

Welcome to your CDP Water Security Questionnaire 2023

W0. Introduction

W0.1

(W0.1) Give a general description of 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, Friluft Retail and Global Sales, focusing on high quality, durable outdoor products for recreation and for professional use.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	Januar 1, 2022	Dezember 31, 2022

W0.3

(W0.3) 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
Viet Nam

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

EUR

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W0.7

(W0.7) 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

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Neutral	Vital	<p>Direct: For our direct waster use (bathrooms, dish washer, swimming pools in the stores), good quality water is neutral important because it could be substituted with other water qualities. This could come with higher operational costs, though.</p> <p>Indirect: For our indirect operations good quality freshwater is vital for the dyeing process in our supply chain. This might change over time since more and more water efficient and water less dyeing technologies emerge.</p>
Sufficient amounts of recycled, brackish and/or produced water available for use	Neutral	Neutral	We do not depend on these water qualities but would potentially rather be able to substitute good freshwater volumes with these.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	51-75	Yearly	Ancillary costs from landlord and meters	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	51-75	Unknown	Sources and volumes are given on invoices.	Information about water sources is given by water companies, e.g. for our store in Hamburg: https://www.hamburgwasser.de/wasser/mein-trinkwasser#c779

			Sources can also be found on publicly available sources	
Water withdrawals quality	100%	Continuously	We only operate in countries where water quality is measured by the authorities	
Water discharges – total volumes	51-75	Yearly	Ancillary costs from landlord and meters	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 a fair approach.
Water discharges – volumes by destination	76-99	Continuously	We only operate in countries where we have a connection to sewer system.	Except for two Asian locations (South Korea and Hong Kong), the effluents were collected in community sewers and treated at a public treatment plant.
Water discharges – volumes by treatment method	1-25	Continuously	calculated based on consumption	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 – by standard	Not relevant			household-like wastewater in own operations; suppliers with water-use for processing (e.g., tannery, down supplier, dyehouses, use local or

effluent parameters				industry-park treatment plant. Monitoring is local, no data available.
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	1-25	Continuously	Only measured for own operations.	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	Not relevant			not relevant in own operations; supplier water no monitoring or unknown.
Water consumption – total volume	100%	Yearly	Total water withdrawal # Total water discharge	We don't have any water consuming processes in our operations.
Water recycled/reused	Less than 1%	Yearly		
The provision of fully-functioning, safely managed WASH services to all workers	100%	Continuously		

W1.2b

(W1.2b) 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?

	Volume (megaliters/year)	Comparison with previous	Primary reason for comparison	Five-year forecast	Primary reason	Please explain
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		reporting year	with previous reporting year		for forecast	
Total withdrawals	55,5	Higher	Increase/decrease in business activity	About the same	Maximum potential volume reduction already achieved	Higher withdrawal due to back to office policy after Corona pandemic
Total discharges	50	Higher	Increase/decrease in business activity	About the same	Maximum potential volume reduction already achieved	
Total consumption	5	About the same	Maximum potential volume reduction already achieved	About the same	Maximum potential volume reduction already achieved	

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	Identification tool	Please explain
Row 1	No	WRI Aqueduct	All our operations are located in areas without water stress (this might change in the future). For our supply chain, especially Tier 2 suppliers, we identified a medium to extremely high likelihood for water stress in China and Taiwan by 2030.

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous	Primary reason for comparison with previous reporting year	Please explain

			reporting year		
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Relevant	21	Higher	Increase/decrease in business activity	Higher withdrawal due to back to office policy after Corona pandemic
Brackish surface water/Seawater	Not relevant				
Groundwater – renewable	Relevant	6	Higher		Higher withdrawal due to back to office policy after Corona pandemic
Groundwater – non-renewable	Not relevant				
Produced/Entrained water	Not relevant				
Third party sources	Relevant	26	Higher		Higher withdrawal due to back to office policy after Corona pandemic

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain
Fresh surface water	Relevant	13	About the same		

Brackish surface water/seawater	Not relevant				
Groundwater	Relevant but volume unknown				
Third-party destinations	Relevant	37	About the same		

W1.2j

(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

	Relevance of treatment level to discharge	Volume (megaliters/year)	Comparison of treated volume with previous reporting year	Primary reason for comparison with previous reporting year	% of your sites/facilities/operations this volume applies to	Please explain
Tertiary treatment	Not relevant					
Secondary treatment	Relevant but volume unknown					own operations mainly in developed countries with community sewers allowing at least primary and secondary treatment. Against this background most likely 80-

						90% are treated
Primary treatment only	Relevant but volume unknown					own operations mainly in developed countries with community sewers allowing at least primary and secondary treatment. Against this background most likely 80-90% are treated
Discharge to the natural environment without treatment	Not relevant					assumingly remote toilets in showrooms may fall into this category: annual release is below 90 litres.
Discharge to a third party without treatment	Relevant	37	About the same			community sewers

Other	Not relevant					
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W1.2k

(W1.2k) Provide details of your organization’s emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.

	Emissions to water in the reporting year (metric tonnes)	Category(ies) of substances included	List the specific substances included	Please explain
Row 1	0	Nitrates Phosphates Pesticides Priority substances listed under the EU Water Framework Directive	pesticides from washing groceries phosphates from washing detergents nitrates - background pollution other: background pollution	mainly household like water released -> household-like pollution including from washing /dishwashing

W1.3

(W1.3) Provide a figure for your organization’s total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	759.000.000	55	13.800.000	About the same

W1.4

(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
Row 1	No	

W1.5

(W1.5) Do you engage with your value chain on water-related issues?

	Engagement

Suppliers	Yes
Other value chain partners (e.g., customers)	Yes

W1.5a

(W1.5a) Do you assess your suppliers according to their impact on water security?

Row 1

Assessment of supplier impact

Yes, we assess the impact of our suppliers

Considered in assessment

Basin status (e.g., water stress or access to WASH services)

Supplier impacts on water quality

Number of suppliers identified as having a substantive impact

25

% of total suppliers identified as having a substantive impact

51-75

Please explain

vertical suppliers, tannery and down supplier

W1.5b

(W1.5b) Do your suppliers have to meet water-related requirements as part of your organization's purchasing process?

	Suppliers have to meet specific water-related requirements	Comment
Row 1	No, but we plan to introduce water-related requirements within the next two years	

W1.5d

(W1.5d) Provide details of any other water-related supplier engagement activity.

Type of engagement

Innovation & collaboration

Details of engagement

Encourage/incentivize innovation to reduce water impacts in products and services

% of suppliers by number

Less than 1%

% of suppliers with a substantive impact

1-25

Rationale for your engagement

we wanted to create a role-model for water treatment and rain capture.

Impact of the engagement and measures of success

treatment plant in operation

Comment

pilot led to a bigger investment at a new location of the supplier without our involvement

W1.5e

(W1.5e) Provide details of any water-related engagement activity with customers or other value chain partners.

Type of stakeholder

Customers

Type of engagement

Education / information sharing

Details of engagement

Other, please specify
Washing instructions for low temperatures

Rationale for your engagement

reduce water and energy use

Impact of the engagement and measures of success

not measurable because individual use phases

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) 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
Row 1	No	

W3. Procedures

W3.1

(W3.1) 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?

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified
Row 1	Yes, we identify and classify our potential water pollutants	legally required or by own standards demanded water tests

W3.1a

(W3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Direct operations
Supply chain

Coverage

Partial

Risk assessment procedure

Other, please specify
Water-related risks are considered when environmental concerns are addressed. This may form part of a systematic risk assessment but also of a random or ad hoc exposure risk evaluation

Frequency of assessment

Not defined

How far into the future are risks considered?

1 to 3 years

Type of tools and methods used

Other

Tools and methods used

Internal company methods
Materiality assessment

Contextual issues considered

Impact on human health
Implications of water on your key commodities/raw materials
Status of ecosystems and habitats

Stakeholders considered

Customers
Employees
Local communities
Suppliers

Comment

as this process is not necessarily systematic, it may well be a desktop study looking on different impacted groups or ecosystems.

W3.3b

(W3.3b) Describe your organization’s process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

	Rationale for approach to risk assessment	Explanation of contextual issues considered	Explanation of stakeholders considered	Decision-making process for risk response
Row 1	General risk exposure (e.g., water -intense process versus water-abundance/scarcity OR water-intense input material (cotton) versus environmental impacts) or part of business development (which type of operation in which region/location)	water availability; risk from water pollution (e.g., PFCs in groundwater/ industry water); water pollution & water treatment, recovery of water quality; rainwater recovery	impact of operation on and impact by stakeholders	generally we shift away from water-intense processes where available. By that we try to reduce water-consumption in production; we avoid water-stressed ecosystems or regions

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

not applicable as at corporate level, the risks we have identifies are not company specific; generally impact on 5% of our turnover will be considered to be substantive

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	our own operations are in the developed world. We operate stores and sewing facilities: water availability and water stress is related to the general water situation in those locations; we do not operate water-intense activities (e.g., greens, pools etc.) in water-stressed regions and only have limited water use (household like uses).

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	We only see general risks (e.g., availability of water-intense input materials, such as cotton). We mitigate these risks (introducing hemp, avoiding water-intense dying processes) and reduce our impacts. once in a while we are exposed to water-pollution risks (e.g. PFCs in ground water) that make suppliers change their sourcing of water (e.g., outside an industrial park). The risks therefore are more of a general nature or individual cases which my not impact on group level. Having climate change and its impact on water stress scenarios in mind, water risks will potentially become more relevant in the future in our fabric supply chain.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

No

W4.3b

(W4.3b) Why does your organization not consider itself to have water-related opportunities?

	Primary reason	Please explain
Row 1	Judged to be unimportant	we use water in one of our stores to create an artificial pool for kayaking and diving exercises and tests. the benefits versus costs were assessed; the costs are high but the benefit is image-building in relevant stakeholder groups. groupwide the effect is neglectable.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

No, but we plan to develop one within the next 2 years

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

No

W6.2c

(W6.2c) Why is there no board-level oversight of water-related issues and what are your plans to change this in the future?

	Primary reason	Board level oversight of water-related issues will be introduced in the next two years	Please explain
Row 1	not relevant to the operations	No	our board is structured differently than most other boards with a strong majority owner. Subsequently no resources exist for water- or other topical oversight; the CSO has delegated authority to manage all sustainability/ESG relevant topics. The CSO will establish routines for risk

			assessments on various topics including water-related risks.
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W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence on water-related issues
Row 1	Not assessed

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Chief Sustainability Officer (CSO)

Water-related responsibilities of this position

Assessing water-related risks and opportunities
 Managing water-related risks and opportunities
 Setting water-related corporate targets
 Monitoring progress against water-related corporate targets
 Managing value chain engagement on water-related issues

Frequency of reporting to the board on water-related issues

Annually

Please explain

see response above

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

No

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, and we have no plans to do so

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Please explain
Long-term business objectives	No, water-related issues not yet reviewed, but there are plans to do so in the next two years	there is no water-specific aspect since it was not considered to be material. We change it due to stakeholder demands and develop a water-element into our sustainability strategy
Strategy for achieving long-term objectives	No, water-related issues not yet reviewed, but there are plans to do so in the next two years	there is no water-specific aspect since it was not considered to be material. We change it due to stakeholder demands and develop a water-element into our sustainability strategy
Financial planning	No, water-related issues were not reviewed and there are no plans to do so	there is no water-specific corporate-relevance

W7.2

(W7.2) 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?

Row 1

Water-related CAPEX (+/- % change)

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

Water-related OPEX (+/- % change)

5

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

5

Please explain

Due to the shift to water-less dying processes we anticipate an increase in operational costs in certain segments of 1 to 5%

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	Yes	done within the Sustainability Team, informal

W7.3a

(W7.3a) Provide details of the scenario analysis, what water-related outcomes were identified, and how they have influenced your organization’s business strategy.

	Type of scenario analysis used	Parameters, assumptions, analytical choices	Description of possible water-related outcomes	Influence on business strategy
Row 1	Water-related Climate-related	climate-related change of weather patterns lead to droughts in water-rich regions -> shifting in arable lands -> shift in crops/ husbandry of animal farmings	shift in input crops; new sourcing countries to be considered	improving supply chain; shift in possible product ranges

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

not perceived as relevant or material

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Definition used to classify low water impact	Please explain
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Row 1	Yes	water-less dyeing processes (dobe dye/spin dye, CO2 dyeing)	by changing the dyeing process, up to 80% of water-use can be reduced
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W8. Targets

W8.1

(W8.1) Do you have any water-related targets?

No, but we plan to within the next two years

W8.1c

(W8.1c) Why do you not have water-related target(s) and what are your plans to develop these in the future?

	Primary reason	Please explain
Row 1	We are planning to introduce a target within the next two years	water was not perceived as being material on group-level; we now adapt to stakeholder requests

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, we do not currently verify any other water information reported in our CDP disclosure

W10. Plastics

W10.1

(W10.1) Have you mapped where in your value chain plastics are used and/or produced?

	Plastics mapping	Value chain stage	Please explain
Row 1	Yes	Supply chain Product use phase	plastics form part of our product range and packaging

W10.2

(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?

	Impact assessment	Value chain stage	Please explain
Row 1	Yes	Direct operations Supply chain Product use phase	we collect and recycle plastic packaging and we also reduce plastic packaging (e.g., individual polybags -> mater polybags). as member of The Microfibre Consortium (TMC) we regularly test microplastic shedding of our products. So far, our products (Fjällräven only) shed less plastics than most of our competition.

W10.3

(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.

	Risk exposure	Please explain
Row 1	No, risks assessed, and none considered as substantive	plastic-related risks are the same as for the industry; the risks could come from banning plastics in outdoor textiles and equipment in order to pose a substantive financial or strategic risk. This is not likely to happen; our current mitigations and adaptations seem to be suitable for managing the risks

W10.4

(W10.4) Do you have plastics-related targets, and if so what type?

	Targets in place	Target type	Target metric	Please explain
Row 1	Yes	Plastic packaging Waste management	Reduce the total weight of plastic packaging used and/or produced Reduce the total weight of virgin content in plastic packaging Increase the proportion of post-consumer recycled content in plastic packaging Increase the proportion of recyclable plastic waste that we collect, sort, and recycle	see above

W10.5

(W10.5) Indicate whether your organization engages in the following activities.

	Activity applies	Comment
Production of plastic polymers	No	

Production of durable plastic components	No	
Production / commercialization of durable plastic goods (including mixed materials)	Yes	we produce outdoor gear made from synthetic fibres
Production / commercialization of plastic packaging	No	
Production of goods packaged in plastics	Yes	polybag packaging
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)	Yes	retail

W10.7

(W10.7) Provide the total weight of plastic durable goods/components sold and indicate the raw material content.

Row 1

Total weight of plastic durable goods/components sold during the reporting year (Metric tonnes)

3.084,6

Raw material content percentages available to report

% virgin fossil-based content

% post-industrial recycled content

% virgin fossil-based content

47

% post-industrial recycled content

53

Please explain

the last figure also includes "more sustainable versions" (e.g., post-consumer or fossil-free) but reflects only 0,8 metric tons and therefore is neglectable82,6

W10.8

(W10.8) Provide the total weight of plastic packaging sold and/or used, and indicate the raw material content.

	Total weight of plastic packaging sold / used during the reporting year (Metric tonnes)	Raw material content percentages available to report	% virgin fossil-based content	% virgin renewable content	% post-industrial recycled content	Please explain

Plastic packaging used	82,7	% virgin fossil-based content % virgin renewable content % post-industrial recycled content	35	5	60	virgin renewable stems from plant-based synthetics. The figure , however, is not internally verified and therefore deserves some caution.
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W10.8a

(W10.8a) Indicate the circularity potential of the plastic packaging you sold and/or used.

	Percentages available to report for circularity potential	% of plastic packaging that is recyclable in practice at scale	Please explain
Plastic packaging used	% recyclable in practice and at scale	90	theoretically 100% can be recycled . However, as retailers sometimes demand extra services (e.g. additional stickers or tapes) , sorters tend to sort those bags into the "non-recyclable" fractions

W11. Sign off

W-FI

(W-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.

n/a

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

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

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 indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Yes, CDP may share our Main User contact details with the Pacific Institute

Please confirm below

I have read and accept the applicable Terms