



THINK **SUSTAINABLE**



GEPAWORLD
COMPANY PROFILE

CORE VALUES / **MISSION**

Gepaworld's four (4) fundamental core values are: Simplicity, Utility, Innovation and Sustainability. Based on our corporate ethical values, we are committed to building long-term strategic partnerships and business relationships with our customers by earning their trust.

We design, produce and sell sustainable, performance athletic apparel. Gepaworld's aim is to become the main provider of athletic and sports casual apparel products that most people prefer. Designing with our hearts and producing with our minds to create sustainable athletic and sports casual apparel products that boost performance based on the latest sustainable and innovative technologies.

CORPORATE OBJECTIVES



— Founded in 2008, Gepaworld is a vertically integrated design, production and distribution apparel company. All of our activities are consolidated under one major notion, and as a result, that gives us the flexibility to improve our products quickly while always maintaining high quality standards. Our primary objective is to continue investing in the future by providing sustainable and advanced performance products, while implementing our green philosophy of minimizing the effects on the environment. Our 'We Care' philosophy of developing products which are environmentally sensitive enables us to provide eco-friendly, customized solutions to a wide range of networks worldwide.

We are assure that we offer the ideal trading environment, unmatched in quality and functionality where every customer is always treated with the highest level of services and care. We believe that in order to remain competitive and help our customers' businesses grow, innovation is an absolute necessity.

OUR BRANDS

— At Gepaworld, we know that brand development and management plays a major, strategic role in today's competitive business world. Building a successful brand takes time, consistency, excellent services and innovation. Gepaworld currently operates four brand families. Each represents and reflects Gepaworld's DNA, and is strategically positioned in the markets. The four brands are:



We go beyond records and achievements and have created a high-end athletic brand that empowers athletes to perform in their sport. GSA is a wide scale of products from socks to performance apparel that is based on our gold trinity of values: motivation, performance and sustainability. GSA boosts athletes' performance by delivering high-end and sustainable products.



GSA GEAR was created in order to enhance people's performance while playing sports. GSA GEAR is the state of the art in performance apparel made from renewable material and polyester cotton, both of which are light weight and ideal for training. GSA GEAR is a complete training apparel line for both men and women.



GSA Glory & Heritage is a sport casual brand that encloses our love for everyday athletic clothing by using soft fabrics and fashionable details. GSA Glory & Heritage is a brand under the GSA brand umbrella with the same philosophy but different style.



JePa is our everyday collection that includes socks, athletic and basic apparel. The wide range of designs create unlimited options for men, women and kids. JePa products are made out of a variety of yarns and fabrics. The products combine comfort with current fashion trends.

BRAND DEVELOPMENT

— Gepaworld facilitates tailored brand development by collaborating closely with the companies we work with to develop and produce customized collections. Our customers are provided with a full range of services in order to generate personalized solutions. Gepaworld's Research & Development division continuously monitors the latest trends, analyzes market demands and studies collections closely in order to develop tailored products including product packaging, merchandising and comprehensive brand development. We are confident that we can offer a total and structured proposal for brand development needs.



INNOVATION

— At Gepaworld, quality and respect of the environment are necessary components to producing apparel that provides a holistic experience of well-being. For this reason, we look for innovative solutions to assure that only yarns meeting the highest sustainable standards are used, including the yarns composition and how they are produced. We think, act and support sustainable living in everything we do.



The R³™ technology certifies the use of the best recycled cotton. R³™ describes an integrated practice towards global protection through the following principles:

- Respect: the environment, the planet we live in.
- Recycle: using recycled cotton fibers.
- Repeat: when respecting the environment and recycling are repeated throughout the whole production process, the end result is not only a very good product, but also a sustainable one.

SUPERCOTTON ATHLETICS

All SUPERCOTTON™ products are made from combed cotton yarn which is why they are so soft and gentle on the skin. SUPERCOTTON™ yarn is the brand name of the best quality yarn we use to make our products. That is the result of the combing process in which 80% of most desirable fibers (longer, thinner) are being separated from the less desirable ones (shorter, thicker). A high count of thinner fibers are tightly twisted together to make a stronger, smoother, finer thread.

GSAHYDRO⁽⁴⁾

GSA HYDRO™ is a high performance fabric that ensures that skin remains moisture free during exercise. The GSA HYDRO™ yarn absorbs the sweat that is generated, and releases it away from the skin by facilitating air circulation. The result is athletes are active but remain dry, and therefore are undistracted from being uncomfortable. We apply GSA HYDRO™ to our products, from socks to apparel, and we are always working on innovations to boost athletes' performance.

ORGANICPLUS[™] ORGANIC COTTON FOR SPORTS

ORGANICPLUS™ certifies the use of 100% pure natural organic cotton. ORGANICPLUS™ is our trademark label for products made from the best organic cotton fibers. We apply this ORGANICPLUS™ material to our performance apparel products. Our end products reflect our design and quality high standards without compromising softness.

COMPETITIVE ADVANTAGE

— At Gepaworld we see sustainability as a catalyst for revolutionizing the way we do business – for driving innovation in a way that benefits the athlete, the environment and our company.

Described as a young spirited company, we always refer to the term “corporate social responsibility.” It reflects the actions of a company which aims to contribute to environmental and social issues. Specifically, the work place is an entity that is directly connected to the community in which it operates, influencing and being influenced by the circumstances of time and space of action. Maintaining good business practices that respect moral and ethical principles is an important part of our philosophy. We recognize that as a responsible member of society we must develop and implement sound anthropocentric policies. Whether toward our employees or our collaborators, we strive for 'social responsibility'.

Company Assets:

- Experts of organic, combed and recycled cotton fibers.
- Cutting edge R&D
- Fully complied productions with social and environmental affairs
- Knitting to compile premium end products with the latest and most technologically advanced production machines.
- Recycled fibers and yarns.



The Foreign Trade Association (FTA) is the leading business association of European and International commerce that promotes the values of free trade.



The Global Organic Textile Standard (GOTS) is recognized as the world's leading processing standard for textiles made from organic fibers.



The Business Social Compliance Initiative is a leading business-driven initiative for companies committed to improving working conditions in factories and farms worldwide



The OEKO-TEX® Standard 100 with its product label "Confidence in textiles" is the most well-known and most widespread independent certification worldwide for textiles tested for harmful substances.



As the largest collaborative platform for sharing ethical supply chain data, Sedex is an innovative and effective supply chain management solution.

DIVISIONS

—— Starting from design, we always have in our minds how far we can take ourselves. Our vision lies within our enthusiasm towards great products for all aspects of life. We are the designers and producers, which means that we make our dreams become a reality. We are perfectionists, idealists and forward thinkers. We approach every day projects with absolute professionalism. From the Creative Team to the Sales and Business Development Departments, we are all innovative people driven to push the boundaries in all areas. Gepaworld's team is led by President and CEO Gerry F. Papaspyratos.

Creative & Design

The Creative & Design department is the heart of our company, where everything begins. Wisely said the heart – and not the brain – because the heart is spontaneous and rebellious, it increases the blood flow and gives life to other organs. We see our company as a human body where the Creative & Design team is the heart and the other departments are the vital organs. We cannot thrive without each other, and we seek to thrive daily.

Marketing

Our Marketing department works hand in hand with the Creative team and the Sales division. Marketing brings the knowledge of the Sales to the Creative team, and the passion of the Creative team to the Sales division. Each great product release is the result of meticulous planning by Gepaworld's Marketing team. Our Marketing team strives for innovation and is committed to creating and introducing great products to our customers.

Production

Since the beginning, we have adopted the IPM policy (International Production Model); a successful model for our operations. All stages of manufacturing happen simultaneously, creating a far more efficient and more flexible way of operating than the one currently used by the industry. Our work values reflect the highest standards of quality, integrity and excellence. In addition to our Production resources, a well equipped team of controllers guarantee continuous quality control during the production process.

R&D

Gepaworld's Research & Development department is in alert of the latest trends and innovative technologies. Brand development and management plays a major role in today's competitive business world. Building a successful brand takes time, consistent delivery and high-quality services. Our R&D team consists of bright, dedicated members who are always updating Gepaworld's standards of excellence. The R&D department provides improvements to products that range from minor updates of features to dramatic, innovative discoveries.

Sales & Business Development

Our Sales and Business Development department is committed to efficiently delivering our products to customers and businesses all over the world. Our salespeople are qualified and trained constantly to meet the challenges of the rapidly changing market. They are our eyes in the world and we could not go further without their persistence and their commitment. Our sales points exceed 1,800 locations globally. These sales points include sporting good stores, department stores, hyper markets, chain stores, as well as privately owned specialty shops/stores.

Merchandising

Merchandising is an essential part of the success of Gepaworld. To ensure sales, we have to go to great lengths to make sure that our products are visible in stores and presented in an appealing, customer-focused way. Our merchandising strategic ingenuity and aesthetic sensibilities combine to create an exceptional customer experience. Functioning as a dynamic, cross-functional worldwide team, our Merchandising team members utilize their skills in assortment selection, placement, promotion and visual standards to implement groundbreaking retail strategies.

Operations

Gepaworld's Operations department handles various complex daily tasks. The Operations department is the "mother" of our business where all our designs, sales and production are put into action. Operations could be visualized as the solid links between all departments in order to ease functionality and accuracy of the entire company.





Finance

The Finance department manages all of Gepaworld's financial activities with expertise and precision. Anything involving money passes through the finance department. Its primary responsibility, though, is to ensure that the company optimizes its use of limited financial resources. Our Finance team has a challenging but essential task of managing a detail-oriented discipline inside a rapidly changing, ever-innovative company.

Logistics

Our Logistics department is the backbone of our entire business planning framework for the management of products, distribution, services, information and cash flows. It includes the complex information, communication and control systems required in today's global, fast paced business environment.

Legal

The Legal department of Gepaworld helps us comply with the law, ensuring that every transaction is structured properly and all agreements are clear and effective. This department handles all legal issues that may come up from copyright issues to drafting waiver forms. Our Legal department helps protect our creativity and maintain our edge in the market.

GOLDEN PARTNERS

— In order to maintain a successful operation model, we have adopted a strict production policy. All stages of manufacturing happen simultaneously, which ensures a far more efficient and more flexible way of operating. Our work values reflect the highest standards of quality, integrity and excellence based on our core philosophies. In every country we operate, our partners know that we run our business strictly following a set of values that are consistent with respect for each culture. Under this policy, we seek to develop relationships with suppliers who hold the same values and operate under the same moral principles. In addition to our production resources, we work with a well equipped team of controllers, which guarantee continuous quality control during the lifecycle of the production process. We aim to achieve and seek partners who: comply with environmental regulations, prevent pollution, conserve energy, water and other natural resources, reduce waste, control use of chemical and hazardous materials, track resources used, educate employees and customers, and introduce green practices to other businesses.



HEADQUARTERS

—— Gepaworld has created a space where all our designers' products are placed – not only to be viewed, but also displayed – for our stakeholders to be in touch with our end result daily. Our showroom initially hosts our team where we brainstorm and develop new ideas. We strongly believe that **our competitive advantage is our people and we focus on their needs with constant training.** The showroom was designed by our visual merchandisers based on the current market trends regarding product displays. Along with the retail visual merchandiser, the fashion merchandiser also envisions, creates, and implements a visual display to attract customers. Our fashion merchandisers work with our designers to bind recent creations with the perfect environment that introduces the new product lines to potential buyers. By enhancing the customer's vision of when and where the garment can be worn, we assist our partners in understanding how the products can be displayed in stores to achieve maximum visibility and highest sales volume. The showroom is also used as a "playroom" for the team – a room where ideas, designs, knowledge, performance and above all sustainability come together and result in our end products. The materials that were used to craft the showroom are generally sustainable and eco-green. This is in line with our corporate philosophy and ethical values. We make products for people that will enhance and boost their daily activities but also maintain the environment equilibrium. We provide our people with a healthy and modern working environment. We strongly believe that working in a place you enjoy enhances creativity, efficiency and productivity. Based on our core values, we created a place where one can relax his mind and excite his senses/body. According to our standards of excellence, we made a green roof crafted from wood, steel and stone that combines a natural, green perspective with athletic facilities where our people can exercise and relax throughout the day.





Gepaworld Shoutbox



Sales Lounge



Basketball Court



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