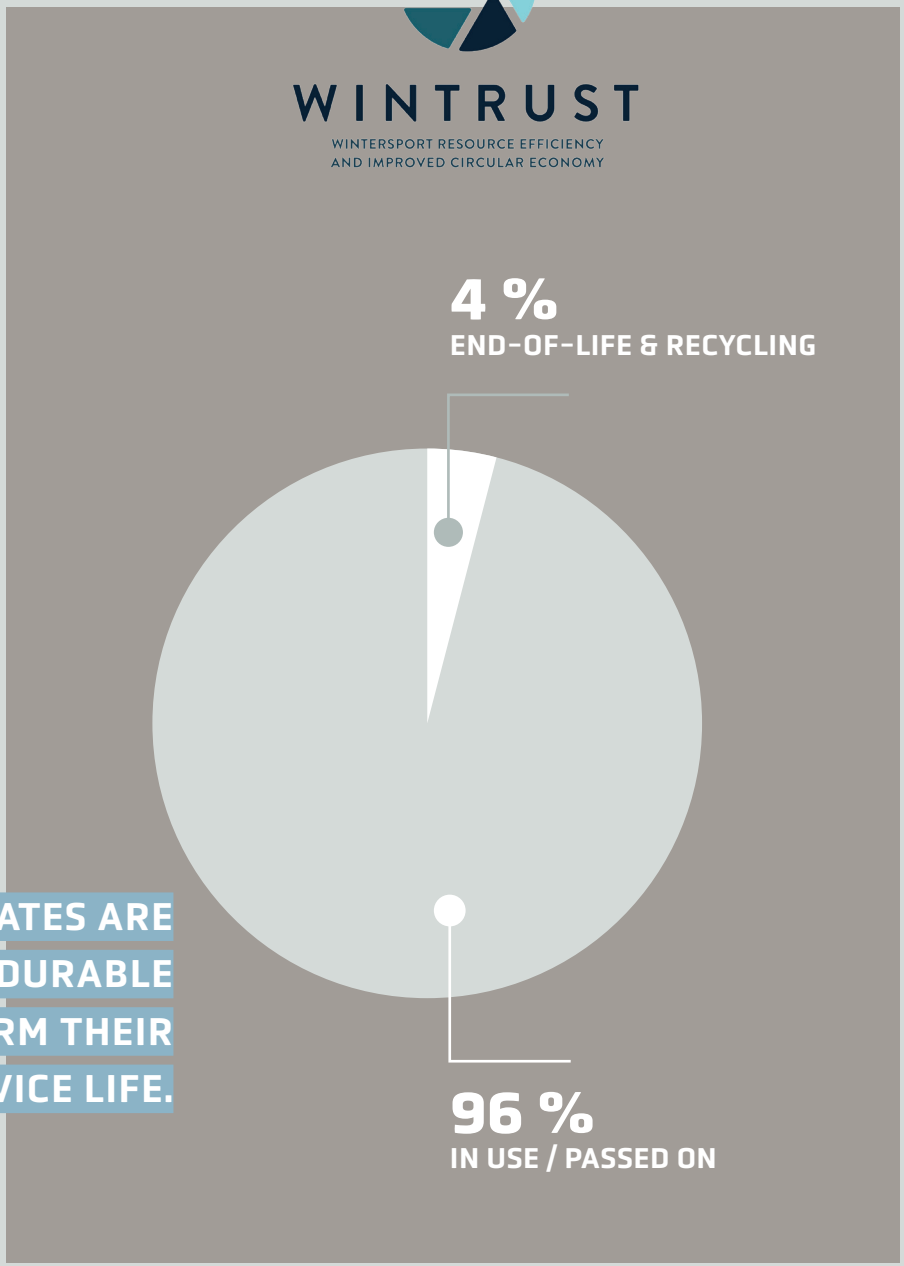
LEKI is actively involved in the WINTRUST project, which aims to return end-of-life winter sports hard goods such as skis, ski boots, poles, and helmets into a material cycle. The goal is to conserve resources and reduce waste volumes. LEKI contributes both financially and with its expertise, working openly with other brands and research partners such as the Montanuniversität Leoben.

A particular focus lies on the Pinzgau–Pongau region, where initial pilot projects for the collection and processing of winter sports equipment are being carried out. The project runs from November 2023 to April 2027.

An interesting fact: while products such as skis and ski boots are returned in larger quantities, poles account for only around 4% of the total volume in the current project, equivalent to just a few hundred kilograms. This highlights the high durability of LEKI poles.

LOW RETURN RATES ARE EXPECTED FOR DURABLE PRODUCTS AND CONFIRM THEIR LONG SERVICE LIFE.

WINTRUST
WINTERSPORT RESOURCE EFFICIENCY AND IMPROVED CIRCULAR ECONOMY



HEMP PROJECT

HEMP ONE VARIO: INNOVATION THROUGH NATURAL MATERIALS AT LEKI

With the Hemp One Vario project, LEKI has taken an important step toward using alternative materials in product development. The goal is to complement conventional materials such as aluminium, carbon, plastic, and polyester with renewable raw materials.

In collaboration with the German Institute for Textile and Fiber Research, the idea emerged to use hemp as a material for trekking poles. Hemp stands out due to its high strength and its regional availability. The hemp used for the Hemp One Vario comes from a farmer in the Swabian Jura, only six kilometers from the LEKI headquarters. Sowing takes place in spring and harvesting in autumn.

Production is currently still done by hand. In Tachov, the hemp fibers are combined with a bio-based resin to form pole shafts, followed by final assembly at the LEKI production facility. In addition to the shaft, other components are also made from alternative materials. The grip core contains 25% hemp fibers, the wrist strap is made of linen, and the basket also contains 25% hemp. At 290 grams, the pole is heavier than conventional models, but it is consistently designed around the use of natural materials.





WITH THE HEMP ONE VARIO PROJECT, LEKI HAS TAKEN AN IMPORTANT STEP IN THE DEVELOPMENT OF MORE SUSTAINABLE PRODUCTS. THE GOAL IS TO COMPLEMENT CONVENTIONAL MATERIALS SUCH AS ALUMINIUM, CARBON, PLASTIC, AND POLYESTER WITH RENEWABLE RAW MATERIALS.

Eberhard Heim
Head of Research
& Engineering

“WITH THE HEMP ONE VARIO, WE SHOW THAT NATURAL MATERIALS CAN BE A REAL ALTERNATIVE IN HIGHLY FUNCTIONAL PRODUCTS. THE CHALLENGE IS TO ALIGN SUSTAINABILITY, PERFORMANCE, AND DURABILITY. THAT IS EXACTLY WHAT WE ARE WORKING ON.”

PACKAGING

THROUGH TARGETED OPTIMIZATION OF OUR PACKAGING, WE REDUCE THE USE OF RESOURCES AND MAKE A MEASURABLE CONTRIBUTION TO LOWERING THE ENVIRONMENTAL FOOTPRINT OF OUR PRODUCTS.

PACKAGING OPTIMIZATION (FROM THE 2026 COLLECTION)

With a focus on greater resource efficiency, we have implemented targeted packaging optimizations for the 2026 collection. The aim is to reduce resource consumption and minimize the environmental impact of our products.

ELIMINATION OF PLASTIC BAGS FOR TRAIL RUNNING POLES

A key measure is the elimination of plastic bags for our trail running poles. This change allows us to save approximately 90,000 plastic packaging bags per year. In doing so, we make a tangible contribution to reducing packaging waste across our product range.

SOLUTION FOR TIP PROTECTORS

We have also introduced a alternative for tip protection: starting with the 2026 collection, we will use cardboard instead of plastic. This enables us to save around 900 kg of plastic per year (based on approx. 180,000 units at 5 g each).



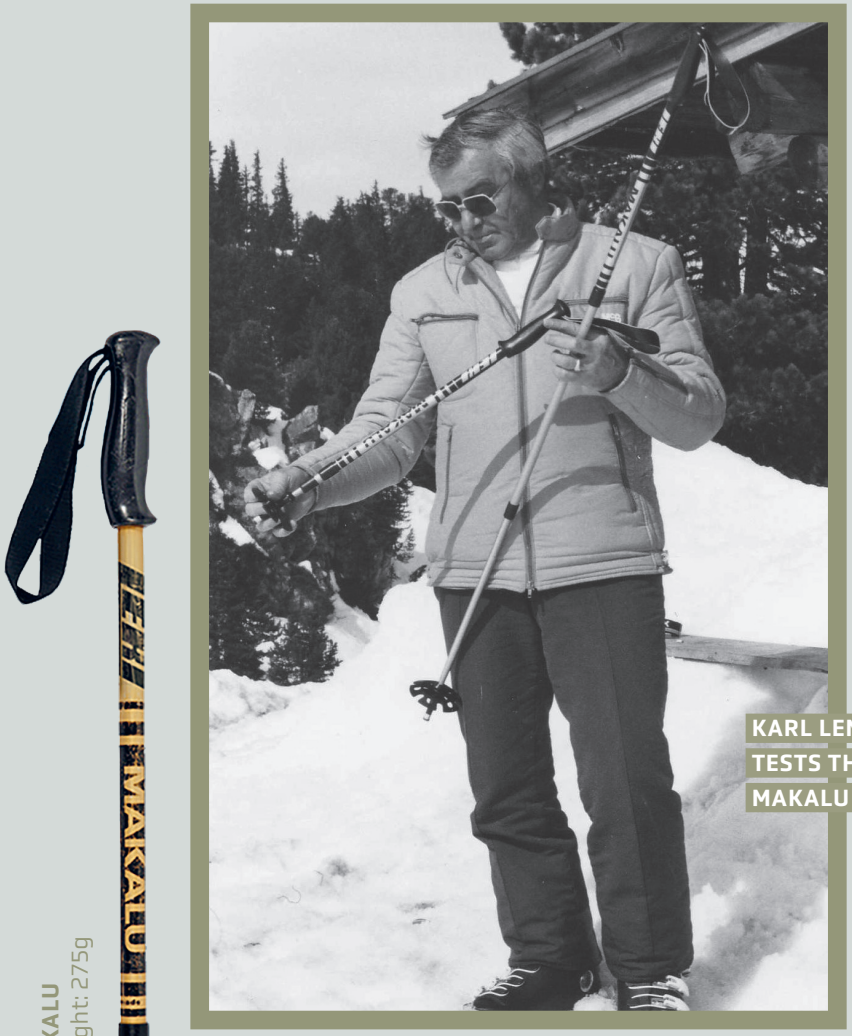
DURABILITY

EFFICIENT USE OF RESOURCES THROUGH DURABLE AND REPAIRABLE PRODUCTS

Our products are designed to make repairs simple and possible in the long term. The FX folding pole serves as a prime example of this approach: thanks to its modular design, individual components such as segments, tips, or grips can be easily replaced without having to replace the entire product. This significantly extends product lifespan, reduces material consumption, and minimizes waste.

Our assortment has already been reduced from 380 to 66 neutral SKUs, and a repair service is additionally in planning. We offer long-term spare parts availability, repair services, and dedicated repair days with our retail partners.

LEKI products are characterized by the highest quality and durability. For many items, we offer the option to purchase spare parts, which are often available for many years after the initial purchase. With a global network of specialized service centers, products can be repaired and restored after wear and tear.



MAKALU
Weight: 275g

KARL LENHART TESTS THE FIRST MAKALU

PARTNERSHIP PROTECT OUR WINTERS (POW) GERMANY

TOGETHER WITH POW: FOR THE PROTECTION OF OUR WINTERS AND MOUNTAINS.

LEKI is a partner of POW and supports its mission to strengthen climate protection within the outdoor sports community. The collaboration pursues the shared goal of promoting responsible interaction with nature and driving sustainable development in sport and society.

GOOD TO KNOW

WHAT IS POW GERMANY?

Protect Our Winters (POW) is an international non-profit organization founded in the United States in 2007 and active in Germany since 2017. It originates from the winter sports community and is committed to raising awareness of the impacts of climate change on nature and mountain environments, as well as actively working to counteract them. Together with athletes, companies, and outdoor enthusiasts, POW promotes climate action, raises awareness for responsible interaction with nature, and advocates for sustainable development in sport and society.



SOCIAL TOPICS

EMPLOYEES & WORKING ENVIRONMENT

RESPONSIBILITY IN THE SUPPLY CHAIN

SOCIAL ENGAGEMENT & CUSTOMERS

EMPLOYEES & WORKING ENVIRONMENT

SOCIAL RESPONSIBILITY & EMPLOYEES

Employees are the heart of LEKI. Expertise, motivation, and passion form the foundation of our innovative strength, product quality, and customer service.

A responsible, employee-oriented corporate culture is essential for attracting qualified professionals, retaining them in the long term, and enabling them to fully develop their potential. A positive working environment has a direct impact on productivity, creativity, and innovation capability.

By actively promoting diversity, equal opportunities, and individual development, LEKI not only creates an inclusive working environment but also strengthens social stability in the region. Our corporate culture is shaped by respect, team spirit, and a deep connection to nature, in harmony with the passion for outdoor sports that unites us all.



AVERAGE
11
YEARS
WITH THE COMPANY





EMPLOYEES & WORKING ENVIRONMENT

KIRCHHEIM

At its headquarters in Kirchheim, LEKI fosters employee-oriented corporate culture that combines social responsibility, health, and environmental aspects. The diverse range of benefits is designed not only to enhance employee well-being but also to contribute to a more conscious, resource-efficient lifestyle.

LEKI supports active and climate-friendly mobility as well as a healthy lifestyle through initiatives such as JobRad leasing, the Wellpass program, and subsidies for gym memberships. Fresh fruit and free beverages contribute to daily health promotion. Flexible working hours and up to two days of home office per week (for full-time employees) enable a better work-life balance, reduce commuting time, and thereby lower CO_2 emissions.

Family-friendliness and long-term security are also key priorities: LEKI offers childcare subsidies, contributions towards prescription computer glasses, a company pension scheme, and individual training opportunities. Employees also receive a free product each year and can participate in product testing — a sign of mutual trust and involvement in the development process.

Through the regular evaluation and adaptation of its benefits program, LEKI ensures that social and environmental responsibility remains firmly embedded in everyday working life in the future.

LEKI LENHART GMBH
KIRCHHEIM UNTER TECK



EMPLOYEES & WORKING ENVIRONMENT

TACHOV

The production site in Tachov, NOVASPORT, as part of the LEKI Group, also places great importance on a respectful working environment that focuses on social responsibility and fair working conditions.

Employees benefit from performance-based and transparent remuneration models, bonuses for commitment and attendance, as well as allowances for special working conditions. These incentives not only foster motivation but also support long-term, stable employment relationships — a key aspect of social sustainability.

A comprehensive offering of free beverages, meal vouchers, and healthcare services contributes to employees' well-being and daily sustenance. Health-promoting measures such as vaccinations, vitamin support during winter, and free access to local swimming pools strengthen prevention and resilience.

In addition, NOVASPORT fosters a sense of community and appreciation through regular employee events, seasonal gifts for Easter and Christmas, and in-house sales initiatives. Employees who wish to invest in their future are further supported through company-sponsored pension schemes.

In this way, a working environment is created in Tachov that goes far beyond legal standards and understands social responsibility, health, and community as integral parts of responsible business practices.

NOVASPORT
TACHOV / CZECH REPUBLIC



GREENTEAM

FROM IDEAS TO ACTION: TOGETHER WE MAKE SUSTAINABILITY TANGIBLE IN EVERYDAY WORK

In May 2025, the LEKI Greenteam was launched. This voluntary initiative of engaged employees is actively committed to environmental and climate protection, sustainability, and social engagement both within and outside the company.



TOGETHER FOR CLIMATE AND THE FUTURE.



The Greenteam meets quarterly to organize voluntary projects. Participation is open to all employees, based on the principle that every contribution counts. The focus is on creative ideas, concrete actions, and shared learning to make LEKI's day-to-day operations more resource-efficient and responsible.



LEKI GREENTEAM



As part of the Greenteam, the Lunch & Learn format was established. The aim is to share exciting topics related to sustainability, environmental and climate protection in a relaxed atmosphere and to encourage exchange. The format takes place quarterly and provides space for discussion and knowledge transfer.

Topics range from internal aspects such as "What does sustainability mean at LEKI?" to external topics such as climate change, ecological footprint, or greenwashing versus real action. The program is complemented by specific expert topics such as carbon accounting, sustainability reporting, and fair supply chains. In this way, we promote shared learning and engagement for sustainability within the company.

UNDERSTAND SUSTAINABILITY AND DISCUSS IT TOGETHER.

RESPONSIBILITY IN THE SUPPLY CHAIN

SHARED RESPONSIBILITY

As a globally operating company, LEKI carries a special responsibility towards the people and partners throughout its supply chain, particularly at production sites in Europe and Asia.

This responsibility includes the active protection of human rights, the prevention of child labor, and fair and safe working conditions for all involved. By consistently implementing due diligence obligations and clearly defined social and environmental standards, LEKI addresses potential risks in the supply chain at an early stage.

At the same time, long-term and trusting partnerships strengthen the resilience of supply chains, a key factor in an increasingly volatile global economy. Responsibility in the supply chain is therefore not only an ethical commitment for LEKI, but also the foundation for quality, reliability, and future viability.

AAHG (AUDIT ALLIANCE HARD GOODS)

LEKI financially supports the Audit Alliance for Hardgoods (AAHG), a working group of the European Outdoor Group (EOG). Together with six other brands, we aim to improve social standards in the metal supply chain, particularly in Taiwanese factories. By jointly funding risk analyses and audits, we pool the influence of multiple brands, increase transparency in supply chains, and ensure that an external auditing company oversees the implementation of measures.

CODE OF CONDUCT

At LEKI, we place great importance on responsible action throughout our entire supply chain. Therefore, all our contractual partners are required to sign our Code of Conduct and to pass it on to all relevant partners within their supply chain. This applies in particular to all suppliers directly or indirectly involved in the manufacturing and delivery of our products.

OUR MAIN SUPPLIERS

By the end of 2025, all key high-revenue suppliers will have signed the LEKI Code of Conduct (CoC). This ensures that our requirements regarding social responsibility, human rights, fair working conditions, environmental protection, and ethical business practices are consistently upheld across all levels of the supply chain.

This achievement marks an important milestone in our sustainability strategy and underlines our commitment to a transparent supply chain.

GOOD TO KNOW

WHAT IS A CODE OF CONDUCT?

A Code of Conduct is a binding framework that defines how employees, business partners, and suppliers are expected to behave ethically and legally. It sets standards for integrity, fairness, and responsibility, protects human rights, promotes fair working conditions, and ensures environmental and safety requirements are met. At the same time, it builds trust among customers, partners, and employees. In companies such as LEKI, the code also applies to suppliers in order to ensure a sustainable and responsible supply chain.

REGULAR SUPPLIER ASSESSMENTS

TRANSPARENCY AND RESPONSIBILITY: THROUGH REGULAR ASSESSMENTS, WE ENSURE HIGH STANDARDS OF RESPONSIBILITY ACROSS THE SUPPLY CHAIN.

We are introducing a regular supplier assessment that takes both environmental and social standards into account. Suppliers are prioritized based on a risk-based approach and purchasing volume, and are mapped at Tier 1 level within a supply chain mapping system.

The process has already begun with a self-assessment questionnaire and a subsequent internal evaluation of the prioritized suppliers. This includes certifications such as ISO 14001, ISO 9001, Higg FEM (Facility Environmental Module), as well as social standards like SLCP (Social and Labour Convergence Program).

The initial results are summarized in an overview table. Building on this, we aim to define binding sustainability criteria for suppliers by 2026, including mandatory verification through Higg FEM and SLCP. The goal is to significantly increase transparency across the supply chain, proactively identify environmental and social risks, and work together with suppliers to implement targeted improvements.



SOCIAL ENGAGEMENT

TREE-PLANTING INITIATIVE BY "AKTION BAUM" – TOGETHER FOR THE FOREST

Our team recently planted 2,000 trees together, contributing to the re-forestation of a forest area damaged by bark beetles.

This commitment is also made possible by our customers: with every product sold in our online shop, we support the tree-planting initiative by "Aktion Baum", a non-profit organization. The trees planted are an important contribution to restoring the affected forest and bringing new life to the area.















SOCIAL ENGAGEMENT

SOCIAL ENGAGEMENT

Social engagement is a key component of corporate responsibility and strengthens the trust between companies and society. For LEKI, this means making active contributions to the common good, particularly in the regions where we operate.

In addition, LEKI contributes to regional development through its engagement and enhances the attractiveness of its locations – for skilled professionals, partner companies, and the local community alike.

ATHLETE SUPPORT & INCLUSION

LEKI supports numerous athletes, including adaptive athletes, and is committed to making access to sport easier for people regardless of their physical abilities. In para sport in particular, both in Nordic and alpine racing, athletes receive individually adapted equipment. The poles are specifically tailored to the athletes' needs, for example in terms of length, grips, straps, or protection systems.

These adaptations are carried out in close collaboration with the technical department and are based on feedback from the athletes' immediate environment. This ensures that requirements are carefully analyzed and tailored solutions are implemented, providing athletes with the best possible conditions to perform at a competitive level.



TAILORED PERFORMANCE: GLOVE DEVELOPMENT IN CLOSE COLLABORATION WITH GERD SCHÖNFELDER

INNOVATION THROUGH COLLABORATION: SPECIAL GLOVE WITH GERD SCHÖNFELDER

Together with Gerd Schönfelder, one of the most successful Paralympic alpine ski racers with 22 medals, LEKI developed a specially adapted glove that optimally meets his individual requirements. Even after his active competitive career, Schönfelder continues to rely on high-quality equipment that combines comfort, protection, and functionality. Through close collaboration with him, materials, fit, and grip system were precisely tailored to his needs. Feedback from real-world use enabled the development team to create technical solutions that perfectly adapt the glove to his requirements.

This project demonstrates how LEKI develops products that take individual needs into account through direct exchange with athletes and experts, thereby sustainably improving both functionality and quality of life for users.

RESPONSIBILITY TOWARDS CUSTOMERS

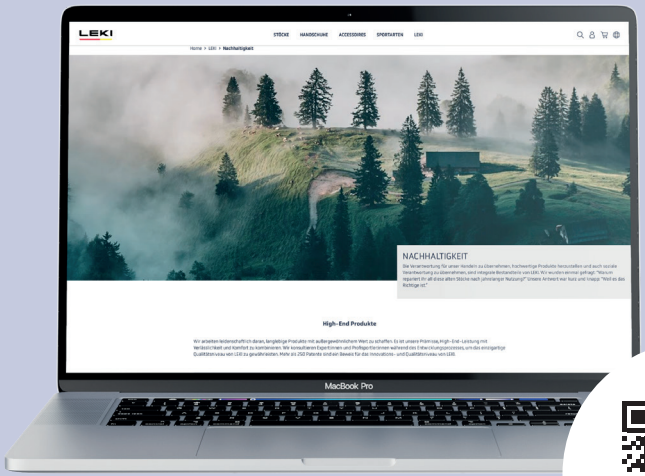
WHERE RELIABILITY MATTERS, WE TAKE RESPONSIBILITY – FROM PRODUCT DEVELOPMENT TO WELL BEYOND THE POINT OF PURCHASE.

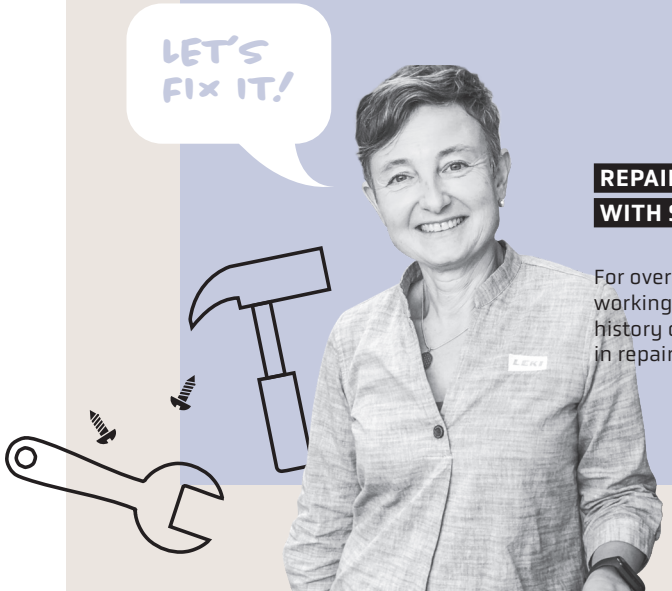
Our products are used under a wide range of conditions — in high alpine terrain, on ski slopes, or in everyday life. For this reason, product safety, reliability, and quality are our highest priorities. Especially in demanding situations, our customers must be able to fully rely on functionality.

Transparent information about materials, manufacturing processes, and care is equally essential to us. It builds trust and supports conscious product use.

In addition, through repair services, spare parts, and second-life solutions, we actively contribute to extending product lifespans, thereby taking responsibility far beyond the point of sale.

SUSTAINABILITY ON OUR WEBSITE





REPAIR SERVICE WITH SIBYLLE

For over 25 years, Sibylle has been working at LEKI and brings a long history of experience and expertise in repairing poles.

FUTURE VISION

CHALLENGES & OPPORTUNITIES

FURTHER DEVELOPMENT OF SUSTAINABILITY MEASURES

ACHIEVING MORE TOGETHER

FUTURE VISION

CHALLENGES & OPPORTUNITIES FOR THE YEARS AHEAD

In the coming years, LEKI will face the challenge of meeting increasing sustainability requirements — both from regulatory authorities and from customers and retail partners. Greater transparency throughout the supply chain, the responsible use of resources, and environmentally friendly materials present challenges that also offer significant potential. The key task is to balance ecological responsibility, product performance, and economic efficiency — creating opportunities for innovation and long-term sustainability.

FURTHER DEVELOPMENT OF SUSTAINABILITY MEASURES

At LEKI, we are committed to continuously advancing our sustainability strategy. Our focus lies on reducing emissions, increasing the use of recycled and low-impact materials, and optimizing packaging and logistics. At the same time, processes throughout our supply chain are systematically reviewed to ensure social and environmental standards are upheld. Dialogue with customers, specialty retailers, and partners also plays a central role in identifying requirements at an early stage and developing solutions together. Step by step, this creates a responsible product lifecycle — from design to the end of a product's life.

ACHIEVING MORE TOGETHER

Sustainability begins with small actions — in everyday decisions, in the way products are developed, and in the responsibility companies choose to take. But real change only happens through collaboration. At LEKI, we strongly believe that meaningful impact can only be achieved together. Whether during a day in the mountains, through the LEKI greenteam, in joint initiatives with colleagues, or in conversations with partners — exchanging ideas and experiencing nature together are constant reminders that sustainability is more than just a trend. It is about mindset, the future, and responsibility toward both people and nature. The conclusion of this report should therefore also mark a new beginning: for further collaboration, creative ideas, and the shared goal of making sustainability at LEKI even more tangible and impactful.





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