



SUSTAINABILITY *PERFORMANCE* REPORT 2021

ABOUT THE REPORT

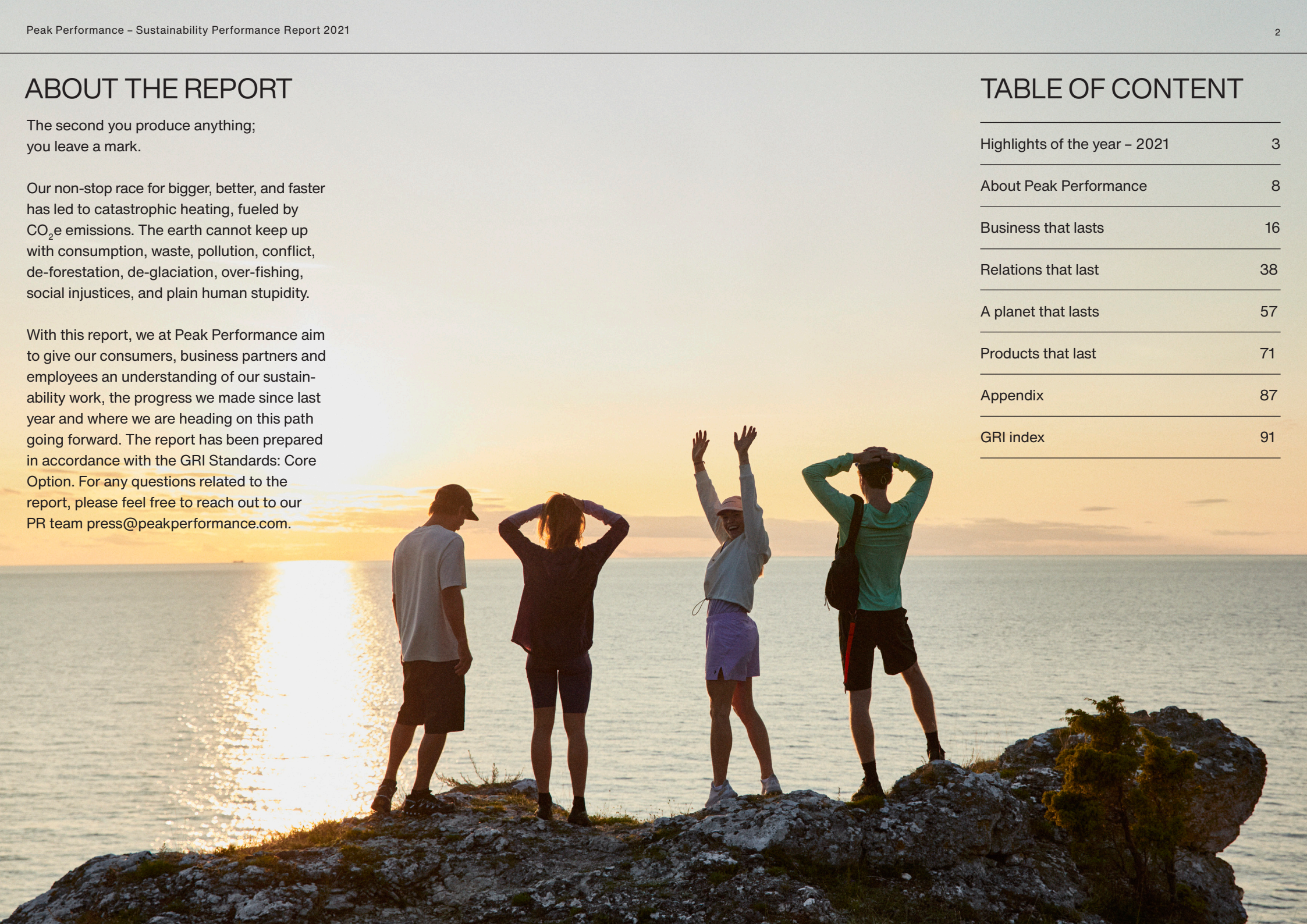
The second you produce anything;
you leave a mark.

Our non-stop race for bigger, better, and faster has led to catastrophic heating, fueled by CO₂e emissions. The earth cannot keep up with consumption, waste, pollution, conflict, de-forestation, de-glaciation, over-fishing, social injustices, and plain human stupidity.

With this report, we at Peak Performance aim to give our consumers, business partners and employees an understanding of our sustainability work, the progress we made since last year and where we are heading on this path going forward. The report has been prepared in accordance with the GRI Standards: Core Option. For any questions related to the report, please feel free to reach out to our PR team press@peakperformance.com.

TABLE OF CONTENT

Highlights of the year – 2021	3
About Peak Performance	8
Business that lasts	16
Relations that last	38
A planet that lasts	57
Products that last	71
Appendix	87
GRI index	91



HIGHLIGHTS OF *THE YEAR 2021*

Launched our first 2nd hand initiative, WearAgains



Committed to set short-term company-wide emission reductions goals in line with climate science within the Science Based Target Initiative.

WE ACTIVELY PARTICIPATED
IN THE WORK OF THE SWEDISH
TEXTILE INITIATIVE FOR
CLIMATE ACTION.



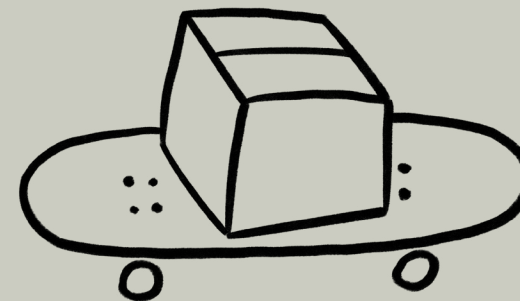
We continued to live our brand during remote work hours by keeping the culture and passion for training offering online CrossFit training and yoga sessions, digital After-works & conferences.



66%

We increased our use of 3D modelling, 66% compared to previous year.

Together with Amer Sports we implemented the Fair Labor Association standards in our supply chain.



HIGHLIGHTS OF *THE YEAR 2021*

BLUESIGN® CERTIFIED
MATERIAL INCREASED
FROM 39% TO 59%.



Circular Fashion Partnership in Bangladesh,
we collected a total of 31 tons of waste that
was sent to textile-to-textile recycling.

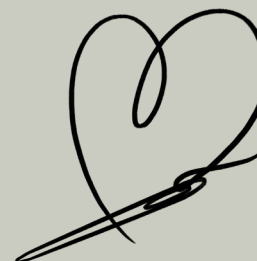
NEW COMPANY VALUE –
RESPONSIBILITY

Updated our strategy, redefined our
material topics, and conducted a new
risk assessment.



LEAD TO EMPOWER PROGRAM
FOCUSING ON TRAINING OUR
MANAGEMENT TEAM AND LEADERS.

We signed the new International
Accord agreement



Cotton material dyed with Avitera®
increased from 41% to 56%.

15%

LETTER FROM OUR *BRAND PRESIDENT*



May 2022 – there appears to be no back to normal! Not for us, nor for the world! When writing this message Ukraine is experiencing the biggest tragedy triggered by the war, we see the energy crisis becoming a daily matter and we are still experiencing ongoing lockdowns due to the pandemic in China and elsewhere in the world. Operating through such an environment is immensely difficult and can only be managed by the persistence and endurance of our employees. I am extremely thankful and proud that even during these times we find hope, passion, and strength to conquer the topics we have put in front of us becoming a more sustainable brand.

We have a strong sense of urgency to progress on our sustainability roadmap, to ensure everything we do is impactful. Our circular design work and our efforts to collaborate with our industry peers were in focus throughout all 2021. Great progress is highlighted throughout this report through examples like the Bangladesh waste initiative together with the Global Fashion Agenda or our progress on circular design introducing more sustainable processes around materials and products. Consumers' ever-increasing expectations on us will guide us further on our journey and the relentless passion of our colleagues will push us forward.

Another highlight is the launch of our first 2nd hand initiative, WearAgains. We opened our first physical experience of a 2nd hand store in our flagship store in Stockholm with great success. During this pilot, we are exploring the potential and will in 2022

launch our digital experience – celebrating the longevity of our products that have proven to withstand the test of time.

2021 has not only been our most successful year for the brand but a recognizable year of our sustainability work. Our consumers have proven their loyalty and their wish for a brand that has a clear purpose including sustainability. Building communities around togetherness and always mindful of our passion for adventure and nature, we were able to launch our Trailblazer Edition early this year, featuring a new product for the outdoor female enthusiast – a menstruation cup and sanitizing cup holder. Nothing should get in the way of our adventures that have become so important in challenging times. Celebrating females in the outdoor environment has become a mission for us and we will continue exploring how more people can be part of the outdoor arena without limitations.

We are on a mission to secure that next generation of shredders can still enjoy the outdoors. Many ways will get us there and the continuous and intensified work with the UN Fashion Industry Charter and our industry peers will shape that in the next years of work to come. We keep exploring and will share all progress with you!

Sincerely Yours,

Sara Molnar, Brand President,
Peak Performance

OUR MISSION *STATEMENT*

Born in the mountains out of a love for skiing in remote, untouched terrain. Our passion for adventure and nature runs deep. Peak Performance is for like-minded souls with an urge to explore wild and beautiful places, both near and far, from the mountains to the city. Together with friends or alone, to clear our heads and reconnect with nature, commuting to work or simply hanging out. As for our products, they all have the same purpose – empower the freedom to be

adventurous and live everyday life to the fullest, 365 days a year. Whether horizontally or vertically, on skis, bikes or your own two feet, they offer the optimal balance of progressive style and performance. We call it life quality products. Our Scandinavian heritage is present in everything we do. Our commitment to doing better things in a better way is our never-ending responsibility for memories, stories, products, and adventures that will withstand the test of time.



NOTHING IS MORE IMPORTANT
THAN SAFE-GUARDING
*NATURE FOR GENERATIONS
OF SHREDDERS TO COME.*



ABOUT *US*

- We are a part of Amer Sports
- Headquarter location: Stockholm, Sweden
- Total number of employees: 509
- Gender split: 64% Female, 36% Male

- Brand stores: 32 stores in 8 markets
- Partner stores: 31 stores in 12 markets
- Outlet stores: 10 outlets in 7 markets
- Wholesale partners: 1400 partners in 25 countries

OUR *PROMISE*

CLIMATE

We are committed to reduce our impact with 50% by 2030 and to reach net-zero by 2050*.

TRANSPARENCY

To ensure 100% transparency in our value chain, materials, and suppliers by 2030.

LONGEVITY

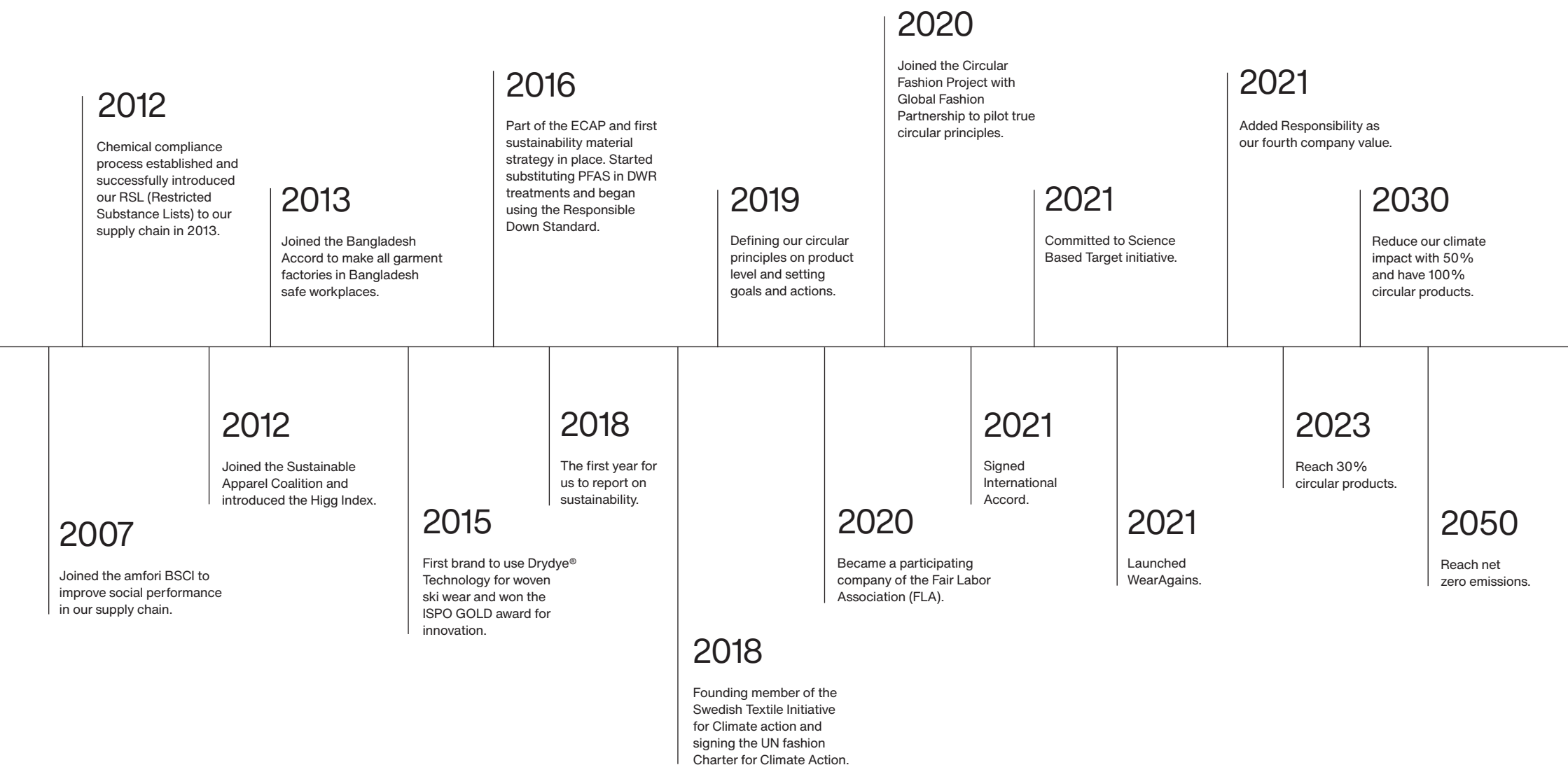
We are devoted to reaching 30% circular products by 2023 and 100% by 2030.

RELATIONSHIPS

To become a truly diverse and equitable company, centered around togetherness, fairness and respect, impacting all our internal and external relationships.

*Companies can be climate neutral by compensating for their emissions in off-setting. This does not mean that they automatically have zero emissions. Our aim is to reduce our actual emissions as much as possible and for those emissions that cannot be reduced to neutralize those with an equivalent amount of carbon dioxide removals.

OUR *TIMELINE*



LISTENING TO OUR STAKEHOLDERS

Our business has many different stakeholders and we have identified our most important stakeholders to be our partner suppliers, wholesale partners, consumers, and employees. They all have different opinions on what they think is important when it comes to sustainability. We also know where we should focus, by asking them about their priorities.

When in dialogue with our partner suppliers we know they have a high concern about climate change, and transparency is as

important for them as it is for us. During our supplier conference in October 2021, we learnt that it became increasingly challenging for our partners to increase investments in sustainability during the pandemic. Taking care of the health and financial stability of their employees came into focus, leaving sustainability investments at a second priority for some time. You can read more about how we engage with our Partner suppliers on page 41-42.

Our wholesale partners respect, acknowledge,

and understand the principles of sustainability and they also have high demand on us following their criteria. The challenge here for us is that many of them come with different demands. We have, however, aligned our work with their strategies during the past years.

We know most of our consumers through the dialogue we have with them in our own stores and e-commerce customer service. More questions are related to sustainability, therefore, we have increased the information

given on our e-commerce on each product regarding sustainability during the past year.

To further engage with and educate our employees we implemented a sustainability page in our internal communication platform. We also asked our employees about what they think is most important for us to focus on, their answers are reflected in our material risk assessment which is part of the foundation for our strategy.

OUR MATERIAL TOPICS AND OUR *RISK ASSESSMENT*

The world is changing faster than ever. As the need for action on climate change becomes more apparent and urgent, customers, stakeholders and governments are quite rightly demanding new levels of sustainable development from business. Sustainability is no longer a 'nice to have', it must permeate every level of business. Deciding where to focus to meet those higher demands on us as company is a natural part of our sustainability work.

During 2021, we have worked with an update of our strategy and material topics, to be in line with where we are in our sustainability work and the expectations on us from our different stakeholders. We see, in our constant

dialogue with our wholesale partners that their knowledge and demand has increased which means that we need to make sure that our strategy is up to date. We see this demand as something positive and an opportunity for us to sharpen our work.

When working with the updates of our strategy and material topics, we have involved our Management Team and our Extended Management Team that consist of people in key positions in the company. We have taken into consideration also the voices of some of our most important stakeholders; our employees and wholesale partners.



OUR MATERIAL TOPICS

The work resulted in a new structure of our material topics, each with clear guidance on long term goals and short-term targets. We have also been looking into our impact and likelihood of risk.


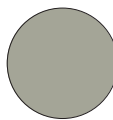


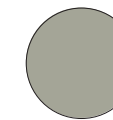














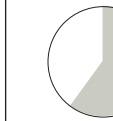

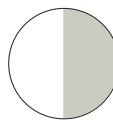





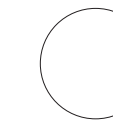

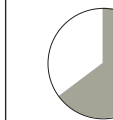










BUSINESS THAT LASTS	RELATIONS THAT LAST	A PLANET THAT LASTS	PRODUCTS THAT LAST
<p>1.0 PROFITABILITY, PROSPERITY, AND SUSTAINABLE BUSINESS</p> <p>1.1 Governance and policy commitment</p> <p>1.2 Circular Business</p> <p>1.3 Responsible sales planning and development</p> <p>1.4 Innovation</p> <p>1.5 Anti-Corruption</p> <p>1.6 Capacity building</p> <p>2.0 TRANSPARENCY</p> <p>2.1 Communication and responsible marketing</p> <p>2.2 Partnership – stakeholder dialogues</p>	<p>3.0 EMPLOYEES</p> <p>3.1 Living the brand through our values</p> <p>3.2 Living our brand through diversity and equality</p> <p>3.3 Living the brand to attract</p> <p>4.0 SUPPLIERS</p> <p>4.1 Social compliance</p> <p>4.2 Decent work and wages</p>	<p>5.0 CLIMATE</p> <p>6.0 CHEMICALS</p> <p>7.0 WATER</p> <p>8.0 BIODIVERSITY</p> <p>9.0 ENVIRONMENTAL PERFORMANCE – SUPPLY CHAIN</p>	<p>10.0 CIRCULAR DESIGN</p> <p>10.1 Longevity</p> <p>10.2 Raw Material</p> <p>10.3 Ethical Sourcing material</p> <p>10.4 Efficiency, energy, water, and waste</p> <p>10.5 User Phase</p> <p>10.6 End of use</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>17 PARTNERSHIPS FOR THE GOALS</p> <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>4 QUALITY EDUCATION</p> <p>5 GENDER EQUALITY</p> <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>3 GOOD HEALTH AND WELL-BEING</p> <p>1 NO POVERTY</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>13 CLIMATE ACTION</p> <p>15 LIFE ON LAND</p> <p>17 PARTNERSHIPS FOR THE GOALS</p> <p>6 CLEAN WATER AND SANITATION</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>13 CLIMATE ACTION</p> <p>15 LIFE ON LAND</p> <p>6 CLEAN WATER AND SANITATION</p>

MATERIAL TOPICS

RISK MATRIX

All values are on a scale from 1-25.

1–9 = Low 10–15 = Medium 16–25 = High

	PROFITABILITY, PROSPERITY, AND SUSTAIN- ABLE BUSINESS	TRANSPARENCY	EMPLOYEES	SUPPLIERS	CLIMATE	CHEMICALS	WATER	BIODIVERSITY	ENVIRONMENTAL PERFORMANCE – SUPPLY CHAIN	CIRCULAR DESIGN
IMPORTANCE TO STAKEHOLDERS	 20	 25	 20	 22,5	 25	 20	 17,5	 15	 17,5	 22,5
RISK	 12,9	 18,9	 11	 21	 20	 16	 19	 9	 20	 15,1
CURRENT MITIGATION STATUS	 13,5	 12,5	 13,5	 15	 15	 20	 10	 0	 15	 16
HIGHEST IMPACT ON PEOPLE, PLANET, PROFIT	 PROFIT	 PROFIT	 PEOPLE	 PEOPLE	 PLANET	 PLANET	 PLANET	 PLANET	 PLANET	 PLANET

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE *ON GROUP LEVEL*

In early 2021 Amer Sports started an ESG strategy development work. This has been a work engaging all brands within the group and group-wide functions. The initiative has been performed through interviews with internal and external stakeholders, looking into what is important for the brands in the group, how we are benchmarked against other outdoor and sports players, and what ambition level the group and its brands have.

As a result, the group reviewed the key focus areas for ESG at the beginning of 2022 with brands, and the Boston Consulting Group.

The group and brands have together been aligned in those material topics and have started to set common goals and KPIs for each of them.

For Peak Performance, this work has been aligned with our strategy, material topics and risk assessment. We will continue work closely with Amer Sports to finalize the ESG strategy work and settle the fundamentals for the future ESG work on group level. The work will continue during 2022.

The 14 key topics are the following.

MATERIAL TOPICS

ENVIRONMENTAL

- Circular Economy:
 - Materials & Design for Recyclability
- CE: End-of-life & Recycling
- Climate Change (GHG Scope 1/2)
- Climate Change (GHG Scope 3)
- Biodiversity
- Water

SOCIAL

- Sustainable Procurement & Supply Chain
- Health & Safety
- Diversity, Equity & Inclusion (DEI)
- Employee Welfare & Wellbeing
- Community Engagement

GOVERNANCE

- Corporate Governance
- Corporate Ethics
- Transparent Reporting

Part of this work has also been to update several of the group's policies – for instance, the Code of Conduct and Ethical Policy – and create an Anti-Corruption and Anti-Bribery Policy. All employees have participated in mandatory Code of Conduct training to better understand the importance of the policy's key content and to act according to our company standards and values.



BUSINESS

THAT LASTS

We are here to stay. Creating a future business that is supporting people and the planet is our biggest priority. We have come far, and we are now approaching a state where growth shall result in doing good, preserving resources in a respectful way, and increasing investments to support our sustainability targets to a greater extent. We continuously share our progress with our stakeholders.

GOAL

– We will ensure 100% transparency in our value chain, materials, and suppliers by 2030.

KEY ACHIEVEMENTS

- We committed to setting short-term company-wide emission reduction goals in line with climate science within the Science-Based Target Initiative.
- We updated our strategy, redefined our material topics, and conducted a new risk assessment with key stakeholders.
- We launched our first 2nd hand initiative as a pilot in our flagship store in Stockholm.
- With the launch of our new e-commerce platform, we showcase a new way of communicating our sustainability work and increased the sustainability information on product level.

OUR *BUSINESS* *MODEL*



Our business model is to sell products in our own physical retail stores and online via our website (direct-to-consumer) as well as to wholesale partners and selected e-tailers. In 2021 we updated our business strategy where we aimed to increase our own direct-to-consumer share substantially over time. We knew that this will imply a change within our forecasting and demand planning and potentially leave us with higher stock levels. At the same time, we saw a great opportunity to develop a healthier and sustainable business and more revenue with fewer products produced, resulting in lower emissions.

We are continuously working to improve our processes; to ensure that our supply of products is linked to a predicted and forecasted maximum demand. Certainly, there are always fluctuations and one of our priorities is not to overproduce or encourage unnecessary consumption.

Innovation is critical to our brand. We constantly strive to find new ways of working, new technical solutions, and new sustainable materials to prolong the longevity of our products. We work closely with our suppliers to share what we know, and we use their knowledge to improve our performance. We will only reach our sustainability goals by being open to innovative ideas and concepts and by sharing those openly whenever we find and learn something new. We are very proud of how we conduct business and cooperate with our stakeholders, customers, and partners.

ORGANIZATIONS *THAT WE ARE WORKING WITH*

At an early stage of our sustainability work we realized that we would never reach our goals on our own. Sustainable Development Goal No17 might be one of the most important goals for us, and below, you can find some of the partners that we have collaborated with to keep a high level of our work and progress.

Sustainable Apparel Coalition
www.apparelcoalition.org

Fair Labor Association
www.fairlabor.org

The International Accord
www.internationalaccord.org

TEKO
www.teko.se

STICA
www.sustainablefashionacademy.org/STICA

UN Fashion Charter for Climate Action
www.unfccc.int/climate-action/sectoral-engagement/global-climate-action-in-fashion/about-the-fashion-industry-charter-for-climate-action

Sustainable Fashion Academy
www.sustainablefashionacademy.org

The Swedish Chemical Group
www.ri.se/sv/vad-vi-gor/natverk/natverket-kemikaliegrupper

Scandinavian Outdoor Group
www.scandinavianoutdoorgroup.com

Bluesign
www.bluesign.com/en

Better Cotton Initiative
www.bettercotton.org

Science Based Target initiative
www.sciencebasedtargets.org



OUR APPROACH TO CIRCULAR ECONOMY AND DESIGN

A circular economy is a systemic approach to economic development designed to benefit businesses, society, and the environment. In contrast to the linear model, with a cradle-to-grave approach, a circular economy has an aim to decouple economic growth from the consumption of finite resources.

Already in 2019, we defined what circular design is for Peak Performance and how we can implement it in our design and product development process. In 2020, this work was intensified and during 2021 we continued to conduct workshops with designers, product developers, and pattern makers to create and establish our routines further.

We strongly believe that we need to have a circular strategy for each product that we

add to the market. The ability to prolong the product's lifespan with services around care and repair are crucial concepts to these strategies. We already offer repair services to our members, a service performed by our long-time and loyal tailors and workshops. Furthermore, during 2021 we also looked at how we could support our consumers to make repairs more easily done on their own and we have developed repair patches that will launch in 2022.

With great success, we launched a 2nd hand initiative in our flagship store in Stockholm in June 2021. Ultimately, we want to enable the trade of our products to our consumers with a 2nd hand model, enhancing our physical 2nd hand offer to a digital space that will follow in 2022.



WEARAGAINS INSPIRING US TO *THINK AGAIN*

As a manufacturer of stuff, things, gear, styles, and vibes - we definitely make an impact on the environment, however much we'd like to avoid it. But human beings need shelter, and especially hiking, skiing, climbing, and general outdoor shenanigans call for well-made and thought-through clothing. We are committed to creating our collections in fair and sustainable ways, with a level of quality that opens doors to long product life, easy repair, and even simpler re-cycling. But as we're wired to push on, we have now gone further. Let's wear everything again!

Each garment that finds a way to live twice, getting new love from a new owner – hinders the industry from producing a new one from scratch.

Sure, we want to introduce people to the fantastic world of new Peak Performance gear, but our WearAgains program with pre-owned, second-hand classics is truly in line with our path forward. To inspire ourselves and our friends to think again, wear again, and get started on the behavior of first looking for used, before searching for something new.



HELLO STRANGER

Recent statistics show that we are attracting a whole new group of consumers – who have never picked up a single Peak Performance item before – solely on the basis that we're offering second-hand alongside our new gear.

There's a massive movement in the outdoor community, looking for ways to gear up consciously. We are humbly welcoming new shoppers, and new thinkers – to the world of Peak Performance.

WEARAGAINS ONLINE

So far, the second-hand aficionados hunting for vintage Peak Performance pieces need to visit our flagship store in Stockholm – where a selection of breath-taking classics is displayed along with new outfits. But our move into recommerce is quickly widening and will be available online – for orders anywhere.

BACK TO THE FUTURE

Our WearAgains are indicating an important shift, as second-hand will likely play a role in reducing our climate impact by 50% before 2030. It has a turbo effect on our circularity and longevity and has revealed simple ways of thinking new.

Gen Z'ers are 165% more likely to consider a brand's resale value before buying, than a boomer. Our sister companies have discovered that 66% of customers are brand new, just because of the second-hand offer.

And 43% of all consumers say they will favor a brand that lets them trade in their old clothes.

But the simplest of math is that if a jacket can double its life – the climate impact halves.

NOT ALL CLOTHES ARE BORN EQUAL

One little detail that makes us extra likely to succeed with WearAgains, is that each Peak Performance item is made with quality, craftsmanship, and attention to detail. From scratch. This is why a legendary '80s jacket still rocks or an alpine pant from the '90s can make a grown climber cry. We did it right from the start, and we are now experiencing the benefits. Our brand's decades-long commitment to quality is separating us from brands that have chosen to cut corners, and the huge difference in resale value is paying dividends. To us, but mainly to our planet.



Peak Performance Circular Product Vision

PEAK PERFORMANCE TAKES RESPONSIBILITY
TO ONLY DEVELOP PRODUCTS THAT HAVE
A CLEAR *PURPOSE*, THAT ARE CREATED WITH
THOUGHTFUL *RESOURCES*, THAT ARE
DESIGNED BOTH FOR *LONGEVITY* AND FOR
REPEATED *CIRCULATION*.

OUR CIRCULAR PRINCIPLES



1. PRODUCT LIFECYCLE

Design with a purpose – all products are made with a clear purpose.

2. RESOURCE EFFICIENCY

Material choices are key for circularity and for longevity, the use of chemicals, and for securing the right processes. Focusing on waste and marker efficiency in production is a key element to control waste and efficiency.

3. DURABILITY AND REPAIR

Design for longevity is a perfect sustainability contribution. Learning more about the use, the repair together with our repair services workshops is key for us to gain insights and to develop our products further.

4. BUSINESS MODELS

Transforming the linear business model to a circular business model will be the key to reaching our climate goals. Keep focus on creating for the long term.

5. END OF USE

Securing that after use a product is resource-efficient.

THE LONG VIEW

Longevity has always been important to us. We built our brand on high-quality products that last, and we often meet consumers who still use products from our first collections. Of course, this makes us proud, but it also sets extremely high expectations when it comes to quality and design. We always have our consumers in mind when we develop products, with a clear promise to always exceed their expectations.

The selection of the right material is a key component for longevity. Therefore, we make sure we only work with high-quality materials and trim suppliers. This reduces the risk of poor quality and harmful chemicals. As we are committed to reducing our

climate impact by 50% by 2030 and since we know that our biggest impact comes from the production – this is where we focus the most.

We created three different circular product strategies to support our work of having a plan for each product. We also created our own circular levels and mapped all our products according to this scheme.



FAST PRODUCTS

Focus areas for fast products are main materials and components such as print technique, labels, neck trims, and even sewing thread. These products are made with fewer components and can be designed for recycling.

- Materials: Few
- Components: Few
- Wear and Wash: Frequent
- Product Lifecycle: 2–5 years
- Examples of products: Base-layers, light jersey, tops & bottoms.



STEADY PRODUCTS

Focus areas for steady products are the mix of materials and creative ways to justify the product's purpose. Keywords are multifunctionality and modularity and the products should be designed for repair and recycling.

- Materials: Several
- Components: Several
- Wear and Wash: Moderate
- Product Lifecycle: 5–10 years
- Examples of products: Mid-layers, hybrids, heavy jerseys, light jackets, performance essentials & casual pants.



SLOW PRODUCTS

Focus areas for slow products are to make the products even more long-lasting through innovation, workmanship, emotional durability, and repair services. These products are made with more components and are designed for a longer life with repair, 2nd hand, and recycling as part of the lifespan.

- Materials: Multiple
- Components: Multiple
- Wear and Wash: Seasonal
- Product Lifecycle: 10+ years
- Examples of products: Shell & padded jackets (all categories) ski & adventure pants.



OUR OWN CIRCULARITY GRADING

We are committed to ensuring that all our products must be designed with a clear purpose and longevity in mind. 84% of our products are already reaching Level 1 or 2. We are extremely proud of this progress and transparent approach.

LEVEL 1 – BEGINNER

We have started to implement more sustainable fibers according to our material strategy or implement processes that reduce energy, water, or chemicals and/or designed for repair, disassembly, or recycling. We need to secure at least one of these principles to earn this first level.

LEVEL 2 – INTERMEDIATE

We cover all main fabrics, insulations, and linings with more sustainable options and/or cover the same with processes that reduce water, energy, and chemicals and/or have designed the product for a good marker efficiency and/ or designed for repair or disassembly or cyclability. To earn this level, we need to secure at least two of these principles.

LEVEL 3 – ADVANCED

To earn this level, all circular principles, must be covered. We have a plan for our product, from beginning to end of life. All Circular products must be designed for a purpose and designed for longevity.

MATERIAL TOPIC 1.

PROFITABILITY, PROSPERITY & SUSTAINABLE BUSINESS

As resources are scarce, and the negative impact from environmental challenges increase, we are committed to continuously evaluating our strategies and adjusting to higher targets. We need to prepare our business for a world that is in constant change. Human Right Issues, Climate Change, Transparency, Circular Economy, and the use of Chemicals. All topics need to be top of mind so we can be sure we have a business that will also last in the future.

This material topic is about integrating a sustainable long-term approach to securing a profitable business for us, our stakeholders, and for our partners. To see the opportunities and secure that our impact is shifting from a negative to a positive one over time is crucial.

This Material topic contains six different subtopics.

- 1.1 Governance and Policy Commitment
- 1.2 Circular Business
- 1.3 Responsible Sales Planning and Development
- 1.4 Innovation
- 1.5 Anti-Corruption
- 1.6 Capacity Building

On the next pages we will explain the subtopics, describe our long-term goals within each topic, and show our progress and main activities for 2021.



MATERIAL TOPIC 1.1

GOVERNANCE AND
POLICY COMMITMENT

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Promoting accountability, transparency, efficiency, and rule of law at all levels. Always have People, Process, Performance, and Purpose in mind.</p>	<p>– Future proof strategy with a sustainable growth plan. A clear strategy that is showing us the way, the governance for the ability to positively influence.</p> <p>– We will meet our stakeholders' expectations for responsible business practices and continuously promote responsible consumption. Align our growth plan with our goals of reducing our impact.</p> <p>– Leading by great example we will be involved and take leadership in showing good examples of sharing our knowledge, exploring new options and investing in being part of a more sustainable industry.</p>	<p>– In 2021 we updated our material topics, reset our risk levels, and re-defined our sustainability strategy. We have done that in workshops with our management and executive leadership team and listened to what is important to our different stakeholders.</p> <p>– We committed to set short-term company-wide emission reductions in line with climate science with the Science-Based Target Initiative.</p> <p>– Our owner Amer Sports has during the year performed an ESG project to secure that the group will have a clear strategy for the future. We have been part of the project and contributed to our knowledge and progress.</p>	<p>8. Decent work and economic growth</p> <p>9. Industry, innovation, and infrastructure</p> <p>17. Partnership for the goals</p>

MATERIAL TOPIC 1.2

CIRCULAR BUSINESS

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Transforming our business from a linear to a circular model enabling a circular way of life for our products and consumers.</p>	<p>– Shifting from linear to a circular economy with a sustainable growth plan and following focus areas: Product Life-cycle, Resource Efficiency, Durability & Repair, Business Models, and End of Use solutions.</p> <p>– We will meet our stakeholders' expectations for responsible business practices and continuously promote responsible consumption. Align our growth plan with our goals of reducing our impact.</p> <p>– We will have a bigger share of our profit coming from circular business models. This will support our goal of reducing our total impact until 2030.</p>	<p>– We continued to work with our circular principles, hosting product-specific workshops with all teams to increase awareness and show progress.</p> <p>– We mapped all our products according to our own circular levels. We have today 84% of all volumes covered in Level 1 or Level 2.</p> <p>– In June 2021 we opened our first physical 2nd hand retail space in our flagship store in Stockholm. We have since then been working on launching a digital version of the concept. This will happen in 2022.</p> <p>– We started our packaging efficiency program and by 2022 50% of all polybags will be made of recycled material with the long-term goal of only using recycled material for our polybags. A manual was created for a more efficient way of folding products so that less packaging material would be needed.</p> <p>– In 2021 we have been part of the Circular Fashion Partnership with Global Fashion Agenda, where we explored and learned how to recycle waste from production and support in sharing good examples of how to utilize deadstock in the future. You can read more about this on page 75.</p>	<p>8. Decent work and economic growth</p> <p>12. Responsible consumption and production</p> <p>13. Climate action</p>

MATERIAL TOPIC 1.3

RESPONSIBLE SALES
PLANNING AND
DEVELOPMENT

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Understanding how different business decisions impact the responsible way of doing business and how we can influence positive development through our decisions.</p>	<p>– We are committed to having a long-term collection planning that enables us to increase efficiency and reduce overstock.</p> <p>– Improve our sales and product launch planning to increase efficiency and reduce the overuse or waste of resources.</p> <p>– Ultimately, we will only produce to meet demand and only work with sustainable material choices.</p> <p>– Become a best-in-class planning team with high knowledge about the process and taking decisions with a positive impact of others.</p> <p>– A sustainable e-com business and with low impact and sustainable order fulfillment.</p>	<p>– 2021 has been a challenging year with continued Covid-19 lockdowns and global transportation challenges. We are proud to have efficiently handled the negative impact due to these disruptions in close cooperation with our partners. Jointly we reduced orders, allowing us to manage over-production efficiently.</p> <p>– We are transforming to a more direct-to-consumer business model. 2021 we have enhanced our planning capabilities with new tools and more resources for planning, securing fewer overstock situations.</p> <p>– We decided to streamline our assortment with a focus on never-out-of-stock and carry-over styles, securing a flow over several seasons. Implementing a one-style number approach will mean that we easier can work with replenishment and stock planning over seasons and will be less bound to discounting at season end.</p> <p>– During the year we worked with a strategic goal for a higher full-price sale. 2021 we increased the full-price sales by 57% compared to previous years.</p> <p>– In e-com, we actively worked on reducing our return rates through better product descriptions and listening to consumer feedback to actively prevent any consumer returns in monthly melt-down product meetings.</p> <p>– Due to the circumstances in the world as an effect of Covid19, we had to use air shipment for 7% of our total production. This is an increase from 2020 when we shipped 1.9% of total weight by air.</p>	<p>12. Responsible production and consumption</p>

MATERIAL TOPIC 1.4 INNOVATION

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Sustainability innovation to create a positive business impact.</p>	<p>– Utilize innovation around sustainability as a positive business driver and stay ahead and lead through innovation.</p> <p>– Extend the life of our products by engaging in technical research, development, and innovation.</p> <p>– Seeking opportunities to drive change in the industry by being part of research projects and initiatives where we can share knowledge, as well as gain, know how from others.</p>	<p>– We finalized the research program Robust RFID and Tex. IT. The projects were led by RISE together with brands and actors in the industry, with the aim to investigate how we could digitally support the recycling of textile products, as well as during different stages along the value chain. We will take the learnings and work on the implementation of this technology.</p> <p>– A project group explored the opportunities within digital product passports. After a pilot we will take this project forward to implementation.</p> <p>– We implemented 3D sampling during 2020, work that has continued and increased during 2021. Now we are exploring how to use 3D within pattern making and design as well. Fewer samples will be the outcome and consequently less negative impact. Read more about this on page 79.</p> <p>– In 2022, our beloved icon style “Helium Jacket” will celebrate 10 years. To celebrate this, we explored in 2021 how to design and construct a zero-waste down product. The concept and product will be showcased during 2022 and the learnings will be evaluated for a more commercial use case on zero waste future constructions in volume products.</p>	<p>9. Industry innovation and infrastructure</p>

MATERIAL TOPIC 1.5 ANTI-CORRUPTION

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Actively preventing corruption within our brand and our supply chain.</p>	<p>– We have incorporated zero tolerance for any kind of corruption and bribery.</p>	<p>– As part of our implementation of the FAIR LABOUR ASSOCIATION standards our owner Amer Sports has updated our Code of Conduct. The CoC was rolled out to all employees through an online tool. 100% of our employees were engaged and completed the training successfully.</p>	<p>16. Peace, justice, and strong institutions</p>

MATERIAL TOPIC 1.6

CAPACITY BUILDING

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<ul style="list-style-type: none"> – Engage, empower, and inspire all our peers to work together and achieve goals collaboratively. – Strengthen the ability to adapt to a fast-changing environment, by developing skills, processes, and know-how through continuous capacity building. 	<ul style="list-style-type: none"> – We will provide education internally and externally to promote sustainability knowledge and work for a more sustainable future and to develop employees and the brand further as a global player. 	<ul style="list-style-type: none"> – We arranged Vendor Social & Labor training for 24 of our Tier 1 suppliers on the new audit standards Fair Labor Association. – Our “Lead to Empower” development program continued in 2021. It is a vital part of our success. Individual leadership coaching, building stronger distributed leadership responsibilities and succession, manager webinars, group development, and collaboration workshops are some of the actions during 2021. In 2022 our plan is to roll out our full updated culture, role modeling, and self-leadership program towards our organization (HQ and retail). – In early 2021 we asked our employees for feedback on how we as an organization work with strategy clarity, leadership, culture & communication, and ways of working. This feedback is used to formulate our strategies to become an even better employer and strengthen our internal communication. In fall 2022 we plan to conduct an engagement survey. – We contributed to the Giving People foundation with product donations. Giving People's vision is that no child in Sweden should live in exclusion or poverty. Supporting such an organization we believe the future generation of young children can be educated towards long-term sustainable thinking and continue progress for a positive impact. – We supported Starthjälpen Bromma, with winter clothing which they handed out to families that had come as refugees to Stockholm from Afghanistan. 	<ul style="list-style-type: none"> 4. Quality education 3. Good health and well-being

MATERIAL TOPIC 2. *TRANSPARENCY*

By being open and transparent with our work we will build trust, both within our own organization and also with other stakeholders. Our transparency work will also play an important role in driving change, knowing our supply chain and sources is key to being able to reduce our impact.

GOAL: We will ensure 100% transparency in our value chain, materials, and suppliers by 2030.

This Material topic contains two different subtopics.

- 2.1 Responsible Communication and transparency
- 2.2 Partnership – stakeholder dialogues

On the next pages we will explain the sub-topics, describe our long-term goals within each topic, and show our progress and main activities for 2021.



MATERIAL TOPIC 2.1

COMMUNICATION
AND RESPONSIBLE
MARKETING

WHAT TO ACHIEVE

- Promote responsible marketing from an ethical and environmental perspective for our stakeholders.
- Communicate frequently and in a transparent way about our progress and our business impact.
- Secure framework and process for communication so we can be understood and compared to our peers.

LONG-TERM GOAL

- We will be responsible and transparent in our marketing and communication of our business, our sustainability progress, and our impact.
- All products offered shall be traceable within the value chain, clearly connected with its material and production source.

PROGRESS 2021

- We have more frequently communicated on social media around our sustainability work, our products, and responsible stories.
- In fall 2021 we launched our new website with a new more visible spot for sustainability under the Explore page. We also added a part on each product page where we explain the more sustainable material features. You find more at www.peakperformance.com
- We openly share our Tier 1 supplier list together with our owners, Amer Sports. We are preparing for a launch of connecting our products to supplier data on both assembly and material during 2022 on our website.
- We once again completed the HIGG Brand Module in 2021 and shared the result with our peers. We are proud to reflect on our work by utilizing standardized ways of reporting where we can be measured against our peers. The 2021 module will be verified by a 3rd party auditing firm during fall 2022.
- In 2021 we have been more resource-efficient when producing our marketing material. All production was done in Sweden. We also increased the content production at our studio at our HQ in Stockholm.
- We started to measure our NPS and with a baseline established on 56 we now have a action plan in place to improve the most important parts to better serve our consumers.
- According to our ongoing brand tracking (NEPA) we grew our aided awareness by +10% within the SKI category amongst our target consumers, +2% amongst the population in Germany.
- Our membership grew with 108742 new members.
- Our overall ranking in the Sustainable Brand Index was 182 compared to last year's 167. Our industry ranking stayed the same, in 6th place. Sustainable Brand Index™ yearly ranks brands on sustainability. The rankings show how brands are perceived on sustainability by Swedish customers.
- We got an updated evaluation on Good on You which rates fashion brands' sustainability work based on publicly available information, including the information available on a brand's website. Brands receive an overall score, which is based on an average of their score in the key areas—people, the planet, and animals. We went from “Not good enough” to “It's a start”.

SDG

- 12. Responsible production and consumption
- 17. Partnership for the goals

MATERIAL TOPIC 2.2

STAKEHOLDER DIALOGUES

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<ul style="list-style-type: none"> – Understand in-depth the expectations from our stakeholders, such as end-consumers, wholesalers, and suppliers. 	<ul style="list-style-type: none"> – We will connect closely with our stakeholders to learn more about their sustainability expectations. – We will collaborate with competitors, partners, and consumers to achieve a positive impact together. 	<ul style="list-style-type: none"> – We kicked off a workstream with 8 wholesale partners in DACH to improve our sustainability by communicating toward the consumer in their channels. Connected to this work we published written one article about our sustainability approach in their digital channels and in printed catalogs for further consumer education. – As part of our Strategic Supplier Management, we annually meet with our suppliers. Due to the pandemic, we have not been able to host this event since 2019. In October 2021 we hosted a digital summit with great success. Day 2 of the summit was fully dedicated to sustainability topics, and we performed online workshops with all of our Partner Suppliers, Tier 1 and Tier 2. – We conducted a survey with all our employees to assess their feedback on our sustainability work and strategy. The results about the importance of our sustainability work are reflected in our risk assessment shown on page 14. 	17. Partnership for the goals



RELATIONS *THAT LAST*

Collaboration is the greatest mean for us and our stakeholders to progress on sustainability challenges. The good thing is, we love to collaborate, and one of our company values is Togetherhood. We put significant effort and value into our relationships, to engage often, to share mutual respect and joy, and to encourage a feedback culture to enable us to grow together. The longer we collaborate, the better we can build upon our relations to achieve great results. That's why we call it Relations that last.

Building on the skills and competences of our employees, and encouraging an active life-style is essential for preserving our company values. Our values also play an important part when talking to our stakeholders.

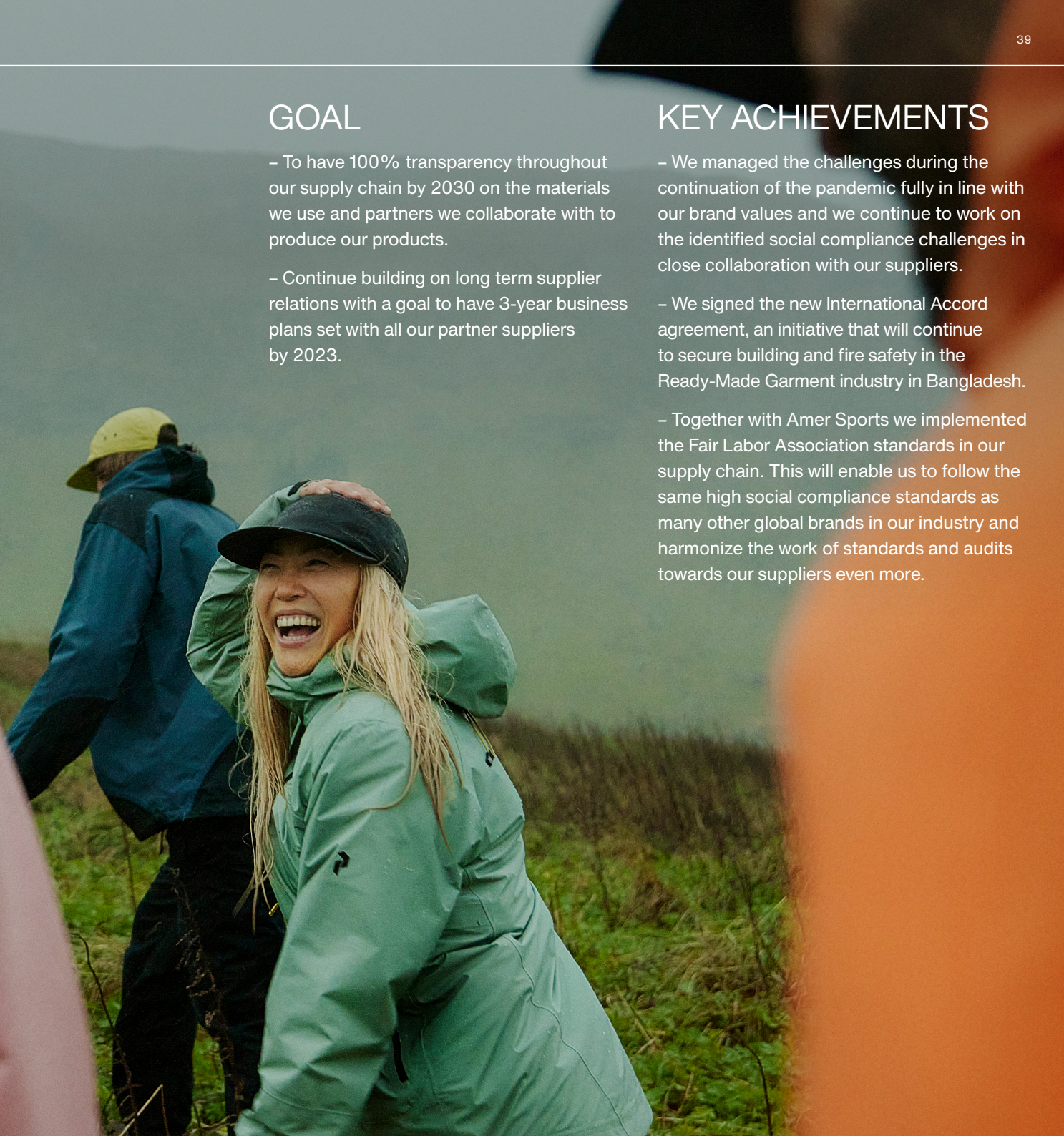
As we strongly believe that all sustainability work needs strong collaboration, we partner up with the best to reach our ambitious goals. Some of the highlights of these relations with our stakeholders across the business will be shared in this section. We start with our supply chain.

GOAL

- To have 100% transparency throughout our supply chain by 2030 on the materials we use and partners we collaborate with to produce our products.
- Continue building on long term supplier relations with a goal to have 3-year business plans set with all our partner suppliers by 2023.

KEY ACHIEVEMENTS

- We managed the challenges during the continuation of the pandemic fully in line with our brand values and we continue to work on the identified social compliance challenges in close collaboration with our suppliers.
- We signed the new International Accord agreement, an initiative that will continue to secure building and fire safety in the Ready-Made Garment industry in Bangladesh.
- Together with Amer Sports we implemented the Fair Labor Association standards in our supply chain. This will enable us to follow the same high social compliance standards as many other global brands in our industry and harmonize the work of standards and audits towards our suppliers even more.



OUR ACTIONS *DURING THE PANDEMIC*

The pandemic continuously challenges us, our partners, and many people in our supply chain. We have, in close collaboration with our partners, worked hard to secure the continuity of our business and to protect all people through the following actions.

We continuously engage with key suppliers to understand their financial viability and provide our utmost support to maintain their business operations and liquidity. A letter was also sent to suppliers emphasizing to comply with labor related pandemic government decrees and requirements. Suppliers are encouraged to treat retrenchment as a last resort and workers must be provided with legally mandated severance benefits in case retrenchment is unavoidable.

We also shared health and safety best practices from the World Health Organization (WHO) with our suppliers and requested them to implement the recommended health and safety practices at factory floor. The Amer Sports on-site quality and production teams supports to monitor the implementation of the health and safety practices ongoingly. Additionally, we endorsed the International Labour Organization Call to Action, which is protecting the garment workers' income, health, and employment and supports manufacturers to survive the economic disruption caused by the COVID-19 pandemic together with the Amer Sports compliance team.



OUR SUPPLY CHAIN PARTNERS

Three levels of supplier partnerships.

PARTNERS

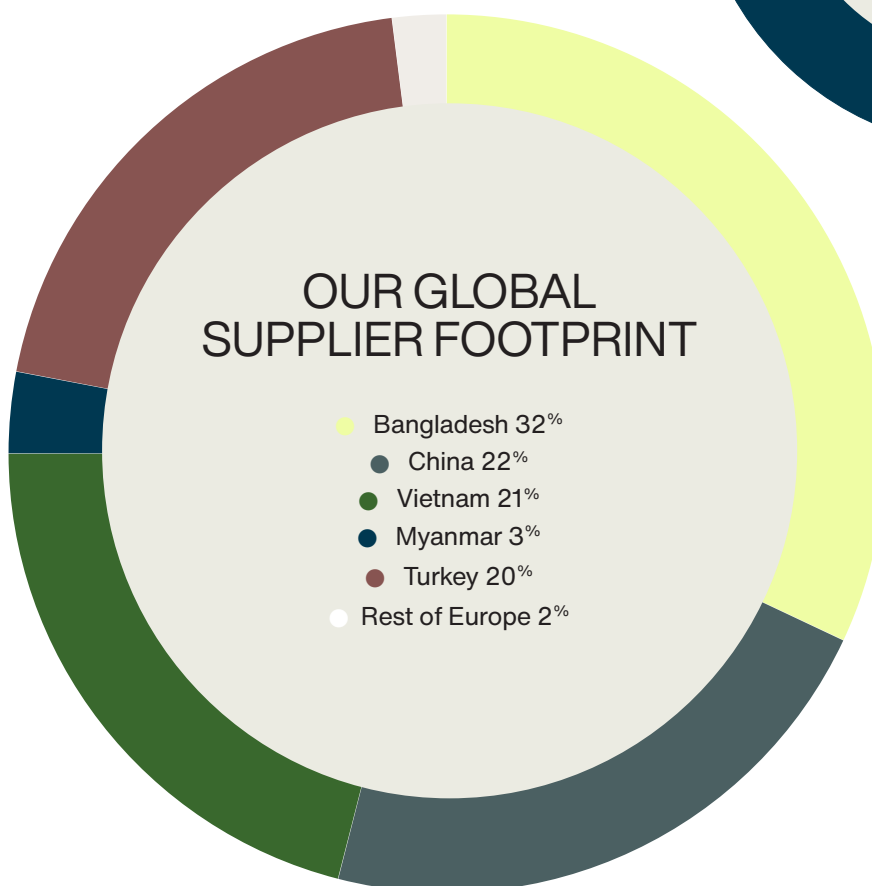
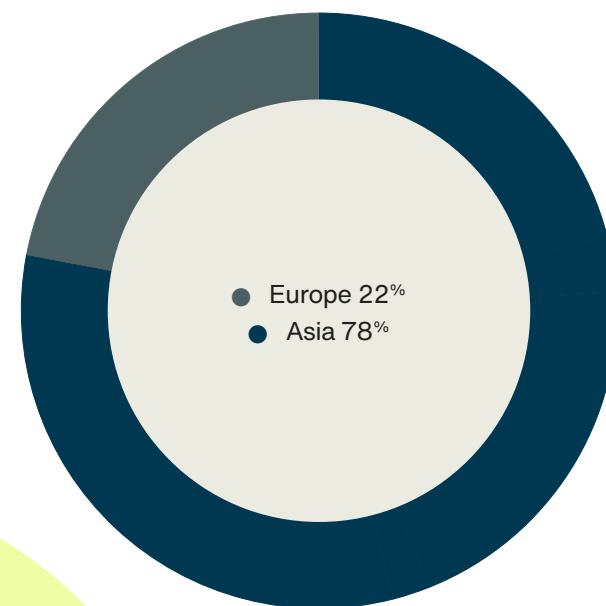
These are long-term partnerships with long term business plans in place. Today we have 11 partner suppliers, which represent 82% of our total spend for 2021. Some of our partners have been with us for more than 15 years. For all of those we have long term business plans in place.

PREFERRED SUPPLIERS

With these suppliers we maintain a good relationship and for some the plan is to evolve them to become partners over time. Today, we have 16 preferred suppliers, which represent around 6% of our total spend for 2021. Some of our preferred suppliers have been with us for more than 15 years.

NEW SUPPLIERS

New suppliers are constantly evaluated and together we explore future partnerships if values and practices, as well as product requirements, match.



GETTING TOGETHER, *STAYING TOGETHER*

A chain is only as strong as all of its hard working, quality aspiring, and future driven parts. As a brand, Peak Performance has always had a long term plan to attract and keep a unique network of committed suppliers. Every year we invite the key part of these valued partner companies – who make up over 80% of our operations – to a multi-day summit where we get a chance to meet and exchange ideas. Because it's fun, it is rewarding to acknowledge a wide range of accomplishments, but also because it's good business for all involved.

Since a number of years our focus has been strong on sustainability, and the work to understand and influence the environmental and social impact of all partners in our chain is constant. The Partner Summit is a yearly opportunity to build these relationships and add insight, suggestions and progress to the mix.

In the early days we made a distinction between business and sustainability, as if it were two separate topics. But today,

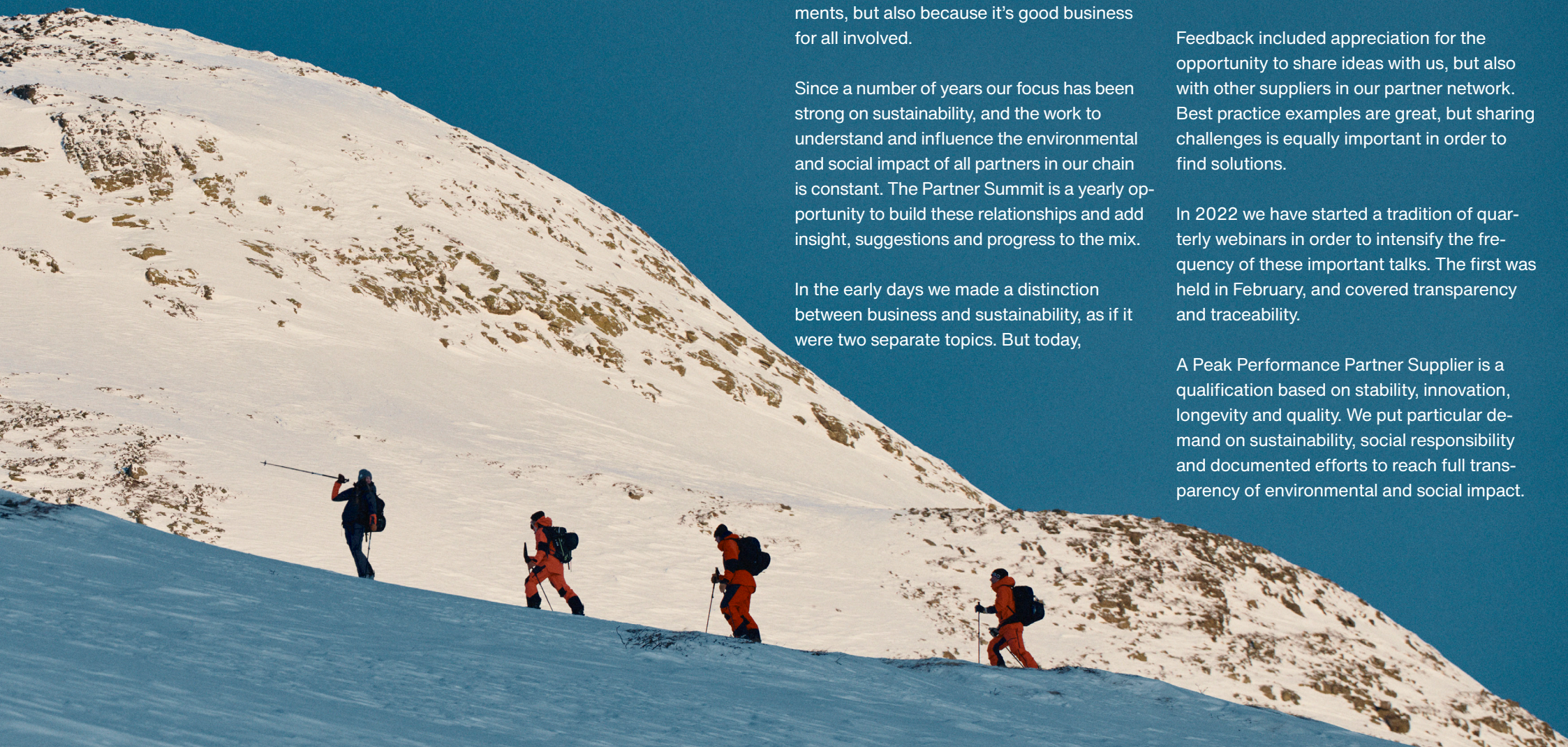
as sustainability very much is our business – we notice with inspiration how most of our partners are viewing the future from a shared perspective with us.

In 2021, the Partner Summit was a 2-day digital event which in large parts was allocated to sustainability workshops – where we shared knowledge, goals and actions, but also let all participants air what they identify as the biggest challenges here and now.

Feedback included appreciation for the opportunity to share ideas with us, but also with other suppliers in our partner network. Best practice examples are great, but sharing challenges is equally important in order to find solutions.

In 2022 we have started a tradition of quarterly webinars in order to intensify the frequency of these important talks. The first was held in February, and covered transparency and traceability.

A Peak Performance Partner Supplier is a qualification based on stability, innovation, longevity and quality. We put particular demand on sustainability, social responsibility and documented efforts to reach full transparency of environmental and social impact.



OUR PRODUCTION *IN MYANMAR*

During February 2021, the military seized control after a general election in the country. At that time, the country's leader Aung San Suu Kyi, President Win Myint and other government officials were abducted by the military and a state of emergency was declared leaving us in a position to reconsider our production in Myanmar.

Since 2016 we ran production in Myanmar, working with one of our long-time valued partners and in February last year we had just partially finalized the fall winter production. Together with Amer Sports and our sister brands we formed a task force to closely monitored the situation in the country.

After some time and many considerations, we decided to move our production to the supplier's facilities in China and Vietnam. We took this decision together with our partner and were following the recommendations from the European Union.

Our close dialogues with the supplier continued to mitigate the effects on workers' safety and human rights during these turbulent times. We secured the financial situation as well with the supplier by using their production facilities in China and Vietnam, respectively. Until today we have no intention to return to Myanmar anytime soon.

SOCIAL COMPLIANCE AND WORK IN OUR *SUPPLY CHAIN*

During 2021 we worked with 25 suppliers with 36 facilities in 12 different countries. Our global supply chain is a complex network with partners in different countries, who all work diligently on our products. Close to 100% of our production takes place in countries outside Sweden. Many of those countries qualify as risk countries according to the Worldwide Governance Indicators' six metrics:

1. Voice and Accountability
2. Political Stability and Absence of Violence/Terrorism
3. Government Effectiveness
4. Regulatory Quality
5. Rule of Law
6. Control of Corruption

As all these metrics are important to us, we carefully track our global suppliers to maintain a high standard on those topics. Consequently, we are working with a well-diversified geographic mix of production countries to control and mitigate any risks. In recent years, this has required cost-effective reallocation initiatives that we completed without compromising on quality nor allowing any social compliance issues. Our goal is always to protect the workers' rights, mitigate all critical risks on compliance topics and to make sure that we have a mechanism for grievance.

Together with the Amer Sports vendor sustainability team we work closely to follow and control labor practices and to ensure the suppliers meet the requirements set out in the Amer Sports Ethical Policy.

This company wide commitment to human rights is in line with the spirit of internationally recognized social and ethical standards including the ILO Standards and the United Nations' Universal Declaration on Human Rights. Special focus is hereby given to women in supply chain, children's right to protection and fair treatment of migrant workers.

We are dedicated to continuously improve the performance of labor, workplace conditions and environmental issues in our supply chain. We aim to engage in business only with companies that meet our standards for ethical operations and comply with the applicable laws and regulations for labor, workplace conditions and environmental compliance, as defined in the Ethical Policy. The Ethical Policy is embedded into our supplier agreement which is signed by suppliers confirming their

compliance with it. The Ethical Policy was reviewed and fully aligned with the Fair Labor Association standards in 2021.

The policy can be found here: www.amersports.com/responsibility/guidelines-and-policies/ethical-policy and more information on the compliance work is provided at the Amer Sports website. Furthermore, our team is trained on the SA8000 social and environmental management system program, which has equipped them with the necessary skills to work with suppliers on the social audit programs and to comply with the company's Ethical Policy.

KEY ELEMENTS OF THE VENDOR SOCIAL AND LABOR AUDIT PROGRAM

During the audit program, existing and new suppliers are audited by a third-party audit company according to the following procedure:

- The Amer Sports Vendor Sustainability team supplies training on social labor standards defined in the Amer Sports Ethical Policy and the audit procedures. Trainings are conducted during the onboarding process but also on a regular basis when any policies and procedures are revised.

- New suppliers are audited to ensure that minimum requirements are met, and corrective actions are implemented before orders can be placed. Existing suppliers are subject to regular third-party audits to ensure the suppliers' compliance with labor regulations, industry standards, and health and safety practices in workplaces.

- If improvement opportunities/needs are identified in an audit, factories conduct a root cause analysis and develop a corrective action plan to address the findings. The audit findings are categorized into different risk levels indicating the priorities of the corrective actions to be taken. Re-audits are needed to verify the improvements depending on the severity of improvement opportunities.

- In case of systemic issues, Amer Sports also collaborates with stakeholders including industry peers in developing joint capacity building programs to support vendors for systematic remediation and continuous improvement. For example, Amer Sports has commissioned independent workers' surveys on selected labor issues at factories and worked together with the factories for improvements.

- Amer Sports employs a social labor scoring system to track the performance of the suppliers. The scores are part of both strategic vendor development plans and the regular monthly performance review cycles.

GRIEVANCE PROCESS

Amer Sports implements a grievance handling procedure to manage grievances from external third-parties or individual workers about working conditions.

We are enormously proud and fortunate as a brand to participate in the FLA rollout on the Principles of Fair Labor and Responsible Sourcing which help us focus on the right things to ensure a fair and compliant treatment of all our workers in supply chain.

OUR NETWORKING PARTNERS AND ASSOCIATIONS TO COMPLY *WITH SOCIAL STANDARDS*

FAIR LABOR ASSOCIATION

In 2020 Amer Sports became a Participating Company in the Fair Labor Association (FLA), committing to uphold the FLA Workplace Code of Conduct and Principles of Fair Labor and Responsible Sourcing throughout our entire supply chain. This means that our Ethical Code is updated to FLA standards and Amer Sports has become accredited by FLA. The Fair Labor Association is formed of social labor experts from universities, civil society organizations and companies. Through the collaboration with FLA, we can review and improve the effectiveness of our social labor program to ensure that the workers' rights are protected. Additionally, via FLA we can access a forum of different stakeholders with shared values to discuss, collaborate and improve factory working conditions and protect the workers' rights. For more information about the FLA, please visit www.fairlabor.org

Amer Sports pursues accreditation by FLA by implementing FLA's Principles of Fair Labor

and Responsible Sourcing including reinforcing its social compliance and monitoring program according to FLA's Code of Conduct and benchmarks. Amer Sports is also assessed regularly against these principles. Membership with FLA shows the company's commitment to uphold human rights in its global supply chain, as it is one of the most rigorous social and labor programs in the industry to protect workers' rights globally driving long-term improvements through training and education, worker engagement, and integration into sourcing practices.

THE BANGLADESH ACCORD BECOMING THE INTERNATIONAL ACCORD

The Bangladesh Accord has been an independent, legally binding agreement between brands and trade unions to work towards a safe and healthy garment and textile industry in Bangladesh. We have been part of the Accord since its start 2013.

During 2021 the Bangladesh Accord was terminated and in September 2021 the International Accord for Health and Safety in the Garment and Textile Industry was started to continue the work to make ready-made garment (RMG) factories safe, this is a 26-month legally binding agreement.

The agreement was signed by garment brands and retailers to support the independent RSC, Ready Made Garment Sustainability Council, that already has undertaken health and safety related programs in Bangladesh. All brands and retailers signing the agreement commits to the global expansion of country-specific health and safety programs based on the principles of the 2013 and 2018 Accord agreements and on feasibility studies. The new agreement will be implemented through the International Accord Foundation in the Netherlands.

Today we have four suppliers participating in the program, three of those reached a level of 100% compliance and one is almost there with a compliance level of 99% by end of 2021.

SAC – SUSTAINABLE APPAREL COALITION

The SAC is a trade organization made up of brands, retailers, manufactures, government and non-governmental organizations, and academic experts. Its members represent more than a third of the global apparel and footwear market, and each of them is working to reduce the environmental and social impacts of their products. The SAC developed the HIGG Index, a standardized set of tools that measures environmental and social labor impacts across the value chain. Participants can use the HIGG Index tools to address inefficiencies, resolve damaging practices and achieve the environmental and social transparency consumers are demanding. By joining forces in a coalition, it becomes easier to address the urgent and systemic challenges that are impossible to do on our own. We have been a member of the SAC since 2012. This is also when we started using the HIGG Index self-assessment tools helping us as a brand to develop our practices further and liaise with many other brands.

MATERIAL TOPIC 4.

SOCIAL COMPLIANCE, DECENT WORK AND WAGES IN SUPPLY CHAIN

We have in total 25 suppliers participating in our Vendor Social and Labor program and they stand for 85% of our total quantity in production. The program is built on training our Ethical codes and it is followed up with audits aligned with Fair Labor Association

standards. The audits cover a wider scope, such as employment management and a more stringent audit process at the suppliers. Each supplier is graded according to a scale of A to E where each grade covers a score.

We are also evaluating risk according to the vendors attitude based on responsiveness, staff capability, willingness to work on improvements and if they are having any continuous improvement projects, CIP, in place including both self-initiated and brand lead projects.

GRADE	SCORE	DEFINITION	
A	95-100	Mature	Factories with mature management system to maintain compliance with Amer Sports Ethical Policy
B	85-94	Good	Factories generally maintain a good compliance level even with exceptionally small number of medium or minor risk level non-compliances.
C	76-84	Satisfactory	Factories at satisfactory level of compliance with small number of medium or minor risk level non-compliances
D	60-75	Focus needed	Factories meet the barely minimum level of compliance without critical finding or with multiple medium/minor findings. Focus is needed for driving continuous improvement
E	<60	Failed/non-compliant	Factories fail to meet minimum level of compliance with substantial number of findings or with a critical finding. Failure in another audit triggers non-compliance escalation procedure which potentially leads to vendor termination.

2021 RESULTS

During the year we audited 14 facilities. Our most common finding is excessive overtime, too many workhours per week and/or lack of one free day in the week. This is mainly due to the impact of the pandemic as the number of workers in the factories has been limited to lowering the risk of spreading the virus in the facility. We are currently and ongoing following up with weekly tracking of working hours and are re-auditing those suppliers. We are also looking into re-allocating and reducing orders to sustain a manageable production flow according to the number of workers available and hours of work agreed.

FINDING ASPECT

PROPORTION OF TOTAL FINDINGS IN AUDITS

Monitoring & documentation	6 %
Human Rights	1%
Compensation & Benefits	12%
Working Hours	17%
Fire Safety	18%
Operation & machine safety	36%
Env & chemical safety	10%



MATERIAL TOPIC 4.0

SOCIAL COMPLIANCE,
DECENT WORK AND
WAGES IN SUPPLY
CHAIN

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– High Social compliance in our supply chain and to cover the ten substantive elements corresponding to the four strategic pillars of the Decent Work Agenda</p>	<p>– Have a supply chain to be proud of. All partner suppliers to be graded as A or B companies in social compliance auditing.</p> <p>– Achieve 100% transparency of our supply chain, including Tier 1, 2, 3 and 4 suppliers by 2030.</p> <p>– Improve wages of the workers in our supply chain through establishing programs for better wages with our industry peers.</p> <p>– Supporting and implementing one standard on social compliance by promoting HIGG Facility Social and Labor Module, FSLM with our suppliers.</p>	<p>– Three different programs were approved for social auditing – Amer Sports Vendor Social and Labor program, Amfori/BSCI and SA8000. 14 audits were conducted with eight partner suppliers and 6 preferred suppliers covering 50% of our total spend. During these audits we found eight critical issues, with corrective action plans in place and solved with compliance.</p> <p>– We included Tier 2 suppliers to our social compliance program using the HIGG Facility Social and Labor Module. 27 Tier 2 suppliers finalized the module and 20% of them also verified the data. Six of our Tier 1 suppliers made the FSLM parallel to the group's standard procedure.</p> <p>– We signed the new International Accord that previously acted under the Bangladesh Accord. The initiative has a goal to extend the Accord to more countries. We have today four suppliers taking part in the program. Three suppliers concluded at 100% progress rate and one at 99%.</p> <p>– We continue the work with Sourcemap to further enhance transparency in our supply chain. We will launch the map in 2022 showing products connected to production footprints.</p>	<p>3 .Good health and well-being</p>

OUR *EMPLOYEES*



At Peak Performance, everybody is somebody. We trust, respect, and empower each other. We work, play, and have fun together. We lead, we do not follow, and we will succeed when doing it our way. Our dedication is what makes our hearts beat and we are always up for the next adventure. We genuinely believe in bringing people together who share the same passion for outdoor activities and live an active lifestyle.

Our employees are key to creating the best solutions for our products and the planet. We promise to do better things, in a better way, to secure that the next generation of shredders can enjoy nature the way we do.

We aim to empower our employees to grow each day. This by training, high trust, self-leadership, and a strong feedback culture.

2021 was a year of change, still with an ongoing pandemic that challenged us in many ways. We continued to work from home most of the year and during the last quarter of the year we started coming back to the office, launching a new hybrid way of working system.

GOALS:

- To become a truly diverse and equitable company, centered around togetherness, fairness, and respect.

KEY ACHIEVEMENTS FOR OUR EMPLOYEES:

- We continued to live our brand during remote work hours by keeping the culture and passion for training. We offered online CrossFit training and yoga sessions, digital After-works & conferences.
- We continue our Lead to empower program focusing on training our management team and leaders to build the foundation for role modeling and strong culture.
- We continue to work on our goal to become a true diverse and equal company. Our management team has a 50/50 gender split.
- We reassessed our company values and came to the decision to include an added value going forward – responsibility. We thereby acknowledge the importance of the topic itself and hope to enable a closer guidance towards our sustainability ambitions.

OUR VALUES AND CULTURE

Until now, we have been focused on three values to define us. Passion, Togetherhood and Winning Spirit. Our culture group, a selected cross-functional team, reworked our value and culture proposition during 2021 resulting in adding a fourth value – Responsibility. In 2022 we are implementing and revitalizing all core aspects of our culture. We aim to engage, attract, and live our values together as our employees are the most important asset at Peak Performance.

Togetherhood, Passion, Winning Spirit and Responsibility, our core values shape our culture and are the foundation to our employee engagement and performance. We aim for a top-class work environment built on effective workflow, cross-functional collaboration, and work-life balance. For us, our culture and collaboration are fundamental in what we do and how we do things.

PASSION

We do things for real. Or not at all. We do things to make a difference. We are curious and always up for the next adventure. This commitment is what makes our hearts beat and our adrenaline rush.

TOGETHERHOOD

Everybody is somebody at Peak Performance. We are friends, and we trust, respect, and empower each other. We work, play, and have fun together, and we are always ready to celebrate.

WINNING SPIRIT

We lead. We never follow. And we know we will succeed when doing it our way. We are agile, we try new things, we fail, we learn, and we win - together. We are obsessed with doing exceptional things and creating real value.

RESPONSIBILITY*

We are committed to do better things, in a better way, to secure that the next generation of shredders can enjoy nature the way we do. It's our never-ending expedition and responsibility.

* Newly added value statement for 2022.



ADDING NEW FUEL TO OUR VALUE PLATFORM

Years ago, the outdoor apparel industry made a distinction between business and sustainability. But today, as sustainability very much is our business - we need to evolve in the ways we describe ourselves, our culture, how we interact, and what our outlook on the world is.

Peak Performance's way has always been about fun, life loving activities – on skis or by foot, in the beauty of the wild. The clothes we make shelter us and make all this awesome-ness possible – but comes at the price of environmental and social impact. The answer is not to stop, but to commit even harder to creating gear that is thought-through, well-designed, easily cared for, repairable, and a breeze to consciously dispose of when time's up. We're doubling down on re-commerce, giving clothes a second life, questioning the urge to buy new, and inspiring people (and ourselves) to care for, and keep stuff longer. Through dedicating ourselves long term to science-based sustainability scoring such as the Higg Index, we are developing an understanding of where we need to pick up pace in order to reach full transparency throughout the entire supply chain. Luckily, hard work is in our nature – and when the end game is to keep the wild open for business, we as a company find it inspiring to do what it takes.



MATERIAL TOPIC 3.

EMPLOYEES

This Material topic contains three different subtopics.

- 3.1 Living the brand through our values
- 3.2 Living our brand through diversity and equality
- 3.3 Living the brand to attract

On the next pages we will explain the sub-topics, describe our long-term goals within each topic, and show our progress and main activities during 2021.



MATERIAL TOPIC 3.1

LIVING THE BRAND THROUGH PEAK PERFORMANCE VALUES

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Being a true Peak Performer living the lifestyle the brand and our culture stands for.</p>	<p>– To further enhance our strong company culture and <i>empowerment of everyday adventures</i> through <i>supporting an active lifestyle</i> as we grow to become a global company.</p> <p>– Our key goal is to offer our employees training possibilities at least twice per week and a work life balance that allows each employee to live their passion and spending time with family.</p>	<p>– During 2021 we continued to work in a remote setting for the most part. With online team meetings, digital sports sessions several times a week, and digital sales conferences, we secured that the teams keep meeting, although only digitally, and spend valuable times together. We build a digital broadcast studio in 2021 to support all these activities when we must work remotely.</p> <p>– In the end of 2021, we implemented our hybrid model, working three days from the office and two days from home, to allow a better work life balance. In 2022 we have started a project to make our offices more collaborative and digital savvy to further support our new way of working.</p> <p>– Sick leave during 2021 has unfortunately gone up slightly. Actions such as workflow, further head count investments, hybrid work model and investments in our culture, are in planning for 2022 to reduce this number. 2021 we reported sick leave hours for our HQ in Stockholm on 1.78% (2020 1.07%).</p>	<p>3. Good health and well-being</p>

MATERIAL TOPIC 3.2

LIVING THE BRAND THROUGH DIVERSITY AND EQUALITY

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Working for a culture and brand that support diversity and equality.</p>	<p>– To become a truly <i>diverse and equitable company</i>, centered around <i>togetherness</i>, fairness, and respect.</p> <p>– Our key performance indicators:</p> <ul style="list-style-type: none"> – Diversity ratio within our management and senior manager level. – The global representation at our headquarters. 	<p>– We continue to have a 50/50 gender split in our management team, and further increased the number of manager positions held by women, now standing for 60/40. We aim to be able to keep this level going forward.</p> <p>– We developed our managers in recruitment training and manager training to understand further biases and ways to recruit for competence and diversity. We are behind our goal of global representation and will during 2022 and 2023 ensure this in place in all key functions.</p> <p>– We continued to minimize unexplained salary differences between male and female employees during our merit review in 2021. This work will continue in 2022 (due to budget constraints in 2021) where we aim to fully have removed any differences.</p>	<p>5. Diversity and equality</p>

MATERIAL TOPIC 3.3

LIVING THE BRAND TO ATTRACT

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– To be an employer of the choice of many that can attract international talent with the right competences and values.</p>	<p>– We aim to be an <i>industry leader</i> and employer of choice within the sporting goods industry.</p> <p>– Our key performance indicators:</p> <ul style="list-style-type: none"> – Measuring engagement index (started end of 2020) and Great place to work (starting 2023). The target is to be top quartile vs our industry <p>– To mirror our target group and become an <i>inclusive organization</i> that stands for our global consumer.</p> <p>– We will <i>build capabilities</i> to support long-term growth and expansion plans together with individual development plans for all our employees.</p>	<p>– We continued our offer of gym classes (yoga and CrossFit) during 2021, predominately online sessions. Early 2022 we restarted our live trainings as well as added further sessions.</p> <p>– During 2021 we continued to deliver personal effectiveness training to our employees (majority of all employees have now conducted the training) to support workflow and to reduce stress and this will for 2022 be mandatory for all new employees.</p> <p>– We continued to have an 100% participation rate in our performance management tool and have for 2022 and onwards adapted our objective process to be simplified. All our employees now have prioritized individual goals that support our long-term company strategy and yearly targets.</p> <p>– Our “Lead to Empower” development program continued in 2021. It is a vital part of our success. Individual leadership coaching, building stronger leadership responsibilities and succession, manager webinars, group development and collaboration workshops are some of the actions we did during 2021. In 2022 our plan is to roll out our full updated culture, role modeling and self-leadership program towards our organization (HQ and retail).</p> <p>– During early 2021 we asked our employees for feedback on how we as organization work within strategy clarity, leadership, culture & communication, and ways of working. This feedback we used to form our strategies to become an even better employer and strengthen our internal communication. 2022 we are planning to implement and roll out an engagement survey.</p>	<p>3. Good health and well-being</p> <p>4. Quality education</p>



A PLANET *THAT LASTS*

Reducing our climate impact increasingly guides all our decisions. The climate change is a threat we are facing, and we are committed as a brand and employer to do our utmost to reverse, or at least slow down, the negative development of global warming of the past years. Therefore, we are working hard to improve our overall environmental impact and optimize the use of energy, minimize the impact of materials, chemicals, and our waste creation.

GOAL

– To reduce our climate impact by 50% by 2030 and reach net zero by 2050

KEY ACHIEVEMENTS

- We actively participated in the work of the Swedish Textile Initiative for Climate Action by being a member of the steering committee and continued progress through different member workshops and working groups.
- We concluded on an assessment for our Bluesign® membership. An assessment gives us the Developing Company level according to the Bluesign® classification.
- Through the Circular Fashion Partnership in Bangladesh, we collected a total of 31 tons of waste that was sent to textile-to-textile recycling.
- In December 2021 we committed to the Science Based Target Initiative, an initiative started by the United Nations Global Compact. We worked towards our Science Based target setting.

OUR IMPACT *AND STRATEGY*

Setting a target is a crucial first step in reducing emissions but will not, by itself, decrease any emissions and our focus is to identify all opportunities for emissions reductions and implement them.

2020 was the year when we measured our full emission impact and during 2021, we started to explore what actions are needed to reach our target by 2030. As a commercial business we are, by design, expected to grow our top line whilst in need to reduce our negative environmental impact. When calculating the actions needed, taking the expected growth of our company into consideration, we have identified a gap. Therefore, we are continuously assessing all the opportunities and innovations to be leveraged until 2030 to

reach our goal. It is also important to keep in mind that the need for new innovations and solutions is even larger for coming net-zero targets beyond 2030.

We focus on the actions that create the largest impact; maximizing material efficiency, maximizing energy efficiency in manufacturing, and shifting to 100% renewable energy in manufacturing to mention a few. Today this part stands for approximately 82% of our total emissions. These are not easy actions to complete due to the lack of availability of more efficient materials, existing limitations come to efficiency in current processes as well as manufacturers having low capacity to invest in renewable energy since coal is still the cheapest option.



DISCLOSING IS GOOD, CHANGING IS GREAT



The Swedish Textile Initiative for Climate Action was formed five years ago, by a small group of leading brands and has since attracted a wide range of members across the Scandinavian fashion and textile industry. As Peak Performance was one of these founding members, we're excited to see how this network has evolved into an experience sharing platform for companies who are trying to gain control over how things are done throughout their own supply chain.

The aim of STICA is to drive change in the Swedish textile industry, inspire members to commit to the 1.5°C warming pathway while finding ways to stay competitive. As many brands are small with limited resources – STICA has become a fast way to efficiently gain knowledge, understand best practices and find guidance for a pragmatic way forward.

Members are urged to disclose the full scope of their emissions (1,2 & 3), and we are proud to have taken this step ourselves together with the majority of the members. This trans-

parency is vital, in order to understand what focus that must become central in the years to come.

A large portion of greenhouse gas emissions in the textile industry, comes from suppliers a consumer brand has no control over, or even know exist. In order to gain real influence over these suppliers' move toward decarbonization, members throughout STICA has identified relation building as a key area. And by sharing expertise and experiences through webinars and online resources, Peak Performance is taking on an active role in discussing how these relations can be accomplished. STICA is neutral ground, and the non-competitive nature of the platform has proven to boost both collaboration, and credibility.

An underlying ambition of STICA is that the cross-sector collaboration will lead to great examples and best practice that are so effective, that the methodology can be exported outside of Sweden - and thereby increase the competitiveness of the Swedish industry.

PROGRESS DURING 2021

Companies:

- Hosted 15+ member webinars covering a range of topics on climate reporting
- Developed a range of support tools, including a standard supplier questionnaire; a questionnaire for brands and retailers; an action planning tool; and a questionnaire for real-estate owners.

Industry:

- Hosted an EU-level webinar focused on ensuring the upcoming EU Sustainable Textile Strategy and subsequent legislation.
- Submitted a position paper to the EU and engaged with parliamentarians and the EU Commission.
- Hosted a series of discussions around acceleration of climate action with key Swedish stakeholders

Sara Molnar, CEO, Peak Performance.

WE ARE RUNNING OUT OF TIME.
IF WE WANT TO FIGHT CLIMATE CHANGE,
*WE MUST MOVE QUICKLY,
EFFECTIVELY, AND TOGETHER.*

MEASURING OUR CO_2e EMISSIONS

We calculate our emissions by the Greenhouse Gas Protocol (revised edition, 2004) and ISO 14064 1 (2006). The protocol's principles are applied, and Peak Performance was part of Amer Sports' third party assurance process for its environmental KPIs. The global warming potential used is the Fourth Assessment Report 2007 and the choice of assumptions and emission factors has followed a conservative approach and we have calculated all our emissions in tCO_2e .

DIRECT | SCOPE 1.

- Direct Greenhouse gas (GHG) emissions occur from sources that are operated by the company.
- Company operates cars and refrigerant leakage.

INDIRECT | SCOPE 2.

- Greenhouse gas (GHG) emissions from the generation of purchased energy by the company.
- Electricity consumption and district heating for offices and stores.

SUPPLEMENTAL | SCOPE 3.

- Indirect Greenhouse gas (GHG) emissions that occur in the value chain of the company.
- Emissions for business travel and employee commuting, upstream and downstream transportation, emissions related to the production of our products, waste, and end of life treatment.

MEASURING OUR *CO₂e EMISSIONS*

EMISSIONS tCO ₂	2018	2019	2020	2021	%	* Emission data for Scope 2 is for this year including all stores and offices, 2019 it was only the offices and 1 store in each country.
Scope 1.	196	312	290	271	1,2%	
Scope 2.	89	233	347	321	1,3%	
Scope 3.	30 194	29 474	20 399,78	23334	97,5%	
Total emissions:	30 479	59 493	21 036,78	23926	100%	
SCOPE 3 ITEM			2020	2021	%	* The biggest part is represented by Scope 3. Purchased goods and services, production of material and products. This has been calculated by using the actual weight of all bought material and the Higg MSI (Material Sustainability Index) tool for emission calculation and the real energy usage from all our Tier 1 suppliers. Compared to 2020 we have a total increase of our emissions by 14%. The biggest part can be explained by the increase of total products that we have produced but also due to shipping a bigger portion of our products by air (7% compared to 1,9% previous year).
Business travel			64,33	66,4	0,28%	
Capital goods			35,12	0	0,00%	
Downstream transportation (e-com payer by consumer)			9,98	4,2	0,02%	
Franchises			403,20	443,8	1,9%	
Employee commuting			466,20	459,4	1,97%	
Fuel- and energy related activities			39,58	36,7	0,16%	
Upstream transportation (from supplier to store)			855,30	1837,4	7,87%	
Purchased goods and services (material and packaging)			18 069,47	20 152,09	86,36%	
Waste			179,46	169,9	0,73%	
End of life time treatment of sold products			277,15	163,8	0,70%	
Total:			20 399,78	23 333,69	100%	

SAY GOODBYE TO PLASTIC

As plastic is one of humankind's greatest innovations, it's also a nightmare to get rid of once it ends up in nature. It also consumes energy, chemicals and water when being produced, creating massive amounts of green house gas emissions.

Consumers are now aware on a wide scale, of how we all should make an effort to cut down on grocery bags (especially from virgin plastic), along with plastic wrappings, boxes, labels, and filling in parcels and packages. And while we're at it, we are all also questioning the overflow of paper, paper boxes, and paper bags.

For us as a brand, both paper and plastics are used in shipments, store bags and point of sale materials – and we have begun the process of making huge changes of this.

A big challenge is cargo transportation, when our clothes are shipped in containers that get stuck in wet, humid or hot places. The packaging's mission is to shield our goods from damage, avoiding waste or costly repairs. In 2021, we used 45 tons of poly bags for this, creating an impact of nearly 600 tons of CO₂e emissions.

The poly bags are needed, but we have found ways to make important changes:

- New folding guidelines that halve the poly bag size for 45% of all styles. Fully implemented FW22.
- 100% recycled poly bags
- Updated waste handling, coaching every store to recycle all plastic.

To find solutions for paper, we formed a creative task force from R&D, retail, consumer experience and the sustainability department – and involved outside companies in the process of finding conceptual development, considering data, value, and commercial advantages. We arrived at an action plan including:

- Seeking long lasting materials for multiple-use gift bags
- Shifting from heavy black bags to light, recyclable mono material FSC paper bags
- Phase out all plastic bags
- Use same materials in bags and gift packaging
- Convert to 100% FSC paper bags in e-com



MATERIAL TOPIC 5.

CLIMATE

We know that it will be hard to meet the goals of the Paris Agreement, to lower our impact with 50% until 2030 and to reach net zero until 2050. We are committed to do this reduction in line with what science is telling us is needed and in December 2021 we committed to the Science Based Target Initiative. This is an initiative started by the

United Nations Global Compact, Carbon Disclosure Project, World Resources Institute, and the Worldwide Fund for Nature. We have now started to work on our actions on how to reach the target and by the end of 2022 our aim is to have our targets verified by the initiative.



MATERIAL TOPIC 5.0 CLIMATE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<ul style="list-style-type: none"> – Working actively to reduce our climate impact. 	<ul style="list-style-type: none"> – We commit to reducing our use of energy, water, and waste, and to set clear goals for each step of the way. – We will reduce climate impact by 50% by 2030 and be net zero by 2050. We will work with our full value chain, including all three scopes. 	<ul style="list-style-type: none"> – We measured our CO₂e emissions in Scope 1, 2 and 3. We can see that we have increased our emissions in total by 14,7%. This increase is mostly due to increase of produced products and that we have used air for a bigger portion of shipments than previous year. – We committed to the Science Based Targets Initiative and are now working on our targets and to have those verified by the Initiative. – We participated in 15 Swedish Textile Initiative for Climate Action webinars, and actively engaged in working groups around energy and user phase. The initiative supported the members with guidance on how to calculate the emissions in Scope 3. – We took part in the raw material working group within the United Nations Fashion Charter for Climate Action. – We have gone from a system of several sustainability hangtags to limit it to one sustainability hangtag for each style during the year. Reduction of pieces approximately 520 000 hangtags. This has resulted in a reduction of totally 185 tCO₂e and 227,61 m³ of water. – We ran a pilot project where we reduced plastic packaging in transport from suppliers to our distribution center by folding the products in a more efficient way. – We started the implementation of using recycled plastic in our polybags instead of virgin plastic. – We participated, with support from our owner Amer Sports, in the European Outdoor Group Supply Chain Decarbonization project. 	<p>13. Climate Change</p>

MATERIAL TOPIC 6.0 CHEMICALS

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<ul style="list-style-type: none"> – Control the chemical use within our supply chain. 	<ul style="list-style-type: none"> – Preventing use of harmful chemicals in our supply chain. – Constantly staying updated and on top of regulations and new harmful chemicals and conducting and acting on risk assessments. – 100% Bluesign® certified synthetic material by 2025 	<ul style="list-style-type: none"> – We increased our level of Bluesign® certified material from 39% to 59%, out of all nominated synthetic materials that we use. – We conducted chemical risk assessment on all products and made 42 follow-up tests during 2021. We had 3 failed tests and found NPEO in 2 cases and too high PH value in 1 other case. As part of our risk assessment and due diligence we have kept track of all submitted tests since 2012. – We ran a Bluesign® assessment process where Bluesign® audited us on questions in six different categories: Policy, Suppliers, Materials, Chemistry, Engagement, and Goals. After the assessment we have been through a GAP analysis. We have been categorized by Bluesign® as a Developing Company/member, which is a mature status for a new member. – We joined the Chemsec – PFAS Movement initiative in end of 2020. An initiative that is supporting the phaseout of PFAS. By end of 2021 we have phased out PFAS in 91% of our products. – We shared our best practices and ways of working with substitution of harmful chemicals at the Sport and Outdoor day that the Swedish Center for Chemical Substitution arranged. 	12. Responsible consumption and production

MATERIAL TOPIC 7.0

WATER

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Ensure availability and sustainable management of water and sanitation for all</p>	<p>– To constantly work to reduce the usage of water in our production and processes.</p>	<p>– This is the first year we added water as a material topic within the chapter Planet. We will evaluate our risk and approach during the coming year and add more learnings and actions to this topic.</p> <p>– 56% of all our bought cotton is dyed with a process (Avitera®). Our supplier in Bangladesh has calculated a reduction of in total 10 liters per dyed kilogram of cotton.</p> <p>– Through buying 88% BCI (Better Cotton Initiative) cotton instead of conventional cotton we saved 30045 m3 of water in 2021.</p> <p>– We calculated our water scarcity according to the Higg MSI (Material Sustainability Index) Index to be 41929000 m³. This is an increase from last year by 20% due to an increase of produced products with cotton.</p>	<p>6. Clean water and sanitation</p> <p>12. Responsible production and consumption</p>

MATERIAL TOPIC 8.0 BIODIVERSITY

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Work actively for a variety of life on earth, to include all plants, animals and microorganisms, the genetic information they contain and the ecosystems they form</p>	<p>– To have as low negative impact as possible on the bio-diversity by having a careful mix of fibers in our products.</p>	<p>– This is the first year we added biodiversity as a material topic, and we will evaluate our risk, approach during the coming year, and add more learnings and actions to this topic.</p>	<p>15. Life on land 14. Life below water</p>

MATERIAL TOPIC 9.0

ENVIRONMENTAL
PERFORMANCE
SUPPLY CHAIN

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Secure alignment and engagement with our suppliers on performance and sustainability targets to support our targets on climate change.</p>	<p>– To have a supply chain to be proud of, that is constantly working to reduce the impact of our industry.</p> <p>– Encouraging our suppliers to work with the HIGG index and together set common environmental goals in line with Science Based Target and the 1,5-degree goal.</p>	<p>– We enrolled the environmental facility module of HIGG Index to our Tier 1 and Tier 2 suppliers successfully. Tier 1 suppliers who completed the HIGG Facility Environmental module represent more than 98% of our purchasing value. Tier 2 suppliers who completed the module represent 89.4% of the value. We asked our main suppliers to start verifying the modules results.</p> <p>– In 2021 we continued with the Circular Fashion Partnership (CFP) in Bangladesh. We collected a total of 31 tons of cotton scrap waste from one of our Tier 1 suppliers, saving it from being used as fuel for boilers. The waste was processed by a recycler and at the end of the year we received the first outcome, a T-shirt made of recycled yarn.</p> <p>– Clean Energy Investment Accelerator (CEIA) Solar Panel project in Vietnam. During 2020 we onboarded during two of our Tier 1 suppliers in Vietnam. The project has been affected by the lockdown situation in fall 2021 resulting in the projects slowdown. One of two suppliers started the installation of solar panels on their roofs already. May 2022 all installation shall be finalized.</p> <p>– We hosted a supplier summit with all our Tier 1 and Tier 2 partner suppliers digital from Stockholm. Aim was to engage, share progress, and share best practices with each other.</p>	13. Climate action



PRODUCTS

THAT LAST

We design and develop products that last. The core of Peak Performance is timeless design paired with strategies to prolong the life-span and use of our products. Additionally, to have a solution for the product when the end of life is reached. During 2021, we continued to implement our circular design principles to ensure we improved all aspects of all products, from facilitating repairs to choosing more sustainable materials. We also launched a well-received pilot of our second-hand initiative, WearAgains, with the plan of expanding the project to more markets during the coming year.

As 2021 was still a year that was heavily impacted by the pandemic, affecting most people around the world it impacted our ability to reach our set goals. Scarcity of resources, inflation, rising costs, longer lead times, and lockdowns in production countries had an unprecedented impact and we are still being challenged every day. Nevertheless, we kept fighting, as this is our top priority, to be able to show some great progress and results in this report.

GOAL

- 100% sustainable materials by 2026.
- 30% circular products by 2023 and 100% by 2030.

KEY ACHIEVEMENTS

- We increased our use of 3D modelling, including expanding it into the development process for design and product development. This led to a reduction of our number of sales-people samples with 66% compared to previous year.
- We started a project to redefine the fit of our products according to updated body measurements, to better match our consumers' needs. The expected outcome is clearer communication about the size and fit, hopefully leading to less returns leading to less deliveries, and to accommodate a broader range of body shapes securing inclusivity in our sizing.
- We conducted a survey for cotton origin traceability together with our owner Amer Sports. The group managed to trace 53% down to Tier 4 suppliers.
- During 2021 we have focused on increasing better process for the material that we have bought. BlueSign® certified material increased from 39% to 59%. Cotton material dyed with efficient dyestuff Avitera® increased from 41% to 56%.

OUR IMPACT AND *PRODUCT STRATEGY*

THE IMPORTANCE OF ACTING.

At the Conference of the Parties (COP 21) meeting in Paris 2015, 196 countries agreed upon limiting the global warming to well below 2 degrees Celsius preferably to 1.5 degrees compared to pre-industrial levels. During the last years, the Intergovernmental Panel on Climate Change (IPCC) has stated that a temperature rises of more than 1.5 degree Celsius will result in severe consequences for both people and the planet.

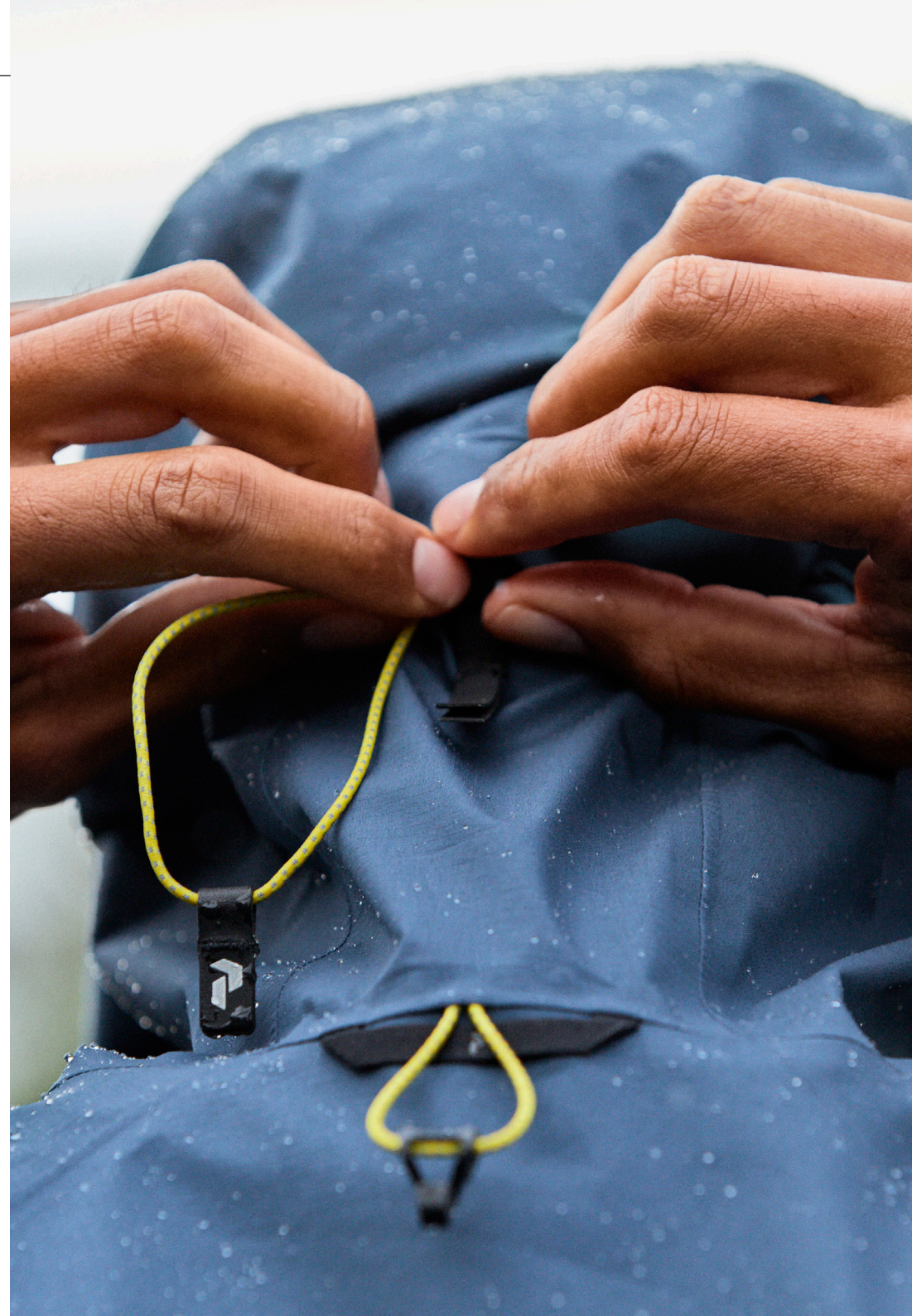
The apparel and the textile industry are responsible for a significant amount of greenhouse gas emissions. There is a lack of data in the sector, but studies** like the McKinsey & CO report, Fashion on Climate and Redesigning fashions' Future by McKinsey & CO and Ellen MacArthur Foundation are showing that between 2-7% of global emissions are coming from the textile industry.

The risk is high that the industry will not meet the goals if we are continuing to grow without taking necessary actions to reduce

our impact. It is therefore imperative that our industry acts to reduce its climate impact for the long term dramatically.

To reduce our climate impact, we must focus on the areas of our value chain that has the greatest negative impact. Most of the apparel industry's greenhouse gas emissions are generated during raw material production, supply chain processing, assembly, transportation, and customer product care and disposal. We know by now that this part takes a share of 95% of our total emissions. Therefore, we put significant effort into these areas in our sustainability work. We set a bold goal using 100% sustainable materials by 2026 – the year Peak Performance turns 40, supported by a detailed roadmap and strategy for materials and products. To achieve this goal, we have a plan for each product, having them following one of our circular strategies and we work with our circular principles (see page 24-27).

**Ellen MacArthur Foundation and McKinsey & Co, Redesigning Fashion's Future (2017), WRI and Apparel Impact Institute, Roadmap to Net Zero (2020), McKinsey & Co., Fashion on Climate (2020), Quantis, Measuring Fashion: Insights from the Environmental Impact of the Global Apparel and Footwear Industries (2018)



MATERIAL IMPACT *CALCULATIONS*

We have been calculating our emissions and impact on products since 2015. During 2015-2019 this was done in the European Clothing Action Plan project using a Life Cycle Assessment tool calculating the emissions with an approach of using the total weight of each product. In 2020 we changed our approach. We have since then calculated our impact based on the actual weight on all used materials: all textiles, insulation materials and trims. We use the Higg Material Sustainability Index (Higg MSI) tool for the calculations of our emissions, where we have manually put in data for 95% of total weight of our materials to ensure accurate impact calculations. For the rest 5% of the material and for the trims we have used a mix of generic data from the Higg MSI and our own specific data. The MSI tool uses a “cradle to gate” approach covering raw material, yarn, and textile construction, dyeing and any finishing of the material. The data received from the tool covers global warming, water consumption, eutrophication, chemistry, and fossil fuel.

To complete the approach, we also asked all our Tier 1 suppliers to complete the Higg Facility Environment Module (Higg FEM) as well as supporting us with the actual use of energy and water information from their facilities which is to be included in the assessment.



WHAT HAPPENS TO THE STUFF THAT FALLS TO THE *FACTORY FLOOR?*

A big part of the work for brands aiming at sustainability is looking hard at the materials that go into their collections. But a somewhat overlooked aspect has been the waste, the material that is cut off, deemed not needed. Even skilled facilities has a marker efficiency of around 80%, which means 1/5 of all material is waste. To reach circularity, the fashion industry must increase cutting efficiency, but has also begun to explore how to repurpose material waste to new fibers – and we are proud to be part of it.

The Circular Fashion Partnership was initiated in Bangladesh to investigate the opportunity of collecting cutting waste and recycling this into new fibers. Peak Performance is taking part, along with Global Fashion Agenda, Reverse Resources, BGMEA, P4G, various fiber recyclers and over 20 other brands sharing the passion of innovation, creativity and new solutions.

The work is guided by a Circular Waste Business Model, including a digital platform that tracks all waste coming from garment

suppliers and transferred to fiber recyclers. So far, the project has collected 1.500 tons of cotton waste from 48 suppliers. The initiative has also brought one of our suppliers, Liz Fashion, who has collected and supported with 31 tons of cotton – and the first sample recycled yarn T-shirt is a great symbol of this progress.

Peak Performance will stay on as sponsoring partner, looking forward to extending the program to Vietnam, Indonesia and beyond. We will actively work on a circularity play-book enabling project replication, through a phased workflow of assessment, piloting and scaling. Furthermore, we will engage in EU policy making, knowledge sharing, awareness raising – and initiate our own partner work group.

As more suppliers are onboarded, we will keep seeking true progress in making circularity happen in our entire supply chain. It's simply an important, meaningful and commercially sound path to keeping nature open for business.



OUR MATERIAL *STRATEGY*

We know that our biggest impact is within the production of our products and the materials we use. That means that we need to have a high focus on fibers, processes, and innovations. All this is paired with our circular principles and resource efficiency. We are confident that we will reach our final goal of using 100% sustainable materials by 2026.



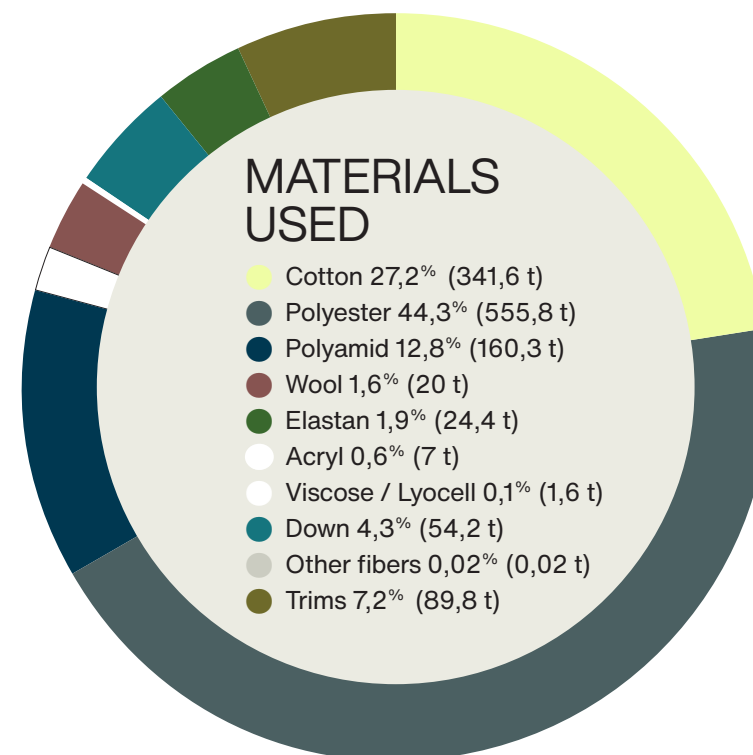
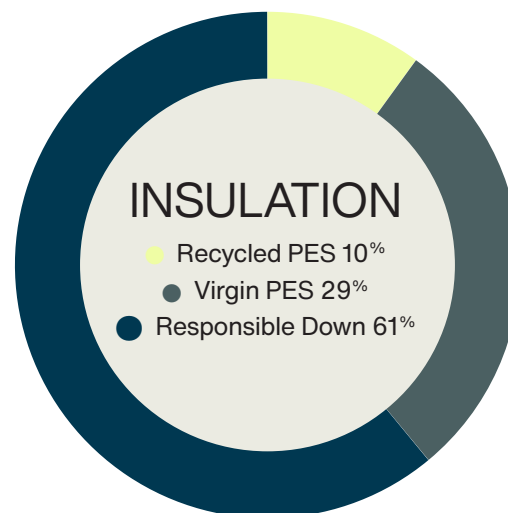
THE APPROACH OF HOW WE IDENTIFY *SUSTAINABLE* *MATERIALS*

With sustainable materials we mean fibers, chemicals and processes we see as current best available practice from a sustainability point of view. To be classified as a sustainable material, it must have a sustainable fiber, not contain any harmful chemicals, and must be produced with a process that reduces water and energy consumption. Any of the below aspects we consider more sustainable, and we aim for those in favor of conventional virgin material. Below table indicates the main items.

FIBERS	CHEMICALS	PROCESSES
Organic cotton (GOTS)	Blue sign certification	Water- and energy-saving dying processes (such as CO ₂ e dying, solution dye, spin dye, and Avitera® for cotton dying) or production made by using less or renewable energy
Better Cotton Initiative (BCI)	Ökotex certification	BlueSign® certification
Recycled polyester (GRS)	PFC free DWR	Responsible Wool Standard (RWS)
Recycled polyamide (GRS)	No antibacterial treatments	Responsible Down Standard (RDS)
Biobased polyamide	Compliance to our Restricted Substance List and REACH	
Tencel / Lyocell		
Organic wool		

*We do not see recycled cotton and wool as preferred materials since they usually not live up to our high-quality standards.

MATERIAL USED 2021



* The % is based upon the total weight of what we have bought during the year

THE PROGRESS YEAR BY YEAR

IMPROVEMENTS	2015	2016	2017	2018	2019	2020	2021	GOAL 2022	GOAL 2026
Recycled Polyester	9%	9%	12%	37%	47%	43,8%	42%		100%
Recycled / Biobased Polyamide	25%	22%	22%	34%	40%	20,2%	26%		100%
Better Cotton	0%	0%	23%	70%	93%	99,4%	88%	65%	
Organic Cotton	0%	0%	0%	0%	3%	0,6%	6%	35%	100%
RDS Down	0%	0%	90%	90%	100%	100%	100%	100%	
PFC free DWR	10%	10%	54%	81%	86%	91%	91%	100%	
Blue Sign®						39%	59%		100%
Avitera®						41%	56%		
Total sustainable fibers	10%	9%	17%	44%	55.4%	54%	54%		100%

REDUCING WASTE *BY GOING DIGITAL*

To get a style or an item perfect, there's obviously a lot of back and forth with changes, ideas, design input and various updates. Traditionally, this work is done on physical samples throughout the process – and in 2020 alone, we produced a jaw-dropping 24.000 of these nearly-but-not-finished garments. However, we are now quickly transforming to a purely digital workflow of 3D samples – relieving the earth and climate from unnecessary emissions and waste.

By digitizing an increasing part of our collections, also sales man samples – we reduce time, costs, energy and water. This opens up for shorter development time, quicker decisions on colors, fits and features, leading to more room for creativity and nailing what we're after.

Upscaling our 3D work, practically means updating hardware and upskilling pattern makers. In 2021, we created our third 3D sampling season and went from just using 3D for sampling to also have this digital approach in product development. The number

of sample rounds have dropped, and both design and pattern team are excited to get onboard this, as it allows to play around with cut lines, styles, colors and fits in a whole new way.

The work we did with our partner The Fabricant was even selected for the London Design Museum in 2021, as the trail blazing nature of 3D sampling is a great example of how a brand can make real changes, to reach hard climate goals.

Through a recent partner addition of Creation Fields, we can scan fabrics, trims, color codes, logos and graphics in order to create a 3D library – streamlining the process even further.

In just one year, this new approach enabled us to lower the number of physical samples to just over 8.000. With digital, things are moving fast, and we anticipate to decrease these numbers dramatically – along with decreased waste, water, energy and carbon footprint.



MATERIAL TOPIC 10.

CIRCULAR DESIGN

This Material topic contains six different subtopics.

- 10.1 Longevity
- 10.2 Raw Materials
- 10.3 Ethical sourcing
- 10.4 Efficiency energy, water, and waste
- 10.5 User phase
- 10.6 End of use

On the next pages we will explain the subtopics, describe our long-term goals within each topic, and show our progress and main activities for 2021.



MATERIAL TOPIC 10.1 LONGEVITY

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Exceeding consumers expectations making high quality products that last.</p>	<p>– Make products that last. Through timeless design, high-quality manufacture and a care and repair service, we make our products last even longer.</p> <p>– We measure longevity of our products by monitoring the amount of quality claims and warranty cases. Our long-term target is zero, which we acknowledge is a long way.</p>	<p>– We reached our goal with a claim level below 0,2% (0,1% 2021) for measured wholesale sales returns. Since the end of 2021 we have a new system in place to measure our claims reported to our e-com customer service better during 2022.</p> <p>– We are increasing our focus working with circular design principles for product development and design. During 2021 we had focus workshops with each product line team, five in total.</p> <p>– 2021 we have 57,5% our products reaching level 1 and 26,5 % level 2, 16% still sit outside the measures. Aim is to include those during the coming seasons. (see page 27)</p> <p>– We continue offering repair services to our consumers. 2021 we developed repair patches to enable our consumers to easily repair minor tearing defects themselves, these will be distributed during 2022.</p> <p>– During 2021 we have re-organized our product, sourcing, quality, and sustainability teams. More specialist resources have been added and more focus around longevity for the products is ensured.</p>	<p>12. Responsible consumption and production</p>

MATERIAL TOPIC 10.2 RAW MATERIALS

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– More sustainable materials fully implemented and more sustainable processes to reduce our negative impact.</p>	<p>– A material strategy that focuses on sustainable materials and is open to innovation and new technologies.</p> <p>– Our focus is on material efficiency and to design for circularity.</p> <p>– 100% sustainable fibers by 2026.</p>	<p>– 2021 54% of all our fibers are sustainable fibers, see graphs for details.</p> <p>– We calculated all bought material including insulations and trims according to actual weight. We bought a total of 1255 tons of material in 2021. That is an increase in line with our increase of produced products.</p> <p>– We started building up our trims library and re-set the whole way of working to increase our exposure within more sustainable raw materials.</p>	<p>12. Responsible consumption and production</p>

MATERIAL TOPIC 10.3 ETHICAL SOURCING

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Transparency within our material supply chain to understand and improve our sourcing and be able to address animal and human rights issues.</p>	<p>– To use 100% ethically sourced materials, those that are of animal origin (e.g., wool and down), as well for those of natural origin (e.g., cotton).</p> <p>– 100% compliance certifications in place for all materials by 2024.</p>	<p>– We continue to source 100% Responsible Down Standard.</p> <p>– We conducted our yearly Responsible Down Certification through Control Union and passed without any remarks.</p> <p>– We follow Amer Sports compliance policies that do not tolerate forced labor in any form, and we continuously monitor this through our compliance work. In 2021 we mapped all our cotton country of origin sources to 100%. The aim is to have full traceability down to farm level in future.</p>	<p>15. Life on land</p>

MATERIAL TOPIC 10.4

EFFICIENCY, ENERGY, WATER AND WASTE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<ul style="list-style-type: none"> – Utilizing less water and energy to become more resource efficient and reduce our negative impact. 	<ul style="list-style-type: none"> – Low impact materials and processes are our focus. Designing for easy repair and recyclability to support strategy. – Establish a CO₂e budget per product and measure impact through the Higg MSI and Product Module, securing systematic reduction of impact through such processes. – 100% more sustainable fibers and processes of materials by 2026. – 30% circular products by 2023, classified through our own principles. 	<ul style="list-style-type: none"> – We increased our level of BlueSign® certified material from 39% to 59%, out of all nominated synthetic materials that we use. – 56% of all our bought cotton is dyed with a process (Avitera®). Our supplier in Bangladesh has calculated a reduction of in total 10 liters per dyed kilogram of cotton. – Through buying 88% Better Cotton Initiative instead of conventional cotton we saved 30045 m³ of water in 2021. – We calculated our water scarcity according to the Higg MSI Index to be 41929000 m3. This is an increase from last year by 20% due to an increase of produced products with cotton. – We reduced the production of salespeople samples by replacing them with 3D renderings with 66% from previous year. Average saving of such we estimate at 109 tCO₂e for 2021. – We continued our packaging efficiency program with a pilot during Fall/Winter 2021. The response was good but less factories than expected participated due to the pandemic. We expect to reduce 50% of our impact for packaging through changing our packaging instructions by: <ul style="list-style-type: none"> – Utilizing recycled plastic for polybags – Reducing the size of polybags through innovative folding methods – Updating guidelines for recycling in warehouse and stores 	15. Life on land

MATERIAL TOPIC 10.5

USER PHASE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<p>– Making long lasting products for the conscious end consumer and support them in closing the loop.</p>	<p>– Offering services to the end consumer to prolong the life of products such as repair, excellent care guides and business models to support take back and re-use.</p> <p>– 30 % circular products by 2023, according to our own principles and grades.</p>	<p>– With a new e-com platform implemented in September 2021 we can now measure returns from e-com in a more accurate and qualitative way, and with this data work to further lowering our return rate.</p> <p>– We continue to offer repair service to prolong the life of our garments.</p> <p>– In June 2021 we opened our first physical 2nd hand retail space in our flagship store in Stockholm. We have since then been working on launching a digital version of the concept. This will happen during 2022.</p> <p>– To better match our consumers' needs we started a project to redefine the fit of our products according to updated body measurements. The expected outcome is clearer communication about our sizing and fit, hopefully leading to less returns, and to accommodate a broader range of body shapes.</p>	<p>4. Quality education</p> <p>12. Responsible consumption and production</p>

MATERIAL TOPIC 10.6 END OF USE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2021	SDG
<ul style="list-style-type: none"> – Making long lasting products for the conscious end consumer and support them in closing the loop. – Having a circular plan for each product during the lifecycle and end of life. 	<ul style="list-style-type: none"> – Our products should be used for as long as possible through circulation initiatives. At end of life, they should be put into adequate recycling stream. – Supporting innovation and initiatives to increase textile to textile recycling and circular material flows. – Every product we produce should have a clear plan for end of use. 	<ul style="list-style-type: none"> – We sent 2400kg of apparel to Human Bridge as a donation in 2021. Those donations constitute of old products, samples, and items consumers bring back to us. If a consumer brings us a product that is so well-used it is simply beyond repair, we offer them a discount of 20% to buy themselves a replacement. 	<ul style="list-style-type: none"> 4. Quality education 12. Responsible consumption and production

APPENDIX

TIER 1 PARTNER SUPPLIERS

HQ	Supplier	Supplier since	Facilities
Hong Kong	Janning Limited	2003	China, Myanmar, Vietnam
Hong Kong	Kadena Industries Limited	2016	Bangladesh
Hong Kong	Lei Tak Fung Textile and Garment Limited	2013	Bangladesh
Denmark	LTP Vietnam Co., Ltd	2002	Vietnam
South Korea	Pan Pacific Co., Ltd	2012	Vietnam
South Korea	Poong Shin Co., Ltd	2015	Vietnam
Turkey	Promar Tarim Ve Tekstil Urunleri Istanbul	2004	Turkey
Denmark	UAB LTP	2002	Lithuania
South Korea	Wondo Apparel Corporation	2009	China

TIER 1 SUPPLIERS

HQ	Supplier	Supplier since	Facilities
China	Asian Sourcing International Ltd	2011	China
Taiwan	Eclat	2021	Vietnam
Hong Kong	Everbest Development Ltd	1998	China
Slovenia	Intersocks D.O.O	2013	Italy, Turkey
Portugal	J. Caetano E Filhas	2019	Portugal
Hong Kong	Kit Man Industrial Co., Ltd	2000	China
Thailand	Nanyang Garment Co., Ltd	2006	Thailand
Taiwan	Palace Industry Co., Ltd	2011	Vietnam
USA	Madison 88	2021	China
China	Nanjing Dison Apparel and Accessories CO, Ltd	2011	China
Romania	RCC-Interimex SRL	2013	Romania
Turkey	Stil Giyim Sanayi Ve Ticaret Anonim Sirketi	2005	Turkey
South Korea	Sungjin Inc., Co.	2019	Vietnam
China	True Alliance International Limited	2009	China
China	Zhejiang Xingnuo Importandexport Co., Ltd	2010	China
Dubai	ZXY International DMCC	2017	Bangladesh

**Full supplier information is available at Open Apparel Registry under Amer Sports*

TIER 2 PARTNER SUPPLIERS			
HQ	Supplier	Supplier since	Facilities
USA	Allied Feather and Down Corp.	2010	China
Taiwan	Laka Enterprise Co., Ltd	2012	Taiwan
Taiwan	Maxland Sportswear Industrial Co., Ltd	2015	Taiwan
Japan	Pertex / Mitsui Bussan Textile	2010	Japan, China, Taiwan
Taiwan	Evertex Fabrinology Limited	2014	Taiwan
USA	W.L. Gore & Associates	1986	China, Taiwan, USA, Germany
Hong Kong	Everbest Development (HK) Ltd	2001	China
Italy	Pontetorto S.P.A	2000	Italy
Japan	YKK	1998	China, Vietnam, Bangladesh, Turkey
TIER 2 SUPPLIERS			
HQ	Supplier	Supplier since	Facilities
Turkey	Almodo Altunlar Tekstil San. Ve Tic. A.S.	2019	Turkey
Greece	Anezoulakis Bros "Fieratex SA"	2019	Greece
Hong Kong	Burltex Plus Knitting Industrial Ltd.	2011	China
USA	Bemis Hong Kong Ltd	1998	USA, Taiwan
Vietnam	Carvico Vietnam/Hung Yen	2016	Vietnam
Belgium	Concordia Pacific Ltd.	2016	China
UK	Coats Limited	2012	China, Taiwan, Bangladesh, Thailand, Turkey
USA	Dimension-Polyant, GmbH Prior to	2010	USA
Italy	Eurojersey Spa	2013	Italy
Taiwan	Eclat Fabrics (Vietnam) CO, Ltd	2018	Taiwan
Taiwan	Everest Textile Co., Ltd Prior to	2010	Thailand
Taiwan	Formosa Taffeta Co., Ltd	2012	Taiwan
Taiwan	Hui-Seng Enterprise Co., Ltd.	2012	Taiwan
Hong Kong	Hang Mei Garment Acc CO, Ltd	2010	Hong Kong, China
Hong Kong	Hong Kong Non-Woven Fabric Ind. Co. Ltd	2013	China
Taiwan	Kingwhale Corporation	2009	Taiwan
Italy	Lanificio Becagli	1998	Italy
South Korea	Leejo Textile Co., Ltd	2017	South Korea
Taiwan Yaw	Liamy Enterprise Co., Ltd.	2018	Taiwan
Hong Kong	Luk's Button Industrial Ltd	2005	China
Taiwan	Paltex Company Ltd.	2007	Taiwan
China	Pinneco	2016	China

TIER 2 SUPPLIERS

HQ	Supplier	Supplier since	Facilities
Sweden	Recco AB	1998	China
Canada	Rentex Mills Inc.	1999	Canada
China	Shaoxing Donjing Textile Co., Ltd	2017	China
Taiwan	Shinkong Textile Co., Ltd	2012	Taiwan
Japan	Teijin Ltd (japan)	2007	Japan
Hong Kong	Tai Tung Interlining	2011	China
Hong Kong	SML (Hong Kong) Ltd	2021	China Turkey
South Korea	Texone Family Co., Ltd	2013	South Korea
Japan	Toray Industries Inc.	2013	Japan
Sweden	We aRe SpinDye WRSD AB	2017	China

GRI INDEX

GENERAL DISCLOSURE	DISCLOSURE	COMMENTS
GRI 102 - General Disclosure	102-1 Name of the Organization	Peak Performance Production AB
	102-2 Activities, brands, Products and services	Peak Performance is Scandinavia´s largest brand of technical sports and fashion wear. All our products are designed and developed at our head office in Stockholm. We primarily produce them in Asia with a strong supplier base of trusted, long-time partners. The products of Peak Performance are sold through five channels; wholesale, retail, franchise, outlet and e-commerce. Bulk of products produced and sold are soft goods including sports clothing, casual clothing and accessories.
	102-3 Location of HQ	Stockholm, Sweden
	102-4 Location of operations	Headquarters in Sweden. Sourcing & Production team in Hong Kong Amer Sports. Local sales rep. and customer service teams in Canada, Norway, Denmark, Finland, Austria, Germany, Belgium, Holland & Switzerland.
	102-5 Ownership and legal form	Peak Performance Production AB is limited company fully owned by Finish sporting goods company Amer Sports Group Oy..
	102-6 Markets served	We sell our products through 34 brand stores in 8 markets (Sweden, Norway, Austria, Denmark, France, Germany, Finland & Switzerland), 33 partner stores in 6 markets (Germany, Austria, Switzerland, Holland, Belgium, Canada, Japan, Andorra, Czech Rebubble, Italy), 10 outlets in 7 markets (Sweden, Norway, Finland, Denmark, Germany, Switzerland & Austria) and through 1400 wholesale partners in 25 countries. Consumer goods sector, BTB partners and end consumers.
	102-7 Scale of the organization	Part of Amer Sports Group Oy. <div> Number of full time employees: 218 Net sale: 142,7 M Euro Produced amount of products 2 599 400 pcs </div>
	102-8 Information on employees and other workers	Total number of employees: 509 employees — Female 64 %, Male 36%. Total number of employees by employment type (full-time and part-time) 218 full time, 291 part time and by gender: Female 326, Male 183. <div> Total number of employees, by region: Austria: 27 Belgium: 1 Canada: 4 Denmark: 46 Finland: 21 France: 6 Germany: 42 Netherland: 2 Norway: 59 Sweden: 287 Switzerland: 14. </div>
		The data has been inventoried 31st of December 2021.

102-9 Supply Chain

Supply chain for textile business starts with sourcing of raw material at Tier 4 suppliers. Tier 3 suppliers are the one making the yarn and fabric, Tier 2 is normally the converters and the one selling the ready material to us. Tier 1, the garment suppliers are engaged with the cut and sew of our products. We know all our Tier 1 and T2 suppliers.

We also have an impact with the transportation of products. We need to make sure that we have a low negative impact along this value chain and this can be done in different ways. Mainly we use rail and truck for the majority of our transportation to importing countries.

102-10 Significant changes to the organization and its supply chain

During the year we stopped working with 5 garment suppliers, mainly as collection structure has changed as well as we want to continue con-solidating our supplier base. This allows us a tighter relationship to our suppliers as well a continuous solid growth for them. We hereby also increase our quality assurance efficiency and can secure training for all them.

Due to the military coup in Myanmar we had to withdraw from the country. Our supplier in Myanmar is a long time partner and we together allocated the production to their facility in China.

The effects of Covid19 have forced use to a higher rate of air shipments. The purpose of this has been to meet demand during season but also extend production lead time in favour for the suppliers.

102-11 Precautionary Principle or approach

We follow the regulation of the Swedish law about Precautionary Principles and this applies on our work to make sure that we do not put any products on the market that contain any harmful chemicals. We do a risk assessment on all products and follow up with testing if necessary. We also have a Restricted Chemical Substance List that in some cases follows a lower accepted limit than the legislation allows. If we find any failure to regulation, this might result in recalls of products.

102-12 External initiatives

FLA principles for social compliance.
UN Global Compacts and SDG 17 for our CR framework.

102-13 Membership of associations

FLA - Fair Labor Association
The Bangladesh Accord and the International Accord
Sustainable Apparel Coalition
Sustainable Fashion Academy
Ginitex and Clevercare
The Swedish Chemical Group
TEKO
Better Cotton Initiative
Scandinavian Outdoor Group
Bluesign®
UN Fashion Charter for Climate Action
Swedish Textile Initiative for Climate Action

102-14 Statement from senior decision-maker

See page 5.

102-16 Values, principles, standards, and norms of behavior

Our Ethical Codes of Amer Sports for our Supply Chain and Code of Conduct for all employees which follows the standards of FLA has been updated during the year. All our suppliers need to sign and follow our guidances and training has been provided for all employees on the codes.

We also make sure to follow up with audits. Internally we work after our values: Passion, Togetherhood and Winning Spirit.

102-18 Governance structure

The Amer Sports' brand companies have Sustainability Teams dedicated to the development of environmental issues, and there is a company-wide network of corporate responsibility specialists representing Amer Sports' main brands, regions and categories. The Amer Sports sourcing, D&T and supply chain management are integrated and have a common organization that serves all of the brands as per their needs and focus areas within sourcing, transportation and supply chain management. Group focus on specifically sustainability aspects cover, environmental and social compliance topic with a group governance anchored in Amer Sports group functions. The Group has during 2021 made a bigger assessment on material topics and evaluated further work and strategy together with its brands.

102-40 List of stakeholder groups

Owner, suppliers, workers, employees, customers, end-consumers, students, NGO's, unions, control organizations, research organizations, authorities, industry partners.

102-41 Collective bargaining agreements

In Sweden, where the majority of our employees work we have a full collective agreement for our office employees (white collar employees) and retail employees (blue collar workers). We see that this agreement is important for the proactive employer/employee collaboration going forward – creating an even better work place together. Other countries follow the provisions of the collective agreements applicable for the specific country context and standards.

102-42 Identifying and selecting stakeholders

We have a constant dialogue with different stakeholders. From the business side we have a lot of questions and demands from our customers, B2B partners as well as from our end-consumers. We are also engaging with external stakeholders when we need to update ourselves on new information. During 2021 we did a update of our risk assessment asking B2B and employer about importance of our material topics.

102-43 Approach to stakeholder engagement

Our business has many different stakeholders, internally and externally, upstream and downstream. We have written this report mainly to inform our business-to-business partners and end-consumers about our sustainability work. However, we are also here to speak to our employees and future employees about our sustainability achievements and ambitions. Our suppliers are also our stakeholders, which includes our Tier 1 suppliers (mostly garment vendors) and our Tier 2 suppliers (mostly our material suppliers). The demand of reducing the total impact of the Textile Industry has clearly been picked up also in our supply chain where the interest of implementing re-newable energy and show best practice has increased. We see our suppliers playing an important role in our sustainability work and to settle a program for increasing of our impact has to be done together with them.

102-44 Key topics and concerns raised

The constant high focus on climate change and the impact from the textile industry has not changed during 2021. Different reports are stating that between 2.8% and 8.1% of the global impact comes from the textile industry and we, as many others can't continue business as usual.

We have therefore focused more on our climate impact and we have actively participated in the UN Fashion Charter for Climate Action and Swedish Textile Initiative for Climate Action.

We have also during 2021 focused on driving our business to a more circular business, implementing a 2nd hand offer to our consumers and working with circularity on product. See page 3-4 for key topics and highlights of the year.

102-45 Entities included in the consolidated financial statements

This report is made only to cover the work within Peak Performance Production AB and all its entities.

102-46 Defining report content and topic boundaries

We are working according to the UN Global Compacts and 10 guiding principles, People, Planet and Profit. We did our first materiality assessment in 2017 when we defined 25 different material topics. 2021 was the year when we re-visited the material topics, updated them and made a new risk assessment. This is shown on page 13-14.

The material topics are also mapped according to the 17 Sustainable Developments Goals. The work is driven through strategy as a base.

102-47 List of material topics

Each material topic is explained in corresponding section, Business-, Product-, Planet- and Relations that last.

102-48 Restatements of information

This is our forth sustainability report, all data is calculated according to the boundaries mentioned in the report.

102-49 Changes in reporting

For Scope 3—Purchased goods, we have calculatd the emissions on weight of the material withdrawn from the bill of material of each product and recalculated to kilogram according to our total purchase. We continue to use the HIGG MSI tool for calculation of our impact. We have this year re-named some of our material topics and have updated our risk assesement.

102-50 Reporting period

2021-01-01 to 2021-12-31.

102-51 Date of most recent report

2020-06-30

102-52 Reporting cycle

Follows our owners annual financial year reporting.

102-53 Contact point for questions regarding the report

Press@peakperformance.com

102-54 Claims of reporting in accordance with the GRI Standards

According to the GRI Standards - Core Option.

GENERAL DISCLOSURE	DISCLOSURE	COMMENTS
	102-55 GRI content index	The index is shown on pages 92-104.
	102-56 External assurance	This report is not externally assured. The report has been read and accepted by our Management team. The emission calculations has been assessed by PwC for our owner Amer Sports.

MATERIAL TOPIC	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS
Company		
BUSINESS		
1. Profitability, Prosperity and sustainable business	201-1 Economic performance	Netsale ~142,7 MEuro Produced products ~2 599 400 pcs
Integrate sustainability as a core for making a profitable business both for us and for our partners.	We are owned by Amer Sports and are reporting our financial figures as part of that group.	We are part of the Amer Sports group and are reporting our financial figures as part of that group.
1.2. Circular Business	306-2 Effluents and waste	We did during 2021 a pilot of having a physical 2nd hand store where we in total have sold 354 products. The project will be extended to a digital peer to peer solution that will be launched during 2022.
Integrate sustainability as a core for making a profitable business both for us and for our partners.	Circular business models such as repair, reuse and recycling have an impact on the waste generated and our aim is to support our end consumers to prolong the life of each products as long as possible.	We provide our consumers with a free of charge repair service, arranged with 3rd party seemstresses and tailors. We do in average 4000 repairs per year. We sent 2400kg of apparel to Human Bridge as a donation in 2021. Those donations constitute of old products, samples, and items consumers bring back to us.
1.5. Anti-corruption	205-2, 205-3 Anti-corruption	Amer Sports has during 2021 updated the company Code of Conduct and all employees has been asked to do the training on the codes, including traning on anti-corruption and bribery. This training has been mandatory for all employees.
Prevent anti-corruption in brand and in supply chain.	The risk of being exposed by different kind of corruption and bribery is biggest in our supply chain but can as well occur in the meetings with our B2B partners. We are working with education of all employees to increase their knowledge, and anti-corruption policies are part of our Code of Con-duct with our supply chain partners.	No reported incidents during 2021.
1.6 Capacity building	404-1 Training and education	The average hours of training during 2021 has been approximately 8 hours (1 day) over the year. Same level of hours for men and women. This is a decrease since last year due to the Covid 19 related financial effects. Per category our managers have 24 hours, wholesale has 8 hours, marketing 8, product and design 6, support functions 8 and retail 6.
Training to build knowledge and development	We have a direct impact on our employees, we want to let them grow every day to secure that we are able to fulfill our capability needs to enable short term results and long term sustainable growth. Since 3 years we have established a development program involving all employees at our offices, including sustainability training.	Leadership training has been conducted during the year (as part of Lead to empower program). In total 24 hours per employee (manager position). No sustainability training through Sustainable Fashion Academy has been conducted during 2021 due to Covid-19 and reduced working hours. We have continued to educate our design and product team in circular design. In total we have had 1 in depth workshop with each category team, including all designers, product developers and pattern makers.
Build capacity and knowledge within our supply chain	413-1 Local Communities	During 2021, due to the Covid-19 pandemic, which resulted in economical restrictions and reduced working hours, we have not contributed to capacity building in local communities within our supply chain.

MATERIALITY	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS	
Company			
People			
3.1. Living the brand through our values	403-2 Occupational health and safety	Absentee rate/Sick leave: Total worked time, hours: 320 183	Sick leave by gender: Female: 4 388 hours, 1,37 %
Being a true Peak Performer and support the lifestyle the brand stands for.	We have a direct responsibility for the working environment at our offices and stores. We have an established HR department working with risk as-sessment, policies and guidelines, development plans and training programs to support a healthy organization that can drive our business forward and support an active lifestyle. We follow Swedish legislation.	Total sick leave, hours: 6 031 Total sick leave, %: 1,88 %	Male: 1643, 0,51 %
		No reported accidents during 2021.	
3.2 Living our brand through diversity & equality	401-3 Employment	Employees entitled parental leave, by gender: Female: 15 Male: 1	
High ambitions to be an employer that attract new employees	Following our company policy regarding diversity and Swedish discrimination law to make sure we support job/private and equal possibilities. HR is responsible to make sure that we have a policy in place and secure clear communication within our organization in this matter.	Employees still employed after 12 month after parental leave, by gender: Female: 13 Male: 1	
	405-1 Diversity and equal opportunity	See disclosure 102-8	
	Each department should have a more diverse organization with both gender and ethnicity. Our ambition and goal is that everybody is some-body at Peak Performance. We want to bring in diverse competences with global experience.		
	405-2 Diversity and equal opportunity	In general we are not yet on a fully equal salary on male/female. Role industry salary levels and experience within the company is affecting this. On senior positions (1-3) we are on around 96 % ratio and on mid and professional roles we are closer to 97,5 %.	
	Yearly assessment of salary levels from a gender perspective and implementation in our salary review process.		
3.3. Living the brand to attract	401-1 , 401-2 Employment	New hires, age: 18-25: 138 26-35: 49 36-45: 89 46-55: 5 55-: 1	Resignations, age 18-25: 174 26-35: 71 36-45: 103 46-55: 7 55-: 3
To be an employer of choice that attract global talents.	To achieve our business results we need a high-performing team. When having employees who is always willing to go the extra mile, we have a risk of them running too fast with a result of high stress and potential burn out.	New hires, gender: Female: 89 Male: 49	Resignations, gender: Female: 103 Male: 71
	To manage that we have created a People Strategy which helps nurture strong leadership, stretch goals, a culture of feedback and cross-functional collaboration.	New hires, employment: White collar: 19 Blue collar (retail): 119	Resignations, employment: White collar: 40 Blue collar (retail): 134
		No differentiation of benefits if you are full time or temporary/part time. All benefits and insurances are given. Differentiation is done by white collar worker and blue collar worker (retail) instead.	

MATERIALITY	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS
	<p>406-1 Non Discrimination</p> <p>We have a direct influence on, and a legislated responsibility for both proactive work to make sure that we have and including and respectful environment that does not discriminate or harass. But also to take fast action when it potentially happens.</p>	<p>Peak Performance have policies for harassment and discrimination, diversity and alcohol and drugs prevention. These policies are valid for all Peak Performance employees, worldwide. HR is responsible for following up on these policies proactively and retroactive if needed. To accomplish this we have an ethical group consisting of employees from the organization that together work with this, both with a risk focus and a proactive focus related to a more inclusive organization.</p> <p>No reported discrimination cases during 2021.</p>
<p>Relations</p> <p>4. Social compliance supply chain</p> <p>Fair living wages, industrial relations, human rights.</p>	<p>407-1 Freedom of association and collective bargaining</p> <p>We have a big impact on all people working in our supply chain and our responsibility is to make sure that they are treated correctly according to the declarations on Human Rights. To make sure that we support equal and inalienable rights of all members of the human family we follow the foundation of freedom, justice and peace in the world.</p> <p>Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.</p> <p>We are working with the standards of Fair Labor Association to understand the impact, evaluating risks and conducting audits according to their principles and Code of Conduct.</p> <p>General remarks during audits can be overtime and we are working with capacity planning in the beginning of each season to avoid urgent need of overtime work.</p> <p>408-1 Child Labor</p> <p>We have a zero tolerance policy to child labor and are aware that this is a risk in our supply chain and in specific countries .We try to have a visibility and regular presence in the factories to scan presence of “young workers”. Child labour has high focus in our Vendor Social and Labor audits.</p> <p>409-1 Forced or compulsory labor</p> <p>Forced labor is higher in the risk countries and it is difficult to control compliance. We follow up the audit reports from the Vendor Social and Labor audits. Forced or compulsory labor is a high focus area in those audits.</p>	<p>Big part of our production takes part in risk countries. Freedom of association and collective bargaining is an important part of Amer Sports Ethical codes that we are working with.</p> <p>30 factories have been through an social compliance audit which includes amfori/ BSCI, SA8000, Fair Trade, SLCP and Amer Sports Vendor Social and Labor program.</p> <p>No factory has shown low remarks on this topic, in general working hours is observed and that is usually due to overtime in working hours due to lack of control in capacity planning. During 2021, overtime has stand for in total 17% of all findings in auditing and that has been an effect from Covid 19 with lockdowns and material shortage. In those case we find too much overtime we monitor with weekly follow up on working hours.</p> <p>None of the audits done during 2021 showed evidence of child labor.</p> <p>None of the suppliers is found with forced labor in the Vendor Social and Labor audits</p>

MATERIALITY	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS
	<p><i>412-1 Human Rights Assessment, 414-1, 414-2 Supplier Social Assessment</i></p> <p><i>We have a big impact on all people working in our supply chain and our responsibility is to make sure that they are treated correctly according to the declarations on Human Rights. To make sure that we support equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.</i></p> <p><i>Each new supplier is screened according to risk country and compliance level according to our general supplier mapping.</i></p> <p><i>Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.</i></p>	<p>During 2021 we have discontinued to transfer our suppliers from amfori/ BSCI program into the Amer Sports Vendor Social and Labor program that is based upon the FLA standards. We have in end of 2021 14 suppliers that are now in the Amer Sports VSL.</p> <p>We have 30 suppliers in our social compliance program and they stand for approximately 90% of our total volumes.</p> <p>Following those programs in general means a follow up every 2nd or 3rd year depending on findings. During 2021 30 suppliers has been through an audit and we keep track of all findings and follow up accordingly. All critical issues confirmed corrected.</p> <p>During the year we onboarded one supplier. They are already part of the Amer Sports Vendor Social and Labor program and have been audited during 2021.</p>

MATERIALITY	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS			
Planet					
5. Climate	302-1 Energy	We have for 2021 measured our energy use in our own offices, stores and distribution centers. We have also included data on fuel for vehicles.			
Working actively to reduce our impact on climate.	We have a direct impact on energy used in our own operations cover-ing offices and retail stores (scope 1 and 2). The biggest impact in our value chain comes from the production of our products as well as from transportation of them from the garment vendors to our distribution center and out to stores and customers (scope 3).	Direct energy consumption:			
		Non-renewable	2020	2021	
		Fuel oil for vehicles:	71 893,37 L	99 939,11 L	
		Natural Gas:	866 000 m³	630 459 m³	
		Indirect energy consumption			
	By taking part of the STICA and UN fashion Charter for Climate Action we meet with the industry to measure our full impact and set goals how to reduce to hit the targets.	Electricity:	1 812 000 kWh	1 706 700 kWh	
		Heating:	459 000 kWh	489 000 kWh	
		Total energy used:	2 271 000 kWh	2 195 700 kWh	
	306-2 Effluents and waste	We have for 2021 measured our waste in our own offices and stores. Data has been collected for the biggest stores in each country and estimation has been done on that for the rest of the stores.			
	We have a direct impact on how much resources we use and how much of that we recycle. We have internal policies for recycling of pa-per, plastics, glass, electronics, metal and food, the outcome and weight varies due to local possibilities to recycle.		2019	2020	2021
		Recycling & Reuse:	95.6 ton	120 ton	56,9 ton
		Composting:	3.1 ton	0 ton	0,474 ton
		Incineration:	16.3 ton	6,2 ton	5,8 ton
		Landfill:	2873 ton	385 ton	749 ton
		Total amount:	2988 ton	511,2 ton	812,2 ton
	305-1, 305-2, 305-3 Emissions	Scope 1 - 271 tCO ₂ e (-6,6%) Scope 2 - 321 tCO ₂ e (-7,5%) Scope 3 - 23080 tCO ₂ e (+13,1%)			
	Methodology followed: ISO 14064-1: 2006 (based on the GHG Protocol).	Scope 3 - Transportation calculated is from supplier to store. Total emissions for transports has been calculated to 1588 tCO ₂ e and is based on the data from logistic partners, e-commerce data included. See data for full scope 3 at page 63.			
		Share of transportation mode from supplier to store or end consumer (e-com):			
			By CO ₂ e	By weight	
		Air:	52,3%	5,6%	
		Rail:	0,8%	1,8%	
Road:	24,3%	31,9%			
Sea:	22,6%	60,7%			
	Included:				
	Scope 1: HQ, production office, all sales offices, DC's and company cars.				
	Scope 2: Bought energy.				
	Scope 3: Business travel, employee commuting, capital goods, downstream & upstream transportation and distribution, franchises, fuel- and energy related activities, purchased goods and services, end-of-life treatment of sold products & waste generated in operations.				

MATERIALITY	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS																				
Planet	416-1, 416-2 Customer health and safety	We make a risk assessment on 100 % of our collection. Identifying highest risk according to volumes, country of origins, type of mate-rials, suppliers, and testing history of the material in question.																				
6. Chemicals	A lot of chemicals are used production and we have a strict legisla-tion for Substances of High Concern in Europe, REACH. We also need to cover other legislations in different countries on our prod-ucts as local laws in all our markets need to be respected. We have a workflow for risk assessment and substitution of harmful chemicals in place for many years already.	In 2021 we did 42 chemical tests. This includes both, full screening of products and composite tests of material. In total we have had 3 fails according to our own RSL or/end REACH legislation.																				
Control over supply chain from a chemical perspective		All fails have been corrected together with the suppliers before we produced and shipped the products.																				
		No re-calls were done due to chemical issues in 2021.																				
7. Water	303-1 Water,	Calculation of carbon, water and waste on all bought main fabrics:																				
Material used in our products. When working with new materials always ask for more sustainable options.	Our highest impact occurs during production of materials used in our products. We are trying to reduce the impact by working with material suppliers that we know many years and share our vision of lowering the impact. Additionally we track the materials that we buy and monitor constant reduction by using processes that use less water.	<table><tr><td></td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td></tr><tr><td>Water m³/t textile</td><td>3462,2</td><td>2826,5</td><td>2407</td><td>30155,2</td><td>33410</td></tr></table>		2017	2018	2019	2020	2021	Water m³/t textile	3462,2	2826,5	2407	30155,2	33410								
	2017	2018	2019	2020	2021																	
Water m³/t textile	3462,2	2826,5	2407	30155,2	33410																	
	Boundaries: Calculations are based on purchased goods Tier 1-4. Calculations for Tier 2 - 4 have been made using the Higg MSI 3.1 life-cycle assessment tool, where a cradle to gate methodology is used. The MSI is powered by peer-reviewed, science-based life-cycle assessment data, including resources from the GaBi database.	Our calculations of impact of material has from 2015-2019 been calculated within the European Clothing Action Plan using the product weight and fiber composition. This calculation refers to Tier 1 to Tier 4 and the water is refering to consumption.																				
	The input is all textile fibers and trims in total bought weight.	For 2020 and forward we have calculated the water scarcity using data on weight of all bought textile and trims, the Higg MSI 3.1 tool has been used. Water corresponds to Tier 2 to Tier 4. The total water scarcity is 41 929 000 m³.																				
		We have worked with 3 dyeing techniques that reduce water, energy and chemicals; Solution dye/Spin dye, CO₂ dyeing and a nominated dyestuff for cotton.																				
		56% of all our bought cotton is dyed with a process (AviteraTM). Our supplier in Bangladesh has calculated a reduction of in total 10 liters per dyed kilogram of cotton.																				
		Through buying 88% Better Cotton scheme cotton instead of conventional cotton we saved 30045 m³ of water in 2021.																				
24. Environmental performance	308-1, 308-2 Supplier Environmental Assessment	We have not onboarded 1 new suppliers to our environmental program during 2021.																				
Supplier engagement and performance to support the brand targets on climate change	Data shown in this section refers to Tier 1.	We are encouraging our suppliers to work with a self assessment in the Higg Index. This work has mostly been towards our Partners, both Tier 1 and Tier 2 suppliers. Today we cover almost 100% (99,4%) of our production volumes with Tier 1 suppliers participating in the Higg Facility Environmental Module. We have collected the energy and emission data from our Tier 1, Garment suppliers as below.																				
	The impact occurs in the countries where we have our production of material and products, see mapping of our footprint. This impact is bigger than our own operations. We are working with our suppliers to raise knowledge and awareness and we do that through the work with the Sustainable Apparel Coalition and the Higg Index.	<table><tr><td></td><td>Facilities</td><td>Total spend</td><td>Higg Covering</td><td>GHG</td></tr><tr><td>Partner Suppliers</td><td>17</td><td>84%</td><td>73%</td><td>81%</td></tr><tr><td>Preferred Suppliers</td><td>16</td><td>11%</td><td>6%</td><td>12%</td></tr><tr><td>Potential Suppliers</td><td>9</td><td>5%</td><td>1%</td><td>7%</td></tr></table>		Facilities	Total spend	Higg Covering	GHG	Partner Suppliers	17	84%	73%	81%	Preferred Suppliers	16	11%	6%	12%	Potential Suppliers	9	5%	1%	7%
	Facilities	Total spend	Higg Covering	GHG																		
Partner Suppliers	17	84%	73%	81%																		
Preferred Suppliers	16	11%	6%	12%																		
Potential Suppliers	9	5%	1%	7%																		

MATERIAL TOPIC	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS																								
Planet																										
9. Environmental performance - Supply Chain	302-1, 302-3 Energy and Emissions	For calculations on greenhouse gases we have compiled data from HIGG FEM																								
Supplier engagement and performance to support the brand targets on climate change	<p>Data shown in this section refers to Tier 1.</p> <p>The impact occurs in the countries where we have our production of material and products, see mapping of our footprint. This impact is bigger than our own operations. We are working with our suppliers to raise knowledge and awareness and we do that through the work with the Sustainable Apparel Coalition and the Higg Index.</p> <p>For 2021 we have asked all our Tier 1 suppliers to support us with their total energy use and Green House Gas Emissions as part of our total impact calculation for Scope 3 and Purchased Goods.</p>	<table><tr><td></td><td>2020</td><td>2021</td></tr><tr><td>Total greenhouse gas:</td><td>1 744,7 tCO₂e</td><td>1 632,1 tCO₂e</td></tr><tr><td>Non-renewable</td><td></td><td></td></tr><tr><td>Petrol:</td><td>340 196,5 L</td><td>155 076 L</td></tr><tr><td>Natural Gas:</td><td>27 560 601 m³</td><td>33 144 456 m³</td></tr><tr><td>Indirect energy consumption</td><td></td><td></td></tr><tr><td>Electricity:</td><td>66 619 415 kWh</td><td>83 148 937 kWh</td></tr><tr><td>Renewable energy:</td><td>706 262 kWh</td><td>1 524 630 kWh</td></tr></table>		2020	2021	Total greenhouse gas:	1 744,7 tCO ₂ e	1 632,1 tCO ₂ e	Non-renewable			Petrol:	340 196,5 L	155 076 L	Natural Gas:	27 560 601 m ³	33 144 456 m ³	Indirect energy consumption			Electricity:	66 619 415 kWh	83 148 937 kWh	Renewable energy:	706 262 kWh	1 524 630 kWh
	2020	2021																								
Total greenhouse gas:	1 744,7 tCO ₂ e	1 632,1 tCO ₂ e																								
Non-renewable																										
Petrol:	340 196,5 L	155 076 L																								
Natural Gas:	27 560 601 m ³	33 144 456 m ³																								
Indirect energy consumption																										
Electricity:	66 619 415 kWh	83 148 937 kWh																								
Renewable energy:	706 262 kWh	1 524 630 kWh																								
Product																										
10.2 Raw Material	301-2, 302-3, 302-5, 303-1 Water, Emissions, Material	Calculation of carbon, water and waste on all bought main fabrics:																								
Material used in our products. When working with new materials always ask for more sustainable options.	<p>Our highest impact occurs during production of raw materials used in our products. We are trying to reduce the impact by working with material suppliers that we know many years and share our vision of lowering the impact. Additionally we track the materials that we buy and monitor con-stant reduction by using processes that use less water, less energy and less chemicals. We have a target of buying more recycled synthetic fibers like recycled Polyester and Polyamide.</p> <p>Boundaries: Calculations are based on purchased goods Tier 1-4. Calculations for Tier 2 - 4 have been made using the Higg MSI 3.1 life-cycle assessment tool, where a cradle to gate methodology is used. The MSI is powered by peer-reviewed, science-based life-cycle assessment data, including resources from the GaBi database. Tier 1 calculations have been made using the HIGG FEM module.</p> <p>The input is all textile fibers and trims in total bought weight. The recycled content is calculated on all bought product related material by weight.</p>	<table><tr><td></td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td></tr><tr><td>Carbon tCO₂e/t textile</td><td>27,3</td><td>29,9</td><td>27,4</td><td>16,4</td><td>14,2</td></tr><tr><td>Water m³/t textile</td><td>3462,2</td><td>2826,5</td><td>2407</td><td>30155,2</td><td>33410</td></tr></table> <p>Our calculations of impact of material has from 2015-2019 been calculated within the European Clothing Action Plan using the product weight and fiber composition. This calculation refers to Tier 1 to Tier 4 and the water is refering to consumption.</p> <p>For 2020 and forward we have calculated the water scarcity using data on weight of all bought textile and trims, the Higg MSI 3.1 tool has been used. Water corresponds to Tier 2 to Tier 4. The total water scarcity is 41 929 000 m³.</p> <p>We have worked with 3 dying techniques that reduce water, energy and chemicals; Solution dye/Spin dye, CO₂ dying and a nominated dyestuff for cotton.</p> <p>56% of all our bought cotton is dyed with a process (Avitera™). Our supplier in Bangladesh has calculated a reduction of in total 10 liters per dyed kilogram of cotton.</p> <p>Through buying 88% Better Cotton scheme cotton instead of conventional cotton we saved 30045 m³ of water in 2021.</p> <p>We have for 2020 used 20,8% of recycled material instead of virgin. This is both post-consumer and industrial waste in regards of recycled Polyester and Polyamide.</p>		2017	2018	2019	2020	2021	Carbon tCO ₂ e/t textile	27,3	29,9	27,4	16,4	14,2	Water m ³ /t textile	3462,2	2826,5	2407	30155,2	33410						
	2017	2018	2019	2020	2021																					
Carbon tCO ₂ e/t textile	27,3	29,9	27,4	16,4	14,2																					
Water m ³ /t textile	3462,2	2826,5	2407	30155,2	33410																					
10.4 Efficiency, energy, water and waste																										
Make sure to be cost and consumption efficient to secure less waste.																										

MATERIAL TOPIC	INDICATORS - MANAGEMENT APPROACH AND BOUNDARIES	COMMENTS
Product		
<p>10.4 Efficiency, energy, water and waste</p> <p>Make sure to be cost and consumption efficient to secure less waste.</p>	306-2 Effleunts and waste	<p>Approximately 20% of all fabrics will be waste after cutting. We are working on reducing our marker efficiency and lower the amount of scrap from production, this is part of our circular processes for products. We have collected waste / scrap from cutting in production from one supplier, in total 31 ton. This waste has been sold to a recycler that has converted the material into new fibers.</p> <p>We have since 2020 worked with reduction of salesmen samples. 2021 we reduced samples with 66 % wich in the end means a reduction of in total 109 tCO₂e and approximately 7 600 kg of materials.</p> <p>We have gone from a system of several sustainability hangtags to limit it to one sustainability hangtag for each style during the year. Reduction of pieces approximately 520 000 hangtags. This has resulted in a reduction of totally 185 tCO₂e and 227,61 m³ of water.</p>
<p>10.6 End of use</p> <p>Help the end consumer to close the loop.</p>	<p>301-3 Materials</p> <p>Too much of textile ends up in landfill. By feeding the textiles back in the loop we contribute to reuse and to recycling of already used textiles. We have a take back program connected to our own retail stores.</p>	<p>We only collect our own products, old from end-consumers or claimed products.</p> <p>Total amount in kg of take back products that has been donated to Human Bridge 2020 was approx. 2400 kg.</p>