



Fenix Outdoor International AG

CDP Corporate Questionnaire 2026

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.

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ EUR

(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, Friluft 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

12/31/2025

(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:

☒ 5 years

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

694700000

(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: ☒ No	Our financial statement does not include our Joint Venture, whereas our sustainability strategy and measurements include the JV.

[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]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☒ China

☒ Italy

☒ Canada

☒ France

☒ Greece

☒ Belgium

☒ Czechia

☒ Denmark

☒ Finland

☒ Germany

☒ Singapore

☒ Netherlands

☒ Switzerland

☒ Taiwan, China

☒ United Kingdom

☒ Latvia

☒ Norway

☒ Poland

☒ Sweden

☒ Austria

☒ Hungary

☒ Slovakia

☒ Slovenia

☒ Viet Nam

☒ Lithuania

☒ Korea (The Republic of)

☒ United States of America

☒ China, Hong Kong Special Administrative Region

(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%) that collects information based on the approach of the SLCP (self-assessments powered by Social Labor Convergence Project) which was established based on OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. 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 know 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%. Tools and Methods: 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: ☒ Yes	Select from: ☒ 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: ☒ Yes	Select from: ☒ Both risks and opportunities	Select from: ☒ 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 by LRQA

Other

- ☒ Desk-based research
- ☒ Materiality assessment
- ☒ Partner and stakeholder consultation/analysis
- ☒ Scenario analysis

(2.2.2.15) 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

- ☒ Changing customer behavior
- ☒ Lack of availability and/or increased cost of raw materials

Technology

- ☒ Transition to lower emissions technology and products

Liability

- ☒ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Suppliers
- ☒ Regulators
- ☒ Local communities

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

Select from:

☒ No

(2.2.2.18) 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 place: - 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. Partial Coverage details: 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
- ☒ Local
- ☒ Sub-national
- ☒ 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
- ☒ Materiality assessment

(2.2.2.15) Risk types and criteria considered

Acute physical

- ☒ Cyclone, hurricane, typhoon
- ☒ Heat wave

☒ 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, excessive bycatch)

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☒ Suppliers

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

Select from:

☒ No

(2.2.2.18) Further details of process

Our 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 scoring 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

- ☒ WWF Water Risk Filter

Other

- ☒ Materiality assessment

(2.2.2.15) 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 or marine 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

(2.2.2.16) Partners and stakeholders considered

Select all that apply

- ☒ Customers
- ☒ Suppliers

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

Select from:

- ☒ No

(2.2.2.18) 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 dying technologies, e.g. waterless dying 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, and assesses tradeoffs between sustainability impacts including those such as 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. An example interconnection between water risk and chemical use for raw material sourcing: We are reviewing the use of hemp as part of our Materials Strategy since it has a lower impact from a chemical perspective as it generally requires less pesticides for growing, but the traditional retting process used to break down the stalks requires large volumes of water. As a result we are now identifying how we can prioritize suppliers that utilize less water intensive techniques along with monitoring chemical use. The Material Strategy is a part of our overall CSR/Climate Strategy, as described in 2.2.2, 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 dependent 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

Our biodiversity strategy, impacts and dependencies have been evaluated with the WWF Biodiversity Risk Filter, to determine indicators that should be focused on for our broader risk assessment. All indicators scoring 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. Each year we review, track and update our location list for direct operations as well as supply chain locations in Tier 1 and Tier 2. In 2025 we had a partially owned brand that will be included next year in our annual biodiversity risk screen. As this brand has strong relationships at the raw material level, we consider the impact to be low risk. In 2025, we made progress with understanding our sourcing locations down to Tier 4 for our sustainable materials with the use of a third party traceability system. Based on the results of the BRF, we looked into Scape physical and scape reputational risk, where scape physical risk is the decisive risk category. As part of determining if a risk is substantive, we review our onsite operations and resource use, and what current mitigations are already in place prior to creating recommendations for action.

(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

(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) Details of policies and processes in place to identify and classify potential water pollutants

Our main policy is the Fenix Outdoor Chemical Guideline, which is updated annually. Through the Fenix Outdoor Chemical Guideline, we mitigate negative impacts related to pollution of air, water and soil through strict chemical management and proactive and precautionary environmental strategies. Our water-related approach includes:

- Ensuring compliance with regulations such as REACH and the Stockholm Convention on Persistent Organic Pollutants (POPs).*
- Prohibiting the use of hazardous substances such as Per- and Polyfluoroalkyl Substances (PFAS), heavy metals and azo dyes that degrade into carcinogenic arylamines.*
- Mandating suppliers to conduct routine water quality testing and report compliance with wastewater treatment standards. Furthermore, to understand and manage the amount of microfiber released from our products during consumer use, we are a member of The Microfiber Consortium and conduct shedding tests according to their standard. In addition, we do not intentionally add releasable microplastics to our products. We established a mandatory microfiber test for newly developed fleece fabrics and we submit our test results to the Microfiber Consortium database.*

[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
- ☒ Requirement for suppliers to comply with regulatory requirements
- ☒ Procedure(s) under development/ R&D
- ☒ Other, please specify :Testing routine for newly developed risk fabrics (e.g. fleece)

(2.5.1.5) Indicators for measuring and evaluating the success of the procedure

Select all that apply

- ☒ Compliance with discharge permits / regulatory limits
- ☒ Other, please specify :For fabrics we benchmark our shedding values against a global data base from the TMC

(2.5.1.6) 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 RSL 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

☒ Reduction or phase out of hazardous substances

☒ Requirement for suppliers to comply with regulatory requirements

(2.5.1.5) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☒ Compliance with discharge permits / regulatory limits

(2.5.1.6) 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

☒ Requirement for suppliers to comply with regulatory requirements

(2.5.1.5) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☒ Compliance with discharge permits / regulatory limits

(2.5.1.6) 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 (Fabric mill and dyehouses and beyond). Our own operations are in the developed world with access to municipal wastewater treatment systems. 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

(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 1,5°C 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. In addition, we had first learnings with regards to financial impacts from international carbon pricing mechanisms as CBAM. We assume to fall under the threshold for the future to come but monitor the developments closely.

(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)

410652

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

1025508

(3.1.1.25) Explanation of financial effect figure

*To calculate potential financial impact on our direct operations through carbon tax, we updated our calculations from 2024 with our 2025 Scope 1 and Scope 2 emissions (total of 2244 t 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*2244t CO₂e = €410 652 Estimated max figure: €457*2244t CO₂e = € 1 025 508 (3.1.1.26) Primary response to risk through Compliance, monitoring and energy efficiency measures.*

(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

(3.1.1.28) Explanation of cost calculation

*Based on an average price of energy audits to improve efficiency of our heating assets for offices and smaller retail sites. Appr. €7 000 per audit*20 sites = €140 000
Does not include costs for implementation of reduction measures.*

(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 (0,83t 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, which we already began in 2023 and expanded in 2024. 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
- ☒ United States of America
- ☒ Viet Nam

(3.1.1.7) River basin where the risk occurs

Select all that apply

- ☒ Mekong
- ☒ Mississippi River
- ☒ Po
- ☒ Saigon
- ☒ Yongding He

(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. We are expanding production into Vietnam. Using the WWF Water Risk Filter, mainly our Chinese and Vietnamese mills as well as Italian tanneries could be affected by water stress by 2030. We see the risk of water stress, since our mills and tanneries might compete with other water needs, e.g. for agriculture or food production or need to stop production due to water access limitations/ supply disruptions. Since more and more water efficient or even waterless dyeing technologies arise, the risk could be mitigated respectively in the future. However, higher operational costs for our suppliers due to higher water costs or facility retrofits are anticipated and might materialize in higher fabric costs.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Disruption in 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:

☒ 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

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. The 2025 drought events show that this scenario is more likely to happen than we anticipated in the past.

(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 experience 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

Engagement

☒ Engage with suppliers

(3.1.1.27) Cost of response to risk

18000

(3.1.1.28) Explanation of cost calculation

The cost of response is based on collective action programs 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, 2023, 2024 and 2025 (number of partaking suppliers and brands not disclosed since program costs are deemed sensitive information for competitive reasons). For the future we anticipate higher costs for mitigation programs.

(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, especially for 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 transitional 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

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

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

Select from:

☒ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☒ Increase investment in R&D

(3.1.1.27) Cost of response to risk

72000

(3.1.1.28) Explanation of cost calculation

We are not able to calculate the cost of response risk because risk management entails a set of different solutions: more resources for R&D, adoption in sourcing methods, compensation of higher prices through long-term offtake agreements,... Thus, the answer provided is based on a desk research for average salary in Sweden for a material specialist (1 FTE) for 12 month.

(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

☒ Indonesia

☒ Philippines

☒ Viet Nam

(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 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. 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:

☒ 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

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)

7449196

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

(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 times our Cost of Goods figure for 2025 (available in our financial reporting: €289 852 000). 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. Max: $289\,852\,000 \times 0.0257 = 7\,449\,196$; Min: $289\,852\,000 \times 0.01 = 2\,898\,520$

(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

160000

(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 including investment in a traceability tool, audits of our supply chain, industry membership fees, and monitoring of known suppliers. Summing these costs up together equals 160000.

(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 Textile Genesis 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. In addition, we work actively with our suppliers on heat stress reduction, e.g. during our factory visits in Vietnam in 2025.

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

☒ Spain

☒ Canada

☒ France

☒ Greece

☒ Czechia

☒ Denmark

☒ Finland

☒ Germany

☒ Hungary

☒ Latvia

☒ Poland

☒ Sweden

☒ Austria

☒ Belgium

☒ Slovakia

☒ Slovenia

☒ Lithuania

☒ Netherlands

☒ United States of America

(3.1.1.9) Organization-specific description of risk

In almost all our markets, EPR regulation is emerging, targeting all types 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, it requires a large internal effort 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 impact overall life-cycle costs of packaging. These costs will not have a substantive effect on overall financial position or cash flow, but will increase OPEX.

(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

Infrastructure, technology and spending

☒ Take action to remove single-use plastic products/packaging

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Feasibility study was conducted internally; before any operational changes can be implemented, there needs to be a mind shift in the value chain. Until then, no costs occur.

(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. However, in the past we saw many challenges to change our packaging and at the same time comply with a diverse range of customer requirements (from penalties for using polybags to penalties for not using 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

- | | |
|--|--|
| ☒ China | ☒ Greece |
| ☒ Italy | ☒ Latvia |
| ☒ Spain | ☒ Sweden |
| ☒ Canada | ☒ Czechia |
| ☒ France | ☒ Denmark |
| ☒ Finland | ☒ Netherlands |
| ☒ Germany | ☒ Switzerland |
| ☒ Hungary | ☒ United Kingdom |
| ☒ Slovakia | ☒ United States of America |
| ☒ Slovenia | |

(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

☒ Germany

☒ Hungary

☒ United States of America

(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. Seeing an increased number of hot days in Europe during the summer of 2025, we changed the likelihood to "likely"

(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

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

48000

(3.1.1.28) Explanation of cost calculation

Cost calculation based on the assumption that we need to retrofit 10% of our locations with a single-split AC (appr. 1000€ per unit) due to increased indoor temperatures in summer. Calculation: Appr. 480 sites x 0.1 x 1000€ = 48 000€

(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

☒ Taiwan, China

☒ 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 US outdoor clothing brand Royal Robbins committed to transitioning to 80% recycled polyester on a style basis by 2025. In 2025 Royal Robbins reached 86%, exceeding the original goal.

(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)

28623

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

52692

(3.1.1.25) Explanation of financial effect figure

The impact figures represent the costs to achieve 100% organic cotton and 100% recycled polyester across all brands' production. The cotton figure was taken from the USDA 2025 commodity prices for conventional and organic cotton and multiplies by the amount of cotton in 2024 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 (20-30% higher than conventional). The same calculations were done for polyester, assuming polyester is 10 (min figure) to 20% (max figure) more expensive than virgin polyester. This year, only the additional cost was considered, versus last year we calculated the amount based on the total price of organic cotton/recycled 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)

34750000

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

Select from:

☒ 1-10%

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

34750000

(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

Financial impact is difficult to estimate since our product assortment and services are not directly linked to climate change and spread along the value chain. However, we do not expect to not be affected thus we stated amount of financial metric to be between 1-10%. During the last summers we saw our dependency from the weather especially in stationary retail and having a substantive effect on our revenue in both directions. Thus, the stated value represents 10% of our net sales of 2025 and changed from last year. We divided the total between physical and transitional risks since we can't give a clearer picture for the time being.

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)

10000

(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)

69500000

(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

Cambodia

☒ Mekong

(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

1

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

Select from:

☒ Less than 1%

(3.2.11) Please explain

Only 1 CTM facility is located in this area, producing standard products; production could be moved to a different facility of the same supplier;

Row 2

(3.2.1) Country/Area & River basin

Cambodia

☒ Saigon

(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

1

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

Select from:

☒ 1-10%

(3.2.11) Please explain

High volume tier 1 supplier

Row 3

(3.2.1) Country/Area & River basin

Viet Nam

☒ Other, please specify :Song Ca Coast

(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

1

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

Select from:

☒ 1-10%

(3.2.11) Please explain

CTM supplier with high value products

Row 4

(3.2.1) Country/Area & River basin

Bulgaria

☒ Maritsa

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

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

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

Select from:

☒ Less than 1%

(3.2.11) Please explain

CTM

Row 5

(3.2.1) Country/Area & River basin

China

☒ Other, please specify :China coast (Lake Tail Hu, Rongcheng, Tue He,...)

(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

6

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

Select from:

☒ 1-10%

(3.2.11) Please explain

5 CTM suppliers without water intensive production processes, 1 lower volume Tier 2

Row 6

(3.2.1) Country/Area & River basin

China

☒ Yongding He

(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

1

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

Select from:

☒ Less than 1%

(3.2.11) Please explain

CTM, low volume supplier

Row 7

(3.2.1) Country/Area & River basin

Indonesia

☒ Other, please specify :Jawa North East Coast, Java Timor

(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

1

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

Select from:

☒ Less than 1%

(3.2.11) Please explain

CTM

Row 8

(3.2.1) Country/Area & River basin

Morocco

☒ Other, please specify :Bou Regreg

(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

1

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

Select from:

☒ Less than 1%

(3.2.11) Please explain

CTM, low volume

Row 9

(3.2.1) Country/Area & River basin

Canada

☒ Mississippi 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

1

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

Select from:

☒ 1-10%

(3.2.11) Please explain

Tier 2 fabric supplier

Row 10

(3.2.1) Country/Area & River basin

United States of America

☒ Other, please specify :Soquel, California

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

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ Less than 1%

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

Select from:

☒ Less than 1%

(3.2.11) Please explain

Office location

[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?

	Water-related regulatory violations	Comment
	Select from: ☒ No	Our organization has never been subject to any fines enforcement orders, and/or other penalties for water-related regulatory violations

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(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 negligible. 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

☒ Chile

☒ Italy

☒ Spain

☒ Brazil

☒ Mexico

☒ Korea (The Republic of)

☒ United States of America

☒ Austria

☒ Finland

☒ Germany

☒ Slovakia

☒ Slovenia

(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 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, where 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 and it is unclear if the new product range could compensate for a loss in our cold weather clothing.,

(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 Friluftts 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 that is still in operation today. In the US we launched a second hand platform on our ecommerce site that has been operational since 2024. In 2025 the program in essence was able to pay for itself and that we would anticipate increased profitability as the program grows over the next few years.

(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
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(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

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

Our turnover with rental services amounted to 106,538 €, Care and Repair 1,440,180 € and Secondhand offerings 2,124,205 €. In the U.S. we achieved a turnover in secondhand of 37,800 €, with an OPEX of 2,670 € in a three-month period. Our Care and Repair activities in North America just began to offer pay-for services in 2024. We took in about 14,000 pieces but a financial figure cannot be established. In 2025, our turnover with rental services amounted to €115,180, Care and Repair €1,360,629 and Secondhand offerings €2,397,605. In the United States we achieved a turnover in secondhand of €328,935, with an OPEX of €55,110 in 2025. Our

Care and Repair activities in North America did not yet offer paid services in 2025, with most care and repair items coming from warranty cases. We took in about 6,068 pieces for repair but a financial figure cannot be established. OPEX and CAPEX could not be established as the accounting system so far has not been able to distinguish them from other cost elements.

(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:

☒ Yes

(3.6.1.16) Financial effect figure in the reporting year (currency)

4202000

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

3781800

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

4622200

(3.6.1.23) Explanation of financial effect figures

The cost estimate is based on revenue from resale/secondhand, rental, and repair services in 2024. The minimum estimate considers a 10% decrease in this business while the maximum estimate considers a 10% increase in this business.

(3.6.1.24) Cost to realize opportunity

(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

☒ China

☒ Austria

- ☒ Canada
- ☒ France
- ☒ Norway
- ☒ Sweden
- ☒ Hungary
- ☒ Slovakia
- ☒ Slovenia
- ☒ Netherlands
- ☒ Switzerland

- ☒ Czechia
- ☒ Denmark
- ☒ Finland
- ☒ Germany
- ☒ Taiwan, China
- ☒ United Kingdom
- ☒ United States of America

(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. The Transition Plan will be updated during 2026.

(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)

69500000

(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 conservatively and follows the direction on overall company growth targets started in the financial Annual Report 2025.
[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?

	Board-level oversight of this environmental issue
Climate change	Select from: ☒ Yes
Water	Select from: ☒ Yes
Biodiversity	Select from: ☒ Yes

[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

- ☒ Reviewing and guiding annual budgets
- ☒ Overseeing and guiding scenario analysis
- ☒ Overseeing the setting of corporate targets
- ☒ Approving corporate policies and/or commitments
- ☒ Overseeing and guiding public policy engagement
- ☒ Overseeing and guiding the development of a climate transition plan
- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Reviewing and guiding innovation/R&D priorities
- ☒ Approving and/or overseeing employee incentives
- ☒ Overseeing and guiding major capital expenditures
- ☒ Monitoring the implementation of the business strategy
- ☒ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

In FY2025, the Board of Directors was responsible for oversight of sustainability policies and risk management. The Chairman oversaw ESG strategies, the CSO regularly attended and updated the Board, and the Board approved sustainability plans for 2026–2030 in November 2025. The CSO reports quarterly to the owner of the group and board chairman 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) sustainability 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

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

Select all that apply

- ☒ Chief Sustainability Officer (CSO)

(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

- ☒ Approving corporate policies and/or commitments

(4.1.2.7) Please explain

In FY2025, the Board of Directors was responsible for oversight of sustainability policies and risk management. The Chairman oversaw ESG strategies, the CSO regularly attended and updated the Board, and the Board approved sustainability plans for 2026–2030 in November 2025. The CSO reports quarterly to the owner of the group and board chairman 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) sustainability 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.

Biodiversity

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

Select all that apply

- ☒ Chief Sustainability Officer (CSO)

(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

- ☒ Approving corporate policies and/or commitments

(4.1.2.7) Please explain

In FY2025, the Board of Directors was responsible for oversight of sustainability policies and risk management. The Chairman oversaw ESG strategies, the CSO regularly attended and updated the Board, and the Board approved sustainability plans for 2026–2030 in November 2025. The CSO reports quarterly to the owner of the group and board chairman 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) sustainability 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
- ☒ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Academic

- ☒ Postgraduate education (e.g., MSc/MA/PhD in environment and sustainability, climate science, environmental science, water resources management, forestry, etc.), please specify :Master of Engineering, Master of Science in Biology

Additional training

☒ Course certificate (relating to environmental issues), please specify :Environmental officer

Experience

☒ Executive-level experience in a role focused on environmental issues

☒ Management-level experience in a role focused on environmental issues

☒ Experience in an academic role focused on environmental issues

☒ Experience in the environmental department of a government (national or local)

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

☒ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Academic

☒ Postgraduate education (e.g., MSc/MA/PhD in environment and sustainability, climate science, environmental science, water resources management, forestry, etc.), please specify :Master of Engineering, Master of Science in Biology

Additional training

☒ Course certificate (relating to environmental issues), please specify :Environmental Officer

Experience

- ☒ Executive-level experience in a role focused on environmental issues
- ☒ Management-level experience in a role focused on environmental issues
- ☒ Experience in an academic role focused on environmental issues
- ☒ Experience in the environmental department of a government (national or local)

[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: ☒ Yes
Water	Select from: ☒ Yes
Biodiversity	Select from: ☒ 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 board directly

(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 quarterly to the owner of the group who is also the chairman of the board 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. In addition, the CSO is present at all board meetings.

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 board directly

(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 board directly

(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, but we plan to introduce them in the next two years

(4.5.3) Please explain

We started the conversation and internally and investigated and drafted suitable KPIs. So far, no agreement on a particular KPI was reached.

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

Water is not a material resource in our own operations. For the parts of the value chain, where water has a material role to play, data availability and quality does not allow to serve as a KPI for monetary incentives.
[Fixed row]

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

	Does your organization have any environmental policies?
	Select from: ☒ 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?_gl=1*13eeIn9*_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?_gl=1*13eeIn9*_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

the_fenix_way_2019.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change

(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

(4.6.1.4) Explain the coverage

This policy outlines our renewable energy strategy and targets until 2025. It gives direction for entities which and how to source renewable energy as well as outlining the internal process.

(4.6.1.5) Environmental policy content

Environmental commitments

☒ Commitment to take environmental action beyond regulatory compliance

Climate-specific commitments

☒ Commitment to 100% renewable energy

Additional references/Descriptions

☒ Description of environmental requirements for procurement

☒ Description of renewable electricity procurement practices

(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

(4.6.1.7) Public availability

Select from:

☒ Not publicly available

(4.6.1.8) Attach the policy

Renewable Energy Policy EN 2022-10-04V2-FIN_V1.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 :STICCA, OIA'S Climate Action Corps

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

Race to Zero Campaign: We are an active signatory of 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 working group on Just Transition that started in May 2025. UN Global Compact: We have been a reliable and constant signatory to and supporter of the since 2012 and continue at the participant level for its further engagement. Textile Exchange: We use the tools from TE to inform our material work (among others). Cascale/SAC: we are an active member working with the Higg tools and promoting adoption in our global supply chain.
[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

Yes

☒ 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:

☒ It is not possible or relevant for my organization or the intermediary organization to be registered

(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

All industry associations have policies in place that align with our environmental commitment. Alignment is ensured either by working groups, membership requirements or public statements.

[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, Scandinavian Outdoor Group, Scandinavian Textile Initiative for Climate Action

(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

Generally, we do not engage in political lobbying. However, with the two associations mentioned, we are closely engaged and sustainability/climate is a core topic we work on together. Therefore, our position is consistent because both industry associations rooted their climate work and positioning in the Paris Agreement. All 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)

71000

(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 the trade association. 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

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☒ Other trade association in North America, please specify :OIA

(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

The Outdoor Industry Association (OIA) is a US-based membership/trade association for outdoor brands and companies with operations in the US. The OIA is a member-led organization, and participation in its Climate Action Corps requires brands to create a climate action pathway with the goal of reducing industry emissions by 50% by 2030, and achieve net-zero by 2050.

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

25000

(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 the trade association. 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) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(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

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:

☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

Select all that apply

☒ ESRS

(4.12.1.4) Environmental issues covered in publication

Select all that apply

☒ Climate change

☒ Water

☒ Biodiversity

(4.12.1.5) Status of the publication

Select from:

☒ Complete

(4.12.1.6) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Risks & Opportunities

☒ Water-related targets

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Climate-related targets

☒ Water accounting figures

☒ Greenhouse gas emissions figures

☒ Content of environmental policies

(4.12.1.7) Page/section reference

Whole report, chapter Nature & Society in particular (9-17, 25-31)

(4.12.1.8) Attach the relevant publication

(4.12.1.9) Comment

The report is available online: https://fenixoutdoor.com/wp-content/uploads/2026/03/CSR_2025_FINAL.pdf?_gl=1*16z7euv*_up*MQ..*_ga*MTg1NTk5NzM5OC4xNzg4MzUzMTc5*_ga_KS3F455BEY*czE3ODgzNTMxNzgkbzEkZzEkdDE3ODgzNTMxODUkajUzJGwwJGgw
[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 two years

[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 1,5°C 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 validated, 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

☒ WWF Water Risk Filter

(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
- ☒ Policy
- ☒ Reputation

(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. The WWF Water Risk Filter tool covers many different aspects of water risk, but generally uses 2022 data added with projected changes. We use the risks from the Current Pathway scenario to evaluate our business risk. 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 used the WWF water risk 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, this seems to be an industry-standard tool, which makes our water-related data and targets comparable. It also has the benefit of having a biodiversity filter as well, which we use to assess our biodiversity risk.

[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 influence of the scenario analysis on the selected business processes

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 1,5°C target of the Paris Agreement. Both analyses showed that our foreseen climate targets are in line with the 1,5°C 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 influence of the scenario analysis on the selected business processes

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 completely and in near-term. 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 a more nuanced target on recycled polyester from textile-to-textile recycling for 2030. Both polyester types (rPET, cPET) have a much lower impact than virgin polyester. Due to functional and durability needs it is unlikely that 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.

(5.2.10) 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

(5.2.13) 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.

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

Progress have been made in the following action fields: - Continued to source 100% renewable electricity (99.99% in 2023); Installation of solar panels for Germany warehouse was paused but feasibility study was positive, construction phase will start in 2026. Increase of more sustainable/lower impact materials from 77% to 79%

percent - Usage of residual marine biofuel certificates (Book & claim) from 2024 trial process; increase of renewable electricity share in Tier 1 suppliers from 19% to 34%

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

F_Charter-Transition-Plans_Fenix-Outdoor_230929.pdf

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

Select all that apply

☒ No other environmental issue considered

(5.2.18) Adaptation-specific objectives included within your climate transition plan

Select from:

☒ No, but we have a separate adaptation plan

(5.2.19) Describe the adaptation objectives included in your climate transition plan or standalone adaptation plan

*Adaptation is part of our ne Climate Strategy 2026-2030; we are currently in the development of a Fenix Framework and implementation strategy.
[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

- ☒ Transition 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. However, transitioning to a substitute material can have adverse affects on our climate impact or the products performance and customer experience. 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

☒ Physical 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. Heat stress is becoming more and more a relevant factor for a supplier's performance and productivity. If our suppliers respect human rights and have are aware of climate change consequences, we assume that they are more willing to invest in adaptation measures to increase the resilience of our workers to the effects of climate change, including extreme weather events related to water, e.g. floods and heavy rainfall.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☒ Transition 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

- ☒ Transition 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

(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. In the light of the geopolitical and global developments, price volatilities of energy sources and availability of fossil fuels, decentralized energy production gains more attraction and is seen as a way to gain greater independency from fossil fuels and the connected economic ecosystem. This is anchored in our Renewable Energy policy and a main driver for looking into renewable electricity generation as well as electrification of our heating processes and transportation. Investment in energy efficiency measures is seen as an opportunity to decrease absolute costs from energy consumption and preventing us from unforeseeable and unpredictable negative financial impacts from energy procurement.

[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
- ☒ Capital allocation

(5.3.2.2) Effect type

Select all that apply

- ☒ Physical risks
- ☒ Transition 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

(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. However, each entity is responsible of investments in on-site (renewable) energy infrastructure. For example, Globetrotter and our distribution center in Germany both invested in energy efficiency measured and energy efficiency assessments. Geopolitical circumstances and highly volatile energy prices have been, among others, drivers to invest in measurements that increase energy independency and enabled capital alloation.

[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: ☒ 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)

0

(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 received more water data from our own operations in 2025 than in previous years. However, water related expenditures are still negligible compared to other OPEX and thus 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?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☒ No, but we plan to in the next two years

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☒ No standardized procedure

(5.10.3) Explain why your organization does not price this environmental externality

Tested in 2021 but did not continue due to lack of effectiveness, will be part of 2030 strategy.

Water

(5.10.1) Use of internal pricing for this environmental externality

Select from:

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

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☒ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

Data availability and quality is not good enough to allow for any conclusions on risks or opportunities that are connected with costs and/or decision taking.

Other

(5.10.1) Use of internal pricing for this environmental externality

Select from:

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

[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	<i>Select from:</i> ☒ Yes	<i>Select all that apply</i> ☒ Climate change ☒ Water ☒ Plastics
Customers	<i>Select from:</i> ☒ Yes	<i>Select all that apply</i> ☒ Climate change ☒ Water
Investors and shareholders	<i>Select from:</i> ☒ Yes	<i>Select all that apply</i> ☒ Climate change

	Engaging with this stakeholder on environmental issues	Environmental issues covered
		☒ Water
Other value chain stakeholders	<i>Select from:</i> ☒ Yes	<i>Select all that apply</i> ☒ Climate change ☒ Water

[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:

☒ 76-99%

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

Dependencies and impacts have been identified based on our HREDD Risk Assessment; the assessments considers (>3,5) - overall risks from our audit intelligence platform EiQ based on production country, including social and environmental factors - risk derived from our audit results - purchase volume Thresholds: EiQ risk: Low = 1; Medium = 2; High = 3; Extreme = 4, Audits: A = 1; B = 2; C = 3; D = 4 (counted with the factor 1.5), Net Purchase volume: 0-19K = 1; 20-100K = 2; 100-499K = 3; > 500K

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

Select from:

☒ 1-25%

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

11

Water

(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

☒ Basin/landscape/marine ecosystem condition

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

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

Dependencies and impacts have been identified based on our HREDD Risk Assessment; the assessments considers (>3,5) - overall risks from our audit intelligence platform EiQ based on production country, including social and environmental factors - risk derived from our audit results - purchase volume Thresholds: EiQ risk: Low = 1; Medium = 2; High = 3; Extreme = 4, Audits: A = 1; B = 2; C = 3; D = 4 (counted with the factor 1.5), Net Purchase volume: 0-19K = 1; 20-100K = 2; 100-499K = 3; > 500K

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

Select from:

☒ 1-25%

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

11

Plastics

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

Select from:

☒ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within 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
- ☒ Leverage over suppliers
- ☒ Strategic status of suppliers
- ☒ Supplier performance improvement

(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. Description of chosen criteria: - "In line with...": we have chosen this criteria, because we expect our south east Asian supply chain to be especially affected by climate change consequences (extreme heat, flooding,...) as well as hosting the biggest share of our production volume. Thus, in our supply chain set up, they are also the biggest contributors to climate change. - Procurement spend: this criteria is the basis of our HRDDD assessment, which also entails environmental aspects as for example climate change - Strategic status: we believe in long-term partnerships and strategic development of our supply chain; Strategic can entail: growth plans, production of key product groups although in small volumes, long term partnerships, especially high engagement in sustainability work or quality;... - Leverage over supplier: we added this criteria this year because we realized that with a bigger leverage, mitigation measures can be implemented and adopted more easily and faster, which benefits the climate although the supplier might not be a super strategic one.

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. Description of chosen criteria: - Material sourcing: we want to decrease our footprint constantly, including water and waste. Our biggest footprint with regards to these impact areas lies in our fabric supply chain and is determined by the choice of fiber type and mill/dye house. In the future, we will also have a closer look into yarn suppliers. - Strategic status: we believe in long-term partnerships and strategic development of our supply chain; Strategic can entail: growth plans, production of key product groups although in small volumes, long term partnerships, especially high engagement in sustainability work or quality;...

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ No, we do not prioritize which suppliers to engage with on this environmental issue

(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

☒ Not an immediate strategic priority

(5.11.2.4) Please explain

Since plastics is a different supply chain set up, we have not had the resources yet to work as intense with our suppliers as possible (mainly hardware and hard goods suppliers.) We strive to do so over the next years.

[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 and in the Vendor Manual of our biggest brand in particular, which needs to be signed and agreed on from every business partner. We use Higg FEM, audits 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:

- ☒ 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

- ☒ On-site third-party audit
- ☒ 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:

- ☒ 51-75%

(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:

- ☒ 1-25%

(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

For data collection on Scope 3, we collect data from our total supplier base to ensure comparable inventories over the years. Emissions are allocated based on production volume per supplier (e.g. 10% production share at Supplier XY). Thus, the percentage represents scope 3 emissions based on actual reported data per facility (28%). Emissions accountable to suppliers, that have not reported on actual data have been estimated based on Fenix average t CO2e/supplier. The percentage of suppliers in compliance for supplier-related Scope 3 emissions takes multiple years into consideration. Transport suppliers are not represented in these figures due to technical barriers of combining the two data sets. However, 100 of our forwarders are in compliance and disclosed their emissions to us.

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

☒ 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:

☒ 100%

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

Select from:

☒ 51-75%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

☒ 100%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are 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:

- ☒ 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:

- ☒ 100%

(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:

☒ 100%

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

Select from:

☒ Suspend and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ Less than 1%

(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
- ☒ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

(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

- ☒ First-party verification
- ☒ On-site third-party audit
- ☒ Second-party verification
- ☒ Supplier self-assessment
- ☒ Off-site third-party audit
- ☒ 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:

- ☒ 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

We engage with suppliers on a rolling basis; adoption of efficiency measures might not be attributable to one reporting year, since we also accept capacity building measures as well as long term projects resulting in mid-to long-term action plans for this question.

[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

- ☒ 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

Financial incentives

- ☒ Feature environmental performance in supplier awards scheme

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:

- ☒ 26-50%

(5.11.7.8) Number of tier 2+ suppliers engaged

9

(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, implementation projects, e.g. coal phase out

(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

Capacity building

- ☒ Provide training, support and best practices on how to mitigate environmental impact

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

9

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

Water is part of the Carbon Leadership Programs and included in their onsite assessments as well as action plans. In 2025 we had an additional project in the Republic of Korea.

Plastics

(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

Financial incentives

- ☒ Feature environmental performance in supplier awards scheme

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%

(5.11.7.8) Number of tier 2+ suppliers engaged

5

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

We engage with our suppliers especially in Vietnam on waste reduction and circularity. This is done in collaboration with industry born and driven Program "Waste No More".

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

Select from:

- ☒ Yes

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Upstream value chain transparency and human rights

(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
- ☒ Tier 2 suppliers

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

Select from:

- ☒ 100%

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

Select from:

- ☒ 100%

(5.11.7.8) Number of tier 2+ suppliers engaged

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

We audit 100% of our suppliers over a 3 years time span. In addition to audits for Tier1 we adopted a transparency and traceability tool to help us gain more insights into the upstream value chain. We also started to audit nominated Tier 2 suppliers.

(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 us to get a basic understand of the environmental performance of a supplier during the onboarding phase. Later on, we can track improvements and make sure that climate change consequences affecting human wellbeing are addressed.

(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 & 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:

- ☒ 1-25%

(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 Cascale 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 ongoing) and help suppliers with implementation by financing monitoring programs as the CTM from ResetCarbon.

(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. We see supply chain partners staying with some of our collective projects (e.g. Carbon Reduction Project from EOG) for over 3 years now. We measure success in certain ways: 1) Collaboration between brands leads to project realization after concept phase 2) Implementation of measures and structured follow up ensures effectiveness along the way of the project 3) Meaningful follow up after the project has ended and implementation of further measures at the sites or onboarding onto follow up programs to tackle challenges that came up along the way (e.g. RE sourcing in Taiwan) In addition, we are part of a Brands Working Group in Vietnam, working on environmental topics as well as participating in Roundtables from the Fashion Charter in Vietnam and China.

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

(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:

- ☒ 1-25%

(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 and rental gear and inform about the climate benefits of pro-longed product lifetimes. Considering end of life treatment emissions of sold products as customer-related Scope 3 emissions, the stakeholder associated scope 3 emissions amount to about 31%. However, we deem the calculations for emissions from EoL as very unspecific, thus we anticipate the percentage to be the same as in 2023.

(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. Some insights from our circular business models: - Around 16,233 pairs of Hanwag shoes were resoled in 2025 (2024: 19,089) in our factory in Vierkirchen, Germany, and our partner factory in Croatia. - At Frilufts Retail the total number of products cared or repaired was 48,474. That is an increase of 12.62% compared with the previous year. - Another record year related to secondhand: In total 51,087 secondhand products were sold. After a strong increase of 94% in the year before, this is still a double-digit increase of 11.11% and indication of secondhand as a growth market.

[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:

☒ Ahold Delhaize

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☒ Climate change

(5.12.4) Initiative category and type

Innovation

☒ Reduce packaging

(5.12.5) Details of initiative

Polybag free inbound product shipments

(5.12.6) Expected benefits

Select all that apply

☒ Improved resource use and efficiency

☒ Reduction of downstream value chain emissions (own scope 3)

(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

Savings per polybag are appr. 0.04 kgCO2e per polybag based on the outcomes of an internal feasibility study. Some more insights: 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

Row 2

(5.12.1) Requesting member

Select from:

☒ Ahold Delhaize

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☒ Climate change

(5.12.4) Initiative category and type

Logistical change

☒ Other logistical change, please specify :Alternative fuels

(5.12.5) Details of initiative

We would be interested in exploring opportunities for more sustainable road transport, e.g. through e-trucks or adoption of HVO. (5.12.6)

(5.12.6) Expected benefits

Select all that apply

☒ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☒ 0-1 year

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

Select from:

☒ No

(5.12.11) Please explain

Exact lifetime CO2e savings can only be calculated once mode of transport has been determined but could achieve up to a 100% depending on alternative fuel technology or HVO rate.

[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. We are open to any kind of collaboration no matter through which system it was initiated.

(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. This is why we included the JV in our consolidated approach although it is not part of the 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) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(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
	Select all that apply ☒ Yes, an acquisition	Devold of Norway AS (65% ownership)	Since April 2025 Fenix Outdoor is majority owner of Devold of Norway (65%).

[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 boundary

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

The acquisition of Devold lead to an addition of two own production sites in Latvia and Lithuania as well as 7 retail stores and 4 offices globally. In addition, the volume of wool based products increased.
[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) Scopes recalculated

Select all that apply

☒ Scope 1

☒ Scope 2, location-based

☒ Scope 2, market-based

☒ Scope 3

(7.1.3.3) Scope 3 categories recalculated

Select all that apply

☒ Investments

☒ Capital goods

☒ Business travel

☒ Employee commuting

☒ Purchased goods and services

☒ Waste generated in operations

☒ End of life treatment of sold products

☒ Upstream transportation and distribution

☒ Downstream transportation and distribution

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

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

We took the decision for rebaselining based on the 2025 data from Devold. In total, the acquisition added at appr. 35% to our 2025 CO2e in t (rebaselining trigger threshold >5%). The most significant category that rebaselining was raw material sourcing (wool). For rebaselining we used the existing GHG inventory from Devold of Norway for the years 2020-2024. The inventory covered the following categories: Scope 1 and 2, Business Travel and Transportation. For our 2019 baseline we took the figures from 2020 for those categories available. For the missing categories we used the 2025 data and adjusted the volume based on Devold's Net Sales development Compared to 2020, Devold's Net Sales grew by 43% in 2024. Thus, we assume the emissions for 2019 to be 57% of the emissions calculated for Devold for 2025. Those were added to our 2019 Baseline per category. The recalculation lead to an increase of 16% in total Scope 1 -3 emissions for Fenix Outdoor, the most significant impact coming from Devold's wool consumption. Comment: Due to resource constraints, the CSR Report does not show the recalculated baseline yet for all categories but indicates were rebaselining could not be conducted but 2025 data is avilable. Recalculation of past years only for Scope 1 and 2 since activity data was available.

(7.1.3.5) Past years' recalculation

Select from:

☒ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☒ The Greenhouse Gas Protocol: Scope 2 Guidance

☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(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]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

Select from:

☒ No

(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)

1807

(7.5.3) Methodological details

Based on GHG Protocol; emission factors are assumed to be CO₂e. Biogas certificates were sourced for 2024 and 2025 but are not accounted for as reeduction.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

14654

(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)

4272

(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)

78626

(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

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

128

(7.5.3) Methodological details

Not yet calculated, first calculations have been done for 2024.

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)

1234

(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)

5311

(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)

23

(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)

3952

(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)

1383

(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 8: Upstream leased assets

(7.5.3) Methodological details

Not applicable

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

222

(7.5.3) Methodological details

Before downstream emissions were included in Upstream emissions; share of downstream emissions is calculated based on share of shipments that are paid by the customer

Scope 3 category 10: Processing of sold products

(7.5.3) Methodological details

Not applicable

Scope 3 category 11: Use of sold products

(7.5.3) Methodological details

Not yet calculated due to lack of data availability from use phase of our product assortment.

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

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

32357

(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.

Scope 3 category 13: Downstream leased assets

(7.5.3) Methodological details

Not applicable

Scope 3 category 14: Franchises

(7.5.3) Methodological details

Due to very few franchise (<5) included in Scope 1 and 2

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

97

(7.5.3) Methodological details

Emissions from Scope 1 and 2 from partially owned companies; first time calculated in 2025; same numbers taken for baseline year 2019 since it is a minor share of overall emissions and companies did not undergo big changes in the past

Scope 3: Other (upstream)

(7.5.3) Methodological details

Not applicable

Scope 3: Other (downstream)

(7.5.3) Methodological details

Not applicable
[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	1472		Based on GHG Protocol; emission factors are assumed to be CO2e. Recalculated based on activity data from Devold.
Past year 1	1442	12/31/2024	Based on GHG Protocol; emission factors are assumed to be CO2e. Recalculated based on activity data from Devold.
Past year 2	1510	12/31/2023	Based on GHG Protocol; emission factors are assumed to be CO2e. Recalculated based on activity data from Devold.
Past year 3	1437	12/31/2022	Based on GHG Protocol; emission factors are assumed to be CO2e. Recalculated based on activity data from Devold.

[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)

10402

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

832

(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 and is reflected in Scope 2 figures respectively. Recalculation in for 2022 in 2023. Recalculated based on activity data from Devold.

Past year 1

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

12533

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

1430

(7.7.3) End date

12/31/2024

(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 and is reflected in Scope 2 figures respectively. Recalculation in for 2022 in 2023. Recalculated based on activity data from Devold.

Past year 2

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

10871

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

(7.7.3) End date

12/31/2023

(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 and is reflected in Scope 2 figures respectively. Recalculation in for 2022 in 2023. Recalculated based on activity data from Devold.

Past year 3

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

11720

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

3638

(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 and is reflected in Scope 2 figures respectively. Recalculation in for 2022 in 2023. Recalculated based on activity data from Devold.
[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)

72276

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

☒ Hybrid method

☒ Supplier-specific method

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

88

(7.8.6) Please explain

The main contributors to this category are raw material sourcing, energy from suppliers and our events. 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, calculated

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

685

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average spend-based method

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

100

(7.8.6) Please explain

Calculations have been done for parts of our organization.

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

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

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

906

(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

(7.8.6) 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)

4294

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

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

100

(7.8.6) Please explain

Distance-based methodology using tonne-kilometre activity data directly reported by our suppliers. If data has been reported in with GLEC framework, emissions have been taken over. If not, emissions have been calculated based on latest GLEC Framework.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

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

(7.8.3) Emissions calculation methodology*Select all that apply*

- ☒ Average data method
- ☒ Waste-type-specific method

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

50

(7.8.6) 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)

3626

(7.8.3) Emissions calculation methodology*Select all that apply*

- ☒ Distance-based method
- ☒ Fuel-based method

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

(7.8.6) 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)

1786

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

☒ Distance-based method

☒ Fuel-based method

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

15

(7.8.6) Please explain

Reported activity data is extrapolated to all employees.

Upstream leased assets**(7.8.1) Evaluation status**

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) 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)

193

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Other, please specify :Share of shipments paid by customers

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

100

(7.8.6) Please explain

Activity data is based on 100% reported shipping data; however, share of downstream emissions is calculated based on average share of customer-paid shipments per entity

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) 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

(7.8.6) 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)

26660

(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

100

(7.8.6) Please explain

Activity data based on sold products. 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 2024 into consideration

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not evaluated

(7.8.6) Please explain

Not relevant

Franchises

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Emissions covered under scope 1 or 2

(7.8.6) Please explain

Under 5 franchises in our company

Investments

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

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

97

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Investment-specific method

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

100

(7.8.6) Please explain

We collected 100% activity data and allocated the Scope 1 and 2 emissions according to our proportional share of investment.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

Not relevant

Other (downstream)

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

Not relevant

[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

12/31/2024

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

46252

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

128

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

783

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

3603

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

75

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

2068

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

1533

(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)

222

(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)

24374

(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)

89

(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

See past CDP reports

Past year 2

(7.8.1.1) End date

12/31/2023

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

52522

(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)

1110

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

4414

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

89

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

2666

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

1476

(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)

129

(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)

33499

(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)

89

(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

See past CDP reports

Past year 3

(7.8.1.1) End date

12/31/2022

(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)

1249

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

7446

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

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

3300

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

529

(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)

97

(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

See past CDP reports

Past year 4

(7.8.1.1) End date

12/31/2021

(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)

1044

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

9141

(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)

1303

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

80

(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)

89

(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

See past CDP reports

Past year 5

(7.8.1.1) End date

12/31/2020

(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)

920

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

6487

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

57

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

1597

(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)

20007

(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)

91

(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

See past CDP reports
[Fixed row]

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

	Verification/assurance status
Scope 1	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> ☒ 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:

☒ Triennial process

(7.9.1.2) Status in the current reporting year

Select from:

☒ No verification or assurance of current reporting year

(7.9.1.3) Type of verification or assurance

Select from:

☒ Not applicable

(7.9.1.4) Attach the statement

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(7.9.1.5) Page/section reference

Whole document; methodology and data was cross-checked during CSRD Assurance readiness check.

(7.9.1.6) Relevant standard

Select all that apply

☒ Other, please specify :ESRS

(7.9.1.7) Proportion of reported emissions verified (%)

50

[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:

☒ Triennial process

(7.9.2.3) Status in the current reporting year

Select from:

☒ No verification or assurance of current reporting year

(7.9.2.4) Type of verification or assurance

Select from:

☒ Not applicable

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

pages 5-11

(7.9.2.7) Relevant standard

Select all that apply

☒ Other, please specify :ESRS

(7.9.2.8) Proportion of reported emissions verified (%)

50

[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: Franchises
- ☒ Scope 3: Investments
- ☒ Scope 3: Capital goods
- ☒ Scope 3: Business travel
- ☒ Scope 3: Employee commuting
- ☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- ☒ 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

(7.9.3.2) Verification or assurance cycle in place

Select from:

- ☒ Triennial process

(7.9.3.3) Status in the current reporting year

Select from:

- ☒ No verification or assurance of current reporting year

(7.9.3.4) Type of verification or assurance

Select from:

- ☒ Not applicable

(7.9.3.5) Attach the statement

24 - Fenix - GHG Assurance Readiness - Final report.pdf

(7.9.3.6) Page/section reference

5-11

(7.9.3.7) Relevant standard

Select all that apply

- ☒ Other, please specify :ESRS

(7.9.3.8) Proportion of selected emissions categories verified (%)

20

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

30

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Decreased

(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)

598

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

21

(7.10.1.4) Please explain calculation

598 t CO₂e / 2872 t CO₂e x 100 = 21% The main reason for the reduction is the adoption of renewable electricity certificates for Devold's conventional electricity consumption in 2025
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Market-based

(7.12) Does your organization have significant land sector activities in its operations or value chain?

(7.12.1) Agriculture, forestry or other land sector activities

Select from:

☒ No, explanation provided

(7.12.3) Specify the reason for no significant activities

Select from:

☒ Relevant activities identified but evaluated to be below the significance threshold

(7.12.4) Significance threshold

A high-level FLAG Assessment revealed share of FLAG emissions to be below 10%. The primary sources of land-based emissions in Fenix Outdoor's value chain come from the natural fibres used in its products and the paper and cardboard used in packaging. The embodied carbon of Fenix Outdoor's product range was assessed based on the weight and breakdown of materials used, applying Higgs MSI emission factors. The impact of the paper and cardboard was evaluated based on the weight of materials used and applying Ecoinvent emission factors. As the Higg MSI factors have a breakdown by lifecycle stage, we assessed the percentage of each material's emissions related to the raw material source stage. For natural materials, this stage represents the land-based emissions. This percentage was then applied to the calculated emissions for each line item. As the paper and cardboard EFs were sourced from Ecoinvent, rather than Higg MSI, a very conservative assumption of 90% of total emissions coming from land activities. This was intended as a first pass to see whether the resulting contribution gets close to the GHG protocol given 20% threshold. This assessment has not considered any land-use change emissions. However, since the calculated contribution is well below the 20% threshold, it is extremely unlikely that any land-use change emissions would get close to this threshold.

[Fixed row]

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	Select from: ☒ No, explanation provided	Select from: ☒ No relevant activities identified	Select from: ☒ No

[Fixed row]

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

Select from:

☒ Yes, Scope 2 emissions only

[Fixed row]

(7.15.1) Break down your total gross global Scope 1 and Scope 2 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

(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO₂e)

481

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

0

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO₂e)

0

(7.15.1.8) GWP Reference*Select from:*☒ IPCC Fifth Assessment Report (AR5 – 100 year)**Row 2****(7.15.1.1) Greenhouse gas***Select from:*☒ N₂O**(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)**

23

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO₂e)

6174

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

0

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO2e)

0

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

[\[Add row\]](#)

(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)

2.979

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

1.89

(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)

1.17

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

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

265.269

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

276.75

(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)

858.98

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

0

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

8

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

4.08

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

0.33

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

49

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

418.89

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

14.24

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1

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

654.09

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

174.72

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.8

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

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

367.101

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

3618.09

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

312.81

Greece

(7.16.1) Scope 1 emissions (metric tons CO2e)

1

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

5.3

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

0

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

13.276

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

108.68

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

0.14

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

2.03

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

0

Korea (The Republic of)

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

351.83

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

0

Latvia

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.5

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

28.52

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

6.01

Lithuania

(7.16.1) Scope 1 emissions (metric tons CO2e)

302.175

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

900

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

0.44

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.292

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

197.84

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

60.28

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.45

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

771.04

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

15.68

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

11.09

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

3.89

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

2.34

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

12.34

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

0

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

8.74

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

1.48

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

0.33

Slovenia

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.06

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

0.98

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

0.56

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

997.35

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

234.22

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.09

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

40.66

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

9.47

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

139.17

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

0

United Kingdom

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

86.79

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

0.6

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

413.699

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

918.56

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

0

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.41

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

0

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

☒ By facility

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

Row 1

(7.17.1.1) Business division

Administration

(7.17.1.2) Scope 1 emissions (metric ton CO₂e)

175.85

Row 2

(7.17.1.1) Business division

Brand Retail

(7.17.1.2) Scope 1 emissions (metric ton CO₂e)

245.46

Row 3

(7.17.1.1) Business division

Friluftts Retail

(7.17.1.2) Scope 1 emissions (metric ton CO₂e)

189.03

Row 4

(7.17.1.1) Business division

Global Sales

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

57.93

Row 5

(7.17.1.1) Business division

Joint Venture

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 6

(7.17.1.1) Business division

Logistics

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

444.54

Row 7

(7.17.1.1) Business division

Production

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

359.32

[Add row]

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

Row 1

(7.17.2.1) Facility

Warehouses (4)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

444.54

(7.17.2.3) Latitude

0

(7.17.2.4) Longitude

0

Row 2

(7.17.2.1) Facility

Offices worldwide (>25)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

233.78

(7.17.2.3) Latitude

0

(7.17.2.4) Longitude

0

Row 3

(7.17.2.1) Facility

Production facilities (3)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

359.32

(7.17.2.3) Latitude

0

(7.17.2.4) Longitude

0

Row 4

(7.17.2.1) Facility

Retail stores worldwide (>100)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

434.49

(7.17.2.3) Latitude

0

(7.17.2.4) Longitude

0

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

☒ By facility

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

Row 1

(7.20.1.1) Business division

Administration

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

270.11

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

15.33

Row 2

(7.20.1.1) Business division

Brand Retail

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

1145.28

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

0

Row 3

(7.20.1.1) Business division

Friluftts Retail

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

5505.75

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

719.17

Row 4

(7.20.1.1) Business division

Global Sales

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

630.23

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

27.53

Row 5

(7.20.1.1) Business division

Joint Venture

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

814.84

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

0

Row 6

(7.20.1.1) Business division

Logistics

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

946.58

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

55.95

Row 7

(7.20.1.1) Business division

Production

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

1089.89

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

14.2
[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>	1089.89	14.2
Row 2	<i>Retail stores worldwide (>100)</i>	7956.87	179.17
Row 3	<i>Warehouses (4)</i>	946.58	55.95
Row 4	<i>Offices worldwide (>25)</i>	409.34	42.86

[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)

1472.12

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

9587.84

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

832.17

(7.22.4) Please explain

The consolidated accounting group covers for all global entities except the Joint Venture in China.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

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

814.84

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

0

(7.22.4) Please explain

Covers Joint Venture in China
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ Yes

(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)

351.83

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

0

(7.23.1.15) Comment

Korean retail/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)

9.09

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

12.71

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

9.47

(7.23.1.15) Comment

Swiss sales company

Row 3

(7.23.1.1) Subsidiary name

(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)

0

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

1.99

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

0

(7.23.1.15) Comment

Sales company

Row 4

(7.23.1.1) Subsidiary name

Devold of Norway

(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)

74.27

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

15.33

(7.23.1.15) Comment

Admin company

Row 5

(7.23.1.1) Subsidiary name

Devold Retail

(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)

0

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

338.65

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

0

(7.23.1.15) Comment

Retail stores

Row 6

(7.23.1.1) Subsidiary name

Fenix Epic BV

(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)

5.292

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

38.53

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

0

(7.23.1.15) Comment

Dutch brand retail

Row 7

(7.23.1.1) Subsidiary name

Fenix Austria Italy 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)

2.979

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

3.92

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

0

(7.23.1.15) Comment

Austria/Italy sales company

Row 8

(7.23.1.1) Subsidiary name

Fenix Outdoor Emerging Markets 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)

19.344

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

16.84

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

4.94

(7.23.1.15) Comment

Emerging markets sales company

Row 9

(7.23.1.1) Subsidiary name

Fenix Outdoor AB

(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)

28.24

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

1.14

(7.23.1.15) Comment

Swedish parent company

Row 10

(7.23.1.1) Subsidiary name

Fenix Outdoor Danmark ApS

(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)

14.82

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

2.64

(7.23.1.15) Comment

Danish admin company

Row 11

(7.23.1.1) Subsidiary name

Fenix Outdoor Asia Pacific Pte 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)

19.45

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

0

(7.23.1.15) Comment

Asian sales company

Row 12

(7.23.1.1) Subsidiary name

Fenix Outdoor Benelux BV

(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)

1.26

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

0

(7.23.1.15) Comment

Benelux sales company

Row 13

(7.23.1.1) Subsidiary name

Fenix Outdoor Brand Retail AG

(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)

0

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

25.6

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

0

(7.23.1.15) Comment

Brand retail

Row 14

(7.23.1.1) Subsidiary name

Fenix Outdoor Finland Oy

(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)

1.158

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

7.82

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

4.33

(7.23.1.15) Comment

Finnish admin company

Row 15

(7.23.1.1) Subsidiary name

Fenix Outdoor Import 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)

232.584

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

326.55

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

0

(7.23.1.15) Comment

US admin company

Row 16

(7.23.1.1) Subsidiary name

Fenix Outdoor Import Canada Inc.

(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)

202.594

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

118.12

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

0

(7.23.1.15) Comment

Canadian admin company

Row 17

(7.23.1.1) Subsidiary name

Fenix Outdoor Norge A/S

(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)

7.453

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

31.04

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

0.35

(7.23.1.15) Comment

Norwegian admin company

Row 18

(7.23.1.1) Subsidiary name

Fenix Outdoor International AG

(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)

2.3

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

0

(7.23.1.15) Comment

Swedish admin company

Row 19

(7.23.1.1) Subsidiary name

Fenix Outdoor Logistics BV

(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)

144.8

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

55.596

(7.23.1.15) Comment

Dutch warehouse

Row 20

(7.23.1.1) Subsidiary name

Fenix Outdoor Logistics 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)

174.129

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

450.8

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

0

(7.23.1.15) Comment

German warehouse

Row 21

(7.23.1.1) Subsidiary name

Fenix Outdoor Import AS

(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)

0

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

0

(7.23.1.15) Comment

Norweigan admin company

Row 22

(7.23.1.1) Subsidiary name

Fenix Outdoor S.R.O

(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)

16.287

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

4.08

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

0.33

(7.23.1.15) Comment

Czech admin company

Row 23

(7.23.1.1) Subsidiary name

Fenix Outdoor Taiwan 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)

139.17

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

0

(7.23.1.15) Comment

Taiwanese admin company

Row 24

(7.23.1.1) Subsidiary name

Fenix Outdoor UK 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)

33.2

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

0

(7.23.1.15) Comment

UK admin company

Row 25

(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)

0

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

16.23

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

4.68

(7.23.1.15) Comment

Dutch brand wholesale

Row 26

(7.23.1.1) Subsidiary name

Fjällräven Germany 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)

9.081

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

1.08

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

0

(7.23.1.15) Comment

German brand wholesale

Row 27

(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)

177.491

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

583.68

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

0

(7.23.1.15) Comment

American brand wholesale

Row 28

(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)

62.675

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

158.63

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

0

(7.23.1.15) Comment

Canadian brand wholesale

Row 29

(7.23.1.1) Subsidiary name

Friluftsland A/S

(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)

49

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

404.08

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

11.6

(7.23.1.15) Comment

Danish multi-brand retailer

Row 30

(7.23.1.1) Subsidiary name

Globetrotter Ausrüstung GmbH

(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)

140.026

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

3105.63

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

303.49

(7.23.1.15) Comment

German multi-brand retailer

Row 31

(7.23.1.1) Subsidiary name

Hanwag GmbH

(7.23.1.2) Primary activity

Select from:

☒ Apparel design & manufacturing

(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)

43.865

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

58.58

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

9.32

(7.23.1.15) Comment

German boot brand

Row 32

(7.23.1.1) Subsidiary name

Progressz Kft.

(7.23.1.2) Primary activity

Select from:

☒ Apparel design & manufacturing

(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)

13.276

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

106.67

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

0

(7.23.1.15) Comment

Hungarian boot factory

Row 33

(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)

37.54

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

0

(7.23.1.15) Comment

Asian admin company

Row 34

(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)

814.84

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

0

(7.23.1.15) Comment

Jointly owned Asian retail

Row 35

(7.23.1.1) Subsidiary name

Naturkompaniet AS

(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)

0

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

1296.18

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

233.08

(7.23.1.15) Comment

Swedish/Norwegian multi-brand retailer

Row 36

(7.23.1.1) Subsidiary name

Partioaitta Oy

(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)

0

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

646.27

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

170.39

(7.23.1.15) Comment

Finnish multi-brand retailer

Row 37

(7.23.1.1) Subsidiary name

Regntøyspesialisten AS

(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)

0

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

0

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

0

(7.23.1.15) Comment

Norwegian multi-brand store

Row 38

(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)

3.624

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

8.16

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

0

(7.23.1.15) Comment

California-based outdoor apparel brand

Row 39

(7.23.1.1) Subsidiary name

SIA Devold

(7.23.1.2) Primary activity

Select from:

☒ Apparel design & manufacturing

(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)

25.34

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

4.44

(7.23.1.15) Comment

Garment production

Row 40

(7.23.1.1) Subsidiary name

Trekkit Hereford Ltd

(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)

0

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

53.59

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

0.6

(7.23.1.15) Comment

UK multi-brand retailer

Row 41

(7.23.1.1) Subsidiary name

(7.23.1.2) Primary activity

Select from:

☒ Apparel design & manufacturing

(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)

302.175

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

900

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

0.44

(7.23.1.15) Comment

Garment production
[Add row]

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

☒ Ahold Delhaize

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☒ Category 4: Upstream transportation and distribution

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

Brand level

(7.26.6) Allocation method

Select from:

☒ Allocation based on the number of units purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Other unit, please specify :Number of pieces sold to customer

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

20500

(7.26.9) Emissions in metric tonnes of CO2e

112

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Raw materials, transportation and fuel related emissions

(7.26.12) Allocation verified by a third party?

Select from:

☒ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Source have been identified based on our internal KPI to track progress on our emissions reduction overall and for each brand.

(7.26.14) Where published information has been used, please provide a reference

No published information used

[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 customers 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:

☒ Yes

(7.28.2) Describe how you plan to develop your capabilities

We are looking into produced based LCA tools to enable carbon and environmental assessments on product level. This will enable us to allocate emissions to our customers based on their specific purchase.

[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 0% but less than or equal to 5%

(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: ☒ Yes
Consumption of purchased or acquired electricity	Select from: ☒ Yes
Consumption of purchased or acquired heat	Select from: ☒ Yes
Consumption of purchased or acquired steam	Select from: ☒ No
Consumption of purchased or acquired cooling	Select from: ☒ No
Generation of electricity, heat, steam, or cooling	Select from: ☒ Yes

[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

0.59

(7.30.1.3) MWh from non-renewable sources

6192.18

(7.30.1.5) Total (renewable + non-renewable) MWh

6192.77

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

19095.54

(7.30.1.3) MWh from non-renewable sources

0

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

19095.54

Consumption of purchased or acquired heat

(7.30.1.2) MWh from renewable sources

53.17

(7.30.1.3) MWh from non-renewable sources

4978.54

(7.30.1.5) Total (renewable + non-renewable) MWh

5031.71

Consumption of self-generated non-fuel renewable energy

(7.30.1.2) MWh from renewable sources

256.41

(7.30.1.5) Total (renewable + non-renewable) MWh

256.41

Total energy consumption

(7.30.1.2) MWh from renewable sources

19149.3

(7.30.1.3) MWh from non-renewable sources

11117.56

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

30266.86

[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: ☒ No
Consumption of fuel for the generation of heat	Select from: ☒ Yes
Consumption of fuel for the generation of steam	Select from: ☒ No
Consumption of fuel for the generation of cooling	Select from: ☒ No
Consumption of fuel for co-generation or tri-generation	Select from: ☒ 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) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

Biogas consumption linked directly to operations. Does not include biogas certificate purchases.

Other biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

None

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0.59

(7.30.7.7) Comment

Unspecified biogas usage

Coal

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

None

Oil

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

There is one location using heating oil for heating; due to our accounting system it is included in the gas figures. However, the emission factor we used was weighted to represent the impact from the heating oil.

Gas

(7.30.7.1) Total fuel MWh consumed by the organization

6192.18

(7.30.7.7) Comment

For heating purposes mainly in the US and Europe; for 7.30.9 MWh gas were stated since generated heating was not measured. If we wanted to take boiler efficiency into account for a rough estimation, it would be 90% of stated amount of heat generated.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

None

Total fuel

(7.30.7.1) Total fuel MWh consumed by the organization

6192.77

(7.30.7.7) Comment

-
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

256

(7.30.9.2) Generation that is consumed by the organization (MWh)

256

(7.30.9.3) Gross generation from renewable sources (MWh)

256

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

256

Heat

(7.30.9.1) Total Gross generation (MWh)

6192.77

(7.30.9.2) Generation that is consumed by the organization (MWh)

6192.77

(7.30.9.3) Gross generation from renewable sources (MWh)

0.59

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0.59

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

[Fixed row]

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Austria

(7.30.14.1) Consumption of purchased electricity (MWh)

4.31

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

15

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

19.31

Belgium

(7.30.14.1) Consumption of purchased electricity (MWh)

2.68

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.68

Canada

(7.30.14.1) Consumption of purchased electricity (MWh)

596.56

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

1308.68

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1905.24

China

(7.30.14.1) Consumption of purchased electricity (MWh)

848.21

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

848.21

China, Hong Kong Special Administrative Region

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Czechia

(7.30.14.1) Consumption of purchased electricity (MWh)

4.34

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

1.89

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6.23

Denmark

(7.30.14.1) Consumption of purchased electricity (MWh)

683.58

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

312.34

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

242

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1237.92

Finland

(7.30.14.1) Consumption of purchased electricity (MWh)

1018.91

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

996.77

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2015.68

France

(7.30.14.1) Consumption of purchased electricity (MWh)

4.89

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

Germany

(7.30.14.1) Consumption of purchased electricity (MWh)

8453.4

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

1784.53

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

1676

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11913.93

Greece

(7.30.14.1) Consumption of purchased electricity (MWh)

7.45

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7.45

Hungary

(7.30.14.1) Consumption of purchased electricity (MWh)

170.62

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0.8

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

65

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

236.42

Italy

(7.30.14.1) Consumption of purchased electricity (MWh)

3.24

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3.24

Korea (The Republic of)

(7.30.14.1) Consumption of purchased electricity (MWh)

426

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

426.00

Latvia

(7.30.14.1) Consumption of purchased electricity (MWh)

28.84

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

34.31

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

63.15

Lithuania

(7.30.14.1) Consumption of purchased electricity (MWh)

1501.22

(7.30.14.2) Consumption of self-generated electricity (MWh)

256

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

2.53

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

1491

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3250.75

Netherlands

(7.30.14.1) Consumption of purchased electricity (MWh)

229.31

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

343.87

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

26

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

599.18

Norway

(7.30.14.1) Consumption of purchased electricity (MWh)

1041.02

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

89.45

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1130.47

Poland

(7.30.14.1) Consumption of purchased electricity (MWh)

1.51

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

13.39

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14.90

Singapore

(7.30.14.1) Consumption of purchased electricity (MWh)

14.63

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14.63

Slovakia

(7.30.14.1) Consumption of purchased electricity (MWh)

1.86

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

1.86

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3.72

Slovenia

(7.30.14.1) Consumption of purchased electricity (MWh)

0.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

3.18

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3.88

Sweden

(7.30.14.1) Consumption of purchased electricity (MWh)

2143.48

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

1336.2

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3479.68

Switzerland

(7.30.14.1) Consumption of purchased electricity (MWh)

83.92

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

54

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

137.92

Taiwan, China

(7.30.14.1) Consumption of purchased electricity (MWh)

140.59

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

140.59

United Kingdom

(7.30.14.1) Consumption of purchased electricity (MWh)

121.08

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

121.08

United States of America

(7.30.14.1) Consumption of purchased electricity (MWh)

1305.58

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

1369

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2674.58

Viet Nam

(7.30.14.1) Consumption of purchased electricity (MWh)

1.62

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.62

[Fixed row]

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Row 1

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Austria

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

4

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Austria

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 2

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Denmark

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

638

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Denmark

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 3

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Finland

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

926

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Finland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier; in Finland we don't have a framework contract, since many of the stores are located in shopping malls. The Shopping mal operators are responsible for the electricity purchase and shared the certificates with us. Thus, origin of renewable varies. For the stores without RE, we purchased unbundled GOs.

Row 4

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Germany

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

8429

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Germany

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 5

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Latvia

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

29

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Latvia

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 6

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Lithuania

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1501

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Lithuania

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 7

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Netherlands

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Wind and sloar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

166

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Netherlands

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Mix of solar and wind

Row 8

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Norway

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

788

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Several entities with different retail contracts combined

Row 9

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Slovakia

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

2

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Slovakia

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 10

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Slovenia

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Slovenia

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 11

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Sweden

(7.30.15.2) Sourcing method

Select from:

- ☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

- ☒ Offshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1800

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

- ☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

- ☒ Sweden

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

- ☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 12

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Switzerland

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

71

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Switzerland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Row 13

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United Kingdom

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Wind, solar PV, hydro, marine

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

51

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United Kingdom

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 14

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United States of America

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

188

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REC [US and Canada]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United States of America

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Price premium paid and retirement of EACs on behalf of power supplier

Row 15

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Belgium

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

No comment

Row 16

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Canada

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Wind (technology type unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

(7.30.15.6) Energy attribute certificate (EAC) tracking system used*Select from:*☒ REC [US and Canada]**(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute***Select from:*☒ United States of America**(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?***Select from:*☒ No**(7.30.15.14) Comment***Wind type was not given on the certificate***Row 17****(7.30.15.1) Country/area of electricity consumption***Select from:*☒ China**(7.30.15.2) Sourcing method***Select from:*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.15.3) Low-carbon technology type**

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

842

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GEC [China]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ China

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Technology type not given on certificate but our chinese colleagues checked location of the wind park via desk research

Row 18

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Czechia

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

5

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 19

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Denmark

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

47

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 20

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Finland

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

94

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 21

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ France

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

(7.30.15.6) Energy attribute certificate (EAC) tracking system used*Select from:*☒ GO [Europe]**(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute***Select from:*☒ Norway**(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?***Select from:*☒ Yes**(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2016

(7.30.15.14) Comment*No comment***Row 22****(7.30.15.1) Country/area of electricity consumption***Select from:*☒ Germany**(7.30.15.2) Sourcing method***Select from:*

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

27

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 23

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Greece

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

7

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 24

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ China, Hong Kong Special Administrative Region

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

7

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GEC [China]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ China

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Technology type not given on certificate but our chinese colleagues checked location of the wind park via desk research

Row 25

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Hungary

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

171

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 26

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Italy

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

4

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 27

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Netherlands

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

65

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 28

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Norway

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Offshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

134

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Denmark

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.15.14) Comment

No comment

Row 29

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Norway

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

120

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 30

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Poland

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :wil

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

8

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ Other, please specify :Polish GO

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Poland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

(7.30.15.14) Comment

No comment

Row 31

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Korea (The Republic of)

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

426

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Viet Nam

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.15.14) Comment

Due to cost challenges purchased ex-domain

Row 32

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Singapore

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

15

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Viet Nam

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.15.14) Comment

Due to very little amount ex-domain certificates adopted

Row 33

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Slovenia

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 34

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Sweden

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Small hydropower (<25 MW)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

345

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

No comment

Row 35

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Switzerland

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Offshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

13

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Denmark

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.15.14) Comment

No comment

Row 36

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Taiwan, China

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

141

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Viet Nam

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.15.14) Comment

Due to cost challenges purchased ex-domain

Row 37

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United Kingdom

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Offshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

27

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REGO [UK]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United Kingdom

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

(7.30.15.14) Comment

No comment

Row 38

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United Kingdom

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Offshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

38

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REGO [UK]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United Kingdom

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

(7.30.15.14) Comment

No comment

Row 39

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United States of America

(7.30.15.2) Sourcing method

Select from:

- ☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

- ☒ Wind (technology type unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

2273

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

- ☒ REC [US and Canada]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

- ☒ United States of America

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

- ☒ No

(7.30.15.14) Comment

Wind type was not given on certificate

Row 40

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Viet Nam

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

2

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Viet Nam

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

(7.30.15.14) Comment*No comment**[Add row]*

(7.30.17) Provide details of your organization's low-carbon heat, steam, and cooling purchases in the reporting year by country/area.

Row 1**(7.30.17.1) Sourcing method***Select from:*☒ Heat/steam/cooling supply agreement**(7.30.17.2) Country/area of consumption of low-carbon heat, steam or cooling***Select from:*☒ Germany**(7.30.17.3) Energy carrier***Select from:*☒ Heat**(7.30.17.4) Low-carbon technology type***Select from:*☒ Other, please specify :Conventional Biomass**(7.30.17.5) Low-carbon heat, steam, or cooling consumed (MWh)**

(7.30.17.6) Comment

The heat is sourced from a nearby biomass plant in the form of district heating

[Add 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**

3.23

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

2244

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

695

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

23

(7.45.7) Direction of change

Select from:

☒ Decreased

(7.45.8) Reasons for change

Select all that apply

☒ Change in renewable energy consumption

☒ Acquisitions

(7.45.9) Please explain

Metric denominator: Unit total given in MEUR because otherwise the KPI would be too small. This years KPI includes Devold and change was compared to recalculated FY2024.

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

☒ Intensity target

(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)

1807

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

4272

(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)

6079.000

(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)

3647.400

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

1413

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

832

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

2245.000

(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

(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. Base year given here is rebaselined.

(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 electricity purchase - energy efficiency measures in logistics - shut down of locations over the last 6 years
[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, but we have not committed to seek validation of this target by the Science Based Targets initiative within 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

696

(7.53.2.18) Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution

57

(7.53.2.32) Intensity figure in base year for total Scope 3

753.0000000000

(7.53.2.33) Intensity figure in base year for all selected Scopes

753.0000000000

(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

100

(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

100

(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

92

(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

376.5000000000

(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

826

(7.53.2.65) Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution

48

(7.53.2.79) Intensity figure in reporting year for total Scope 3

874.0000000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

874.0000000000

(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

-32.14

(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. % 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

- transitioning to more sustainable materials - optimize transport and electrification of fleet

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☒ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☒ Targets to increase or maintain low-carbon energy consumption or production

☒ Other climate-related targets

(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

100

(7.54.1.13) % of target achieved relative to base year

100.00

(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, including JV

(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

- higher volume of purchased renewable electricity

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

1

(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

0

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

0

(7.54.1.13) % of target achieved relative to base year

100.00

(7.54.1.14) Target status in reporting year

Select from:

☒ Revised

(7.54.1.15) Explain the reasons for the revision, replacement, or retirement of the target

The target was not met within the set time frame (end of 2025). Thus, it will remain part of our renewable energy policy and will be an important lever to further reduce our Scope 1 and 2 emissions until 2030.

(7.54.1.16) Is this target part of an emissions target?

Yes, this target is the an additional instrument to achieve further reductions of our Scope 1 and 2 emissions (which was enough to achieve our 2025 target). This will be a focus in our 2026-2030 climate strategy and transition plan.

(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, including JV

(7.54.1.20) Target objective

Strategic target to increase renewable heat consumption within Fenix Outdoor. Also to prevent higher prices of conventional, most often fossil fuel powered heating (e.g. natural gas) 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 made little progress towards the end of the reporting year since we can't control the heating technology we use in our stores and building in many cases. We will intensify the conversation and foster the transition to low-carbon heating technologies in the future with land lords and shopping mall providers.
[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:

☒ Oth 1

(7.54.2.2) Date target was set

01/01/2019

(7.54.2.3) Target coverage

Select from:

☒ Business activity

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Intensity

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Energy consumption or efficiency

☒ kWh

(7.54.2.6) Target denominator (intensity targets only)

Select from:

☒ unit revenue

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

100

(7.54.2.9) End date of target

12/31/2025

(7.54.2.10) Figure or percentage at end of date of target

(7.54.2.11) Figure or percentage in reporting year

88

(7.54.2.12) % of target achieved relative to base year

48.0000000000

(7.54.2.13) Target status in reporting year*Select from:*☒ Underway**(7.54.2.15) Is this target part of an emissions target?***Yes, this energy efficiency target directly relates to our Scope 1 and 2 emissions reduction target.***(7.54.2.16) Is this target part of an overarching initiative?***Select all that apply*☒ No, it's not part of an overarching initiative**(7.54.2.18) Please explain target coverage and identify any exclusions***The target is in regards to our energy efficiency in our owned and operated locations. In addition to sourcing renewable energy, we also have a target to make our locations more efficient through initiatives such as replacing lights with LEDs, setting thermostats to not run during the nighttime, etc.***(7.54.2.19) Target objective***Optimize operations, facilities, offices and stores in line with energy consumption reduction targets – efficiency improvement 25% versus baseline year 2019.***(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year**

The target was only partially achieved. Investments in our own locations to increase energy efficiency where: - changes of lighting from conventional/ old LED technology to up to date LED lightning, especially in stores globally - improved door and window insulation in office and retail store space
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☒ Yes

[Fixed 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
Under investigation	3	
To be implemented	1	49
Implementation commenced	1	302
Implemented	6	918
Not to be implemented	0	

[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

Energy efficiency in buildings

☒ Lighting

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

19

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

21000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1

(7.55.2.7) Payback period

Select from:

☒ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

The savings are calculated based on the saving of about 117 MWh times the average non-household electricity price from Eurostat for 2025. Investment required not disclosed due to confidentiality reasons. The location already had a renewable electricity contract in place, so reductions are not shown in the market-based calculations.

Row 2

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy generation

☒ Biogas

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

200

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1

(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

Investment required not disclosed due to confidentiality reasons. Purchase of biogas certificates in compliance with the EU ETS requirements for the German distribution site. Not included in our gross emissions.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☒ Electrification

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

29

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ <1 year

(7.55.2.9) Comment

Investment required not disclosed due to confidentiality reasons. We changed to electric drayage for all transport from Hamburg harbor to our own distribution center. The service comes on top of our normal operational costs with a small premium.

Row 4

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☒ Supplier engagement

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

380

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

5000

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

Supplier engagement with regards to renewable electricity sourcing (on and off site) led to an increase of the share of renewable electricity in our supply chain by appr. 34%. The estimated annual savings is the delta between 2024 and 2025 data reported by suppliers and extrapolated to our overall supplier base. We mainly engage through capacity building and on the ground support for finding a suitable service provider.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☒ Electrification

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

3

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

Our danish retailer teamed up with another company to use electric trucks for intercompany transportation between our retail stores and the warehouse (own driver, thus accounted under Scope 1).

Row 6

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☒ Fuel switch

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

287

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

40000

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ <1 year

(7.55.2.9) Comment

Investment covers long term offtake agreement; single year investment is not disclosed due to confidentiality reasons; adoption of marine biofuel certificates for our inbound shipments for 2025.

[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 3

(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 4

(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 5

(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 6

(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]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☒ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ No

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☒ Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:

☒ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☒ Carbon removal

(7.79.1.3) Project description

Proyecto Forestal de Carbono San Bernardino de Milpillas Chico, verified under Climate Action Reserve's Mexico Forest Protocol v3.0. Located in the Sierra Madre Occidental, Durango, Mexico, the Indigenous Tepehuano community sustainably manages 153,065 hectares of pine-oak forest. Improved forest ma...

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

670

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2023

(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:

☒ Climate Action Reserve (CAR)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☒ Consideration of legal requirements

(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

CAR requires demonstrated community consent, benefit-sharing and biodiversity protection; documentation shows 85%+ of funds returned to community/ecosystem, FSC certification since 2008, and protection of 398 species including 23 at-risk species under NOM-059.

(7.79.1.14) Please explain

670 credits retired 20 Mar 2025 (serials CAR-1-MX-1941-42-1869-DG-2023-8411-101 to 500 and -1501 to 1770), beneficial owner Fenix Outdoor International AG, retired for 'CO2e Compensation 2024'. Corresponding Adjustments have not been issued for these credits (no mention found).

Row 2

(7.79.1.1) Project type

Select from:

☒ Solar

(7.79.1.2) Type of mitigation activity

Select from:

☒ Emissions reduction

(7.79.1.3) Project description

400 MW Solar Power Project at Bhadla, Rajasthan, developed by Adani Green Energy Limited under the Gold Standard registry. The project generates grid-connected solar PV electricity exported to the Indian grid, displacing an estimated 694,471 tCO2e/year that would otherwise come from the largely ther...

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

1000

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

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

☒ Investment analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☒ Not assessed

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Gold Standard requires all projects to demonstrate clear, positive contributions to at least three UN Sustainable Development Goals, one of which must be SDG 13 (climate action).

(7.79.1.14) Please explain

4,000 credits retired 19 Mar 2025 (serial GS1-1-IN-GS7071-2-2021-22607-630958-634957), beneficial owner Fenix Outdoor International AG, retired for 'CO2e Compensation 2024'. Corresponding Adjustments have not been issued for these credits (no mention found).

Row 3

(7.79.1.1) Project type

Select from:

☒ Methane avoidance

(7.79.1.2) Type of mitigation activity

Select from:

☒ Emissions reduction

(7.79.1.3) Project description

Reducing Gas Leakages within the Titas Gas Distribution Network (CER Conversion), developed by NE Climate A/S under Verra's VCS standard. The project repairs and upgrades an aging 12,253 km natural gas distribution network operated by Titas Gas in Greater Dhaka, Bangladesh, reducing fugitive methane...

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

16090

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(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:

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☒ Barrier analysis

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☒ Not assessed

(7.79.1.13) Provide details of other issues the selected program requires projects to address

General VCS Program safeguards require that project activities not negatively impact the natural environment or local communities; no CCB certification is mentioned in the documentation for this specific project.

(7.79.1.14) Please explain

16,090 credits retired 14 Aug 2025 (serial 12058-379112651-379128740-VCS-VCU-1507-VER-BD-10-2478-08112019-31122020-1), beneficial owner Fenix Outdoor International AG, retired for 'CO2 Compensation 2024'. Corresponding Adjustments have not been issued for these credits (no mention found).

Row 4

(7.79.1.1) Project type

Select from:

☒ Other, please specify :Long-term storage in hemp concrete blocks

(7.79.1.2) Type of mitigation activity

Select from:

☒ Carbon removal

(7.79.1.3) Project description

Long-term Carbon Storage in Hemp Concrete Blocks, developed by Vieille Materiaux (Doubs, France) under the Riverse registry (Rainbow Standard). The project manufactures hempcrete blocks (Biosys) and hemp insulation (Multichanvre) from regionally sourced hemp, replacing carbon-intensive cement produc...

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

20

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2023

(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:

☒ Reverse

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☒ Consideration of legal requirements

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☒ Other, please specify :The biogenic carbon content is guaranteed to be sequestered for a minimum of 100 years, calculated as the expected service lifetime declared in the product's FDES. Source: project description.

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☒ Not assessed

(7.79.1.13) Provide details of other issues the selected program requires projects to address

According to the Rainbow Standard, developers must evaluate potential negative social and environmental risks throughout the project's lifecycle. Including ensuring worker safety, fair treatment, and prohibiting forced or child labor, reducing pollution, waste generation, and the use of hazardous substances, upholding human rights.

(7.79.1.14) Please explain

20 credits retired 25 Mar 2025 (serials f41d81c3-43e8-4664-a699-dc5c99f239ad, 76b90b5c-489a-4558-a06e-b48e63d87958), beneficial owner Fenix Outdoor International AG, retired for 'CO2e Compensation 2024'. Corresponding Adjustments have not been issued for these credits (no mention found).

Row 5

(7.79.1.1) Project type

Select from:

☒ Other, please specify :Avoided planned deforestation

(7.79.1.2) Type of mitigation activity

Select from:

☒ Emissions reduction

(7.79.1.3) Project description

Corazon Verde del Chaco Project, developed by Quadriz Paraguay S.A. under Verra's VCS VM0007 Avoided Planned Deforestation (REDD+) methodology. Located in the Paraguayan Chaco (Presidente Hayes), the project secures legal agreements over 31,858 hectares of forest legally permitted for conversion to ...

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

1000

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(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:

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☒ Consideration of legal requirements

(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

The project holds CCB Gold Level certification for biodiversity, protecting habitat for Jaguar, Giant Anteater and Lowland Tapir, and the VCS Program requires that project activities not negatively impact the natural environment or local communities, with stakeholder engagement throughout developmen...

(7.79.1.14) Please explain

1,000 credits retired 10 Mar 2025 (serial 15315-681553629-681554628-VCS-VCU-352-VER-PY-14-2611-01072020-31122020-1), beneficial owner Fenix Outdoor International AG, retired for 'CO2e Compensation 2024'. Corresponding Adjustments have not been issued for these credits (no mention found).

[Add row]

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☒ No

(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:

☒ 76-99

(9.2.2) Frequency of measurement

Select from:

☒ At least once a year

(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:

☒ At least once a year

(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

Water sources are collected during CSR reporting together with water withdrawals. not all data providers know the source.

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

No additional explanation

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

(9.2.2) Frequency of measurement

Select from:

☒ At least once a year

(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:

☒ At least once a year

(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. The final destination is most often unknown and since we do not discharge industrial wastewater we deem the effort to further investigate the final source of discharge as lower priority for our locations during reporting.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not relevant

(9.2.4) Please explain

Our discharge water is treated in public wastewater treatment plants which do not have specific pre-treatment requirements for our discharge water.

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:

☒ Not relevant

(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:

☒ At least once a year

(9.2.3) Method of measurement

Sum of all water withdrawn from all facilities (no locations, processes or alike excluded)

(9.2.4) Please explain

Based on actual data, estimations and with a 10+ security surcharge for both water withdrawal and discharge volumes.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not relevant

(9.2.4) Please explain

We do not have any production processes, where water is used and could be recovered or recycled.

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

In our own operations this is part of legally required workplace standards.

(9.2.4) Please explain

In own operations this is part of our annual workplace safety inspections; in our supply chain this is monitored through social compliance audits and on-site visits through different departments.

[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)

104.88

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ No/minimal change 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:

☒ No/minimal change in business activity

(9.2.2.6) Please explain

We do not expect our operations to change their processes to water intense process within the next 5 years if no further acquisitions happen.

Total discharges

(9.2.2.1) Volume (megaliters)

102.43

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ No/minimal change 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:

☒ No/minimal change in business activity

(9.2.2.6) Please explain

We do not expect our operations to change their processes to water intense process within the next 5 years if no further acquisitions happen.

Total consumption

(9.2.2.1) Volume (megaliters)

2.45

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ No/minimal change 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:

☒ No/minimal change in business activity

(9.2.2.6) Please explain

We do not expect our operations to change their processes to water intense process within the next 5 years if no further acquisitions happen.
[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:

☒ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

7.19

(9.2.4.3) Comparison with previous reporting year

Select from:

☒ About the same

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☒ No/minimal change in business activity

(9.2.4.5) Five-year forecast

Select from:

☒ About the same

(9.2.4.6) Primary reason for forecast

Select from:

☒ No/minimal change in business activity

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

6.86

(9.2.4.8) Identification tool

Identification tool used

☒ WWF Water Risk Filter

(9.2.4.9) Please explain

WWF Water Risk Filter was used to identify locations with risk equal or higher than 2.6 as recommended by CDP. under the Indicator Water Availability. The facilities comprise of retail stores and our distribution center without water intense processes. This will most likely not change in the future.
[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:

☒ Not relevant

(9.2.7.5) Please explain

Not relevant, we do not directly abstract water but instead purchase water from public suppliers

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

Not relevant, we do not directly abstract water but instead purchase water from public suppliers

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

Not relevant, we do not directly abstract water but instead purchase water from public suppliers

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

Not relevant, we do not directly abstract water but instead purchase water from public suppliers

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

Not relevant, we do not use produced water

Third party sources

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters)

(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:*☒ No/minimal change in business activity**(9.2.7.5) Please explain***We did not change our processes during the reporting year.**[Fixed row]***(9.2.8) Provide total water discharge data by destination.****Fresh surface water****(9.2.8.1) Relevance***Select from:*☒ Not relevant**(9.2.8.5) Please explain***All our locations are connected to a sewer system that leads to a Wastewater Treatment Plant.***Brackish surface water/seawater****(9.2.8.1) Relevance**

Select from:

☒ Not relevant

(9.2.8.5) Please explain

All our locations are connected to a sewer system that leads to a Wastewater Treatment Plant.

Groundwater

(9.2.8.1) Relevance

Select from:

☒ Not relevant

(9.2.8.5) Please explain

All our locations are connected to a sewer system that leads to a Wastewater Treatment Plant.

Third-party destinations

(9.2.8.1) Relevance

Select from:

☒ Relevant

(9.2.8.2) Volume (megaliters)

102.43

(9.2.8.3) Comparison with previous reporting year

Select from:

☒ About the same

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☒ No/minimal change in business activity

(9.2.8.5) Please explain

We did not change our processes during the reporting year.

[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 substantive water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

Using the WWF Biodiversity and Water Risk filter we identified 15 locations that have a basin physical risk above 3 (below 1% of total number of facilities screened). We use the basin Physical Risk as a first indicator to understand impacts and dependencies. From those 15, 2 sites belong to our own operations.

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 substantive water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

Using the WWF Biodiversity and Water Risk filter we identified 15 locations that have a basin physical risk above 3 (below 1% of total number of facilities screened). We use the basin Physical Risk as a first indicator to understand impacts and dependencies. From those 15, 13 sites are located in our upstream value chain (3 Tier 2 and 10 Tier 1). Tier 1 facilities do not have water intense processes; the remaining 3 Tier 2 facilities are assessed as not having a substantive water-related dependencies on our business.
[Fixed row]

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

(9.5.1) Revenue (currency)

694700000

(9.5.2) Total water withdrawal efficiency

6623760.49

(9.5.3) Anticipated forward trend

About the same or slightly better since we do not expect our operations to change their process to more water intense processes. Contrary, we expect our locations to install water-saving equipment during potential maintenance and renovation work.
[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. This was also the case for the reporting year 2025.

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☒ Yes

(9.14.2) Value chain stage where low water impact is assessed

Select all that apply

☒ Upstream value chain

(9.14.3) Indicator used to assess water impact

Water quantity

☒ Lower water withdrawal/consumption than conventional processes

(9.14.4) Have you used a certification standard to classify your products/services as low water impact?

Select from:

☒ No

(9.14.5) Definition used to classify low water impact

By changing the dyeing process, up to 80% of water-use can be reduced during production of the product

(9.14.7) Please explain

We don't produce products that consume water in the use phase. The main water consumption happens during the production of our fabric dyeing. However, we assume our wool sweaters use less water during the use phase because they do not need to be washed often.
[Fixed row]

(9.15) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1) Target set in this category

Select from:

☒ No, but we plan to within the next two years

(9.15.3) Primary reason for not setting a target in this category

Select from:

☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(9.15.4) Explain why you do not have a target set in this category

Water is no material resource in our own operations. For the supply chain, data about water pollution is tracked via FEM. However, we don't have the resources to use the data in a strategic and decision-leading way. For our 2026 Sustainability Strategy, water targets will be in place.

Water withdrawals

(9.15.1) Target set in this category

Select from:

☒ No, but we plan to within the next two years

(9.15.3) Primary reason for not setting a target in this category

Select from:

☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(9.15.4) Explain why you do not have a target set in this category

Water is no material resource in our own operations. Data about water withdrawals is tracked via FEM. However, we don't have the resources to use the data in a strategic and decision-leading way. For our 2026 Sustainability Strategy, water targets will be in place.

Water, Sanitation, and Hygiene (WASH) services

(9.15.1) Target set in this category

Select from:

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

(9.15.3) Primary reason for not setting a target in this category

Select from:

☒ Not an immediate strategic priority

(9.15.4) Explain why you do not have a target set in this category

During our due diligence and human rights assessments, access to WASH services is not found to be a material risk or audit finding in our facilities (Tier 1 and Tier 2)

Other

(9.15.1) Target set in this category

Select from:

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

[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets?

	Targets in place
	Select from: ☒ Yes

[Fixed row]

(10.1.1) Provide details of your plastics-related targets.

(10.1.1.1) Target reference number

Select from:
☒ Plastics target 1

(10.1.1.2) Target coverage

Select from:
☒ Organization-wide (including suppliers)

(10.1.1.3) Category of target & quantitative metric

Plastic polymers
☒ Reduce or eliminate the use of hazardous substances

(10.1.1.4) Date target was set

01/01/2019

(10.1.1.5) End date of base year

12/31/2019

(10.1.1.6) Base year figure

0

(10.1.1.7) End date of target

12/31/2025

(10.1.1.8) Target year figure

1

(10.1.1.9) Reporting year figure

1

(10.1.1.10) Target status in the reporting year

Select from:

☒ Underway

(10.1.1.11) % of target achieved relative to base year

100

(10.1.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

Global environmental treaty/initiative/framework

☒ Other, please specify :Aligned with international and national chemical legislation

(10.1.1.13) Explain target coverage and identify any exclusions

No exclusions; however, target was not measured on a product level; 100% of our suppliers signed the RSL, thus we assume to have reached our target.

(10.1.1.14) Investment made toward achieving target during the reporting year

5000

(10.1.1.15) Plan for achieving target, and progress made to the end of the reporting year

Our RSL goes beyond legal requirements and is updated annually. We have a pre-cautionary approach and restrict substances, that are legally ok to use or that might face restrictions in the future (candidate lists, etc).

(10.1.1.17) Further details of target

Upcoming Sustainability Strategy will focus on higher transparency on chemicals used in our supply chain on CAS level/chemical rand level. Also, transparency on chemicals will be part of the supplier scorecard.

Row 2

(10.1.1.1) Target reference number

Select from:

☒ Plastics target 2

(10.1.1.2) Target coverage

Select from:

☒ Product level

(10.1.1.3) Category of target & quantitative metric

Plastic goods/products

☒ Reduce the total weight of virgin content in plastic goods/products

(10.1.1.4) Date target was set

01/01/2019

(10.1.1.5) End date of base year

12/31/2019

(10.1.1.6) Base year figure

31

(10.1.1.7) End date of target

12/31/2025

(10.1.1.8) Target year figure

90

(10.1.1.9) Reporting year figure

60

(10.1.1.10) Target status in the reporting year

Select from:

☒ Underway

(10.1.1.11) % of target achieved relative to base year

49.152542372881356

(10.1.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

None, alignment not assessed

☒ None, alignment not assessed

(10.1.1.13) Explain target coverage and identify any exclusions

Target coverage is all materials, whereas target reported for reporting year only covers synthetic materials.

(10.1.1.14) Investment made toward achieving target during the reporting year

0

(10.1.1.15) Plan for achieving target, and progress made to the end of the reporting year

Investments are not disclosed; missing of target mainly due to the fact that there is no acceptable solution for certain fabric functionalities as of yet available on the market.

(10.1.1.17) Further details of target

Upcoming Sustainability Strategy will also look closer into T2T recycling as a source for pre-consumer and post-consumer synthetic fibers.
[Add 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

(10.2.3) Please explain

Not applicable

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.3) Please explain

Not applicable

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ Yes

(10.2.3) Please explain

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

(10.2.3) Please explain

Not applicable

Usage of plastic packaging

(10.2.1) Activity applies

Select from:

☒ No

(10.2.3) Please explain

Not applicable

Provision of waste management

(10.2.1) Activity applies

Select from:

☒ No

(10.2.3) Please explain

Not applicable

Other plastics-related activities not specified

(10.2.1) Activity applies

Select from:

☒ No

(10.2.3) Please explain

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.

(10.4.1) Total weight during the reporting year (Metric tons)

1875

(10.4.2) Raw material content percentages available to report

Percentage not available

☒ None

(10.4.12) Please explain

The given weight represents the fibre weight; we are not able to pull the needed information from our PLM yet. We can state the share of recycled fibers (both pre- and post consumer), which is appr. 60% in the reporting year. We strive for better transparency through our PLM for the upcoming years to distinguish the origin of recycled fiber.

[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, commercialization and/or use

(10.6.1) Total weight of plastic waste generated and/or managed (Metric tons)

40

(10.6.5) End-of-life management pathways available to report

Select all that apply

☒ Preparation for reuse

☒ Recycling

☒ Incineration

☒ Landfill

(10.6.6) Tool used to determine the percentage of end-of-life pathway

Select all that apply

☒ Other, please specify :No tool used

(10.6.7) % preparation for reuse

1

(10.6.8) % recycling

87

(10.6.11) % incineration

1

(10.6.12) % landfill

1

(10.6.16) Please explain

Waste management of many of our locations depend on the landlord and local infrastructure. Thus, the main fraction of our waste is mixed commercial waste, including plastics. We assume the portion of plastic waste to be higher than given here. Figures only display plastic packaging.

[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

☒ Education & awareness

[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: ☒ 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 3

(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 4

(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: ☒ 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

☒ All data points in module 7

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☒ Other climate change verification standard, please specify :ESRS E1

(13.1.1.4) Further details of the third-party verification/assurance process

Our GHG data and calculation approach underwent a CSRD Assurance readiness check in 2024 as preparatory work for our Sustainability Reporting.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

24 - Fenix - GHG Assurance Readiness - Final report.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 in our latest CSR Report and on our sustainability website:

*https://fenixoutdoor.com/sustainability/?_gl=1*eja9u2*_up*MQ..*_ga*NzQ1OTQ1ODY0LjE3ODg0MTgzNjE.*_ga_KS3F455BEY*czE3ODg0MTgzNjEkbzEkZzEkdDE3ODg0MTg0ODQkajYwJGwwJGgw*

(13.2.2) Attachment (optional)

CSR_2025_FINAL (2).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]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub to facilitate collective action in priority basins.

Select from:

☒ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute

