Welcome to your CDP Climate Change Questionnaire 2022

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your 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, Frilufts Retail and Global Sales, focusing on high quality, durable outdoor products for recreation and for professional use.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	January 1, 2021	December 31, 2021	Yes	3 years

C0.3

(C0.3) Select the countries/areas in which you operate.

Austria
Belgium
Canada
China
Czechia
Denmark
Estonia
Finland
France
Germany
Hong Kong SAR, China
Hungary
Latvia

Netherlands
Norway
Poland
Republic of Korea
Slovakia
Slovenia
Sweden
Switzerland
Taiwan, China
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

EUR

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	CH0242214887

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual(s)	Please explain
Board Chair	The Chief Sustainability Officer reports directly to the owner and chairman of the group. The owner approves Fenix Outdoor's sustainability strategy.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Sporadic - as important matters arise	Reviewing and guiding strategy Reviewing and guiding annual budgets	The CSO reports annually to the owner of the group and has a direct line when important sustainability and climate matters arise that have a significant financial, operational or reputational impact. In all internal meetings of the different segments (Brands, retail, global sales) climate change topics are always on the agenda. These meetings take place in different frequencies (e.g., bi-weekly, monthly or weekly) and always include all CEOs of all operational entities.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues
Row 1	Yes	

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Name of the position(s) and/or committee(s)	Responsibility	Frequency of reporting to the board on climate-related issues
Chief Sustainability Officer (CSO)	Both assessing and managing climate-related risks and opportunities	Quarterly

C1.2a

(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).

The CSR department is anchored in the corporate service unit serving all units (brands, retail, logistics, etc...) with climate-related issues (reporting, reduction projects, ...). The CSO reports directly to the chairman and CEO of the Fenix Outdoor Group and is responsible for all climate-related activities being carried out by the CSR team. Activities are based on our Climate Strategy. Each entity has specific targets derived from the overall strategy. In general, climate-related issues are monitored by calculating annual GHG inventories and GHG reports for each brand, retailer, and logistics department. Data collection is part of the annual GRI reporting exercise. Risk assessment is carried out during the preparation of the GHG report and results in specific recommendations.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	We provide disincentives for those units who deliberately violate our climate policies or (for even good reasons) do not follow the strategy we have set:

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	1	3	Climate risks or climate mitigation measures in the short-term time horizon are most like to occur or be implemented within the next 1-3 years. Both 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.
Medium-term	4	6	The medium-term time horizon reflects 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 (2019-2025). The process is aligned with our approach to set up business strategy and planning.
Long-term	7	15	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.

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

From a sustainability perspective, substantial financial or strategic impacts requires significant financial resources and/or a change in the course fo the groups business policy

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

A specific climate-related risk management process

Frequency of assessment

Annually

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

Climate-related risks and opportunities are identified and assessed during the CSR reporting process (pages 9 and 10 in the CSR report 2020) and response measures are

implemented if needed. In 2020, climate change remained a serious issue despite the positive impact that travel restrictions may have had. Cli-mate-related changes affect our operations directly, for example, through the extremely mild but wet winter weather, reducing demand for warm clothing, or in a foreseeable future through the interruption of transportation and communication infrastructure and the impact on owned or contracted production sites. On the other hand, the loss of ice in the North led to the opening of new trade routes (the Northeast Passage) and consequently a shortening in lead and delivery times. We still note with great concern the overall long-term effects of changes in climate patterns, and we expect that functional demands and quality properties of certain product categories will require long-term adaptation.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Relevant and included to ensure compliance and be aware of potential changes; since we do not fall under a specific climate-related regulation (yet), we take regulations into consideration, that cover climate-related issues indirectly (e.g. CSR reporting directive from the EU and European Green Deal).
Emerging regulation	Relevant, always included	Relevant and included to ensure compliance with future regulations, (e.g. the TCFD disclosure obligations in UK or carbon pricing mechanisms).
Technology	Relevant, sometimes included	Relevant for energy supply in our own and operated locations; as we do not change locations frequently, this is only evaluated when necessary and when new locations are screened. For example, we screen a possible new location with respect to energy performance and sources.
Legal	Relevant, always included	Tax laws, European laws focussing on products, European Reduction targets, ... All legislation that is current or upcoming.
Market	Relevant, sometimes included	Our business depends on the seasons; climate change exposed some parts of our business activities at risk, e.g. selling super warm winter jackets when the winters become warmer every other year; also our main supply chain partners are located in the global south, which is one of the most vulnerable regions affected by climate change. Further, sourcing specific, climate-vulnerable raw materials are at risk.
Reputation	Relevant, sometimes included	As an outdoor company, we depend on intact ecosystems, protecting nature is part of our DNA and expected from our customers. We not only ask our supply chain partners to report on their environmental performance but also support them with training and improvement projects.

Acute physical	Relevant, sometimes included	As our supply chain is located in the global south, it is highly vulnerable to severe and extreme weather events. These can lead to business-critical risks in the short-term, e.g. late arrival of products, products loss due to harsh weather conditions. Long-term these interruptions can occur more often, more severe, and thus hamper smooth business activities. Included on a case-by-case basis, especially for new suppliers with the help of our social compliance tool.
Chronic physical	Relevant, not included	Our own and operated facilities, as well as our supply chain partners, may be affected by sea-level rise, droughts and some locations can just become inhabitable. As of today, these risks are not yet considered in our risk assessments.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Emerging regulation
Carbon pricing mechanisms

Primary potential financial impact

Increased indirect (operating) costs

Company-specific description

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.

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

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 tonne 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. Gas consumption is based on 2019 figures, since the gas consumption in 2020 is not representative.

Cost of response to risk

Description of response and explanation of cost calculation

To mitigate both, the negative impact on the climate as well as the financial risk , alternative heating solutions are under investigation. The calculations are based on the assumption for Germany, that we exchange all heating systems run on gas by heat pumps or connect our heating systems with the local district heating network. The calculations include the costs for the locations being heat pumps , installation, and connection to the grid((appr. 25 000€ each) as well as the conversion from gas to district heating (in total 160.000€). Operating costs are estimated to be at 5.000€ per year.

Comment

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Upstream

Risk type & Primary climate-related risk driver

Acute physical

Other, please specify

Extreme weather events (Rainfal, floods, droughts, etc....)

Primary potential financial impact

Decreased revenues due to reduced production capacity

Company-specific description

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

Time horizon

Medium-term

Likelihood

More likely than not

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Cost of response to risk

Description of response and explanation of cost calculation

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

Comment

Identifier

Risk 3

Where in the value chain does the risk driver occur?

Downstream

Risk type & Primary climate-related risk driver

Market

Changing customer behavior

Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Company-specific description

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.

Time horizon

Unknown

Likelihood

More likely than not

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Cost of response to risk

Description of response and explanation of cost calculation

Comment

Identifier
Risk 4

Where in the value chain does the risk driver occur?
Direct operations

Risk type & Primary climate-related risk driver
Chronic physical
Heat stress

Primary potential financial impact
Increased indirect (operating) costs

Company-specific description
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. Further, droughts and decreased average precipitation will bring an increase in our freshwater consumption for irrigation purposes of our operations.

Time horizon

Medium-term

Likelihood

More likely than not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

The minimum impact figure is based on the assumption that our offices in Europe will have a 40% increase in electricity consumption due to increased mean temperature and heating demand, especially in the summer. For the maximum impact figure, we assume that in addition to our offices, also our retail stores will have a higher cooling demand. Since the electricity consumption during the Corona pandemic does not show a normal operating year, we used 2019 data as the baseline for the calculations. For our Asian and North American locations, we assume that cooling is already standard operation. In the production and logistics, electricity consumption from cooling

Cost of response to risk

Description of response and explanation of cost calculation

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). We are planning to update our aircon inventory in 2021 and set up a climate-friendly refurbishing process, where air-con equipment is also screened regarding energy-efficient settings (e.g. 5°C dead-band in between heating and cooling temperature thermostats). 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. In 2020 we were focussing on the swedish locations, which have an air-con system in place, as they have shown an above-average specific electricity consumption per m2. In 2020 we conducted

an energy audit in Sweden as well as one audit in Germany in 2019 (appr. 15 000€ for 2019 and 2020). A financial impact assessment for the refurbishment of our air-con equipment is planned for 2021.

Comment

Identifier

Risk 5

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Market

Increased cost of raw materials

Primary potential financial impact

Increased direct costs

Company-specific description

Cotton and Polyester make up approximately 30% of our raw material consumption on a group level. To source this raw material more sustainably (organic cotton, recycled cotton, recycled polyester), is an overarching target of the group. In 2020, our American outdoor lifestyle clothing brand Royal Robbins committed to transitioning to 80% recycled polyester on a style basis by 2025. In 2020 Royal Robbins reached 59%.

Time horizon

Medium-term

Likelihood

More likely than not

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Cost of response to risk

Description of response and explanation of cost calculation

To mitigate the risk of our raw material consumption, we foster our relationships in the supply chain with our long-term suppliers. We are also active members of the 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 (45 000€).

Comment

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Shift in consumer preferences

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

Costumers 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.

Time horizon

Medium-term

Likelihood

More likely than not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

Comment

Identifier

Opp2

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Products and services

Primary climate-related opportunity driver

Ability to diversify business activities

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-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 Frilufts 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.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

Comment

Identifier

Opp3

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development and/or expansion of low emission goods and services

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

Part of our brand portfolio is Primus, producing stoves and cooking equipment for outdoor cooking and eating. These stoves and cookers are run on camping gas. As we strive to optimize our products, we can report that in 2020 around 18 520 fuel-efficient Primus stoves and pots were sold, thus saving around 50 percent of energy with each use compared with standard stoves and 30 percent for pots, depending on the type of burner being used.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a transition plan that aligns with a 1.5°C world?

Row 1

Transition plan

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

Publicly available transition plan

No

Mechanism by which feedback is collected from shareholders on your transition plan

We have a different feedback mechanism in place

Description of feedback mechanism

The transition plan is part of our climate strategy and is under constant scrutiny and development, to stay uptodate with the most recent solutions. The climate strategy has been approved by the owner of the company.

Frequency of feedback collection

Less frequently than annually

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

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, and we do not anticipate doing so in the next two years	Lack of internal resources	We work with scenario building tooles, such as Aequeduct Water Risk Atlas and the projection from the IPCC to

			determine climate-related supply chain risk.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Costumers will be more and more aware of the way their purchased products are contributing to climate change and will go for the more climate-friendly alternative. Although no legal requirements are in place for the time being for our industry, more regulations with respect to a company's products greenhouse gas emissions are to come.
Supply chain and/or value chain	Evaluation in progress	Most of our supply chain partners are in the global south. 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. To ensure our supply chain is resilient, we do need to do our utmost to protect our partners from physical harm and to mitigate disruptions for operations and workers at manufacturing facilities by taking action on climate change.
Investment in R&D	Yes	R&D is an integral part of our product development process. New fibers and materials are integrated constantly, taking specific analysis and assessments (e.g. LCAs) into account.
Operations	Evaluation in progress	Our employees all over the world deserve a safe and healthy working environment, and our customers must have safe and satisfying products. We aim to respect each individual's human rights and to protect everyone's livelihood, and enable everyone to spent time outdoors. The more we know and learn about climate change and the impact we have as a company and as individuals, the more we are able to make smart decisions, contributing to climate mitigation and business resilience. We need climate change to be mitigated. If our business and our operations are at risk from climate change, so are our employees. Fighting

		climate change is also a fight for satisfied, talented, and engaged employees!

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Direct costs Indirect costs Assets	Financial planning considers the location and structure of our own operations and related energy supply questions e.g. solar panels. Finance has been involved in the screening process of alternative power supply options, (e.g. vPPA).

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's transition to a 1.5°C world?

No, but we plan to in the next two years

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target
Intensity target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Year target was set

2019

Target coverage

Company-wide

Scope(s)

Scope 1
Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

1,355

Base year Scope 2 emissions covered by target (metric tons CO2e)

2,590

Base year Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

3,945

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

35

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

65

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2025

Targeted reduction from base year (%)

40

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

2,367

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

996

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

2,010

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

3,008

% of target achieved relative to base year [auto-calculated]

59.3789607098

Target status in reporting year

Underway

Is this a science-based target?

No, but we anticipate setting one in the next 2 years

Target ambition

Please explain target coverage and identify any exclusions

We aligned our targets with the Absolute Contraction Methode as well as with industry initiatives, which have membership requirements aligned with the SBTi ; with our target we exceed the minimum reduction required by this approach.

Plan for achieving target, and progress made to the end of the reporting year

Investigate in electrification of gas consuming processes and purchase renewable electricity via EACs for our east European production and sales units.

List the emissions reduction initiatives which contributed most to achieving this target

C4.1b

(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).

Target reference number

Int 1

Year target was set

2019

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 1: Purchased goods and services
Category 4: Upstream transportation and distribution

Intensity metric

Metric tons CO2e per unit of production

Base year

2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3 (metric tons CO2e per unit of activity)

0.008

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

0.0075

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this Scope 3 intensity figure

93

% of total base year emissions in all selected Scopes covered by this intensity figure

93

Target year

2025

Targeted reduction from base year (%)

50

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]

0.00375

% change anticipated in absolute Scope 1+2 emissions

0

% change anticipated in absolute Scope 3 emissions

-15

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3 (metric tons CO2e per unit of activity)

0.0088

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.0085

% of target achieved relative to base year [auto-calculated]

-26.6666666667

Target status in reporting year

Underway

Is this a science-based target?

No, but we are reporting another target that is science-based

Target ambition

Please explain target coverage and identify any exclusions

Our intensity target includes Scope 3 emissions from Category 1 and 4, including energy consumption from Tier 1 manufacturers; We aligned our targets with the Absolute Contraction Method as well as with industry initiatives, which have membership requirements aligned with the SBTi ;

Plan for achieving target, and progress made to the end of the reporting year

Looking into circular business models to decouple economic income from material consumption, wrk together with supply chain partners to increase share of renewable energy and increased energy efficiency

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2019

Target coverage

Company-wide

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only

Base year

2019

Consumption or production of selected energy carrier in base year (MWh)

16,017

% share of low-carbon or renewable energy in base year

83

Target year

2025

% share of low-carbon or renewable energy in target year

100

% share of low-carbon or renewable energy in reporting year

82

% of target achieved relative to base year [auto-calculated]

-5.8823529412

Target status in reporting year

Underway

Is this target part of an emissions target?

Yes, part of emissions target for Scope 1 and 2

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

Please explain target coverage and identify any exclusions

Company-specific target; 100% renewable electricity by 2025 for all owned and/or operated Fenix Outdoor locations.

Plan for achieving target, and progress made to the end of the reporting year

Investigating (v)PPA or green tariffs/ products, purchasing of EACs, installation of own renewable electricity utilities

List the actions which contributed most to achieving this target

C4.3

(C4.3) 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.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation		
To be implemented*	5	
Implementation commenced*	1	
Implemented*	2	

Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Low-carbon energy consumption

Wind

Estimated annual CO2e savings (metric tonnes CO2e)

42

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

Payback period

Estimated lifetime of the initiative

3-5 years

Comment

GO purchase for east European locations until we found better on-site solutions

Initiative category & Initiative type

Low-carbon energy consumption

Biogas

Estimated annual CO2e savings (metric tonnes CO2e)

600

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 1: Purchased goods & services

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

Payback period

Estimated lifetime of the initiative

>30 years

Comment

Bio-based gas for camping gas; SIP is currently based on mass-balance system

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Compliance with regulatory requirements/standards	Mandatory energy audits in Germany and Sweden
Dedicated budget for energy efficiency	In the retail business, mainly implementation of LED
Dedicated budget for low-carbon product R&D	LCAs and carbon footprint analysis
Employee engagement	Starting of energy scouts projects in Germany
Other Engagement in multistakeholder initatives	Support to/ and in UNFCCC, SAC, OIA's Climate Action Corps, STICA

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Product or service

Taxonomy used to classify product(s) or service(s) as low-carbon

No taxonomy used to classify product(s) or service(s) as low carbon

Type of product(s) or service(s)

Cooking

Other, please specify

Camping stoves and pots

Description of product(s) or service(s)

Fuel-efficient stoves ad pots, using 30 to 50% less fuel compared to a standard stove or pot.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Yes

Methodology used to calculate avoided emissions

Other, please specify

Internal test method

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Use stage

Functional unit used

Stove

Reference product/service or baseline scenario used

Stove from direct competitor

Life cycle stage(s) covered for the reference product/service or baseline scenario

Use stage

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) 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?

Row 1

Has there been a structural change?

Yes, other structural change, please specify

We sold Brunton in Nov 2021 and acquired some smaller retail locations

Name of organization(s) acquired, divested from, or merged with

See below

Details of structural change(s), including completion dates

In 2021, we opened six new stores in Norway, Finland and Germany. We acquired Trekitt in the UK with one
store and warehouse and took over three stores in Denmark from a competitor. We opened one Royal Robbins
brand store in Seattle. Our logistics center in Ludwigslust, Germany, had three distribution centers up and running by the end of the year. In the US market we closed one store and sold Brunton at the end of the year.

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
Row 1	No

C5.1c

(C5.1c) Have your organization's base year emissions been recalculated as result of the changes or errors reported in C5.1a and C5.1b?

	Base year recalculation	Base year emissions recalculation policy, including significance threshold
Row 1	Yes	New data due to ancillary cost invoices

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
1,355

Comment
Corrected from 2020 reporting

Scope 2 (location-based)

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
5,528

Comment

Scope 2 (market-based)

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
2,590

Comment

Scope 3 category 1: Purchased goods and services

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
66,299

Comment

Scope 3 category 2: Capital goods

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

Not applicable

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

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

581

Comment

Only life-cycle data from gas consumption in EU

Scope 3 category 4: Upstream transportation and distribution

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

3,264

Comment

Scope 3 category 5: Waste generated in operations

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

20

Comment

Scope 3 category 6: Business travel

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

1,900

Comment

Scope 3 category 7: Employee commuting

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

1,353

Comment

Scope 3 category 8: Upstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not applicable

Scope 3 category 9: Downstream transportation and distribution

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

1,749

Comment

Scope 3 category 10: Processing of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not applicable

Scope 3 category 11: Use of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not measured

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not measured

Scope 3 category 13: Downstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not applicable

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not applicable

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not applicable

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not applicable

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Not applicable

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019

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

The Greenhouse Gas Protocol: Scope 2 Guidance

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

999

Start date

January 1, 2021

End date

December 31, 2021

Comment

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)
1,011

Start date
January 1, 2020

End date
December 31, 2020

Comment

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)
1,355

Start date
January 1, 2019

End date
December 31, 2019

Comment

Past year 3

Gross global Scope 1 emissions (metric tons CO2e)
386

Start date
January 1, 2018

End date
December 31, 2018

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based
We are reporting a Scope 2, location-based figure

Scope 2, market-based
We are reporting a Scope 2, market-based figure

Comment

We report market-based figures were supplier-specific or emission factors for residual mixes are available.

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

3,565

Scope 2, market-based (if applicable)

2,010

Start date

January 1, 2021

End date

December 31, 2021

Comment

Past year 1

Scope 2, location-based

3,647

Scope 2, market-based (if applicable)

1,557

Start date

January 1, 2020

End date

December 31, 2020

Comment

Past year 2

Scope 2, location-based

5,528

Scope 2, market-based (if applicable)

2,590

Start date
January 1, 2019

End date
December 31, 2019

Comment

Past year 3

Scope 2, location-based
6,524

Scope 2, market-based (if applicable)
2,959

Start date
January 1, 2018

End date
December 31, 2018

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?
No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
76,206

Emissions calculation methodology
Supplier-specific method
Hybrid method
Average data method

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

50

Please explain

Includes partly supplier data (total energy consumption, taking production volume of our own brands within the total supplier's production volume into account). Additionally, emissions from purchased consumables as well as raw materials (cradle-to-gate) are accounted for. Due to our reporting structure, some materials are reported aggregated under "others" (e.g. other biosynthetics). For now, those materials are not included in the above stated emissions as no emission factors are available. We assume, that our emissions from raw materials tent to be a bit higher. The likelihood is high that the overall size for the mentioned purchased goods and services is correct. For emissions calculation average emission factor were used; specific emission factors have been available for company specific fabrics as well as for leather supplied by Hanwag's German leather supplier "Heinen".

Capital goods

Evaluation status

Not relevant, explanation provided

Please explain

No capital goods exist

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

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

347

Emissions calculation methodology

Average data method

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

100

Please explain

Data only covers european gas consumption. We applied emission factors according to the study “Klimaschäden durch Erdgas” by
Green Planet Energy eG (2021) to consider life cycle emissions

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

7,814

Emissions calculation methodology

Supplier-specific method
Hybrid method
Average data method

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

85

Please explain

Corrected from CSR report due to inbound data correction

Waste generated in operations

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

60

Emissions calculation methodology

Hybrid method
Average data method

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

100

Please explain

Activity data from the relevant entities (Retail, Production, Logistics, offices if available) including water and wastewater emissions if available; waste activity data reported by service provider or estimated by responsible local person; emission factors are average from DEFRA

Business travel

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

1,260

Emissions calculation methodology

Supplier-specific method
Hybrid method

Average data method

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

60

Please explain

Information provided by travel agency and airlines as well as by internal travel reporting tool; if available, fuel-based method has been taken into account, otherwise emission factors from DEFRA have been used

Employee commuting

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

680

Emissions calculation methodology

Average data method

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

20

Please explain

The total CO2e emission from commuting has been extrapolated based on a survey from 2020, which involves estimated emissions from employee commuting based on average company-specific data and data given with respect to working from home periods.

Upstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

No leased assets exist

Downstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

1,029

Emissions calculation methodology

Supplier-specific method

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

Please explain

Emission factors have been delivered by service providers (average emissions per shipment).

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

We sell end-consumer products

Use of sold products

Evaluation status

Relevant, not yet calculated

Please explain

Lack of internal resources

End of life treatment of sold products

Evaluation status

Relevant, not yet calculated

Please explain

Lack of internal resources

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

No leased assets exist

Franchises

Evaluation status

Relevant, not yet calculated

Please explain

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

Investments

Evaluation status

Not relevant, explanation provided

Please explain

The company does not have any investments

Other (upstream)

Evaluation status

Not evaluated

Please explain

Other (downstream)

Evaluation status

Not evaluated

Please explain

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date

January 1, 2020

End date

December 31, 2020

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

56,250

Scope 3: Capital goods (metric tons CO2e)

0

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

607

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

5,239

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

82

Scope 3: Business travel (metric tons CO2e)
1,210

Scope 3: Employee commuting (metric tons CO2e)
422

Scope 3: Upstream leased assets (metric tons CO2e)
0

Scope 3: Downstream transportation and distribution (metric tons CO2e)
950

Scope 3: Processing of sold products (metric tons CO2e)
0

Scope 3: Use of sold products (metric tons CO2e)
0

Scope 3: End of life treatment of sold products (metric tons CO2e)
0

Scope 3: Downstream leased assets (metric tons CO2e)
0

Scope 3: Franchises (metric tons CO2e)
0

Scope 3: Investments (metric tons CO2e)
0

Scope 3: Other (upstream) (metric tons CO2e)
0

Scope 3: Other (downstream) (metric tons CO2e)
0

Comment
Emissions from Purchased Goods and Services have been changed and recalculated for all past years due to additional information gathered during 2021.

Past year 2

Start date
January 1, 2019

End date
December 31, 2019

Scope 3: Purchased goods and services (metric tons CO2e)
66,299

Scope 3: Capital goods (metric tons CO2e)

0

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

581

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

3,264

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

20

Scope 3: Business travel (metric tons CO2e)

1,900

Scope 3: Employee commuting (metric tons CO2e)

1,353

Scope 3: Upstream leased assets (metric tons CO2e)

0

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

1,749

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

0

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

0

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

0

Scope 3: Downstream leased assets (metric tons CO2e)

0

Scope 3: Franchises (metric tons CO2e)

0

Scope 3: Investments (metric tons CO2e)

0

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

0

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

0

Comment

Past year 3

Start date

January 1, 2018

End date

December 31, 2018

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

32,951

Scope 3: Capital goods (metric tons CO2e)

0

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

0

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

3,017

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

17

Scope 3: Business travel (metric tons CO2e)

1,520

Scope 3: Employee commuting (metric tons CO2e)

1,010

Scope 3: Upstream leased assets (metric tons CO2e)

0

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

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

0

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

0

Scope 3: Franchises (metric tons CO2e)

0

Scope 3: Investments (metric tons CO2e)

0

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

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

Comment

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) 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.

Intensity figure

0.004

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

3,009

Metric denominator

unit total revenue

Metric denominator: Unit total

649,900,000

Scope 2 figure used

Market-based

% change from previous year

20

Direction of change

Reason for change

Intensity figure is 0.004 kg CO2e/€ compared to 0.005 kg CO2e/€ in 2020.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

Country/Region	Scope 1 emissions (metric tons CO2e)
Austria	4.6
Canada	49
Germany	279
Hungary	2.6
Latvia	4.3
Netherlands	102
United Kingdom of Great Britain and Northern Ireland	3.1
United States of America	481
Denmark	48.3
Hong Kong SAR, China	10
Sweden	6.5

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By business division
By facility

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Retail	541
Administration	14.8
Logistics	312
Own production	87

Global and brand sales	41.8

C7.3b

(C7.3b) Break down your total gross global Scope 1 emissions by business facility.

Facility	Scope 1 emissions (metric tons CO2e)	Latitude	Longitude
Offices worldwide (>25)	56.6		
Retail stores worldwide (>100)	541		
Production facilities (5)	87		
Warehouses (5)	312		

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Austria	0.5	0
Belgium	1.9	3
Canada	24	4.6
China	291	429
Czechia	3.2	0.824
Denmark	160.6	22.8
Estonia	104	2
Finland	200	296
France	0.37	0.41
Germany	2,030	699
Hong Kong SAR, China	20	20
Hungary	47	1.6
Latvia	0.6	0.015
Netherlands	122	97
Norway	64	84
Poland	6.8	0.9
Slovakia	0.6	0.032
Slovenia	0.48	0.014
Republic of Korea	153	136
Sweden	55.6	74.2
Switzerland	1	1.2

Taiwan, China	69	69
United Kingdom of Great Britain and Northern Ireland	3	25
United States of America	844	42
Viet Nam	1	0.5

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By business division
By facility

C7.6a

(C7.6a) Break down your total gross global Scope 2 emissions by business division.

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Administration	72	104
Retail	2,857	1,273
Logistics	509	170
Own production	467	47
Global and brand sales	301	416

C7.6b

(C7.6b) 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)
Offices worldwide (>25)	373	520
Retail stores worldwide (>100)	2,857	1,273
Production facilities (5)	467	47
Warehouses (5)	509	170

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) 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 emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	338	Increased	30	Include life cycle emissions from electricity production by renewables; Increase due to general increase in electricity consumption ("back to office" effect) and purchase of EACs originating from a different RE source than in 2020.
Other emissions reduction activities				
Divestment				
Acquisitions				
Mergers				
Change in output				
Change in methodology				
Change in boundary				
Change in physical operating conditions				
Unidentified				
Other				

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

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

C8.2

(C8.2) 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)	No
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of purchased or acquired electricity	13,669	2,931	16,600
Consumption of purchased or acquired heat	0	8,703	8,703
Total energy consumption	13,669	11,634	25,304

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Sourcing method
Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier
Electricity

Low-carbon technology type
Hydropower (capacity unknown)

Country/area of low-carbon energy consumption
Germany

Tracking instrument used
Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
8,299

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

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

Comment

Sourcing method
Unbundled energy attribute certificates (EACs) purchase

Energy carrier
Electricity

Low-carbon technology type
Hydropower (capacity unknown)

Country/area of low-carbon energy consumption

United States of America

Tracking instrument used

US-REC

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

2,033

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

United States of America

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

Comment

Sourcing method

Unbundled energy attribute certificates (EACs) purchase

Energy carrier

Electricity

Low-carbon technology type

Wind

Country/area of low-carbon energy consumption

Hungary

Tracking instrument used

GO

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

186

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

Estonia

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

2,013

Comment

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Country/area of low-carbon energy consumption

Sweden

Tracking instrument used

Contract

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

2,084

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

Sweden

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

Comment

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Wind

Country/area of low-carbon energy consumption

Denmark

Tracking instrument used

GO

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

436

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

Denmark

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

Comment

C8.2g

(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.

Country/area

Germany

Consumption of electricity (MWh)

8,310

Consumption of heat, steam, and cooling (MWh)

2,436

Total non-fuel energy consumption (MWh) [Auto-calculated]

10,746

Country/area

Sweden

Consumption of electricity (MWh)

2,358

Consumption of heat, steam, and cooling (MWh)

564

Total non-fuel energy consumption (MWh) [Auto-calculated]

2,922

Country/area
Denmark

Consumption of electricity (MWh)
451

Consumption of heat, steam, and cooling (MWh)
279

Total non-fuel energy consumption (MWh) [Auto-calculated]

730

Country/area
Netherlands

Consumption of electricity (MWh)
543

Consumption of heat, steam, and cooling (MWh)
253

Total non-fuel energy consumption (MWh) [Auto-calculated]

796

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	No third-party verification or assurance
Scope 2 (location-based or market-based)	No third-party verification or assurance
Scope 3	No third-party verification or assurance

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, but we are actively considering verifying within the next two years

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

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

C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?

Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits originated or purchased by your organization in the reporting period.

Credit origination or credit purchase

Credit purchase

Project type

Landfill gas

Project identification

https://registry.goldstandard.org/credit-blocks/details/257084

Verified to which standard

Gold Standard

Number of credits (metric tonnes CO2e)

2,175

Number of credits (metric tonnes CO2e): Risk adjusted volume

2,290

Credits cancelled

Yes

Purpose, e.g. compliance
Voluntary Offsetting

Credit origination or credit purchase
Credit purchase

Project type
Energy efficiency: industry

Project identification
https://registry.goldstandard.org/projects/details/366

Verified to which standard
Gold Standard

Number of credits (metric tonnes CO2e)
4,085

Number of credits (metric tonnes CO2e): Risk adjusted volume
4,300

Credits cancelled
Yes

Purpose, e.g. compliance
Voluntary Offsetting

Credit origination or credit purchase
Credit purchase

Project type
Forests

Project identification
https://futuroverde.de/visionswald/

Verified to which standard
Not yet verified

Number of credits (metric tonnes CO2e)
5,738

Number of credits (metric tonnes CO2e): Risk adjusted volume
6,041

Credits cancelled
Not relevant

Purpose, e.g. compliance
Voluntary Offsetting

Credit origination or credit purchase
Credit purchase

Project type
Hydro

Project identification
VN4537

Verified to which standard
CDM (Clean Development Mechanism)

Number of credits (metric tonnes CO2e)
7,600

Number of credits (metric tonnes CO2e): Risk adjusted volume
8,000

Credits cancelled
Yes

Purpose, e.g. compliance
Voluntary Offsetting

C11.3

(C11.3) Does your organization use an internal price on carbon?
No, but we anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?
Yes, our suppliers
Yes, our customers/clients
Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Provide training, support, and best practices on how to make credible renewable energy usage claims

Directly work with suppliers on exploring corporate renewable energy sourcing mechanisms

% of suppliers by number

10

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

33

Rationale for the coverage of your engagement

Since we want to improve the environmental and social performance in our supply chain, we need to be proactive when choosing suppliers taking their environmental (including climate-related) and social performance into account.

Impact of engagement, including measures of success

Inclusion of environmental/ climate-related performance started in 2020 with the help of our facility profile, the Higg FEM and our own GRI assessment sent out during the course of our CSR reporting. The first measurable effects are expected to be shown in 2022 data. Participation in environmental programs (e.g. Clean By Design, Higg, Climate Action Training GIZ, decarbonization projects) are considered with an extra point in the supplier's scorecard.

Comment

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect climate change and carbon information at least annually from suppliers

% of suppliers by number

40

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

33

Rationale for the coverage of your engagement

Impact of engagement, including measures of success

Understanding supplier behavior is key to identify suppliers that are already engaged or that might need or are interested in support from our end to implement improvement projects.

Comment

Success is measured by the ratio of suppliers taking part in our GRI assessment and the number of shared Higg FEMs. Through the reporting, we gain greater transparency throughout our supply chain and are able to engage in improvement projects or strengthen partnerships with more climate-engaged suppliers.

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing

Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

80

% of customer - related Scope 3 emissions as reported in C6.5

0

Please explain the rationale for selecting this group of customers and scope of engagement

We run engagement campaigns in our Frilufts Retail chains through our own sustainability label "A Greener Choice"

To be qualified "A Greener Choice" (AGC), a product needs to achieve at least 4 out of 10 specific sustainability criteria (More sustainable natural material, Recycled material, Chemical management and phase-out of hazardous chemical, Traceability & transparency, Reparability & Recyclability, Improved ecological Footprint, Social Accountability, Made in EU, Assessment of environmental and/or social impact of the product, Philantrophie & (Climate) Compensation). Almost all of the criteria have a beneficial impact on the climate. The AGC label helps our customers to identify a more sustainable product in the specific product category and to make an informed buying decision. We have seen, that the AGC criteria catalyze a more sustainable product development within the brands we are selling.

Impact of engagement, including measures of success

The number of sold AGC products almost doubled within the last two years (2018: 412 699, 2020: 973 959, 2021: 1 474 234).

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

In addition to the above mentioned target groups, we also engage with company car suppliers and logistics with regards to packaging and data collection.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

No, but we plan to introduce climate-related requirements within the next two years

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate

Yes, we engage indirectly by funding other organizations whose activities may influence policy, law, or regulation that may significantly impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

https://www.fenixoutdoor.se/wp-content/uploads/2022/04/CSR_2021_FINAL_NEW_130422.pdf, page 20; in addition our memberships in the UNFCCC and STICA require Paris Agreement aligned targets.

Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy

We only choose to support working groups and initiatives, that are relevant to our climate strategy (main pillars, focal areas). Activities and relevant output of those are reported back into Jour Fixe meetings.

C12.3c

(C12.3c) Provide details of the funding you provided to other organizations in the reporting year whose activities could influence policy, law, or regulation that may impact the climate.

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication
In other regulatory filings

Status
Complete

Attach the document
CSR_2021_FINAL_NEW_130422.pdf

Page/Section reference
Page 13-20

Content elements
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment
Mandatory reporting on non-financial data for big companies in EU; General Governance and Risk & Opportunities is covered in Chapter Overview (pp 4-11)

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues
Row 1	No, but we plan to have both within the next two years

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity
Row 1	No, and we do not plan to do so within the next 2 years

C15.3

(C15.3) Does your organization assess the impact of its value chain on biodiversity?

	Does your organization assess the impact of its value chain on biodiversity?
Row 1	Yes, we assess impacts on biodiversity in our upstream value chain only

C15.4

(C15.4) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?
Row 1	

C15.5

(C15.5) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	

C15.6

(C15.6) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In other regulatory filings	Biodiversity strategy	Page 8, 13 [1]

[1] CSR_2021_FINAL_NEW_130422.pdf

C16. Signoff

C-FI

(C-FI) 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.

Deviation in in Scope 1 and 2 emission breakdowns due to rounding.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Sustainability Officer	Chief Sustainability Officer (CSO)

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	650,000,000

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Requesting member
Fashion Industry Charter for Climate Action (FICCA)

Scope of emissions
Scope 1

Allocation level
Company wide

Allocation level detail

Emissions in metric tonnes of CO2e
998

Uncertainty (±%)
10

Major sources of emissions
Invoices and ancillary costs

Verified
No

Allocation method
Allocation not necessary due to type of primary data available

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

Unit for market value or quantity of goods/services supplied

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

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Requesting member
Fashion Industry Charter for Climate Action (FICCA)

Scope of emissions
Scope 2

Allocation level
Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

2,010

Uncertainty (±%)

10

Major sources of emissions

Invoices and ancillary costs

Verified

No

Allocation method

Allocation not necessary due to type of primary data available

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

Unit for market value or quantity of goods/services supplied

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

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Requesting member

Fashion Industry Charter for Climate Action (FICCA)

Scope of emissions

Scope 3

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

87,048

Uncertainty (±%)

10

Major sources of emissions

Activity data from value chain partners (material supplier, forwarders, packaging supplier, energy consumption from Tier 1) and estimated consumption data for consumables from some data providers.

Verified

No

Allocation method

Allocation not necessary due to type of primary data available

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

Unit for market value or quantity of goods/services supplied

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

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Customer base is too large and diverse to accurately track emissions to the customer level	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.

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Yes

SC1.4a

(SC1.4a) Describe how you plan to develop your capabilities.

Working internally to allocate emissions more specifically by having a joint data base and a smart business intelligence tool.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms