



Fenix Outdoor International AG

2024 CDP Corporate Questionnaire 2024

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

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(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used? 424

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored. 425

(13.3) Provide the following information for the person that has signed off (approved) your CDP response. 426

C1. Introduction

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

Publicly traded organization

(1.3.3) Description of organization

Fenix Outdoor is a listed (OMX Nasdaq in Stockholm) group with subsidiaries in Europe, USA and Asia. The operation is divided in three business segments, Brands, Friluftsliv Retail and Global Sales, focusing on high quality, durable outdoor products for recreation and for professional use.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

3 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

3 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

3 years

[Fixed row]

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?	How does your reporting boundary differ to that used in your financial statement?
	Select from: <input checked="" type="checkbox"/> No	<i>Our financial statement does not include our Joint Venture, whereas our sustainability strategy and measurements include the JV.</i>

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

Yes

(1.6.2) Provide your unique identifier

CH0242214887

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

No

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

No

[Add row]

(1.8) Are you able to provide geolocation data for your facilities?

(1.8.1) Are you able to provide geolocation data for your facilities?

Select from:

Yes, for all facilities

(1.8.2) Comment

We can provide data for all Tier 1 suppliers and nominated Tier 2 facilities. However, only Tier 1 suppliers are disclosed publicly. For Tier 2, we are planning to do so within the next 2 years.

[Fixed row]

(1.8.1) Please provide all available geolocation data for your facilities.

Row 1

(1.8.1.1) Identifier

AB Saguva

(1.8.1.2) Latitude

55.27915

(1.8.1.3) Longitude

23.96194

(1.8.1.4) Comment

No additional comments

Row 2

(1.8.1.1) Identifier

ALBIRO d.o.o.

(1.8.1.2) Latitude

43.84964

(1.8.1.3) Longitude

19.86039

(1.8.1.4) Comment

No additional comments

Row 3

(1.8.1.1) Identifier

Almatech Manufacturing Corp

(1.8.1.2) Latitude

14.44786

(1.8.1.3) Longitude

120.5076

(1.8.1.4) Comment

No additional comments

Row 4

(1.8.1.1) Identifier

Anhui Xragon Outdoor Products Co., Ltd.

(1.8.1.2) Latitude

32.67528

(1.8.1.3) Longitude

118.5882

(1.8.1.4) Comment

No additional comments

Row 5

(1.8.1.1) Identifier

Annette Riphedens Läder AB

(1.8.1.2) Latitude

56.63705

(1.8.1.3) Longitude

16.55336

(1.8.1.4) Comment

No additional comments

Row 6

(1.8.1.1) Identifier

ASG Global Co. Ltd

(1.8.1.2) Latitude

10.63105

(1.8.1.3) Longitude

106.7058

(1.8.1.4) Comment

No additional comments

Row 7

(1.8.1.1) Identifier

ASG VINA CO., LTD

(1.8.1.2) Latitude

10.91591

(1.8.1.3) Longitude

106.7084

(1.8.1.4) Comment

No additional comments

Row 8

(1.8.1.1) Identifier

Asialord Electric Appliance Co., Ltd.

(1.8.1.2) Latitude

22.77033

(1.8.1.3) Longitude

113.2667

(1.8.1.4) Comment

No additional comments

Row 10

(1.8.1.1) Identifier

Barroso & Barbosa - Indústria De Confecções, Lda

(1.8.1.2) Latitude

41.39546

(1.8.1.3) Longitude

-8.53101

(1.8.1.4) Comment

No additional comments

Row 11

(1.8.1.1) Identifier

Bing Bing Elastic & Webbing Corp

(1.8.1.2) Latitude

23.97167

(1.8.1.3) Longitude

121.1642

(1.8.1.4) Comment

No additional comments

Row 12

(1.8.1.1) Identifier

BO HSING ENTERPRISE CO., LTD

(1.8.1.2) Latitude

10.17301

(1.8.1.3) Longitude

105.932

(1.8.1.4) Comment

No additional comments

Row 13

(1.8.1.1) Identifier

BonTon LLC

(1.8.1.2) Latitude

48.3113

(1.8.1.3) Longitude

22.58562

(1.8.1.4) Comment

No additional comments

Row 14

(1.8.1.1) Identifier

BON-TON Ltd. (Kaszony)

(1.8.1.2) Latitude

48.25393

(1.8.1.3) Longitude

22.45717

(1.8.1.4) Comment

No additional comments

Row 15

(1.8.1.1) Identifier

BRIDGE SRB D.O.O

(1.8.1.2) Latitude

44.88752

(1.8.1.3) Longitude

21.40543

(1.8.1.4) Comment

No additional comments

Row 16

(1.8.1.1) Identifier

CiXi Saifu Burner Co., Ltd.

(1.8.1.2) Latitude

29.86834

(1.8.1.3) Longitude

121.544

(1.8.1.4) Comment

No additional comments

Row 17

(1.8.1.1) Identifier

Creative Garments Pvt. Ltd.

(1.8.1.2) Latitude

20.39953

(1.8.1.3) Longitude

72.88969

(1.8.1.4) Comment

No additional comments

Row 18

(1.8.1.1) Identifier

DALIAN JINHOW TRADING CO., LTD.

(1.8.1.2) Latitude

39.60157

(1.8.1.3) Longitude

122.0077

(1.8.1.4) Comment

No additional comments

Row 19

(1.8.1.1) Identifier

Danyang Doing Travel Articles Co., Ltd.

(1.8.1.2) Latitude

32.0113

(1.8.1.3) Longitude

119.5921

(1.8.1.4) Comment

No additional comments

Row 20

(1.8.1.1) Identifier

Danyang Xinyi Travelling Goods Co., Ltd.

(1.8.1.2) Latitude

31.89531

(1.8.1.3) Longitude

119.742

(1.8.1.4) Comment

No additional comments

Row 21

(1.8.1.1) Identifier

DING NAN COUNTY MINGSHENG GARMENT CO., LTD.

(1.8.1.2) Latitude

24.76178

(1.8.1.3) Longitude

115.035

(1.8.1.4) Comment

No additional comments

Row 22

(1.8.1.1) Identifier

DMD Fiore LLC

(1.8.1.2) Latitude

43.06536

(1.8.1.3) Longitude

22.41343

(1.8.1.4) Comment

No additional comments

Row 23

(1.8.1.1) Identifier

Dongguan Evergreen Sleepingbag Co., Ltd.

(1.8.1.2) Latitude

23.01504

(1.8.1.3) Longitude

113.8514

(1.8.1.4) Comment

No additional comments

Row 24

(1.8.1.1) Identifier

DONGGUAN GALLON LABEL CO., LIMITED

(1.8.1.2) Latitude

22.91006

(1.8.1.3) Longitude

113.9512

(1.8.1.4) Comment

No additional comments

Row 25

(1.8.1.1) Identifier

DONG GUAN JIN LONG KNITTERS LIMITED

(1.8.1.2) Latitude

22.98027

(1.8.1.3) Longitude

113.8844

(1.8.1.4) Comment

No additional comments

Row 26

(1.8.1.1) Identifier

Dongguan Li Cheng Knitting Limited

(1.8.1.2) Latitude

22.80692

(1.8.1.3) Longitude

114.1551

(1.8.1.4) Comment

No additional comments

Row 27

(1.8.1.1) Identifier

Dongguan Manhattan Outdoor Clothing Co. Ltd.

(1.8.1.2) Latitude

22.9669

(1.8.1.3) Longitude

113.6157

(1.8.1.4) Comment

No additional comments

Row 28

(1.8.1.1) Identifier

Dongguan Philknit Garment Factory

(1.8.1.2) Latitude

23.03377

(1.8.1.3) Longitude

113.7675

(1.8.1.4) Comment

No additional comments

Row 29

(1.8.1.1) Identifier

Dongguan Shengxing Sports Technology Co., Ltd.

(1.8.1.2) Latitude

23.01897

(1.8.1.3) Longitude

113.9665

(1.8.1.4) Comment

No additional comments

Row 30

(1.8.1.1) Identifier

Dragon -times Accessories Co. Ltd.

(1.8.1.2) Latitude

25.07512

(1.8.1.3) Longitude

117.0175

(1.8.1.4) Comment

No additional comments

Row 31

(1.8.1.1) Identifier

Edge Soft Good Solution

(1.8.1.2) Latitude

14.44786

(1.8.1.3) Longitude

120.5076

(1.8.1.4) Comment

No additional comments

Row 32

(1.8.1.1) Identifier

Feng Yi Outdoor Leisure Equipment Enterprise Co., Ltd.

(1.8.1.2) Latitude

24.14774

(1.8.1.3) Longitude

120.6736

(1.8.1.4) Comment

No additional comments

Row 33

(1.8.1.1) Identifier

Fibertec GmbH

(1.8.1.2) Latitude

51.13869

(1.8.1.3) Longitude

6.960969

(1.8.1.4) Comment

No additional comments

Row 34

(1.8.1.1) Identifier

Fine'sa Consors d.o.o.

(1.8.1.2) Latitude

46.29698

(1.8.1.3) Longitude

16.17245

(1.8.1.4) Comment

No additional comments

Row 35

(1.8.1.1) Identifier

Foremart corporation Viet Nam Company Limited -Factory 1

(1.8.1.2) Latitude

20.82206

(1.8.1.3) Longitude

106.0876

(1.8.1.4) Comment

No additional comments

Row 36

(1.8.1.1) Identifier

Foremart corporation Viet Nam Company Limited - Factory 2

(1.8.1.2) Latitude

20.72757

(1.8.1.3) Longitude

106.189

(1.8.1.4) Comment

No additional comments

Row 37

(1.8.1.1) Identifier

Fortiustex Comércio de Têxteis, S.A.

(1.8.1.2) Latitude

41.20252

(1.8.1.3) Longitude

-8.63389

(1.8.1.4) Comment

No additional comments

Row 38

(1.8.1.1) Identifier

FOSHAN KOODEE METAL CO.,LTD

(1.8.1.2) Latitude

23.05115

(1.8.1.3) Longitude

112.9192

(1.8.1.4) Comment

No additional comments

Row 39

(1.8.1.1) Identifier

Gempacks

(1.8.1.2) Latitude

10.91674

(1.8.1.3) Longitude

106.7065

(1.8.1.4) Comment

No additional comments

Row 40

(1.8.1.1) Identifier

GUANGDONG WOOD SUN HOUSEWARES CO. LTD

(1.8.1.2) Latitude

21.96396

(1.8.1.3) Longitude

112.1306

(1.8.1.4) Comment

No additional comments

Row 41

(1.8.1.1) Identifier

Haining Yueli Socks Co., Ltd.

(1.8.1.2) Latitude

30.53453

(1.8.1.3) Longitude

120.669

(1.8.1.4) Comment

No additional comments

Row 42

(1.8.1.1) Identifier

HANGZHOU U-JUMP ARTS & CRAFTS

(1.8.1.2) Latitude

30.39474

(1.8.1.3) Longitude

120.1693

(1.8.1.4) Comment

No additional comments

Row 43

(1.8.1.1) Identifier

Hanwag Progressz GmbH

(1.8.1.2) Latitude

47.67893

(1.8.1.3) Longitude

21.53718

(1.8.1.4) Comment

No additional comments

Row 44

(1.8.1.1) Identifier

Haprosimex Dong Do Joint Stock Company

(1.8.1.2) Latitude

21.07144

(1.8.1.3) Longitude

105.7934

(1.8.1.4) Comment

No additional comments

Row 45

(1.8.1.1) Identifier

Hefei Changtai Garment Ltd.

(1.8.1.2) Latitude

31.88865

(1.8.1.3) Longitude

117.4398

(1.8.1.4) Comment

No additional comments

Row 46

(1.8.1.1) Identifier

Hemp Fortex Industries Ltd

(1.8.1.2) Latitude

36.91843

(1.8.1.3) Longitude

121.6353

(1.8.1.4) Comment

No additional comments

Row 47

(1.8.1.1) Identifier

HESHAN TOP EAGLE GARMENT LTD

(1.8.1.2) Latitude

22.65572

(1.8.1.3) Longitude

112.8868

(1.8.1.4) Comment

No additional comments

Row 48

(1.8.1.1) Identifier

HIEP DUC GARMENT garment company limited

(1.8.1.2) Latitude

15.6069

(1.8.1.3) Longitude

108.1547

(1.8.1.4) Comment

No additional comments

Row 49

(1.8.1.1) Identifier

Himalaya Outdoor Production Corp.

(1.8.1.2) Latitude

22.56657

(1.8.1.3) Longitude

113.5501

(1.8.1.4) Comment

No additional comments

Row 50

(1.8.1.1) Identifier

Hoa Tho Hoi An Garment JSC

(1.8.1.2) Latitude

15.88626

(1.8.1.3) Longitude

108.3208

(1.8.1.4) Comment

No additional comments

Row 51

(1.8.1.1) Identifier

Hua Sheng Hardware Industrial Ltd.

(1.8.1.2) Latitude

22.92874

(1.8.1.3) Longitude

113.3844

(1.8.1.4) Comment

No additional comments

Row 52

(1.8.1.1) Identifier

Hui Zhou Charming Enterprises Limited

(1.8.1.2) Latitude

22.77217

(1.8.1.3) Longitude

114.4358

(1.8.1.4) Comment

No additional comments

Row 53

(1.8.1.1) Identifier

IC Primus Eesti OÜ

(1.8.1.2) Latitude

58.38424

(1.8.1.3) Longitude

26.68322

(1.8.1.4) Comment

No additional comments

Row 54

(1.8.1.1) Identifier

J. Caetano & Filhas Lda

(1.8.1.2) Latitude

41.1274

(1.8.1.3) Longitude

-8.29493

(1.8.1.4) Comment

No additional comments

Row 55

(1.8.1.1) Identifier

J. Caetano & Filhas, Lda

(1.8.1.2) Latitude

33.55104

(1.8.1.3) Longitude

-7.55485

(1.8.1.4) Comment

No additional comments

Row 56

(1.8.1.1) Identifier

Jenfaith (Hunan) Apparel Ltd.

(1.8.1.2) Latitude

25.55842

(1.8.1.3) Longitude

111.9076

(1.8.1.4) Comment

No additional comments

Row 57

(1.8.1.1) Identifier

Jiangmen City Xinhui Area Xingxing Metal Product Co Ltd

(1.8.1.2) Latitude

22.4135

(1.8.1.3) Longitude

113.1394

(1.8.1.4) Comment

No additional comments

Row 58

(1.8.1.1) Identifier

Jiangmen Mingzhu Hardware Co Ltd. (Qianfeng Branch)

(1.8.1.2) Latitude

22.24936

(1.8.1.3) Longitude

112.8077

(1.8.1.4) Comment

No additional comments

Row 59

(1.8.1.1) Identifier

Jiangmen Yuan Xin Leisure Product Co., Ltd.

(1.8.1.2) Latitude

22.59373

(1.8.1.3) Longitude

113.1476

(1.8.1.4) Comment

No additional comments

Row 60

(1.8.1.1) Identifier

JiangSu Anhongxida Titanium Industry Co., Ltd.

(1.8.1.2) Latitude

32.55274

(1.8.1.3) Longitude

120.4392

(1.8.1.4) Comment

No additional comments

Row 61

(1.8.1.1) Identifier

Jiangsu Asian Sourcing Headwear Manufacturing Co., Ltd.

(1.8.1.2) Latitude

23.12911

(1.8.1.3) Longitude

113.2644

(1.8.1.4) Comment

No additional comments

Row 62

(1.8.1.1) Identifier

Jiangsu Tin Lung Apparel & Accessories Mfg Co Ltd

(1.8.1.2) Latitude

33.75896

(1.8.1.3) Longitude

119.0187

(1.8.1.4) Comment

No additional comments

Row 63

(1.8.1.1) Identifier

Jiangyin Shencheng Garment Co., Ltd.

(1.8.1.2) Latitude

32.13055

(1.8.1.3) Longitude

119.4283

(1.8.1.4) Comment

No additional comments

Row 64

(1.8.1.1) Identifier

Jinhong travel products Co., Ltd.

(1.8.1.2) Latitude

38.99446

(1.8.1.3) Longitude

116.1088

(1.8.1.4) Comment

No additional comments

Row 65

(1.8.1.1) Identifier

Jinquan Vietnam Travelling Goods Co., Ltd.

(1.8.1.2) Latitude

16.78349

(1.8.1.3) Longitude

107.0864

(1.8.1.4) Comment

No additional comments

Row 66

(1.8.1.1) Identifier

Kido Vinh

(1.8.1.2) Latitude

18.86856

(1.8.1.3) Longitude

105.3291

(1.8.1.4) Comment

No additional comments

Row 67

(1.8.1.1) Identifier

KINGA Private Enterprise (BON-TON Gat)

(1.8.1.2) Latitude

48.26971

(1.8.1.3) Longitude

25.94797

(1.8.1.4) Comment

No additional comments

Row 68

(1.8.1.1) Identifier

Kuldigas Tekstils SIA

(1.8.1.2) Latitude

56.96446

(1.8.1.3) Longitude

21.96613

(1.8.1.4) Comment

No additional comments

Row 69

(1.8.1.1) Identifier

KWONG LUNG MEKO II CO., LTD

(1.8.1.2) Latitude

10.10396

(1.8.1.3) Longitude

105.7087

(1.8.1.4) Comment

No additional comments

Row 70

(1.8.1.1) Identifier

LTP Lithuania

(1.8.1.2) Latitude

54.91238

(1.8.1.3) Longitude

23.90513

(1.8.1.4) Comment

No additional comments

Row 71

(1.8.1.1) Identifier

LTP VIETNAM CO. LTD

(1.8.1.2) Latitude

10.8333

(1.8.1.3) Longitude

106.609

(1.8.1.4) Comment

No additional comments

Row 72

(1.8.1.1) Identifier

Maglifico Roma

(1.8.1.2) Latitude

43.89498

(1.8.1.3) Longitude

11.00552

(1.8.1.4) Comment

No additional comments

Row 73

(1.8.1.1) Identifier

Malhas e Confecções, Lda.

(1.8.1.2) Latitude

41.47881

(1.8.1.3) Longitude

-8.72541

(1.8.1.4) Comment

No additional comments

Row 74

(1.8.1.1) Identifier

Manshan Dongqi Garments Ltd.

(1.8.1.2) Latitude

31.58525

(1.8.1.3) Longitude

118.478

(1.8.1.4) Comment

No additional comments

Row 75

(1.8.1.1) Identifier

MAREEP COMPANY LIMITED

(1.8.1.2) Latitude

18.95087

(1.8.1.3) Longitude

105.6119

(1.8.1.4) Comment

No additional comments

Row 76

(1.8.1.1) Identifier

Mayfair Garment Factory Limited

(1.8.1.2) Latitude

20.96331

(1.8.1.3) Longitude

106.5142

(1.8.1.4) Comment

No additional comments

Row 77

(1.8.1.1) Identifier

MEKO GARMENT JOINT STOCK COMPANY

(1.8.1.2) Latitude

10.10063

(1.8.1.3) Longitude

105.7153

(1.8.1.4) Comment

No additional comments

Row 78

(1.8.1.1) Identifier

MELMARC

(1.8.1.2) Latitude

34.05611

(1.8.1.3) Longitude

-117.642

(1.8.1.4) Comment

No additional comments

Row 79

(1.8.1.1) Identifier

Microsilver Unipessoal Lda

(1.8.1.2) Latitude

41.20659

(1.8.1.3) Longitude

-8.59621

(1.8.1.4) Comment

No additional comments

Row 80

(1.8.1.1) Identifier

Minh Tri Thai Binh Co., Ltd.

(1.8.1.2) Latitude

20.44486

(1.8.1.3) Longitude

106.3222

(1.8.1.4) Comment

No additional comments

Row 81

(1.8.1.1) Identifier

MSA HAPRO Co., Ltd.

(1.8.1.2) Latitude

21.03083

(1.8.1.3) Longitude

105.9186

(1.8.1.4) Comment

No additional comments

Row 82

(1.8.1.1) Identifier

MSA YB CO LTD

(1.8.1.2) Latitude

21.7221

(1.8.1.3) Longitude

105.2253

(1.8.1.4) Comment

No additional comments

Row 83

(1.8.1.1) Identifier

MS Ltd. (Serbia)

(1.8.1.2) Latitude

43.97548

(1.8.1.3) Longitude

19.57156

(1.8.1.4) Comment

No additional comments

Row 84

(1.8.1.1) Identifier

My Hung Garment Limited Company

(1.8.1.2) Latitude

15.68903

(1.8.1.3) Longitude

108.3801

(1.8.1.4) Comment

No additional comments

Row 85

(1.8.1.1) Identifier

Nanjing Fashions (China) Ltd.

(1.8.1.2) Latitude

25.06836

(1.8.1.3) Longitude

118.5231

(1.8.1.4) Comment

No additional comments

Row 86

(1.8.1.1) Identifier

Ningbo Beilun Rainbow Outdoor Industry and Trade Co., Ltd

(1.8.1.2) Latitude

29.86834

(1.8.1.3) Longitude

121.544

(1.8.1.4) Comment

No additional comments

Row 87

(1.8.1.1) Identifier

Ningbo Kaideli Electric Co., Ltd.

(1.8.1.2) Latitude

28.66811

(1.8.1.3) Longitude

121.4852

(1.8.1.4) Comment

No additional comments

Row 88

(1.8.1.1) Identifier

Ningbo Wenbang Household Products Co., Ltd.

(1.8.1.2) Latitude

27.95801

(1.8.1.3) Longitude

113.8402

(1.8.1.4) Comment

No additional comments

Row 89

(1.8.1.1) Identifier

Ningbo Wugu Metallic Products

(1.8.1.2) Latitude

30.00742

(1.8.1.3) Longitude

121.1928

(1.8.1.4) Comment

No additional comments

Row 90

(1.8.1.1) Identifier

Ningbo Yinzhou Big Foot Tour Products Factory

(1.8.1.2) Latitude

30.0312

(1.8.1.3) Longitude

121.6011

(1.8.1.4) Comment

No additional comments

Row 91

(1.8.1.1) Identifier

NMC CELLFOAM AB

(1.8.1.2) Latitude

57.52853

(1.8.1.3) Longitude

12.73264

(1.8.1.4) Comment

No additional comments

Row 92

(1.8.1.1) Identifier

Nordic Leather Group

(1.8.1.2) Latitude

58.34744

(1.8.1.3) Longitude

11.88487

(1.8.1.4) Comment

No additional comments

Row 93

(1.8.1.1) Identifier

NORVTEX

(1.8.1.2) Latitude

33.61703

(1.8.1.3) Longitude

-7.50855

(1.8.1.4) Comment

No additional comments

Row 94

(1.8.1.1) Identifier

Olímpio Miranda, Lda.

(1.8.1.2) Latitude

41.36115

(1.8.1.3) Longitude

-8.51014

(1.8.1.4) Comment

No additional comments

Row 95

(1.8.1.1) Identifier

Omniteksas

(1.8.1.2) Latitude

54.90543

(1.8.1.3) Longitude

23.87583

(1.8.1.4) Comment

No additional comments

Row 96

(1.8.1.1) Identifier

Pafil-confecções Lda

(1.8.1.2) Latitude

41.42853

(1.8.1.3) Longitude

-8.55264

(1.8.1.4) Comment

No additional comments

Row 97

(1.8.1.1) Identifier

Pa Tin Da Group Co., Ltd.

(1.8.1.2) Latitude

23.02185

(1.8.1.3) Longitude

113.1219

(1.8.1.4) Comment

No additional comments

Row 98

(1.8.1.1) Identifier

PPGM Export Garment

(1.8.1.2) Latitude

10.83175

(1.8.1.3) Longitude

106.7787

(1.8.1.4) Comment

No additional comments

Row 99

(1.8.1.1) Identifier

PT. ANGGUN KREASI GARMEN

(1.8.1.2) Latitude

-7.84663

(1.8.1.3) Longitude

110.2423

(1.8.1.4) Comment

No additional comments

Row 100

(1.8.1.1) Identifier

PT Harindotama Mandiri

(1.8.1.2) Latitude

-7.63474

(1.8.1.3) Longitude

110.8077

(1.8.1.4) Comment

No additional comments

Row 101

(1.8.1.1) Identifier

PT. Kanaan Global Indonesia

(1.8.1.2) Latitude

-7.62023

(1.8.1.3) Longitude

110.8227

(1.8.1.4) Comment

No additional comments

Row 102

(1.8.1.1) Identifier

PT. Kanindo Makmur Jaya (Jepara)

(1.8.1.2) Latitude

-6.69545

(1.8.1.3) Longitude

110.7136

(1.8.1.4) Comment

No additional comments

Row 103

(1.8.1.1) Identifier

PT Samwon Busana Indonesia

(1.8.1.2) Latitude

-7.01092

(1.8.1.3) Longitude

110.3431

(1.8.1.4) Comment

No additional comments

Row 104

(1.8.1.1) Identifier

Qingdao Triolink Garment Co., Ltd.

(1.8.1.2) Latitude

36.27693

(1.8.1.3) Longitude

119.9842

(1.8.1.4) Comment

No additional comments

Row 105

(1.8.1.1) Identifier

QuanZhou Haixun Garment Technology Co., Ltd.

(1.8.1.2) Latitude

24.92307

(1.8.1.3) Longitude

118.5185

(1.8.1.4) Comment

No additional comments

Row 106

(1.8.1.1) Identifier

Reck & Sohn GmbH

(1.8.1.2) Latitude

48.03334

(1.8.1.3) Longitude

9.387291

(1.8.1.4) Comment

No additional comments

Row 107

(1.8.1.1) Identifier

REDAVAITE

(1.8.1.2) Latitude

55.91192

(1.8.1.3) Longitude

23.26897

(1.8.1.4) Comment

No additional comments

Row 108

(1.8.1.1) Identifier

Saigon Knitwear Limited

(1.8.1.2) Latitude

10.92456

(1.8.1.3) Longitude

106.7136

(1.8.1.4) Comment

No additional comments

Row 109

(1.8.1.1) Identifier

SANINO LLC

(1.8.1.2) Latitude

44.97642

(1.8.1.3) Longitude

17.90704

(1.8.1.4) Comment

No additional comments

Row 110

(1.8.1.1) Identifier

Santa Clara Company Limited

(1.8.1.2) Latitude

20.35211

(1.8.1.3) Longitude

106.0141

(1.8.1.4) Comment

No additional comments

Row 111

(1.8.1.1) Identifier

Sätilla Krawiectwo Urszula Majchrzak

(1.8.1.2) Latitude

53.77031

(1.8.1.3) Longitude

15.40303

(1.8.1.4) Comment

No additional comments

Row 112

(1.8.1.1) Identifier

Scout Mfg. Industrial Inc.

(1.8.1.2) Latitude

14.4394

(1.8.1.3) Longitude

120.4948

(1.8.1.4) Comment

No additional comments

Row 113

(1.8.1.1) Identifier

SC PROGRESS SRL

(1.8.1.2) Latitude

45.70821

(1.8.1.3) Longitude

25.58003

(1.8.1.4) Comment

No additional comments

Row 114

(1.8.1.1) Identifier

Shanghai Weijie Garment Co. Ltd

(1.8.1.2) Latitude

31.30716

(1.8.1.3) Longitude

121.2795

(1.8.1.4) Comment

No additional comments

Row 115

(1.8.1.1) Identifier

Shoe factory BEMA LLC

(1.8.1.2) Latitude

44.75742

(1.8.1.3) Longitude

17.1827

(1.8.1.4) Comment

No additional comments

Row 116

(1.8.1.1) Identifier

Spectre Garment Technologies - An Giang

(1.8.1.2) Latitude

10.44064

(1.8.1.3) Longitude

105.3307

(1.8.1.4) Comment

No additional comments

Row 117

(1.8.1.1) Identifier

Spectre Garment Technologies - Nam Dinh

(1.8.1.2) Latitude

20.41529

(1.8.1.3) Longitude

106.1456

(1.8.1.4) Comment

No additional comments

Row 118

(1.8.1.1) Identifier

SUKKAMESTARIT OY

(1.8.1.2) Latitude

61.52715

(1.8.1.3) Longitude

23.63535

(1.8.1.4) Comment

No additional comments

Row 119

(1.8.1.1) Identifier

SUNNY WHEEL INDUSTRIAL CO., LTD.

(1.8.1.2) Latitude

23.3514

(1.8.1.3) Longitude

120.4143

(1.8.1.4) Comment

No additional comments

Row 120

(1.8.1.1) Identifier

Taeyang Corporation

(1.8.1.2) Latitude

36.8548

(1.8.1.3) Longitude

127.1265

(1.8.1.4) Comment

No additional comments

Row 121

(1.8.1.1) Identifier

Tah Viet Co., Ltd

(1.8.1.2) Latitude

10.75577

(1.8.1.3) Longitude

106.7429

(1.8.1.4) Comment

No additional comments

Row 122

(1.8.1.1) Identifier

Tebesa

(1.8.1.2) Latitude

54.91282

(1.8.1.3) Longitude

23.90372

(1.8.1.4) Comment

No additional comments

Row 123

(1.8.1.1) Identifier

Thai Binh Business Location

(1.8.1.2) Latitude

20.37841

(1.8.1.3) Longitude

106.3169

(1.8.1.4) Comment

No additional comments

Row 124

(1.8.1.1) Identifier

The Blues One member Co., Ltd.

(1.8.1.2) Latitude

16.07706

(1.8.1.3) Longitude

108.1369

(1.8.1.4) Comment

No additional comments

Row 125

(1.8.1.1) Identifier

Tianye Outdoor (Quzhou) Co Ltd

(1.8.1.2) Latitude

28.93933

(1.8.1.3) Longitude

118.9138

(1.8.1.4) Comment

No additional comments

Row 126

(1.8.1.1) Identifier

Tien Thuan Garment Co., Ltd.

(1.8.1.2) Latitude

11.5616

(1.8.1.3) Longitude

109.0219

(1.8.1.4) Comment

No additional comments

Row 127

(1.8.1.1) Identifier

Toptex Garment Co., Ltd.

(1.8.1.2) Latitude

10.96466

(1.8.1.3) Longitude

106.8564

(1.8.1.4) Comment

No additional comments

Row 128

(1.8.1.1) Identifier

Trapos Loucos Unipessoal, Lda.

(1.8.1.2) Latitude

41.31938

(1.8.1.3) Longitude

-8.35029

(1.8.1.4) Comment

No additional comments

Row 129

(1.8.1.1) Identifier

Truong Giang Garment Joint-Stock Company

(1.8.1.2) Latitude

15.55924

(1.8.1.3) Longitude

108.4853

(1.8.1.4) Comment

No additional comments

Row 130

(1.8.1.1) Identifier

Utenos Trikotazas

(1.8.1.2) Latitude

55.51002

(1.8.1.3) Longitude

25.62559

(1.8.1.4) Comment

No additional comments

Row 131

(1.8.1.1) Identifier

Vastco Garments Ltd

(1.8.1.2) Latitude

10.94781

(1.8.1.3) Longitude

106.7382

(1.8.1.4) Comment

No additional comments

Row 132

(1.8.1.1) Identifier

Vestelogios Ida

(1.8.1.2) Latitude

41.17581

(1.8.1.3) Longitude

-8.43178

(1.8.1.4) Comment

No additional comments

Row 133

(1.8.1.1) Identifier

Victors Apparel Wuxi Co., Ltd.

(1.8.1.2) Latitude

31.93988

(1.8.1.3) Longitude

117.6816

(1.8.1.4) Comment

No additional comments

Row 134

(1.8.1.1) Identifier

VioModa EOOD

(1.8.1.2) Latitude

42.14986

(1.8.1.3) Longitude

24.7871

(1.8.1.4) Comment

No additional comments

Row 135

(1.8.1.1) Identifier

Winsocks

(1.8.1.2) Latitude

39.88273

(1.8.1.3) Longitude

18.38607

(1.8.1.4) Comment

No additional comments

Row 136

(1.8.1.1) Identifier

W. Köpp GmbH

(1.8.1.2) Latitude

50.79809

(1.8.1.3) Longitude

6.118448

(1.8.1.4) Comment

No additional comments

Row 137

(1.8.1.1) Identifier

Xiamen Senyang Co., Ltd.

(1.8.1.2) Latitude

24.59587

(1.8.1.3) Longitude

118.1094

(1.8.1.4) Comment

No additional comments

Row 138

(1.8.1.1) Identifier

Yangjiang Keli-No.2 Light Industry Ltd.

(1.8.1.2) Latitude

21.87651

(1.8.1.3) Longitude

111.9109

(1.8.1.4) Comment

No additional comments

Row 139

(1.8.1.1) Identifier

Yangzhou Excellent Tec Leisure Products Co., Ltd. (Ex Tec)

(1.8.1.2) Latitude

32.58926

(1.8.1.3) Longitude

119.3435

(1.8.1.4) Comment

No additional comments

Row 140

(1.8.1.1) Identifier

Yangzhou Huade Travel and Sports Articles Co., Ltd.

(1.8.1.2) Latitude

32.4167

(1.8.1.3) Longitude

119.3648

(1.8.1.4) Comment

No additional comments

Row 141

(1.8.1.1) Identifier

Yangzhou Jinquan Travelling Goods Co. Ltd.

(1.8.1.2) Latitude

32.37766

(1.8.1.3) Longitude

119.398

(1.8.1.4) Comment

No additional comments

Row 142

(1.8.1.1) Identifier

Yangzhou Jlnquan Travelling Goods(MUYANG ROAD)

(1.8.1.2) Latitude

32.3526

(1.8.1.3) Longitude

119.3777

(1.8.1.4) Comment

No additional comments

Row 143

(1.8.1.1) Identifier

Yangzhou Shifa Garment factory

(1.8.1.2) Latitude

32.37201

(1.8.1.3) Longitude

119.4146

(1.8.1.4) Comment

No additional comments

Row 144

(1.8.1.1) Identifier

Yongkang Nuoling Industry & Trade Co., Ltd.

(1.8.1.2) Latitude

28.88851

(1.8.1.3) Longitude

120.0473

(1.8.1.4) Comment

No additional comments

Row 145

(1.8.1.1) Identifier

Zenpix VietNam

(1.8.1.2) Latitude

10.93984

(1.8.1.3) Longitude

108.0154

(1.8.1.4) Comment

No additional comments

Row 146

(1.8.1.1) Identifier

Zhangjiagang Shepherd Clothing Inc.

(1.8.1.2) Latitude

31.87557

(1.8.1.3) Longitude

120.556

(1.8.1.4) Comment

No additional comments

Row 147

(1.8.1.1) Identifier

Zhejiang HengFeng Top Leisure Co., Ltd.

(1.8.1.2) Latitude

30.54871

(1.8.1.3) Longitude

119.9571

(1.8.1.4) Comment

No additional comments

Row 148

(1.8.1.1) Identifier

Zhejiang Honest Smoking Sets Co., Ltd.

(1.8.1.2) Latitude

27.97363

(1.8.1.3) Longitude

120.6312

(1.8.1.4) Comment

No additional comments

Row 149

(1.8.1.1) Identifier

ZHEJIANG HUANGYAN DAFU PLASTIC CO LTD

(1.8.1.2) Latitude

28.6118

(1.8.1.3) Longitude

121.1111

(1.8.1.4) Comment

No additional comments

Row 150

(1.8.1.1) Identifier

Zhejiang Natural Travel Goods Co., Ltd

(1.8.1.2) Latitude

29.14406

(1.8.1.3) Longitude

121.0066

(1.8.1.4) Comment

No additional comments

Row 151

(1.8.1.1) Identifier

Zhongshan Jasper Travelling Products Co. Ltd.

(1.8.1.2) Latitude

22.67429

(1.8.1.3) Longitude

113.3933

(1.8.1.4) Comment

No additional comments

Row 152

(1.8.1.1) Identifier

ZhongShan Nanlang ZeFeng Knitting Co., Ltd.

(1.8.1.2) Latitude

22.51498

(1.8.1.3) Longitude

113.5485

(1.8.1.4) Comment

No additional comments

Row 153

(1.8.1.1) Identifier

ZHUHAI DOUMEN CHAOYI KNITTING GARMENT COMPANY LIMITED

(1.8.1.2) Latitude

22.23199

(1.8.1.3) Longitude

(1.8.1.4) Comment

No additional comments

[Add row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

Upstream value chain

Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

Tier 2 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

Tier 4+ suppliers

(1.24.7) Description of mapping process and coverage

The mapping process and coverage varies between Tiers. For Tier 1 supplier we have a thorough contracting and social compliance process (coverage 80-100%). The social compliance process also covers potential sub-contractors. Tier 2 suppliers are mapped through the process of nominating fabrics as well as within our traceability project. Coverage for Tier 2 nominated Tier 2 suppliers is appr. 100%, local Tier 2 supplier coverage is less than 25%.. For specific, large volume fibers

we have direct contracts with the suppliers on farm level (mainly wool and down, coverage based on overall fiber usage app. 9%). For those supply chains we also now the yarn supplier. Packaging suppliers and logistic providers are all nominated with a mapping coverage of 100%. Vertical suppliers including yarn formation (Tier 2) are mapped 100%. The mapping is mainly done in PLM, a specific traceability tool and excel. Downstream suppliers are mainly shipping service providers, which are mapped 100% by our logistics department.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

- Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain
- End-of-life management

(1.24.1.4) End-of-life management pathways mapped

Select all that apply

- Recycling
- Waste to Energy
- Incineration

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Short-term dependencies, impacts, risks, and opportunities are those most likely to occur or be implemented within the next 1-3 years. They are defined as urgent, most likely to happen/ to be implemented, influenceable and manageable. Short-term measures are key to reach our first milestones in our Fenix Climate Strategy. Our budgets are put together annually based on our progress towards more medium- and long-term climate and water goals.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

6

(2.1.4) How this time horizon is linked to strategic and/or financial planning

The medium-term time horizon reflects dependencies, impacts, risks, and opportunities that have a strategic meaning for our business. Our sustainability strategy (The Fenix Way) follows our overall business strategy cycle, which is 6 years (currently 2019-2025). The process is aligned with our approach to set up business strategy and planning. Each year, we base our budget on our current progress towards our climate, water, and/or biodiversity goals.

Long-term

(2.1.1) From (years)

6

(2.1.2) Is your long-term time horizon open ended?

Select from:

No

(2.1.3) To (years)

15

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Long-term risks and opportunities are not yet impacting our current business activities but may do so in the future. Long-term goals help us to stay visionary and innovative but may also depend on external factors (e.g. technological developments, more disruptive policies,...). Our Climate Strategy also targets long-term goals to be reached by 2030 (with 2019 as base year). Our Climate Change transition plan informs our Climate strategy, which in turn informs budgets, but it is not directly linked to financial planning at this time.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

- Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Dependencies
- Impacts
- Risks
- Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

(2.2.2.4) Coverage

Select from:

- Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

(2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- Sub-national
- National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- Other commercially/publicly available tools, please specify :EiQ Analyze, WWF Risk Filter Suit

International methodologies and standards

- IPCC Climate Change Projections

Other

- Desk-based research
- Scenario analysis

(2.2.2.13) Risk types and criteria considered

Chronic physical

- Changing precipitation patterns and types (rain, hail, snow/ice)
- Changing temperature (air, freshwater, marine water)
- Increased severity of extreme weather events
- Precipitation or hydrological variability
- Temperature variability

Policy

- Changes to international law and bilateral agreements
- Changes to national legislation
- Lack of mature certification and sustainability standards
- Poor enforcement of environmental regulation

Market

- Availability and/or increased cost of raw materials
- Changing customer behavior

Technology

- Transition to lower emissions technology and products

Liability

- Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Employees
- Investors
- Suppliers
- Local communities

Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

No

(2.2.2.16) Further details of process

Climate-related financial impacts and dependencies as well as risks and opportunities are assessed and identified during different stages of our business operations and consolidated during the CSR reporting process (covered in the section Risks & Opportunities in each CSR Report). Response measures are implemented if needed. Risk and opportunity assessment takes places: - During integrated production country assessments (Social Compliance & Environment, annually updated and on request from brands by CSR team). On National and sub-national level data is obtained on a regular and constant basis via our Social Compliance tool EiQ for our Tier 1 suppliers, which also covers environmental parameters (Carbon intensity, Flood Risk, water stress,...). Coverage is 100% over three years. We also included country-specific renewable energy targets as a parameter. For 100% of our nominated Tier 2 suppliers we also assess the site-specific risk for water stress if climate change stays unmitigated with the WRI Aqueduct tool. - On brand level (during strategy development with support of CSR workshops and during the adoption of new markets and in, if applicable, new production countries). - On material/fiber level (especially with regards to natural fibers based on industry knowledge and company specific supply chains for our main materials). The results of the risk and opportunities assessment inform our Climate Strategy, including Transition Plan and Budget planning as well as our guiding tool, the Preferred Fiber List (PFL). For annual reviews we work with international publications (e.g. IPCC Reports, ILO Reports, UN Reports,...). We also make use of the knowledge we gain through our participation in different industry initiatives, e.g. UN-led Fashion Industry Charter for Climate Action, the Scandinavian Textile Initiative for Climate Action or the OIA'S Climate Action Corp. Although we do not fall under a particular climate-related regulation (yet), we see upcoming relevant regulations(e.g. CSRD, Switzerland's Climate Disclosure Ordinance, Carbon Taxes in different countries). We also take regulations into consideration, that cover climate-related issues indirectly (e.g. European Green Deal, EU Due Diligence). Non-compliance would face financial and reputative risk to Fenix as well as increase operational costs. Yarn production (Tier 3) is not yet covered strategically. On farm level we do work with nominated Suppliers (Tier 4) for our main animal materials (Wool, Down, leather). These are long-term partnerships and risks are only assessed when deemed necessary and on an occasional basis.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Dependencies
- Impacts
- Risks

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain

(2.2.2.4) Coverage

Select from:

- Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

- Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

- Every three years or more

(2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

(2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- Site-specific
- National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD
- WWF Biodiversity Risk Filter

Other

- Desk-based research

(2.2.2.13) Risk types and criteria considered

Acute physical

- Cyclones, hurricanes, typhoons
- Heat waves
- Landslide
- Wildfires

Chronic physical

- Declining ecosystem services
- Water availability at a basin/catchment level

Reputation

- Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- No

(2.2.2.16) Further details of process

As preparatory work for our upcoming biodiversity strategy, impacts and dependencies have been evaluated with the WWF Biodiversity Risk Filter, to determine indicators that should be focused on for the risk assessment. All indicators 3 and above have been looked into from an industry perspective, covering not only our core industry but also adjacent industries as for example Agriculture, paper & Forest product Production as well as Mining. For the identified industries we conducted a risk assessment on country and location level for 100% of our nominated Tier 2 suppliers, which deem to have a higher impact on Biodiversity than our Tier 1 suppliers mainly due to their resource intense processes (water, energy, pollution). We looked into Scape physical and scape reputational risk, where scape physical risk is the decisive risk category. Yarn production (Tier 3) is not yet covered strategically. On farm level we do work with nominated Suppliers (Tier 4) for our main animal materials (Wool, Down, leather). These are long-term partnerships and risks are only assessed when deemed necessary and on an occasional basis. For wool, we source mainly regenerative wool and RWS certified wool, thus only seeing a minor risk for biodiversity loss.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

- Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Dependencies
- Impacts
- Risks
- Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain

(2.2.2.4) Coverage

Select from:

- Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

- Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

- Annually

(2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

(2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- Site-specific
- National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- WRI Aqueduct

Other

- Materiality assessment

(2.2.2.13) Risk types and criteria considered

Acute physical

- Drought
- Flood (coastal, fluvial, pluvial, ground water)

Chronic physical

- Groundwater depletion
- Increased levels of environmental pollutants in freshwater bodies
- Water availability at a basin/catchment level
- Water stress

Policy

- Increased pricing of water
- Regulation of discharge quality/volumes

Reputation

- Stakeholder conflicts concerning water resources at a basin/catchment level

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- No

(2.2.2.16) Further details of process

Water-related risks and opportunities are assessed and identified during mainly during an integrated production country assessments (Social Compliance & Environment, annually updated and on request from brands by CSR team). On National and sub-national level data is obtained on a regular and constant basis via our Social Compliance tool EiQ for our Tier 1 suppliers, which also covers environmental parameters (Carbon intensity, Flood Risk, water stress,...). Coverage is 100% over three years. For 100% of our nominated Tier 2 suppliers we also assess the site-specific risk for water stress if climate change stays unmitigated with the WRI Aqueduct tool. Tier 3 (Yarn production) and Tier 4 (Farm-level) are not yet considered in the water related risk assessment due to lack of resources and the overall assumption that water-related issues are covered by the standards we source animal derived fibers from, thus focusing on the water-intense Tier 2 suppliers and processes.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

Yes

(2.2.7.2) Description of how interconnections are assessed

Interconnections between environmental dependencies, impacts, risks and opportunities are mainly assessed through Fenix's material strategy. The Material Strategy, which currently extends through 2030, serves as a guide for which materials (including dyeing technologies, e.g. waterless dyeing and tanning processes), and sometimes which suppliers of those materials, to use in our products. The strategy takes into consideration a material's impact on the environment, including resource use, soil health, water use, and recyclability; availability and cost of certain fibers; the traceability of the material; the current amount of peer-reviewed research available on the material; and emerging technologies. The Material Strategy is a part of our overall CSR/Climate Strategy, which is developed every five years and progress is updated annually during the CSR reporting process. As an outdoor company we are also highly depended on intact nature (pristine or human-influenced) to make the usage of our goods relevant for people. Thus, our business purpose is depended on our impact and our ability to produce goods with as little impact as possible.

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

Upstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations

- Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities

- Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water
- Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

Biodiversity risk filter from WWF and water risk filter from WRI Aqueduct.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

- Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

Biodiversity and Water maps.pdf
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- Revenue

(2.4.3) Change to indicator

Select from:

- % decrease

(2.4.4) % change to indicator

Select from:

- 11-20

(2.4.6) Metrics considered in definition

Select all that apply

- Time horizon over which the effect occurs
- Likelihood of effect occurring

(2.4.7) Application of definition

Mid-term (3- 6 years) to long-term (6-15 years) effects are defined as substantive. Effects taking place with a high (will nearly certainly occur, 95%) and a medium (may occur there are indications showing a certain probability, 60-95%) likelihood are also defined as substantive. However, likelihood is not always quantifiable but sometimes qualitative, grounding in anecdotes, assumptions and scientific information.

Opportunities

(2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

Revenue

(2.4.3) Change to indicator

Select from:

% increase

(2.4.4) % change to indicator

Select from:

11-20

(2.4.6) Metrics considered in definition

Select all that apply

Time horizon over which the effect occurs

Likelihood of effect occurring

(2.4.7) Application of definition

Mid-term (3- 6 years) to long-term (6-15 years) effects are defined as substantive. Effects taking place with a high (will nearly certainly occur, 95%) and a medium (may occur there are indications showing a certain probability, 60-95%) likelihood are also defined as substantive. However, likelihood is not always quantifiable but sometimes qualitative, grounding in anecdotes, assumptions and scientific information. Short-term effects (up to 3 years) are also deemed substantive but evaluated on a more ad hoc basis, whereas mid- to long-term effects are strategically addressed.

[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

- Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

Water pollutant tests are legally required or are required by our own standards. We also check on compliance with legal regulation in regards to pollutant thresholds during the Higg FEM evaluation. If a factory exceeds the thresholds, the supplier is flagged. In addition, our suppliers must sign our Restricted Substances List, which restricts the use of hazardous chemicals including harmful water pollutants. Our suppliers are contractually obligated not to use these chemicals and requires our suppliers to test their products for substances of concern and report their test results to us.

[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

- Microplastics and plastic particles

(2.5.1.2) Description of water pollutant and potential impacts

Microplastics, and/or microfibers, are released from natural, synthetic and manmade cellulosic textiles throughout the product lifecycle, but notably during washing in the downstream value chain. A range of effects have been found in cell cultures, marine wildlife, and animal models, including oxidative damage, DNA damage, and changes in gene activity. Additionally, models have shown that microplastics may have carcinogenic and endocrine disrupting effects in humans. However, research is still ongoing to understand the full impacts of these substances on wildlife, the environment, and human health.

(2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain
- Downstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Provision of best practice instructions on product use
- Reduction or phase out of hazardous substances
- Procedure(s) under development/ R&D

(2.5.1.5) Please explain

Fenix Outdoor is a signatory to The Microfiber Consortium and regularly conducts microfiber shedding tests of our fabrics which contain synthetic fibers, including all fleece fabrics, to ensure minimum microfiber shedding at both the supplier and consumer levels. No microplastics are intentionally added to products. Our product care tags contain washing instructions designed to minimize microfiber shedding (washing in cold water).

Row 2

(2.5.1.1) Water pollutant category

Select from:

- Pesticides

(2.5.1.2) Description of water pollutant and potential impacts

Several potential pollutants, including but not limited to: PFAS, triclosan, permethrin, and aromatic organic solvents. The full RSL can be found on our website: <https://www.fenixoutdoor.com/sustainability/>. The Fenix SRL is informed by the EU REACH standards and additional input from European chemicals experts. The REACH regulation considers a chemical's impact on human health and the environment when evaluating which substances to restrict. Peer-reviewed studies have shown PFAS to have varied impacts on human health, including but not limited to, adverse reproductive and developmental effects, increased risk of some cancers, immune suppression, and hormone disruption.

(2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Beyond compliance with regulatory requirements
- Reduction or phase out of hazardous substances
- Requirement for suppliers to comply with regulatory requirements

(2.5.1.5) Please explain

All Fenix suppliers must mandatorily comply with our RSL. The RSL is updated regularly, at which point suppliers must review and agree to any new restrictions. In addition, Fenix conducts regular product testing to ensure restricted substances are not present in our garments. The RSL goes beyond legal requirements.

Row 3

(2.5.1.1) Water pollutant category

Select from:

- Pesticides

(2.5.1.2) Description of water pollutant and potential impacts

Various pesticides are commonly used in conventional cotton production, most notably glyphosate, but also paraquat, dicamba, and diuron. Glyphosate is one of the most widely used herbicides in agriculture. Although uptake by the environment is mostly concentrated in the soil, glyphosate and its derivatives (mainly AMPA) can make their way into groundwater and subsequently, aquatic ecosystems adjacent to agricultural fields. The effects of glyphosate on human health and the environment are still being studied, but include increased risk of cancer and endocrine disruption in humans, and potential adverse impacts on honeybees and amphibians.

(2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Reduction or phase out of hazardous substances

(2.5.1.5) Please explain

Our Fenix material strategy includes a goal to switch 100% of our cotton usage to certified organic cotton by 2025. Synthetic fertilizers and pesticides are banned in organic production; therefore a switch to 100% organic cotton would reduce the amount of pesticides released to the environment as a result of Fenix's production.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

Yes, both in direct operations and upstream/downstream value chain

Water

(3.1.1) Environmental risks identified

Select from:

Yes, only in our upstream/downstream value chain

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

We conducted a water risk assessment and determined that our main risks lie in the upstream value chain. Our own operations are in the developed world. We operate stores and sewing facilities: water availability and water stress is related to the general water situation in those locations; we do not operate water-intense activities (e.g., greens, pools etc.) in water-stressed regions and only have limited water use (household like uses).

Plastics

(3.1.1) Environmental risks identified

Select from:

Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

Germany

United States of America

(3.1.1.9) Organization-specific description of risk

Although no legal requirements are in place for the time being for our industry, more regulations with respect to a company's greenhouse gas emissions and carbon pricing are to come. Already today we are affected by increasing carbon pricing for fossil fuels due to our self-operated locations (mainly production and retail) and increasing operational costs. Carbon pricing mechanisms and national emission trading systems are more and more implemented in our main markets (EU and US). In Germany, the national trading system is active since January, 1st 2021, and led to an increase in national gas prices. Until 2025 the price per ton CO2 will increase from 25/t CO2e to 55/t CO2e. The national trading system is affecting the gas suppliers but it is most likely, that this will also affect gas prices for the end-consumer, as we have already seen in 2021. For 2023, Elbe Energie forecasts a futures market price of 19.50/MWh natural gas for Germany. We assumed a similar development in all our European markets. According to a meta study from The Heinrich Böll Foundation (a green political foundation with projects and offices in 34 countries) published in 2022, a global carbon price of 200 - 500 per CO2e is needed to stay in line with the 1,5C target from the Paris Agreement (all sectors and all countries). The World's Bank Carbon Pricing Dashboard shows, that there are already carbon tax mechanisms implemented in 37 countries, with an average carbon price of 42USD/tCO2e.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Likely

(3.1.1.14) Magnitude

Select from:

- Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Upcoming carbon taxes would have a financial impact on our business in that we will have to pay taxes which have not previously been applicable to us and/or invest in emissions-reduction technologies to lower our emissions. Although we already have a strategy in place to reduce our Scope 1 and 2 emissions, an imminent carbon tax could push planned mitigation efforts forward and require a larger investment in the near term to avoid taxes in the medium term. This would result in an increase in operating expenses for either those years during which we put mitigation measures in place and/or those years the carbon tax(es) are in place, which would reduce our margin.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

326472

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

815288

(3.1.1.25) Explanation of financial effect figure

To calculate potential financial impact on our direct operations through carbon tax, we considered our 2023 Scope 1 and Scope 2 emissions (total of 1784t CO₂e). Since we are committed to stay in line with the 1.5 degree target, we multiplied the minimum potentially needed global carbon price of 183/t CO₂e (200/t CO₂e), as determined in the meta study from The Heinrich Boll Foundation, with our Scope 1 and 2 emissions to produce the minimum potential financial impact figure. To produce the maximum potential financial impact figure, we multiplied our Scope 1 and 2 emissions by the maximum potentially needed global carbon price of 457/t (500/t CO₂e) from the same study. Estimated min figure: 183*1784t CO₂e 326 472 Estimated max figure: 457*1784t CO₂e 815 288

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

236000

(3.1.1.28) Explanation of cost calculation

The calculations are based on the assumption that for Germany, we exchange all heating systems currently run on gas to heat pumps or connect them with the local district heating network. The calculations include the costs for our main gas consuming locations in Germany being converted to heat pumps, including installation, and connection to the grid(appr. 25 000 each) as well as the conversion from gas to district heating (in total 160 000). Operating costs are estimated to be at 5 000 per year. The cost for transitioning to 100% renewable electricity via EACs for Europe, US and Asia are calculated to sum up to 63000 until 2026 for locations that can't be covered by green tariffs and/or own utilities (21 000/year), taking into consideration an increase in EACs prices for the Asian market due to higher demand in the near future.

(3.1.1.29) Description of response

Introduced carbon pricing mechanisms, in addition to our own emissions targets, will necessitate reducing our Scope 1 and 2 emissions. We already source 99.99% renewable electricity for our owned and operated locations, and as a result our Scope 2 emissions are very low (0,86t CO2e). Thus, reduction measures should focus on our Scope 1 emissions, which mainly come from heating for our owned and operated locations. To reduce our Scope 1 emissions, we will need to increase our investments into energy attribute certificates and biogas. It will not be possible to switch to biogas or biomethane for all our locations, in which case we would buy biogas or biomethane energy attribute certificates from the local utilities at market price. This will result in increased operating expenses because we have no control over the price of the certificates but will need to purchase them in order to meet our targets. The market is unpredictable so it will be difficult to build a specific price into budgets.

Water

(3.1.1.1) Risk identifier

Select from:

Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

Water stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- Italy

(3.1.1.7) River basin where the risk occurs

Select all that apply

- Huang He (Yellow River)
- Po

(3.1.1.9) Organization-specific description of risk

We see the biggest share of our water footprint coming from fabric production. Our fabrics are mainly produced in China, Taiwan and Italy. Using the WRI Aqueduct Water Risk Filter, that mainly our Chinese mills and Italian tanneries could be affected by water stress by 2030. We see the risk of water stress, since our mills might compete with other water needs, e.g. for agriculture or food production. Since more and more water efficient or even waterless dyeing technologies arise, the risk could be mitigated respectively in the future.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Disruption in upstream value chain

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- More likely than not

(3.1.1.14) Magnitude

Select from:

Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Due to water stress, we see the risk of restricted/regulated access to fresh water due to competitive water usages in the two regions. This can have an effect on production and lead times. Interruptions in our supply chain can lead to more expensive transport modalities (e.g. air shipments) or penalties in case we can not deliver end products in time. Lost revenue from products that did not make it into the market in time can have significant impact on revenue and thus cash flow along the value chain.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

4000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

16000000

(3.1.1.25) Explanation of financial effect figure

Since we did not experienced supply chain disruptions due to water stress so far, the effect figure was calculated based on supply chain disruptions from the past based on different reasons (e.g. Corona, longer trims lead times,...) from the past 3 years. The minimum effect is based on a year were we used comparatively little air freight, whereas the maximum effect is based on a year with high air freight intensity. The effect is calculated in relation to net sales from 2023.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Promotion of best practice and awareness in the value chain

(3.1.1.27) Cost of response to risk

12000

(3.1.1.28) Explanation of cost calculation

The cost of response is based on our first collective action program that target Carbon and water reduction in our Taiwanese and Chinese fabric supply chain. The costs cover our share of the costs for the the program for 2022 and 2023 (number of partaking suppliers and brands not disclosed since program costs are deemed sensitive information for competitive reasons).

(3.1.1.29) Description of response

The Carbon reduction project was led by the EOG, you can find more information here: <https://www.europeanoutdoorgroup.com/articles/eog-carbon-reduction-project-targets-half-a-billion-kilogrammes-of-emissions> It is a collective carbon reduction project, in which a number of brands mapped suppliers and engaged with them collectively. The learnings from this project will help us to engage with our Chinese and Italian supply chain the same way.

Plastics

(3.1.1.1) Risk identifier

Select from:

Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Market

Lack of availability and/or increased cost of certified sustainable material

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- Taiwan, China
- Viet Nam

(3.1.1.9) Organization-specific description of risk

We see the risk of a regulated market for especially recycled synthetics in the textile industry. We see the risk of restrictions for PET bottles being recycled into fabrics. In the future, most likely only textile to textile recycled synthetics will be accepted as certified more sustainable. Since this is a technology that needs to be upscaled, we see the risk of a slow adaption and thus, existing fabrics will most likely come with a premium for a couple of years.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Likely

(3.1.1.14) Magnitude

Select from:

- Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Adds costs to fabric prices but will not have a substantive effect on overall financial position or cash flow, but will increase OPEX.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

- Increase investment in R&D

(3.1.1.29) Description of response

To understand respective risks for our business better and mitigate them, we try to be an early adopter and support innovative projects. We spread the risk by having a broad supplier base and diverse fiber composition. For packaging, we work on becoming plastic free in our transport packaging, including single-use polybag packaging for our finished goods.

Climate change

(3.1.1.1) Risk identifier

Select from:

- Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

- Increased severity of extreme weather events

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- Japan
- Viet Nam
- Taiwan, China
- Republic of Korea

- Hong Kong SAR, China

(3.1.1.9) Organization-specific description of risk

Most of our supply chain partners are in the global south (60%). This region is in general more vulnerable to climate change effects than the global north. Changing weather conditions and increasing frequency and severity of extreme weather events (floods, storms, water scarcity, and droughts) can lead to loss of harvest, thereby threatening our raw material sourcing of e.g. cotton or hemp, destroyed homes, and create unsafe circumstances for our supply chain partners. Reduced production capacity can also lead to disruptions in our product supply through delayed deliveries. Independent from production capacity but depending on changes in weather patterns, our warehouses (especially the Asian ones) might not be accessible due to floods or heavy storms. Anyhow, this has an impact on the whole industry, thus we do not solely see a company-specific risk but a greater one. A recent study from the ILO shows, that large swathes of apparel-producing areas in Asia will be underwater by 2030. This may also affect our suppliers in the Ho Chi Minh Area, Viet Nam.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- More likely than not

(3.1.1.14) Magnitude

Select from:

- Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Interruptions in our supply chain, in this case interruption in production of finished goods, can lead to more expensive transport modalities (e.g. air shipments) or penalties in case we can not deliver end products in time. Lost revenue from products that did not make it into the market in time can have significant impact on revenue and thus cash flow along the value chain.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

3185920

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

8155955

(3.1.1.25) Explanation of financial effect figure

To calculate the maximum financial effect figure, we used the calculated productivity headwind from heat loss estimate of 2.57% of COGS from the Global Labor Institute's 2023 study, Higher Ground: Climate Resilience and Fashion's Costs of Adaptation. This study used a representative footwear brand with production in Vietnam to model how heat stress in the Ho Chi Minh area would affect the brand's costs. Given that we have a large amount of producers in Vietnam, we took this estimate as representative of a maximum financial effect and multiplied it by our Cost of Goods figure for 2023 (available in our financial reporting). We took 1% of COGS as our minimum financial impact figure because we are proactively considering climate and water risks in our sourcing strategy; therefore, our supplier mix may look different in the future and we may not experience the effects of extreme weather and heat stress as acutely.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Promotion of best practice and awareness in the value chain

(3.1.1.27) Cost of response to risk

(3.1.1.28) Explanation of cost calculation

The calculation is based on an estimate of our short-term investments in improving the traceability and transparency of our supply chain.

(3.1.1.29) Description of response

To mitigate climate risks coming from the supply chain due to changing weather patterns, we first need to know our supply chain partners. Only if we are able to map our supply chain against climate risk areas, we will be able to adapt to the changing conditions and safeguard our supply chain partners. For this endeavor, we are using Trustrace to help us track our supply chain further down the Tiers. The Social Compliance Audit Assessment tool from Elevate helps us to assess environmental risks in our production countries.

Plastics

(3.1.1.1) Risk identifier

Select from:

Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Policy

Changes to national legislation

(3.1.1.4) Value chain stage where the risk occurs

Select from:

End-of-life management

(3.1.1.6) Country/area where the risk occurs

Select all that apply

Italy

Latvia

- Spain
- Canada
- France
- Greece
- Denmark
- Estonia
- Finland
- Germany
- Portugal
- United States of America
- United Kingdom of Great Britain and Northern Ireland
- Norway
- Poland
- Sweden
- Croatia
- Slovakia
- Slovenia
- Lithuania
- Netherlands
- Switzerland

(3.1.1.9) Organization-specific description of risk

In almost all our markets, EPR regulation is emerging, targeting all kind of packaging but most often having the highest costs on packaging derived from plastics. This adds an additional cost to the end-of-life management of our products, which development is unpredictable but foreseen to increase significantly over the next couple of years (e.g. according to Näringslivets Producentansvar/the Swedish Packaging Agency. Due to the spread of our global markets and slightly different reporting requirements among them, internal effort are huge to ensure compliance and efforts are repetitive. In addition to emerging EPR regulations also in other regions, microplastics/microfiber shedding will potentially be regulated in at least some of the markets. Once threshold values for microplastic/ microfiber shedding become the norm, existing fabrics might need to be re-developed, which creates unforeseeable internal extra effort.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

Very likely

(3.1.1.14) Magnitude

Select from:

Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Adds end-of-life management costs which add up to overall life-cycle costs of packaging. Will not have a substantive effect on overall financial position or cash flow, but will increase OPEX.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

Take action to remove single-use plastic products/packaging

(3.1.1.29) Description of response

We are working on reducing product packaging to a minimum and work on product packaging that is free from individual polybags.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Market

Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Latvia | <input checked="" type="checkbox"/> Czechia |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Germany | <input checked="" type="checkbox"/> Switzerland |
| <input checked="" type="checkbox"/> Slovakia | <input checked="" type="checkbox"/> Republic of Korea |
| <input checked="" type="checkbox"/> Slovenia | <input checked="" type="checkbox"/> Hong Kong SAR, China |
| <input checked="" type="checkbox"/> Singapore | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

Extreme weather events around the world and the vanishing of seasons in some regions will impact our economic performance as well as the reliability of our supply chain. We may lose suppliers, products (in storms at sea), and styles due to a change in preferences of our customers. E.g. a change in climate and weather patterns may lead to a change /shift in the product range. Fenix Outdoor produces inter alia a winter textiles collection that is used in winter recreation areas. If these fail to exist, a limited number of customers will feel the need to buy our winter equipment.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

More likely than not

(3.1.1.14) Magnitude

Select from:

Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

A reduction in demand for winter products would reduce our revenues as the sale of outdoor gear, including winter gear, is one of our primary sources of revenue. Reduction in demand would therefore directly reduce revenue.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

No

(3.1.1.26) Primary response to risk

Diversification

Develop new products, services and/or markets

(3.1.1.27) Cost of response to risk

1500000

(3.1.1.28) Explanation of cost calculation

Cost calculation is based on estimates for product development since this is integrated into our daily business operations. Cost estimate also includes sales infrastructure and material development costs.

(3.1.1.29) Description of response

Our strategy to mitigate the effects of this risk would be to step by step develop lighter garments to diversify our product assortment so we are not as reliant on sales of winter products.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

Heat stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

China

Canada

Norway

Sweden

Finland

Germany

Viet Nam

Netherlands

- Denmark
- United States Virgin Islands
- United Kingdom of Great Britain and Northern Ireland

- Republic of Korea

(3.1.1.9) Organization-specific description of risk

With increasing mean temperatures there will be an increased demand for cooling in summer times, resulting in an increase in energy consumption. According to a study from the IEA, cooling was already in 2018 the fastest-growing use of energy in buildings and made up approximately 20% of a Buildings energy demand. It is projected, that the share will even increase up to 40% by 2025. Within the current setup, the retail business makes up to 70% of our energy consumption and up to 40% of our Scope 2 emissions. Installation of additional cooling equipment will not only increase electricity usage but also the application of refrigerants.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- More likely than not

(3.1.1.14) Magnitude

Select from:

- Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

An increase in electricity usage for cooling applications will result in increased costs for electricity, and potentially also for equipment replacements. This will be accounted for under our OPEX and will lower our operating margin.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

500000

(3.1.1.28) Explanation of cost calculation

Cost for mitigation measures was estimated based on the implementation cost of previous energy reduction and energy efficiency projects.

(3.1.1.29) Description of response

To reduce the future burden of increased cooling demands, we conduct energy efficiency projects, especially in our retail stores as they are the main consumers of electricity in our group. We switch to LED lighting whenever possible to keep the additional heat input low (and of course to reduce electricity consumption in total). To keep our cooling and electricity load as small as possible in new store locations, we conduct a Due Diligence process for each potential new location to assess the need for renewal or maintenance of the HVAC systems during the refurbishment period. Since we are required to conduct energy audits in Sweden and Germany, we derive general findings from those audits for the whole group.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk5

(3.1.1.3) Risk types and primary environmental risk driver

Technology

- Transition to lower emissions technology and products

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- United States of America
- Viet Nam

(3.1.1.9) Organization-specific description of risk

Cotton and Polyester make up approximately 30% of our raw material consumption on a group level. To source this raw material more sustainably (organic cotton, recycled cotton, recycled polyester), is an overarching target of the group. In 2020, our American outdoor lifestyle clothing brand Royal Robbins committed to transitioning to 80% recycled polyester on a style basis by 2025. In 2023 Royal Robbins reached 82%.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

More likely than not

(3.1.1.14) Magnitude

Select from:

Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

An increase in the raw material costs for our goods will result in an overall increased cost for our goods. Unless we raise the price of our goods, this will result in a lower margin and thus overall lower revenues.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

200000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

250000

(3.1.1.25) Explanation of financial effect figure

The impact figures represent the costs to achieve 100% organic cotton and 80% recycled polyester targets across all brands' production. The cotton figure was taken from the USDA 2024 commodity prices for conventional and organic cotton and multiplies by the amount of cotton in 2023 that had not been transitioned to organic cotton. The minimum impact is based on the lowest price difference between conventional and organic cotton, and the maximum impact is based on the highest price difference between conventional and organic cotton. The same calculations were done for polyester, assuming polyester is 10 (min figure) to 20% (max figure) more expensive than virgin polyester.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

- Promotion of best practice and awareness in the value chain

(3.1.1.27) Cost of response to risk

45000

(3.1.1.28) Explanation of cost calculation

Cost for mitigation is based on membership fees for various textile and apparel coalitions.

(3.1.1.29) Description of response

To mitigate the risk of our raw material consumption, we foster our relationships in the supply chain with our long-term suppliers. This includes fostering relationships with our Tier 2 suppliers for synthetics and Tier 4 suppliers for natural fibers. In addition, we can work with other organizations in the industry to be more effective in engaging suppliers. We are active members of the Cascale/Sustainable Apparel Coalition (SAC) and the Textile Exchange (TE). Both memberships help us to stay up-to-date with current market developments and to deepen our knowledge about potential supply chain business partners. It ensures our ability to purchase organic cotton and recycled polyester also during hard times in the market.

[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

- Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

739400

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

1-10%

(3.1.2.7) Explanation of financial figures

weather impacts on sales; climate change and weather patterns connection

Water

(3.1.2.1) Financial metric

Select from:

Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

Less than 1%

(3.1.2.7) Explanation of financial figures

Not a substantial financial impact but transparency is an issue in terms of cost increases

[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

China

Huang He (Yellow River)

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

Upstream value chain

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

10

(3.2.10) % organization's total global revenue that could be affected

Select from:

1-10%

(3.2.11) Please explain

In this region, we have Tier 1 and Tier 2 suppliers. The amount of Tier 2 suppliers is relatively small compared to our overall supplier base and our Tier 1 suppliers are not affected as much.

Row 2

(3.2.1) Country/Area & River basin

Italy

Po

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

Upstream value chain

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

5

(3.2.10) % organization's total global revenue that could be affected

Select from:

1-10%

(3.2.11) Please explain

[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

(3.3.1) Water-related regulatory violations

Select from:

No

(3.3.3) Comment

We were not subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations. This is published on page 57 of the 2023 Fenix Outdoor CSR Report.

[Fixed row]

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

Yes, we have identified opportunities, and some/all are being realized

Water

(3.6.1) Environmental opportunities identified

Select from:

No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Not an immediate strategic priority

(3.6.3) Please explain

*we use water in one of our stores to create an artificial pool for kayaking and diving exercises and tests. the benefits versus costs were assessed; the costs are high but the benefit is image-building in relevant stakeholder groups. groupwide the effect is neglectable. Products that are less water intense during production can become more relevant in the future with regards to PEF regulation and mandatory disclosure of a product's environmental attributes and performance.
[Fixed row]*

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- Brazil
- Chile
- Mexico
- Republic of Korea

(3.6.1.8) Organization specific description

We started to develop garments for hotter, more humid conditions. This will also help us to stay strong in the market when conditions for outdoor activities will change in our main markets (Europe and US) due to climate change. This potentially gives us the chance to also expand our business to the global south, were conditions are already very suitable for our lighter products.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues through access to new and emerging markets

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

As customers need to purchase proportionally more warm weather outdoor clothing as some parts of the planet warm, we will expand our warm weather assortment. This would result in increased revenues in new markets which would increase our revenues overall. However, we will have to devote budget to developing these products.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

No

(3.6.1.24) Cost to realize opportunity

1500000

(3.6.1.25) Explanation of cost calculation

Cost calculation is based on estimates for product development since this is integrated into our daily business operations. Cost estimate also includes sales infrastructure and material development costs.

(3.6.1.26) Strategy to realize opportunity

Step by step development of lighter garments suitable for markets in the global south; cost to realize is an estimate since product development is integrated in our daily business operations; biggest cost share is implementation of sales infrastructure and material development.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

- Ability to diversify business activities

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- Canada
- Norway
- Sweden
- Denmark
- Finland
- Germany
- United States of America

(3.6.1.8) Organization specific description

During every product's production, use, and end-of-life phase, it emits greenhouse gases. Circularity (next to climate action, social compliance/transparency, and customer engagement) is one pillar of our 2025 CSR strategy. Circular business models are mainly implemented in our own retail unit Friluft's Retail. With our rental and second-hand business models, we try to limit the number of products being produced and at the same time enable people to enjoy the great outdoors without owning the equipment needed. This is especially important for gear that is used occasionally, as tents, boats, or equipment for children. In 2020, Globetrotter started an online-based rental service and a second-hand concept.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues through access to new and emerging markets

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased opportunity to introduce circular economy principles into our business model will diversify our revenue streams so we are not fully dependent on new product production to make profit as a company. This will make us more resilient in the face of other climate- or non-climate related changes to consumer preferences in the future. In the longer term, used product could potentially serve as a product input, where we could recycle used fibers into new garments. However, this is likely years away from being possible in a financially viable way for us.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

No

(3.6.1.24) Cost to realize opportunity

500000

(3.6.1.25) Explanation of cost calculation

Cost calculation is based on the budget needed to create and maintain a secondhand program in the indicated countries, including time and personnel to manage the programs. Cost estimate currently does not include estimates around textile-to-textile recycling as that is likely a longer-term initiative.

(3.6.1.26) Strategy to realize opportunity

Each brand is responsible for researching and implementing their own resale initiatives, including but not limited to, repair/tailor stations in-store; secondhand purchasing of goods; acre and repair tutorials for customers. North America has a team of tailors in-store and the Circularity and Warranty Manager is responsible for overseeing these initiatives. In Europe, each retail group has their own project manager as well as store staff who support in-store product takeback. In many stores we have repair service stations.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

- Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

- Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Czechia |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Estonia |
| <input checked="" type="checkbox"/> Finland | <input checked="" type="checkbox"/> Netherlands |

- Germany
- Hungary
- Slovakia
- Slovenia
- United States of America
- United Kingdom of Great Britain and Northern Ireland

- Switzerland
- Taiwan, China
- Republic of Korea
- Hong Kong SAR, China

(3.6.1.8) Organization specific description

Customers will be more and more interested in the way their purchased products are contributing to climate change and will go for the more climate friendly alternative as they become aware of nature's value for mitigating climate change. Once this awareness is established in the broader society, people will strive for being outdoors, spending time in nature and thus we anticipate a higher demand for outdoor and trekking clothing. Changes in climatic conditions in today's more temperate regions may lead to a higher demand for protective clothing (against vector-borne diseases, sunlight, rainfall etc.). Opportunities may also rest in different outdoor behavior, requiring different and more groups to protect against "regular" weather patterns. The chance is enhanced production of slightly different and specialized products.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

- Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Customers who will become more aware of climate change and its impacts will be motivated to purchase from companies that offer climate-friendly products and make an effort to reduce their environmental impact. As a result of this, more customers will be drawn to Fenix brands and their products, resulting in higher revenues as climate change awareness grows and becomes a factor in purchasing decisions.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

No

(3.6.1.24) Cost to realize opportunity

1000000

(3.6.1.25) Explanation of cost calculation

Cost calculation is based on the budget outlined in our publicly available climate change transition plan. The plan will be implemented over the next 5-6 years through 2030.

(3.6.1.26) Strategy to realize opportunity

*We will follow our climate change transition strategy as well as work to meet our environmental, social, and governance goals outlined elsewhere in our CSR report.
[Add row]*

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

739400

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

1-10%

(3.6.2.4) Explanation of financial figures

*The figure represents the increased assortment for spring/summer collections (gear for warmer conditions) for all Fenix brands and is estimated conservatory.
[Add row]*

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

Executive directors or equivalent

Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

No

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

Yes

Water

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

Not an immediate strategic priority

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

our board is structured differently than most other boards with a strong majority owner. Subsequently no resources exist for water- or other topical oversight; the CSO has delegated authority to manage all sustainability/ESG relevant topics. The CSO will establish routines for risk assessments on various topics including water-related risks.

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

Not an immediate strategic priority

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

our board is structured differently than most other boards with a strong majority owner. Subsequently no resources exist for water- or other topical oversight; the CSO has delegated authority to manage all sustainability/ESG relevant topics. The CSO will establish routines for risk assessments on various topics including biodiversity-related risks.

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

Board chair

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

No

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

Overseeing and guiding major capital expenditures

Reviewing and guiding annual budgets

(4.1.2.7) Please explain

The CSO reports annually to the owner of the group and has a direct line when important sustainability and climate matters arise that have a significant financial, operational or reputational impact. In all internal meetings of the different segments (Brands, retail, global sales) climate change topics are always on the agenda. These meetings take place in different frequencies (e.g., bi-weekly, monthly or weekly) and always include all CEOs of all operational entities.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

Consulting regularly with an internal, permanent, subject-expert working group

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

Consulting regularly with an internal, permanent, subject-expert working group

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing engagement in landscapes and/or jurisdictions
- Managing supplier compliance with environmental requirements
- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a climate transition plan
- Implementing a climate transition plan
- Conducting environmental scenario analysis
- Managing annual budgets related to environmental issues
- Developing a business strategy which considers environmental issues
- Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Annually

(4.3.1.6) Please explain

The CSO reports annually to the owner of the group and has a direct line when important sustainability and climate matters arise that have a significant financial, operational or reputational impact. In all internal meetings of the different segments (Brands, retail, global sales) climate change topics are always on the agenda. These meetings take place in different frequencies (e.g., bi-weekly, monthly or weekly) and always include all CEOs of all operational entities

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- Measuring progress towards environmental science-based targets
- Setting corporate environmental targets

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Annually

(4.3.1.6) Please explain

See response to climate row.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing the business strategy related to environmental issues
- Managing annual budgets related to environmental issues
- Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Annually

(4.3.1.6) Please explain

*See response to climate row.
[Add row]*

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

We provide disincentives for those units who deliberately violate our climate policies or (for even good reasons) do not follow the strategy we have set.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

*We provide disincentives for those units who deliberately violate our climate policies or (for even good reasons) do not follow the strategy we have set.
[Fixed row]*

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	<i>Select from:</i> <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- Climate change
- Water

(4.6.1.2) Level of coverage

Select from:

- Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain

(4.6.1.4) Explain the coverage

Our environmental policies currently cover our direct operations, including production, logistics, retail, and offices. They also apply to our upstream supply chain. There are no exclusions for the Fenix Way/Supplier Code of Conduct and the RSL because they are part of contractual documents. Upload failed, please find Fenix Way and RSL here: Fenix Way: https://www.fenixoutdoor.com/wp-content/uploads/2023/04/the_fenix_way_2019.pdf?_gl1*13eel9*_up*MQ..*_ga*MTUyMzYwNzYwNy4xNzI3ODcwMzk4*_ga_KS3F455BEY*MTcyNzg3MDM5Ny4xLjEuMTcyNzg3MDQxMS4wLjAuMA.. RSL: https://www.fenixoutdoor.com/wp-content/uploads/2024/07/Guideline_Chemicals_EN_CLEAN-Rev-7.0-Fenix-Outdoor.pdf?_gl1*13eel9*_up*MQ..*_ga*MTUyMzYwNzYwNy4xNzI3ODcwMzk4*_ga_KS3F455BEY*MTcyNzg3MDM5Ny4xLjEuMTcyNzg3MDQxMS4wLjAuMA..

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to comply with regulations and mandatory standards
- Commitment to take environmental action beyond regulatory compliance
- Commitment to implementation of nature-based solutions that support landscape restoration and long-term protection of natural ecosystems

Climate-specific commitments

- Commitment to 100% renewable energy

Social commitments

- Adoption of the UN International Labour Organization principles
- Commitment to respect internationally recognized human rights

Additional references/Descriptions

- Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns
- Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement
- Yes, in line with another global environmental treaty or policy goal, please specify

(4.6.1.7) Public availability

Select from:

Publicly available

(4.6.1.8) Attach the policy

2018-05-23-Company-Animal-Welfare-Policy.pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

Race to Zero Campaign

Sustainable Apparel Coalition (SAC)

Textile Exchange

UN Global Compact

Other, please specify :Fashion Industry Charter for Climate Action (UNFCCC), STICA, OIA's Climate Action Corp

(4.10.3) Describe your organization's role within each framework or initiative

We have been a reliable and constant signatory to and supporter of the UN Global Compact since 2012 and continue at the participant level for its further engagement. Within the UN Fashion Industry Charter for Climate Action we led the Working Group "Owned and operated emissions" from 2021-May 2023 and actively took part in the raw material working group. We use the tools from TE to inform our material work (among others) and adhere to the membership requirements from Cascale/SAC.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

Paris Agreement

(4.11.4) Attach commitment or position statement

Letter-of-Commitment-Fenix-Outdoor.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Policies of the industry associations.

[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

Other trade association in Europe, please specify :European Outdoor Group

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our position is consistent because both industry associations rooted their climate work and positioning in the Paris Agreement. Both Associations are member-led (OIA and EOG) and include member companies in the creation of position statements.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

96000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Funding represents membership fees for those trade associations. The fee is in relation to company size and funds the trade associations governing structure. By that, membership companies ensure that they are heard and that the associations are member-led and in aligned with their values and positions.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

Paris Agreement

[Add row]

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

- In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ESRS
- GRI

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change
- Water
- Biodiversity

(4.12.1.4) Status of the publication

Select from:

- Complete

(4.12.1.5) Content elements

Select all that apply

- Strategy
- Governance
- Emission targets
- Emissions figures
- Risks & Opportunities
- Value chain engagement
- Water accounting figures

(4.12.1.6) Page/section reference

Whole report

(4.12.1.7) Attach the relevant publication

CSR_2023.pdf

(4.12.1.8) Comment

*This report is also publicly available on our Fenix Outdoor website here: <https://www.fenixoutdoor.com/sustainability/>.
[Add row]*

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

Yes

(5.1.2) Frequency of analysis

Select from:

Annually

Water

(5.1.1) Use of scenario analysis

Select from:

Yes

(5.1.2) Frequency of analysis

Select from:

Every three years or less frequently

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

- IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Policy
- Market
- Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

2025

2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In our Fenix Way (2019) we state that we want to stay in line with the 1,5C target that was agreed on in the Paris Agreement. To be able to assess if our climate targets are ambitious enough, we conducted a scenario analysis based on the WB-2C scenario and re-evaluated it in Q1 2023 based on the IEA NZE 2050 scenario by using the SBTi Target Setting Tool. Due to the absence of sector specific reduction pathways, we have chosen the Absolute Contraction Method (ACM) for our Scope 1 and 2 emissions. To enable moderate business growth, we used a physical intensity target and scenario analysis for our Scope 3 emissions. Growth projection was set to be 10% by 2026.

(5.1.1.11) Rationale for choice of scenario

We used the IEA NZE 2050 scenario because it is aligned with the Paris Agreement target and because it is one of the most commonly used and comprehensive scenario analysis tools. Although our climate targets are not SBTi-certified, the SBTi Corporate Net-Zero Standard is also informed by the IEA NZE 2050 scenario which further lends to its credibility and acceptance as an industry standard.

Water

(5.1.1.1) Scenario used

Water scenarios

WRI Aqueduct

(5.1.1.3) Approach to scenario

Select from:

Qualitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

- 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

- Global regulation

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenario analysis will inform the development of our water-related targets. Within the WRI Aqueduct tool, we set the timeframe as 2030 and used the "Business As Usual" scenario, which is based on SSP3, representing a middle-of-the-road future where temperatures increase by 2.8C to 4.6C by 2100. We considered that this scenario may include climate-related change of weather patterns that lead to droughts in water-rich regions, which may shift arable lands and subsequently the crops/husbandry of animal farming. A constraint to this analysis is that we do not have full transparency to the farm-level for all of our products. Therefore, the

scenario analysis only represents the water risks in the areas of our direct operations and Tier 1 and Tier 2 production. Until we have a fully traceable supply chain we will not be able to understand the full scope of the water-related risks of our business.

(5.1.1.11) Rationale for choice of scenario

We have previously used the WRI Aqueduct tool to classify areas of current water stress. The tool covers all the main areas of our direct operations and production facilities, and is based on peer-reviewed research and sound methodology. Based on conversations with other brands, it also seems to be an industry-standard tool, which makes our water-related data and targets comparable.

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- Risk and opportunities identification, assessment and management
- Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

We used the climate change scenario analysis we conducted to retroactively validate that our Scope 1 & 2 and Scope 3 climate targets set for 2025 are in line with the 1,5C target of the Paris Agreement. Both analyses showed that our foreseen climate targets are in line with the 1,5C target. Both targets are above what's deemed a necessary reduction. Based on the scenario analysis and the fact that we initiated a couple of renewable electricity projects (switching contracts, setting up a purchase plan for EACs for the upcoming years, investigating in PPAs) at that time, we decided to increase the reduction target from 30% to 40% reduction by 2025 for Scope 1 and 2 emissions and added a target on 100% renewable electricity purchase by 2025. For Scope 3 we felt that our target was ambitious since it exceeded the needed reduction in the scenario analysis by 10%. However, we decided to stick with the target to reduce emissions per product produced by 50% by 2025 (considering purchased goods and services & upstream transportation, base year 2019) but to assess the target on a yearly basis to better reflect economic developments and realize reduction potential. (e.g. purchase more less carbon intensive fibers faster and ahead of the intended purchasing plan).

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- Risk and opportunities identification, assessment and management
- Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The water risk scenario analysis we conducted will be used to spread awareness internally of the potentially upcoming water-related risks of our business. We plan to conduct awareness training with the Sourcing and Production team based on the risks we foresee, and, as a result, for those risks to be incorporated into the brands' material strategies (ex: prioritizing waterless dyeing technologies, less water-intensive input crops, or low-water risk sourcing countries). Additionally, the results of the scenario analysis are informing the ESG strategy we are currently crafting for 2030, which will include concrete water-related targets.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

- Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

- Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Although our climate change transition plan is heavily reliant on moving away from fossil fuels and fossil-fuel based products, we foresee technological challenges to moving away from polyester and heating fuel. Many of our styles include a polyester-based or polyester-blend fabric because of the functionality and durability the fiber imparts. Our materials strategy for Fjällräven, our largest brand by sales, includes a target to move to 90% recycled polyester by 2025 and 100% by 2030, which has a much lower impact than virgin polyester, but it is unlikely we will move away from polyester entirely as a company. In addition, as we have mentioned previously in this report, we face challenges in moving our stores away from conventional heating fuel because the adaptation cost is high. Despite this, the full electrification of our heating is still a part of our climate change transition plan; however, the level we will be able to achieve is heavily dependent on the market and we therefore cannot commit to fully moving away from fossil fuel-based sources.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

We do not have a feedback mechanism in place, but we plan to introduce one within the next two years

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Our transition plan was crafted using the results of the climate change scenario analysis we completed in 2023. Therefore, the key assumptions and dependencies of our transition plan are the same as the key assumptions and dependencies of the climate change scenario analysis.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Since we just developed our climate change transition plan in the reporting year (2023), we have not been able to measure our progress against the transition plan. Progress against our climate targets, which are a part of our climate change transition plan, are addressed in a separate question in this report.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

F_Charter-Transition-Plans_Fenix-Outdoor_230929.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

No other environmental issue considered

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

Products and services

Upstream/downstream value chain

Investment in R&D

Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

Risks

Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change
- Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Our materials strategy consider climate- and water-related risks and opportunities. Our largest impact area as a brand is related to the production of our products and the fibers and materials that go into them. We purposefully have materials targets to use environmentally-preferred materials with lower impact on the environment. For example, we have a goal to achieve 100% organic cotton in our products by 2025 (compared to conventional cotton). In the future, we see a need to shift away from cotton completely and find a suitable substitute. In addition, we continually explore dyeing processes for our garments that are low- or no-water use. In addition, as the world warms, we consider increasing our investment in Spring/Summer products. We have traditionally been strongest in the Fall/Winter category, but foresee growth in demand for warm weather products as we continue to feel the effects of climate change. To take advantage of this growth, we will further develop these products within our line.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change
- Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We have a preferred supplier strategy, which takes into account the willingness and effectiveness of our suppliers in adopting initiatives to minimize their (and therefore our) impacts on climate and water. We evaluate these actions in our supplier scorecard. It also takes into account a supplier's audit scores, ensuring that the suppliers we continue to work with and give more of our business to are protecting the environment and also respecting human rights. Ensuring our suppliers respect human rights is an important part of our climate strategy as much of our sourcing is in the Global South, which will be some of the first areas to feel the effects of climate change. If our suppliers respect human rights, we can increase the resilience of our workers to the effects of climate change.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change
- Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We are investing in the research and development of water-less or less water-intensive dyeing and tanning methods as a response to foreseen water stress. Apparel manufacturing, especially the dyeing process, is infamously water-intensive and is our main focus in reducing our water use as an organization. We also invest in regenerative and innovative raw materials.

Operations

(5.3.1.1) Effect type

Select all that apply

- Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

In order to do our part as a company to meet the goals of the Paris Agreement, we have included in our strategy the goal to source 100% renewable energy by 2025 for our owned and operated locations. Reducing emissions from the electricity we consume as an organization is one part of our broader climate strategy, which seeks to minimize the impacts of climate change by limiting global warming to 1.5 degrees Celsius.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- Direct costs
- Capital expenditures

(5.3.2.2) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- Climate change
- Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Our CSR Strategy is informed by the environmental risks and opportunities that we have outlined in this report. Every five years, we review the most current research and determine how best we as an organization can reduce our impact and eventually have a positive effect on climate, biodiversity, water, and the circular economy. Our CSR budget is then drafted on an annual basis based on the short-term projects we need to complete in order to meet our longer-term goals. The CSR budget is discussed with and approved by the President and Board Chair.

[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

(5.9.5) Please explain

Fenix Outdoor does not have any water-related CAPEX as water use in our direct operations is mostly household-like. We used similar amounts of water in 2022 and 2023, thus our the change in our water-related OPEX was negligible, or 0. We do not foresee our water use changing from mainly household-like use and therefore do not expect to incur any water-related CAPEX in the future. We do predict that fresh water and wastewater treatment costs in the places where our main operations are located (EU, North America) will increase slightly in the future due to population growth, aging infrastructure, higher energy and operating costs, and stricter legislative requirements. We have conservatively estimated the increased cost to be 5% based on past trends and estimates from country-specific white papers (e.g. price increases for European countries up to 35%).

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years	Select from: <input checked="" type="checkbox"/> No standardized procedure	<i>Tested in 2021 but did not continue due to lack of effectiveness, will be part of 2030 strategy</i>

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	Select from:	Select all that apply

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Water
Customers	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Water
Investors and shareholders	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Water
Other value chain stakeholders	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Plastics

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

100%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

The higher capacity at a supplier, the more substantive the impact/dependency (minimum capacity 5%, 25% max; substantive defined as 15-25%).

(5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

Select from:

26-50%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

18

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change
- Procurement spend
- Strategic status of suppliers

(5.11.2.4) Please explain

We engage with the respective suppliers for impact programs because of limited financial resources and HR, so we need to focus on where we have biggest impact/leverage. However, for capacity building we engage with our whole supplier base.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- Material sourcing
- Strategic status of suppliers

(5.11.2.4) Please explain

Since our water footprint is biggest in our fabric supply chain, we focus our work on nominated and strategic Tier 2 suppliers. Impact programs for Climate Action most often also cover water-saving aspects.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Environmental matters are included in our Supplier Code of Conduct, which needs to be signed and agreed on from every business partner. We use Higg FEM and additional internal questionnaires to follow up on compliance during a business relationship. Qualitative environmental requirements are part of the onboarding process of a supplier.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

See above

[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- On-site third-party audit
- Supplier scorecard or rating
- Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

No additional comments

Water

(5.11.6.1) Environmental requirement

Select from:

- Waste and resource reduction and material circularity

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Second-party verification
- Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

- 26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance
- Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

No additional comments

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Adoption of the UN International Labour Organization Principles

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- On-site third-party audit
- Second-party verification
- Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

No additional comments

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Disclosure of GHG emissions to your organization (Scope 1, 2 and 3)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Supplier scorecard or rating
- Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

- 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

- 26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance
- Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

No additional comments

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Substitution of hazardous substances with less harmful substances

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Second-party verification
- Supplier scorecard or rating
- Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

No additional comments

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Waste and resource reduction and material circularity

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Supplier scorecard or rating
- Other, please specify :Country specific part-taking in industry programs in Vietnam (GIZ Waste No More)

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

- 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

- 26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

No additional comments

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Implementation of emissions reduction initiatives

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Second-party verification
- Supplier scorecard or rating
- Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance
- Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

No additional comments
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

- Develop or distribute resources on how to map upstream value chain
- Provide training, support and best practices on how to measure GHG emissions
- Provide training, support and best practices on how to set science-based targets
- Support suppliers to develop public time-bound action plans with clear milestones
- Provide training, support and best practices on how to mitigate environmental impact
- Support suppliers to set their own environmental commitments across their operations
- Provide training, support and best practices on how to make credible renewable energy usage claims

Information collection

- Collect GHG emissions data at least annually from suppliers
- Collect targets information at least annually from suppliers

Innovation and collaboration

- Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 51-75%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- 51-75%

(5.11.7.8) Number of tier 2+ suppliers engaged

8

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We engage via different industry programs. Some of them are self-assessments and self-paced trainings as well as trainings accompanied by experts (e.g. Higg FEM, Climate Action Training). We fund workshop programs to help suppliers to develop climate targets and carbon reduction roadmaps in collective industry projects (e.g. Carbon Reduction project led by EOG) and we provide feasibility study funding for impact programs (e.g. GIZ Coal Phase Out and EOG-led Transitioning to Renewable Energy in Taiwan project). Via our bi-annually Supply Chain Newsletter we provide supporting tools and resources to our suppliers globally. Our engagement on the ground is accompanied by our very own local sustainability auditors, especially in Vietnam and China. Our engagement led our suppliers to build a local network with peers and experts, supporting on the ground capacity building. It is an equal partnership, where suppliers also reach out to us to ask for information on available industry programs or expanding existing programs to additional factories of theirs.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

- Yes, please specify the environmental requirement :Implementation of emissions reduction initiatives, environmental and GHG disclosure

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

- Yes

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

- Total water withdrawal volumes reduction

(5.11.7.3) Type and details of engagement

Information collection

- Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)
- Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)

(5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 2 suppliers

(5.11.7.8) Number of tier 2+ suppliers engaged

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- Waste and resource reduction and improved end-of-life management

(5.11.7.3) Type and details of engagement

Capacity building

- Provide training, support and best practices on how to mitigate environmental impact
- Support suppliers to develop public time-bound action plans with clear milestones

Information collection

- Other information collection activity, please specify :Waste data

Innovation and collaboration

- Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We engage with suppliers to attend waste trainings designed by us and industry trainings in Vietnam. The trainings help suppliers to understand our waste targets and how they can contribute. Action plans are delivered.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

Yes, please specify the environmental requirement :The engagement helps to ensure we reach our zero landfill target by helping suppliers to understand recycling infrastructure and waste management on-site.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

Other value chain stakeholder, please specify :Industry Initiatives and NGOs

(5.11.9.2) Type and details of engagement

Education/Information sharing

Share information on environmental initiatives, progress and achievements

Innovation and collaboration

Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

- Engage with stakeholders to advocate for policy or regulatory change

(5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We have been a reliable and constant signatory to and supporter of the UN Global Compact since 2012 and continue at the participant level for its further engagement. We actively take part in the working groups within the UN Fashion Industry Charter for Climate Action (UNFCCC) and led the Working Group for owned and operated emissions. In this working group, we worked on a open letter to landlords with the working group members to start conversation with landlords about climate action and brand requirements (e.g. access to data, maintenance, technical upgrades.) We are member of the Swedish Textile Initiative for Climate Action (STICA) and are cooperating in the North American market with the OIA in the Climate Action Corps. As member of SAC we also work on decarbonizing our supply chain. In course of our memberships and commitments we initiated collective action programs in the field of renewable electricity and coal phase out (projects continue in 2023).

(5.11.9.6) Effect of engagement and measures of success

The number of collective projects we took part in shows that sharing knowledge and collaborate has a bigger effect than working as a single brand. We see a high willingness from our supply chain partners to participate in projects. One of these projects identified carbon reduction potentials of around half a billion ton. We measure success in certain ways: 1) Collaboration between brands leads to project realization after concept phase 2) Implementation of ensures along the way of the project 3) Meaningful follow up after the project has ended and implementation of further measures at the sites

Water

(5.11.9.1) Type of stakeholder

Select from:

- Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Other education/information sharing, please specify :Washing instructions for low temperatures

(5.11.9.3) % of stakeholder type engaged

Select from:

- 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We admit that the use-phase is hard to quantify. However, making customers aware of the way of proper washing helps to reduce water and energy consumption during use-phase.

(5.11.9.6) Effect of engagement and measures of success

The effectiveness of the engagement is hard to measure but we assume a majority of customers adheres to the washing instructions to keep their gear functional as long as possible. Measurement: customers use our gear for a very long time and sometimes we get e-mails from customers using 30 year old products.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- Share information about your products and relevant certification schemes
- Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We educate customers on pro-longing a products lifetime by maintaining and repairing products in the right way. Further, we offer customers second-hand gear and inform about the climate benefits of pro-longed product lifetimes.

(5.11.9.6) Effect of engagement and measures of success

The direct effect is hard to measure. However, second-hand and repair services are well received among the customer base. Measurement: customers use our gear for a very long time and sometimes we get e-mails from customers using 30 year old products.

[Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

Climate change

(5.12.4) Initiative category and type

Change to provision of goods and services

- Reduce packaging weight

(5.12.5) Details of initiative

We would be interested in learning more about the potential to ship products without a single-use polybag (but instead, e.g. role packed) or in any alternative, multi-use packaging.

(5.12.6) Expected benefits

Select all that apply

- Improved resource use and efficiency

(5.12.7) Estimated timeframe for realization of benefits

Select from:

- 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

- Yes, lifetime CO2e savings only

(5.12.9) Estimated lifetime CO2e savings

0.04

(5.12.11) Please explain

Some findings from an internal project: - Reduction of product packaging costs by 53% - Increased shipping efficiency (pcs/carton) by 16-25% - 475 kg CO2e avoided per shipment of 13,000 pcs

[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

(5.13.1) Environmental initiatives implemented due to CDP Supply Chain member engagement

Select from:

- No, and we do not plan to within the next two years

(5.13.2) Primary reason for not implementing environmental initiatives

Select from:

- Other, please specify :We don't use the CDP Supply Chain Module to engage with our suppliers but do so via industry initiatives.

(5.13.3) Explain why your organization has not implemented any environmental initiatives

We have implemented many environmental initiatives through industry initiatives (UN Fashion Industry Charter, EOG, GIZ,...) but not through CDP Supply Chain member engagement.

[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We choose operational control because we do have the possibility to implement our operational policies (e.g. energy efficiency guidelines, renewable energy purchasing policy) among our operations in accordance with the GHG protocol. In addition, we want to increase accountability amongst the company as well as alignment with financial reporting.

Water

(6.1.1) Consolidation approach used

Select from:

Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

To stay consistent with Climate Change reporting

Plastics

(6.1.1) Consolidation approach used

Select from:

Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

To stay consistent with Climate Change reporting

Biodiversity

(6.1.1) Consolidation approach used

Select from:

Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

*To stay consistent with Climate Change reporting
[Fixed row]*

C7. Environmental performance - Climate Change

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	<i>Select all that apply</i> <input checked="" type="checkbox"/> Yes, a divestment	Primus	<i>Sale of Primus was completed by end of April 2023. Primus environmental impacts had been accounted for the 4 first month of the year accordingly.</i>

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

We figured, that our Scope 2 emissions from electricity most likely only represent CO2. Thus, we recalculated CO2e emissions from electricity consumption (market-based and location based) for all years. However, since the majority of our electricity consumption comes from renewable resources, the deviance is minor.

[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

Scope 2, location-based

Scope 2, market-based

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

The calculation methodology did not consider other GHG than CO2 for Scope 2 emissions originating in electricity consumption. Our policy requires to recalculate all past years emissions if errors in the methodology occur, without any threshold values.

(7.1.3.4) Past years' recalculation

Select from:

Yes

[Fixed row]

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

We are reporting a Scope 2, market-based figure

(7.3.3) Comment

We report market-based figures based on supplier-specific emission factors and emission factors for residual mixes if available. If a market-based emission factor is not available, location-based emission factor are used.

[Fixed row]

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO₂e)

1355

(7.5.3) Methodological details

Based on GHG Protocol; emission factors are assumed to be CO₂e.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

14373

(7.5.3) Methodological details

Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition. Thus, Scope 2 emissions reflect CO2e.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3483

(7.5.3) Methodological details

Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition. Thus, Scope 2 emissions reflect CO2e.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

63707

(7.5.3) Methodological details

Includes consumables, raw material purchase, energy from Tier 1 suppliers and events. Emission factors for consumables (office supply, marketing material and packaging) are derived from DEFRA, raw material emission factors are based on HIGG MSI and LCA for certain materials. Emissions from factories are calculated like our Scope 1 and 2 emissions (market-based), in relation to our production share. Events are calculated based on the MyClimate Carbon Calculator for events.

Scope 3 category 2: Capital goods

(7.5.3) Methodological details

Not yet calculated

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

914

(7.5.3) Methodological details

Includes LCA emissions for European gas consumption and all renewables that are not covered by Scope 1 and 2.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

5013

(7.5.3) Methodological details

Inbound and outbound transportation CO2e emissions have been calculated and determined as per the latest GLEC-framework. Emission factors for the emissions other than CO2e have been determined via EcoTransIT based on the top three routes in terms of ton-kilometers per modality. These emission factors have been considered as representative and are applied to all other routes outside of the top three, in case these emissions other than Co2e have not been provided by our transport partners. For inbound these emissions often have been provided; for outbound transportation we calculated it ourselves more often. Wheel-to-wheel emission factors have been used for all modalities. Distances between origin and destination for each transport have been determined based on point-to-point distances, whereas in reality many of the transport flows have been moved via hubs. Currently we do not have sufficient visibility on the full trajectory of each shipment. The latter implies that the reported emissions will most likely be an understatement of the actual transportation emissions. Only the emissions have been reported for transportation where Fenix Outdoor was responsible for according to the INCOTERM 2020 applicable for each transport (Inbound: Ex Works and FOB, Outbound: DAP and DDP). Year breaks and inclusion of data have been based on date of arrival in 2023.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

20.0

(7.5.3) Methodological details

Waste data has been collected according to GRI methodology. If unit conversions needed to be applied, those have been calculated based on German conversion factors for waste units (volume to weight). Emission factors are derived from DEFRA.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3898.0

(7.5.3) Methodological details

Activity Data has been reported by travel agency and through an internal reporting tool. Emission factors have been used from DEFRA.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1353.0

(7.5.3) Methodological details

We designed our own survey to collect commuting data from our employees. Since we are working in a hybrid model, emissions are calculated based on the survey and extrapolated to all employees. The total number of employees is not reduced by a certain share of employees working from home anymore, since most working days have been spent in the office and working-from-home emissions have been calculated separately. Emission factors are derived from DEFRA.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

30216

(7.5.3) Methodological details

Based on number of products sold to end-customer during reporting year from brands and retail. Emission factor per product category is derived from an internal Carbon Calculation project together with a consultancy.

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Reporting year	1139	<i>Date input [must be between [10/01/2015 - 10/01/2023]</i>	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>
Past year 1	1078	12/31/2022	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>
Past year 2	1022	12/31/2021	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>
Past year 3	1037	12/31/2020	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

11147

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

713.5

(7.7.4) Methodological details

Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition. Thus, Scope 2 emissions reflect CO2e.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

11797

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

2631

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition. Thus, Scope 2 emissions reflect CO2e.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

11645

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

2751

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition. Thus, Scope 2 emissions reflect CO2e.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

10602

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

1969

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition. Thus, Scope 2 emissions reflect CO2e.

[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

53475

(7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method
- Hybrid method
- Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

69

(7.8.5) Please explain

Actual data has been reported by fabric suppliers and Tier 1 suppliers as well as for marketing materials and events.

Capital goods

(7.8.1) Evaluation status

Select from:

- Relevant, not yet calculated

(7.8.5) Please explain

Capital goods have not been accounted for in the base year. Due to better understanding of our internal financial accounting, we will be able to calculate emissions from capital goods most likely for next year.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

- Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

741

(7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

99

(7.8.5) Please explain

Only very little energy data is estimated based on m2 and representative company-specific average values due to missing data sets.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

- Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4116

(7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

All service providers provided activity and/or emissions data

Waste generated in operations

(7.8.1) Evaluation status

Select from:

Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

89

(7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Hybrid method

Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

20

(7.8.5) Please explain

Data is derived from invoices, extrapolated from representative company-specific average values due to missing data sets or taken from past years.

Business travel

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2597

(7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method
- Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

95

(7.8.5) Please explain

Only reported activity data is used for calculations and a 5% safety margin added.

Employee commuting

(7.8.1) Evaluation status

Select from:

- Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1476

(7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method
- Hybrid method
- Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

21

(7.8.5) Please explain

Reported data is extrapolated to all employees.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Upstream leased assets are not relevant to us, since we do not have other leased assets than captured in Scope 1 and 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

129

(7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

The residual downstream emissions are accounted for under upstream, since they could not be separated yet.

Processing of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

We produce finished products for end-customers. There is no processing of our goods down the value chain.

Use of sold products

(7.8.1) Evaluation status

Select from:

Relevant, not yet calculated

(7.8.5) Please explain

Currently, there is no reliable data out there to calculate emissions during the use phase accurately or even make a fair estimation. We assume this category to be relevant but overall rather small, since our products do not need to be washed that often (or not at all, e.g. tents and backpacks) but are worn several times during outdoor activities before being washed. Our woolen sweaters hardly need to be washed.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

33499

(7.8.3) Emissions calculation methodology

Select all that apply

Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Based on the knowledge we gained through a carbon calculation project on product basis in our Retail business, we did a first rough estimate taking an average End of Life emission factor for all product categories and the total number of products produced in 2023 into consideration.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

No downstream leased assets exist.

Franchises

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Franchise figures are included in Scope 1 and 2 emissions (only 1 franchise worldwide)

Investments

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

The company does not have any investments.

Other (upstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

No other upstream emissions

Other (downstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

*No other downstream emissions
[Fixed row]*

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/30/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

78550

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

0

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

931

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

7148

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

58

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3256

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1529

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

35798

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Figures might have been corrected compared to last years reporting, whenever mistakes have been detected since.

Past year 2

(7.8.1.1) End date

12/30/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

63355

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

0

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

649

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

8843

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

60

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1260

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

680

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

59387

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Figures might have been corrected compared to last years reporting, whenever mistakes have been detected since.

Past year 3

(7.8.1.1) End date

12/30/2020

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

54391

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

0

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

590

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

6189

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

157

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1553

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

486

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

*Figures might have been corrected compared to last years reporting, whenever mistakes have been detected since.
[Fixed row]*

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

Annual process

(7.9.1.2) Status in the current reporting year

Select from:

Underway but not complete for current reporting year – first year it has taken place

(7.9.1.3) Type of verification or assurance

Select from:

Third party verification/assurance underway

(7.9.1.4) Attach the statement

24 - Fenix - GHG Assurance Readiness - Draft_V2.pdf

(7.9.1.5) Page/section reference

Whole assessment report - draft stage since assurance readiness check is underway

(7.9.1.6) Relevant standard

Select from:

Other, please specify :CSRD readiness check

(7.9.1.7) Proportion of reported emissions verified (%)

75

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

(7.9.2.3) Status in the current reporting year

Select from:

Underway but not complete for current reporting year – first year it has taken place

(7.9.2.4) Type of verification or assurance

Select from:

Third party verification/assurance underway

(7.9.2.5) Attach the statement

24 - Fenix - GHG Assurance Readiness - Draft_V2.pdf

(7.9.2.6) Page/ section reference

Whole assessment report - draft stage since assurance readiness check is underway

(7.9.2.7) Relevant standard

Select from:

Other, please specify :CSRD Readiness Check

(7.9.2.8) Proportion of reported emissions verified (%)

75

Row 2

(7.9.2.1) Scope 2 approach

Select from:

Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

(7.9.2.3) Status in the current reporting year

Select from:

Underway but not complete for reporting year – previous statement of process attached

(7.9.2.4) Type of verification or assurance

Select from:

Third party verification/assurance underway

(7.9.2.5) Attach the statement

24 - Fenix - GHG Assurance Readiness - Draft_V2.pdf

(7.9.2.6) Page/ section reference

See above

(7.9.2.7) Relevant standard

Select from:

Other, please specify :See above

(7.9.2.8) Proportion of reported emissions verified (%)

75

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

- Scope 3: Business travel
- Scope 3: Employee commuting
- Scope 3: Purchased goods and services
- Scope 3: Waste generated in operations
- Scope 3: End-of-life treatment of sold products
- Scope 3: Upstream transportation and distribution
- Scope 3: Downstream transportation and distribution
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

- Annual process

(7.9.3.3) Status in the current reporting year

Select from:

- Underway but not complete for current reporting year – first year it has taken place

(7.9.3.4) Type of verification or assurance

Select from:

- Third party verification/ assurance underway

(7.9.3.5) Attach the statement

24 - Fenix - GHG Assurance Readiness - Draft_V2.pdf

(7.9.3.6) Page/section reference

Whole assessment report - draft stage since assurance readiness check is underway

(7.9.3.7) Relevant standard

Select from:

Other, please specify :CSRD Readiness Check

(7.9.3.8) Proportion of reported emissions verified (%)

50

[Add row]

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

1185.74

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

32

(7.10.1.4) Please explain calculation

Change in renewable energy led to a decrease of our scope 2 emissions by 32 percent compared to 2022. For the calculation we took both electricity into district heating into account, since we purchased renewable electricity as well as biogas for a portion of our usage in 2023. 1) Change in emissions (Market-based emissions 2022 - Market-based emissions 2023) 2) Emissions value (Change in emissions from 2022 to 2023)/(2022 Scope 1 & 2 emissions)

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

731.8

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

19.7

(7.10.1.4) Please explain calculation

Emissions reduction activities include but are not limited to: • Retrofitting and installing energy efficiency measures in our stores, distribution centers and in Hanwag's production in Hungary: adjustment of indoor temperatures, more efficient kitchen equipment, installation of motion detectors for lighting and escalators, adjusting and limiting shop window lighting, new window installment and exchange of air con equipment • At Frilufts Retail, a "Checklist: Energy-Saving Tips" was circulated among retail staff. As a result, we can record at least the following saving measures: In four stores the lighting was changed to LED, which will approximately save around 300,000 kWh of electricity annually. In one store the escalator received a motion detector. In one store the maximum temperature in the server room was raised, requiring less energy to cool down the room temperature • Continue our transition path to LED when lighting needs to be repaired in existing locations • Decrease of company cars and exchange of fossil fuel cars to hybrid or electric vehicles. The emissions reduction was calculated for individual projects where possible, and constitutes the reduction left over after accounting for switches to renewable energy and biogas.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Although we divested from Primus in April 2023, this did not change our Scope 1 and 2 emissions as they were 0 in 2022 due to renewable electricity purchase and no gas or district heating usage.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

31.18

(7.10.1.2) Direction of change in emissions

Select from:

Increased

(7.10.1.3) Emissions value (percentage)

0.8

(7.10.1.4) Please explain calculation

The change in output was calculated as the increase in Scope 1 emissions due to increased gas usage and increased refrigerant usage in 2023 compared to 2022. The emissions value was calculated the same as indicated in the "Change in renewable energy consumption" row.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

29.7

(7.10.1.2) Direction of change in emissions

Select from:

Increased

(7.10.1.3) Emissions value (percentage)

0.8

(7.10.1.4) Please explain calculation

In 2023, we accounted for the Scope 1 emissions from our owned vehicles, which we have not measured in the past. 29.7t represents the total Scope 1 emissions from our owned vehicles in 2023.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in boundary

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in physical conditions

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

[Fixed row]

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

	CO2 emissions from biogenic carbon (metric tons CO2)	Comment
	63	<i>Emissions originate from purchase of biogas via biomethane certificates</i>

[Fixed row]

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

CH4

Row 2

(7.15.1.1) Greenhouse gas

Select from:

N2O

Row 3

(7.15.1.1) Greenhouse gas

Select from:

CO2

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.92

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.87

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.42

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

241.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

230.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.29

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.67

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

68.62

(7.16.2) Scope 2, location-based (metric tons CO2e)

450.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

19.79

Estonia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

16.63

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

755.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

134.9

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

3.21

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

379.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

5868

(7.16.3) Scope 2, market-based (metric tons CO2e)

445.5

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.39

(7.16.2) Scope 2, location-based (metric tons CO2e)

29.55

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.06

(7.16.2) Scope 2, location-based (metric tons CO2e)

148.73

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Latvia

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.35

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.62

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

147.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

260.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

7.17

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

405.45

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

11.26

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.34

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

358.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.59

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.98

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.39

Slovenia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.28

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.79

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

865.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

97.38

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.37

(7.16.2) Scope 2, location-based (metric tons CO2e)

4.74

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.02

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

123.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

35.09

(7.16.2) Scope 2, location-based (metric tons CO2e)

52.44

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

249.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

1190

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.55

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.09

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.64

[Fixed row]

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	<i>Administration Office</i>	<i>58.37</i>
Row 2	<i>Retail</i>	<i>575.04</i>
Row 3	<i>Own production</i>	<i>14.39</i>
Row 4	<i>Global and brand sales</i>	<i>26.26</i>
Row 5	<i>Logistics</i>	<i>464.83</i>

[Add row]

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

	Facility	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Warehouses (4)</i>	<i>435.6</i>
Row 2	<i>Offices worldwide (25)</i>	<i>84.63</i>
Row 3	<i>Production facilities (3)</i>	<i>43.57</i>
Row 4	<i>Retail stores worldwide (100)</i>	<i>575</i>

[Add row]

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Joint venture</i>	328	0
Row 2	<i>Own production</i>	262.9	31.11
Row 3	<i>Global and brand sales</i>	642.9	14.2
Row 4	<i>Retail</i>	8430	661
Row 5	<i>Logistics</i>	1282	7.17
Row 6	<i>Administration</i>	200.6	0

[Add row]

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

	Facility	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Production facilities (3)</i>	262.9	31.11
Row 2	<i>Retail stores worldwide (100)</i>	8758	661
Row 3	<i>Warehouses (4)</i>	1282	7.17
Row 4	<i>Offices worldwide (25)</i>	843.5	14.2

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

1138.87

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

10819

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

713.5

(7.22.4) Please explain

The consolidated accounting group includes all entities and business divisions except for the joint venture.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

328

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

"All other entities" consists solely of emissions from our joint venture.

[Fixed row]

(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

Row 1

(7.23.1.1) Subsidiary name

Alpen International Co., Ltd.

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

358.359

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Korean sales company

Row 2

(7.23.1.1) Subsidiary name

Bus Sport AG

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

2.366

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

4.738

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

1.019

(7.23.1.15) Comment

Swiss sales company

Row 3

(7.23.1.1) Subsidiary name

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

6.928

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

16.368

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

5.128

(7.23.1.15) Comment

Emerging markets sales company (Eastern Europe)

Row 4

(7.23.1.1) Subsidiary name

Fenix Outdoor AB

(7.23.1.2) Primary activity

Select from:

Textiles

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

30.1

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor Sweden operations

Row 5

(7.23.1.1) Subsidiary name

Fenix Outdoor Asia

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

3.385

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

29.548

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor Asian operations

Row 6

(7.23.1.1) Subsidiary name

Fenix Outdoor Austria Italy GmbH

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

1.924

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

2.868

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor Austria and Italy operations

Row 7

(7.23.1.1) Subsidiary name

Fenix Outdoor Danmark ApS

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

14.99

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

2.746

(7.23.1.15) Comment

Fenix Outdoor Denmark operations

Row 8

(7.23.1.1) Subsidiary name

Fenix Outdoor Finland Oy

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

10.097

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

4.253

(7.23.1.15) Comment

Fenix Outdoor Finland operations

Row 9

(7.23.1.1) Subsidiary name

Fenix Outdoor Import LLC

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

339.752

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

489.393

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor USA operations

Row 10

(7.23.1.1) Subsidiary name

Fenix Outdoor Logistics BV

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

144.586

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

207.561

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

7.169

(7.23.1.15) Comment

Row 11

(7.23.1.1) Subsidiary name

Fenix Outdoor Logistics GmbH

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

38.856

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

637.136

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor German logistics

Row 12

(7.23.1.1) Subsidiary name

Fenix Outdoor Norge A/S

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

88.214

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor Norway operations

Row 13

(7.23.1.1) Subsidiary name

Fenix Outdoor s.r.o., Czech

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

5.292

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0.67

(7.23.1.15) Comment

Fenix Outdoor Czech Republic operations

Row 14

(7.23.1.1) Subsidiary name

Fenix Outdoor Taiwan Co., Ltd.

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

123.415

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor Taiwan operations

Row 15

(7.23.1.1) Subsidiary name

Fenix Outdoor UK Ltd

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

11.972

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor UK operations

Row 16

(7.23.1.1) Subsidiary name

Fjällräven B.V.

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

2.694

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

57.729

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fjällraven Netherlands operations

Row 17

(7.23.1.1) Subsidiary name

Fjällräven Canada Retail Inc

(7.23.1.2) Primary activity

Select from:

Apparel stores

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

48.801

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

130.877

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fjallraven Canada retail operations

Row 18

(7.23.1.1) Subsidiary name

Fjällräven GmbH

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

8.96

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

8.385

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fjällraven Germany operations

Row 19

(7.23.1.1) Subsidiary name

Fjällräven USA LLC

(7.23.1.2) Primary activity

Select from:

Apparel stores

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

94.529

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

710.347

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fjallraven USA retail operations

Row 20

(7.23.1.1) Subsidiary name

Friluftsland A/S

(7.23.1.2) Primary activity

Select from:

Specialist retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

68.622

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

435.283

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

17.043

(7.23.1.15) Comment

Friluftsland Denmark retail operations

Row 21

(7.23.1.1) Subsidiary name

Globetrotter GmbH

(7.23.1.2) Primary activity

Select from:

Specialist retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

320.028

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

5121.37

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

414.349

(7.23.1.15) Comment

Globetrotter Germany retail operations

Row 22

(7.23.1.1) Subsidiary name

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

11.904

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

101.001

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

31.113

(7.23.1.15) Comment

Hanwag brand operations

Row 23

(7.23.1.1) Subsidiary name

Jiangsu Leader Outdoor Technology Development Company Limited

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

27.994

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Supply chain auditing

Row 24

(7.23.1.1) Subsidiary name

Joint Venture

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

328.048

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Jiang Su Fenix China sales

Row 25

(7.23.1.1) Subsidiary name

Naturkompaniet AB

(7.23.1.2) Primary activity

Select from:

Specialist retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

835.325

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

97.378

(7.23.1.15) Comment

Naturkompaniet Sweden retail operations

Row 26

(7.23.1.1) Subsidiary name

Naturkompaniet A/S

(7.23.1.2) Primary activity

Select from:

Specialist retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

317.233

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Naturkompaniet Norway retail operations

Row 27

(7.23.1.1) Subsidiary name

Partioaitta Oy

(7.23.1.2) Primary activity

Select from:

Specialist retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

745.299

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

130.642

(7.23.1.15) Comment

Partioaitta Denmark retail operations

Row 28

(7.23.1.1) Subsidiary name

Primus Eesti

(7.23.1.2) Primary activity

Select from:

Consumer goods wholesale & rental

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

16.63

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Primus brand operations

Row 29

(7.23.1.1) Subsidiary name

Progress Kft

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

2.481

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

147.531

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Hungary production facility

Row 30

(7.23.1.1) Subsidiary name

Royal Robbins LLC

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

7.966

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

89.915

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

1.552

(7.23.1.15) Comment

Royal Robbins brand operations

Row 31

(7.23.1.1) Subsidiary name

Trekkit Holding Ltd

(7.23.1.2) Primary activity

Select from:

Specialist retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

35.091

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

40.469

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Trekkit retail operations

Row 32

(7.23.1.1) Subsidiary name

Fenix Outdoor s.r.o., Slovakia

(7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

1.976

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0.398

(7.23.1.15) Comment

Fenix Outdoor Slovakia operations

Row 33

(7.23.1.1) Subsidiary name

Fenix Outdoor Pacific Asia Pacific ptc Ltd

(7.23.1.2) Primary activity

Select from:

Other professional services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

1.592

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Fenix Outdoor Asia Pacific operations

[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

Allocating emissions can only be done by share (market share, share of products,...), which would not reflect the real impact of a customer's processes and decisions (e.g. deadline extension to prevent a brand from flying or what type of products the customer chooses for its offer). To allocate specific customer emissions it would require a holistic analytical system for all different business units to make activity data available. To implement a system like this, is the main challenge.

[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

No

(7.28.3) Primary reason for no plans to develop your capabilities to allocate emissions to your customers

Select from:

Not an immediate strategic priority

(7.28.4) Explain why you do not plan to develop capabilities to allocate emissions to your customers

We expect future regulation to specify which environmental information (including product carbon footprints) need to be disclosed on a product. With that information, customers can calculate the share based on our products easily.

[Fixed row]

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

(7.30.1.3) MWh from non-renewable sources

5342.71

(7.30.1.4) Total (renewable and non-renewable) MWh

5660.71

Consumption of purchased or acquired electricity**(7.30.1.1) Heating value***Select from:* Unable to confirm heating value**(7.30.1.2) MWh from renewable sources**

16735.43

(7.30.1.3) MWh from non-renewable sources

2

(7.30.1.4) Total (renewable and non-renewable) MWh

16737.43

Consumption of purchased or acquired heat**(7.30.1.1) Heating value***Select from:* Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

5207.74

(7.30.1.4) Total (renewable and non-renewable) MWh

5207.74

Total energy consumption

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

17053.43

(7.30.1.3) MWh from non-renewable sources

10552.44

(7.30.1.4) Total (renewable and non-renewable) MWh

27605.88

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

318

(7.30.7.8) Comment

Purchase of biogas via biomethane certificates

Other biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No reported usage.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No reported usage.

Coal

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No reported usage.

Oil

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No reported usage.

Gas

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

5342.71

(7.30.7.8) Comment

All locations self-report using purchased gas for heating applications. We received no reports of our facilities using other biomass, renewable hydrogen, coal, oil, or other non-renewable fuels in 2023.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No reported usage.

Total fuel

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

5660.71

(7.30.7.8) Comment

Total fuel consists of gas and biogas purchase only.

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

Austria

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 2

(7.30.14.1) Country/area

Select from:

Belgium

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 3

(7.30.14.1) Country/area

Select from:

Canada

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

110

(7.30.14.6) Tracking instrument used

Select from:

US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2007

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 4

(7.30.14.1) Country/area

Select from:

China

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

(7.30.14.6) Tracking instrument used

Select from:

I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 5**(7.30.14.1) Country/area**

Select from:

Czechia

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 6

(7.30.14.1) Country/area

Select from:

Denmark

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

16

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 7

(7.30.14.1) Country/area

Select from:

Estonia

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

50

(7.30.14.6) Tracking instrument used

Select from:

- GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 8

(7.30.14.1) Country/area

Select from:

Finland

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1013

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Wind and hydro power procured through contract with local utility provider.

Row 9

(7.30.14.1) Country/area

Select from:

France

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 10

(7.30.14.1) Country/area

Select from:

Germany

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8828

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Hydropower procured through contract with electricity utility

Row 11

(7.30.14.1) Country/area

Select from:

- Hong Kong SAR, China

(7.30.14.2) Sourcing method

Select from:

- Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

- Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

33

(7.30.14.6) Tracking instrument used

Select from:

- I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 12

(7.30.14.1) Country/area

Select from:

Hungary

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 13**(7.30.14.1) Country/area**

Select from:

Latvia

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 14

(7.30.14.1) Country/area

Select from:

Netherlands

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

165

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Netherlands

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Wind power procured through contract with local utility provider.

Row 15

(7.30.14.1) Country/area

Select from:

Norway

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

225

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Norway

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Wind power procured through contract with local utility provider.

Row 16

(7.30.14.1) Country/area

Select from:

Poland

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :RGP

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Poland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities, Polish GO

Row 17

(7.30.14.1) Country/area

Select from:

- Republic of Korea

(7.30.14.2) Sourcing method

Select from:

- Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

- Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

431

(7.30.14.6) Tracking instrument used

Select from:

- I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 18

(7.30.14.1) Country/area

Select from:

Singapore

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

(7.30.14.6) Tracking instrument used

Select from:

I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Malaysia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 19**(7.30.14.1) Country/area**

Select from:

Slovakia

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 20

(7.30.14.1) Country/area

Select from:

Slovenia

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Slovenia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 21

(7.30.14.1) Country/area

Select from:

Sweden

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2179

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Wind power procured through contract with local utility provider.

Row 22

(7.30.14.1) Country/area

Select from:

Switzerland

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Mix

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Wind and hydro power procured through contract with local utility provider.

Row 23

(7.30.14.1) Country/area

Select from:

Taiwan, China

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

113

(7.30.14.6) Tracking instrument used

Select from:

I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 24

(7.30.14.1) Country/area

Select from:

United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Other biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

(7.30.14.6) Tracking instrument used

Select from:

REGO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1960

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 25**(7.30.14.1) Country/area**

Select from:

United States of America

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1391

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1958

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 26

(7.30.14.1) Country/area

Select from:

Viet Nam

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.14.6) Tracking instrument used

Select from:

I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Viet Nam

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.14.10) Comment

Part of annual REC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 27

(7.30.14.1) Country/area

Select from:

Germany

(7.30.14.2) Sourcing method

Select from:

Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

Heat

(7.30.14.4) Low-carbon technology type

Select from:

Other biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

60

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Biogas procured for our Bavarian production facility through contract with near-distance neat supply plant of an organic farm (Nahwärme).

Row 28

(7.30.14.1) Country/area

Select from:

Denmark

(7.30.14.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

- Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

550

(7.30.14.6) Tracking instrument used

Select from:

- Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- Norway

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

(7.30.14.10) Comment

We pay a premium and secure EACs for each MWh sourced from power supplier

Row 29

(7.30.14.1) Country/area

Select from:

Germany

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

18

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 30

(7.30.14.1) Country/area

Select from:

Netherlands

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

257

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 31

(7.30.14.1) Country/area

Select from:

Norway

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

303

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1997

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 32

(7.30.14.1) Country/area

Select from:

Sweden

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

70

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Czechia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2020

(7.30.14.10) Comment

Part of annual EAC purchase to cover electricity usage that cannot be converted to renewable electricity through local utilities

Row 33

(7.30.14.1) Country/area

Select from:

Germany

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Heat

(7.30.14.4) Low-carbon technology type

Select from:

Other biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

312

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Green gas Certification Scheme

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

First trial purchase of biomethane certificates

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

5.81

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5.81

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

2.68

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.68

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

428.19

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

428.19

China

(7.30.16.1) Consumption of purchased electricity (MWh)

395.54

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

395.54

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

4.34

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

4.16

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8.50

Denmark

(7.30.16.1) Consumption of purchased electricity (MWh)

566.31

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

443.65

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1009.96

Estonia

(7.30.16.1) Consumption of purchased electricity (MWh)

17.6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

17.60

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

1021.18

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

843.09

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1864.27

France

(7.30.16.1) Consumption of purchased electricity (MWh)

6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6.00

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

8845.54

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2141.27

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

10986.81

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

25.94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

25.94

Hungary

(7.30.16.1) Consumption of purchased electricity (MWh)

233.65

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

233.65

Latvia

(7.30.16.1) Consumption of purchased electricity (MWh)

1.82

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.82

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

421.53

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

247.22

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

668.75

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

527.86

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

527.86

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

6.68

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3.97

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

10.65

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

428.91

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

428.91

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

1.9

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.90

Slovakia

(7.30.16.1) Consumption of purchased electricity (MWh)

2.78

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3.01

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5.79

Slovenia

(7.30.16.1) Consumption of purchased electricity (MWh)

1.14

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

5.1

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6.24

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

2178.66

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1471.95

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3650.61

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

8.7

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

44.3

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

53.00

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

115.85

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

115.85

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

95.65

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

95.65

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

1393.03

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1393.03

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

0.12

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.12

[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

2.51

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

1852.32

(7.45.3) Metric denominator

Select from:

unit total revenue

(7.45.4) Metric denominator: Unit total

739

(7.45.5) Scope 2 figure used

Select from:

Market-based

(7.45.6) % change from previous year

20.3

(7.45.7) Direction of change

Select from:

Decreased

(7.45.8) Reasons for change

Select all that apply

- Change in renewable energy consumption
- Other emissions reduction activities

(7.45.9) Please explain

Intensity figure is t CO2e/MEUR net sales (unit revenue is not disclosed publicly). Revenue declined from 2022 to 2023 but emissions declined at a steeper rate, resulting in the decline in carbon intensity between 2022 and 2023.

[Add row]

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

- Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

- Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.53.1.4) Target ambition

Select from:

- 1.5°C aligned

(7.53.1.5) Date target was set

01/01/2019

(7.53.1.6) Target coverage

Select from:

- Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Carbon dioxide (CO₂)
- Methane (CH₄)
- Nitrous oxide (N₂O)
- Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

- Scope 1
- Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

- Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO₂e)

1355

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO₂e)

3483.13

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

4838.130

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2025

(7.53.1.55) Targeted reduction from base year (%)

40

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

2902.878

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

1138.87

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

713.45

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1852.320

(7.53.1.78) Land-related emissions covered by target

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

154.29

(7.53.1.80) Target status in reporting year

Select from:

Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

The target covers our Scope 1 and Scope 2 emissions, including refrigerant leakage and own transport. Biogenic emissions are calculated but excluded from target.

(7.53.1.83) Target objective

Ensure Fenix Outdoor mitigates its climate impact in own and operated operations in line with international Paris Agreement and to be on par with the industry and our peers. We see it as a license to operate for more sustainable and responsible business. The target is also aligned with our memberships and ensures our compliance with the respective membership requirements with FICCCA and STICA.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

Renewable energy sourcing (electricity and gas), behavioral change and energy efficiency measures based on internal and external energy audits).
[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:

Int 1

(7.53.2.2) Is this a science-based target?

Select from:

Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.53.2.4) Target ambition

Select from:

1.5°C aligned

(7.53.2.5) Date target was set

01/01/2019

(7.53.2.6) Target coverage

Select from:

- Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH4)
- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Nitrogen trifluoride (NF3)
- Sulphur hexafluoride (SF6)

(7.53.2.8) Scopes

Select all that apply

- Scope 3

(7.53.2.10) Scope 3 categories

Select all that apply

- Category 1: Purchased goods and services
- Category 4: Upstream transportation and distribution

(7.53.2.11) Intensity metric

Select from:

- Metric tons CO2e per unit of production

(7.53.2.12) End date of base year

12/31/2019

(7.53.2.15) Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

682

(7.53.2.18) Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

54

(7.53.2.32) Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

736.0000000000

(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

736.0000000000

(7.53.2.36) % of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

95

(7.53.2.39) % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

95

(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

88

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100

(7.53.2.55) End date of target

12/31/2025

(7.53.2.56) Targeted reduction from base year (%)

50

(7.53.2.57) Intensity figure at end date of target for all selected Scopes (metric tons CO2e per unit of activity)

368.0000000000

(7.53.2.59) % change anticipated in absolute Scope 3 emissions

-15

(7.53.2.62) Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

719

(7.53.2.65) Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

55

(7.53.2.79) Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

774.0000000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

774.0000000000

(7.53.2.81) Land-related emissions covered by target

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

-10.33

(7.53.2.83) Target status in reporting year

Select from:

Underway

(7.53.2.85) Explain target coverage and identify any exclusions

Original intensity figure is in T CO2e/MEUR (e.g. BY Cat1: 0.00682), but the figure is too small to be filled in. Target covers our most material scope 3 categories (Purchased goods and services and upstream transportation) as well as Category 3 (Fuel and energy related activities), since it is a mandatory reporting category within the STICA initiative. Cat 3 integrated in our Cat 1, since KPIs and intensity figures would be very small. Webservices are excluded due to too little resources. Our absolute Scope 3 emissions in the respective categories decreased by 16%, mainly due to a decrease in production volume. % of total scope 3 calculated excluding end of life treatment, since those emissions have not been calculated when targets were set (although they are now part of the inventory). However, since we do not see a big leaver in changing EoL treatment for our products until our climate strategy ends in 2025, we deem this approach justifiable.

(7.53.2.86) Target objective

Ensure Fenix Outdoor mitigates its climate impact in own and operated operations in line with international Paris Agreement and to be on par with the industry and our peers. We see it as a license to operate for more sustainable and responsible business. The target is also aligned with our memberships and ensures our compliance with the respective membership requirements with FICCCA and STICA.

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

Our upcoming action will focus on the leavers we identified for our supply chain: switching to less-carbon intense and more sustainable raw materials as well as renewable energy in the supply chain. Raw material targets by 2025 (base year 2019): - Recycled Polyester: 90% - Organic cotton: 100% - Preferred wool: 100% - Recycled Nylon: 70% Energy-related supply chain targets by 2025 (base year 2019): Renewable energy target: 30% of our strategic suppliers shall purchase 100% renewable electricity Phase out coal fired boilers by 2025 Within our transportation, we are working on an increase on alternative fuels, e.g. biofuels for our shipments together with our service providers, e.g. Flexport.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

No

[Add row]

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

Low 1

(7.54.1.2) Date target was set

03/14/2020

(7.54.1.3) Target coverage

Select from:

Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

Electricity

(7.54.1.5) Target type: activity

Select from:

Consumption

(7.54.1.6) Target type: energy source

Select from:

Renewable energy source(s) only

(7.54.1.7) End date of base year

12/30/2019

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

16017

(7.54.1.9) % share of low-carbon or renewable energy in base year

83

(7.54.1.10) End date of target

12/30/2025

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

99.99

(7.54.1.13) % of target achieved relative to base year

99.94

(7.54.1.14) Target status in reporting year

Select from:

Achieved

(7.54.1.16) Is this target part of an emissions target?

Yes, this target is the main instrument to achieve our absolute Scope 1 and 2 target.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

Other, please specify :UN Fashion Industry Charter for Climate Action

(7.54.1.19) Explain target coverage and identify any exclusions

Company-specific target: 100% renewable electricity purchase by 2025 for all owned and/or operated Fenix Outdoor locations globally

(7.54.1.20) Target objective

Strategic target to increase renewable electricity consumption within Fenix Outdoor. Also to prevent higher prices of conventional electricity due to introduction/increase of carbon tax/pricing in our markets.

(7.54.1.22) List the actions which contributed most to achieving this target

Retail contracts for renewable electricity for our retail chains in Europe, conversion of conventional contracts into renewable contracts, purchase of EACs (incl. ex-domain)

Row 2

(7.54.1.1) Target reference number

Select from:

Low 1

(7.54.1.2) Date target was set

03/14/2020

(7.54.1.3) Target coverage

Select from:

Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

Heat

(7.54.1.5) Target type: activity

Select from:

Consumption

(7.54.1.6) Target type: energy source

Select from:

Renewable energy source(s) only

(7.54.1.7) End date of base year

12/30/2019

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

0

(7.54.1.9) % share of low-carbon or renewable energy in base year

0

(7.54.1.10) End date of target

12/30/2025

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

0.05

(7.54.1.13) % of target achieved relative to base year

0.05

(7.54.1.14) Target status in reporting year

Select from:

Underway

(7.54.1.16) Is this target part of an emissions target?

Yes, this target is the main instrument to achieve our absolute Scope 1 and 2 target.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

Other, please specify :UN Fashion Industry Charter for Climate Action

(7.54.1.19) Explain target coverage and identify any exclusions

Company-specific target: 100% renewable electricity purchase by 2025 for all owned and/or operated Fenix Outdoor locations globally

(7.54.1.20) Target objective

Strategic target to increase renewable heat consumption within Fenix Outdoor. Also to prevent higher prices of conventional electricity due to introduction/increase of carbon tax/pricing in our markets.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

We secured sustainable gas certificates for 2024 consumption for different markets. To internalize costs, we work on sensitizing our landlords to replace gas fueled heaters with heat pumps or geothermal heating.

[Add row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	1	<i>Numeric input</i>
To be implemented	1	138
Implementation commenced	6	1962
Implemented	5	4350
Not to be implemented	1	<i>Numeric input</i>

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1186

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

15000

(7.55.2.7) Payback period

Select from:

No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

1-2 years

(7.55.2.9) Comment

In 2023, we extended the use of green electricity in oureastern European, North American and Asian locations by investing in energy attribute certificates and green tariffs. The share of our renewable electricity for owned and operated locations is now at 99.99%. The systematic purchase of green electricity is having a significant impact and our scope 2 emissions from electricity, which have decreased by 80% since 2019. We will have to re-purchase these certificates each year which is why the estimated lifetime of the initiative is short. However, we plan to continue sourcing renewable energy until 2030 and beyond.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

62

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

29000

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

5000

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

3-5 years

(7.55.2.9) Comment

In 2023, we also implemented energy efficiency measures in regards to heating and cooling. Main effective measure was to decrease indoor temperature in our German DC, which is heated with gas. Further measures include the adjustment of indoor temperatures in our retail locations worldwide, upgrades of HVAC equipment, and raising the maximum temperature in the server room of one store, requiring less energy to cool.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

Process optimization

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

3032

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 3 category 4: Upstream transportation & distribution

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

2000000

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

1-2 years

(7.55.2.9) Comment

Due to better production planning, fewer supply chain disruptions both at the production of our products as well as in transportation industry, we have been able to reduce the number of products we move via airfreight, both in absolute and in relative terms. The divestment from Primus also led to a decrease in emissions from transportation, due to the impact of their product weights on transport emissions, although freight emissions have been accounted for the first four months of the year. Reducing air freight even further has been appointed as strategic topic for the brands in 2024.

Row 6

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

Biogas

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

69

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

10000

(7.55.2.7) Payback period

Select from:

No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

1-2 years

(7.55.2.9) Comment

Purchase of biogas certificates for one location as pilot.

Row 7

(7.55.2.1) Initiative category & Initiative type

Non-energy industrial process emissions reductions

Process material substitution

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1.4

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

3-5 years

(7.55.2.9) Comment

Our brand Tierra switched certain fabrics from virgin polyester to 100% recycled polyester. Payback will only show after the product has been in stores for a couple of seasons.

[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

Other :Membership organizations

(7.55.3.2) Comment

Support to/ and in UNFCCC, SAC, OIA's Climate Action Corps, STICA

Row 2

(7.55.3.1) Method

Select from:

Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

During the development of our climate strategy we identified potential measures and through our membership in different initiatives we identify more reduction activities along the way. To cater for this, we have a dedicated budget for emission reduction activities in our annual budget. The budget covers transition to a low-carbon energy consumption, energy efficiency projects as well as reduction activities in our supply chain (co-funding assessments, renewable energy purchase, collective action programs on coal-phase out,...).

Row 4

(7.55.3.1) Method

Select from:

- Dedicated budget for low-carbon product R&D

(7.55.3.2) Comment

LCAs and carbon footprint analysis as well as pilot testing new low carbon materials

Row 5

(7.55.3.1) Method

Select from:

- Employee engagement

(7.55.3.2) Comment

Starting of energy scouts projects in Germany; the program is part of our apprenticeship program

Row 6

(7.55.3.1) Method

Select from:

- Dedicated budget for energy efficiency

(7.55.3.2) Comment

In the retail business, mainly implementation of LED

Row 7

(7.55.3.1) Method

Select from:

- Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Mandatory energy audits in Germany and Sweden (every 4 years, next in 2023 and 2024)

[Add row]

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Cooking

LPG cooking stove

(7.74.1.4) Description of product(s) or service(s)

Fuel-efficient stoves and pots, using 30 to 50% less fuel compared to a standard stove or pot based on lab test reports and depending on fuel and burner type used.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

Yes

[Add row]

(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:

Afforestation

(7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

(7.79.1.3) Project description

The Seima Protection Forest (SPF) covers 292,690 ha. It is located in eastern Cambodia, mainly in Mondulkiri Province with a small area extending into Kratie Province. The REDD project area covers 166,983 ha of forest in the SPF Core Protection Area. This project is an Agriculture, Forestry and Other Land Use (AFOLU) project under the Reduced Emissions from Deforestation and Degradation (REDD) project category. The vision of the project is to build a well-managed forest landscape that supports increasing wildlife populations and improving livelihoods for the people who currently live there

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

17570

(7.79.1.5) Purpose of cancelation

Select from:

Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

Yes

(7.79.1.7) Vintage of credits at cancelation

2017

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

CCBS (developed by the Climate, Community and Biodiversity Alliance, CCBA)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

Consideration of legal requirements

Investment analysis

Barrier analysis

Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

As the project is also certified by Climate, Community & Biodiversity (CCB) Standards, the project is required to address climate, community and biodiversity impacts. Certification to the CCB Standards demonstrates that a project simultaneously addresses climate change, supports local communities and smallholders, and conserves biodiversity.

(7.79.1.14) Please explain

9806-140052944-140065462-VCS-VCU-263-VER-KH-14-1650-01012017-31122017-1; cancellation date 23/02/2024 We deem price information as too sensitive to be disclosed.

Row 2

(7.79.1.1) Project type

Select from:

Energy efficiency: households

(7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

(7.79.1.3) Project description

The project activity involves operation of 9,229 household biogas plants (bio-digestors) in Madhya Pradesh state. all Biodigesters are of 3m³ capacity. The biogas plants are of deenbandhu model. The purpose of the project is to replace the commonly used inefficient wood fired mud stoves technology, with clean, sustainable and efficient biogas. Each household utilizes cow dung to feed the digester for the production of biogas for cooking purpose and heating water. This leads to reduction of greenhouse gas emissions by displacing conventionally used nonrenewable biomass with renewable biogas. In addition, the hygienic conditions in the rural areas will be improved by an appropriate disposal of organic waste. Further, residue from the bio digesters can be used as organic fertilizer and will improve soil conditions in rural areas leading to increase in soil productivity

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

3095

(7.79.1.5) Purpose of cancelation

Select from:

- Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

- Yes

(7.79.1.7) Vintage of credits at cancelation

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

- Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

- Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

- Other, please specify :Positive-list

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

- Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

• All Gold Standard-certified activities must deliver impact toward a minimum of 3 UN Sustainable Development Goals. Gold Standard registry is committed to ensuring that climate initiatives also work for climate justice, by delivering benefits to the Sustainable Development Goals (SDGs) such as no poverty, good health and well-being, gender equality, clean water and sanitation, affordable clean energy, ecosystem and biodiversity conservation, and of course climate action. • All Gold Standard-certified activities must take into account the overall societal context from a gender perspective, comply with its Gender Equality and Women's Empowerments Requirements, and conduct relevant stakeholder consultations in line with the standard. • Gold Standard is the first climate-centred standard to achieve Code Compliant status for ISEAL, which sets the standard for these processes and principles, including transparency, impartiality, stakeholder engagement, grievance management, and efficiency, as well collaboration with other standards for exponential impact.

(7.79.1.14) Please explain

GS1-1-IN-GS11455-4-2021-24623-26670-29764; cancellation date 04/03/2024 We deem price information as too sensitive to be disclosed.

Row 3

(7.79.1.1) Project type

Select from:

Mangrove protection and restoration

(7.79.1.2) Type of mitigation activity

Select from:

Carbon removal

(7.79.1.3) Project description

The Delta Blue Carbon project is being implemented over an area of 350,000 ha in the Districts of Thatta and Sujawal in the Indus Delta Area, Sindh Province, Pakistan. The region holds great ecological significance, supporting unique animal and plant species. The Indus River is the main migration route of thousands of birds, which cross over the Himalayas. Over several decades, mangrove forests in the Indus Delta have experienced massive-scale deforestation and degradation due to several contributing factors. These include their use by the local communities as a source of fuelwood, fodder, and open-range grazing by livestock. The situation has been exacerbated by the reduced supply of fresh water and sediments into the delta area due to upstream activity.

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

100

(7.79.1.5) Purpose of cancelation

Select from:

Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

Yes

(7.79.1.7) Vintage of credits at cancelation

2019

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

CCBS (developed by the Climate, Community and Biodiversity Alliance, CCBA)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

Consideration of legal requirements

Barrier analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

- Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

- Activity-shifting
- Market leakage
- Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

As the project is also certified by Climate, Community & Biodiversity (CCB) Standards, the project is required to address climate, community and biodiversity impacts. Certification to the CCB Standards demonstrates that a project simultaneously addresses climate change, supports local communities and smallholders, and conserves biodiversity.

(7.79.1.14) Please explain

13915-536342901-536343000-VCS-VCU-466-VER-PK-14-2250-01012019-31122019-1; cancellation date 05/03/2024 We deem price information as too sensitive to be disclosed.

[Add row]

C9. Environmental performance - Water security

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

51-75

(9.2.2) Frequency of measurement

Select from:

Yearly

(9.2.3) Method of measurement

Ancillary costs from landlord and meters.

(9.2.4) Please explain

Total water withdrawal is directly measured with meters on-site for our own operations and premises that is solely used by us. For most rented spaces (retail and offices) water consumption is obtained through the ancillary cost report by the landlord.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

51-75

(9.2.2) Frequency of measurement

Select from:

Unknown

(9.2.3) Method of measurement

Sources and volumes are given on invoices. Sources can also be found on publicly available sources.

(9.2.4) Please explain

Sources and volumes are given on invoices. Sources can also be found on publicly available sources.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

100%

(9.2.2) Frequency of measurement

Select from:

Continuously

(9.2.3) Method of measurement

We only operate in countries where water quality is measured by the authorities.

(9.2.4) Please explain

We only operate in countries where water quality is measured by the authorities

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

51-75

(9.2.2) Frequency of measurement

Select from:

Yearly

(9.2.3) Method of measurement

Ancillary costs from landlord and meters.

(9.2.4) Please explain

We assume that water discharge volumes are almost as much as water withdrawal for those locations, that cannot provide specific figures. Since we don't have any water consuming processes, we assume this is a fair approach.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

51-75

(9.2.2) Frequency of measurement

Select from:

Continuously

(9.2.3) Method of measurement

We mainly operate in countries where we have a connection to sewer system.

(9.2.4) Please explain

Except for two Asian locations (South Korea and Hong Kong), the effluents were collected in community sewers and treated at a public treatment plant.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

1-25

(9.2.2) Frequency of measurement

Select from:

Continuously

(9.2.3) Method of measurement

Calculated based on consumption.

(9.2.4) Please explain

We assume that water discharge volumes are almost as much as water withdrawal for those locations, that cannot provide specific figures. Since we don't have any water consuming processes, we assume this is a fair approach.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

Not relevant

(9.2.4) Please explain

Household-like wastewater in own operations; suppliers with water-use for processing (e.g., tannery, down supplier, dye-houses) use local or industry-park treatment plant. Water quality monitoring is local, no data available. Compliance is tracked via Higg FEM. No toxic chemicals were released by our own operations into sewers or surface water bodies. In our own operations, we do not discharge any wastewater that requires Chemical Oxygen Demand (COD) monitoring, nor do we handle or use halogenated absorbing organic compounds, requiring AOX demand monitoring. Our wastewater is normal household wastewater.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

1-25

(9.2.2) Frequency of measurement

Select from:

Continuously

(9.2.3) Method of measurement

Only measured for own operations.

(9.2.4) Please explain

We do not use any toxic substances in our operations. No toxic chemicals were released by our own operations into sewers or surface water bodies. In our own operations, we do not discharge any wastewater that requires Chemical Oxygen Demand (COD) monitoring, nor do we handle or use halogenated absorbing organic compounds, requiring AOX demand monitoring. Our wastewater is normal household wastewater.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

Not relevant

(9.2.4) Please explain

Not relevant in own operations; supplier water no monitoring or unknown.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

100%

(9.2.2) Frequency of measurement

Select from:

Yearly

(9.2.3) Method of measurement

Total water withdrawal # Total water discharge.

(9.2.4) Please explain

We don't have any water consuming processes in our operations.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

Less than 1%

(9.2.2) Frequency of measurement

Select from:

Yearly

(9.2.3) Method of measurement

Ancillary costs from landlords and meters

(9.2.4) Please explain

We assume none of the water used at our own facilities is recycled or reused unless specifically noted by the landlord or data provider. In one of our stores we harvest rainwater, but the amount is negligible compared to overall water consumption.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

100%

(9.2.2) Frequency of measurement

Select from:

Continuously

(9.2.3) Method of measurement

Through social and labor compliance audits.

(9.2.4) Please explain

WASH provision is part of what we measure through our supplier social and labor compliance audits.

[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

62.26

(9.2.2.2) Comparison with previous reporting year

Select from:

Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

About the same

(9.2.2.5) Primary reason for forecast

Select from:

Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

Higher withdrawal due to increase of required days in office from 2022 to 2023.

Total discharges

(9.2.2.1) Volume (megaliters/year)

62.03

(9.2.2.2) Comparison with previous reporting year

Select from:

Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

About the same

(9.2.2.5) Primary reason for forecast

Select from:

Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

Higher withdrawal resulted in higher discharges as very little water is consumed in our direct operations.

Total consumption

(9.2.2.1) Volume (megaliters/year)

0.23

(9.2.2.2) Comparison with previous reporting year

Select from:

Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Maximum potential volume reduction already achieved

(9.2.2.4) Five-year forecast

Select from:

- About the same

(9.2.2.5) Primary reason for forecast

Select from:

- Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

Main water use in direct operations continues to be household-like, therefore consumption is similar year over year. Consumption likely decreased from 2022 to 2023 because of better data quality.

[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

- No

(9.2.4.8) Identification tool

Select all that apply

- WRI Aqueduct

(9.2.4.9) Please explain

All our operations are located in areas without water stress (this might change in the future). For our supply chain, especially Tier 2 suppliers, we identified a medium to extremely high likelihood for water stress in China, Italy and Taiwan by 2030.

[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

Relevant

(9.2.7.2) Volume (megaliters/year)

21.21

(9.2.7.3) Comparison with previous reporting year

Select from:

About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

Maximum potential volume reduction already achieved

(9.2.7.5) Please explain

Water usage from freshwater sources was about the same in 2023 as it was in 2022. The same locations used freshwater in much the same way in 2023 as they did in 2022, so a minimal change in usage was expected. Since water usage in our own operations is mostly household-like, there are few opportunities for water usage reduction.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

Not relevant

(9.2.7.5) Please explain

None of our locations report sourcing from Brackish surface water/Seawater.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

Relevant

(9.2.7.2) Volume (megaliters/year)

6.18

(9.2.7.3) Comparison with previous reporting year

Select from:

Higher

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :Additional use for water - see comment

(9.2.7.5) Please explain

An increase in usage at our distribution center in Ludwigslust is almost entirely responsible for the increase in water usage between 2022 and 2023. The usage increased because in 2023, Ludwigslust filled their fire water storage container.

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

Not relevant

(9.2.7.5) Please explain

None of our locations report sourcing from Groundwater – non-renewable.

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

Not relevant

(9.2.7.5) Please explain

None of our locations report sourcing from Produced/Entrained water.

Third party sources

(9.2.7.1) Relevance

Select from:

Relevant

(9.2.7.2) Volume (megaliters/year)

34.87

(9.2.7.3) Comparison with previous reporting year

Select from:

About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

- Maximum potential volume reduction already achieved

(9.2.7.5) Please explain

Water usage from third party sources was about the same in 2023 as it was in 2022. The same locations used third party water sources in much the same way in 2023 as they did in 2022, so a minimal change in usage was expected. Since water usage in our own operations is mostly household-like, there are few opportunities for water usage reduction.

[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:

- Relevant

(9.2.8.2) Volume (megaliters/year)

18.73

(9.2.8.3) Comparison with previous reporting year

Select from:

- Higher

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

- Increase/decrease in business activity

(9.2.8.5) Please explain

Overall, we discharged more water this year than last year. This is due both to the proportion of water discharged of the water that was withdrawn increasing as well as a slight increase in water withdrawals overall. Higher withdrawal due to increase of required days in office from 2022 to 2023.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:

Relevant

(9.2.8.2) Volume (megaliters/year)

0.08

(9.2.8.3) Comparison with previous reporting year

Select from:

This is our first year of measurement

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in business activity

(9.2.8.5) Please explain

In 2022, we had no locations report discharging to brackish surface water/seawater. 2023 is the first year we had a location report this discharge destination, therefore we cannot compare the discharge volume year over year.

Groundwater

(9.2.8.1) Relevance

Select from:

Relevant but volume unknown

(9.2.8.5) Please explain

No locations reported discharging to groundwater.

Third-party destinations

(9.2.8.1) Relevance

Select from:

Relevant

(9.2.8.2) Volume (megaliters/year)

43.22

(9.2.8.3) Comparison with previous reporting year

Select from:

Higher

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in business activity

(9.2.8.5) Please explain

Overall, we discharged more water this year than last year. This is due both to the proportion of water discharged of the water that was withdrawn increasing as well as a slight increase in water withdrawals overall. Higher withdrawal due to increase of required days in office from 2022 to 2023.

[Fixed row]

(9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

Tertiary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

Not relevant

(9.2.9.6) Please explain

We are not aware of any discharges that go through tertiary treatment, although it is possible some of the water discharged to third party destinations goes through tertiary treatment.

Secondary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

Relevant but volume unknown

(9.2.9.6) Please explain

Our own operations are mainly in countries with established municipal sewer systems, allowing for at least primary and secondary treatment of water discharges. Against this background, we assume that most likely 80-90% are treated.

Primary treatment only

(9.2.9.1) Relevance of treatment level to discharge

Select from:

Relevant but volume unknown

(9.2.9.6) Please explain

Our own operations are mainly in countries with established municipal sewer systems, allowing for at least primary and secondary treatment of water discharges. Against this background, we assume that most likely 80-90% are treated.

Discharge to the natural environment without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

Not relevant

(9.2.9.6) Please explain

Assumingly remote toilets in showrooms may fall into this category: annual release is below 90 litres.

Discharge to a third party without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

Relevant

(9.2.9.2) Volume (megaliters/year)

62.03

(9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

Higher

(9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in business activity

(9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

91-99

(9.2.9.6) Please explain

Higher withdrawal due to increase of required days in office from 2022 to 2023 resulted in higher discharges.

Other

(9.2.9.1) Relevance of treatment level to discharge

Select from:

Not relevant

(9.2.9.6) Please explain

We are not aware of any discharge destinations or treatment methods that are not included in the methods listed.

[Fixed row]

(9.2.10) Provide details of your organization's emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.

(9.2.10.1) Emissions to water in the reporting year (metric tons)

0

(9.2.10.2) Categories of substances included

Select all that apply

- Nitrates
- Phosphates
- Pesticides
- Priority substances listed under the EU Water Framework Directive

(9.2.10.3) List the specific substances included

pesticides from washing groceries phosphates from washing detergents nitrates - background pollution other: background pollution

(9.2.10.4) Please explain

*mainly household like water released - household-like pollution including from washing /dishwashing
[Fixed row]*

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

All our direct operations are located in areas without water stress (this might change in the future).

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

For our supply chain, especially Tier 2 suppliers, we identified a medium to extremely high likelihood for water stress in China and Taiwan by 2030 but not for this reporting period.

[Fixed row]

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	739400000	11876003.85	About the same.

[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

(9.13.1) Products contain hazardous substances

Select from:

No

(9.13.2) Comment

We have an extensive Restricted Substances List which is inclusive of the main hazardous water pollutants. All suppliers (Tier 1, now working towards Tier 2) must sign and abide by this list. We regularly conduct product testing to ensure our products do not contain any restricted substances. We hold ourselves to the restricted substances list in our own operations as well.

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Definition used to classify low water impact	Please explain
	Select from: <input checked="" type="checkbox"/> Yes	water-less dyeing processes (dobe dye/spin dye, CO2 dyeing)	by changing the dyeing process, up to 80% of water-use can be reduced during production of the product

[Fixed row]

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:

We are planning to introduce a target within the next two years

(9.15.3.2) Please explain

water was not perceived as being material on group-level; we now adapt to stakeholder requests as well as to upcoming regulatory frameworks.

[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

Yes

(10.1.2) Target type and metric

Plastic polymers

Reduce or eliminate the use of hazardous substances

Plastic packaging

Eliminate single-use plastic packaging

Plastic goods/products

Increase the proportion of post-consumer recycled content in plastic goods/products

Microplastics

Eliminate the use of primary microplastics and plastic particles

Reduce the potential release of microplastics and plastic particles

End-of-life management

Increase the proportion of recyclable plastic waste that is collected, sorted, and recycled

Reduce the proportion of plastic waste which is sent to landfill and/or incinerated

Reduce the proportion of plastic waste which is mismanaged

Extended Producer Responsibility (EPR)

Ensure compliance with EPR policies and schemes

(10.1.3) Please explain

Our main plastic usage stems from our synthetic products. Based on our material targets, we strive for a recycled polyester and Nylon content in our fabrics of over 90%. Next to that, single use polybag packaging to protect our products during transport and warehousing is another source of plastic. Thus we work on reducing the overall packaging but also to ensure proper collection and recycling of the polybags in our locations beyond legal requirements. To mitigate pollution from microplastics, we are a signatory of the Microfiber Consortium and conduct shedding test according to their standards.
[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

Yes

(10.2.2) Comment

For our durable and functional outdoor gear, as for example back-packs, jackets, etc.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

Yes

(10.2.2) Comment

Our products are (for now) packed in individual polybags to be protected during transportation and warehousing.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable

Other activities not specified

(10.2.1) Activity applies

Select from:

No

(10.2.2) Comment

Not applicable
[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

Durable goods and durable components used

(10.4.1) Total weight during the reporting year (Metric tons)

1656

(10.4.2) Raw material content percentages available to report

Select all that apply

- % virgin fossil-based content
- % pre-consumer recycled content

(10.4.3) % virgin fossil-based content

44

(10.4.5) % pre-consumer recycled content

56

(10.4.7) Please explain

Raw material content is based on our fiber category "Synthetics" and includes, e.g. polyester, nylon, elastane, polypropylene, etc.
[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

Plastic packaging used

(10.5.1) Total weight during the reporting year (Metric tons)

37.5

(10.5.2) Raw material content percentages available to report

Select all that apply

% virgin fossil-based content

% pre-consumer recycled content

(10.5.3) % virgin fossil-based content

41

(10.5.5) % pre-consumer recycled content

59

(10.5.7) Please explain

Includes all packaging used for brands, retail business (stationary and e-com) and warehousing.

[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

Plastic packaging used

(10.5.1.1) Percentages available to report for circularity potential

Select all that apply

% recyclable in practice and at scale

(10.5.1.4) % of plastic packaging that is recyclable in practice at scale

50

(10.5.1.5) Please explain

Our polybags are made from polyethylene, which is in general good recyclable (65% of our packaging amount is polybags). However, due to our global spread, practical recycling infrastructure varies. Thus, we assume a recyclability of 50% of our single-use plastic product packaging, mainly for our warehouse in Germany and our end-customer markets in Europe.

[Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Production of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

0

(10.6.2) End-of-life management pathways available to report

Select all that apply

Recycling

(10.6.4) % recycling

100

(10.6.12) Please explain

We don't produce plastics

Commercialization of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

0

(10.6.2) End-of-life management pathways available to report

Select all that apply

Recycling

(10.6.4) % recycling

100

(10.6.12) Please explain

We don't commercialize plastics

Usage of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

61

(10.6.2) End-of-life management pathways available to report

Select all that apply

Recycling

Waste to Energy

Incineration

(10.6.4) % recycling

93

(10.6.6) % waste to energy

6

(10.6.7) % incineration

1

(10.6.12) Please explain

*This includes plastic packaging that originates from inbound goods from external brands we sell at Frilufts Retail.
[Fixed row]*

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

Land/water management

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: <input checked="" type="checkbox"/> No, we do not use indicators, but plan to within the next two years

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Yes

(11.4.2) Comment

A first high level assessment with the Biodiversity Risk Filter (4,5-5) indicates, that our warehouses in North America and the Netherlands are located near legally protected areas. However, all of them are located in cities, that are located in these areas, thus we deem our real impact to be negligible since we used already built infrastructure and did not move into pristine protected areas. The second hot spot is our sourcing of Merino Wool from New Zealand. However, we have a direct relationship with the New Zealand Merino Wool Company, sourcing only ZQ and ZQRX Wool. These programs work with sustainable and regenerative land use management and foster biodiversity projects on farm level. Thus, we deem our negative effects on nearby protected areas again very little.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

To be assessed in the future

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

To be assessed in the future

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

(11.4.2) Comment

To be assessed in the future

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Yes

(11.4.2) Comment

A first high level assessment with the Biodiversity Risk Filter indicates, that there is a high risk (4) that our warehouse in Ludwigslust is located near a Key Biodiversity Area. Indeed, the warehouse is located next to a "Landschaftsschutzgebiet" which is protected with a fence against our operations. A first high level assessment with Biodiversity Risk filter also indicates that there is a risk that our warehouse in Aurora, Colorado is located about 10 miles away from a Key Biodiversity Area. Our warehouse is located near a National Wildlife Refuge. However, there is a highway as well as a few miles of development between our warehouse and the national wildlife refuge, so it is extremely unlikely that our business operations would infringe on the refuge.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Yes

(11.4.2) Comment

Same as under Legally protected area.

[Fixed row]

(11.4.1) Provide details of your organization's activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

Select all that apply

Legally protected areas

(11.4.1.3) Protected area category (IUCN classification)

Select from:

Category IV-VI

(11.4.1.4) Country/area

Select from:

Netherlands

(11.4.1.5) Name of the area important for biodiversity

(11.4.1.6) Proximity

Select from:

- Up to 10 km

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

Warehousing and distribution of goods

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

- Not assessed

Row 2

(11.4.1.2) Types of area important for biodiversity

Select all that apply

- Legally protected areas

(11.4.1.3) Protected area category (IUCN classification)

Select from:

- Category IV-VI

(11.4.1.4) Country/area

Select from:

- United States of America

(11.4.1.5) Name of the area important for biodiversity

(11.4.1.6) Proximity

Select from:

- Up to 25 km

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

Warehousing and distribution of goods

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

- Not assessed

Row 4

(11.4.1.2) Types of area important for biodiversity

Select all that apply

- Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

- Germany

(11.4.1.5) Name of the area important for biodiversity

Ludwigsluster - Grabower Heide

(11.4.1.6) Proximity

Select from:

Adjacent

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

Warehousing and distribution of goods

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

No

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Biodiversity offsets are part of permit to operate in this area and have been conducted during the "B-Plan"

Row 5

(11.4.1.2) Types of area important for biodiversity

Select all that apply

Legally protected areas

(11.4.1.3) Protected area category (IUCN classification)

Select from:

Category IV-VI

(11.4.1.4) Country/area

Select from:

Canada

(11.4.1.5) Name of the area important for biodiversity

Glenbow Ranch Provincial Park

(11.4.1.6) Proximity

Select from:

Up to 50 km

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

Warehousing and distribution of goods

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

Not assessed

[Add row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Third-party verification/assurance is currently in progress

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

Fuel consumption

Base year emissions

Emissions breakdown by country/area

Electricity/Steam/Heat/Cooling consumption

Year on year change in absolute emissions (Scope 3)

Renewable Electricity/Steam/Heat/Cooling consumption

Energy attribute certificates (EACs)

Emissions breakdown by business division

Year on year change in absolute emissions (Scope 1 and 2)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

Other climate change verification standard, please specify :Assessment of readiness check for CSRD-compliant reporting for the ESRS E1. In addition, STICA membership requires quality control checking on an annual basis based on the reporting requirements for STICA members.

(13.1.1.4) Further details of the third-party verification/assurance process

We conduct our readiness check with focus on materiality matrix and ESRS E1 based on the 2023 data and sustainability report.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

24 - Fenix - GHG Assurance Readiness - Draft_V2.pdf

[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

*You can find even more information about our sustainability work in our Sustainability Report 2023: https://www.fenixoutdoor.com/wp-content/uploads/2024/03/CSR_2023.pdf?_gl1*1kyjv63*_up*MQ..*_ga*NzI3ODM0ODU3LjE3MjUyNjYxMDk.*_ga_KS3F455BEY*MTcyNTI2NjEwOS4xLjEuMTcyNTI2NjExNy4wLjAuMA..*

(13.2.2) Attachment (optional)

CSR_2023.pdf

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Sustainability Officer

(13.3.2) Corresponding job category

Select from:

Chief Sustainability Officer (CSO)

[Fixed row]

