



Fenix Outdoor International AG

# 2025 CDP Corporate Questionnaire 2025

Word version

**Important: this export excludes unanswered questions**

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

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## C1. Introduction

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

Select from:

English

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

Select from:

EUR

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

#### (1.3.2) Organization type

Select from:

Publicly traded organization

#### (1.3.3) Description of organization

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

*[Fixed row]*

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

#### (1.4.1) End date of reporting year

12/31/2024

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

Select from:

Yes

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

Select from:

Yes

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

Select from:

3 years

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

Select from:

3 years

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

Select from:

3 years

[Fixed row]

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

698801000

#### **(1.5) Provide details on your reporting boundary.**

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

[Fixed row]

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

**ISIN code - bond**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

**ISIN code - equity**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

Yes

**(1.6.2) Provide your unique identifier**

CH0242214887

**CUSIP number**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## Ticker symbol

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## SEDOL code

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## LEI number

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## D-U-N-S number

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## Other unique identifier

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

[Add row]

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

Select all that apply

China

Italy

Canada

France

Greece

Belgium

Czechia

Denmark

Finland

Germany

Netherlands

Switzerland

Taiwan, China

Republic of Korea

Hong Kong SAR, China

Latvia

Norway

Poland

Sweden

Austria

Hungary

Slovakia

Slovenia

Viet Nam

Singapore

United States of America

United Kingdom of Great Britain and Northern Ireland

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

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

Select from:

Yes, for all facilities

## (1.8.2) Comment

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

*[Fixed row]*

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

### Row 1

#### (1.8.1.1) Identifier

*AB Bandindustri*

#### (1.8.1.2) Latitude

*59.120981*

#### (1.8.1.3) Longitude

*15.141666*

#### (1.8.1.4) Comment

*No additional comments*

### Row 2

#### (1.8.1.1) Identifier

*AB Saguva*

#### (1.8.1.2) Latitude

*55.279147*

### (1.8.1.3) Longitude

23.961943

### (1.8.1.4) Comment

*No additional comments*

## Row 3

### (1.8.1.1) Identifier

*Almatech Manufacturing Corp*

### (1.8.1.2) Latitude

14.447856

### (1.8.1.3) Longitude

120.50762

### (1.8.1.4) Comment

*No additional comments*

## Row 4

### (1.8.1.1) Identifier

*Anhui Xragon Outdoor Products Co., Ltd.*

### (1.8.1.2) Latitude

32.67528

### (1.8.1.3) Longitude

118.58818

### (1.8.1.4) Comment

*No additional comments*

## Row 5

### (1.8.1.1) Identifier

*ASG Global Co. Ltd*

### (1.8.1.2) Latitude

10.631051

### (1.8.1.3) Longitude

106.705773

### (1.8.1.4) Comment

*No additional comments*

## Row 6

### (1.8.1.1) Identifier

*ASG VINA CO., LTD*

### (1.8.1.2) Latitude

10.915908

### (1.8.1.3) Longitude

106.708384

### (1.8.1.4) Comment

*No additional comments*

## Row 7

### (1.8.1.1) Identifier

*ASG VINA CO., LTD*

### (1.8.1.2) Latitude

10.91591

### (1.8.1.3) Longitude

106.7084

### (1.8.1.4) Comment

*No additional comments*

## Row 8

### (1.8.1.1) Identifier

*Asialord Electric Appliance Co., Ltd.*

### (1.8.1.2) Latitude

22.77033

### (1.8.1.3) Longitude

113.2667

### (1.8.1.4) Comment

*No additional comments*

## Row 9

### (1.8.1.1) Identifier

*Barroso & Barbosa - Indústria De Confecções, Lda*

### (1.8.1.2) Latitude

41.39546

### (1.8.1.3) Longitude

-8.53101

### (1.8.1.4) Comment

*No additional comments*

## Row 10

### (1.8.1.1) Identifier

*Bing Bing Elastic & Webbing Corp*

### (1.8.1.2) Latitude

23.97167

**(1.8.1.3) Longitude**

121.1642

**(1.8.1.4) Comment**

*No additional comments*

**Row 11**

**(1.8.1.1) Identifier**

*BO HSING ENTERPRISE CO., LTD*

**(1.8.1.2) Latitude**

10.17301

**(1.8.1.3) Longitude**

105.932

**(1.8.1.4) Comment**

*No additional comments*

**Row 12**

**(1.8.1.1) Identifier**

*BonTon LLC*

**(1.8.1.2) Latitude**

48.3113

### (1.8.1.3) Longitude

22.58562

### (1.8.1.4) Comment

*No additional comments*

## Row 13

### (1.8.1.1) Identifier

*BON-TON Ltd. (Kaszony)*

### (1.8.1.2) Latitude

48.25393

### (1.8.1.3) Longitude

22.45717

### (1.8.1.4) Comment

*No additional comments*

## Row 14

### (1.8.1.1) Identifier

*BRIDGE SRB D.O.O*

### (1.8.1.2) Latitude

44.88752

### (1.8.1.3) Longitude

21.40543

### (1.8.1.4) Comment

*No additional comments*

## Row 15

### (1.8.1.1) Identifier

*CiXi Saifu Burner Co., Ltd.*

### (1.8.1.2) Latitude

29.86834

### (1.8.1.3) Longitude

121.544

### (1.8.1.4) Comment

*No additional comments*

## Row 16

### (1.8.1.1) Identifier

*Creative Garments Pvt. Ltd.*

### (1.8.1.2) Latitude

20.39953

**(1.8.1.3) Longitude**

72.88969

**(1.8.1.4) Comment**

*No additional comments*

**Row 17**

**(1.8.1.1) Identifier**

*DALIAN JINHOW TRADING CO., LTD.*

**(1.8.1.2) Latitude**

39.60157

**(1.8.1.3) Longitude**

122.0077

**(1.8.1.4) Comment**

*No additional comments*

**Row 18**

**(1.8.1.1) Identifier**

*Danyang Doing Travel Articles Co., Ltd.*

**(1.8.1.2) Latitude**

32.0113

### (1.8.1.3) Longitude

119.5921

### (1.8.1.4) Comment

*No additional comments*

## Row 19

### (1.8.1.1) Identifier

*Danyang Xinyi Travelling Goods Co., Ltd.*

### (1.8.1.2) Latitude

31.89531

### (1.8.1.3) Longitude

119.742

### (1.8.1.4) Comment

*No additional comments*

## Row 20

### (1.8.1.1) Identifier

*DING NAN COUNTY MINGSHENG GARMENT CO., LTD.*

### (1.8.1.2) Latitude

24.76178

### (1.8.1.3) Longitude

115.035

### (1.8.1.4) Comment

*No additional comments*

## Row 21

### (1.8.1.1) Identifier

*DMD Fiore LLC*

### (1.8.1.2) Latitude

43.06536

### (1.8.1.3) Longitude

22.41343

### (1.8.1.4) Comment

*No additional comments*

## Row 22

### (1.8.1.1) Identifier

*Dongguan Evergreen Sleepingbag Co., Ltd.*

### (1.8.1.2) Latitude

23.01504

**(1.8.1.3) Longitude**

113.8514

**(1.8.1.4) Comment**

*No additional comments*

**Row 23**

**(1.8.1.1) Identifier**

*DONGGUAN GALLON LABEL CO., LIMITED*

**(1.8.1.2) Latitude**

22.91006

**(1.8.1.3) Longitude**

113.9512

**(1.8.1.4) Comment**

*No additional comments*

**Row 24**

**(1.8.1.1) Identifier**

*DONG GUAN JIN LONG KNITTERS LIMITED*

**(1.8.1.2) Latitude**

22.98027

### (1.8.1.3) Longitude

113.8844

### (1.8.1.4) Comment

*No additional comments*

## Row 25

### (1.8.1.1) Identifier

*Dongguan Li Cheng Knitting Limited*

### (1.8.1.2) Latitude

22.80692

### (1.8.1.3) Longitude

114.1551

### (1.8.1.4) Comment

*No additional comments*

## Row 26

### (1.8.1.1) Identifier

*Dongguan Manhattan Outdoor Clothing Co. Ltd.*

### (1.8.1.2) Latitude

22.9669

### (1.8.1.3) Longitude

113.6157

### (1.8.1.4) Comment

*No additional comments*

## Row 27

### (1.8.1.1) Identifier

*Dongguan Philknit Garment Factory*

### (1.8.1.2) Latitude

23.03377

### (1.8.1.3) Longitude

113.7675

### (1.8.1.4) Comment

*No additional comments*

## Row 28

### (1.8.1.1) Identifier

*Dongguan Shengxing Sports Technology Co., Ltd.*

### (1.8.1.2) Latitude

23.01897

**(1.8.1.3) Longitude**

113.9665

**(1.8.1.4) Comment**

*No additional comments*

**Row 29**

**(1.8.1.1) Identifier**

*Dragon -times Accessories Co. Ltd.*

**(1.8.1.2) Latitude**

25.07512

**(1.8.1.3) Longitude**

117.0175

**(1.8.1.4) Comment**

*No additional comments*

**Row 30**

**(1.8.1.1) Identifier**

*Edge Soft Good Solution*

**(1.8.1.2) Latitude**

14.44786

### (1.8.1.3) Longitude

120.5076

### (1.8.1.4) Comment

*No additional comments*

## Row 31

### (1.8.1.1) Identifier

*Feng Yi Outdoor Leisure Equipment Enterprise Co., Ltd.*

### (1.8.1.2) Latitude

24.14774

### (1.8.1.3) Longitude

120.6736

### (1.8.1.4) Comment

*No additional comments*

## Row 32

### (1.8.1.1) Identifier

*Fibertec GmbH*

### (1.8.1.2) Latitude

51.13869

### (1.8.1.3) Longitude

6.960969

### (1.8.1.4) Comment

*No additional comments*

## Row 33

### (1.8.1.1) Identifier

*Fine'sa Consors d.o.o.*

### (1.8.1.2) Latitude

46.29698

### (1.8.1.3) Longitude

16.17245

### (1.8.1.4) Comment

*No additional comments*

## Row 34

### (1.8.1.1) Identifier

*Foremart corporation Viet Nam Company Limited -Factory 1*

### (1.8.1.2) Latitude

20.82206

### (1.8.1.3) Longitude

106.0876

### (1.8.1.4) Comment

*No additional comments*

## Row 35

### (1.8.1.1) Identifier

*Foremart corporation Viet Nam Company Limited - Factory 2*

### (1.8.1.2) Latitude

20.72757

### (1.8.1.3) Longitude

106.189

### (1.8.1.4) Comment

*No additional comments*

## Row 36

### (1.8.1.1) Identifier

*Fortiustex Comércio de Têxteis, S.A.*

### (1.8.1.2) Latitude

41.20252

**(1.8.1.3) Longitude**

-8.63389

**(1.8.1.4) Comment**

*No additional comments*

**Row 37**

**(1.8.1.1) Identifier**

*FOSHAN KOODEE METAL CO.,LTD*

**(1.8.1.2) Latitude**

23.05115

**(1.8.1.3) Longitude**

112.9192

**(1.8.1.4) Comment**

*No additional comments*

**Row 38**

**(1.8.1.1) Identifier**

*Gempacks*

**(1.8.1.2) Latitude**

10.91674

### (1.8.1.3) Longitude

106.7065

### (1.8.1.4) Comment

*No additional comments*

## Row 39

### (1.8.1.1) Identifier

*GUANGDONG WOOD SUN HOUSEWARES CO. LTD*

### (1.8.1.2) Latitude

21.96396

### (1.8.1.3) Longitude

112.1306

### (1.8.1.4) Comment

*No additional comments*

## Row 40

### (1.8.1.1) Identifier

*Haining Yueli Socks Co., Ltd.*

### (1.8.1.2) Latitude

30.53453

### (1.8.1.3) Longitude

120.669

### (1.8.1.4) Comment

*No additional comments*

## Row 41

### (1.8.1.1) Identifier

*HANGZHOU U-JUMP ARTS & CRAFTS*

### (1.8.1.2) Latitude

30.39474

### (1.8.1.3) Longitude

120.1693

### (1.8.1.4) Comment

*No additional comments*

## Row 42

### (1.8.1.1) Identifier

*Hanwag Progressz GmbH*

### (1.8.1.2) Latitude

47.67893

### (1.8.1.3) Longitude

21.53718

### (1.8.1.4) Comment

*No additional comments*

## Row 43

### (1.8.1.1) Identifier

*Haprosimex Dong Do Joint Stock Company*

### (1.8.1.2) Latitude

21.07144

### (1.8.1.3) Longitude

105.7934

### (1.8.1.4) Comment

*No additional comments*

## Row 44

### (1.8.1.1) Identifier

*Hefei Changtai Garment Ltd.*

### (1.8.1.2) Latitude

31.88865

### (1.8.1.3) Longitude

117.4398

### (1.8.1.4) Comment

*No additional comments*

## Row 45

### (1.8.1.1) Identifier

*Hemp Fortex Industries Ltd*

### (1.8.1.2) Latitude

36.91843

### (1.8.1.3) Longitude

121.6353

### (1.8.1.4) Comment

*No additional comments*

## Row 46

### (1.8.1.1) Identifier

*HESHAN TOP EAGLE GARMENT LTD*

### (1.8.1.2) Latitude

22.65572

### (1.8.1.3) Longitude

112.8868

### (1.8.1.4) Comment

*No additional comments*

## Row 47

### (1.8.1.1) Identifier

*HIEP DUC GARMENT garment company limited*

### (1.8.1.2) Latitude

15.6069

### (1.8.1.3) Longitude

108.1547

### (1.8.1.4) Comment

*No additional comments*

## Row 48

### (1.8.1.1) Identifier

*Himalaya Outdoor Production Corp.*

### (1.8.1.2) Latitude

22.56657

### (1.8.1.3) Longitude

113.5501

### (1.8.1.4) Comment

*No additional comments*

## Row 49

### (1.8.1.1) Identifier

*Hoa Tho Hoi An Garment JSC*

### (1.8.1.2) Latitude

15.88626

### (1.8.1.3) Longitude

108.3208

### (1.8.1.4) Comment

*No additional comments*

## Row 50

### (1.8.1.1) Identifier

*Hua Sheng Hardware Industrial Ltd.*

### (1.8.1.2) Latitude

22.92874

### (1.8.1.3) Longitude

113.3844

### (1.8.1.4) Comment

*No additional comments*

## Row 51

### (1.8.1.1) Identifier

*Hui Zhou Charming Enterprises Limited*

### (1.8.1.2) Latitude

22.77217

### (1.8.1.3) Longitude

114.4358

### (1.8.1.4) Comment

*No additional comments*

## Row 52

### (1.8.1.1) Identifier

*IC Primus Eesti OÜ*

### (1.8.1.2) Latitude

58.38424

### (1.8.1.3) Longitude

26.68322

### (1.8.1.4) Comment

*No additional comments*

## Row 53

### (1.8.1.1) Identifier

*J. Caetano & Filhas Lda*

### (1.8.1.2) Latitude

41.1274

### (1.8.1.3) Longitude

-8.29493

### (1.8.1.4) Comment

*No additional comments*

## Row 54

### (1.8.1.1) Identifier

*J. Caetano & Filhas, Lda*

### (1.8.1.2) Latitude

33.55104

### (1.8.1.3) Longitude

-7.55485

### (1.8.1.4) Comment

*No additional comments*

## Row 55

### (1.8.1.1) Identifier

*Jenfaith (Hunan) Apparel Ltd.*

### (1.8.1.2) Latitude

25.55842

### (1.8.1.3) Longitude

111.9076

### (1.8.1.4) Comment

*No additional comments*

## Row 56

### (1.8.1.1) Identifier

*Jiangmen City Xinhui Area Xingxing Metal Product Co Ltd*

### (1.8.1.2) Latitude

22.4135

### (1.8.1.3) Longitude

113.1394

### (1.8.1.4) Comment

*No additional comments*

## Row 57

### (1.8.1.1) Identifier

*Jiangmen Mingzhu Hardware Co Ltd. (Qianfeng Branch)*

### (1.8.1.2) Latitude

22.24936

### (1.8.1.3) Longitude

112.8077

### (1.8.1.4) Comment

*No additional comments*

## Row 58

### (1.8.1.1) Identifier

*Jiangmen Yuan Xin Leisure Product Co., Ltd.*

### (1.8.1.2) Latitude

22.59373

### (1.8.1.3) Longitude

113.1476

### (1.8.1.4) Comment

*No additional comments*

## Row 59

### (1.8.1.1) Identifier

*JiangSu Anhongxida Titanium Industry Co., Ltd.*

### (1.8.1.2) Latitude

32.55274

### (1.8.1.3) Longitude

120.4392

### (1.8.1.4) Comment

*No additional comments*

## Row 60

### (1.8.1.1) Identifier

*Jiangsu Asian Sourcing Headwear Manufacturing Co., Ltd.*

### (1.8.1.2) Latitude

23.12911

### (1.8.1.3) Longitude

113.2644

### (1.8.1.4) Comment

*No additional comments*

## Row 61

### (1.8.1.1) Identifier

*Jiangsu Tin Lung Apparel & Accessories Mfg Co Ltd*

### (1.8.1.2) Latitude

33.75896

### (1.8.1.3) Longitude

119.0187

### (1.8.1.4) Comment

*No additional comments*

## Row 62

### (1.8.1.1) Identifier

*Jiangyin Shencheng Garment Co., Ltd.*

### (1.8.1.2) Latitude

32.13055

### (1.8.1.3) Longitude

119.4283

### (1.8.1.4) Comment

*No additional comments*

## Row 63

### (1.8.1.1) Identifier

*Jinhong travel products Co., Ltd.*

### (1.8.1.2) Latitude

38.99446

### (1.8.1.3) Longitude

116.1088

### (1.8.1.4) Comment

*No additional comments*

## Row 64

### (1.8.1.1) Identifier

*Jinquan Vietnam Travelling Goods Co., Ltd.*

### (1.8.1.2) Latitude

16.78349

**(1.8.1.3) Longitude**

107.0864

**(1.8.1.4) Comment**

*No additional comments*

**Row 65**

**(1.8.1.1) Identifier**

*Kido Vinh*

**(1.8.1.2) Latitude**

18.86856

**(1.8.1.3) Longitude**

105.3291

**(1.8.1.4) Comment**

*No additional comments*

**Row 66**

**(1.8.1.1) Identifier**

*KINGA Private Enterprise (BON-TON Gat)*

**(1.8.1.2) Latitude**

48.26971

### (1.8.1.3) Longitude

25.94797

### (1.8.1.4) Comment

*No additional comments*

## Row 67

### (1.8.1.1) Identifier

*Kuldigas Tekstils SIA*

### (1.8.1.2) Latitude

56.96446

### (1.8.1.3) Longitude

21.96613

### (1.8.1.4) Comment

*No additional comments*

## Row 68

### (1.8.1.1) Identifier

*KWONG LUNG MEKO II CO., LTD*

### (1.8.1.2) Latitude

10.10396

**(1.8.1.3) Longitude**

105.7087

**(1.8.1.4) Comment**

*No additional comments*

**Row 69**

**(1.8.1.1) Identifier**

*LTP Lithuania*

**(1.8.1.2) Latitude**

54.91238

**(1.8.1.3) Longitude**

23.90513

**(1.8.1.4) Comment**

*No additional comments*

**Row 70**

**(1.8.1.1) Identifier**

*LTP VIETNAM CO. LTD*

**(1.8.1.2) Latitude**

10.8333

### (1.8.1.3) Longitude

106.609

### (1.8.1.4) Comment

*No additional comments*

## Row 71

### (1.8.1.1) Identifier

*Maglifico Roma*

### (1.8.1.2) Latitude

43.89498

### (1.8.1.3) Longitude

11.00552

### (1.8.1.4) Comment

*No additional comments*

## Row 72

### (1.8.1.1) Identifier

*Malhas e Confecções, Lda.*

### (1.8.1.2) Latitude

41.47881

**(1.8.1.3) Longitude**

-8.72541

**(1.8.1.4) Comment**

*No additional comments*

**Row 73**

**(1.8.1.1) Identifier**

*Manshan Dongqi Garments Ltd.*

**(1.8.1.2) Latitude**

31.58525

**(1.8.1.3) Longitude**

118.478

**(1.8.1.4) Comment**

*No additional comments*

**Row 74**

**(1.8.1.1) Identifier**

*MAREEP COMPANY LIMITED*

**(1.8.1.2) Latitude**

18.95087

### (1.8.1.3) Longitude

105.6119

### (1.8.1.4) Comment

*No additional comments*

## Row 75

### (1.8.1.1) Identifier

*Mayfair Garment Factory Limited*

### (1.8.1.2) Latitude

20.96331

### (1.8.1.3) Longitude

106.5142

### (1.8.1.4) Comment

*No additional comments*

## Row 76

### (1.8.1.1) Identifier

*MEKO GARMENT JOINT STOCK COMPANY*

### (1.8.1.2) Latitude

10.10063

### (1.8.1.3) Longitude

105.7153

### (1.8.1.4) Comment

*No additional comments*

## Row 77

### (1.8.1.1) Identifier

MELMARC

### (1.8.1.2) Latitude

34.05611

### (1.8.1.3) Longitude

-117.642

### (1.8.1.4) Comment

*No additional comments*

## Row 78

### (1.8.1.1) Identifier

*Microsilver Unipessoal Lda*

### (1.8.1.2) Latitude

41.20659

### (1.8.1.3) Longitude

-8.59621

### (1.8.1.4) Comment

*No additional comments*

## Row 79

### (1.8.1.1) Identifier

*Minh Tri Thai Binh Co., Ltd.*

### (1.8.1.2) Latitude

20.44486

### (1.8.1.3) Longitude

106.3222

### (1.8.1.4) Comment

*No additional comments*

## Row 80

### (1.8.1.1) Identifier

*MSA HAPRO Co., Ltd.*

### (1.8.1.2) Latitude

21.03083

**(1.8.1.3) Longitude**

105.9186

**(1.8.1.4) Comment**

*No additional comments*

**Row 81**

**(1.8.1.1) Identifier**

MSA YB CO LTD

**(1.8.1.2) Latitude**

21.7221

**(1.8.1.3) Longitude**

105.2253

**(1.8.1.4) Comment**

*No additional comments*

**Row 82**

**(1.8.1.1) Identifier**

MS Ltd. (Serbia)

**(1.8.1.2) Latitude**

43.97548

### (1.8.1.3) Longitude

19.57156

### (1.8.1.4) Comment

*No additional comments*

## Row 83

### (1.8.1.1) Identifier

*My Hung Garment Limited Company*

### (1.8.1.2) Latitude

15.68903

### (1.8.1.3) Longitude

108.3801

### (1.8.1.4) Comment

*No additional comments*

## Row 84

### (1.8.1.1) Identifier

*Nanjing Fashions (China) Ltd.*

### (1.8.1.2) Latitude

25.06836

### (1.8.1.3) Longitude

118.5231

### (1.8.1.4) Comment

*No additional comments*

## Row 85

### (1.8.1.1) Identifier

*Ningbo Beilun Rainbow Outdoor Industry and Trade Co., Ltd*

### (1.8.1.2) Latitude

29.86834

### (1.8.1.3) Longitude

121.544

### (1.8.1.4) Comment

*No additional comments*

## Row 86

### (1.8.1.1) Identifier

*Ningbo Kaideli Electric Co., Ltd.*

### (1.8.1.2) Latitude

28.66811

### (1.8.1.3) Longitude

121.4852

### (1.8.1.4) Comment

*No additional comments*

## Row 87

### (1.8.1.1) Identifier

*Ningbo Wenbang Household Products Co., Ltd.*

### (1.8.1.2) Latitude

27.95801

### (1.8.1.3) Longitude

113.8402

### (1.8.1.4) Comment

*No additional comments*

## Row 88

### (1.8.1.1) Identifier

*Ningbo Wugu Metallic Products*

### (1.8.1.2) Latitude

30.00742

### (1.8.1.3) Longitude

121.1928

### (1.8.1.4) Comment

*No additional comments*

## Row 89

### (1.8.1.1) Identifier

*Ningbo Yinzhou Big Foot Tour Products Factory*

### (1.8.1.2) Latitude

30.0312

### (1.8.1.3) Longitude

121.6011

### (1.8.1.4) Comment

*No additional comments*

## Row 90

### (1.8.1.1) Identifier

*NMC CELLFOAM AB*

### (1.8.1.2) Latitude

57.52853

**(1.8.1.3) Longitude**

12.73264

**(1.8.1.4) Comment**

*No additional comments*

**Row 91**

**(1.8.1.1) Identifier**

*Nordic Leather Group*

**(1.8.1.2) Latitude**

58.34744

**(1.8.1.3) Longitude**

11.88487

**(1.8.1.4) Comment**

*No additional comments*

**Row 92**

**(1.8.1.1) Identifier**

*NORVTEX*

**(1.8.1.2) Latitude**

33.61703

### (1.8.1.3) Longitude

-7.50855

### (1.8.1.4) Comment

*No additional comments*

## Row 93

### (1.8.1.1) Identifier

*Olímpio Miranda, Lda.*

### (1.8.1.2) Latitude

41.36115

### (1.8.1.3) Longitude

-8.51014

### (1.8.1.4) Comment

*No additional comments*

## Row 94

### (1.8.1.1) Identifier

*Omniteksas*

### (1.8.1.2) Latitude

54.90543

### (1.8.1.3) Longitude

23.87583

### (1.8.1.4) Comment

*No additional comments*

## Row 95

### (1.8.1.1) Identifier

*Pafil-confecções Lda*

### (1.8.1.2) Latitude

41.42853

### (1.8.1.3) Longitude

-8.55264

### (1.8.1.4) Comment

*No additional comments*

## Row 96

### (1.8.1.1) Identifier

*Pa Tin Da Group Co., Ltd.*

### (1.8.1.2) Latitude

23.02185

**(1.8.1.3) Longitude**

113.1219

**(1.8.1.4) Comment**

*No additional comments*

**Row 97**

**(1.8.1.1) Identifier**

*PPGM Export Garment*

**(1.8.1.2) Latitude**

10.83175

**(1.8.1.3) Longitude**

106.7787

**(1.8.1.4) Comment**

*No additional comments*

**Row 98**

**(1.8.1.1) Identifier**

*PT. ANGGUN KREASI GARMEN*

**(1.8.1.2) Latitude**

-7.84663

### (1.8.1.3) Longitude

110.2423

### (1.8.1.4) Comment

*No additional comments*

## Row 99

### (1.8.1.1) Identifier

*PT Harindotama Mandiri*

### (1.8.1.2) Latitude

-7.63474

### (1.8.1.3) Longitude

110.8077

### (1.8.1.4) Comment

*No additional comments*

## Row 100

### (1.8.1.1) Identifier

*PT. Kanaan Global Indonesia*

### (1.8.1.2) Latitude

-7.62023

### (1.8.1.3) Longitude

110.8227

### (1.8.1.4) Comment

*No additional comments*

## Row 101

### (1.8.1.1) Identifier

*PT. Kanindo Makmur Jaya (Jepara)*

### (1.8.1.2) Latitude

-6.69545

### (1.8.1.3) Longitude

110.7136

### (1.8.1.4) Comment

*No additional comments*

## Row 102

### (1.8.1.1) Identifier

*PT Samwon Busana Indonesia*

### (1.8.1.2) Latitude

-7.01092

### (1.8.1.3) Longitude

110.3431

### (1.8.1.4) Comment

*No additional comments*

## Row 103

### (1.8.1.1) Identifier

*Qingdao Triolink Garment Co., Ltd.*

### (1.8.1.2) Latitude

36.27693

### (1.8.1.3) Longitude

119.9842

### (1.8.1.4) Comment

*No additional comments*

## Row 104

### (1.8.1.1) Identifier

*QuanZhou Haixun Garment Technology Co., Ltd.*

### (1.8.1.2) Latitude

24.92307

### (1.8.1.3) Longitude

118.5185

### (1.8.1.4) Comment

*No additional comments*

## Row 105

### (1.8.1.1) Identifier

*Reck & Sohn GmbH*

### (1.8.1.2) Latitude

48.03334

### (1.8.1.3) Longitude

9.387291

### (1.8.1.4) Comment

*No additional comments*

## Row 106

### (1.8.1.1) Identifier

*REDAVAITE*

### (1.8.1.2) Latitude

55.91192

**(1.8.1.3) Longitude**

23.26897

**(1.8.1.4) Comment**

*No additional comments*

**Row 107**

**(1.8.1.1) Identifier**

*Saigon Knitwear Limited*

**(1.8.1.2) Latitude**

10.92456

**(1.8.1.3) Longitude**

106.7136

**(1.8.1.4) Comment**

*No additional comments*

**Row 108**

**(1.8.1.1) Identifier**

*SANINO LLC*

**(1.8.1.2) Latitude**

44.97642

### (1.8.1.3) Longitude

17.90704

### (1.8.1.4) Comment

*No additional comments*

## Row 109

### (1.8.1.1) Identifier

*Santa Clara Company Limited*

### (1.8.1.2) Latitude

20.35211

### (1.8.1.3) Longitude

106.0141

### (1.8.1.4) Comment

*No additional comments*

## Row 110

### (1.8.1.1) Identifier

*Sätıla Krawiectwo Urszula Majchrzak*

### (1.8.1.2) Latitude

53.77031

**(1.8.1.3) Longitude**

15.40303

**(1.8.1.4) Comment**

*No additional comments*

**Row 111**

**(1.8.1.1) Identifier**

*Scout Mfg. Industrial Inc.*

**(1.8.1.2) Latitude**

14.4394

**(1.8.1.3) Longitude**

120.4948

**(1.8.1.4) Comment**

*No additional comments*

**Row 112**

**(1.8.1.1) Identifier**

*SC PROGRESS SRL*

**(1.8.1.2) Latitude**

45.70821

### (1.8.1.3) Longitude

25.58003

### (1.8.1.4) Comment

*No additional comments*

## Row 113

### (1.8.1.1) Identifier

*Shanghai Weijie Garment Co. Ltd*

### (1.8.1.2) Latitude

31.30716

### (1.8.1.3) Longitude

121.2795

### (1.8.1.4) Comment

*No additional comments*

## Row 114

### (1.8.1.1) Identifier

*Shoe factory BEMA LLC*

### (1.8.1.2) Latitude

44.75742

### (1.8.1.3) Longitude

17.1827

### (1.8.1.4) Comment

*No additional comments*

## Row 115

### (1.8.1.1) Identifier

*Spectre Garment Technologies - An Giang*

### (1.8.1.2) Latitude

10.44064

### (1.8.1.3) Longitude

105.3307

### (1.8.1.4) Comment

*No additional comments*

## Row 116

### (1.8.1.1) Identifier

*Spectre Garment Technologies - Nam Dinh*

### (1.8.1.2) Latitude

20.41529

**(1.8.1.3) Longitude**

106.1456

**(1.8.1.4) Comment**

*No additional comments*

**Row 117**

**(1.8.1.1) Identifier**

SUKKAMESTARIT OY

**(1.8.1.2) Latitude**

61.52715

**(1.8.1.3) Longitude**

23.63535

**(1.8.1.4) Comment**

*No additional comments*

**Row 118**

**(1.8.1.1) Identifier**

SUNNY WHEEL INDUSTRIAL CO., LTD.

**(1.8.1.2) Latitude**

23.3514

### (1.8.1.3) Longitude

120.4143

### (1.8.1.4) Comment

*No additional comments*

## Row 119

### (1.8.1.1) Identifier

*Taeyang Corporation*

### (1.8.1.2) Latitude

36.8548

### (1.8.1.3) Longitude

127.1265

### (1.8.1.4) Comment

*No additional comments*

## Row 120

### (1.8.1.1) Identifier

*Tah Viet Co., Ltd*

### (1.8.1.2) Latitude

10.75577

**(1.8.1.3) Longitude**

106.7429

**(1.8.1.4) Comment**

*No additional comments*

**Row 121**

**(1.8.1.1) Identifier**

*Tebesa*

**(1.8.1.2) Latitude**

54.91282

**(1.8.1.3) Longitude**

23.90372

**(1.8.1.4) Comment**

*No additional comments*

**Row 122**

**(1.8.1.1) Identifier**

*Thai Binh Business Location*

**(1.8.1.2) Latitude**

20.37841

### (1.8.1.3) Longitude

106.3169

### (1.8.1.4) Comment

*No additional comments*

## Row 123

### (1.8.1.1) Identifier

*The Blues One member Co., Ltd.*

### (1.8.1.2) Latitude

16.07706

### (1.8.1.3) Longitude

108.1369

### (1.8.1.4) Comment

*No additional comments*

*[Add row]*

## (1.24) Has your organization mapped its value chain?

### (1.24.1) Value chain mapped

*Select from:*

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

### (1.24.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain

### (1.24.3) Highest supplier tier mapped

Select from:

- Tier 2 suppliers

### (1.24.4) Highest supplier tier known but not mapped

Select from:

- Tier 4+ suppliers

### (1.24.7) Description of mapping process and coverage

*The mapping process and coverage varies between Tiers. For Tier 1 supplier we have a thorough contracting and social compliance process (coverage 80-100%) that collects information based on the approach of the SLCP (self-assessments powered by Social Labor Convergence Project) which was established based on OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The social compliance process also covers potential sub-contractors. Tier 2 suppliers are mapped through the process of nominating fabrics as well as within our traceability project. Coverage for Tier 2 nominated Tier 2 suppliers is app. 100%, local Tier 2 supplier coverage is less than 25%. For specific, large volume fibers we have direct contracts with the suppliers on farm level (mainly wool and down, coverage based on overall fiber usage app. 9%). For those supply chains we also know the yarn supplier. Packaging suppliers and logistic providers are all nominated with a mapping coverage of 100%. Vertical suppliers including yarn formation (Tier 2) are mapped 100%. Tools and Methods: The mapping is mainly done in PLM, a specific traceability tool and excel. Downstream suppliers are mainly shipping service providers, which are mapped 100% by our logistics department. [Fixed row]*

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

#### (1.24.1.1) Plastics mapping

Select from:

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

### (1.24.1.2) Value chain stages covered in mapping

*Select all that apply*

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

### (1.24.1.4) End-of-life management pathways mapped

*Select all that apply*

- Recycling
- Waste to Energy
- Incineration

*[Fixed row]*

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

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

### **Short-term**

**(2.1.1) From (years)**

0

**(2.1.3) To (years)**

3

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

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

### **Medium-term**

**(2.1.1) From (years)**

3

**(2.1.3) To (years)**

6

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

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

## Long-term

### (2.1.1) From (years)

6

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

Select from:

No

### (2.1.3) To (years)

15

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

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

*[Fixed row]*

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

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

[Fixed row]

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

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

[Fixed row]

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

**Row 1**

**(2.2.2.1) Environmental issue**

Select all that apply

- Climate change

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

*Select all that apply*

- Dependencies
- Impacts
- Risks
- Opportunities

### (2.2.2.3) Value chain stages covered

*Select all that apply*

- Direct operations
- Upstream value chain
- Downstream value chain

### (2.2.2.4) Coverage

*Select from:*

- Partial

### (2.2.2.5) Supplier tiers covered

*Select all that apply*

- Tier 1 suppliers
- Tier 2 suppliers

### (2.2.2.7) Type of assessment

*Select from:*

- Qualitative and quantitative

### (2.2.2.8) Frequency of assessment

Select from:

- More than once a year

### (2.2.2.9) Time horizons covered

Select all that apply

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

### (2.2.2.10) Integration of risk management process

Select from:

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

### (2.2.2.11) Location-specificity used

Select all that apply

- Sub-national
- National

### (2.2.2.12) Tools and methods used

Commercially/publicly available tools

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

International methodologies and standards

- IPCC Climate Change Projections

Other

- Desk-based research
- Scenario analysis

### (2.2.2.13) Risk types and criteria considered

#### Chronic physical

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

#### Policy

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

#### Market

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

#### Technology

- Transition to lower emissions technology and products

#### Liability

- Non-compliance with regulations

### (2.2.2.14) Partners and stakeholders considered

*Select all that apply*

- Customers
- Employees
- Investors
- Suppliers
- Local communities

Regulators

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

Select from:

No

### (2.2.2.16) Further details of process

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

## Row 2

### (2.2.2.1) Environmental issue

Select all that apply

Biodiversity

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

*Select all that apply*

- Dependencies
- Impacts
- Risks

### **(2.2.2.3) Value chain stages covered**

*Select all that apply*

- Direct operations
- Upstream value chain

### **(2.2.2.4) Coverage**

*Select from:*

- Partial

### **(2.2.2.5) Supplier tiers covered**

*Select all that apply*

- Tier 1 suppliers
- Tier 2 suppliers

### **(2.2.2.7) Type of assessment**

*Select from:*

- Qualitative only

### **(2.2.2.8) Frequency of assessment**

*Select from:*

- Every three years or more

### **(2.2.2.9) Time horizons covered**

*Select all that apply*

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

### **(2.2.2.10) Integration of risk management process**

*Select from:*

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

### **(2.2.2.11) Location-specificity used**

*Select all that apply*

- Site-specific
- National

### **(2.2.2.12) Tools and methods used**

Commercially/publicly available tools

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

Other

- Desk-based research

### **(2.2.2.13) Risk types and criteria considered**

Acute physical

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

Chronic physical

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

Reputation

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

#### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- Suppliers

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

Select from:

- No

#### (2.2.2.16) Further details of process

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

### Row 3

#### (2.2.2.1) Environmental issue

Select all that apply

- Water

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

*Select all that apply*

- Dependencies
- Impacts
- Risks
- Opportunities

### (2.2.2.3) Value chain stages covered

*Select all that apply*

- Direct operations
- Upstream value chain

### (2.2.2.4) Coverage

*Select from:*

- Partial

### (2.2.2.5) Supplier tiers covered

*Select all that apply*

- Tier 1 suppliers
- Tier 2 suppliers

### (2.2.2.7) Type of assessment

*Select from:*

- Qualitative only

### (2.2.2.8) Frequency of assessment

*Select from:*

- Annually

### (2.2.2.9) Time horizons covered

*Select all that apply*

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

### (2.2.2.10) Integration of risk management process

*Select from:*

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

### (2.2.2.11) Location-specificity used

*Select all that apply*

- Site-specific
- National

### (2.2.2.12) Tools and methods used

Commercially/publicly available tools

- WRI Aqueduct

Other

- Materiality assessment

### (2.2.2.13) Risk types and criteria considered

Acute physical

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

Chronic physical

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

Policy

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

Reputation

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

#### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Suppliers

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

Select from:

- No

#### (2.2.2.16) Further details of process

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

[Add row]

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

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

Select from:

Yes

### **(2.2.7.2) Description of how interconnections are assessed**

*Interconnections between environmental dependencies, impacts, risks and opportunities are mainly assessed through Fenix's material strategy. The Material Strategy, which currently extends through 2030 serves as a guide for which materials (including dyeing technologies, e.g. waterless dyeing and tanning processes), and sometimes which suppliers of those materials, to use in our products. The strategy takes into consideration a material's impact on the environment, and assesses tradeoffs between sustainability impacts including those such as resource use, soil health, water use, and recyclability; availability and cost of certain fibers; the traceability of the material; the current amount of peer-reviewed research available on the material; and emerging technologies. An example interconnection between water risk and chemical use for raw material sourcing: We are reviewing the use of hemp as part of our Materials Strategy since it has a lower impact from a chemical perspective as it generally requires less pesticides for growing, but the traditional retting process used to break down the stalks requires large volumes of water. As a result we are now identifying how we can prioritize suppliers that utilize less water intensive techniques along with monitoring chemical use. The Material Strategy is a part of our overall CSR/Climate Strategy, as described in 2.2.2, which is developed every five years and progress is updated annually during the CSR reporting process. As an outdoor company we are also highly depended on intact nature (pristine or human-influenced) to make the usage of our goods relevant for people. Thus, our business purpose is dependent on our impact and our ability to produce goods with as little impact as possible.*

[Fixed row]

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

### **(2.3.1) Identification of priority locations**

Select from:

Yes, we have identified priority locations

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

Select all that apply

- Upstream value chain

### (2.3.3) Types of priority locations identified

Sensitive locations

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

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

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

### (2.3.4) Description of process to identify priority locations

*Biodiversity and water risk filters from WWF.*

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

*Select from:*

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

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

*WWF Biodiversity and Water Risk Maps 2024.docx*  
*[Fixed row]*

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

### Risks

#### (2.4.1) Type of definition

*Select all that apply*

- Qualitative

- Quantitative

### (2.4.2) Indicator used to define substantive effect

Select from:

- Revenue

### (2.4.3) Change to indicator

Select from:

- % decrease

### (2.4.4) % change to indicator

Select from:

- 11-20

### (2.4.6) Metrics considered in definition

Select all that apply

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

### (2.4.7) Application of definition

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

## Opportunities

### (2.4.1) Type of definition

Select all that apply

- Qualitative

- Quantitative

#### (2.4.2) Indicator used to define substantive effect

Select from:

- Revenue

#### (2.4.3) Change to indicator

Select from:

- % increase

#### (2.4.4) % change to indicator

Select from:

- 11-20

#### (2.4.6) Metrics considered in definition

Select all that apply

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

#### (2.4.7) Application of definition

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

[Add row]

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

## (2.5.1) Identification and classification of potential water pollutants

Select from:

- Yes, we identify and classify our potential water pollutants

## (2.5.2) How potential water pollutants are identified and classified

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

*[Fixed row]*

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

### Row 1

#### (2.5.1.1) Water pollutant category

Select from:

- Microplastics and plastic particles

#### (2.5.1.2) Description of water pollutant and potential impacts

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

#### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain
- Downstream value chain

#### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

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

#### (2.5.1.5) Please explain

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

### Row 2

#### (2.5.1.1) Water pollutant category

Select from:

- Pesticides

#### (2.5.1.2) Description of water pollutant and potential impacts

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

#### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

#### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

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

#### (2.5.1.5) Please explain

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

### Row 3

#### (2.5.1.1) Water pollutant category

Select from:

- Pesticides

#### (2.5.1.2) Description of water pollutant and potential impacts

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

#### (2.5.1.3) Value chain stage

Select all that apply

- Upstream value chain

#### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- Reduction or phase out of hazardous substances

### (2.5.1.5) Please explain

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

### C3. Disclosure of risks and opportunities

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

#### Climate change

##### (3.1.1) Environmental risks identified

Select from:

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

#### Water

##### (3.1.1) Environmental risks identified

Select from:

Yes, only in our upstream/downstream value chain

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

Select from:

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

##### (3.1.3) Please explain

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

## Plastics

### (3.1.1) Environmental risks identified

Select from:

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

[Fixed row]

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

## Climate change

### (3.1.1.1) Risk identifier

Select from:

Risk1

### (3.1.1.3) Risk types and primary environmental risk driver

Policy

Carbon pricing mechanisms

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

Germany

- United States of America

### (3.1.1.9) Organization-specific description of risk

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

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

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

Select all that apply

- Medium-term

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

Select from:

- Likely

### (3.1.1.14) Magnitude

Select from:

- Medium

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

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

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

Select from:

Yes

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

349713

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

873327

### (3.1.1.25) Explanation of financial effect figure

*To calculate potential financial impact on our direct operations through carbon tax, we considered our 2024 Scope 1 and Scope 2 emissions (total of 1911 t CO<sub>2</sub>e). Since we are committed to stay in line with the 1.5 degree target, we multiplied the minimum potentially needed global carbon price of €183/t CO<sub>2</sub>e (\$200/t CO<sub>2</sub>e), as determined in the meta study from The Heinrich Boll Foundation, with our Scope 1 and 2 emissions to produce the minimum potential financial impact figure. To produce the maximum potential financial impact figure, we multiplied our Scope 1 and 2 emissions by the maximum potentially needed global carbon price of €457/t (\$500/t CO<sub>2</sub>e) from the same study. Estimated min figure: €183\*1911t CO<sub>2</sub>e = €349 713 Estimated max figure: €457\*1911t CO<sub>2</sub>e = €873 327*

### (3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Implementation of environmental best practices in direct operations

### (3.1.1.27) Cost of response to risk

252000

### (3.1.1.28) Explanation of cost calculation

*The calculations are based on the assumption that for Germany, we exchange all heating systems currently run on gas to heat pumps or connect them with the local district heating network. The calculations include the costs for our main gas consuming locations in Germany being converted to heat pumps, including installation, and connection to the grid (appr. €25 000 each) as well as the conversion from gas to district heating (in total €150 000). Operating costs are estimated to be at €5 000 per year. The cost for transitioning to 100% renewable electricity via EACs for Europe, US and Asia are calculated to sum up to €42 000 until 2026 for locations that can't be covered by green tariffs and/or own utilities (€21 000/year), taking into consideration an increase in EACs prices for the Asian market due to higher demand in the near future.*

### (3.1.1.29) Description of response

*Introduced carbon pricing mechanisms, in addition to our own emissions targets, will necessitate reducing our Scope 1 and 2 emissions. We already source 99.99% renewable electricity for our owned and operated locations, and as a result our Scope 2 emissions are very low (0,83t CO2e). Thus, reduction measures should focus on our Scope 1 emissions, which mainly come from heating for our owned and operated locations. To reduce our Scope 1 emissions, we will need to increase our investments into energy attribute certificates and biogas. It will not be possible to switch to biogas or biomethane for all our locations, in which case we would buy biogas or biomethane energy attribute certificates from the local utilities at market price, which we already began in 2023 and expanded in 2024. This will result in increased operating expenses because we have no control over the price of the certificates but will need to purchase them in order to meet our targets. The market is unpredictable so it will be difficult to build a specific price into budgets.*

## Water

### (3.1.1.1) Risk identifier

Select from:

Risk1

### (3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

Water stress

#### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Upstream value chain

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- Italy
- Viet Nam

#### (3.1.1.7) River basin where the risk occurs

Select all that apply

- Dong Nai
- Huang He (Yellow River)
- Mekong
- Po

#### (3.1.1.9) Organization-specific description of risk

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

#### (3.1.1.11) Primary financial effect of the risk

Select from:

- Disruption in production capacity

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

Select all that apply

Medium-term

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

Select from:

More likely than not

### (3.1.1.14) Magnitude

Select from:

Medium-low

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

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

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

Select from:

Yes

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

4000000

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

16000000

### (3.1.1.25) Explanation of financial effect figure

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

### **(3.1.1.26) Primary response to risk**

Engagement

Engage with suppliers

### **(3.1.1.27) Cost of response to risk**

14000

### **(3.1.1.28) Explanation of cost calculation**

*The cost of response is based on collective action programs that target Carbon and water reduction in our Taiwanese and Chinese fabric supply chain. The costs cover our share of the costs for the the program for 2022, 2023 and 2024 (number of partaking suppliers and brands not disclosed since program costs are deemed sensitive information for competitive reasons).*

### **(3.1.1.29) Description of response**

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

## **Plastics**

### **(3.1.1.1) Risk identifier**

Select from:

Risk1

### **(3.1.1.3) Risk types and primary environmental risk driver**

Market

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

#### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Upstream value chain

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- Taiwan, China
- Viet Nam

#### (3.1.1.9) Organization-specific description of risk

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

#### (3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

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

Select all that apply

- Short-term
- Medium-term

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

Select from:

Likely

### (3.1.1.14) Magnitude

Select from:

Medium

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

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

### (3.1.1.26) Primary response to risk

Infrastructure, technology and spending

Increase investment in R&D

### (3.1.1.29) Description of response

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

## Climate change

### (3.1.1.1) Risk identifier

Select from:

Risk2

### (3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

- Increased severity of extreme weather events

#### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Upstream value chain

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- China
- Japan
- Viet Nam
- Taiwan, China
- Republic of Korea
- Hong Kong SAR, China

#### (3.1.1.9) Organization-specific description of risk

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

#### (3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced production capacity

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

Select all that apply

Medium-term

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

Select from:

More likely than not

### (3.1.1.14) Magnitude

Select from:

Medium-low

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

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

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

Select from:

Yes

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

2952640

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

7588285

### (3.1.1.25) Explanation of financial effect figure

To calculate the maximum financial effect figure, we used the calculated productivity headwind from heat loss estimate of 2.57% of COGS from the Global Labor Institute's 2023 study, *Higher Ground: Climate Resilience and Fashion's Costs of Adaptation*. This study used a representative footwear brand with production in Vietnam to model how heat stress in the Ho Chi Minh area would affect the brand's costs. Given that we have a large amount of producers in Vietnam, we took this estimate as representative of a maximum financial effect and multiplied it by our Cost of Goods figure for 2024 (available in our financial reporting: €295 264 000). We took 1% of COGS as our minimum financial impact figure because we are proactively considering climate and water risks in our sourcing strategy; therefore, our supplier mix may look different in the future and we may not experience the effects of extreme weather and heat stress as acutely. Minimum:  $295\,264\,000 \times 0.0257 = 7\,588\,285$  Maximum:  $295\,264\,000 \times 0.01 = 2\,952\,640$

### (3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Promotion of best practice and awareness in the value chain

### (3.1.1.27) Cost of response to risk

250000

### (3.1.1.28) Explanation of cost calculation

The calculation is based on an estimate of our short-term investments in improving the traceability and transparency of our supply chain including investment in a traceability tool, audits of our supply chain, industry membership fees, and monitoring of known suppliers.

### (3.1.1.29) Description of response

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

## Plastics

### (3.1.1.1) Risk identifier

Select from:

Risk2

### (3.1.1.3) Risk types and primary environmental risk driver

Policy

- Changes to national legislation

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- End-of-life management

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Italy  | <input checked="" type="checkbox"/> Latvia      |
| <input checked="" type="checkbox"/> Spain  | <input checked="" type="checkbox"/> Norway      |
| <input checked="" type="checkbox"/> Canada   | <input checked="" type="checkbox"/> Poland      |
| <input checked="" type="checkbox"/> France   | <input checked="" type="checkbox"/> Sweden      |
| <input checked="" type="checkbox"/> Greece   | <input checked="" type="checkbox"/> Croatia     |
| <input checked="" type="checkbox"/> Denmark  | <input checked="" type="checkbox"/> Slovakia    |
| <input checked="" type="checkbox"/> Estonia  | <input checked="" type="checkbox"/> Slovenia    |
| <input checked="" type="checkbox"/> Finland  | <input checked="" type="checkbox"/> Lithuania   |
| <input checked="" type="checkbox"/> Germany  | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> Portugal   | <input checked="" type="checkbox"/> Switzerland |
| <input checked="" type="checkbox"/> United States of America                             |   |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |   |

### (3.1.1.9) Organization-specific description of risk

*In almost all our markets, EPR regulation is emerging, targeting all kind of packaging but most often having the highest costs on packaging derived from plastics. This adds an additional cost to the end-of-life management of our products, which development is unpredictable but foreseen to increase significantly over the next couple of years (e.g. according to Näringslivets Producentansvar/the Swedish Packaging Agency. Due to the spread of our global markets and slightly different reporting requirements among them, internal effort are huge to ensure compliance and efforts are repetitive. In addition to emerging EPR regulations also in other regions,*

*microplastics/microfiber shedding will potentially be regulated in at least some of the markets. Once threshold values for microplastic/ microfiber shedding become the norm, existing fabrics might need to be re-developed, which creates unforeseeable internal extra effort.*

### **(3.1.1.11) Primary financial effect of the risk**

Select from:

- Increased compliance costs

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

Select all that apply

- Short-term
- Medium-term

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

Select from:

- Very likely

### **(3.1.1.14) Magnitude**

Select from:

- Medium-low

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

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

### **(3.1.1.26) Primary response to risk**

Infrastructure, technology and spending

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

### (3.1.1.29) Description of response

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

## Climate change

### (3.1.1.1) Risk identifier

*Select from:*

Risk3

### (3.1.1.3) Risk types and primary environmental risk driver

Market

Changing customer behavior

### (3.1.1.4) Value chain stage where the risk occurs

*Select from:*

Downstream value chain

### (3.1.1.6) Country/area where the risk occurs

*Select all that apply*

China

Canada

France

Latvia

Norway

Finland

Germany

Slovakia

Sweden

Austria

Belgium

Czechia

Denmark

Netherlands

Switzerland

Republic of Korea

- Slovenia
- Singapore
- United Kingdom of Great Britain and Northern Ireland

- Hong Kong SAR, China
- United States of America

### **(3.1.1.9) Organization-specific description of risk**

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

### **(3.1.1.11) Primary financial effect of the risk**

*Select from:*

- Decreased revenues due to reduced demand for products and services

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

*Select all that apply*

- Medium-term

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

*Select from:*

- More likely than not

### **(3.1.1.14) Magnitude**

*Select from:*

- Medium

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

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

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

Select from:

No

### **(3.1.1.26) Primary response to risk**

Diversification

Develop new products, services and/or markets

### **(3.1.1.27) Cost of response to risk**

1500000

### **(3.1.1.28) Explanation of cost calculation**

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

### **(3.1.1.29) Description of response**

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

## **Climate change**

### **(3.1.1.1) Risk identifier**

Select from:

Risk4

### **(3.1.1.3) Risk types and primary environmental risk driver**

Chronic physical

- Heat stress

#### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> China  | <input checked="" type="checkbox"/> Finland           |
| <input checked="" type="checkbox"/> Canada   | <input checked="" type="checkbox"/> Germany           |
| <input checked="" type="checkbox"/> Norway   | <input checked="" type="checkbox"/> Viet Nam          |
| <input checked="" type="checkbox"/> Sweden   | <input checked="" type="checkbox"/> Netherlands       |
| <input checked="" type="checkbox"/> Denmark  | <input checked="" type="checkbox"/> Republic of Korea |
| <input checked="" type="checkbox"/> United States Virgin Islands                         |   |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |   |

#### (3.1.1.9) Organization-specific description of risk

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

#### (3.1.1.11) Primary financial effect of the risk

Select from:

- Increased indirect [operating] costs

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

Select all that apply

Medium-term

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

Select from:

More likely than not

### (3.1.1.14) Magnitude

Select from:

Medium

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

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

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

Select from:

No

### (3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Implementation of environmental best practices in direct operations

### (3.1.1.27) Cost of response to risk

500000

### (3.1.1.28) Explanation of cost calculation

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

### (3.1.1.29) Description of response

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

## Climate change

### (3.1.1.1) Risk identifier

Select from:

Risk5

### (3.1.1.3) Risk types and primary environmental risk driver

Technology

Transition to lower emissions technology and products

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

Upstream value chain

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

China

United States of America

Viet Nam

### (3.1.1.9) Organization-specific description of risk

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

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Increased direct costs

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

Select all that apply

- Medium-term

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

Select from:

- More likely than not

### (3.1.1.14) Magnitude

Select from:

- Medium-high

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

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

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

Select from:

Yes

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

28623

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

52692

### (3.1.1.25) Explanation of financial effect figure

*The impact figures represent the costs to achieve 100% organic cotton and 100% recycled polyester across all brands' production. The cotton figure was taken from the USDA 2025 commodity prices for conventional and organic cotton and multiplies by the amount of cotton in 2024 that had not been transitioned to organic cotton. The minimum impact is based on the lowest price difference between conventional and organic cotton, and the maximum impact is based on the highest price difference between conventional and organic cotton (20-30% higher than conventional). The same calculations were done for polyester, assuming polyester is 10 (min figure) to 20% (max figure) more expensive than virgin polyester. This year, only the additional cost was considered, versus last year we calculated the amount based on the total price of organic cotton/recycled polyester.*

### (3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Promotion of best practice and awareness in the value chain

### (3.1.1.27) Cost of response to risk

45000

### (3.1.1.28) Explanation of cost calculation

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

### (3.1.1.29) Description of response

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

[Add row]

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

#### **Climate change**

##### **(3.1.2.1) Financial metric**

Select from:

Revenue

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

6856000

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

Select from:

Less than 1%

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

6856000

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

Select from:

Less than 1%

### (3.1.2.7) Explanation of financial figures

*Financial impact is difficult to estimate since our product assortment and services are not directly linked to climate change and spread along the value chain. However, we do not expect to not be affected thus we stated amount of financial metric to be less than 1% but not zero.*

## Water

### (3.1.2.1) Financial metric

Select from:

Revenue

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

0

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

Select from:

Less than 1%

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

0

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

Select from:

Less than 1%

### (3.1.2.7) Explanation of financial figures

*Not a substantial financial impact but transparency is an issue in terms of cost increases*  
*[Add row]*

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

**Row 1**

### (3.2.1) Country/Area & River basin

Viet Nam  
 Dong Nai

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

*Select all that apply*  
 Upstream value chain

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

2

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

*Select from:*  
 1-10%

### (3.2.11) Please explain

*High volume tier 1 supplier*

## Row 2

### (3.2.1) Country/Area & River basin

Viet Nam

Mekong

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

*Select all that apply*

Upstream value chain

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

5

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

*Select from:*

1-10%

### (3.2.11) Please explain

*Only one Tier 2 in this region, rest is RMG suppliers with relatively high production volume.*

## Row 4

### (3.2.1) Country/Area & River basin

China

Huang He (Yellow River)

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

Select all that apply

Upstream value chain

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

7

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

Select from:

1-10%

### (3.2.11) Please explain

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

## Row 5

### (3.2.1) Country/Area & River basin

Italy

Po

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

Select all that apply

Upstream value chain

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

5

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

Select from:

1-10%

### (3.2.11) Please explain

Mainly tanneries and mills providing goods for our leather, which is of high value.

[Add row]

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

### (3.3.1) Water-related regulatory violations

Select from:

No

### (3.3.3) Comment

We were not subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations. This is published on page 44 of the 2024 Fenix Outdoor CSR Report

[Fixed row]

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

Select from:

No, but we anticipate being regulated in the next three years

**(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?**

We have already been affected by CBAM reporting for the last quarter in 2023. Official certificate trading will start in 2026. Until then, we will report according to the requirements and follow any changes to the regulation closely. Suggested amendment is expected to be approved by Q3 2025. If a product is affected by CBAM will

be monitored during product development. However, our imported CO2e volumes are negligible (<1 t/y) and thus we don't see a big financial risk coming from the foreseen carbon pricing.

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

#### **Climate change**

##### **(3.6.1) Environmental opportunities identified**

Select from:

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

#### **Water**

##### **(3.6.1) Environmental opportunities identified**

Select from:

No

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

Select from:

Not an immediate strategic priority

##### **(3.6.3) Please explain**

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

*[Fixed row]*

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

## Climate change

### (3.6.1.1) Opportunity identifier

Select from:

- Opp1

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

- Shift in consumer preferences

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Downstream value chain

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- Brazil
- Chile
- Mexico
- Republic of Korea

### (3.6.1.8) Organization specific description

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

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues through access to new and emerging markets

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

Select all that apply

- Medium-term

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

Select from:

- Likely (66–100%)

### (3.6.1.12) Magnitude

Select from:

- Medium-high

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

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

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

Select from:

- No

### (3.6.1.24) Cost to realize opportunity

1500000

### (3.6.1.25) Explanation of cost calculation

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

### (3.6.1.26) Strategy to realize opportunity

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

## Climate change

### (3.6.1.1) Opportunity identifier

Select from:

Opp2

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

Ability to diversify business activities

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

Canada

Norway

Sweden

Denmark

Finland

Germany

United States of America

### (3.6.1.8) Organization specific description

*During every product's production, use, and end-of-life phase, it emits greenhouse gases. Circularity (next to climate action, social compliance/transparency, and customer engagement) is one pillar of our 2025 CSR strategy. Circular business models are mainly implemented in our own retail unit 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.*

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues through access to new and emerging markets

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

Select all that apply

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

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

Select from:

- Very likely (90–100%)

### (3.6.1.12) Magnitude

Select from:

- Medium

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

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

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

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

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

Select from:

Yes

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

3706053

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

3424000

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

4398000

### **(3.6.1.23) Explanation of financial effect figures**

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

### **(3.6.1.24) Cost to realize opportunity**

500000

### **(3.6.1.25) Explanation of cost calculation**

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

### (3.6.1.26) Strategy to realize opportunity

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

## Climate change

### (3.6.1.1) Opportunity identifier

Select from:

Opp3

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

Shift in consumer preferences

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

Downstream value chain

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

China

Canada

France

Norway

Austria

Belgium

Czechia

Denmark

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

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

### (3.6.1.8) Organization specific description

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

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

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

Select all that apply

- Medium-term

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

Select from:

- More likely than not (50–100%)

### (3.6.1.12) Magnitude

Select from:

Medium

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

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

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

Select from:

No

### (3.6.1.24) Cost to realize opportunity

1000000

### (3.6.1.25) Explanation of cost calculation

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

### (3.6.1.26) Strategy to realize opportunity

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

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

**Climate change**

### (3.6.2.1) Financial metric

Select from:

Revenue

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

685582

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

Select from:

1-10%

### (3.6.2.4) Explanation of financial figures

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

## C4. Governance

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

### (4.1.1) Board of directors or equivalent governing body

Select from:

Yes

### (4.1.2) Frequency with which the board or equivalent meets

Select from:

Quarterly

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

Select all that apply

Executive directors or equivalent

Independent non-executive directors or equivalent

### (4.1.4) Board diversity and inclusion policy

Select from:

No

[Fixed row]

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

## Climate change

### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

Yes

## Water

### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

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

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

Select from:

Not an immediate strategic priority

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

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

## Biodiversity

### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

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

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

Select from:

Not an immediate strategic priority

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

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

[Fixed row]

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

##### **Climate change**

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

Select all that apply

- Board chair

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

Select from:

- No

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

Select from:

- Scheduled agenda item in some board meetings – at least annually

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

Select all that apply

- Reviewing and guiding annual budgets
- Overseeing and guiding scenario analysis
- Overseeing the setting of corporate targets
- Approving corporate policies and/or commitments
- Overseeing and guiding public policy engagement
- Reviewing and guiding innovation/R&D priorities
- Approving and/or overseeing employee incentives
- Overseeing and guiding major capital expenditures
- Monitoring the implementation of the business strategy
- Overseeing and guiding the development of a business strategy

- Overseeing and guiding the development of a climate transition plan
- Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

#### (4.1.2.7) Please explain

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

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

#### Climate change

#### (4.2.1) Board-level competency on this environmental issue

Select from:

- Yes

#### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Consulting regularly with an internal, permanent, subject-expert working group
- Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- Having at least one board member with expertise on this environmental issue

#### (4.2.3) Environmental expertise of the board member

Academic

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

Additional training

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

## Experience

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

## Water

### (4.2.1) Board-level competency on this environmental issue

Select from:

- Yes

### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Consulting regularly with an internal, permanent, subject-expert working group
- Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- Having at least one board member with expertise on this environmental issue

### (4.2.3) Environmental expertise of the board member

#### Academic

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

#### Additional training

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

#### Experience

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

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

[Fixed row]

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

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

[Fixed row]

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

#### Climate change

##### (4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

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

#### Engagement

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

#### Policies, commitments, and targets

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

#### Strategy and financial planning

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

### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

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

Select from:

- Annually

#### (4.3.1.6) Please explain

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

## Water

#### (4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

#### (4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

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

Engagement

- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

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

#### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

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

Select from:

- Annually

#### (4.3.1.6) Please explain

See response to climate row.

### Biodiversity

#### (4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

#### (4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

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

Strategy and financial planning

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

#### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

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

Select from:

- Annually

#### (4.3.1.6) Please explain

See response to climate row.

[Add row]

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

#### **Climate change**

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

Select from:

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

#### (4.5.3) Please explain

*We provide disincentives for those units who deliberately violate our climate policies or (for even good reasons) do not follow the strategy we have set. We do not provide incentives at this stage due to the fact that the board is currently restricting their own and also the organizational setup, leading to the need for more training and education by the CSO. Only after that are we likely to implement incentives.*

#### **Water**

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

Select from:

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

### (4.5.3) Please explain

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

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

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

[Fixed row]

### (4.6.1) Provide details of your environmental policies.

#### Row 1

#### (4.6.1.1) Environmental issues covered

Select all that apply

- Climate change
- Water

#### (4.6.1.2) Level of coverage

Select from:

- Organization-wide

### (4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain

### (4.6.1.4) Explain the coverage

*Our environmental policies currently cover our direct operations, including production, logistics, retail, and offices. They also apply to our upstream supply chain. There are no exclusions for the Fenix Way/Supplier Code of Conduct and the RSL because they are part of contractual documents. Upload failed, please find Fenix Way and RSL here: Fenix Way: [https://www.fenixoutdoor.com/wp-content/uploads/2023/04/the\\_fenix\\_way\\_2019.pdf?\\_gl=1\\*13eel9\\*\\_up\\*MQ..\\*\\_ga\\*MTUyMzYwNzYwNy4xNzI3ODcwMzk4\\*\\_ga\\_KS3F455BEY\\*MTcyNzg3MDM5Ny4xLjEuMTcyNzg3MDQxMS4wLjAuMA..](https://www.fenixoutdoor.com/wp-content/uploads/2023/04/the_fenix_way_2019.pdf?_gl=1*13eel9*_up*MQ..*_ga*MTUyMzYwNzYwNy4xNzI3ODcwMzk4*_ga_KS3F455BEY*MTcyNzg3MDM5Ny4xLjEuMTcyNzg3MDQxMS4wLjAuMA..) RSL: [https://www.fenixoutdoor.com/wp-content/uploads/2024/07/Guideline\\_Chemicals\\_EN\\_CLEAN-Rev-7.0-Fenix-Outdoor.pdf?\\_gl=1\\*13eel9\\*\\_up\\*MQ..\\*\\_ga\\*MTUyMzYwNzYwNy4xNzI3ODcwMzk4\\*\\_ga\\_KS3F455BEY\\*MTcyNzg3MDM5Ny4xLjEuMTcyNzg3MDQxMS4wLjAuMA..](https://www.fenixoutdoor.com/wp-content/uploads/2024/07/Guideline_Chemicals_EN_CLEAN-Rev-7.0-Fenix-Outdoor.pdf?_gl=1*13eel9*_up*MQ..*_ga*MTUyMzYwNzYwNy4xNzI3ODcwMzk4*_ga_KS3F455BEY*MTcyNzg3MDM5Ny4xLjEuMTcyNzg3MDQxMS4wLjAuMA..)*

### (4.6.1.5) Environmental policy content

Environmental commitments

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

Climate-specific commitments

- Commitment to 100% renewable energy

Social commitments

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

Additional references/Descriptions

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

- Reference to timebound environmental milestones and targets

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

Select all that apply

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

#### (4.6.1.7) Public availability

Select from:

- Publicly available

#### (4.6.1.8) Attach the policy

*the\_fenix\_way\_2019 (5).pdf*

### Row 2

#### (4.6.1.1) Environmental issues covered

Select all that apply

- Climate change

#### (4.6.1.2) Level of coverage

Select from:

- Organization-wide

#### (4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations

#### **(4.6.1.4) Explain the coverage**

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

#### **(4.6.1.5) Environmental policy content**

Climate-specific commitments

- Commitment to 100% renewable energy

Additional references/Descriptions

- Description of environmental requirements for procurement
- Description of renewable electricity procurement practices

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

*Select all that apply*

- Yes, in line with the Paris Agreement

#### **(4.6.1.7) Public availability**

*Select from:*

- Not publicly available

#### **(4.6.1.8) Attach the policy**

*Renewable Energy Policy EN 2022-10-04V2-FIN\_V1.pdf*  
*[Add row]*

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

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

Select from:

Yes

#### (4.10.2) Collaborative framework or initiative

Select all that apply

Race to Zero Campaign

Sustainable Apparel Coalition (SAC)

Textile Exchange

UN Global Compact

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

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

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

*[Fixed row]*

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

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

Select all that apply

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

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

Select from:

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

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

Select all that apply

- Paris Agreement

#### **(4.11.4) Attach commitment or position statement**

*Letter-of-Commitment-Fenix-Outdoor (1).pdf*

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

Select from:

- No

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

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

*[Fixed row]*

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

##### **Row 1**

#### **(4.11.2.1) Type of indirect engagement**

Select from:

- Indirect engagement via a trade association

#### (4.11.2.4) Trade association

Europe

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

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

Select all that apply

Climate change

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

Select from:

Consistent

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

Select from:

No, we did not attempt to influence their position

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

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

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

71000

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

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

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

*Select from:*

Yes, we have evaluated, and it is aligned

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

*Select all that apply*

Paris Agreement

### **Row 2**

#### **(4.11.2.1) Type of indirect engagement**

*Select from:*

Indirect engagement via a trade association

#### **(4.11.2.4) Trade association**

North America

Other trade association in North America, please specify :Outdoor Industry Association

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

Select all that apply

Climate change

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

Select from:

Consistent

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

Select from:

No, we did not attempt to influence their position

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

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

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

25000

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

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

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

Select from:

Yes, we have evaluated, and it is aligned

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

*Select all that apply*

Paris Agreement

*[Add row]*

#### **(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?**

*Select from:*

Yes

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

#### **Row 1**

##### **(4.12.1.1) Publication**

*Select from:*

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

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

*Select all that apply*

ESRS

GRI

##### **(4.12.1.3) Environmental issues covered in publication**

Select all that apply

- Climate change
- Water
- Biodiversity

#### (4.12.1.4) Status of the publication

Select from:

- Complete

#### (4.12.1.5) Content elements

Select all that apply

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Strategy              | <input checked="" type="checkbox"/> Value chain engagement   |
| <input checked="" type="checkbox"/> Governance            | <input checked="" type="checkbox"/> Dependencies & Impacts   |
| <input checked="" type="checkbox"/> Emission targets      | <input checked="" type="checkbox"/> Water accounting figures |
| <input checked="" type="checkbox"/> Emissions figures     |  |
| <input checked="" type="checkbox"/> Risks & Opportunities |  |

#### (4.12.1.6) Page/section reference

Whole report, Nature & Society Chapter in particular.

#### (4.12.1.7) Attach the relevant publication

Fenix\_CSR\_WEB (1).pdf

#### (4.12.1.8) Comment

The report is also publicly available under: [https://www.fenixoutdoor.com/wp-content/uploads/2025/04/Fenix\\_CSR\\_WEB.pdf?\\_gl=1\\*1k493lh\\*\\_up\\*MQ..\\*\\_ga\\*NTUyNDEzMjMxLjE3NTQwMzcyNjI.\\*\\_ga\\_KS3F455BEY\\*czE3NTQwMzcyNjEkbzEkZzEkdDE3NTQwMzcyOTEkajMwJGwwJGgw](https://www.fenixoutdoor.com/wp-content/uploads/2025/04/Fenix_CSR_WEB.pdf?_gl=1*1k493lh*_up*MQ..*_ga*NTUyNDEzMjMxLjE3NTQwMzcyNjI.*_ga_KS3F455BEY*czE3NTQwMzcyNjEkbzEkZzEkdDE3NTQwMzcyOTEkajMwJGwwJGgw)

[Add row]

## C5. Business strategy

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

### Climate change

#### (5.1.1) Use of scenario analysis

Select from:

Yes

#### (5.1.2) Frequency of analysis

Select from:

Annually

### Water

#### (5.1.1) Use of scenario analysis

Select from:

Yes

#### (5.1.2) Frequency of analysis

Select from:

Every three years or less frequently

[Fixed row]

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

### Climate change

### (5.1.1.1) Scenario used

Climate transition scenarios

- IEA NZE 2050

### (5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

### (5.1.1.4) Scenario coverage

Select from:

- Organization-wide

### (5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Policy
- Market
- Technology

### (5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

### (5.1.1.7) Reference year

2019

### (5.1.1.8) Timeframes covered

Select all that apply

2025

2030

### (5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

Climate change (one of five drivers of nature change)

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

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

### (5.1.1.11) Rationale for choice of scenario

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

## Water

### (5.1.1.1) Scenario used

Water scenarios

WWF Water Risk Filter

### (5.1.1.3) Approach to scenario

Select from:

Qualitative

#### (5.1.1.4) Scenario coverage

Select from:

- Organization-wide

#### (5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical
- Policy
- Reputation

#### (5.1.1.7) Reference year

2022

#### (5.1.1.8) Timeframes covered

Select all that apply

- 2030

#### (5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

Regulators, legal and policy regimes

- Global regulation

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The scenario analysis will inform the development of our water-related targets. The WWF Water Risk Filter tool covers many different aspects of water risk, but generally uses 202 data added with projected changes. We use the risks from the Current Pathway scenario to evaluate our business risk. We considered that this*

scenario may include climate-related change of weather patterns that lead to droughts in water-rich regions, which may shift arable lands and subsequently the crops/ husbandry of animal farming. A constraint to this analysis is that we do not have full transparency to the farm-level for all of our products. Therefore, the scenario analysis only represents the water risks in the areas of our direct operations and Tier 1 and Tier 2 production. Until we have a fully traceable supply chain we will not be able to understand the full scope of the water-related risks of our business.

#### (5.1.1.11) Rationale for choice of scenario

We used the WWF water risk tool to classify areas of current water stress. The tool covers all the main areas of our direct operations and production facilities, and is based on peer-reviewed research and sound methodology. Based on conversations with other brands, this seems to be an industry-standard tool, which makes our water-related data and targets comparable. It also has the benefit of having a biodiversity filter as well, which we use to assess our biodiversity risk.

[Add row]

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

#### Climate change

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

Select all that apply

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

#### (5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

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

We used the climate change scenario analysis we conducted to retroactively validate that our Scope 1 & 2 and Scope 3 climate targets set for 2025 are in line with the 1,5°C target of the Paris Agreement. Both analyses showed that our foreseen climate targets are in line with the 1,5°C target. Both targets are above what's deemed a necessary reduction. Based on the scenario analysis and the fact that we initiated a couple of renewable electricity projects (switching contracts, setting up a purchase plan for EACs for the upcoming years, investigating in PPAs) at that time, we decided to increase the reduction target from 30% to 40% reduction by 2025 for Scope 1 and 2 emissions and added a target on 100% renewable electricity purchase by 2025. For Scope 3 we felt that our target was ambitious since it exceeded the needed reduction in the scenario analysis by 10%. However, we decided to stick with the target to reduce emissions per product produced by 50% by

2025 (considering purchased goods and services & upstream transportation, base year 2019) but to assess the target on a yearly basis to better reflect economic developments and realize reduction potential. (e.g. purchase more less carbon intensive fibers faster and ahead of the intended purchasing plan).

## Water

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

Select all that apply

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

### (5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

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

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

[Fixed row]

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

### (5.2.1) Transition plan

Select from:

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

### (5.2.3) Publicly available climate transition plan

Select from:

Yes

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

Select from:

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

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

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

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

Select from:

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

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

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

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

*Progress have been made in the following action fields: - First time 100% renewable electricity sourcing (99.99% in 2023) - Installation of solar panels for Germany warehouse was paused but feasibility study was positive - increase of more sustainable/lower impact materials from 70% to 77% percent - Usage of marine biofuel certificates (Book & claim) to trial process and operational impacts - increase of renewable electricity share in Tier 1 suppliers from 13% to 19%*

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

*F\_Charter-Transition-Plans\_Fenix-Outdoor\_230929 (4).pdf,F\_Charter-Transition-Plans\_Fenix-Outdoor\_230929 (4).pdf*

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

*Select all that apply*

No other environmental issue considered

*[Fixed row]*

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

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

*Select from:*

Yes, both strategy and financial planning

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

*Select all that apply*

Products and services

Upstream/downstream value chain

Investment in R&D

Operations

*[Fixed row]*

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

#### Products and services

##### (5.3.1.1) Effect type

*Select all that apply*

- Risks
- Opportunities

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

Select all that apply

- Climate change
- Water

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

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

## Upstream/downstream value chain

### (5.3.1.1) Effect type

Select all that apply

- Risks

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

Select all that apply

- Climate change
- Water

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

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

## Investment in R&D

### (5.3.1.1) Effect type

*Select all that apply*

- Risks
- Opportunities

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

*Select all that apply*

- Climate change
- Water

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

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

## Operations

### (5.3.1.1) Effect type

*Select all that apply*

- Risks

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

Select all that apply

- Climate change

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

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

[Add row]

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

#### Row 1

#### (5.3.2.1) Financial planning elements that have been affected

Select all that apply

- Direct costs
- Capital expenditures

#### (5.3.2.2) Effect type

Select all that apply

- Risks
- Opportunities

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

Select all that apply

- Climate change
- Water

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

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

[Add row]

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

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

[Fixed row]

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

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

0

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

0

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

0

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

0

### (5.9.5) Please explain

*Fenix Outdoor does not have any water-related CAPEX as water use in our direct operations is mostly household-like. We received more water data from our own operations in 2024 than in previous years. However, water related expenditures are still negligible compared to other OPEX and thus the change in our water-related OPEX was negligible, or 0. We do not foresee our water use changing from mainly household-like use and therefore do not expect to incur any water-related CAPEX in the future. We do predict that fresh water and wastewater treatment costs in the places where our main operations are located (EU, North America) will increase slightly in the future due to population growth, aging infrastructure, higher energy and operating costs, and stricter legislative requirements. We have conservatively estimated the increased cost to be 5% based on past trends and estimates from country-specific white papers (e.g. price increases for European countries up to 35%).*

[Fixed row]

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

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

[Fixed row]

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

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

[Fixed row]

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

#### Climate change

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

Select from:

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

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

Select all that apply

- Basin/landscape condition
- Contribution to supplier-related Scope 3 emissions

### (5.11.1.3) % Tier 1 suppliers assessed

Select from:

- 26-50%

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

*The higher capacity at a supplier, the more substantive the impact/dependency (minimum capacity 5%, 25% max; substantive defined as 15-25%). Due to system change this years share was assessed based on purchase volume for 2024. Substantive defined as >5% of purchase volume in 2025.*

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

Select from:

- 1-25%

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

8

## Water

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

Select from:

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

[Fixed row]

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

## Climate change

### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

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

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

Select all that apply

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

### (5.11.2.4) Please explain

*We engage with the respective suppliers for impact programs because of limited financial resources and HR, so we need to focus on where we have biggest impact/leverage. However, for capacity building we engage with our whole supplier base. Description of chosen criteria: - "In line with...": we have chosen this criteria, because we expect our south east Asian supply chain to be especially affected by climate change consequences (extreme heat, flooding,...) as well as hosting the biggest share of our production volume. Thus, in our supply chain set up, they are also the biggest contributors to climate change. - Procurement spend: this criteria is the basis of our HRDDD assessment, which also entails environmental aspects as for example climate change - Strategic status: we believe in long-term partnerships and strategic development of our supply chain; Strategic can entail: growth plans, production of key product groups although in small volumes, long term partnerships, especially high engagement in sustainability work or quality;...*

## Water

### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

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

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

Select all that apply

- Material sourcing

- Strategic status of suppliers

#### (5.11.2.4) Please explain

*Since our water footprint is biggest in our fabric supply chain, we focus our work on nominated and strategic Tier 2 suppliers. Impact programs for Climate Action most often also cover water-saving aspects. Description of chosen criteria: - Material sourcing: we want to decrease our footprint constantly, including water and waste. Our biggest footprint with regards to these impact areas lies in our fabric supply chain and is determined by the choice of fiber type and mill/dye house. In the future, we will also have a closer look into yarn suppliers. - Strategic status: we believe in long-term partnerships and strategic development of our supply chain; Strategic can entail: growth plans, production of key product groups although in small volumes, long term partnerships, especially high engagement in sustainability work or quality;...*

*[Fixed row]*

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

##### Climate change

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

Select from:

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

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

Select from:

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

#### (5.11.5.3) Comment

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

##### Water

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

*Select from:*

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

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

*Select from:*

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

### **(5.11.5.3) Comment**

*See above*  
*[Fixed row]*

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

## **Climate change**

### **(5.11.6.1) Environmental requirement**

*Select from:*

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

### **(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement**

*Select all that apply*

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

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

Select from:

100%

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

Select from:

51-75%

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

Select from:

100%

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

Select from:

26-50%

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

Select from:

Retain and engage

**(5.11.6.10) % of non-compliant suppliers engaged**

Select from:

26-50%

**(5.11.6.11) Procedures to engage non-compliant suppliers**

Select all that apply

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

### (5.11.6.12) Comment

*For data collection on Scope 3, we collect data from our total supplier base to ensure comparable inventories over the years. Emissions are allocated based on production volume per supplier (e.g. 10% production share at Supplier XY). Thus, the percentage represents scope 3 emissions based on actual reported data and estimated data. Emissions accountable to suppliers, that have not reported on actual data have been estimated based on Fenix average t CO2e/supplier.*

## Water

### (5.11.6.1) Environmental requirement

Select from:

- Waste and resource reduction and material circularity

### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Second-party verification
- Supplier self-assessment
- Other, please specify :Country specific part-taking in industry programs in Vietnam (GIZ Waste No More)

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

Select from:

- 100%

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

Select from:

- 100%

### (5.11.6.12) Comment

No additional comments

## Climate change

### (5.11.6.1) Environmental requirement

Select from:

- Adoption of the UN International Labour Organization Principles

### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

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

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

Select from:

- 100%

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

Select from:

- 100%

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

Select from:

- 100%

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

Select from:

100%

### **(5.11.6.12) Comment**

*No additional comments*

## **Climate change**

### **(5.11.6.1) Environmental requirement**

Select from:

Implementation of emissions reduction initiatives

### **(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement**

Select all that apply

Second-party verification

Supplier scorecard or rating

Supplier self-assessment

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

Select from:

100%

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

Select from:

26-50%

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

Select from:

100%

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

Select from:

26-50%

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

Select from:

Retain and engage

#### **(5.11.6.10) % of non-compliant suppliers engaged**

Select from:

26-50%

#### **(5.11.6.11) Procedures to engage non-compliant suppliers**

Select all that apply

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

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

#### **(5.11.6.12) Comment**

*For data collection on Scope 3, we collect data from our total supplier base to ensure comparable inventories over the years. Emissions are allocated based on production volume per supplier (e.g. 10% production share at Supplier XY). Thus, the percentage represents scope 3 emissions based on actual reported data and estimated data. Emissions accountable to suppliers, that have not reported on actual data have been estimated based on Fenix average t CO2e/supplier.*

[Add row]

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

## Climate change

### (5.11.7.2) Action driven by supplier engagement

Select from:

- Emissions reduction

### (5.11.7.3) Type and details of engagement

Capacity building

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

Information collection

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

Innovation and collaboration

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

### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

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

Select from:

26-50%

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

Select from:

26-50%

#### (5.11.7.8) Number of tier 2+ suppliers engaged

8

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

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

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

Select from:

Yes, please specify the environmental requirement :Implementation of emissions reduction initiatives, environmental and GHG disclosure, implementation projects, e.g. coal phase out

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

Select from:

Yes

## Water

### (5.11.7.2) Action driven by supplier engagement

Select from:

- Total water withdrawal volumes reduction

### (5.11.7.3) Type and details of engagement

Capacity building

- Provide training, support and best practices on how to measure GHG emissions
- Provide training, support and best practices on how to mitigate environmental impact

Information collection

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

### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 2 suppliers

### (5.11.7.8) Number of tier 2+ suppliers engaged

8

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

Select from:

- Yes, please specify the environmental requirement :Column does not apply to Tier 2

## Climate change

### (5.11.7.2) Action driven by supplier engagement

Select from:

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

### (5.11.7.3) Type and details of engagement

Capacity building

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

Information collection

- Other information collection activity, please specify :Waste data

Innovation and collaboration

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

### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

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

Select from:

- 51-75%

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

Select from:

- 1-25%

### (5.11.7.8) Number of tier 2+ suppliers engaged

2

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

*We engage with suppliers to attend waste trainings designed by us and industry trainings in Vietnam. The trainings help suppliers to understand our waste targets and how they can contribute. Action plans are delivered. We attended the Waste No More program in 2024 in VN, which was open to all Tiers. 2 of our Vietnamese Tier 2 suppliers attended.*

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

Select from:

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

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

Select from:

Yes

[Add row]

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

### Climate change

#### (5.11.9.1) Type of stakeholder

Select from:

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

#### (5.11.9.2) Type and details of engagement

## Education/Information sharing

- Share information on environmental initiatives, progress and achievements

## Innovation and collaboration

- Collaborate with stakeholders on innovations to reduce environmental impacts in products and services
- Engage with stakeholders to advocate for policy or regulatory change

### (5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- 51-75%

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

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

### (5.11.9.6) Effect of engagement and measures of success

*The number of collective projects we took part in shows that sharing knowledge and collaborate has a bigger effect than working as a single brand. We see a high willingness from our supply chain partners to participate in projects. We see supply chain partners staying with some of our collective projects (e.g. Carbon Reduction Project from EOG) for over 3 years now. We measure success in certain ways: 1) Collaboration between brands leads to project realization after concept phase 2) Implementation of measures and structured follow up ensures effectiveness along the way of the project 3) Meaningful follow up after the project has ended and implementation of further measures at the sites or onboarding onto follow up programs to tackle challenges that came up along the way (e.g. RE sourcing in Taiwan)*

## Water

### (5.11.9.1) Type of stakeholder

Select from:

Customers

### (5.11.9.2) Type and details of engagement

Education/Information sharing

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

### (5.11.9.3) % of stakeholder type engaged

Select from:

1-25%

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

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

### (5.11.9.6) Effect of engagement and measures of success

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

## Climate change

### (5.11.9.1) Type of stakeholder

Select from:

Customers

### (5.11.9.2) Type and details of engagement

#### Education/Information sharing

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

### (5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- 1-25%

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

*We educate customers on pro-longing a products lifetime by maintaining and repairing products in the right way. Further, we offer customers second-hand and rental gear and inform about the climate benefits of pro-longed product lifetimes. Considering end of life treatment emissions of sold products as customer-related Scope 3 emissions, the stakeholder associated scope 3 emissions amount to about 31%. However, we deem the calculations for emissions from EoL as very unspecific, thus we anticipate the percentage to be the same as last year.*

### (5.11.9.6) Effect of engagement and measures of success

*The direct effect is hard to measure. However, second-hand and repair services are well received among the customer base. Measurement: customers use our gear for a very long time and sometimes we get e-mails from customers using 30 year old products. We also saw an increase of 94% of second hand products sold at our biggest retailer in Germany, Globetrotter.*

*[Add row]*

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

## Row 1

### (5.12.1) Requesting member

Select from:

- Ahold Delhaize

### (5.12.2) Environmental issues the initiative relates to

Select all that apply

- Climate change

### (5.12.4) Initiative category and type

Change to provision of goods and services

- Reduce packaging weight

### (5.12.5) Details of initiative

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

### (5.12.6) Expected benefits

Select all that apply

- Improved resource use and efficiency

### (5.12.7) Estimated timeframe for realization of benefits

Select from:

- 1-3 years

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

Select from:

Yes, lifetime CO2e savings only

### (5.12.9) Estimated lifetime CO2e savings

0.04

### (5.12.11) Please explain

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

## Row 2

### (5.12.1) Requesting member

Select from:

Ahold Delhaize

### (5.12.2) Environmental issues the initiative relates to

Select all that apply

Climate change

### (5.12.4) Initiative category and type

Logistical change

Other logistical change, please specify :More sustainable transportation

### (5.12.5) Details of initiative

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

### (5.12.6) Expected benefits

Select all that apply

Reduction of downstream value chain emissions (own scope 3)

### (5.12.7) Estimated timeframe for realization of benefits

Select from:

0-1 year

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

Select from:

No

### (5.12.11) Please explain

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

[Add row]

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

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

Select from:

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

#### (5.13.2) Primary reason for not implementing environmental initiatives

Select from:

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

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

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

*[Fixed row]*

## C6. Environmental Performance - Consolidation Approach

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

### Climate change

#### (6.1.1) Consolidation approach used

Select from:

Operational control

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

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

### Water

#### (6.1.1) Consolidation approach used

Select from:

Operational control

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

*To stay consistent with Climate Change reporting*

### Plastics

#### (6.1.1) Consolidation approach used

Select from:

Operational control

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

*To stay consistent with Climate Change reporting*

### **Biodiversity**

## (6.1.1) Consolidation approach used

*Select from:*

Operational control

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

*To stay consistent with Climate Change reporting*

*[Fixed row]*

## C7. Environmental performance - Climate Change

### (7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

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

	Has there been a structural change?
	<i>Select all that apply</i> <input checked="" type="checkbox"/> No

[Fixed row]

#### (7.1.2) 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?
	<i>Select all that apply</i> <input checked="" type="checkbox"/> No

[Fixed row]

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

Select all that apply

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Scope 2 Guidance
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

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

### **(7.3.1) Scope 2, location-based**

Select from:

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

### **(7.3.2) Scope 2, market-based**

Select from:

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

### **(7.3.3) Comment**

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

[Fixed row]

## **(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

Select from:

No

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

### **Scope 1**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)**

1353

#### **(7.5.3) Methodological details**

*Based on GHG Protocol; emission factors are assumed to be CO<sub>2</sub>e. Biogas certificates were sourced for 2024 but are not represented in emissions.*

### **Scope 2 (location-based)**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)**

14645

#### **(7.5.3) Methodological details**

*Based on GHG protocol; emission factors assumed to be CO<sub>2</sub>, thus CO<sub>2</sub>e derived from CH<sub>4</sub> and N<sub>2</sub>O emissions have been calculated in addition. Thus, Scope 2 emissions reflect CO<sub>2</sub>e.*

### **Scope 2 (market-based)**

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

3758

### (7.5.3) Methodological details

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

## Scope 3 category 1: Purchased goods and services

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

63707

### (7.5.3) Methodological details

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

## Scope 3 category 2: Capital goods

### (7.5.1) Base year end

12/30/2024

### (7.5.2) Base year emissions (metric tons CO2e)

### (7.5.3) Methodological details

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

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

#### (7.5.1) Base year end

12/31/2019

#### (7.5.2) Base year emissions (metric tons CO2e)

914

### (7.5.3) Methodological details

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

### Scope 3 category 4: Upstream transportation and distribution

#### (7.5.1) Base year end

12/31/2019

#### (7.5.2) Base year emissions (metric tons CO2e)

5013

### (7.5.3) Methodological details

*Inbound and outbound transportation CO2e emissions have been calculated and determined as per the latest GLEC-framework. Emission factors for the emissions other than CO2e have been determined via EcoTransIT based on the top three routes in terms of ton-kilometers per modality. These emission factors have been considered as representative and are applied to all other routes outside of the top three, in case these emissions other than Co2e have not been provided by our transport partners. For inbound these emissions often have been provided; for outbound transportation we calculated it ourselves more often. Weel-to-well emission*

factors have been used for all modalities. Distances between origin and destination for each transport have been determined based on point-to-point distances, whereas in reality many of the transport flows have been moved via hubs. Currently we do not have sufficient visibility on the full trajectory of each shipment. The latter implies that the reported emissions will most likely be an understatement of the actual transportation emissions. Only the emissions have been reported for transportation where Fenix Outdoor was responsible for according to the INCOTERM 2020 applicable for each transport (Inbound: Ex Works and FOB, Outbound: DAP and DDP). Year breaks and inclusion of data have been based on date of arrival in 2023.

### **Scope 3 category 5: Waste generated in operations**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO2e)**

20.0

#### **(7.5.3) Methodological details**

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

### **Scope 3 category 6: Business travel**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO2e)**

3898.0

#### **(7.5.3) Methodological details**

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

### **Scope 3 category 7: Employee commuting**

### **(7.5.1) Base year end**

12/31/2019

### **(7.5.2) Base year emissions (metric tons CO2e)**

1353.0

### **(7.5.3) Methodological details**

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

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

### **(7.5.1) Base year end**

12/30/2019

### **(7.5.2) Base year emissions (metric tons CO2e)**

30216

### **(7.5.3) Methodological details**

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

*[Fixed row]*

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

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Reporting year	1083	<i>Date input [must be between [11/19/2015 - 11/19/2024]</i>	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>
Past year 1	1139	12/31/2023	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>
Past year 2	1102	12/31/2022	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>
Past year 3	1044	12/31/2021	<i>Based on GHG Protocol; emission factors are assumed to be CO2e.</i>

[Fixed row]

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

### Reporting year

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

11435.6

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

827.41

#### (7.7.4) Methodological details

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

### Past year 1

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

10153

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

721

### (7.7.3) End date

12/30/2023

### (7.7.4) Methodological details

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

## Past year 2

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

10975

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

2586

### (7.7.3) End date

12/30/2022

### (7.7.4) Methodological details

*Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition and is reflected in Scope 2 figures respectively. Recalculation in for 2022 in 2023.*

## Past year 3

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

10905

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

2919

### (7.7.3) End date

12/30/2021

### (7.7.4) Methodological details

*Based on GHG protocol; emission factors assumed to be CO2, thus CO2e derived from CH4 and N2O emissions have been calculated in addition and is reflected in Scope 2 figures respectively. Recalculation in for 2021 in 2023.*

*[Fixed row]*

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

### Purchased goods and services

#### (7.8.1) Evaluation status

Select from:

Relevant, calculated

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

46252

#### (7.8.3) Emissions calculation methodology

Select all that apply

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

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

70

#### (7.8.5) Please explain

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

### Capital goods

#### (7.8.1) Evaluation status

Select from:

- Relevant, not yet calculated

#### (7.8.5) Please explain

*Calculations have been done for parts of our organization after our CSR report was published. Internally they are part of the inventory already but will not be included in 2019 baseline, since we can't track them back all the way. Initial calculations show an amount of 128 t CO2e.*

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

#### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

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

580

### (7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method

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

99

### (7.8.5) Please explain

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

## Upstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

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

3637

### (7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method

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

100

### (7.8.5) Please explain

All service providers provided activity and/or emissions data

## Waste generated in operations

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

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

92

### (7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Hybrid method

Average data method

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

50

### (7.8.5) Please explain

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

## Business travel

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

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

2014

## (7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

95

## (7.8.5) Please explain

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

## Employee commuting

## (7.8.1) Evaluation status

Select from:

Relevant, calculated

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

1533

## (7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Hybrid method

Average data method

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

25

#### (7.8.5) Please explain

*Reported data is extrapolated to all employees.*

### Upstream leased assets

#### (7.8.1) Evaluation status

*Select from:*

Not relevant, explanation provided

#### (7.8.5) Please explain

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

### Downstream transportation and distribution

#### (7.8.1) Evaluation status

*Select from:*

Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

222

#### (7.8.3) Emissions calculation methodology

*Select all that apply*

Average data method

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

100

#### (7.8.5) Please explain

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

### Processing of sold products

#### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

#### (7.8.5) Please explain

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

### Use of sold products

#### (7.8.1) Evaluation status

Select from:

Relevant, not yet calculated

#### (7.8.5) Please explain

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

### End of life treatment of sold products

#### (7.8.1) Evaluation status

Select from:

Relevant, calculated

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

24374

### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

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

100

### (7.8.5) Please explain

*Activity data based on sold products. Based on the knowledge we gained through a carbon calculation project on product basis in our Retail business, we did a first rough estimate taking an average End of Life emission factor for all product categories and the total number of products produced in 2024 into consideration.*

## Downstream leased assets

### (7.8.1) Evaluation status

Select from:

Not evaluated

### (7.8.5) Please explain

*No downstream leased assets exist.*

## Franchises

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*Only one location, is included in Scope 1 and 2*

## Investments

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*No relevant investments except investments in subsidiaries, which are accounted for in Scope 1 and 2 (operational control approach).*

## Other (upstream)

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*No other upstream emissions identified*

## Other (downstream)

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

## **(7.8.5) Please explain**

*No other downstream emissions identified*  
*[Fixed row]*

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

### **Past year 1**

#### **(7.8.1.1) End date**

*12/30/2023*

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

*53475*

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

*0*

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

*741*

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

*4116*

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

*89*

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

2597

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

1476

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

0

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

129

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

0

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

0

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

33499

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

0

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

0

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

0

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

0

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

0

**(7.8.1.19) Comment**

*Capital goods will be calculated from 2025 on*

**Past year 2**

**(7.8.1.1) End date**

12/30/2022

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

78550

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

0

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

931

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

7148

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

57

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

3256

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

1529

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

0

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

0

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

0

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

0

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

35798

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

0

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

0

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

0

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

0

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

0

**(7.8.1.19) Comment**

*Until 2022 downstream transport emissions have been included in upstream transport emissions. Figures might have been corrected compared to last years reporting, whenever mistakes have been detected since and might not be coherent with figures stated in the respective CSR Report.*

**Past year 3**

**(7.8.1.1) End date**

12/30/2021

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

63355

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

0

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

649

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

8843

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

60

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

1260

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

680

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

0

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

0

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

0

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

0

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

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

0

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

0

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

0

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

0

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

0

**(7.8.1.19) Comment**

*Figures might have been corrected compared to last years reporting, whenever mistakes have been detected since and might not be coherent with figures stated in the respective CSR Report.*

*[Fixed row]*

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

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

[Fixed row]

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

## Row 1

### (7.9.1.1) Verification or assurance cycle in place

*Select from:*

- Triennial process

### (7.9.1.2) Status in the current reporting year

*Select from:*

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

### (7.9.1.3) Type of verification or assurance

*Select from:*

- Third party verification/assurance underway

#### (7.9.1.4) Attach the statement

24 - Fenix - GHG Assurance Readiness - Final report (3).pdf

#### (7.9.1.5) Page/section reference

Whole report

#### (7.9.1.6) Relevant standard

Select from:

Other, please specify :GHG protocol and ESRS E1, in preparation of assurance of CSR Report

#### (7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

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

#### Row 1

#### (7.9.2.1) Scope 2 approach

Select from:

Scope 2 location-based

#### (7.9.2.2) Verification or assurance cycle in place

Select from:

Triennial process

#### (7.9.2.3) Status in the current reporting year

Select from:

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

#### (7.9.2.4) Type of verification or assurance

Select from:

Third party verification/assurance underway

#### (7.9.2.5) Attach the statement

24 - Fenix - GHG Assurance Readiness - Final report (3).pdf

#### (7.9.2.6) Page/ section reference

Whole report

#### (7.9.2.7) Relevant standard

Select from:

Other, please specify :GHG protocol and ESRS E1, in preparation of assurance of CSR Report

#### (7.9.2.8) Proportion of reported emissions verified (%)

100

### Row 2

#### (7.9.2.1) Scope 2 approach

Select from:

Scope 2 market-based

#### (7.9.2.2) Verification or assurance cycle in place

Select from:

- Triennial process

### (7.9.2.3) Status in the current reporting year

Select from:

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

### (7.9.2.4) Type of verification or assurance

Select from:

- Third party verification/assurance underway

### (7.9.2.5) Attach the statement

24 - Fenix - GHG Assurance Readiness - Final report (3).pdf

### (7.9.2.6) Page/ section reference

Whole report

### (7.9.2.7) Relevant standard

Select from:

- Other, please specify :GHG protocol and ESRS E1, in preparation of assurance of CSR Report

### (7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

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

**Row 1**

### (7.9.3.1) Scope 3 category

Select all that apply

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

### (7.9.3.2) Verification or assurance cycle in place

Select from:

- Triennial process

### (7.9.3.3) Status in the current reporting year

Select from:

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

### (7.9.3.4) Type of verification or assurance

Select from:

- Third party verification/ assurance underway

### (7.9.3.5) Attach the statement

24 - Fenix - GHG Assurance Readiness - Final report (3).pdf

### (7.9.3.6) Page/section reference

Whole report

### (7.9.3.7) Relevant standard

Select from:

Other, please specify :GHG protocol and ESRS E1, in preparation of assurance of CSR Report

### (7.9.3.8) Proportion of reported emissions verified (%)

75

[Add row]

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

Select from:

Increased

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

#### Change in renewable energy consumption

##### (7.10.1.1) Change in emissions (metric tons CO2e)

2

##### (7.10.1.2) Direction of change in emissions

Select from:

Decreased

##### (7.10.1.3) Emissions value (percentage)

0.11

##### (7.10.1.4) Please explain calculation

We sourced renewable energy certificates for 99% of our owned and operated locations in 2023 and 100% in 2024. Renewable electricity was sourced through EACs and contracts detailed later in this report.

## Other emissions reduction activities

### (7.10.1.1) Change in emissions (metric tons CO2e)

148

### (7.10.1.2) Direction of change in emissions

Select from:

Decreased

### (7.10.1.3) Emissions value (percentage)

8

### (7.10.1.4) Please explain calculation

In 2024, we installed air veils for gates and implemented energy efficiency upgrades in our New York store which resulted in a reduction in emissions.

## Divestment

### (7.10.1.1) Change in emissions (metric tons CO2e)

0

### (7.10.1.2) Direction of change in emissions

Select from:

No change

### (7.10.1.3) Emissions value (percentage)

0

#### (7.10.1.4) Please explain calculation

*Not applicable*

### Acquisitions

#### (7.10.1.1) Change in emissions (metric tons CO2e)

0

#### (7.10.1.2) Direction of change in emissions

Select from:

No change

#### (7.10.1.3) Emissions value (percentage)

0

#### (7.10.1.4) Please explain calculation

*Not applicable*

### Mergers

#### (7.10.1.1) Change in emissions (metric tons CO2e)

0

#### (7.10.1.2) Direction of change in emissions

Select from:

No change

#### (7.10.1.3) Emissions value (percentage)

0

**(7.10.1.4) Please explain calculation**

*Not applicable*

**Change in output**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

*Select from:*

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

*Not applicable*

**Change in methodology**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

*Select from:*

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

*Not applicable*

**Change in boundary**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

*Select from:*

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

*Not applicable*

**Change in physical operating conditions**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

*Select from:*

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

*Not applicable*

**Unidentified**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

*Select from:*

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

*Not applicable*

**Other**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

200.41

### (7.10.1.2) Direction of change in emissions

Select from:

Increased

### (7.10.1.3) Emissions value (percentage)

11

### (7.10.1.4) Please explain calculation

*The increase was due to normal fluctuations in the energy consumption of our owned and operated locations. We also had several small locations report consumption for the first time in 2024.*

*[Fixed row]*

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

Select from:

Location-based

### (7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

Yes

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

#### (7.12.1.1) CO2 emissions from biogenic carbon (metric tons CO2)

0

### (7.12.1.2) Comment

*For net emissions: 502 t CO2e from biogas consumption originating from adoption of biogas certificates. For gross emissions disclosed in CDP, biogas certificates have not been accounted for and thus biogenic carbon is zero.*

*[Fixed row]*

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

Select from:

No

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

#### Austria

#### (7.16.1) Scope 1 emissions (metric tons CO2e)

3.56

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

1.4

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

0

#### Belgium

#### (7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.42

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

0

**Canada**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

247.47

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

412.12

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

0

**China**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

659.15

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

0

**Czechia**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

5.12

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

0.3

**Denmark**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

47.89

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

475.68

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

16.98

**Finland**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

799.49

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

153.36

**France**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

2.45

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

0

**Germany**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

320.24

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

5133.35

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

529.7

**Greece**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

7

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

0

### **Hong Kong SAR, China**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

27.99

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

0

### **Hungary**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

15.67

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

131.34

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

0.14

## Italy

### (7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0.28

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

0

## Latvia

### (7.16.1) Scope 1 emissions (metric tons CO2e)

1.18

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

1.83

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

0

## Netherlands

### (7.16.1) Scope 1 emissions (metric tons CO2e)

175.01

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

219.04

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

4.28

**Norway**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

408.88

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

10.42

**Poland**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

9.3

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

9.3

## Republic of Korea

### (7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

353.97

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

0

## Singapore

### (7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.22

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

0

## Slovakia

### (7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

2.33

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

0

**Slovenia**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

1.47

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

1.05

**Sweden**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

884.67

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

95.55

**Switzerland**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

1.87

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

29.38

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

1.03

**Taiwan, China**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

127.36

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

0

**United Kingdom of Great Britain and Northern Ireland**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

5.08

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

77.74

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

5.3

**United States of America**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

265.35

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

1660.43

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

0

**Viet Nam**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

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

1.19

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

0

*[Fixed row]*

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

Select all that apply

By business division

By facility

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

**Row 1**

**(7.17.1.1) Business division**

*Administration*

**(7.17.1.2) Scope 1 emissions (metric ton CO<sub>2</sub>e)**

87.03

**Row 2**

**(7.17.1.1) Business division**

*Brand Retail*

**(7.17.1.2) Scope 1 emissions (metric ton CO<sub>2</sub>e)**

150.15

**Row 3**

**(7.17.1.1) Business division**

*Friluftts Retail*

**(7.17.1.2) Scope 1 emissions (metric ton CO<sub>2</sub>e)**

263.99

## Row 4

### (7.17.1.1) Business division

*Global Sales*

### (7.17.1.2) Scope 1 emissions (metric ton CO2e)

25.963

## Row 5

### (7.17.1.1) Business division

*Joint Venture*

### (7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

## Row 6

### (7.17.1.1) Business division

*Logistics*

### (7.17.1.2) Scope 1 emissions (metric ton CO2e)

530.35

## Row 7

### (7.17.1.1) Business division

*Production*

### (7.17.1.2) Scope 1 emissions (metric ton CO2e)

25.83

[Add row]

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

### Row 1

#### (7.17.2.1) Facility

*Warehouses (4)*

#### (7.17.2.2) Scope 1 emissions (metric tons CO2e)

530.35

#### (7.17.2.3) Latitude

0

#### (7.17.2.4) Longitude

0

### Row 2

#### (7.17.2.1) Facility

*Offices worldwide (>25)*

#### (7.17.2.2) Scope 1 emissions (metric tons CO2e)

107.69

**(7.17.2.3) Latitude**

0

**(7.17.2.4) Longitude**

0

**Row 3**

**(7.17.2.1) Facility**

*Production facilities (3)*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

25.83

**(7.17.2.3) Latitude**

0

**(7.17.2.4) Longitude**

0

**Row 4**

**(7.17.2.1) Facility**

*Retail stores worldwide (>100)*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

419.44

### (7.17.2.3) Latitude

0

### (7.17.2.4) Longitude

0

[Add row]

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

Select all that apply

By business division

By facility

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

#### Row 1

#### (7.20.1.1) Business division

Administration

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

232.52

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

7.18

#### Row 2

#### (7.20.1.1) Business division

*Brand Retail*

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

925.23

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

0

**Row 3**

**(7.20.1.1) Business division**

*Frilufts Retail*

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

7003.55

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

760.03

**Row 4**

**(7.20.1.1) Business division**

*Global Sales*

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

634.99

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

19.05

## Row 5

**(7.20.1.1) Business division**

*Joint Venture*

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

619.78

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

0

## Row 6

**(7.20.1.1) Business division**

*Logistics*

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

1787.68

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

4.28

## Row 7

**(7.20.1.1) Business division**

*Production*

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

231.83

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

36.89

[Add row]

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

	Facility	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Production facilities (3)</i>	231.83	36.89
Row 2	<i>Retail stores worldwide (&gt;100)</i>	8455.06	760.03
Row 3	<i>Warehouses (4)</i>	1768.83	4.28
Row 4	<i>Offices worldwide (&gt;25)</i>	979.86	26.22

[Add row]

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

#### Consolidated accounting group

### (7.22.1) Scope 1 emissions (metric tons CO2e)

1083.31

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

10815.81

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

827.43

#### (7.22.4) Please explain

*The consolidated accounting group includes all entities except for the joint venture.*

#### **All other entities**

#### (7.22.1) Scope 1 emissions (metric tons CO2e)

0

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

619.78

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

0

#### (7.22.4) Please explain

*The joint venture is the only entity not included in the consolidated accounting group which is included in emissions calculations.*

*[Fixed row]*

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

Select from:

Yes

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

**Row 1**

**(7.23.1.1) Subsidiary name**

*Alpen International Co.,Ltd*

**(7.23.1.2) Primary activity**

*Select from:*

Textile & apparel wholesale

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

*165.062*

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

*519.552*

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

*4.281*

**(7.23.1.15) Comment**

*Korean retail/sales company*

## Row 2

### (7.23.1.1) Subsidiary name

*Bus Sport AG*

### (7.23.1.2) Primary activity

*Select from:*

Textile & apparel wholesale

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

*Select all that apply*

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

*1.873*

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

*4.171*

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

*1.026*

### (7.23.1.15) Comment

*Swiss sales company*

## Row 3

### (7.23.1.1) Subsidiary name

Fenix Epic BV

**(7.23.1.2) Primary activity**

Select from:

Apparel stores

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

5.3

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

44.949

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

0

**(7.23.1.15) Comment**

*Dutch brand retail*

**Row 4**

**(7.23.1.1) Subsidiary name**

*Fenix Austria Italy GmbH*

**(7.23.1.2) Primary activity**

Select from:

Textile & apparel wholesale

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

Select all that apply

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

3.556

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

1.395

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

0

### (7.23.1.15) Comment

*Austria/Italy sales company*

## Row 5

### (7.23.1.1) Subsidiary name

*Fenix Outdoor Emerging Markets GmbH*

### (7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

11.978

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

125.097

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

47.391

**(7.23.1.15) Comment**

*Emerging markets sales company*

**Row 6**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor AB*

**(7.23.1.2) Primary activity**

Select from:

Textiles

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

30.07

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

7.176

**(7.23.1.15) Comment**

*Swedish parent company*

**Row 7**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor Danmark ApS*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

17.227

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

2.611

**(7.23.1.15) Comment**

*Danish admin company*

**Row 8**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor Asia Pacific Pte Ltd*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

29.207

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

0

**(7.23.1.15) Comment**

*Asian sales company*

**Row 9**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor Benelux BV*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

1.258

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

0

### (7.23.1.15) Comment

*Benelux sales company*

### Row 10

### (7.23.1.1) Subsidiary name

*Fenix Outdoor Brand Retail AG*

### (7.23.1.2) Primary activity

*Select from:*

Apparel stores

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

*Select all that apply*

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

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

24.031

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

0

### (7.23.1.15) Comment

*Brand retail*

## Row 11

### (7.23.1.1) Subsidiary name

*Fenix Outdoor Finland Oy*

### (7.23.1.2) Primary activity

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

*0*

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

*8.912*

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

*4.25*

### (7.23.1.15) Comment

*Finnish admin company*

## Row 12

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor Import LLC*

**(7.23.1.2) Primary activity**

Select from:

Other professional services

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

144.598

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

908.181

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

0

**(7.23.1.15) Comment**

*US admin company*

**Row 13**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor Import Canada Inc.*

### (7.23.1.2) Primary activity

Select from:

Other professional services

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

Select all that apply

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

218.073

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

263.161

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

0

### (7.23.1.15) Comment

*Canadian admin company*

## Row 14

### (7.23.1.1) Subsidiary name

*Fenix Outdoor Norge A/S*

### (7.23.1.2) Primary activity

Select from:

Other professional services

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

20.946

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

0

**(7.23.1.15) Comment**

*Norwegian admin company*

**Row 15**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor International AG*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

Select all that apply

No unique identifier

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

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

1.179

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

0

#### (7.23.1.15) Comment

*Swedish admin company*

### Row 16

#### (7.23.1.1) Subsidiary name

*Fenix Outdoor Logistics BV*

#### (7.23.1.2) Primary activity

Select from:

Other professional services

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

4.643

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

7.249

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

0

**(7.23.1.15) Comment**

*Dutch warehouse*

**Row 17**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor Logistics GmbH*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

89.647

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

571.673

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

0

**(7.23.1.15) Comment**

*German warehouse*

**Row 18**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor Import AS*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

0

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

0

**(7.23.1.15) Comment**

*Norwegian admin company*

**Row 19**

**(7.23.1.1) Subsidiary name**

*Fenix Outdoor S.R.O*

**(7.23.1.2) Primary activity**

*Select from:*

Textile & apparel wholesale

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

5.116

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

0.304

### (7.23.1.15) Comment

*Czech admin company*

### Row 20

### (7.23.1.1) Subsidiary name

*Fenix Outdoor Taiwan Co. Ltd*

### (7.23.1.2) Primary activity

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

*0*

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

*127.36*

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

*0*

### (7.23.1.15) Comment

*Taiwanese admin company*

## Row 21

### (7.23.1.1) Subsidiary name

*Fenix Outdoor UK Ltd*

### (7.23.1.2) Primary activity

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

*0*

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

*18.851*

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

*0*

### (7.23.1.15) Comment

*UK admin company*

## Row 22

### (7.23.1.1) Subsidiary name

*Fjällräven B.V.*

**(7.23.1.2) Primary activity**

Select from:

Textile & apparel wholesale

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

3.871

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

0

**(7.23.1.15) Comment**

*Dutch brand wholesale*

**Row 23**

**(7.23.1.1) Subsidiary name**

*Fjällräven Germany GmbH*

**(7.23.1.2) Primary activity**

Select from:

Textile & apparel wholesale

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

Select all that apply

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

9.094

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

4.332

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

0

### (7.23.1.15) Comment

*German brand wholesale*

## Row 24

### (7.23.1.1) Subsidiary name

*Fjällräven USA LLC*

### (7.23.1.2) Primary activity

Select from:

Textile & apparel wholesale

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

116.173

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

715.254

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

0

**(7.23.1.15) Comment**

American brand wholesale

**Row 25**

**(7.23.1.1) Subsidiary name**

Fjällräven Canada Retail Inc

**(7.23.1.2) Primary activity**

Select from:

Apparel stores

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

29.4

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

148.956

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

0

**(7.23.1.15) Comment**

*Canadian brand wholesale*

**Row 26**

**(7.23.1.1) Subsidiary name**

*Friluftsland A/S*

**(7.23.1.2) Primary activity**

*Select from:*

Apparel stores

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

47.891

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

458.456

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

14.373

**(7.23.1.15) Comment**

*Danish multi-brand retailer*

**Row 27**

**(7.23.1.1) Subsidiary name**

*Globetrotter Ausrüstung GmbH*

**(7.23.1.2) Primary activity**

Select from:

Apparel stores

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

211.021

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

4454.708

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

492.81

**(7.23.1.15) Comment**

*German multi-brand retailer*

**Row 28**

**(7.23.1.1) Subsidiary name**

*Hanwag GmbH*

**(7.23.1.2) Primary activity**

*Select from:*

Textile & apparel wholesale

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

1.088

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

0

### (7.23.1.15) Comment

*German boot brand*

### Row 29

### (7.23.1.1) Subsidiary name

*Progressz Kft.*

### (7.23.1.2) Primary activity

*Select from:*

Apparel design & manufacturing

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

*Select all that apply*

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

*15.351*

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

*130.005*

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

0

### (7.23.1.15) Comment

*Hungarian boot factory*

**Row 30**

**(7.23.1.1) Subsidiary name**

*Jiangsu Leader Outdoor Technology Development Company Limited*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

*0*

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

*40.562*

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

*0*

**(7.23.1.15) Comment**

*Asian admin company*

**Row 31**

**(7.23.1.1) Subsidiary name**

*Joint Venture*

**(7.23.1.2) Primary activity**

Select from:

Textile & apparel wholesale

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

619.775

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

0

**(7.23.1.15) Comment**

*Jointly owned Asian retail*

**Row 32**

**(7.23.1.1) Subsidiary name**

*Naturkompaniet AS*

### (7.23.1.2) Primary activity

Select from:

Apparel stores

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

Select all that apply

No unique identifier

### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

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

1227.12

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

98.794

### (7.23.1.15) Comment

*Swedish/Norwegian multi-brand retailer*

## Row 33

### (7.23.1.1) Subsidiary name

*Partioaitta Oy*

### (7.23.1.2) Primary activity

Select from:

Apparel stores

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

790.581

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

149.113

**(7.23.1.15) Comment**

*Finnish multi-brand retailer*

**Row 34**

**(7.23.1.1) Subsidiary name**

*Regntøyspesialisten AS*

**(7.23.1.2) Primary activity**

*Select from:*

Other professional services

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

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

15.415

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

0

**(7.23.1.15) Comment**

*Norwegian multi-brand store*

**Row 35**

**(7.23.1.1) Subsidiary name**

*Royal Robbins LLC*

**(7.23.1.2) Primary activity**

Select from:

Textile & apparel wholesale

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

Select all that apply

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

4.577

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

36.991

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

0

**(7.23.1.15) Comment**

*California-based outdoor apparel brand*

**Row 36**

**(7.23.1.1) Subsidiary name**

*Trekkit Hereford Ltd*

**(7.23.1.2) Primary activity**

*Select from:*

Apparel stores

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

*Select all that apply*

No unique identifier

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

5.075

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

58.889

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

5.303

### (7.23.1.15) Comment

*UK multi-brand retailer*  
*[Add row]*

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

#### Row 1

### (7.26.1) Requesting member

*Select from:*

Ahold Delhaize

### (7.26.2) Scope of emissions

*Select from:*

Scope 3

### (7.26.3) Scope 3 category(ies)

*Select all that apply*

Category 1: Purchased goods and services

Category 4: Upstream transportation and distribution

#### (7.26.4) Allocation level

Select from:

Company wide

#### (7.26.6) Allocation method

Select from:

Allocation based on the market value of products purchased

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

Select from:

Currency

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

1497480

#### (7.26.9) Emissions in metric tonnes of CO<sub>2</sub>e

87

#### (7.26.10) Uncertainty (±%)

5

#### (7.26.11) Major sources of emissions

*Product raw materials and transportation*

#### (7.26.12) Allocation verified by a third party?

Select from:

No

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

*Emissions are based on the percent of total revenue that this customer represents based on scope 3 categories related to PGS and upstream and downstream transportation which are the most material product related emissions.*

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

*No published information used.  
[Add row]*

### **(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?**

#### **Row 1**

#### **(7.27.1) Allocation challenges**

*Select from:*

Customer base is too large and diverse to accurately track emissions to the customer level

#### **(7.27.2) Please explain what would help you overcome these challenges**

*Allocating emissions can only be done by share (market share, share of products,...), which would not reflect the real impact of a customers processes and decisions (e.g. deadline extension to prevent a brand from flying or what type of products the customer chooses for its offer). To allocate specific customer emissions it would require a holistic analytical system for all different business units to make activity data available. To implement a system like this, is the main challenge.  
[Add row]*

### **(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?**

#### **(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?**

Select from:

No

### (7.28.3) Primary reason for no plans to develop your capabilities to allocate emissions to your customers

Select from:

Not an immediate strategic priority

### (7.28.4) Explain why you do not plan to develop capabilities to allocate emissions to your customers

We expect future regulation to specify which environmental information (including product carbon footprints) need to be disclosed on a product. With that information, customers can calculate the share based on our products easily.

[Fixed row]

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

Select from:

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

### (7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> Yes

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

### (7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

#### Consumption of fuel (excluding feedstock)

##### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

##### (7.30.1.2) MWh from renewable sources

0

##### (7.30.1.3) MWh from non-renewable sources

4700.31

##### (7.30.1.4) Total (renewable + non-renewable) MWh

4700.31

## Consumption of purchased or acquired electricity

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

17904.18

### (7.30.1.3) MWh from non-renewable sources

0

### (7.30.1.4) Total (renewable + non-renewable) MWh

17904.18

## Consumption of purchased or acquired heat

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

0

### (7.30.1.3) MWh from non-renewable sources

5527.61

**(7.30.1.4) Total (renewable + non-renewable) MWh**

5527.61

**Total energy consumption**

**(7.30.1.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.1.2) MWh from renewable sources**

18031.43

**(7.30.1.3) MWh from non-renewable sources**

10100.68

**(7.30.1.4) Total (renewable + non-renewable) MWh**

28132.11

[Fixed row]

**(7.30.6) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

### Sustainable biomass

#### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

#### (7.30.7.2) Total fuel MWh consumed by the organization

0

#### (7.30.7.8) Comment

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

## Other biomass

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.8) Comment

*All locations self-report using purchased gas for heating applications. We received no reports of our facilities using other biomass, renewable hydrogen, coal, oil, or other non-renewable fuels in 2024.*

## Other renewable fuels (e.g. renewable hydrogen)

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.8) Comment

*All locations self-report using purchased gas for heating applications. We received no reports of our facilities using other biomass, renewable hydrogen, coal, oil, or other non-renewable fuels in 2024.*

## Coal

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.8) Comment

*All locations self-report using purchased gas for heating applications. We received no reports of our facilities using other biomass, renewable hydrogen, coal, oil, or other non-renewable fuels in 2024.*

## Oil

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.8) Comment

*All locations self-report using purchased gas for heating applications. We received no reports of our facilities using other biomass, renewable hydrogen, coal, oil, or other non-renewable fuels in 2024.*

## Gas

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

4700.31

### (7.30.7.8) Comment

*All locations self-report using purchased gas for heating applications. We received no reports of our facilities using other biomass, renewable hydrogen, coal, oil, or other non-renewable fuels in 2024.*

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

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.8) Comment

*All locations self-report using purchased gas for heating applications. We received no reports of our facilities using other biomass, renewable hydrogen, coal, oil, or other non-renewable fuels in 2024.*

### Total fuel

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

4700.31

### (7.30.7.8) Comment

Total fuel consists of gas and biogas only.  
[Fixed row]

**(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.**

#### Row 1

### (7.30.14.1) Country/area

Select from:

Czechia

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

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

### (7.30.14.6) Tracking instrument used

Select from:

GO

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

## Row 2

### (7.30.14.1) Country/area

Select from:

Denmark

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

17

#### (7.30.14.6) Tracking instrument used

Select from:

GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

### Row 3

#### (7.30.14.1) Country/area

Select from:

Finland

#### (7.30.14.2) Sourcing method

Select from:

- Unbundled procurement of energy attribute certificates (EACs)

#### (7.30.14.3) Energy carrier

Select from:

- Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

- Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

393

#### (7.30.14.6) Tracking instrument used

Select from:

- GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- France

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

## Row 4

### (7.30.14.1) Country/area

Select from:

Germany

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

167

### (7.30.14.6) Tracking instrument used

Select from:

GO

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

## Row 5

**(7.30.14.1) Country/area**

Select from:

France

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

**(7.30.14.6) Tracking instrument used**

Select from:

GO

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

France

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

**Row 6****(7.30.14.1) Country/area**

Select from:

Greece

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

10

#### (7.30.14.6) Tracking instrument used

Select from:

GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

### Row 7

#### (7.30.14.1) Country/area

Select from:

Canada

#### **(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

#### **(7.30.14.3) Energy carrier**

Select from:

Electricity

#### **(7.30.14.4) Low-carbon technology type**

Select from:

Wind

#### **(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

605

#### **(7.30.14.6) Tracking instrument used**

Select from:

US-REC

#### **(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

United States of America

#### **(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

## Row 8

### (7.30.14.1) Country/area

Select from:

Hungary

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

183

### (7.30.14.6) Tracking instrument used

Select from:

GO

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

## Row 9

**(7.30.14.1) Country/area**

Select from:

Italy

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

**(7.30.14.6) Tracking instrument used**

Select from:

GO

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

France

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

**Row 10****(7.30.14.1) Country/area**

Select from:

Netherlands

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

152

#### (7.30.14.6) Tracking instrument used

Select from:

GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

**Row 11**

#### (7.30.14.1) Country/area

Select from:

Norway

#### **(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

#### **(7.30.14.3) Energy carrier**

Select from:

Electricity

#### **(7.30.14.4) Low-carbon technology type**

Select from:

Wind

#### **(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

353

#### **(7.30.14.6) Tracking instrument used**

Select from:

GO

#### **(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

France

#### **(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

**Row 12**

**(7.30.14.1) Country/area**

Select from:

Slovakia

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

4

**(7.30.14.6) Tracking instrument used**

Select from:

GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

### Row 13

#### (7.30.14.1) Country/area

Select from:

Slovenia

#### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

#### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

1

**(7.30.14.6) Tracking instrument used**

Select from:

GO

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

France

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

**Row 14**

**(7.30.14.1) Country/area**

Select from:

Sweden

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

102

### (7.30.14.6) Tracking instrument used

Select from:

GO

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

## Row 15

### (7.30.14.1) Country/area

Select from:

- Hong Kong SAR, China

### (7.30.14.2) Sourcing method

Select from:

- Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

- Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

- Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

25

### (7.30.14.6) Tracking instrument used

Select from:

- I-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- China

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2021

**Row 16**

**(7.30.14.1) Country/area**

Select from:

China

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

605

### (7.30.14.6) Tracking instrument used

Select from:

I-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

China

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

## Row 17

### (7.30.14.1) Country/area

Select from:

Singapore

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

2

**(7.30.14.6) Tracking instrument used**

Select from:

I-REC

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

China

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2021

**Row 18**

**(7.30.14.1) Country/area**

Select from:

Republic of Korea

### (7.30.14.2) Sourcing method

Select from:

- Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

- Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

- Solar

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

426

### (7.30.14.6) Tracking instrument used

Select from:

- I-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- Viet Nam

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2020

## Row 19

### (7.30.14.1) Country/area

Select from:

Taiwan, China

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

130

### (7.30.14.6) Tracking instrument used

Select from:

I-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

China

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2021

**Row 20**

**(7.30.14.1) Country/area**

Select from:

Viet Nam

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Solar

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

**(7.30.14.6) Tracking instrument used**

Select from:

I-REC

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

Viet Nam

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2020

**Row 21****(7.30.14.1) Country/area**

Select from:

United Kingdom of Great Britain and Northern Ireland

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

20

#### (7.30.14.6) Tracking instrument used

Select from:

REGO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United Kingdom of Great Britain and Northern Ireland

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2012

**Row 22**

#### (7.30.14.1) Country/area

Select from:

United States of America

#### **(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

#### **(7.30.14.3) Energy carrier**

Select from:

Electricity

#### **(7.30.14.4) Low-carbon technology type**

Select from:

Wind

#### **(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

80

#### **(7.30.14.6) Tracking instrument used**

Select from:

US-REC

#### **(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

United States of America

#### **(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

## Row 23

### (7.30.14.1) Country/area

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1236

### (7.30.14.6) Tracking instrument used

Select from:

US-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

## Row 24

### (7.30.14.1) Country/area

Select from:

United Kingdom of Great Britain and Northern Ireland

### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

35

### (7.30.14.6) Tracking instrument used

Select from:

REGO

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United Kingdom of Great Britain and Northern Ireland

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

## Row 25

### (7.30.14.1) Country/area

Select from:

Austria

### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3

### (7.30.14.6) Tracking instrument used

Select from:

Contract

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Austria

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

## Row 26

### (7.30.14.1) Country/area

Select from:

Belgium

### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3

#### (7.30.14.6) Tracking instrument used

Select from:

Contract

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Belgium

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

### Row 27

#### (7.30.14.1) Country/area

Select from:

Denmark

#### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

585

### (7.30.14.6) Tracking instrument used

Select from:

Contract

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Denmark

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

## Row 28

### (7.30.14.1) Country/area

Select from:

Finland

#### (7.30.14.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.14.3) Energy carrier

Select from:

- Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

- Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

628

#### (7.30.14.6) Tracking instrument used

Select from:

- Contract

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- Finland

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

**Row 29**

#### (7.30.14.1) Country/area

Select from:

Germany

#### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8600

#### (7.30.14.6) Tracking instrument used

Select from:

Contract

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Germany

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

### Row 30

#### (7.30.14.1) Country/area

Select from:

Latvia

#### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3

#### (7.30.14.6) Tracking instrument used

Select from:

Contract

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Latvia

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

## Row 31

### (7.30.14.1) Country/area

Select from:

Netherlands

### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Wind, Solar, Hydro, Biomass

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

206

### (7.30.14.6) Tracking instrument used

Select from:

Contract

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Netherlands

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

#### (7.30.14.10) Comment

*Covers several contracts from warehouse, stores and showrooms*

### Row 32

#### (7.30.14.1) Country/area

Select from:

Sweden

#### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

#### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2111

### (7.30.14.6) Tracking instrument used

Select from:

Contract

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Sweden

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

## Row 33

### (7.30.14.1) Country/area

Select from:

Switzerland

### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

58

#### (7.30.14.6) Tracking instrument used

Select from:

Contract

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Switzerland

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

### Row 34

#### (7.30.14.1) Country/area

Select from:

United Kingdom of Great Britain and Northern Ireland

#### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Unknown

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

51

### (7.30.14.6) Tracking instrument used

Select from:

Contract

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United Kingdom of Great Britain and Northern Ireland

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

## Row 35

### (7.30.14.1) Country/area

Select from:

Switzerland

#### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

#### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

12

#### (7.30.14.6) Tracking instrument used

Select from:

GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

**Row 36**

**(7.30.14.1) Country/area**

Select from:

Switzerland

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

5

**(7.30.14.6) Tracking instrument used**

Select from:

GO

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

### Row 37

#### (7.30.14.1) Country/area

Select from:

Switzerland

#### (7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

#### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Wind

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

4

**(7.30.14.6) Tracking instrument used**

Select from:

GO

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

France

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2022

**Row 38**

**(7.30.14.1) Country/area**

Select from:

Switzerland

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2

### (7.30.14.6) Tracking instrument used

Select from:

GO

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

France

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2022

## Row 39

### (7.30.14.1) Country/area

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

222

### (7.30.14.6) Tracking instrument used

Select from:

Contract

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

No

**(7.30.14.10) Comment**

*We source renewable energy directly from the utilities in several US states: Minnesota, Wisconsin, Northern California, Oregon, Colorado, Utah, and Washington.*

**Row 40**

**(7.30.14.1) Country/area**

Select from:

United States of America

**(7.30.14.2) Sourcing method**

Select from:

Unbundled procurement of energy attribute certificates (EACs)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Hydropower (capacity unknown)

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

### (7.30.14.6) Tracking instrument used

Select from:

US-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1954

## Row 41

### (7.30.14.1) Country/area

Select from:

Norway

### (7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

249

#### (7.30.14.6) Tracking instrument used

Select from:

Contract

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Norway

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

#### (7.30.14.10) Comment

*Several entities with different retail contracts combined*

*[Add row]*

#### (7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

##### **Austria**

#### (7.30.16.1) Consumption of purchased electricity (MWh)

2.85

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

2.85

## **Belgium**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

2.68

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

2.68

**Canada**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

604.96

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

604.96

**China**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

605

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

605.00

**Czechia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

4.72

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

1.89

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

6.61

**Denmark**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

604.16

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

377.98

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

982.14

**Finland**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1021.97

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

958.52

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

1980.49

## **France**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

5.29

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

5.29

## **Germany**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

8777.52

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

2546.18

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

11323.70

**Greece**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

9.34

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

9.34

## Hong Kong SAR, China

### (7.30.16.1) Consumption of purchased electricity (MWh)

24.96

### (7.30.16.2) Consumption of self-generated electricity (MWh)

0

### (7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

### (7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

### (7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

24.96

## Hungary

### (7.30.16.1) Consumption of purchased electricity (MWh)

182.15

### (7.30.16.2) Consumption of self-generated electricity (MWh)

0

### (7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.8

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

182.95

**Italy**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

0.33

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

0.33

**Latvia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

2.03

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

2.03

**Netherlands**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

358.37

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

147.62

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

505.99

## Norway

**(7.30.16.1) Consumption of purchased electricity (MWh)**

601.97

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

57.87

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

659.84

## Poland

**(7.30.16.1) Consumption of purchased electricity (MWh)**

7

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

11.05

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

18.05

## **Republic of Korea**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

426

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

426.00

## **Singapore**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1.48

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

1.48

## **Slovakia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

3.75

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

3.75

**Slovenia**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

0.64

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

3

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

3.64

**Sweden**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

2212.92

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

1348.65

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

3561.57

**Switzerland**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

80.02

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

44.6

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

124.62

**Taiwan, China**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

129.37

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

129.37

**United Kingdom of Great Britain and Northern Ireland**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

106.41

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

29.46

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

135.87

**United States of America**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

2126.8

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

2126.80

**Viet Nam**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1.51

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

1.51

[Fixed row]

**(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

**Row 1**

**(7.45.1) Intensity figure**

2.79

**(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

1911

**(7.45.3) Metric denominator**

Select from:

unit total revenue

**(7.45.4) Metric denominator: Unit total**

**(7.45.5) Scope 2 figure used**

Select from:

Market-based

**(7.45.6) % change from previous year**

11.2

**(7.45.7) Direction of change**

Select from:

Increased

**(7.45.8) Reasons for change**

Select all that apply

Change in revenue

Other, please specify :Normal fluctuation in energy consumption and data collection

**(7.45.9) Please explain**

*Our revenue decreased between 2023 and 2024, meaning the denominator was smaller. Although our combined Scope 1 and 2 emissions also increase, we have achieved a significant reduction since our baseline year of 2019 through renewable energy sourcing and thus a small increase between 2023 and 2024 still puts us in line to meet our goal of a 40% reduction. We also received some new data for entities in 2024 which we did not receive in 2023, which could contribute to the slightly higher number.*

[Add row]

**(7.53) Did you have an emissions target that was active in the reporting year?**

Select all that apply

Absolute target

Intensity target

## (7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

### Row 1

#### (7.53.1.1) Target reference number

Select from:

Abs 1

#### (7.53.1.2) Is this a science-based target?

Select from:

Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

#### (7.53.1.4) Target ambition

Select from:

1.5°C aligned

#### (7.53.1.5) Date target was set

01/01/2019

#### (7.53.1.6) Target coverage

Select from:

Organization-wide

#### (7.53.1.7) Greenhouse gases covered by target

Select all that apply

Carbon dioxide (CO2)

Methane (CH4)

- Nitrous oxide (N2O)
- Hydrofluorocarbons (HFCs)

### **(7.53.1.8) Scopes**

*Select all that apply*

- Scope 1
- Scope 2

### **(7.53.1.9) Scope 2 accounting method**

*Select from:*

- Market-based

### **(7.53.1.11) End date of base year**

12/31/2019

### **(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)**

1353

### **(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)**

3758

### **(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)**

0.000

### **(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

5111.000

### **(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**(7.53.1.54) End date of target**

12/31/2025

**(7.53.1.55) Targeted reduction from base year (%)**

40

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

3066.600

**(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

1083

**(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

827.41

**(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

1910.410

**(7.53.1.78) Land-related emissions covered by target**

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

### (7.53.1.79) % of target achieved relative to base year

156.55

### (7.53.1.80) Target status in reporting year

Select from:

Achieved and maintained

### (7.53.1.82) Explain target coverage and identify any exclusions

*The target covers our Scope 1 and Scope 2 emissions, including refrigerant leakage and own transport. Biogenic emissions are calculated but excluded from target.*

### (7.53.1.83) Target objective

*Ensure Fenix Outdoor mitigates its climate impact in own and operated operations in line with international Paris Agreement and to be on par with the industry and our peers. We see it as a license to operate for more sustainable and responsible business. The target is also aligned with our memberships and ensures our compliance with the respective membership requirements with FICCCA and STICA.*

### (7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

### (7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

*Renewable energy sourcing (electricity), behavioral change and energy efficiency measures based on internal and external energy audits.  
[Add row]*

## (7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

### (7.53.2.1) Target reference number

Select from:

Int 1

### (7.53.2.2) Is this a science-based target?

Select from:

Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

### (7.53.2.4) Target ambition

Select from:

1.5°C aligned

### (7.53.2.5) Date target was set

01/01/2019

### (7.53.2.6) Target coverage

Select from:

Organization-wide

### (7.53.2.7) Greenhouse gases covered by target

Select all that apply

Methane (CH<sub>4</sub>)

Nitrous oxide (N<sub>2</sub>O)

Carbon dioxide (CO<sub>2</sub>)

Perfluorocarbons (PFCs)

Hydrofluorocarbons (HFCs)

Nitrogen trifluoride (NF<sub>3</sub>)

Sulphur hexafluoride (SF<sub>6</sub>)

### **(7.53.2.8) Scopes**

*Select all that apply*

Scope 3

### **(7.53.2.10) Scope 3 categories**

*Select all that apply*

Category 1: Purchased goods and services

Category 4: Upstream transportation and distribution

### **(7.53.2.11) Intensity metric**

*Select from:*

Metric tons CO2e per unit of production

### **(7.53.2.12) End date of base year**

12/31/2019

### **(7.53.2.15) Intensity figure in base year for Scope 3, Category 1: Purchased goods and services**

692

### **(7.53.2.18) Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution**

54

### **(7.53.2.32) Intensity figure in base year for total Scope 3**

746.0000000000

### **(7.53.2.33) Intensity figure in base year for all selected Scopes**

746.0000000000

**(7.53.2.36) % of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure**

100

**(7.53.2.39) % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure**

100

**(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure**

92

**(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure**

100

**(7.53.2.55) End date of target**

12/31/2025

**(7.53.2.56) Targeted reduction from base year (%)**

50

**(7.53.2.57) Intensity figure at end date of target for all selected Scopes**

373.0000000000

**(7.53.2.59) % change anticipated in absolute Scope 3 emissions**

-15

### (7.53.2.62) Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services

681

### (7.53.2.65) Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution

48

### (7.53.2.79) Intensity figure in reporting year for total Scope 3

729.0000000000

### (7.53.2.80) Intensity figure in reporting year for all selected Scopes

729.0000000000

### (7.53.2.81) Land-related emissions covered by target

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

### (7.53.2.82) % of target achieved relative to base year

4.56

### (7.53.2.83) Target status in reporting year

Select from:

Underway

### (7.53.2.85) Explain target coverage and identify any exclusions

*Original intensity figure is in T CO<sub>2</sub>e/MEUR (e.g. BY Cat1: 0.00682), but the figure is too small to be filled in. Target covers our most material scope 3 categories (Purchased goods and services and upstream transportation) as well as Category 3 (Fuel and energy related activities), since it is a mandatory reporting category within the STICA initiative. Cat 3 integrated in our Cat 1, since KPIs and intensity figures would be very small. Webservices are excluded due to too little resources. Our absolute Scope 3 emissions in the respective categories decreased by 16%, mainly due to a decrease in production volume. % of total scope 3 calculated*

excluding end of life treatment, since those emissions have not been calculated when targets were set (although they are now part of the inventory). However, since we do not see a big leaver in changing EoL treatment for our products until our climate strategy ends in 2025, we deem this approach justifiable.

### (7.53.2.86) Target objective

Ensure Fenix Outdoor mitigates its climate impact in own and operated operations in line with international Paris Agreement and to be on par with the industry and our peers. We see it as a license to operate for more sustainable and responsible business. The target is also aligned with our memberships and ensures our compliance with the respective membership requirements with FICCCA and STICA.

### (7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

Our upcoming action will focus on the leavers we identified for our supply chain: continue switching to less-carbon intense and more sustainable raw materials as well as renewable energy in the supply chain. Raw material targets by 2025 (base year 2019): - Recycled Polyester: 90% - Organic cotton: 100% - Preferred wool: 100% - Recycled Nylon: 70% Energy-related supply chain targets by 2025 (base year 2019): Renewable energy target: 30% of our strategic suppliers shall purchase 100% renewable electricity. We will support this by trainings. Within our transportation, we are working on an increase on alternative fuels, e.g. biofuels for our shipments together with our service providers and adaptation of electric drayage.

### (7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

No

[Add row]

## (7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

Targets to increase or maintain low-carbon energy consumption or production

Other climate-related targets

### (7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

#### Row 1

#### (7.54.1.1) Target reference number

Select from:

Low 1

#### (7.54.1.2) Date target was set

03/14/2020

#### (7.54.1.3) Target coverage

Select from:

Organization-wide

#### (7.54.1.4) Target type: energy carrier

Select from:

Electricity

#### (7.54.1.5) Target type: activity

Select from:

Consumption

#### (7.54.1.6) Target type: energy source

Select from:

Renewable energy source(s) only

#### (7.54.1.7) End date of base year

12/30/2019

#### (7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

16017

**(7.54.1.9) % share of low-carbon or renewable energy in base year**

83

**(7.54.1.10) End date of target**

12/30/2025

**(7.54.1.11) % share of low-carbon or renewable energy at end date of target**

100

**(7.54.1.12) % share of low-carbon or renewable energy in reporting year**

100

**(7.54.1.13) % of target achieved relative to base year**

100.00

**(7.54.1.14) Target status in reporting year**

Select from:

Achieved

**(7.54.1.16) Is this target part of an emissions target?**

*Yes, this target is the main instrument to achieve our absolute Scope 1 and 2 target.*

**(7.54.1.17) Is this target part of an overarching initiative?**

Select all that apply

Other, please specify :UN Fashion Industry Charter for Climate Action

**(7.54.1.19) Explain target coverage and identify any exclusions**

Company-specific target: 100% renewable electricity purchase by 2025 for all owned and/or operated Fenix Outdoor locations globally

### (7.54.1.20) Target objective

Strategic target to increase renewable electricity consumption within Fenix Outdoor. Also to prevent higher prices of conventional electricity due to introduction/increase of carbon tax/pricing in our markets.

### (7.54.1.22) List the actions which contributed most to achieving this target

We prioritized switching to direct renewable electricity sourcing where possible and purchased renewable energy certificates and GOs for the remainder of our electricity consumption. We will continue to do so in 2025.

## Row 2

### (7.54.1.1) Target reference number

Select from:

Low 1

### (7.54.1.2) Date target was set

03/14/2020

### (7.54.1.3) Target coverage

Select from:

Organization-wide

### (7.54.1.4) Target type: energy carrier

Select from:

Heat

### (7.54.1.5) Target type: activity

Select from:

Consumption

**(7.54.1.6) Target type: energy source**

Select from:

Renewable energy source(s) only

**(7.54.1.7) End date of base year**

12/30/2019

**(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)**

0

**(7.54.1.9) % share of low-carbon or renewable energy in base year**

0

**(7.54.1.10) End date of target**

12/30/2025

**(7.54.1.11) % share of low-carbon or renewable energy at end date of target**

100

**(7.54.1.12) % share of low-carbon or renewable energy in reporting year**

53.7

**(7.54.1.13) % of target achieved relative to base year**

53.70

**(7.54.1.14) Target status in reporting year**

Select from:

Underway

#### (7.54.1.16) Is this target part of an emissions target?

*Yes, this target is the main instrument to achieve our absolute Scope 1 and 2 target.*

#### (7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

Other, please specify :UN Fashion Industry Charter for Climate Action

#### (7.54.1.19) Explain target coverage and identify any exclusions

*Company-specific target: 100% renewable electricity purchase by 2025 for all owned and/or operated Fenix Outdoor locations globally*

#### (7.54.1.20) Target objective

*Strategic target to increase renewable heat consumption within Fenix Outdoor. Also to prevent higher prices of conventional electricity due to introduction/increase of carbon tax/pricing in our markets.*

#### (7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

*We will continue to purchase biogas certificates in 2025 to match the amount of conventional gas consumed and switch to direct sourcing of biogas where possible. Please note that we reported our Scope 1 emissions using the emissions from our conventional gas usage, not including our biogas certificates.*

*[Add row]*

#### (7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

##### Row 1

#### (7.54.2.1) Target reference number

Select from:

Oth 1

### (7.54.2.2) Date target was set

01/01/2019

### (7.54.2.3) Target coverage

Select from:

Business activity

### (7.54.2.4) Target type: absolute or intensity

Select from:

Intensity

### (7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Energy consumption or efficiency

kWh

### (7.54.2.6) Target denominator (intensity targets only)

Select from:

unit revenue

### (7.54.2.7) End date of base year

12/31/2019

### (7.54.2.8) Figure or percentage in base year

100

### (7.54.2.9) End date of target

12/31/2025

**(7.54.2.10) Figure or percentage at end of date of target**

75

**(7.54.2.11) Figure or percentage in reporting year**

86

**(7.54.2.12) % of target achieved relative to base year**

56.0000000000

**(7.54.2.13) Target status in reporting year**

Select from:

Underway

**(7.54.2.15) Is this target part of an emissions target?**

*Yes, this energy efficiency target directly relates to our Scope 1 and 2 emissions reduction target.*

**(7.54.2.16) Is this target part of an overarching initiative?**

Select all that apply

No, it's not part of an overarching initiative

**(7.54.2.18) Please explain target coverage and identify any exclusions**

*The target is in regards to our energy efficiency in our owned and operated locations. In addition to sourcing renewable energy, we also have a target to make our locations more efficient through initiatives such as replacing lights with LEDs, setting thermostats to not run during the nighttime, etc.*

**(7.54.2.19) Target objective**

*Optimize operations, facilities, offices and stores in line with energy consumption reduction targets – efficiency improvement 25% versus baseline year 2019.*

## (7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

We have made progress on the target and will continue to implement energy efficiency improvement projects, such as those mentioned earlier in this report, throughout 2025 to meet our goal.

[Add row]

**(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Select from:

Yes

**(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	3	<i>`Numeric input</i>
To be implemented	1	50
Implementation commenced	4	138
Implemented	6	5714
Not to be implemented	2	<i>`Numeric input</i>

[Fixed row]

**(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.**

**Row 1**

### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

Heating, Ventilation and Air Conditioning (HVAC)

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

138

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

Scope 1

### (7.55.2.4) Voluntary/Mandatory

*Select from:*

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

64000

### (7.55.2.7) Payback period

*Select from:*

4-10 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

11-15 years

### (7.55.2.9) Comment

*Air veils for gaters in DC*

## Row 2

### (7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

3430

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (market-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

15000

### (7.55.2.7) Payback period

Select from:

No payback

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

<1 year

### (7.55.2.9) Comment

*In 2024, we reached 100% renewable electricity by investing in energy attribute certificates and green tariffs. The systematic purchase of green electricity is having a significant impact and our scope 2 emissions from electricity, which have decreased by over 80% since 2019. We will have to re-purchase a set of these certificates each year which is why the estimated lifetime of the initiative is short. However, we plan to continue sourcing renewable energy until 2030 and beyond and will also investigate in alternative sourcing instruments, as financial and physical PPAs and green tariffs.*

## Row 3

### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

Fuel switch

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1796

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 3 category 1: Purchased goods & services

#### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

#### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

6600

#### (7.55.2.7) Payback period

Select from:

No payback

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

#### (7.55.2.9) Comment

*Represents two implemented value chain projects (fuel switch to biomass); funding of feasibility study by Fenix, investments for implementation taken by supplier. Thus no direct payback for us.*

### Row 4

#### (7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

Liquid biofuels

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

322

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 3 category 4: Upstream transportation & distribution

### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

80000

### (7.55.2.7) Payback period

Select from:

No payback

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

<1 year

### (7.55.2.9) Comment

*Bio-fuel certificates purchased for transportation; biofuel production in compliance with REDII*

## Row 5

### (7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

Waste reduction

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

28

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

Scope 3 category 1: Purchased goods & services

### (7.55.2.4) Voluntary/Mandatory

*Select from:*

Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

### (7.55.2.7) Payback period

*Select from:*

No payback

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

1-2 years

### (7.55.2.9) Comment

*Reduction of polybag use for product shipments; in total it comes without extra costs in production (cost breakdowns equal each other out).  
[Add row]*

## (7.55.3) What methods do you use to drive investment in emissions reduction activities?

### Row 1

#### (7.55.3.1) Method

Select from:

Other :Membership organizations

#### (7.55.3.2) Comment

*Support to/ and in UNFCCC, SAC, OIA's Climate Action Corps, STICA*

### Row 2

#### (7.55.3.1) Method

Select from:

Dedicated budget for other emissions reduction activities

#### (7.55.3.2) Comment

*During the development of our climate strategy we identified potential measures and through our membership in different initiatives we identify more reduction activities along the way. To cater for this, we have a dedicated budget for emission reduction activities in our annual budget. The budget covers transition to a low-*

*carbon energy consumption, energy efficiency projects as well as reduction activities in our supply chain (co-funding assessments, renewable energy purchase, collective action programs on coal-phase out,...).*

### Row 3

#### (7.55.3.1) Method

Select from:

- Dedicated budget for low-carbon product R&D

#### (7.55.3.2) Comment

*LCAs and carbon footprint analysis as well as pilot testing new low carbon materials*

### Row 4

#### (7.55.3.1) Method

Select from:

- Employee engagement

#### (7.55.3.2) Comment

*Starting of energy scouts projects in Germany; the program is part of our apprenticeship program*

### Row 5

#### (7.55.3.1) Method

Select from:

- Dedicated budget for energy efficiency

#### (7.55.3.2) Comment

*In the retail business, mainly implementation of LED*

## Row 6

### (7.55.3.1) Method

Select from:

- Compliance with regulatory requirements/standards

### (7.55.3.2) Comment

*Mandatory energy audits in Germany and Sweden (every 4 years, next in 2023 and 2024)*

[Add row]

## (7.73) Are you providing product level data for your organization's goods or services?

Select from:

- No, I am not providing data

## (7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

- No

## (7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

- Yes

### (7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

## Row 1

### (7.79.1.1) Project type

Select from:

Fugitive

### (7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

### (7.79.1.3) Project description

*The project "Reducing Gas Leakages within the Titas Gas Distribution Network in Bangladesh" (ID 10077) uses the AM0023 (Version 04.0.0) methodology to cut greenhouse gas emissions. Located in Greater Dhaka, Bangladesh, it addresses methane leaks from a 12,253.22 km natural gas system. The project employs advanced leak detection and repair techniques, significantly reducing emissions through repaired leaks at various system points.*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

16090

### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

### (7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

Yes

### (7.79.1.7) Vintage of credits at retirement

2020

### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

- VCS/Verra (Verified Carbon Standard)

### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

- Barrier analysis
- Market penetration assessment

### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

- No risk of reversal

### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

- Not assessed

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

*- The project employs a comprehensive monitoring plan to mitigate environmental, economic, and social impacts. - Training programs ensure staff are proficient in leak detection and repair to avoid environmental harm. - The project conducts stakeholder consultations to address local concerns and gain community support. - CDM methodologies guide the project to prevent adverse effects, ensuring no infrastructure causes pollution or noise. - Reversal risk is not relevant as methane reduction does not involve carbon storage.*

### (7.79.1.14) Please explain

*- Serial Numbers: 12058-379112651-379128740-VCS-VCU-1507-VER-BD-10-2478-08112019-31122020-1 - Retirement Date: Fri Aug 15 2025 - Corresponding Adjustments: Corresponding Adjustments have not been issued for these credits - Retired by Fenix Outdoor International AG for CO2 Compensation 2024 - Retired Volume: 16090 - Vintage: 2020*

**Row 2**

### (7.79.1.1) Project type

Select from:

Forest ecosystem restoration

### (7.79.1.2) Type of mitigation activity

Select from:

Carbon removal

### (7.79.1.3) Project description

*The Comunidad San Bernardino de Milpillas Chico project, ID CAR1941, uses the Protocolo Forestal para México ver 3.0 by Climate Action Reserve. Located in Pueblo Nuevo, Durango, Mexico, it covers 145,346.53 hectares of temperate forest. The project aims to enhance carbon sequestration through improved forest management, benefiting the local Indigenous community by promoting sustainable forestry practices which lead to increased carbon removal and ecosystem resilience.*

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

670

### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

### (7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

Yes

### (7.79.1.7) Vintage of credits at retirement

2023

### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

- Purchased

### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

- CAR (The Climate Action Reserve)

### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

- Consideration of legal requirements
- Investment analysis

### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

- Monitoring and compensation

### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

- Activity-shifting
- Market leakage

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

- Ensure community participation through free, prior, and informed consent. - Collect gender-disaggregated data to promote gender equality. - Allocate carbon credit revenues for local health services and social benefits. - Use native species for reforestation to maintain ecological balance. - Implement sustainable forest management practices. - Monitor environmental and social impacts regularly.

### (7.79.1.14) Please explain

- Serial Numbers: CAR-1-MX-1941-42-1869-DG-2023-8411-101 to 500; CAR-1-MX-1941-42-1869-DG-2023-8411-1501 to 1770 - Retirement Date: Thu Mar 20 2025
- Corresponding Adjustments: Corresponding Adjustments have not been issued for these credits

### Row 3

#### (7.79.1.1) Project type

Select from:

Solar

#### (7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

#### (7.79.1.3) Project description

*The project described, "400 MW Solar Power Project at Bhadla, Rajasthan" (ID GS7071), uses the ACM0002 methodology for grid-connected electricity generation from renewable sources. Located in India, its purpose is to generate solar energy and sell it to the Indian state grid, reducing greenhouse gas emissions by approximately 694,471 tCO<sub>2</sub>e annually by displacing 732,874 MWh/year from predominantly fossil-fuel-based power plants.*

#### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO<sub>2</sub>e)

4000

#### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

#### (7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

Yes

### (7.79.1.7) Vintage of credits at retirement

2021

### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

Purchased

### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

Gold Standard

### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

Investment analysis

Barrier analysis

Market penetration assessment

### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

No risk of reversal

### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

Not assessed

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

- The project ensures no negative environmental impact, utilizing clean solar technology. - Economic benefits include job creation and infrastructure development. - Social impacts are minimal, with positive contributions through employment and training initiatives. - The use of barren land avoids displacement of agricultural or forest activities, addressing environmental concerns. - Continuous monitoring ensures any potential impacts are assessed and mitigated promptly.

#### (7.79.1.14) Please explain

- Serial Numbers: GS1-1-IN-GS7071-2-2021-22607-630958-634957 - Retirement Date: March 19, 2025 - Corresponding Adjustments: Corresponding Adjustments have not been issued for these credits - Responsible Buyer: Fenix Outdoor International AG retired the credits for CO2 compensation for the year 2024

### Row 4

#### (7.79.1.1) Project type

Select from:

Forest ecosystem restoration

#### (7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

#### (7.79.1.3) Project description

The Corazón Verde del Chaco Project, registered as VCS 2611, employs the REDD+ methodology VM007 to prevent deforestation in Paraguay's Chaco region, a crucial carbon sink. Located in Presidente Hayes, it addresses deforestation caused by agriculture and cattle ranching, safeguarding biodiversity and reducing GHG emissions by approximately 1,272,472 tCO2e annually.

#### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

1000

#### (7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

**(7.79.1.6) Are you able to report the vintage of the credits at retirement?**

Select from:

Yes

**(7.79.1.7) Vintage of credits at retirement**

2020

**(7.79.1.8) Were these credits issued to or purchased by your organization?**

Select from:

Purchased

**(7.79.1.9) Carbon-crediting program by which the credits were issued**

Select from:

VCS/Verra (Verified Carbon Standard)

**(7.79.1.10) Method the program uses to assess additionality for this project**

Select all that apply

Investment analysis

Market penetration assessment

**(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk**

Select all that apply

Monitoring and compensation

**(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed**

Select all that apply

Activity-shifting

Market leakage

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

- Monitoring and preventing illegal logging and encroachment - Supporting local communities through employment and social programs - Safeguarding biodiversity by protecting habitats and corridors - Implementing educational and health initiatives - Addressing potential environmental impacts through ongoing stakeholder engagement and adaptive management

### (7.79.1.14) Please explain

- Serial Number(s): 15315-681553629-681554628-VCS-VCU-352-VER-PY-14-2611-01072020-31122020-1 - Retirement Date: Mon Mar 10 2025 23:26:00 GMT+0100 (Central European Standard Time) - Corresponding Adjustments: Corresponding Adjustments have not been issued for these credits - Average Price: Not available - Beneficial Owner: Fenix Outdoor International AG - Retirement Reason: CO2e Compensation 2024"

## Row 5

### (7.79.1.1) Project type

Select from:

Energy efficiency: industry

### (7.79.1.2) Type of mitigation activity

Select from:

Carbon removal

### (7.79.1.3) Project description

The project, identified as RIV-2023-PROJ-25 under the Riverse program, uses the "Biobased Construction Materials" methodology. Located in La Croix de Pierre, Étalans, France, it involves Vieille Matériaux's production of hempcrete blocks (Biosys®) and insulation (Multichanvre®) to reduce GHG emissions. These biobased materials have a carbon-negative or neutral composition and less energy-intensive manufacturing, leading to long-term CO2 storage and sustainability in buildings.

### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

20

### (7.79.1.5) Purpose of retirement

Select from:

- Voluntary offsetting

#### **(7.79.1.6) Are you able to report the vintage of the credits at retirement?**

Select from:

- Yes

#### **(7.79.1.7) Vintage of credits at retirement**

2023

#### **(7.79.1.8) Were these credits issued to or purchased by your organization?**

Select from:

- Purchased

#### **(7.79.1.9) Carbon-crediting program by which the credits were issued**

Select from:

- Other private carbon crediting program, please specify :Rainbow

#### **(7.79.1.10) Method the program uses to assess additionality for this project**

Select all that apply

- Consideration of legal requirements
- Investment analysis
- Barrier analysis

#### **(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk**

Select all that apply

- Monitoring and compensation

#### **(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed**

Select all that apply

- Upstream/downstream emissions
- Activity-shifting
- Market leakage

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

- The project minimizes negative impacts through sustainable practices: - Commitment to the UN Sustainable Development Goals (SDGs), focusing on resource efficiency and sustainable production. - Utilization of biobased materials which promote a circular economy and reduce reliance on non-renewable resources. - Regular monitoring to prevent overconsumption and assess environmental and social impacts. - Carbon credit revenues support financial stability, ensuring viability and market competitiveness of biobased products.

### (7.79.1.14) Please explain

- Serial numbers: f41d81c3-43e8-4664-a699-dc5c99f239ad, 76b90b5c-489a-4558-a06e-b48e63d87958 - Retirement date: March 25, 2025 - Corresponding Adjustments have not been issued for these credits - Beneficial Owner: Fenix Outdoor International AG - Retirement Reason: CO2e Compensation 2024

## Row 6

### (7.79.1.1) Project type

Select from:

- Forest ecosystem restoration

### (7.79.1.2) Type of mitigation activity

Select from:

- Carbon removal

### (7.79.1.3) Project description

*The Ethiotrees: Ecosystem Restoration and Agroforestry by Landless and Smallholder Farmers in Tigray (North Ethiopia), project ID PV\_2017\_19 supports ecosystem restoration in Northern Ethiopia, which faces land degradation and deforestation. This project aims to regenerate and protect areas of the forest, as well as to introduce agroforestry practices to the surrounding areas to build local capacity to protect these ecosystems.*

#### (7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

296

#### (7.79.1.5) Purpose of retirement

Select from:

- Voluntary offsetting

#### (7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

- Yes

#### (7.79.1.7) Vintage of credits at retirement

2017

#### (7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

- Purchased

#### (7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

- Other private carbon crediting program, please specify :Climate Partner

#### (7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

- Consideration of legal requirements
- Investment analysis

#### (7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

- Monitoring and compensation

### (7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

- Activity-shifting
- Ecological leakage

### (7.79.1.13) Provide details of other issues the selected program requires projects to address

*The project has a robust annual monitoring plan tied to the payment for the program which includes: - Physical counting of all new and surviving trees planted by smallholder in the first three years - DBH measurements, based on a representative sample of at least 10% of the trees concerned for years 5-10 The project will also monitor SOC over time in at least 10 fixed survey plots per agroforestry subsystem.*

### (7.79.1.14) Please explain

*- Contribution ID through Climate Partner: 23965-2404-1001 - Retirement date: April 16, 2024 - Corresponding Adjustments have not been issued for these credits - Beneficial Owner: Royal Robbins - Retirement Reason: 2024 CO2e Compensation for Desert Pucker line of shirts*  
[Add row]

## C9. Environmental performance - Water security

### (9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

No

### (9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

#### Water withdrawals – total volumes

##### (9.2.1) % of sites/facilities/operations

Select from:

51-75

##### (9.2.2) Frequency of measurement

Select from:

Yearly

##### (9.2.3) Method of measurement

*Ancillary costs from landlord and meters.*

##### (9.2.4) Please explain

*Total water withdrawal is directly measured with meters on-site for our own operations and premises that is solely used by us. For most rented spaces (retail and offices) water consumption is obtained through the ancillary cost report by the landlord.*

#### Water withdrawals – volumes by source

##### (9.2.1) % of sites/facilities/operations

Select from:

51-75

### (9.2.2) Frequency of measurement

Select from:

Unknown

### (9.2.3) Method of measurement

*Sources and volumes are given on invoices. Sources can also be found on publicly available sources.*

### (9.2.4) Please explain

*Sources and volumes are given on invoices. Sources can also be found on publicly available sources.*

## Water withdrawals quality

### (9.2.1) % of sites/facilities/operations

Select from:

100%

### (9.2.2) Frequency of measurement

Select from:

Continuously

### (9.2.3) Method of measurement

*We only operate in countries where water quality is measured by the authorities.*

### (9.2.4) Please explain

*We only operate in countries where water quality is measured by the authorities.*

## Water discharges – total volumes

### (9.2.1) % of sites/facilities/operations

Select from:

51-75

### (9.2.2) Frequency of measurement

Select from:

Yearly

### (9.2.3) Method of measurement

*Ancillary costs from landlord and meters.*

### (9.2.4) Please explain

*We assume that water discharge volumes are almost as much as water withdrawal for those locations, that cannot provide specific figures. Since we don't have any water consuming processes, we assume this is a fair approach.*

## Water discharges – volumes by destination

### (9.2.1) % of sites/facilities/operations

Select from:

51-75

### (9.2.2) Frequency of measurement

Select from:

Continuously

### (9.2.3) Method of measurement

*We mainly operate in countries where we have a connection to sewer system.*

#### **(9.2.4) Please explain**

*Except for two Asian locations (South Korea and Hong Kong), the effluents were collected in community sewers and treated at a public treatment plant.*

### **Water discharges – volumes by treatment method**

#### **(9.2.1) % of sites/facilities/operations**

Select from:

1-25

#### **(9.2.2) Frequency of measurement**

Select from:

Continuously

#### **(9.2.3) Method of measurement**

*Calculated based on consumption.*

#### **(9.2.4) Please explain**

*We assume that water discharge volumes are almost as much as water withdrawal for those locations, that cannot provide specific figures. Since we don't have any water consuming processes, we assume this is a fair approach.*

### **Water discharge quality – by standard effluent parameters**

#### **(9.2.1) % of sites/facilities/operations**

Select from:

Not relevant

#### **(9.2.4) Please explain**

Household-like wastewater in own operations; suppliers with water-use for processing (e.g., tannery, down supplier, dye-houses) use local or industry-park treatment plant. Water quality monitoring is local, no data available. Compliance is tracked via Higg FEM. No toxic chemicals were released by our own operations into sewers or surface water bodies. In our own operations, we do not discharge any wastewater that requires Chemical Oxygen Demand (COD) monitoring, nor do we handle or use halogenated absorbing organic compounds, requiring AOX demand monitoring. Our wastewater is normal household wastewater.

## Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

### (9.2.1) % of sites/facilities/operations

Select from:

51-75

### (9.2.2) Frequency of measurement

Select from:

Continuously

### (9.2.3) Method of measurement

Only measured for own operations.

### (9.2.4) Please explain

We do not use any toxic substances in our operations. No toxic chemicals were released by our own operations into sewers or surface water bodies. In our own operations, we do not discharge any wastewater that requires Chemical Oxygen Demand (COD) monitoring, nor do we handle or use halogenated absorbing organic compounds, requiring AOX demand monitoring. Our wastewater is normal household wastewater.

## Water discharge quality – temperature

### (9.2.1) % of sites/facilities/operations

Select from:

Not relevant

### (9.2.4) Please explain

*Not relevant in own operations; supplier water no monitoring or unknown.*

## **Water consumption – total volume**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

100%

### **(9.2.2) Frequency of measurement**

*Select from:*

Yearly

### **(9.2.3) Method of measurement**

*Total water withdrawal # Total water discharge.*

### **(9.2.4) Please explain**

*We don't have any water consuming processes in our operations.*

## **Water recycled/reused**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

Less than 1%

### **(9.2.2) Frequency of measurement**

*Select from:*

Yearly

### **(9.2.3) Method of measurement**

Ancillary costs from landlords and meters

### (9.2.4) Please explain

We assume none of the water used at our own facilities is recycled or reused unless specifically noted by the landlord or data provider. In one of our stores we harvest rainwater, but the amount is negligible compared to overall water consumption.

## The provision of fully-functioning, safely managed WASH services to all workers

### (9.2.1) % of sites/facilities/operations

Select from:

100%

### (9.2.2) Frequency of measurement

Select from:

Continuously

### (9.2.3) Method of measurement

Through social and labor compliance audits.

### (9.2.4) Please explain

WASH provision is part of what we measure through our supplier social and labor compliance audits.  
[Fixed row]

**(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?**

## Total withdrawals

### (9.2.2.1) Volume (megaliters/year)

155.96

### (9.2.2.2) Comparison with previous reporting year

Select from:

Much higher

### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :More data

### (9.2.2.4) Five-year forecast

Select from:

About the same

### (9.2.2.5) Primary reason for forecast

Select from:

Maximum potential volume reduction already achieved

### (9.2.2.6) Please explain

*We received much more water data from our own operations in 2024 than we have in previous years, which is the main reason for the reported increase in usage between 2023 and 2024.*

## Total discharges

### (9.2.2.1) Volume (megaliters/year)

153.45

### (9.2.2.2) Comparison with previous reporting year

Select from:

Much higher

### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :More data

### (9.2.2.4) Five-year forecast

Select from:

About the same

### (9.2.2.5) Primary reason for forecast

Select from:

Maximum potential volume reduction already achieved

### (9.2.2.6) Please explain

*Our reported withdrawals were higher in 2024, thus our reported discharges are also higher.*

## Total consumption

### (9.2.2.1) Volume (megaliters/year)

2.51

### (9.2.2.2) Comparison with previous reporting year

Select from:

Lower

### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :Storage in 2023, not in 2024

#### (9.2.2.4) Five-year forecast

Select from:

About the same

#### (9.2.2.5) Primary reason for forecast

Select from:

Maximum potential volume reduction already achieved

#### (9.2.2.6) Please explain

*Our consumption was lower in 2024 than 2023 because in 2023 our location in Ludwigslust filled their fire water storage container and no locations filled such containers in 2024.*

*[Fixed row]*

**(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.**

#### (9.2.4.1) Withdrawals are from areas with water stress

Select from:

No

#### (9.2.4.8) Identification tool

Select all that apply

WWF Water Risk Filter

#### (9.2.4.9) Please explain

All our operations are located in areas without water stress (this might change in the future). For our supply chain, especially Tier 2 suppliers, we identified a medium to extremely high likelihood for water stress in China, Italy and Taiwan by 2030.

[Fixed row]

#### (9.2.7) Provide total water withdrawal data by source.

##### Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

#### (9.2.7.1) Relevance

Select from:

Relevant

#### (9.2.7.2) Volume (megaliters/year)

0.02

#### (9.2.7.3) Comparison with previous reporting year

Select from:

Much lower

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :Change in reported source

#### (9.2.7.5) Please explain

Location responsible for the majority of withdrawal in this category previously reported a different source this year.

##### Brackish surface water/Seawater

### (9.2.7.1) Relevance

Select from:

Not relevant

### (9.2.7.5) Please explain

*None of our locations report sourcing from Brackish surface water/Seawater.*

## Groundwater – renewable

### (9.2.7.1) Relevance

Select from:

Relevant

### (9.2.7.2) Volume (megaliters/year)

2.04

### (9.2.7.3) Comparison with previous reporting year

Select from:

Lower

### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :No storage this year.

### (9.2.7.5) Please explain

*Our location in Ludwigslust filled their fire water storage container in 2023 and did not in 2024. This led to a decrease in consumption from groundwater, as it is one of only a few locations that source groundwater.*

## Groundwater – non-renewable

### (9.2.7.1) Relevance

Select from:

Not relevant

### (9.2.7.5) Please explain

*None of our locations report sourcing from Groundwater – non-renewable.*

## Produced/Entrained water

### (9.2.7.1) Relevance

Select from:

Not relevant

### (9.2.7.5) Please explain

*None of our locations report sourcing from Produced/Entrained water.*

## Third party sources

### (9.2.7.1) Relevance

Select from:

Relevant

### (9.2.7.2) Volume (megaliters/year)

153.9

### (9.2.7.3) Comparison with previous reporting year

Select from:

Much higher

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :More data

#### (9.2.7.5) Please explain

*We received much more water data from our own operations in 2024 than we have in previous years, which is the main reason for the reported increase in usage between 2023 and 2024. Most of our water is sourced from third party sources which is why withdrawals from this source are much higher.*

*[Fixed row]*

#### (9.2.8) Provide total water discharge data by destination.

##### Fresh surface water

#### (9.2.8.1) Relevance

Select from:

Not relevant

#### (9.2.8.5) Please explain

*No locations reported discharging to fresh surface water.*

##### Brackish surface water/seawater

#### (9.2.8.1) Relevance

Select from:

Relevant

### (9.2.8.2) Volume (megaliters/year)

0.02

### (9.2.8.3) Comparison with previous reporting year

Select from:

Lower

### (9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :Reduction of water withdrawal

### (9.2.8.5) Please explain

*Only one location reported discharging into a brackish surface water/seawater destination and their consumption decreased from 2023 to 2024.*

## Groundwater

### (9.2.8.1) Relevance

Select from:

Relevant but volume unknown

### (9.2.8.5) Please explain

*No locations reported discharging to groundwater.*

## Third-party destinations

### (9.2.8.1) Relevance

Select from:

Relevant

### (9.2.8.2) Volume (megaliters/year)

153.43

### (9.2.8.3) Comparison with previous reporting year

Select from:

Much higher

### (9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :More data

### (9.2.8.5) Please explain

*We received much more water data from our own operations in 2024 than we have in previous years, which is the main reason for the reported increase in usage between 2023 and 2024. Most of our water is discharged via municipal water streams which is why discharges to this destination are much higher.*

*[Fixed row]*

## (9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

### Tertiary treatment

#### (9.2.9.1) Relevance of treatment level to discharge

Select from:

Not relevant

#### (9.2.9.6) Please explain

*We are not aware of any discharges that go through tertiary treatment, although it is possible some of the water discharged to third party destinations goes through tertiary treatment.*

## Secondary treatment

### (9.2.9.1) Relevance of treatment level to discharge

Select from:

- Relevant but volume unknown

### (9.2.9.6) Please explain

*Our own operations are mainly in countries with established municipal sewer systems, allowing for at least primary and secondary treatment of water discharges. Against this background, we assume that most likely 80-90% are treated.*

## Primary treatment only

### (9.2.9.1) Relevance of treatment level to discharge

Select from:

- Relevant but volume unknown

### (9.2.9.6) Please explain

*Our own operations are mainly in countries with established municipal sewer systems, allowing for at least primary and secondary treatment of water discharges. Against this background, we assume that most likely 80-90% are treated.*

## Discharge to the natural environment without treatment

### (9.2.9.1) Relevance of treatment level to discharge

Select from:

- Not relevant

### (9.2.9.6) Please explain

*Assumingly remote toilets in showrooms may fall into this category: annual release is below 90 litres.*

## Discharge to a third party without treatment

### (9.2.9.1) Relevance of treatment level to discharge

Select from:

Relevant

### (9.2.9.2) Volume (megaliters/year)

153.45

### (9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

Higher

### (9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

Other, please specify :More data

### (9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

91-99

### (9.2.9.6) Please explain

*We received much more water data from our own operations in 2024 than we have in previous years, which is the main reason for the reported increase in discharge to a third party without treatment between 2023 and 2024. Our own operations are mainly in countries with established municipal sewer systems.*

## Other

### (9.2.9.1) Relevance of treatment level to discharge

Select from:

Not relevant

### (9.2.9.6) Please explain

*We are not aware of any discharge destinations or treatment methods that are not included in the methods listed.*

*[Fixed row]*

**(9.2.10) Provide details of your organization's emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.**

### (9.2.10.1) Emissions to water in the reporting year (metric tons)

0

### (9.2.10.2) Categories of substances included

Select all that apply

- Nitrates
- Phosphates
- Pesticides
- Priority substances listed under the EU Water Framework Directive

### (9.2.10.3) List the specific substances included

*Pesticides from washing groceries Phosphates from washing detergents, Nitrates - background pollution Other: background pollution*

### (9.2.10.4) Please explain

*Our water discharges are mainly household-like water including from dishwashing.*

*[Fixed row]*

**(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?**

**Direct operations**

**(9.3.1) Identification of facilities in the value chain stage**

Select from:

No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

**(9.3.4) Please explain**

*All our direct operations are located in areas without water stress (this might change in the future).*

**Upstream value chain**

**(9.3.1) Identification of facilities in the value chain stage**

Select from:

No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

**(9.3.4) Please explain**

*For our supply chain, especially Tier 2 suppliers, we identified a medium to extremely high likelihood for water stress in China and Taiwan by 2030 but not for this reporting period.*

*[Fixed row]*

**(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?**

Select from:

No facilities were reported in 9.3.1

**(9.5) Provide a figure for your organization's total water withdrawal efficiency.**

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	698801000	4480642.47	About the same.

[Fixed row]

**(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?**

**(9.13.1) Products contain hazardous substances**

Select from:

No

**(9.13.2) Comment**

*We have an extensive Restricted Substances List which is inclusive of the main hazardous water pollutants. All suppliers (Tier 1, now working towards Tier 2) must sign and abide by this list. We regularly conduct product testing to ensure our products to not contain any restricted substances. We hold ourselves to the restricted substances list in our own operations as well.*

[Fixed row]

**(9.14) Do you classify any of your current products and/or services as low water impact?**

	Products and/or services classified as low water impact	Definition used to classify low water impact	Please explain
	Select from: <input checked="" type="checkbox"/> Yes	water-less dyeing processes (dobe dye/spin dye, CO2 dyeing)	by changing the dyeing process, up to 80% of water-use can be reduced during production of the product

[Fixed row]

## (9.15) Do you have any water-related targets?

Select from:

No, but we plan to within the next two years

### (9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

#### (9.15.3.1) Primary reason

Select from:

We are planning to introduce a target within the next two years

#### (9.15.3.2) Please explain

*water was not perceived as being material on group-level; we now adapt to stakeholder requests as well as to upcoming regulatory frameworks.*

[Fixed row]

## C10. Environmental performance - Plastics

### (10.1) Do you have plastics-related targets, and if so what type?

#### (10.1.1) Targets in place

Select from:

Yes

#### (10.1.2) Target type and metric

Plastic polymers

Reduce or eliminate the use of hazardous substances

Plastic packaging

Eliminate single-use plastic packaging

Plastic goods/products

Increase the proportion of post-consumer recycled content in plastic goods/products

Microplastics

Eliminate the use of primary microplastics and plastic particles

Reduce the potential release of microplastics and plastic particles

End-of-life management

Increase the proportion of recyclable plastic waste that is collected, sorted, and recycled

Reduce the proportion of plastic waste which is sent to landfill and/or incinerated

Reduce the proportion of plastic waste which is mismanaged

Extended Producer Responsibility (EPR)

Ensure compliance with EPR policies and schemes

### (10.1.3) Please explain

*Our main plastic usage stems from our synthetic products. Based on our material targets, we strive for a recycled polyester and Nylon content in our fabrics of over 90%. Next to that, single use polybag packaging to protect our products during transport and warehousing is another source of plastic. Thus we work on reducing the overall packaging but also to ensure proper collection and recycling of the polybags in our locations beyond legal requirements. To mitigate pollution from microplastics, we are a signatory of the Microfiber Consortium and conduct shedding test according to their standards.*  
[Fixed row]

### (10.2) Indicate whether your organization engages in the following activities.

#### Production/commercialization of plastic polymers (including plastic converters)

##### (10.2.1) Activity applies

Select from:

No

##### (10.2.2) Comment

*Not applicable*

#### Production/commercialization of durable plastic goods and/or components (including mixed materials)

##### (10.2.1) Activity applies

Select from:

No

##### (10.2.2) Comment

*Not applicable*

#### Usage of durable plastics goods and/or components (including mixed materials)

### (10.2.1) Activity applies

Select from:

Yes

### (10.2.2) Comment

*For our durable and functional outdoor gear, as for example back-packs, jackets, etc.*

## Production/commercialization of plastic packaging

### (10.2.1) Activity applies

Select from:

No

### (10.2.2) Comment

*Not applicable*

## Production/commercialization of goods/products packaged in plastics

### (10.2.1) Activity applies

Select from:

Yes

### (10.2.2) Comment

*Our products are (for now) packed in individual polybags to be protected during transportation and warehousing.*

## Provision/commercialization of services that use plastic packaging (e.g., food services)

### (10.2.1) Activity applies

Select from:

No

### (10.2.2) Comment

*Not applicable*

## Provision of waste management and/or water management services

### (10.2.1) Activity applies

Select from:

No

### (10.2.2) Comment

*Not applicable*

## Provision of financial products and/or services for plastics-related activities

### (10.2.1) Activity applies

Select from:

No

### (10.2.2) Comment

*Not applicable*

## Other activities not specified

### (10.2.1) Activity applies

Select from:

No

## (10.2.2) Comment

*Not applicable*  
*[Fixed row]*

## C11. Environmental performance - Biodiversity

**(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?**

### (11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

Yes, we are taking actions to progress our biodiversity-related commitments

### (11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

Land/water management

[Fixed row]

**(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?**

	<b>Does your organization use indicators to monitor biodiversity performance?</b>
	Select from: <input checked="" type="checkbox"/> No, we do not use indicators, but plan to within the next two years

[Fixed row]

**(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?**

**Legally protected areas**

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Yes

### (11.4.2) Comment

*A first high level assessment with the Biodiversity Risk Filter (4,5-5) indicates, that our warehouses in North America and the Netherlands are located near legally protected areas. However, all of them are located in cities, that are located in these areas, thus we deem our real impact to be negligible since we used already built infrastructure and did not move into pristine protected areas. The second hot spot is our sourcing of Merino Wool from New Zealand. However, we have a direct relationship with the New Zealand Merino Wool Company, sourcing only ZQ and ZQRX Wool. These programs work with sustainable and regenerative land use management and foster biodiversity projects on farm level. Thus, we deem our negative effects on nearby protected areas again very little.*

## UNESCO World Heritage sites

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

### (11.4.2) Comment

*To be assessed in the future*

## UNESCO Man and the Biosphere Reserves

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

## (11.4.2) Comment

*To be assessed in the future*

### Ramsar sites

## (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

## (11.4.2) Comment

*To be assessed in the future*

### Key Biodiversity Areas

## (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Yes

## (11.4.2) Comment

*A first high level assessment with the Biodiversity Risk Filter indicates, that there is a high risk (4) that our warehouse in Ludwigslust is located near a Key Biodiversity Area. Indeed, the warehouse is located next to a "Landschaftsschutzgebiet" which is protected with a fence against our operations. A first high level assessment with Biodiversity Risk filter also indicates that there is a risk that our warehouse in Aurora, Colorado is located about 10 miles away from a Key Biodiversity Area. Our warehouse is located near a National Wildlife Refuge. However, there is a highway as well as a few miles of development between our warehouse and the national wildlife refuge, so it is extremely unlikely that our business operations would infringe on the refuge.*

### Other areas important for biodiversity

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Yes

### (11.4.2) Comment

Same as under Legally protected area.

[Fixed row]

### (11.4.1) Provide details of your organization's activities in the reporting year located in or near to areas important for biodiversity.

#### Row 1

#### (11.4.1.2) Types of area important for biodiversity

Select all that apply

Legally protected areas

#### (11.4.1.3) Protected area category (IUCN classification)

Select from:

Category IV-VI

#### (11.4.1.4) Country/area

Select from:

Netherlands

#### (11.4.1.5) Name of the area important for biodiversity

#### (11.4.1.6) Proximity

Select from:

- Up to 10 km

#### (11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

*Warehousing and distribution of goods*

#### (11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

- Not assessed

### Row 2

#### (11.4.1.2) Types of area important for biodiversity

Select all that apply

- Legally protected areas

#### (11.4.1.3) Protected area category (IUCN classification)

Select from:

- Category IV-VI

#### (11.4.1.4) Country/area

Select from:

- United States of America

#### (11.4.1.5) Name of the area important for biodiversity

#### (11.4.1.6) Proximity

Select from:

- Up to 25 km

#### (11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

*Warehousing and distribution of goods*

#### (11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

- Not assessed

### Row 3

#### (11.4.1.2) Types of area important for biodiversity

Select all that apply

- Key Biodiversity Areas

#### (11.4.1.4) Country/area

Select from:

- Germany

#### (11.4.1.5) Name of the area important for biodiversity

*Ludwigsluster - Grabower Heide*

#### (11.4.1.6) Proximity

Select from:

Adjacent

**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

*Warehousing and distribution of goods*

**(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity**

Select from:

No

**(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented**

*Biodiversity offsets are part of permit to operate in this area and have been conducted during the "B-Plan"*

#### **Row 4**

**(11.4.1.2) Types of area important for biodiversity**

Select all that apply

Legally protected areas

**(11.4.1.3) Protected area category (IUCN classification)**

Select from:

Category IV-VI

**(11.4.1.4) Country/area**

Select from:

Canada

#### **(11.4.1.5) Name of the area important for biodiversity**

*Glenbow Ranch Provincial Park*

#### **(11.4.1.6) Proximity**

*Select from:*

Up to 50 km

#### **(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

*Warehousing and distribution of goods*

#### **(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity**

*Select from:*

Not assessed

*[Add row]*

### C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Third-party verification/assurance is currently in progress

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

#### Row 1

##### (13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- Climate change
- Water

##### (13.1.1.2) Disclosure module and data verified and/or assured

Governance

- Environmental policies
- All data points in module 4

### (13.1.1.3) Verification/assurance standard

Climate change-related standards

Other climate change verification standard, please specify :Assessment of readiness check for CSRD-compliant reporting for the Governance and Social metrics. In addition, STICA membership requires quality control checking on an annual basis based on the reporting requirements for STICA members.

### (13.1.1.4) Further details of the third-party verification/assurance process

*We conduct our readiness check for compliance with the CSRD with focus on our governance and social data based on the 2024 data and sustainability report.*

### (13.1.1.5) Attach verification/assurance evidence/report (optional)

*Fenix - EY Gap Assessment DRAFT results.pdf*

*[Add row]*

**(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

### (13.2.1) Additional information

*You can find even more information about our sustainability work in our 2024 CSR Report: [https://fenixoutdoor.com/wp-content/uploads/2025/04/Fenix\\_CSR\\_WEB.pdf?\\_gl=1\\*ukx482\\*\\_up\\*MQ..\\*\\_ga\\*OTEwMTAxODU0LjE3NTc2Mjc1NTE.\\*\\_ga\\_KS3F455BEY\\*cze3NTc2Mjc1NTAkbzEkZzEkdDE3NTc2Mjc1NTYkajU0JGwwJGgw](https://fenixoutdoor.com/wp-content/uploads/2025/04/Fenix_CSR_WEB.pdf?_gl=1*ukx482*_up*MQ..*_ga*OTEwMTAxODU0LjE3NTc2Mjc1NTE.*_ga_KS3F455BEY*cze3NTc2Mjc1NTAkbzEkZzEkdDE3NTc2Mjc1NTYkajU0JGwwJGgw).*

### (13.2.2) Attachment (optional)

*Fenix\_CSR\_WEB.pdf*

*[Fixed row]*

**(13.3) Provide the following information for the person that has signed off (approved) your CDP response.**

### (13.3.1) Job title

*Chief Sustainability Officer*

### (13.3.2) Corresponding job category

*Select from:*

Chief Sustainability Officer (CSO)

*[Fixed row]*

### **(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.**

*Select from:*

Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute

