



THE POWER OF PURPOSE

FY24 Arena S.P.A. Società Benefit IMPACT REPORT – Short Version



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Letter to stakeholders

THE POWER OF PURPOSE

2024 has been an exceptional year for both the sporting world and our Company. Coinciding with the Olympic Games, this year has offered us a unique opportunity to celebrate and embody the core values shared by athletes globally: determination, commitment, and teamwork.

As we celebrate our first anniversary as a Double Purpose Company, we've embraced these shared values beyond sport, transforming them into tangible actions that positively impact people, communities, and the planet.

Empowering our people has been a key priority. Through concrete initiatives such as ESG training clips, the HEAT Program, and the clean-up day in Sirolo with Plastic Free, we have strengthened skills and awareness, fostering a corporate culture increasingly driven by sustainability.

Our commitment to communities has grown stronger through strategic partnerships, such as Healthy Seas and the 1,2,3 Nagez! program in Paris, which has already helped over 1,100 children learn to swim safely in the first months of 2024.

On the environmental front, we have made significant progress in improving our headquarters' energy efficiency by investing in innovative solutions such as LED lighting and solar panels. Additionally, with the launch of our take-back program in France, Italy, and Germany, we have taken another step forward in promoting circularity in the sports industry. We also worked on our products to combine sustainability, durability, comfort, and performance, further aligning innovation with our environmental commitments.

These achievements, detailed in this report, are just the beginning. We will continue to push forward with the same passion and dedication that drive athletes to excel, guided by our belief that business can—and must—be a force for the greater good.

Peter Graschi
Arena CEO



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INTRODUCTION



FOR OVER HALF A CENTURY, THE ARENA BRAND HAS HAD ITS ROOTS IN WATER, AN ELEMENT THAT CONTINUES TO INSPIRE EVERY CHOICE MADE. IN MORE THAN FIFTY YEARS OF HISTORY, THE GROUP HAS GONE THROUGH PROFOUND GLOBAL TRANSFORMATIONS, EVOLVING CONSISTENTLY AND RESPONSIBLY.

Today, as then, the Company is true to its mission: *to improve the quality of life, by promoting and enabling an active lifestyle, in and by the water.* From July 2023, Arena S.p.A. has assumed the status of Società Benefit, commonly known as “**Benefit Corporation**”, by becoming one of the 3,200 Società Benefit in Italy.

Arena S.p.A has launched a purpose-driven governance that combines economic growth and the generation of shared value for people, communities and the environment.

In fact, the Company has formally integrated the pursuit of the benefit purposes into its bylaws by evolving into a Double Purpose Company.

This transformation is not only formal, but substantial. It is the beginning of a new phase of those that want to live, build, share results, visions and responsibilities. The stories, data and progress you’ll find on these pages tell only part of the story. The positive impact of Arena is growing, and this is just the beginning.

PURPOSE, VISION AND MISSION



OUR PURPOSE

Our goal is to improve the quality of life for all by promoting and enabling an active lifestyle in and by the water.

OUR VISION

To be the top-of-mind brand globally for swimmers and all those who want to be active and stay fit in and by the water.

OUR MISSION

Born of our passion for sports, innovation, and Italian design, every last detail of our product is conceived to offer the most rewarding user experience in terms of performance, style, comfort and fit, in and by the water.



ARENA'S VALUES

AUTHENTICITY

Our deep connection to water and sport compels us to be transparent in our relationships, focusing on the future and respecting our past.

RESPONSIBILITY

We are conscious of our impact and will continue to invest in our people and our planet.

INNOVATION

At Arena we live for sports. It drives us, it inspires us and we understand how to win at the highest level. We use this insight to foster innovation across our Company as we strive to change the future of our industry.

PASSION

We are passionate about our brand, our team and our sport. We believe in energy and enthusiasm for life and work.

KEY FIGURES

128

Markets
in which Arena operates

492

Employees
worldwide

180.2

mIn Eur turnover
in 2024

ADOPTION OF THE SOCIETÀ BENEFIT (COMMONLY KNOWN AS “BENEFIT CORPORATION”) LEGAL FORM

Arena exists to deeply connect the water element and people, involving them in an active lifestyle that improves their quality of life.

This evolution of legal status that took place in 2023 embodies a significant cultural change, as the pursuit of double purpose - social and environmental impact, as well as profit - became the core of our way of doing business and our activities, guiding the decisions and actions of everyone who is part of it.

METHODOLOGICAL NOTE

The impact report is published annually, and the data refers to the period from January 1, 2024, to December 31, 2024. The economic, environmental, and social information and data refer to Arena S.p.A. The impact manager for 2024 is Cristina Di Tomasso.

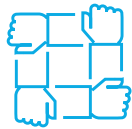
Where quantitative data could not be obtained, qualitative KPIs were used. The impact report includes information related to social, environmental, and governance aspects emerged from the stakeholder engagement process, considering the context and national and international trends.

COMMON BENEFIT PURPOSES



1. PEOPLE

Promoting the creation of a working environment that allows Arena people and those of ecosystem to express their full potential, taking care of their well-being and sense of belonging.



2. COMMUNITY

Pursuing the commitment to work together with Arena communities to develop strategies, projects and engagement plans that have a positive impact for both people and the planet with a specific focus on the water element.



3. CUSTOMERS/CONSUMERS

Improving the well-being and awareness of all the people who use Arena products, in and by the water, by promoting an active lifestyle and more sustainable behaviors for the planet.



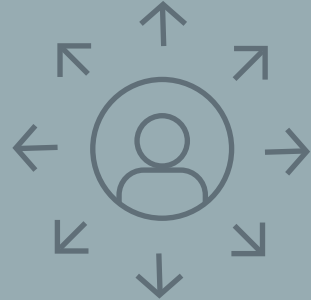
4. PLANET

Considering sustainability a fundamental part of the definition of quality, incorporating it into product development processes and promoting a sustainable evolution of business models and operational processes in line with the European climate neutrality objectives and the Italian ecological transition objectives.

1.

PEOPLE

Promoting the creation of a working environment that allows Arena people and those of ecosystem to express their full potential, taking care of their well-being and sense of belonging.



IMPACT STORIES 2024

TRAINING INITIATIVES

In 2024, Arena strengthened its commitment to training about sustainability topics through a series of initiatives to engage and raise awareness among employees. Through three video training clips, the Company has made ESG concepts accessible, promoting greater awareness of environmental and social issues. The modules explored the value of sustainability and its economic, environmental and social impact, Carbon Neutrality and Diversity, Equity & Inclusion (DEI). The initiative featured the participation of three exceptional testimonials, three swimmers from the Arena ecosystem – Jessica Long, Simone Manuel and Giulia Ghiretti – who shared their experiences and their commitment to a fairer and more inclusive world, with a focus on the topic in the world of sport.

Also in 2024, Arena introduced the HEAT Program, an exclusive training course aimed at a selected group of employees. The program also offered an immersive experience through a three-day corporate retreat, during which participants honed soft skills, such as leadership, growth mindset and the ability to work in a team, as well as developing, improving and acquiring technical-managerial skills. Everything took place in a special setting, such as the *Federal Swimming Center of Ostia* (Rome).

In addition, to promote continuous professional growth, Arena has activated approximately 250 accounts on the LinkedIn Learning platform, allowing access to a wide range of courses on technical, managerial and transversal skills and, thanks to the asynchronous learning mode, allowing people to flexibly and personalized choose the desired training content, totaling 184.86 hours delivered.

REVIEW OBJECTIVES 2024



Objective



Target



Status



Notes

Integration of sustainability objectives into the MBOs of managers and executives.	100%	100%	100% Top Management with sustainability goals.
Career Growth - Increase the formal training the staff receives in terms of the number of hours per person.	5 hours/fte	6.6 hrs/fte	For the data calculation, the following were considered: 1. Total training hours received: 3118 2. FTE Number: 473.5.
Sports DNA - Promoting sports activities and partnerships for people.	30% of the Company population	32% of the Company population	158 employees involved out of a total of 492, carried out sports activities such as swimming, e-biking, running and other off-site sports activities.
Onboarding – New hires participate in the onboarding process.	75% of new hires	74.2% of new hires	The onboarding process in 2024 involved new hires at corporate locations and production facilities. Of the 109 FTEs hired at group level, 81 FTEs received the Welcome On Board, Welcome Kit, Code of Ethics and all the information relating to Company structures and mandatory documents, information systems, facilities or benefits provided and finally the terms of Smart working and flexible time.
Measuring satisfaction and well-being in the Company through a climate survey.	50%	61%	% Participation Rate.
	65%	66%	The number represents the % of satisfied people (who answered 4 or 5 on a scale of 1 to 5) according to the Arena engagement survey administered to all employees in 2024.

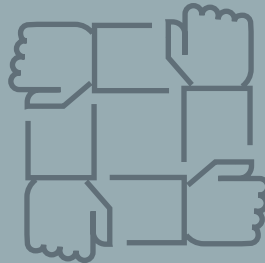
2025 COMMITMENTS

OBJECTIVE	TARGET
Professional growth	Provide at least 5 hours of formal training to people
	Involve 15 people in an intensive management training program
Sporting DNA	Involve at least 30% of people in sports activities
Onboarding	100% of new hires follow an onboarding process involving people in the stores as well
Engagement on Justice Equity Diversity Inclusion (JEDI) topics	Internal publication of the JEDI policy

2.

COMMUNITY

Pursuing the commitment to work together with our communities to develop strategies, projects and engagement plans that have a positive impact on both people and the planet with a specific focus on the water element.



IMPACT STORIES 2024

PROGRAM “1,2,3 NAGEZ!”

Arena has strengthened its commitment to promoting swimming by partnering in 2024 with the City of Paris to financially support the “1,2,3 Nagez!” program.

The project aims to improve swimming skills and promote physical well-being within the Parisian community. Particular attention is paid to the prevention of drowning, providing young people with the necessary skills to swim safely and transmitting to them the passion for this sport. To make swimming more accessible, the program includes free courses for children and adults, organized in mobile pools located in disadvantaged areas or in facilities usually closed during the summer.

The 2024-2025 edition of “1,2,3 Nagez!” took place from July 2024 and will last until July 2025 and has already allowed, in the first months of 2024, more than 1,100 children to acquire the basics for swimming safely.

This project fits perfectly into Arena's Community Impact Policy, specifically in the LEARN WATER pillar, which promotes swimming education as a tool for safety, well-being and social inclusion, with a special focus on the new generations and the most vulnerable communities.

Through this concrete commitment, Arena confirms its role as a promoter of a more accessible, safe and inclusive sport, helping to generate a positive and lasting impact on society.

HEALTHY SEAS AND THE 3 SEA-CLEANING MISSIONS

In 2024, Arena strengthened its partnership with Healthy Seas, an NGO committed to removing abandoned fishing nets and raising awareness about marine pollution prevention. To confirm this commitment, Arena has actively taken the field by supporting three clean-up missions in Germany, Italy and the United States, with the contribution of three Olympic athletes such as Florian Wellbrock, Gregorio Paltrinieri and Drew Kibler.

In addition to cleaning up the seabed, these initiatives have shown how sport can drive environmental change. In fact, these missions, carried out in three countries and five days of intensive action, involved also 20 volunteers including divers and local supporters and allowed the recovery of 348.5 m² of abandoned nets, equal to 260 kg of material removed from the sea.

In particular, in September, in Germany, Florian Wellbrock led the clean-up of the Kreidesee Hemmoor together with Ghost Diving Germany, to remove abandoned nets, protecting the biodiversity of the lake. In October, in Italy, Gregorio Paltrinieri participated in the clean-up in the seabed around the Nevada wreck, in Sicily, alongside the Healthy Seas team and the volunteer divers of the Capo Murro Diving Center. Finally, in November, in the United States, Drew Kibler helped remove abandoned nets from the wreck of the Tuna Clipper, in California, off the Pacific Ocean, despite difficult weather conditions.

With this concrete commitment, Arena confirms its role in promoting a more sustainable sport, transforming swimming into a tool for a positive impact on the environment.

ENGAGING SUPPLIERS IN A CO-EVOLUTION JOURNEY

In the period between 2022-2023, Arena developed a process of mapping its stakeholders, with the aim of prioritizing topics that are relevant to both the Company and stakeholders.

In 2024, the involvement of some key categories of stakeholders was further strengthened, with a particular focus on first-tier suppliers, involved through a sustainability questionnaire. This tool, developed according to a framework based on co-evolution and transparency, made it possible to assess the main areas of impact:

- **Company data.**
- **Governance:** sustainability commitments, certifications, code of ethics and conduct.
- **Social:** CSR procedures, protection of workers' rights, health and safety, grievance procedures.
- **Environment:** monitoring of environmental impact, reduction targets, product certifications.

In addition, the questionnaire was also used as a tool to give suppliers a voice, asking them to express on a scale from 0 to 5 their satisfaction in the relationship and collaboration with Arena on the topic of "Responsible Purchasing Practices".

The data collected was analyzed through a dashboard, allowing performance to be evaluated and results shared with suppliers, with a view to transparency and continuous improvement.

Arena has also strengthened its commitment by offering tier 1 suppliers training on sustainability, certain that by working together it will be possible to guide the sector towards a more sustainable evolution and future, generating long-term value.

REVIEW OBJECTIVES 2024



Objective



Target



Status



Notes

Promote a healthy lifestyle in and by the water – Love water.	-*	Approx. 384,000*	Total number of people playing sports in Arena's partner sports clubs.
	-*	Approx. 230,000*	Number of children under 14 playing sports at Arena's partner clubs.
Involvement of suppliers in the signing of the Code of Conduct.	100%	100%	100% of the tier 1 suppliers (calculated on purchased cost) who have adhered to the Arena Code of Conduct.
Inclusion of impact clauses in sponsorship agreements to generate and monitor social and environmental impact – Impact terms.	3 contracts	4 contracts	In 2024, Arena started the process of inserting impact clauses in contracts with 4 clubs. However, these contracts were signed in January 2025 due to their natural expiry scheduled for December 2024.

* The target wasn't made explicit, as this year the number of clubs involved in the initiatives has significantly increased and, consequently, also the number of participants.

2025 COMMITMENTS

OBJECTIVE	TARGET
Supplier Engagement	<p>100% of the total number of Tier 1 suppliers who have signed the Arena Code of Conduct</p> <p>Start of pilot project about living wage data collection</p> <p>At least 80% of tier 1 suppliers (based on purchased cost) have measured ESG topics</p>
Impact terms	<p>5 partners with sponsorship agreements that include clauses to generate and monitor social and environmental impact</p>
Athletes for sustainability	<p>Involve athletes in sustainability initiatives as ambassadors to spread the message of the “Community Impact Plan” – Protect, Love, Learn</p>

3.

CUSTOMERS / CONSUMERS

Improving the well-being and awareness of all the people who use our products, in and by the water, by promoting an active lifestyle and more sustainable behaviors for the planet.



IMPACT STORIES 2024

TAKE BACK PROGRAM

In 2024, Arena joined La Grande Collecte du Sport, a national initiative promoted by the French government and organized by the non-profit Ecologic, with the support of the Ministry of Sport and the Olympic and Paralympic Games. The project, which involves leading companies in the sector such as Decathlon, Intersport and Sport2000, aims to promote the reuse and recycling of used sports equipment, reducing waste and encouraging more sustainable consumption.

During the initiative, Arena installed collection-containers inside 8 stores, allowing customers to return used products, including sports equipment and clothing, with the possibility of returning some items also through the online channel by offering a free shipping label for the return of damaged or end-of-life equipment. Although the official communication of the initiative was concentrated in the period between March and April, Arena's initiative was extended throughout the year, in collaboration with the French Company Ecologic, promoting a more responsible consumption habit.

Nationwide, La Grande Collecte du Sport has planned more than 2,024 collection points throughout France, with the aim of recovering at least 2,400 tons of sports equipment, offering a second life to products through reuse, repair or recycling.

The project is part of the circular economy strategy defined by the 2020 French Anti-Gasillage pour une Économie Circulaire (AGEC) law, which aims to overcome the linear “production-consumption-disposal” model in favor of a more circular approach.

At the same time, Arena has also launched take-back pilot projects in Italy and Germany, setting up collection-containers inside a store in Tolentino (Italy) and one in Bindlach (Germany) in collaboration respectively with two local associations such as Retex Green (National Consortium of Manufacturers for the Management of Waste Clothing) in Italy and TerraCycle (a Company specialized in recycling materials) active in Germany.

The collected items undergo an initial sorting process by the local partner, followed by material recovery and recycling where possible. Depending on their condition and composition, the materials are transformed into new resources for a second life—such as padding, insulation sheets, new fibers, and more.

Investing in circularity is not only a strategic choice, but a fundamental step in contributing to the reduction of the environmental impact.

FRENCH SITE ON THE ENVIRONMENTAL CHARACTERISTICS OF PRODUCTS

Arena, in compliance with the French AGECL law, which promotes the transition to a circular economy through waste reduction and resource recycling, has launched on its website the section called “*Fiches environnementales produits*” (Environmental Characteristics Of Products), where consumers can search for an Arena item and get detailed information about its environmental characteristics. For example, for a textile product, the sheet shows the content of recycled materials, the origin of the main fabric, the country where dyeing and assembly takes place, the possibility of release of microplastics during washing, the presence of substances harmful to health and the percentage of recycled materials in paper or plastic packaging.

The site was launched in French to meet the regulatory need, but Arena intends to extend and enhance it to other languages as well.

This initiative not only responds to the growing demand for transparency and accountability in the textile and sports sector but also anticipates the introduction of the Digital Product Passport (DPP), a fundamental tool for product traceability. The DPP will allow consumers to access all relevant information on origin, materials used, production stages and environmental impacts, allowing them to make more informed and sustainable purchasing choices.

DOMINATE THE WATER

Also, in 2024 Arena renewed its partnership with Dominate The Water, the circuit of open water swimming events conceived by Olympic and World champion Gregorio Paltrinieri.

More than just a sports competition, this initiative offers complete experience that combines sport, socialization, fun and environmental awareness, promoting the culture of swimming in the sea and the protection of aquatic ecosystems.

The tour has taken place in four locations on the Italian coast: Cattolica, Senigallia, Mondello and Piombino, involving 1,233 participants including competitive athletes, masters and amateur swimmers. The races were held over several distances, including a 3km run and a 1-mile swimming trial, making the event accessible to sportspeople of all levels.

In addition to the sporting aspect, Dominate The Water stands out for its commitment to sustainability, adopting sustainable materials for the activities and facilities of the event, with the aim of reducing the environmental impact. In addition, Arena has committed to being the *trait d'union* between two of its historic partners, Dominate The Water and Healthy Seas, who share, with Arena, the goal of protecting and having clean seas.

REVIEW OBJECTIVES 2024


Objective

Target

Status

Notes

Partnerships and/or communication campaigns to engage customers on sustainability-related topics.	15 partnerships/ initiatives	21 partnerships/ initiatives	Among the initiatives of the Community Impact Plan dedicated to environmental protection and social support, there are collaborations with Healthy Seas and Plastic Free to safeguard the oceans, as well as partnerships with Keep A Breast Foundation and Athlete Ally to support social causes. Access to swimming for young people and disadvantaged groups is promoted through partnerships with the "Glaub an dich" Foundation, the "Amica Acqua" project, and the "1.2.3 Nagez!" initiative. Finally, the Take Back Program raises consumer awareness about the circular economy, encouraging the return of used clothing and sports equipment.
Arena athletes involved in sustainability initiatives.	8 athletes	13 athletes	The number of athletes involved in sustainability initiatives exceeds the 2024 target. However, it is important to note that the target set for 2024 was lower compared to 2023 (16 athletes in 2023 vs. 8 athletes in 2024) because the Olympic year required greater commitment to training and competition activities from athletes.
Customer satisfaction level.	4.0/5	4.6/5	Data obtained through the Ekomi platform, which refers to sales through digital e-commerce channel (Arenasport.com).
"Take back" program	8 stores	10 stores	8 stores in France, 1 in Italy, 1 in Germany where customers can return used clothing and sports equipment.
Transparency on technical specifications and sustainability attributes of products.	100%	100%	100% of the SS24 collection with transparency on the technical specifications and sustainability attributes of the products. The data can be found on the French version of the website, in accordance with the AGEC law.

2025 COMMITMENTS

OBJECTIVE	TARGET
Customer engagement on sustainability topics	Develop partnerships and customer engagement campaigns in line with the Community Impact Plan, specifically for the Protect, Love and Learn Water pillars
Customer satisfaction level	4.0/5 customer satisfaction level
Product transparency	Create a tool for the traceability of products and the transparency of information
First involvement of distributors on sustainability topics	Launch of a pilot project of 10 distributors engaged through training videos on ESG topics
Launch of the Racing Suit Repair Program	100 suits, for the “racing” segment, repaired with the replacement of the “World Aquatics” logo (the service in 2025 will be active only in Italy)

4.

PLANET

Considering sustainability a fundamental part of the definition of quality, integrating it into product development processes and promoting a sustainable evolution of business models and operational processes in line with European climate neutrality objectives and Italian ecological transition objectives.



IMPACT STORIES 2024

EFFICIENCY IMPROVEMENTS AT TOLENTINO HQ

In 2024, Arena consolidated its commitment to energy efficiency of its headquarters, investing in innovative solutions to optimize energy consumption. This commitment is part of a broader framework of sustainability, which has guided the Company's energy and resource choices for years. The main initiatives are:

- **Energy efficiency in lighting:** the project involved the replacement of over 300 lamps in the offices and outlets with high-efficiency LED lights. This choice will reduce energy consumption, while improving the quality of lighting and creating more comfortable and sustainable working environments.
- **Solar energy:** to boost energy self-sufficiency, photovoltaic panels have been installed on the headquarters' roof with a total capacity of 161.3 kWp, which allows to have self-produced electricity to cover a share of the electricity demand. This is a further step compared to the decision already made in 2020, in which the headquarters and the network of Arena stores in Italy had begun to purchase exclusively electricity with guarantees of origin, ensuring that the electricity used came from renewable sources. In addition, Arena uses self-produced electricity from the photovoltaic system at the Rovetta production plant.
- **Renovation of heating systems:** the heating and air conditioning systems in the Tolentino outlet and warehouse were renovated, replacing the oil boilers and the HVAC system with heat pumps.

Regarding natural gas consumption, Arena opted for a higher-cost gas supply to offset the emissions generated by the HQ. Through this system, the energy provider retired, on behalf of Arena, 103 Verified Carbon Units (VCUs), issued by the Verified Carbon Standard (VCS), each corresponding to 1 ton of CO₂ offset. This compensation was made possible thanks to the Vishnuprayag Hydro-Electric Project (VHEP), a 400 MW run-of-river hydroelectric plant, located along the Alaknanda River, in the Indian State of Uttarakhand. The project provides renewable energy to India's electricity grid and promotes the sustainable development of the region, reducing dependence on fossil fuels and creating local job opportunities. To date, thanks to the VHEP project, an annual reduction of 1,468,106 tons of CO₂ is estimated, with minimal environmental impact, without direct air, noise or water pollution.

REVIEW OBJECTIVES 2024



Objective



Target



Status



Notes

Reducing the impact of Supply Chain.	80%	100%	% of tier 1 suppliers (calculated on purchased cost) have been involved in training on sustainability topics.
Reduce the impact of operations.	65%	54.9%	54.9% of renewable electricity out of the total demand includes both the share of electricity purchased with guarantees of origin and the share self-produced through the photovoltaic system. The target was not reached as the amount of self-produced energy from the production plants in Rovetta (ITA) and Velky (SRO) decreased.
Reducing the impact of products.	100%	100%	100% of the products (calculated on total turnover) aligned with the limits defined by the RSL - Restricted Substances List. The RSL is a list of restricted chemicals, based on legal limits and industry's best practices.
Reducing the impact of products.	60%	60%	The % refers to products from the SS24 + FW24 collection with at least one sustainability attribute, which means all those products that have at least one of these characteristics: 1. Recycled fibers. 2. Organic cotton. 3. OEKO-TEX Made in Green certification. Detailed data is available on the website.

2025 COMMITMENTS

OBJECTIVE	TARGET
Reducing the impact of operations	Definition of a decarbonization plan for Scope 1, Scope 2 and Scope 3
Reducing the impact of products	Development of a digital tool for the calculation of the environmental impacts of products and for the traceability of information along the supply chain
	Definition of innovative and sustainable solutions for an Arena racing suit

IMPACT MEASUREMENT

In 2024, we continued to monitor our sustainability performance with the international B Impact Assessment standard, measuring ourselves in 5 areas:

1. GOVERNANCE:

Assesses the Company's overall mission, ethics, accountability and transparency, on topics such as the integration of social and environmental objectives for the evaluation of workers' performance, impact reporting, stakeholder engagement and in general how governance practices and policies are conducted.

2. PEOPLE:

Assesses the Company's contribution to workers' well-being through questions related to compensation, benefits, training, professional growth, health, safety and work flexibility.

3. COMMUNITY:

Assesses the Company's commitment and impact on the community. Topics are related to diversity and inclusion, job creation, charitable and volunteer practices, and involvement in the local reality. The Company's broader impact across the supply chain is also assessed.

4. ENVIRONMENT:






Assesses a Company's overall environmental management, including its facilities, resource use, emissions, logistics, and (when relevant) its distribution channels and supply chain. This section also includes options for companies whose product or service is designed to solve a specific environmental problem, such as rethinking traditional manufacturing practices or making products that use renewable energy, reducing consumption or waste, preserving land or wildlife, or educating environmental topics.

5. CUSTOMERS:

Evaluate companies whose products or services are designed to address a particular social or environmental problem. The section focuses on the impact of the product or service and the extent to which it creates benefit for the user or category.

The measurement carried out in December 2024 returned to a score of 88.8 points, with an increase of 5.9 points compared to the measurement taken in December 2023, reflecting our ongoing commitment to continuous improvement.

Score obtained through the international BIA (B Impact Assessment) standard: 88.8

	Governance Area Score	15.1
	People Area Score	23.1
	Community Area Score	19.0
	Environment Area Score	25.3
	Customer Area Score	6.0

CONCLUSIONS

The path taken as a Società Benefit (commonly known as Benefit Corporation) marked an important milestone in 2024, with our first anniversary characterized by a significant increase in the B Impact Assessment score, which reached 88.8 points (+5.9 compared to the previous year). This result is not just a number but reflects our concrete commitment to a business model that integrates environmental sustainability and social responsibility.

During the year, we have implemented numerous innovative initiatives that have given substance to our commitment as a Società Benefit. We have promoted a culture of sustainability internally and towards our suppliers and strengthened our environmental and social impact through strategic partnerships such as the one with Healthy Seas and the “1,2,3 Nagez!” program. At the same time, we have implemented significant structural improvements, such as the energy efficiency of our headquarters.

Looking ahead to 2025, these results represent only the beginning of a broader journey. Our goal is to continue to set new standards of excellence that combine innovation, including in the eco-design of our products, and social responsibility towards our people and the communities in which we operate.



arenasport.com

Full Version of this Report available at: about.arenasport.com