



K A M P O S

NON-FINANCIAL BALANCE SHEET

2023

KAMPOS continues to reinvent the world of luxury by producing high quality and unique swimwear and ready-to-wear products which are 100% Made in Italy and 100% sustainable.

The **KAMPOS GROUP** includes: KAMPOS ITALIA SRL SOCIETA' BENEFIT, KAMPOS ESPANA 2022 SL, KAMPOS FRANCE, KAMPOS KOREA LTD and KAMPOS MALDIVES PVT LTD. In the Financial year 2023, KAMPOS ITALIA SRL SOCIETA' BENEFIT generated sales of €2.076.950,00; KAMPOS ESPANA 2022 SL generated a total sales of €83.012,00; KAMPOS FRANCE generated a total sales of €48.535,00; KAMPOS MALDIVES generated a total sales of €14.340,00 and KAMPOS KOREA LTD generated a total sales of €73.333,00

CONTENTS

1. About this Report
2. Business Model of KAMPOS & Strategic approach
3. KAMPOS Product Compositions
4. KAMPOS Environmental Impact and Results
 - a) Positive Environmental Impact
 - b) Negative Environment Impact
 - c) Addressing the Issue to mitigate the Negative Environmental Impact of the business
5. Certification and Recognition
 - a) Certified B Corporation - Certified B Corp
 - b) Good on You
6. Social and Employee Matters
7. Human Rights Matters
8. Anti-corruption and bribery matters

1. About this Report

KAMPOS' Non-financial Balance Sheet has been assessed based on the following topics:

- Environmental issues,
- Matters relating to employees and society,
- Regard for human rights;
- Fighting corruption and bribery.

The Non-financial Balance Sheet of KAMPOS for the fiscal year 2023 has been examined by the company's CEO, Head of Finance, and Board of Directors.

2. Business Model of KAMPOS & Strategic approach

“Responsible by Choice. Powerful by Nature”

The Brand redefines luxury by transforming marine pollution into high quality products which can be recycled infinitely and are 100 % Made in Italy.

In 2023 KAMPOS operated with:

- 18 permanent and 34 temporary employees;
- 18 direct retail shops;
- 8 wholesale accounts

KAMPOS commits itself to be a sustainable leader and continues to follow its 4 strategic approaches in creating its unique products:

- The brand does not use single-use plastics in its products and each piece has been made uniquely with responsible materials that are 100% sustainable and eco-friendly. All products are made of recycled plastic bottles, abandoned fishing nets, recycled nylon, organic materials and organic fabrics.
- The brand designs are consciously inspired to raise awareness of overfishing and marine pollution that threatens marine life and our planet.
- The brand uses recycled materials for our consumer packaging. They are 100% recyclable and are FSC/PEFC certified. In 2023, the brand

continuous to use the product packaging that is made of sugarcane and recovered plastics.

- The brand commits to support the restoration of the marine ecosystem through Conservation Projects in the Maldives. Conservation Projects continues to focus on the active restoration and rehabilitation of the Coral Reefs as they play a significant role in our ecosystem and they are not only vital for marine life but also have significant implications for human well-being, coastal protection, climate regulation, and economic sustainability. In addition, the brand also sponsor other activities in the Maldives including turtle rescue operations and plastic collection activities.

3. KAMPOS Product Compositions

KAMPOS manufactures a collection of products made from recycled plastic bottles, abandoned fishing nets, recycled nylon, and organic fabrics:

- Men swim shorts collections are produced from 100% recycled plastic bottles and use Newlife™. The Newlife™ is a unique, complete, and certified system of recycled polyester filament yarns coming 100% from post-consumer bottles sourced, processed into a polymer through a mechanical process (not chemical), and spun into yarn entirely made in Italy.
- Women's swimwear, men's swim briefs, and eyewear collections are made with ECONYL® regenerated nylon. The ECONYL® is produced

from synthetic waste such as fishing nets from oceans, industrial plastic, and other waste fabric.

- Women and Men ready to wear collections are made from organic cotton and from producers who prohibit any toxic pesticides and synthetic fertilizers and made 100% recycled plastic bottles.
- Women and Men linen collections are made from 100% organic linen from trusted producers with an ethical and sustainable approach.
- Women and Men Accessories including beach towels and straw hats are made from recycled fishing nets and other regenerated nylon; tote bags are made of 100% organic cotton; women's jewelries are made entirely made with recycled PET bottles and recycled resins.

The company is extremely sensitive to animal and environmental welfare and only purchases materials from the most highly regarded suppliers who can guarantee full traceability and certifications.

4. KAMPOS Environmental Impact and Results

a) Positive Environmental Impact

As the company grows and performs exponentially in terms of its revenue, in 2023 the brand managed to recycle over 64.684 plastic bottles (PET recyclable) and 822 kilograms of abandoned fishing nets and other generated nylon.

To improve the business's environmental impact, KAMPOS identified its negative impact on the environment and is committed to actively addressing and providing solutions to improve its business operations and to be a responsible brand.

b) Negative Environment Impact

Ending the year 2023, the company approximately returned a total quantity of 13 pieces of products to its suppliers due to fabric defects and errors (Horizontal Lines, Shade Variation, Dirt/Stain, stitches issues and mistakenly used different types of fabric instead one requested) compared to 222 returned products reported in 2022.

	No. of Defected Items Returned
Supplier 1	10
Supplier 2	3
<hr/>	
TOTAL	13

Returning products involves multiple negative impacts on expenditures, environmental, transportation costs, inventory management challenges and overall resources waste. This issue creates physical waste which needs to be disposed and also affects different aspects of the business operations.

c) Addressing the issue to mitigate the Negative Environmental Impact of the business

In 2021, the company established the supplier code of conduct that defines the minimum standards of ethical and responsible behavior to protect itself from this type of issue and any other unexpected circumstances that might arise with its purpose to strengthen mutual understanding between the company and its suppliers.

The company continues to make an improvement on the sustainable processes from 2022 to 2023 by mitigating the impact of the highlighted issue through rigorous control and check on the quality of the products throughout the production process.

The company ensures that each supplier is strictly aligned with the brand's sustainable goal and responsible practices. The brand also encourages its suppliers to donate the returned faulty products to charitable programs/organizations or recycle the fabrics to produce a new ones to eliminate waste fabrics. In this way, the brand with its suppliers take an action for sustainable development.

5. Certification and Recognition

KAMPOS is committed to its mission to become a global sustainable brand

with the help of global communities and movements that focus on changing the economic system into a more inclusive and sustainable economy and to certify that the business meets the highest standard in terms of innovation, environmental performance, and transparency. The brand is able to evaluate its internal and external impact and credibility to equip consumers in making more informed purchasing decisions.

a) Certified B Corporation - Certified B Corp



KAMPOS is a member of the B Corp community since 2021, the brand is dedicated to achieving the highest standards in the social and environmental aspects by enhancing its business operations and demonstrating responsibility through transparency and accountability.

In 2022, KAMPOS received recognition and was awarded as the Best For The World B Corps in the Environment area, earning a rating of 58.7. Additionally, it was awarded the Best For The World B Corps in the Community area, achieving a rating of 53.2. KAMPOS excelled in both the Environment and Community sectors, securing a position among the top 5 percent of B Corporations worldwide with the highest scores.

In 2023, KAMPOS remains to give a continuous positive impact on the environment, upholding stringent sustainability standards, while also contributing to the economic and social well-being of the communities it operates within.

b) Good on You



Good on You assesses the brand's policies and practices in three key areas: planet, people and animals. The ratings are based on publicly available information including certifications and industry standards. They notably look at brands' impact on workers across the supply chain and brands' resources and evaluate if their policies can have a negative impact on the

planet and/or animals products. In 2023, Good on You ranked KAMPOS as “Good” and officially recognized as ‘Rated Good On You’.

6. Social and Employee Matters

The company is committed to diversity and inclusion and prohibits any forms of discrimination. Employment opportunities are available regardless of individual’s race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status, or any other status protected by applicable law.

The majority of the company’s workforce is still led by women, and by the end of 2023, **61% of the employees hired with permanent contracts were women and 39% men.**

Furthermore, the company values its mutual understanding and trust with its suppliers and achieves its purpose by working closely with its suppliers. By the end of the year, KAMPOS is continuously working and sharing its principles with its **responsible suppliers** that meet the expectations and the minimum standards of ethical and conduct behavior of the company outlined in the Supplier Code of Conduct.

7. Human Rights Matters

The company respects the human rights of each worker and its suppliers to be informed and be consulted on its objectives, principles, and expectations to foster a well-organized, respectful, collaborative environment.

In 2023, KAMPOS revised its company and employee policy but still includes the significant points relating to the Employee Code of Conduct; Expense Reimbursement Policy; Discount Policy; Work From Home Policy and Bonus Policy. Its purpose is to enhance workplace guidelines and ensure compliance with current regulations, industry standards, territorial requirements.

The company policy is actively updated in order to secure the rights and benefits of each employee in line with the company's business and management goals.

The company has sets mechanisms and actions to prevent, mitigate and solve human rights abuses in the workplace activities and throughout its business relationship, including its suppliers to have a specific disclosure on handling complaints and providing solutions.

8. Anti-corruption and bribery matters

The Company does not tolerate corruption and strictly prohibits any form of bribery, payment, offers of payment as anything of value directly or indirectly

to influence or obtain an undue business or personal advantage.

The company ethically advocates its business with integrity, dignity, and respect that protects the team, the organization, the brand, and the clients. The Employee Code of Conduct is constructed to highlight and inform the employees and stakeholders of its business principles and expectations to sustainably foster fair, transparent, and legal practices within the organization.

For any further questions and information. Please contact

info@kampos.com