



ABOUT THE REPORT

2022 was a challenging year for us, as for so many others. We stayed true to who we are with our core values Passion, Winning Spirit, Togetherhood and Responsibility as guidance, and we are proud of the advancements we made.

We are acutely aware of the work we have ahead of us. Our planet cannot keep up with a business-as-usual approach. We need to act, and we need do it together.

Within this report, you will see the true spirit of us at Peak Performance, our progress, our challenges, and how we always approach our sustainability work – together as a strong team.

For an Index in reference to the GRI core option, please visit the Amer sustainability report: [Click here](#)

For any questions related to the report, please contact our PR team press@peakperformance.com

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LETTER FROM OUR BRAND PRESIDENT



May 2023 – When I wrote this letter last year, Europe was in crisis because of the devastating war in Ukraine, the energy crisis, and ongoing lockdowns. The situation in the world has remained challenging also in 2022, which has affected how we could operate our business.

Despite of all these challenges our team has truly demonstrated resilience and commitment to drive and deliver on important sustainability topics with fighting spirit, and passion of us becoming a more sustainable brand. I am beyond proud and thankful for this.

We are committed to progress in the implementation of our sustainability roadmap to reach our long-term goals. However, during last year, we put focus on conducting a sustainable business and working towards our long-term goals. Therefore, we unfortunately did not manage to reach the short-term goal of having 30% circular products by 2023. However, we are confident and determined to reach our long-term goal of being 100% circular by 2030. With already launched initiatives such as our Care and Repair program, WearAgains and our partnership with Human Bridge, we are on our way to becoming a fully circular brand.

In 2022, we became BRM verified, an achievement we are enormously proud of. It provides us with a good benchmark to see where we are today and where we need to target our sustainability efforts. It also allows us to be even more transparent.

Another highlight is the success of our Wear-Agains. In 2021 we opened our first physical second-hand experience in our flagship store

in Stockholm. This pilot has been so successful that we last year worked hard on getting ready for our digital experience. I am enormously proud to say that it was just launched in April of 2023.

A personal highlight from 2022 was the first ever Peak Performance Togetherhood Summit, where we gathered all employees globally for a day in the Swedish archipelago. A day full of workshops and discussions, as well as a substantial portion of team building activities to align, grow and nurture the company culture and values.

Overall, 2022 was a challenging year for us for many reasons and our business was affected by the state of the world, but a year when our employees came together like never before. Our consumers have once again proven their loyalty and clearly shown their need for a brand that has a purpose and a sustainability roadmap.

Our goal is to protect our playground and ensure that the next generation of shredders also can enjoy the great outdoors. We will continue our work and share the journey with you!

Sincerely Yours,

Sara Molnar
Brand President, Peak Performance

HIGHLIGHTS OF *THE YEAR 2022*

WE BECAME
HIGG BRM
VERIFIED FOR
THE FIRST TIME



OUR ICON HELIUM TURNED 10
YEARS AND AS PART OF THE
CELEBRATION WE DID AN R&D
PRODUCT EXPLORING (CLOSE TO)
ZERO WASTE



Our Resale initiative WearAgainst had a 99% sellthrough and will be expanded further.



During our Helium 10-year celebration, we held a repurposing workshop together with our long-time repair partner Åre Syverkstad making new products from old claimed and broken Helium jackets

Our owners Amer Sports set a new sustainability strategy on group level and expanded their group sustainability team lead by a new Vice President of Sustainability



Our first ever Togetherhood summit. A day full of workshops and discussions as well as a substantial portion of team building activities to align, grow and nurture the company culture and truly live our values.



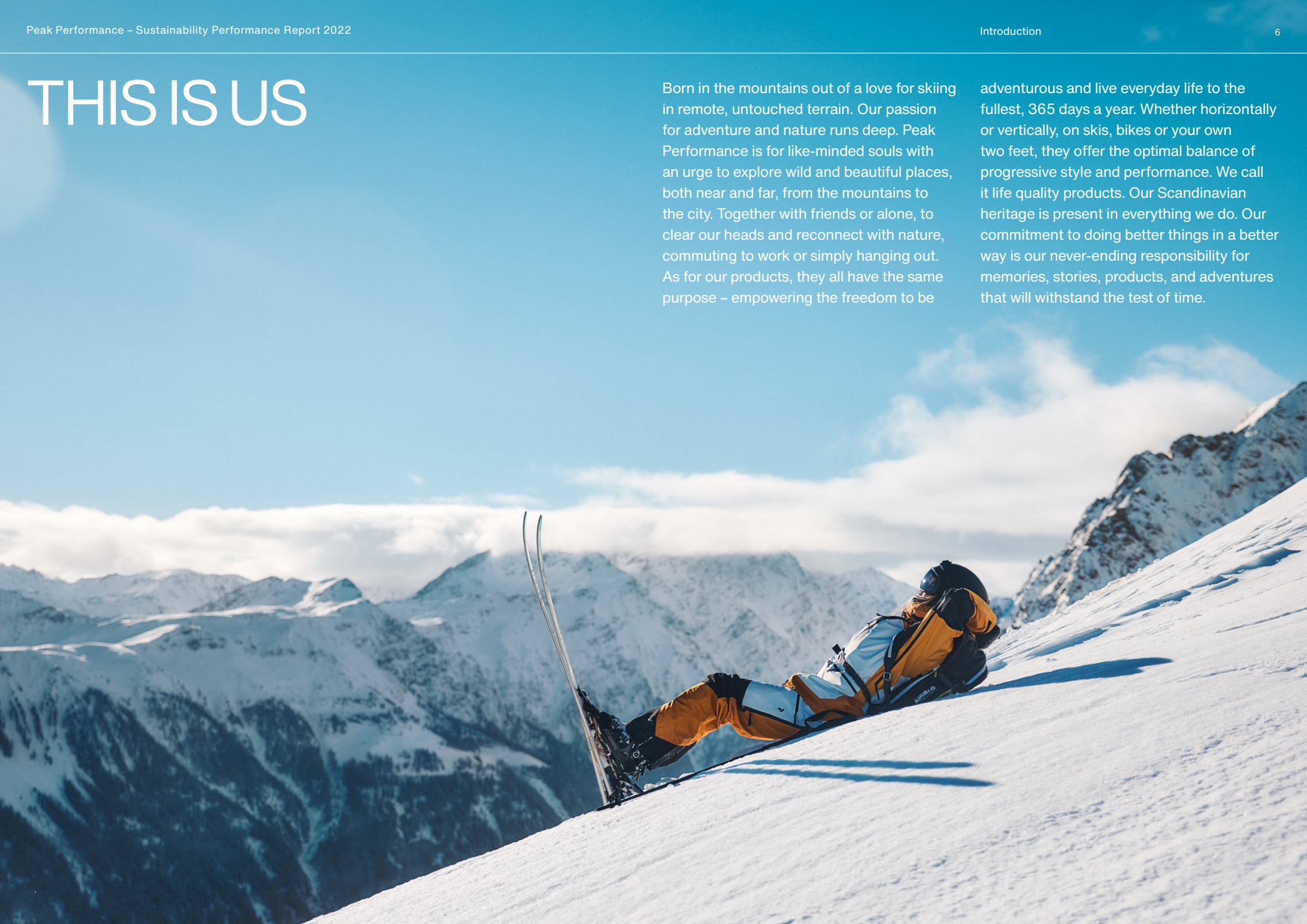
PEAK PERFORMANCE *AT A GLANCE*

- Freeride inspired outdoor brand
- Founded in 1986
- 505 total employees,
66% female / 34% male
- Present through own stores and B2B
partners across more than 20 markets
- E-com in 17 markets

THIS IS US

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 – empowering 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.



OUR *BRAND DNA*



WE ARE
SCANDINAVIAN



WE ARE
FREERIDE INSPIRED



WE ARE
MOUNTAIN BORN

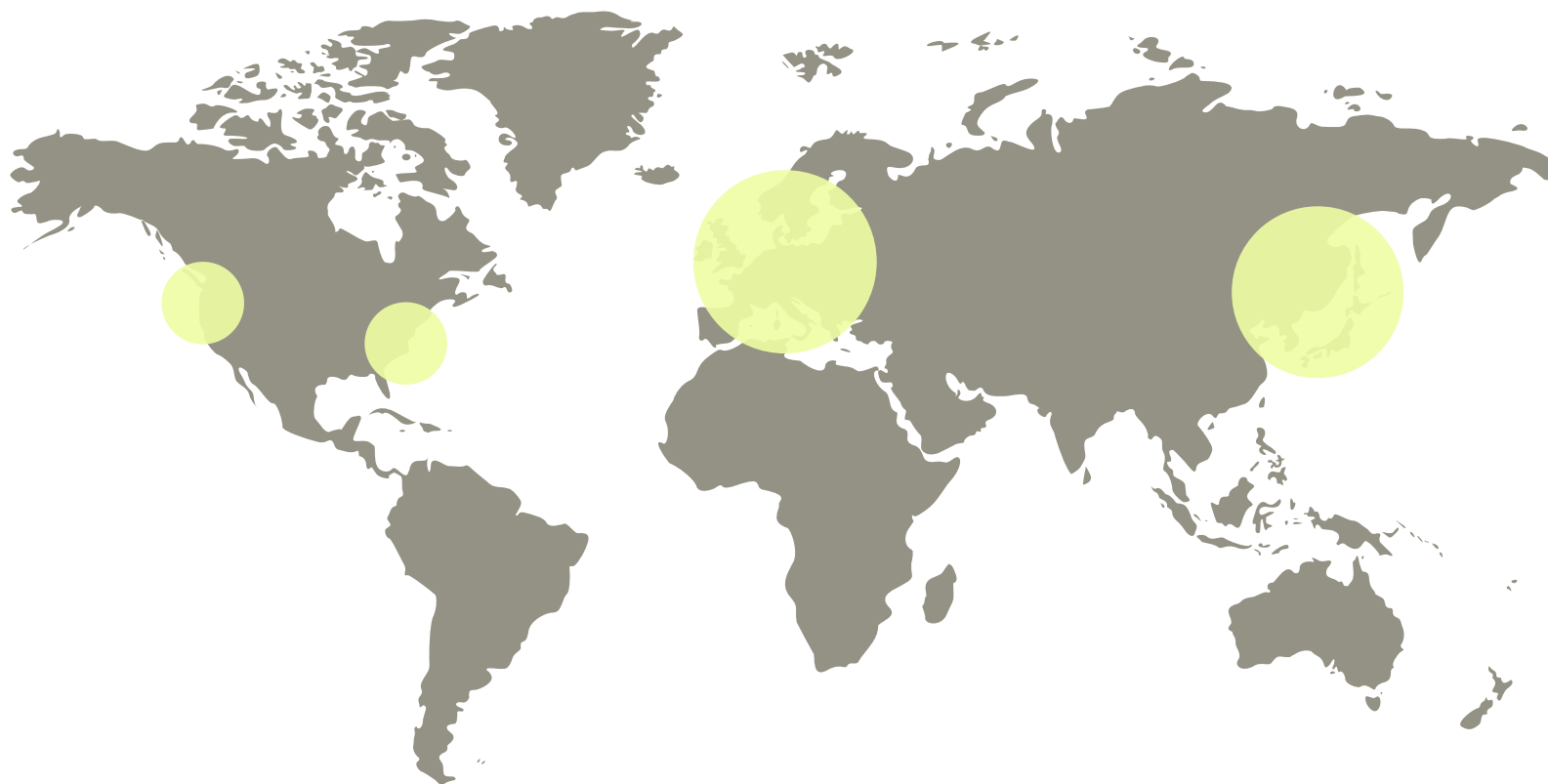


WE LOVE
TOGETHERHOOD



WE CREATE
PRODUCTS THAT HAS
THE OPTIMAL BALANCE
OF PROGRESSIVE
STYLE & PERFORMANCE

GLOBAL PRESENCE



Headquarter Location: Stockholm

- Brand stores: 31 stores in 9 markets
- Outlet stores: 10 outlets in 7 markets
- Partner stores: 26 stores in 11 markets
- Wholesale partners: 1400 partners in 25 countries
- 48% of net sales in DTC

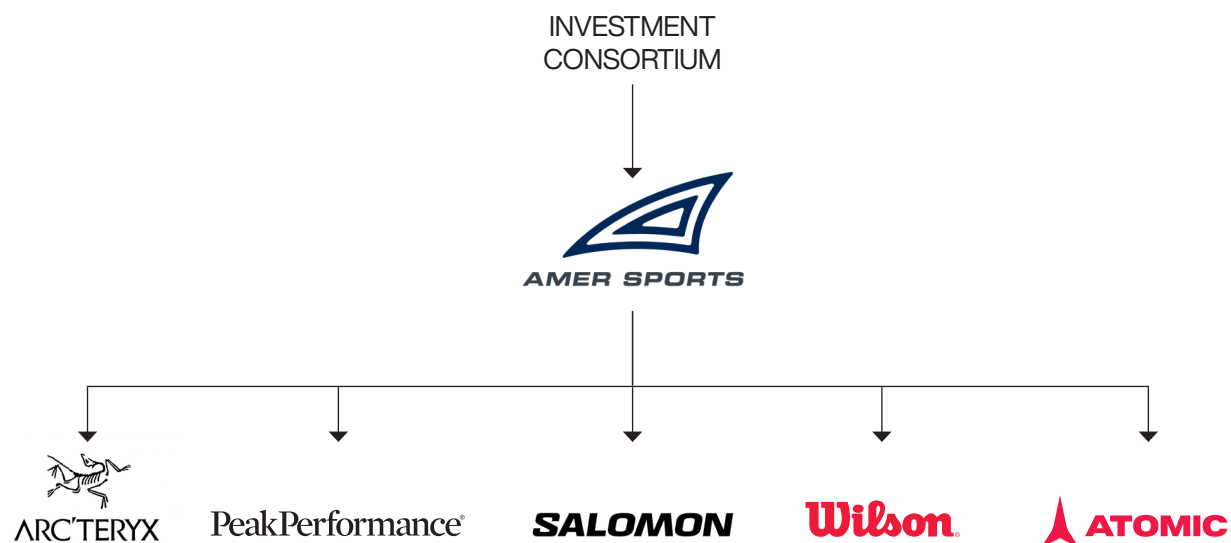
NEW STORE CONCEPT

In 2022, we launched a new store concept in Copenhagen. This new concept features fixtures specially designed for our brand, made of pine wood from Sweden to add a feeling of local authenticity.

The concept is also built with modularity and longevity in mind, enabling us to evolve and update gradually over time, rather than becoming outdated and completely replaced after just a few years.

OWNERSHIP & GROUP STRUCTURE

Amer Sports is a global sporting goods company with headquarters in Helsinki, Finland. Peak Performance was acquired by Amer Sports at the end of 2018. A year later, Amer Sports was in turn acquired by an investment consortium with China's largest sports brand ANTA Sports as the leading investor.



SUSTAINABILITY ON A GROUP LEVEL

THINK BIGGER, GO FURTHER, BE BETTER

In 2022 Amer Sports updated their sustainability strategy, engaging all the brands, group functions, and stakeholders in this work.

They elevated all their environmental, social, and governance ambitions and commitments to demonstrate accountability and transparency throughout the value chain.

A clear sign of this was the creation of a sustainability committee appointed by the Board of Directors, and a strengthened sustainability team on group level led by a new Vice President of Sustainability.

The cornerstone of the Amer Sports sustainability strategy is the materiality assessment, a standard process to identify areas that have an impact on Amer Sports and that are of interest to their key stakeholders. The materiality analysis identified 14 topics including climate change, sustainable procurement, and supply chain.

“We are not building our business for the next quarter or year—we are building it for the next 100 years. We want to ensure that our future generations can enjoy the outdoors and fields of play the same way we can,”

– Anne Larilahti, Amer Sports
Vice President Sustainability.

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.

A LOOK FORWARD TO *2023 WITH AMER SPORTS*

As a subsidiary of Amer Sports, we are included in the many sustainability initiatives they launch on group level. With the increased demands and regulations on sustainability and transparency, Amer will be responsible for ensuring the group is progressing in the right direction. Peak Performance will continue to launch sustainability projects that we see are important to our stakeholders and the sustainable growth of our brand. Below are projects that were initiated in 2022 and will be carried out in 2023:

ASSESSING DOUBLE MATERIALITY

Amer Sports will further develop our sustainability strategy work by conducting a double materiality assessment to complement and add greater detail to the materiality work conducted in 2022. Double materiality recognizes that a company's sustainability

performance is affected by its activities and the broader context in which it operates. Double materiality encourages a company to look at materiality from two perspectives: impacts of the company's operations and its business relationships and how its internal and external impacts need to cover the whole value chain.

CONDUCTING A HUMAN RIGHTS IMPACT ASSESSMENT (HRIA)

To gain a deeper understanding of our positive and negative impacts, Amer will carry out a human rights impact assessment (HRIA). This assessment will help us to establish minimum standards for managing human rights across our entire group and all brands. We are actively implementing our sustainability strategy to address critical issues, enhance our sustainability reporting, and prepare for

future regulations. Through this process, we will identify areas where we are performing well and opportunities for improvement to enhance our sustainability work and modify our reporting accordingly.

SCIENCE BASED TARGETS INITIATIVE (SBTi)

Amer Sports has committed to setting near, and long-term, company-wide emission reductions in line with science, through the Science Based Targets initiative (SBTi). During 2023, Amer Sports plans to submit its targets to the SBTi for validation. Due to the state of the sustainability department at Peak Performance during 2022, we have decided to join Amer in the SBT validation. We will set our own roadmap as it is essential for us to continue the journey we have embarked on.

FINANCIAL DISCLOSURES

Amer sports will assess and report our climate impacts, especially climate-related risks, and opportunities according to the Task Force on Climate Related Financial Disclosures (TCFD) recommendations. According to TCFD, companies can use their framework to make better-informed decisions on where and when to allocate their capital as well as in strategic planning, to evaluate better risks and exposures over the short, medium, and long term. Competition law training, an e-learning program on European Union (EU) competition law, will be launched in spring 2023, based on the plans made in 2022. The training course will focus on EU competition law due to changes to EU vertical competition rules that entered into force in June 2022, with a one-year transition period.

“Making high quality products that can be circulated over and over again is essential to reaching our climate goals and safeguarding nature for future generations of shredders.”

SELMA JAKOBSSON / HEAD OF SUSTAINABILITY & QUALITY

OUR COMMITMENTS

CLIMATE

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

TRANSPARENCY

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

LONGEVITY

We are devoted to reaching 100% of our products designed for circularity by 2030.

RELATIONSHIPS

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



*Our emission reduction goals will be based on Science Based Targets. This work will start in 2023

We will be transparent if we need to change anything in our targets based on SBT

OUR TIMELINE

2012

Chemical compliance process established and successfully introduced our RSL (Restricted Substance Lists) to our supply chain in 2013.

2013

Joined the Bangladesh Accord to make all garment factories in Bangladesh safe workplaces.

2016

Part of the ECAP and first sustainability material strategy in place. Started substituting PFAS in DWR treatments and began using the Responsible Down Standard.

2019

Defining our circular principles on product level and setting goals and actions.

2020

Joined the Circular Fashion Project with Global Fashion Agenda to pilot true circular principles.

2021

Committed to Science Based Target initiative

2021

Added Responsibility as our fourth company value

2022

Pledged for voluntary financial contribution to the pilot of Employment Injury Scheme (EIS) in Bangladesh in 2022

2050

Reach net zero emissions

2012

Joined the Sustainable Apparel Coalition and introduced the Higg Index.

2007

Joined the amfori BSCI to improve social performance in our supply chain.

2015

First brand to use Drydye® Technology for woven ski wear and won the ISPO GOLD award for innovation.

2018

The first year for us to report on sustainability.

2018

Founding member of the Swedish Textile Initiative for Climate action and signing the UN fashion Charter for Climate Action.

2020

Became a participating company of the Fair Labor Association (FLA).

2021

Signed International Accord

2021

Launched WearAgains in stores

2022

We became BRM Verified

2030

Reduce our climate impact with 50% and have 100% of our products designed for circularity

LISTENING TO OUR STAKEHOLDERS

Our business has many different stakeholders, and we have identified our most important stakeholders as our partner suppliers, wholesale partners, consumers, employees, and our friends (sponsored athletes and ambassadors). They all have different opinions on what they think is essential when it comes to sustainability. By asking them about their priorities, we understand where to focus our efforts. When in dialogue with our partner suppliers, we know they are highly concerned 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 their employees' health and financial stability came into focus, leaving investments as a second priority for some time. This remained true in 2022, as another wave of Covid lockdowns hit the world.

Sustainability is an important topic for our wholesale partners, and they have a high demand for us following their criteria. The remaining challenge for us is that many come with different demands. We have, however, aligned our work with their strategies during the past years.

We know most of our consumers through our dialogue with them in our stores and e-commerce customer service, as well as, social media channels, market research and

consumer surveys. Circularity has become an increasingly important question for our customers during recent years. The Scandinavian circular e-commerce site Tradera publishes a list of their most circular brands each year. Peak Performance won in the category of most sold brands. This gave us a clear indication to broaden our own WearAgains program that we launched in store 2021. During 2022 we worked hard to expand WearAgains to get ready for launch on our Swedish website in 2023.

To educate and engage our employees, we post updates on the sustainability page on our internal communication platform regularly. We also invited employees to take part in

courses and information sessions held by the Sustainable Fashion Academy.

We also ask our employees what they think is most vital for us to focus on. Their answers are reflected in our material risk assessment, which is part of the foundation for our strategy and will be updated bi-yearly based on our stakeholders' interests.



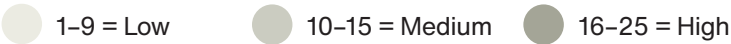
OUR MATERIAL TOPICS


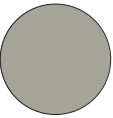


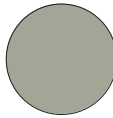






















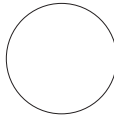












BUSINESS THAT LASTS	RELATIONS THAT LAST	A PLANET THAT LASTS	PRODUCTS THAT LAST
<p>1.0 PROFITABILITY, PROSPERITY, AND SUSTAINABLE BUSINESS</p> <p>1.1 Governance and policy commitment</p> <p>1.2 Circular Business</p> <p>1.3 Responsible sales planning and development</p> <p>1.4 Innovation</p> <p>1.5 Anti-Corruption</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.



	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



BUSINESS *THAT LASTS*

BUSINESS *THAT LASTS*

Peak Performance is here to stay. Growing a business that supports people and the planet is our biggest priority. We have come far in our work, and it is of paramount importance that we grow sustainably. We will achieve this by preserving natural resources, invest in sustainability initiatives that will help us reach our climate goals, and continuing to listen to and share our progress with our stakeholders.

GOAL

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

KEY ACHIEVEMENTS

— We became BRM verified to give greater transparency into our sustainability work and see where we need to put our efforts to reach our sustainability goals.

— We changed the title of Sustainability Manager to Head of Sustainability to emphasize the importance of sustainability for our organization.

— We had remarkable success with our in-store 2nd hand initiative and worked to launch online in 2023.

— We launched patches for consumers to repair easily on their own, thus expanding the life of our products.

— Peak Performance was the bestselling brand on Swedish circular site Tradera.

— Launched successful marketing campaign for the Menstrual Cup sterilizer for more inclusiveness in outdoor activities.

OUR *BUSINESS* MODEL

Our business model is to sell products in our physical retail stores and online via our website (direct-to-consumer) and to wholesale partners and selected e-tailers.

Our focus is to always make progress and improve our way of working. Assuring that products are linked to forecasted demand is of utmost importance to not overproduce. During 2022 we increased the way we communicated planning forecasts to our vendors. We increased the forecast sharing to three times during the development process to ensure that our supply of products is linked to predicted demand.

Innovation is critical to our brand. New ways of working, new technical solutions, and new sustainable materials to prolong the longevity of our products.

We value our Partner suppliers highly and collaborate with them to find the best practice. We also have great transparency within the Amer group and collaborate with our sister brands when it comes to sustainable ways of working.



ORGANIZATIONS *THAT WE ARE WORKING WITH*

We cannot reach our goals on our own.
To maintain a high level of work and
steady progress, we have partnered with
the following organizations:

Sustainable Apparel Coalition (SAC)
www.apparelcoalition.org

Fair Labor Association (FLA)
www.fairlabor.org

The International Accord
www.internationalaccord.org

The Swedish Chemical Group
[www.ri.se/sv/vad-vi-gor/natverk/
natverket-kemikaliegruppen](http://www.ri.se/sv/vad-vi-gor/natverk/natverket-kemikaliegruppen)

TEKO, Sveriges Textil-och Modeföretag
www.teko.se

The Swedish Textile Initiative for Climate
Action (STICA)
www.sustainablefashionacademy.org/STICA

Sustainable Fashion Academy
www.sustainablefashionacademy.org

UN Fashion Industry Charter for Climate
Action (FICCA)
[www.unfccc.int/climate-action/sectoral-en-
gagement/global-climate-action-in-fashion/
about-the-fashion-industry-charter-for-
climate-action](http://www.unfccc.int/climate-action/sectoral-engagement/global-climate-action-in-fashion/about-the-fashion-industry-charter-for-climate-action)

Scandinavian Outdoor Group (SOG)
www.scandinavianoutdoorgroup.com

bluesign®
www.bluesign.com/en

Better Cotton Initiative (BCI)
www.bettercotton.org

Science Based Targets initiative (SBTi)
www.sciencebasedtargets.org



NEW LIFE FOR *PEAK PERFORMANCE* *LEFTOVER CLOTHES*

Human Bridge is an organization that specializes in the supply of medical equipment. The organization collects, repairs, and distributes medical supplies and disability equipment to countries in Africa and Eastern Europe. Textiles such as clothing and footwear are collected and distributed as direct aid, or to generate revenue for various aid projects. Peak Performance frequently collects clothes and leftover fabric from its headquarter and stores to support Human Bridge's mission.

During 2022, Peak Performance collected 2195 kg to Human Bridge.

To learn more about Human Bridge, visit www.humanbridge.se



OUR APPROACH TO *CIRCULAR ECONOMY* *AND DESIGN*

Circular economy is a model for economic development that aims to create a sustainable and regenerative system by maximizing resource utilization, minimizing waste, and reducing environmental impacts. In a circular economy, resources are used efficiently, products and materials are kept in use for as long as possible, and at the end of their life cycle, they are recycled, repurposed, or regenerated. This is in contrast to the linear model with a cradle-to-grave approach.

To reach our target of 100% circular products by 2030, we need to have a circular strategy for each product that we produce.

The ability to prolong the product's lifespan with services around care and repair is a crucial concept of these strategies. We already offer repair services to our members, a service performed by our long-time and loyal tailors and workshops. To support our consumers further, we launched patches in 2022 for consumers to repair easily on their own.

In 2021 we launched WearAgains, a 2nd hand initiative in our flagship store in Stockholm. During 2022 we have worked on expanding this offer digitally, which will launch in 2023



WEARAGAINS; AN IMPORTANT PART OF OUR CIRCULAR BUSINESS MODEL

As a manufacturer of apparel and accessories – we make an impact on the environment. We cannot argue that. But to support outdoor enthusiasts to enjoy hiking, biking, skiing, and other outdoor adventures calls for well-made clothing in everything from design, and material choices to production. 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 recycling.

Each garment that finds a way to live longer than once, when a customer chooses pre-loved, prevents the industry from producing a new one.

Of course, we want to introduce people to the fantastic world of new Peak Performance gear, but our WearAgains program with pre-owned, second-hand classics aligns with our path forward. To inspire ourselves and our friends to think again, wear again, and start new consumer behaviors.



WEARAGAINS *IN-STORE*

Since launching WearAgains in our Stockholm flagship store, we are attracting a whole new group of consumers. The consumer who has never picked up a single Peak Performance item before is now visiting our store – because we are offering second-hand alongside our new gear.

There is 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.

2022 was our first full year of this initiative and we had a sell-through of 99%!

WEARAGAINS ONLINE

To reach more customers, we worked on taking WearAgains online and offer it on our Swedish website in 2023, with the plan to expand to other countries in the coming years.

QUALITY IS KEY

Each Peak Performance item is made with quality, craftsmanship, and attention to detail from the design and choice of materials to production. That is how we have always done it and why WearAgains is so successful. We can also see that transcribe to Tradera, where we were the best-selling brand in 2022.

PEAK PERFORMANCE CIRCULAR PRODUCT VISION

Peak Performance takes responsibility to only develop products that have a clear PURPOSE, that is created with thoughtful RESOURCES, designed both for LONGEVITY and for repeated CIRCULATION.



OUR CIRCULAR *GUIDING PRINCIPLES*

PRODUCT LIFECYCLE

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

RESOURCE EFFICIENCY

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

DURABILITY AND REPAIR

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

BUSINESS MODELS

Transforming the linear business model to a circular business model will be the key to reaching our climate goals.

END OF USE

Securing that after use, a product is resource-efficient.



QUALITY AND LONGEVITY

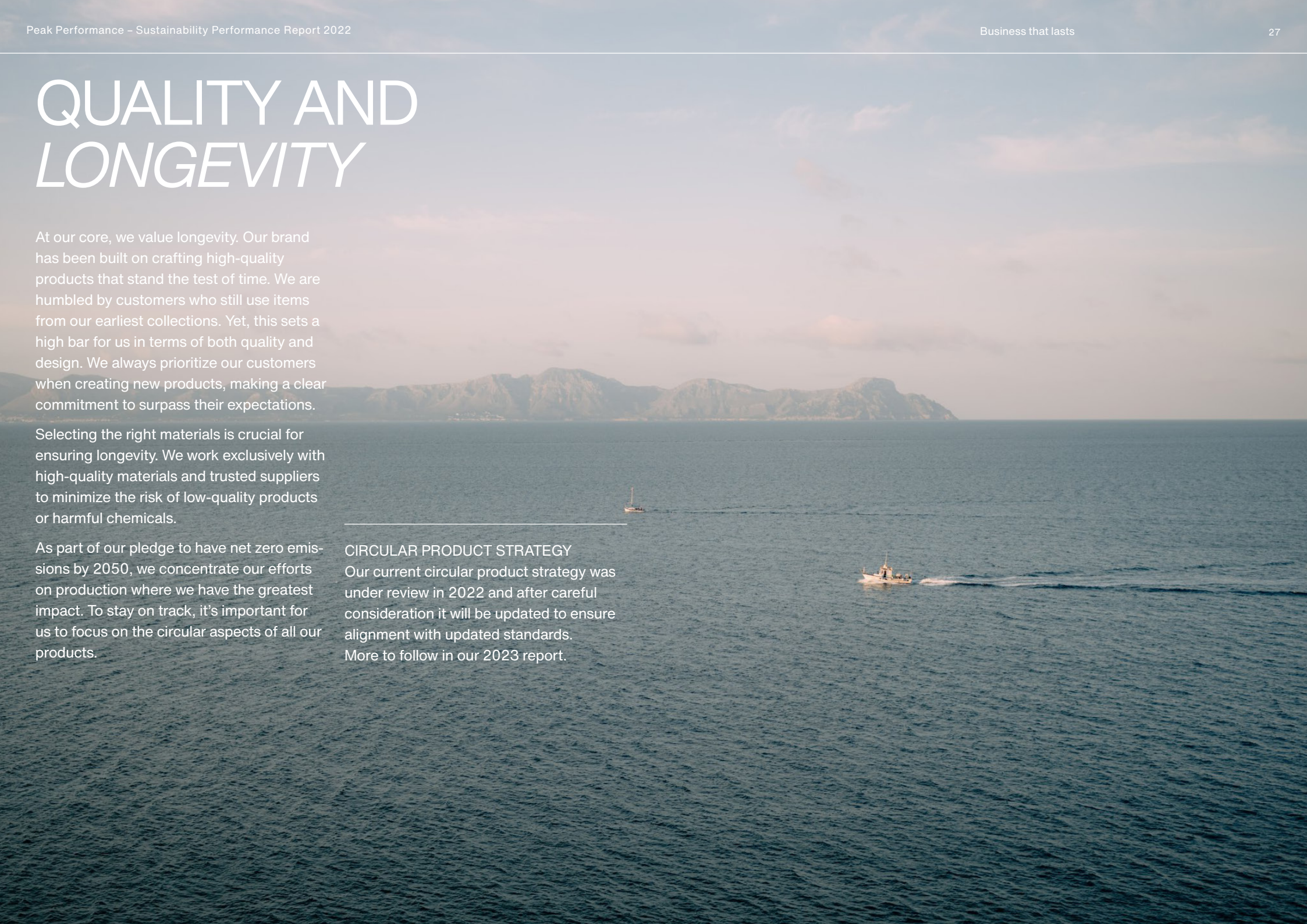
At our core, we value longevity. Our brand has been built on crafting high-quality products that stand the test of time. We are humbled by customers who still use items from our earliest collections. Yet, this sets a high bar for us in terms of both quality and design. We always prioritize our customers when creating new products, making a clear commitment to surpass their expectations.

Selecting the right materials is crucial for ensuring longevity. We work exclusively with high-quality materials and trusted suppliers to minimize the risk of low-quality products or harmful chemicals.

As part of our pledge to have net zero emissions by 2050, we concentrate our efforts on production where we have the greatest impact. To stay on track, it's important for us to focus on the circular aspects of all our products.

CIRCULAR PRODUCT STRATEGY

Our current circular product strategy was under review in 2022 and after careful consideration it will be updated to ensure alignment with updated standards. More to follow in our 2023 report.



VERIFICATION OF THE HIGG BRAND AND RETAILER MODULE

Higg is a suite of tools to assess sustainability performance across our industry. It is created by the Sustainable Apparel Coalition (SAC) of which Peak Performance is a member since 2012.

We use several of the modules both to measure and monitor our impact in different parts of our operations. The Brand and Retailer Module (BRM) is a holistic assessment of the social and environmental aspects of our business. The self-assessment is done yearly by answering questions about social and environmental performance in the sections:

- Management systems
- Brand (everything from supply chain to packaging to end of use)
- Stores
- Operations & Logistics

Once completed you get a total score out of 100 that is weighted into a total social and environmental score.

Since 2020 we have done the self-assessment, but in 2022 we conducted our first verification, meaning we had a 3rd party verifier check the validity of our claims through interviews and documentation we provided.

As the scope of the assessment is very broad this was a real team effort involving many different parts of our company.

The conclusion of the verification results was that we need to put more focus in the areas of transport, stores, use and end of use phase of our products. Our total overall verified scores were:

53,7% Environmental
67,8% Social

MANAGEMENT SYSTEM	BRAND	STORES	OPERATIONS & LOGISTICS
Environmental 100% Verified	Environmental 59,6% Verified	Environmental 10,0% Verified	Environmental 45,2% Verified
Social 92,9% Verified	Social 60,0% Verified	Social 65,4% Verified	Social 52,8% Verified

DISTRIBUTION CENTERS	MANAGEMENT SYSTEM	OFFICES	PACKAGING	PRODUCT
73,7% Verified	95,6% Verified	70,0% Verified	54,5% Verified	54,5% Verified
STORES	SUPPLY CHAIN, PRODUCT & TEXTILES	TRANSPORTATION	USE & EOU	SUPPLY CHAIN: RESPONSIBLE, PURCHASING PRACTICES
72,2% Verified	64,8% Verified	17,4% Verified	38,5% Verified	76,7% Verified

MATERIAL TOPIC 1. *PROFITABILITY, PROSPERITY & SUSTAINABLE BUSINESS*

Given the scarcity of resources and the growing negative impact of environmental challenges, we're committed to ongoing evaluation of our strategies and the pursuit of even higher targets. We recognize the need to ready our business for a rapidly changing world that demands our attention to issues of human rights, climate change, transparency, circular economy, and chemical usage. All topics must remain top of mind to ensure the long-term viability of our business.

This material topic is about integrating a sustainable long-term approach to securing a profitable business for us, our stakeholders, and 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 coming pages we will explain the subtopics, describe our long-term goals within each topic, and show our progress and main activities for 2022.



MATERIAL TOPIC 1.1

*GOVERNANCE AND
POLICY COMMITMENT*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Promoting accountability, transparency, efficiency, and rule of law at all levels. Always have People, Process, Performance, and Purpose in mind.	<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>Together with Amer Sports we continued our work with the Fair Labor Association standards in our supply chain and are committed to its gold standards to improve factory working conditions in its global supply chain.</p> <p>94.5% of all Amer Sports employees completed the company Code of Conduct.</p> <p>During 2022 Amer Sports created a clear governance structure for sustainability and established a Sustainability Committee, appointed by the Board of Directors, to oversee and ensure the implementation of our sustainability strategy.</p> <p>Peak Performance is a member of Ready-Made Garment (RMG), which is an association representing brands in its Sustainability Council board (RSC) in Bangladesh or similar organizations worldwide to improve factory working conditions. It continues the work of the Bangladesh Accord.</p>

MATERIAL TOPIC 1.2

*CIRCULAR
BUSINESS*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Transforming our business from a linear to a circular model enabling a circular way of life for our products and consumers.	<p>Shifting from a linear to a circular economy with a sustainable growth plan and following focus areas: Product Lifecycle, 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 reviewed our circular products Strategy and after careful consideration decided to update and rework for 2023 in line with coming regulations.</p> <p>We launched repair patches, available online and in-store, to help our customers prolong the life of their products.</p> <p>We have been working on launching a digital version of our physical 2nd hand concept WearAgains. This will be launched on our Swedish website in 2023.</p>

MATERIAL TOPIC 1.3

*RESPONSIBLE
SALES PLANNING
& DEVELOPMENT*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Understanding how different business decisions impact the responsible way of doing business and how we can influence positive development through our decisions.	<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 on others.</p> <p>A sustainable e-com business with low impact and sustainable order fulfilment.</p>	<p>We reduced our suppliers by 10% to consolidate our business with key vendors for a closer partnership and more sustainable planning.</p> <p>We increased the share of the assortment that can be worn full year, making our assortment slimmer.</p> <p>Due to the continuing pandemic and the war in Ukraine, we had to use air shipment for 19% of our total shipped weight. This is an increase from 2021 when we shipped 8% of total weight by air. It's a big increase since pre-pandemic and we are working with our suppliers to keep timelines and secure other modes of shipment.</p>

MATERIAL TOPIC 1.4

INNOVATION

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
<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 introduced 3D sampling in 2020. In 2022 our whole pattern team got the CLO (3D) training.</p> <p>We started working in 3D with one of our partner suppliers and in 2022 we received 3D samples for all new prototypes instead of physical prototype samples.</p> <p>In 2022, our iconic style Helium Jacket had its 10th anniversary. To celebrate this, we created Helium Extreme, read more on page 81.</p>

MATERIAL TOPIC 1.5

ANTI-CORRUPTION

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Actively preventing corruption within our brand and our supply chain.	We have incorporated zero tolerance for any kind of corruption and bribery.	<p>94.5 % of all Amer Sports employees completed the company Code of Conduct e-learning, which is in line with the Fair Labor Association (FLA) principles.</p> <p>In 2022, awareness of the whistleblowing channel was increased among Amer Sports employees as a result of the Code of Conduct and Ethical Policy training. We continue to closely monitor the implementation of the EU Whistleblower Protection Directive to ensure that our whistleblowing process is in-line with the EU Whistleblower Protection Directive as implemented in EU countries. Read more about our Whistle B initiative on page 44.</p>

MATERIAL TOPIC 1.6

CAPACITY BUILDING

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
<p>Engage, empower, and inspire all our peers to work together and achieve goals collaboratively.</p> <p>Strengthen the ability to adapt to a fast-changing environment, by developing skills, processes, and know-how through continuous capacity building.</p>	<p>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.</p>	<p>We conducted 30 supplier audits during 2022 with no critical finding after completion of the audits.</p> <p>We held our first Togetherhood summit in September 2022 to empower and inspire our employees. Read more on page 58.</p> <p>The pattern team received 3D training to further increase skills towards reducing physical samples.</p>

MATERIAL TOPIC 2. *TRANSPARENCY*

By being open and transparent with our work we build trust both within our internal and external stakeholders. Our transparency work will also play an important role in driving change, knowing our supply chain and sources is key to reducing 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 Communication and Responsible Marketing

2.2 Partnership – stakeholder dialogues



2.1 COMMUNICATION & *RESPONSIBLE* *MARKETING*

TRAILBLAZER EDITION

With a focus on raising the question around menstruation, we launched a menstrual cup and case.

"Nothing should get in the way of your adventure. That's why we partnered with Lunette to launch a menstrual cup and sanitizing cup case, designed for modern female trailblazers and multi-day adventures on and around the mountain."

— Malin Graffman, Senior Brand Manager

On the 8th of March 2022 we launched the menstrual cup and case in connection to our Trailblazer Edition, a capsule collection designed by women and for women. We received 800 applications from women wanting to test the product who needed to motivate why they should be the ones to do so. Approximately 200 were picked out of those 800 applications which consisted of a mix of our friends, influencers, and consumers.

In June 2022, the women received the kit to test for three months (three cycles) during outdoor activities and then give feedback through a survey, and the feedback was over-all very good. Since April 2023 the cup and case have been available for purchase on our e-com site.

This initiative was communicated in our own channels – social media and newsletter as well as through earned channels – influencers and media. The response was amazing!



2.1 COMMUNICATION & *RESPONSIBLE* *MARKETING*

UPCYCLING INITIATIVE

We are embracing the concept of upcycling by having instore images and signs upcycled into something new, that would otherwise turn into waste. Throughout 2022, we collaborated with a specialist within upcycling called Pioneers, to transform the images and signs into gym bags and multi-purpose bags, each with a unique design. These items are offered as gifts with purchase or giveaways to our consumers.

REPURPOSING WORKSHOP

We have recognized a growing trend of upcycling and downcycling on platforms like Instagram, TikTok and within the fashion community. We wanted to actively partake in this trend and inspire our community and friends to learn and start adapting to a more sustainable lifestyle.

ENGAGING CONSUMERS & INFLUENCERS

Our friend Marie, an accomplished seamstress from Åre Syverkstad and our trusted partner

for 25 years, joined us at our flagship store in Stockholm. Her presence and knowledge aimed to inspire consumers to explore and learn about repurposing products that are no longer in use. After closing hours sewing machines was provided and we had 10 influencers from Sweden and Germany joining a session led by Marie to inspire how to transform used products into something new.

The response was very positive, and everyone embraced this workshop and created incredible products. To share this excitement, we generated and shared content on Instagram and Tiktok, resulting in one of our most successful posts of 2022.



MATERIAL TOPIC 2.1

*COMMUNICATION
& RESPONSIBLE
MARKETING*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
<p>Promote responsible marketing from an ethical and environmental perspective for our stakeholders.</p> <p>Communicate frequently and in a transparent way about our progress and our business impact.</p> <p>Secure framework and process for communication so we can be understood and compared to our peers.</p>	<p>We will be responsible and transparent in our marketing and communication of our business, our sustainability progress, and our impact.</p> <p>All products offered shall be traceable within the value chain, clearly connected with its material and production source.</p>	<p>We have more frequently communicated on social media about our sustainability work, our products, and our responsible stories.</p> <p>We were appointed the most sold brand on the Swedish circular e-commerce website, Tradera. We shared the news with our stakeholders and on social media.</p> <p>We openly share our Tier 1 supplier list together with our owners, Amer Sports.</p> <p>In 2022 we became HIGG Brand Module Verified and have shared the results with our stakeholders. Read more about the BRM verification on page 28.</p> <p>Our Sustainable Brand Index was 166 compared to last year's 182. We also improved our industry ranking to 5th compared to last year's 6th place. Sustainable Brand Index™ yearly ranks brands on sustainability. The rankings show how brands are perceived on sustainability by Swedish customers.</p> <p>The female capsule – we launched a marketing campaign to increase inclusiveness in outdoor activities – Read more on page 37.</p> <p>Care & Repair – We created new manual and standard operating procedures, which were shared internally as well as the launch of repair and spare parts facilitation tool.</p>

MATERIAL TOPIC 2.2

STAKEHOLDER
DIALOGUES

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Understand in-depth the expectations from our stakeholders, such as end-consumers, wholesalers, and suppliers.	<p>We will connect closely with our stakeholders to learn more about their sustainability expectations.</p> <p>We will collaborate with competitors, partners, and consumers to achieve a positive impact together.</p>	<p>We held our Togetherhood summit in September 2022 to empower and inspire our employees. Read more on page 58.</p> <p>Disclosed our BRM verification results with our internal stakeholders to increase understanding of our sustainability status.</p> <p>Increased the sustainability information we share on our social media platforms and our website, to include external stakeholders.</p> <p>Continued our work with FICCA and STICA by collaborating with competitors to reach common sustainability goals.</p>

RELATIONS *THAT LAST*



RELATIONS *THAT LAST*

We believe that collaboration is the most effective way for us and our stakeholders to make progress towards our sustainability goals. Our company values include, Togetherhood, and we put a lot of effort into building strong relationships based on frequent engagement, mutual respect, and a feedback culture that helps us grow together. We call it relations that last.

To preserve our company values, we focus on building the skills and competencies of our employees and promoting an active lifestyle. We also believe that our values are important when communicating with our stakeholders.

To achieve our ambitious sustainability goals, we partner with the best and have formed strong relationships with stakeholders across our business, which we will highlight in this section, starting with our supply chain.

GOALS *SUPPLY CHAIN*

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

KEY ACHIEVEMENTS *FOR SUPPLY CHAIN*

- We continued to manage the challenges during the prolonging of the pandemic and the war in Ukraine, fully in line with our brand values and we continue to work on the identified social compliance challenges in close collaboration with our suppliers.
- Peak Performance is a member of Ready-Made Garment (RMG), which is an association representing brands in its Sustainability Council board (RSC) in Bangladesh or similar organizations worldwide to improve factory working conditions. It continues the work of the Bangladesh Accord, which we signed in 2021.
- Together with Amer Sports we continued our work with the Fair Label Association standards in our supply chain, and are committed to its gold standards to improve factory working conditions in its global supply chain.

CODE OF CONDUCT

We want to do the right thing. Our Code of Conduct guides all our employees and everyone who works on our behalf.

The Amer Sports Code of Conduct is the most important guideline for our entire group. It describes how we all put our values into practice every day and sets the standard for the conduct expected by all Amer Sports employees.

Our Code of Conduct describes our commitments and expectations towards our suppliers and partners, and how we respect our employees. The Code of Conduct explains the principles under which we operate to all our stakeholders.

Our business is based on four core values: determination to win, team spirit, fair play, and innovation. In our Code of Conduct, we explain how these values are linked to actions in, for example, how we:

- conduct our business ethically
- take the environment into account
- respect human and labor rights
- promote equal opportunities
- promote safety at work
- comply with laws and regulations
- prevent fraud and protect our customers' data
- deal with intellectual property, and much more

All Amer Sports employees are expected to read and understand the Code and participate in the mandatory Code of Conduct e-learning which is, along with the Code itself, available in 14 languages. The training is also an integral part of onboarding our new employees. In 2022 94.5% of all Amer Sports employees completed the e-learning.

www.amersports.com/sustainability/code-of-conduct/



A CULTURE OF *SPEAKING OUT*

We are committed to maintaining and cherishing an open and trusting speak-up culture at all levels of our organization. Amer Sports employees can raise concerns with their line manager, dedicated human resources business Partner, legal or internal audit functions, or through our confidential and anonymous reporting channel; WhistleB.

WhistleB is operated by a third party and is also available for external stakeholders, such as employees of our business partners within our supply chain.

To learn more about our WhistleB program:

[Click here](#)



OUR SUPPLY *CHAIN PARTNERS*

Three levels of supplier partnerships.

PARTNERS

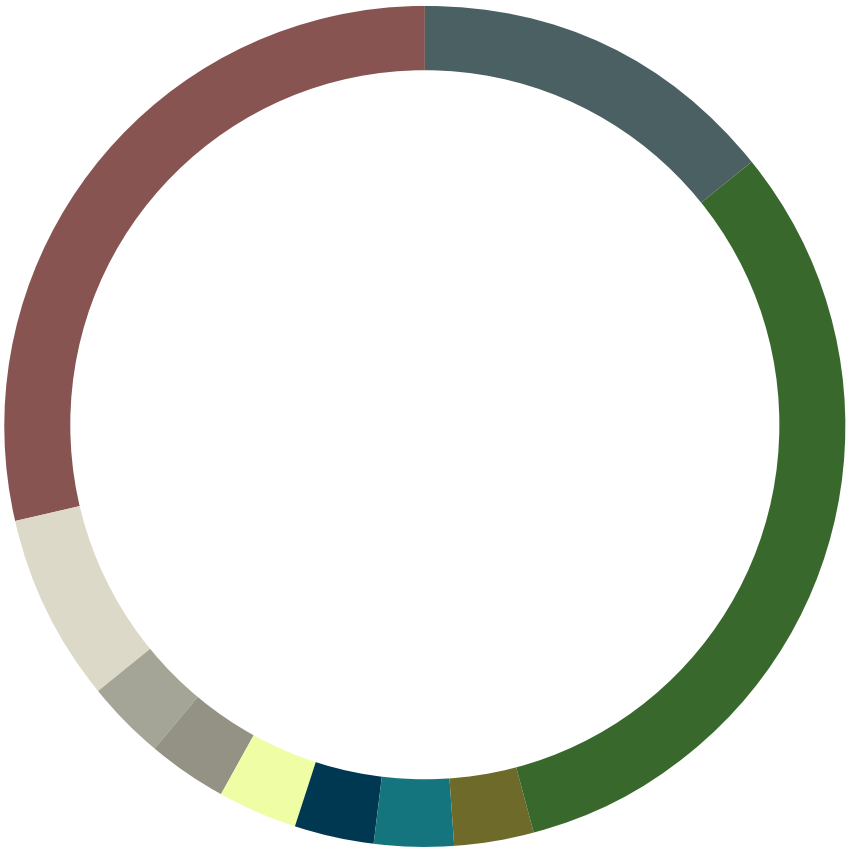
These are long-term partnerships with extensive business plans in place. Today we have 10 partner suppliers, which produced 80% of our garments in 2022. Some of our partners have been with us for more than 15 years.

PREFERRED SUPPLIERS

With these suppliers, we maintain a good relationship and for some, the plan is to evolve them to become partners over time. We have 16 preferred suppliers, which manufactured around 9% of our total garment production in 2022.

NEW SUPPLIERS

New suppliers are constantly evaluated and together we explore future partnerships if values and practices, as well as product requirements, match. In 2022 we added one new supplier. In total our approved suppliers stood for 11% of our garment production in 2022.

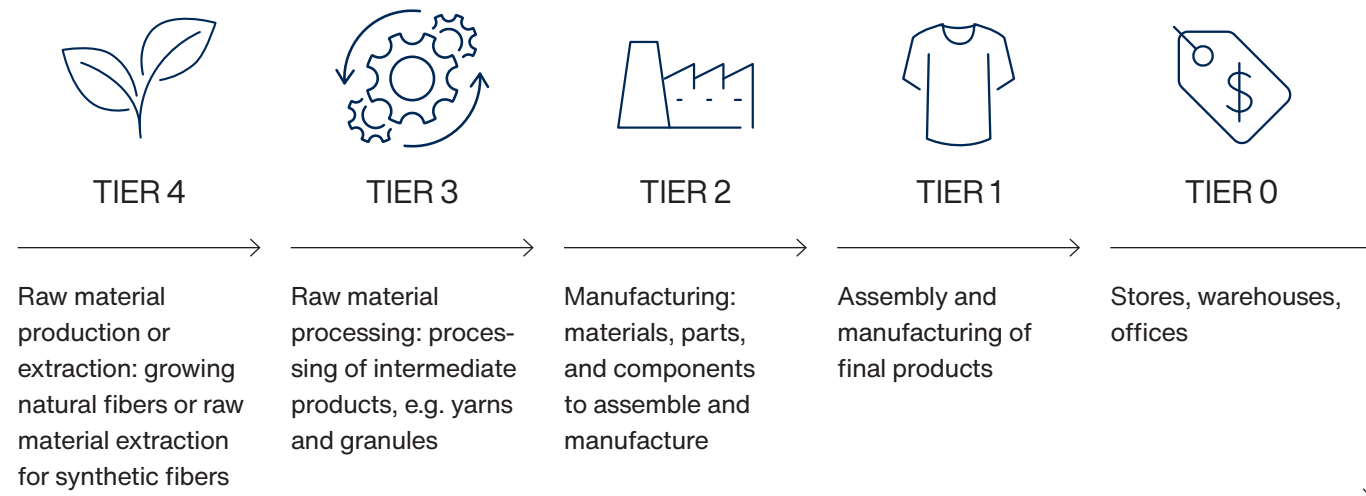


OUR SUPPLY CHAIN

During 2022 we worked with a total of 26 suppliers. As some of them have multiple factories, the total count is 29. Most of our suppliers are located in Asia (76%), the remaining in Europe.

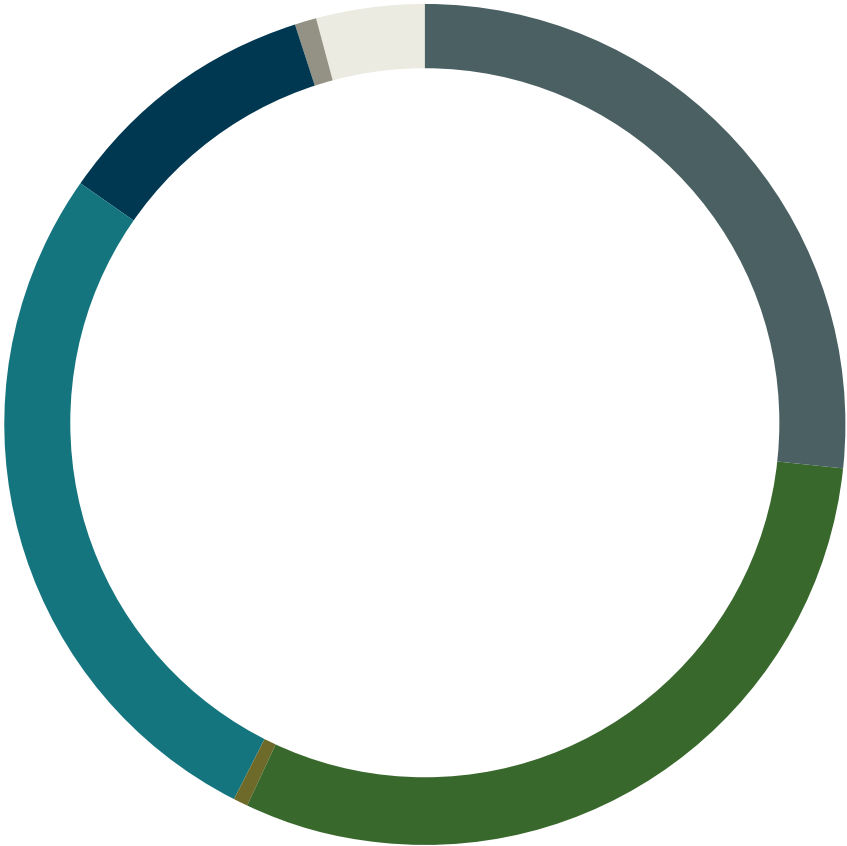
Row Labels	Count of Factory	%
Bangladesh	4	14%
China	9	31%
Italy	1	1%
Lithuania	1	1%
Portugal	1	1%
Romania	1	1%
Sweden	1	1%
Thailand	1	1%
Turkey	2	7%
Vietnam	8	8%

TIERS ACROSS *THE SUPPLY CHAIN*



OUR SOURCING *FOOTPRINT*

Below is a graph that shows how much we produce where.



Below is the footprint for 2022:

Country	2022
Bangladesh	26.7%
China	30.3%
Thailand	0.6%
Vietnam	27.2%
Turkey	10.2%
Romania	0.04%
Portugal	0.9%
Italy	0.1%
Lithuania	3.9%

(Europe: 15,5%, Asia 84,5%)

OUR PRODUCTION *IN MYANMAR*

Due to the military coup in 2021 we had to reconsider our production in Myanmar.

Together with Amer Sports and our sister brands, we formed a task force to closely monitor 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.

In 2022, the unrest in Myanmar intensified.

Until today we have no intention of returning anytime soon as we can't guarantee the safety and human rights of workers in Myanmar. We continue to work with the same supplier's facilities in China and Vietnam to secure the financial situation.



PROMOTING HUMAN & *LABOR RIGHTS*

More than a decade ago, Amer Sports implemented a third-party audit program to monitor and support suppliers in meeting our standards. We commission third-party audits to help sourcing partners comply with industry standards, regulations, and our expectations regarding health and safety, as well as environmental and social responsibility. In Asia, Europe, and the Middle East (EMEA), the number of audits conducted by the end of 2022 represented 97% of total purchases (2021: 96%). Social and Environmental Compliance Benchmarks provide detailed information on how employers comply with Amer Sports' Ethical Policy, as supplemented by the Compliance Benchmarks and all applicable national and international laws, rules, legal regulations, and industry best practices.

The working conditions monitoring program ensures that suppliers comply with the social labor standards in the Ethical Policy throughout the supplier management cycle. This program applies equally to Amer Sports' owned operations facilities.

You can read more about our Social and Environmental Compliance Benchmarks:

[Click here](#)

SOCIAL COMPLIANCE AND WORK IN OUR *SUPPLY CHAIN*

In 2022 we worked with 26 suppliers with 29 facilities in 10 different countries. Our global supply chain is a complex network with partners, 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

We place great importance on these metrics and closely monitor our global suppliers to maintain high standards in these areas. To manage and minimize risks, we work with a geographically diverse set of production countries and have undertaken cost-effective initiatives to ensure quality and compliance without compromising social responsibility.

Our top priority is to protect workers' rights, manage all critical compliance risks, and provide a mechanism for addressing grievances. To ensure compliance with our ethical policy, we collaborate closely with the Amer Sports vendor sustainability team to monitor and control labor practices, as well as ensure that suppliers meet the requirements outlined in the Amer Sports Ethical Policy.

Our company has committed to upholding human rights, following globally recognized social and ethical standards, including the International Labor Organization (ILO) Standards and the United Nations' Universal Declaration on Human Rights. We put emphasis on protecting the rights of women in our supply chain, safeguarding children's rights to protection, and ensuring fair treatment of migrant workers.

Our goal is to continually enhance labor performance, improve workplace conditions, and address environmental concerns throughout our supply chain. We aim to work only with companies that meet our ethical standards and comply with applicable labor, workplace, and environmental regulations, as outlined in our Ethical Policy. Our supplier agreement includes the Ethical Policy, which suppliers

must sign to confirm their compliance with our standards. The Ethical Policy has been reviewed and aligned with the Fair Labor Association standards to ensure comprehensive and consistent adherence to ethical operations.

If you want to learn more about the policy: [Click here](#)

More information on the compliance work is provided on the Amer Sports website. Our team is also 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.

GRIEVANCE *PROCESS*

VENDOR SOCIAL AND LABOR AUDIT PROCEDURE:

Amer Sports have implemented a grievance-handling procedure to manage grievances from external third parties or individual workers regarding working conditions. Complaints are analyzed to inform capacity-building training opportunities for suppliers.

The Amer Sports Vendor Sustainability team trains new and existing suppliers on social labor standards during onboarding and as policies are revised.

New suppliers are audited to meet minimum requirements and take corrective action before orders are placed. Existing suppliers are regularly audited for compliance with labor regulations, industry standards, and workplace health and safety practices.

For systemic issues, Amer Sports collaborates with stakeholders and commissions independent workers' surveys to support vendors for remediation and continuous improvement.

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.

OUR SOCIAL STANDARD *COMPLIANCE PARTNERS*

FAIR LABOR ASSOCIATION (FLA)

Amer Sports has been a member of the Fair Labor Association (FLA) since June 2020. Through this membership, we receive support to improve our social labor program. Amer Sport's finished goods suppliers undergo annual independent assessments by FLA's Sustainable Compliance Methodology (SCI). Amer Sports pursues accreditation by implementing FLA's Principles of Fair Labor and Responsible Sourcing and regularly assesses against these principles. Membership in the FLA highlights their commitment to upholding human rights in their global supply chain, driving long-term improvements through training, education, worker engagement, and sourcing practices. They reviewed their Ethical Policy in 2021 to fully align with FLA standards, and all suppliers confirm compliance. For more information about the FLA, please visit www.fairlabor.org

THE BANGLADESH ACCORD BECAME THE INTERNATIONAL ACCORD

On May 15, 2013, the Accord for Fire and Building Safety in Bangladesh (the Accord) was signed. This is a legally binding Global Framework Agreement that operates independently and lasts for five years. It involves global brands, retailers, and trade unions working together to create a safe and healthy Ready-Made Garment (RMG) industry in Bangladesh.

Peak Performance is a member of Ready-Made Garment (RMG), which is an association representing brands in its Sustainability Council board (RSC) in Bangladesh or similar organizations worldwide to improve factory working conditions. It continues the work of the Bangladesh Accord.

SAC – SUSTAINABLE APPAREL COALITION

The SAC is a trade organization of brands, retailers, manufacturers, governments, NGOs, and experts representing over a third of the global apparel and footwear market. They developed the HIGG Index, a standardized set of tools to measure environmental and social labor impacts across the value chain. Participants use it to reduce inefficiencies, harmful practices and achieve consumer-demanded transparency. By joining forces, it's easier to tackle systemic challenges. We've been a member since 2012, using the HIGG Index to develop our practices and work with other brands.

EIS - EMPLOYMENT INJURY SCHEME

Through Amer Sports, Peak Performance signed up for a voluntary financial contribution to the pilot of the Employment Injury Scheme (EIS) in Bangladesh in 2022. The EIS covers all ready-made garment (RMG) workers. It will compensate injured workers and dependents in case of accidents which lead to permanent disability or death in line with the requirements of the ILO Employment Injury Protection Convention, 1964 (No. 121). As such, it is a milestone towards establishing decent work and economic growth in the country.

MATERIAL TOPIC 4.

SOCIAL COMPLIANCE, DECENT WORK AND WAGES IN SUPPLY CHAIN

We have in total 26 suppliers participating in our Vendor Social and Labor program and they stand for 95% of our total quantity in production. The program is set up as training, which 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.

GRADE	SCORE	DEFINITION	
A	95–100	Mature	Factories with a mature management system to maintain compliance with Amer Sports Ethical Policy
B	85–94	Good	Factories generally maintain a good compliance level even with an exceptionally small number of medium or minor risk level non-compliances.
C	76–84	Satisfactory	Factories at a satisfactory level of compliance with a 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 findings or with multiple medium/minor findings. Focus is needed for driving continuous improvement
E	<60	Failed/non-compliant	Factories fail to meet a minimum level of compliance with a substantial number of findings or with a critical finding. Failure in another audit triggers a non-compliance escalation procedure which potentially leads to vendor termination.

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.

2022 RESULTS

During 2022 we audited all 26 factories. In total, we conducted 30 audits, which include annual re-audits and mutual audit recognitions.

Our most common findings during the audits were overtime working hours and Health and Safety Issues. After we came to these findings, we searched for the root cause. Once we understood the root cause, we implemented corrective actions which are mandatory for

the suppliers to carry out. Thus, the re-audits in cases where needed.

After completion of the audits there were no critical findings.

Our VSL grades have improved from last year from five suppliers with a grade D to four in 2022. Grade C suppliers went from five suppliers to six.

Factory VSL Grades

#FACTORIES	A	B	C	D	E
26	6	10	6	4	0

FINDING ASPECT	PROPORTION OF TOTAL FINDINGS IN AUDITS
----------------	--

Monitoring & documentation	11%
Human Rights	2%
Compensation & Benefits	9%
Working Hours	19%
Fire Safety	21%
Operation & machine safety	30%
Environment & chemical safety	8%



MATERIAL TOPIC 4.0

*SOCIAL COMPLIANCE,
DECENT WORK AND
WAGES IN SUPPLY CHAIN*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
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>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>Amer commissions third-party audits for supplier compliance with industry standards, regulations, and our standards. By the end of 2022 audits in Asia, Europe, and the Middle East (EMEA) covered 97% of total purchases.</p> <p>Peak Performance, via Amer Sports, pledged to financially support the pilot of Bangladesh's Employment Injury Scheme (EIS) in 2022, covering all ready-made garment workers. The scheme will comply with the ILO Employment Injury Protection Convention, 1964 (No. 121) by compensating permanently disabled or deceased workers and their dependents in case of accidents.</p> <p>Factory VSL grades improved. One factory went from grade D to grade C in 2022.</p>

OUR EMPLOYEES – *THE PEAK PERFORMERS*

We are all different, and at Peak Performance that is something we want to celebrate and acknowledge. Bringing people who are energetic, passionate, and dynamic together makes us stronger, and better. We love unique personalities and abilities, and together everyone's contribution creates our success. We perform, win, and lose together as a team – always with a healthy dose of humbleness and curiosity that drives us forward. To guide us we have our four core values and the newly created behaviors.

Our employees are our most important assets to create the best solutions for our products, our consumers, and our planet. Therefore, we aim to empower our employees to grow each day. We do this through trust, transparency, training, self-leadership, and by building a strong feedback culture.

2022 was in many ways a challenging year, and all of us were impacted, professionally and personally, by the ongoing crisis in the world. Our business and ways of doing things were of course impacted as well with less travel (to see each other, our partners, and suppliers around the world), delayed product deliveries, lockdowns in some locations etc. With that said, we continued to work according to our hybrid model. Most of our internal conferences were held digitally, we continued to offer multiple training sessions each week, in the office as well as digitally. To support our business needs and business growth we accelerated our recruitment efforts and added many new talents from different industries and countries to continue our work of becoming a more diverse company.

GOAL *OUR EMPLOYEES*

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

KEY ACHIEVEMENTS *FOR OUR EMPLOYEES*

— We gathered all employees globally for the first-ever Togetherness Summit.

— Based on employee input we created and implemented eight Behaviors and clear Do's connected to each of them that states how and why we do things at Peak Performance.

— We increased the HR team to support business and employee growth including a resource dedicated to driving our culture, diversity, and inclusion efforts.

— We continued our Lead to Empower program and had four sessions around, Leading as a culture role model, connected to our values and behaviors with all our people managers.

OUR VALUES & *CULTURE*

Togetherhood, Passion, Winning Spirit and Responsibility, are our core values that shape our culture and work as the foundation for 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 to what we do and how we do things.

OUR CORE VALUES

PASSION	TOGETHERHOOD	WINNING SPIRIT	RESPONSIBILITY
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.	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.	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.	We are committed to doing better things, in a better way, to ensure that the next generation of shredders can enjoy nature the way we do. It is our never-ending expedition and responsibility.

”EVERYBODY IS SOMEBODY *AT PEAK PERFORMANCE*”

In September 2022, we connected to our core values and how we do things at Peak Performance, we gathered all employees from around the world for a day in the Swedish archipelago for our very first Togetherhood Summit. A day full of workshops and discussions as well as a big portion of team-building activities to align, grow and nurture the company culture and truly live our values.

Based on the workshops and input from our employees during that day we have formulated eight Behaviors, each connected to a set of Do's, that clearly states what we expect of each other and ourselves at Peak Performance.

During the Togetherhood Summit, we also spend time on creating Culture Statement Initiatives, or CSI's as we call them. This means that we asked all our employees to produce suggestions on initiatives that we could implement across the organization to further nurture our company culture and truly live according to our values. Some of the most-voted for CSIs will be implemented during 2023.



OUR NEWLY CREATED *AND IMPLEMENTED* BEHAVIORS

WE THINK COMMUNITY FIRST

We are here to empower our community. They fuel the brand, they wear our products, and their stoke drives us forward. Engaging in active conversation with the community is key for us to learn, evolve and stay relevant.

WE DO THE RIGHT THING

Everything we do is done with respect, fairness, and responsibility. We are committed to always finding the best way, with a positive impact on people's lives, and the lowest possible impact on nature.

WE OWN OUR TASKS

Individual abilities in self-leadership and the instinct to take responsibility for given tasks are cornerstones in our shared success. We all depend on everyone's drive to own our progress, stay updated, and get it done.

WE ARE RESPECTFUL, TRANSPARENT, AND INCLUSIVE

Everybody is somebody at Peak Performance. Each one of us. We are one brand, and one team. We lean in, listen, help out, solve, motivate, and encourage. We share what we can as soon as we can.

WE ARE CURIOUS

Our instinct is to look ahead, challenging the status quo. We cannot wait to do things better, more efficiently, with greater fun, in irresistible design, on irresistible adventures. Curiosity drives us - as people, and as a company.

WE LIVE THE BRAND

Peak Performance is a place of work, but also an extension of our lifestyle. Together with like-minded outdoor enthusiasts and skiers, we work hard but play harder – testing and validating products, sharing experiences, and inspiring ideas on how to make ourselves and the planet better.

WE CELEBRATE

We build positive behavior by constructively highlighting braveness, learnings, failures, and successes in our teams – with a focus on using all experiences to become better. Celebrating progress together fuels our winning spirit, which is a key to our success.

WE ENCOURAGE FEEDBACK

We strive to foster a trusting atmosphere, where honest and constructive feedback is always a safe and healthy option. The ability to air opinions freely and unfiltered is an effect of believing in each other and the brand. We talk to each other, not about each other.

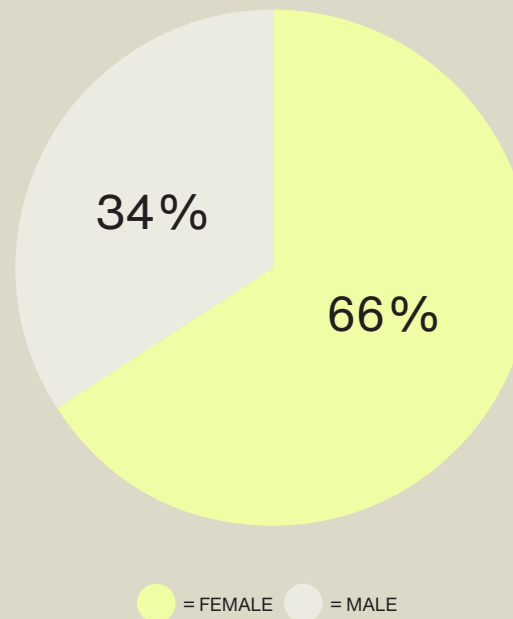
OUR EMPLOYEES

– THE ONES THAT MAKE THE DIFFERENCE

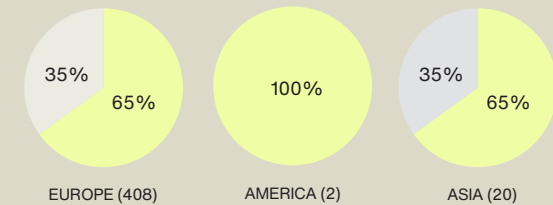
As mentioned in the introduction, our employees are our most important assets, they are the ones who make our brand and our products so special and unique. In total, we have 505 employees globally.

Gender split* 66% female / 34% male / 0% other
*gender as specified by employees themselves.

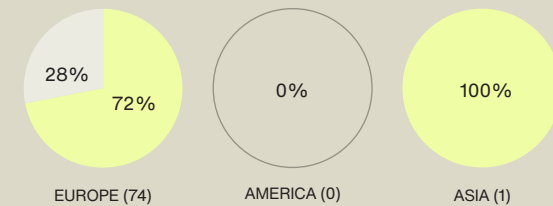
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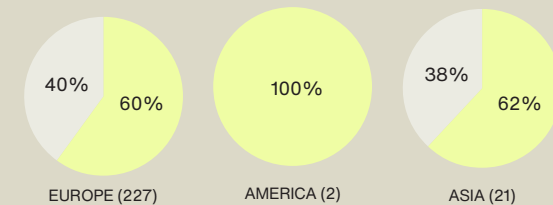
PERMANENT EMPLOYEES



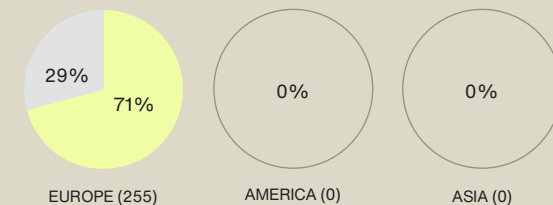
TEMPORARY EMPLOYEES*



FULL-TIME EMPLOYEES



PART-TIME EMPLOYEES



*Main reason for temporary employees is parental leave cover, leave of absence, and special projects.
Timings of contracts depends on the assignment.

OUR POLICIES TO *SECURE WE LIVE UP TO OUR PROMISE*

In addition to our Values & Behaviors we also have policies and e-learning to ensure the critical topics to ensure we live up to our promise to become a truly diverse and equitable company, centered around togetherness, fairness, and respect. Therefore, as part of our onboarding program, it is mandatory for all our employees to complete the Code of Conduct, our Ethical Policy as well as a Cyber Security e-learning training.

The Code of Conduct is intended to guide the work of all our employees and everyone who works on our behalf. It describes our commitments and expectations towards our suppliers and partners, and also how we respect our employees. The Code of Conduct also explains to all our stakeholders the principles under which we operate. By completing this training, employees understand how

the Code of Conduct affects their everyday work and decisions at work.

The Ethical Policy guides how we treat one another, our customers, and our internal and external supply chain partners, as well as their workforce. It is an integral part of our corporate sustainability program demonstrating our commitment to uphold human rights and promote fair, safe working conditions in the spirit of internationally leading social/ethical standards and FLA's principles.

In addition to this everyone is required to read and understand the following policies.

- Diversity Policy
- Alcohol and Drug Policy
- Victimization and Harassment Policy

To follow the policies is everyone's responsibility and depending on role and function it's also embedded in functional plans and processes comes to how we ensure that there are clear actions and processes the policies is violated but also to ensure these policies is integrated and followed in all agreements with external partners.

Link to Code of Conduct:

[Click here](#)

MATERIAL TOPIC 3.

EMPLOYEES

This Material topic contains three different subtopics.

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

On the next pages we will explain the subtopics, describe our long-term goals within each topic, and show our progress and main activities during 2022.



MATERIAL TOPIC 3.1

LIVING THE BRAND THROUGH PEAK PERFORMANCE VALUES

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Being a true Peak Performer living the lifestyle the brand and our culture stand for.	To further enhance and nurture our strong company culture and empower everyday adventures through supporting an active lifestyle and a healthy work-life balance that allows each employee to live their passion and spend time with family as we grow to become a global company.	<p>We gathered all our employees from around the world for the first-ever Togetherhood Summit.</p> <p>We added eight Behaviors and clear Do's connected to each of them that state how and why we do things at Peak Performance.</p> <p>We continue to leverage our digital broadcast studio to ensure all internal conferences and meetings could be accessed regardless of work location to secure that the information flow and interaction was kept intact.</p> <p>We increased our HR team, from four to six team members, to further support the business and employee growth.</p> <p>We grew the overall number of headcounts by nine bringing in new expertise to support the existing teams, the business needs and business growth.</p> <p>Sick leave during 2022 has gone down slightly vs. 2021. In 2022 the reported sick leave hours for our employees at HQ in Stockholm was 1,31%, of which 0,32% was long-term sick leave (2021 = 1.78%).</p> <p>All employees completed the Ethical Policy e-training as well as Cyber Security e-training and the Retail team completed the Code of Conduct. All these e-trainings are mandatory for all new employees. Many of the teams did their team offsites in our hometown Åre during the spring of 2022, an opportunity to nurture the togetherhood, focus on more strategic conversations and at the same time live the brand.</p>

MATERIAL TOPIC 3.2

*LIVING THE BRAND
THROUGH DIVERSITY
& EQUALITY*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Working for culture and brand that support diversity and equality.	To become a truly diverse and equitable company, centered around togetherood, fairness, and respect.	<p>We hired a dedicated resource in the HR team to drive our culture, diversity, and inclusion efforts.</p> <p>We started to develop our DE&I strategy and defined our KPIs to track our progress. The 2023 actions were identified and will be implemented throughout 2023.</p> <p>During 2022 we had some changes in the management team of Peak Performance and at the end of the year the female share in the management team was 62,5%. On an overall company level we had 66% female employees and 60% of management positions held by women.</p> <p>We continued to minimize unexplained salary differences between male and female employees during our merit review in 2022, we aim to fully have removed any differences by 2025 at the latest.</p> <p>To support our business needs and business growth we accelerated our recruitment efforts and added nine new talents from different industries and countries to continue our work of becoming a more diverse company.</p>

MATERIAL TOPIC 3.3

*LIVING THE BRAND
TO ATTRACT*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
To be an employer of the choice of many that can attract international talent with the right competencies and values.	We aim to be an industry leader and employer of choice within the sporting goods industry attracting talents from all over the world.	<p>We continued to offer gym classes (yoga and CrossFit) during 2022, predominately in the office gym, but some also digitally.</p> <p>We continued to deliver personal effectiveness training to all our HQ-based employees to support workflow, meaning a more sufficient way for working, to reduce stress. This program will be extended further during 2023.</p> <p>Our, Lead to Empower, development program continued in 2022. It is a vital part of our success. Individual leadership coaching, building stronger leadership responsibilities and succession, manager webinars, group development and collaboration workshops. In 2022 the focus was on leading as a cultural role model based on our values and behaviors.</p> <p>We continued to work according to our hybrid model, working three days from the office and two days from home, to allow a better work-life balance.</p>



PLANET *THAT LASTS*

PLANET *THAT LASTS*

Climate Change is a real threat that we are facing. We have to make systematic changes, and we must do it together. We, as a brand, are committed to doing our utmost to slow down global warming. That's why we are members of climate organizations that hold us accountable, and why we initiate environmental projects that will contribute to real change. It's also why we put a lot of emphasis on circularity to minimize our waste and prolong the life of our products.

GOALS

— To reduce our climate impact by 50% by 2030 and have net zero emissions by 2050.

KEY ACHIEVEMENTS

— We actively participated in the work of the Swedish Textile Initiative for Climate Action by being a member and continued progress through different member workshops and working groups.

— We became Higg Brand and Retail Module (BRM) verified for the first time. As the environment is one of the two focus areas this helped us understand where we need to put extra focus in our sustainability work.

— The data in the Amer Sustainability Report to which we contribute was verified by third party.

WORKING TOWARDS *OUR CLIMATE GOALS*

If we are to be successful in reaching our long-term climate goals, we must set targets and a clear roadmap.

An important step to understanding where we are in our climate work was getting BRM verified. The verification results showed us where we need to put extra focus in our sustainability work.

We know that our highest emissions are from Scope 3 – That was no surprise. What we didn't know was the other areas that needed our focus. The work in those areas is something that has intensified during 2023.

To make a significant change in our emission reductions, we need to set targets. In 2021 we sent our commitments to the Science Based Target initiative with the intention to set our targets in 2022. Then as 2022 came, the sustainability department had to focus on the business-critical aspects of sustainability such as the BRM verification, our RDS Audits, FLA, and, most of all, reporting on our progress to our various partner organizations.

In January 2023, our new Head of Sustainability joined Peak Performance after a gap of 6 months with no sustainability manager. That is when the work could intensify again. We are now working towards our ambitious sustainability goals.

In 2023, The Amer Sports group, started working towards their Science Based Targets, and Peak Performance will be covered by the group targets. As we have individual brand ambitions towards our climate work, we will set out our own roadmap and work at the high pace we're known for.

We are looking forward to updating you about all the exciting sustainability work in the pipeline in our 2023 report.



MEASURING OUR *CO₂e 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 this data has partially been checked through the assessment made by the consultancy firm Price Waterhouse Cooper hired by our owners Amer Sports. The global warming potential used is the Fourth Assessment Report 2007, and the choice of assumptions and emission factors has followed a conservative approach. We have calculated all our emissions in CO₂e.



DIRECT | SCOPE 1

- Direct Greenhouse gas (GHG) emissions occur from sources 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	2019	2020	2021	2022	%
Scope 1	312	290	271	228	0,7%
Scope 2	233	347	321	539	1,7%
Scope 3	29493	20400	23334	30381	97,6%
Total emissions:	59493	21037	23926	31142	100%

The biggest part of our emissions is represented by Scope 3: Purchased goods and services. Our materials have been calculated 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.

SCOPE 3 ITEM	2020	2021	2022	%
Business travel	60,4	66,4	149	0,49%
Capital goods	35,1	0	39,3	0,13%
Downstream transportation & distribution	10	4,2	13,3	0,04%
Franchises	403,2	443,8	403,2	1,33%
Employee commuting	466,2	459,4	—*	—*
Fuel- and energy related activities	39,6	36,7	210,7	0,69%
Upstream transportation & distribution	855,3	1837,4	3642,8	11,99%
Purchased goods & services (Material & packaging)	18069,5	20152,1	25748,4	84,77%
Waste	179,2	169,9	8,4	0,03%
End of life treatment for products	277,2	163,8	160,1	0,53%
Total scope 3	20399,9	23333,7	30375,2	100%

*a new survey to assess the impact of employee commuting will be done in 2023.

MATERIAL TOPIC 5.

CLIMATE

We know that it will be hard to meet the goals of the Paris Agreement; to lower our impact by 2030 and to reach net zero emissions by 2050. In December 2021, we sent our commitment to the Science Based Target Initiative to verify our goals by 2022.

Then 2022 hit us, and we had to tend to critical business to keep our business afloat. The war in Ukraine, the ongoing pandemic lockdown, the financial state of the world and a sustainability department with no Sustainability Manager from June – Dec 2022 left us focusing on what was most critical: our reporting. Making sure that we made progress was at the top of mind.

The BRM verification was essential for us to understand in what areas we needed to focus our efforts on.

We are still committed to setting our SBT, but we will do it together with Amer Sports so that we as a group can make progress together. As Togetherness is a strong value at Peak Performance, we believe in achieving things together. Amer sent in their commitments in 2023 with the intention of having the goals verified by 2024.



MATERIAL TOPIC 5.0

CLIMATE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Working actively to reduce our climate impact.	<p>We commit to reducing our use of energy, water, and waste and to set clear goals for each step.</p> <p>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.</p>	<p>We have increased our emissions in total across all three scopes by 32%. This is due to the increase of manufactured products and our increase in air shipment compared to previous reporting period. We can also contribute the increase partly to a more diligent data collection 2022 compared to 2021, which gives us a more accurate overall picture than previously. We have shipped a bigger portion of our products by air (19% compared to 8% the previous year).</p> <p>We participated in 14 STICA webinars and actively engaged in working groups around material, energy and user phase. The initiative started to focus on target setting and roadmaps.</p> <p>During 2022 we continued to improve the material choice for the plastic polybags used to protect our products during transport. 73% of all polybags were made of recycled plastic in 2022, and we are aiming for 100% in 2023.</p> <p>We phased out plastic packaging in our own retail and e-commerce and now only buy FSC-certified paper bags and boxes for these purposes.</p>

MATERIAL TOPIC 6.0

CHEMICALS

OUR CHEMICAL RESTRICTIONS

Peak Performance is committed to operating to protect the consumers, workers, environment, and the brand. Our chemical restrictions are in accordance with current national legislation and EU legislation, which includes the REACH legislation and voluntary eco-labelling schemes. The requirements reflect an awareness of how chemicals affect human health, the environment, and the constantly increasing quality demands of consumers.

Manufacturers, importers and other suppliers must ensure that their products meet community safety expectations, and they must take responsibility for the consequences of harmful chemicals present in a product. Peak Performance Restricted Substance List (Peak Performance RSL) applies to all products, including but not limited to apparel, footwear and accessories. Peak Performance RSL also applies to all raw materials, parts, trims, sundries, chemicals and other goods supplied or used in the manufacturing of the Peak Performance product range, including packaging materials.

Due to national legislation in some countries where we are selling our products, the Peak Performance RSL restrictions are sometimes stricter than in REACH. We require our suppliers and partners to study this document carefully and implement processes in their supply chain to comply with these requirements. Peak Performance RSL must be

shared with all upstream users in the supply chain, both factories producing finished products and suppliers of raw materials, components, and chemicals.

Peak Performance requires that all suppliers comply with REACH and continuously follow the updates on the website of the European Chemical Agency (ECHA). ECHA is the European Authority for REACH on behalf of the European Commission: [Click here](#)

SEASON	# OF TEST	PASS	FAIL	FAIL%	FAILURE REASON
SS22	27	16	1	4%	PH value
FW22	18	15	3	17%	UV-328, APEO, Benzene
Total	45	31	4	9%	

In 2022 we had a total of 4 failed tests which is a great improvement from 11 failed in 2021.
We do not release materials or products that have failed our chemical tests.

MATERIAL TOPIC 6.0

CHEMICALS

BLUESIGN

bluesign®, founded in 2000, aimed to shift the industry's standard mindset. The turn of the millennium signaled a shift in global thinking towards the urgent need for immediate action due to the environmental impact of human activity, such as polluted waters, air, and soil.

SYSTEMATIC APPROACH

The bluesign® system follows a methodical approach to reduce environmental impact during production. Input Stream Management verifies substances and raw materials before production rather than testing finished products. Suppliers, manufacturers, retailers, and brands must pass strict tests to meet bluesign® criteria.

MINIMIZING RISK

The bluesign® system ensures the use of sustainable ingredients and a clean manufacturing process, resulting in a safe product. This promotes the responsible use of natural resources, reduces water and air emissions, improves wastewater treatment, and minimizes the ecological impact of the textile industry.

THE 5 BLUESIGN® PRINCIPLES

The bluesign® system is based on five principles:

- Resource productivity
- Consumer safety
- Water emission
- Air emission
- Occupational health & safety

Peak Performance has been a system partner of bluesign® since 2018. The last time we were audited was in 2021, and we will conduct a new audit in 2023. Each year bluesign® provides us with an impact data assessment.

MATERIAL TOPIC 6.0

CHEMICALS

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Control the chemical use within our supply chain.	<p>Preventing the use of harmful chemicals in our supply chain.</p> <p>Constantly staying updated and on top of regulations and new harmful chemicals and conducting and acting on risk assessments.</p>	<p>We conducted a chemical risk assessment on all products and made 45 follow-up tests in 2022. We had four failed tests which is a great improvement from 11 failed in 2021. As part of our risk assessment and due diligence, we have kept track of all submitted tests since 2012.</p> <p>We update our RSL list yearly to keep up to date with the latest and highest standards.</p>

MATERIAL TOPIC 7.0

WATER

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Ensure availability and sustainable management of water and sanitation for all	To constantly work to reduce water usage in our production and processes.	<p>73% of all our bought cotton is dyed with a process (Avitera®) that reduces water consumption. Our supplier in Bangladesh has calculated a total reduction of 10 liters per dyed kilogram of cotton.</p> <p>Through buying 87% of Better Cotton Initiative instead of conventional cotton we saved 38613 m3 of water in 2022.</p> <p>We calculated our water scarcity according to the Higg MSI (Material Sustainability Index) to be 31672752 m3. This is a decrease of 24% from last year which we believe is primarily due to more accurate data input in Higg MSI.</p>

MATERIAL TOPIC 8.0

BIODIVERSITY

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Work actively for a variety of life on earth, including all plants, animals and microorganisms, the genetic information they contain and the ecosystems they form	To have as low negative impact as possible on the biodiversity by having a careful mix of fibers in our products.	Due to the state of the sustainability department, we have not been able to do an evaluation of the biodiversity topic in 2022 but plan to pick it up in 2023.

MATERIAL TOPIC 9.0

*ENVIRONMENTAL
PERFORMANCE
SUPPLY CHAIN*

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Secure alignment and engagement with our suppliers on performance and sustainability targets to support our targets on climate change.	<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 set common environmental goals aligned with Science Based Target and the 1.5-degree goal.</p>	<p>We asked our Tier 1 and Tier 2 suppliers to complete the Higg Facility Environmental Module (FEM) to help us measure their impact. Tier 1 suppliers who completed the HIGG Facility Environmental module represent more than 99.6% of our purchasing value. Tier 2 suppliers who completed the module represent 91.8% of the value. We asked our main suppliers to start verifying the module's results.</p> <p>In 2022 we reevaluated our participation in the Circular Fashion Partnership (CFP) in Bangladesh and concluded that the project had not developed in the way we hoped. Mostly due to us having a very small part with only one supplier relevant to the scope. We stayed on until the end of the year, but going forward, we will focus on some of the social projects in Bangladesh as we see these need to be prioritized after the pandemic and with the current state of the world economy.</p> <p>We encourage our suppliers to run their production with renewable energy and collaborate with them on potential opportunities.</p> <p>Amer Sports' apparel brands (including Peak Performance) are active members of the European Outdoor Group (EOG) and participate in the Supply Chain Decarbonization Project (SCDP). The project collaborates with shared tier 2 suppliers to reduce greenhouse gas (GHG) emissions and increase the use of renewable energy. The initiative received recognition for its cooperation and achievements from Deutsche Energie Agentur (DENA – German Energy Agency) and was rewarded for its energy efficiency work.</p>

PRODUCTS *THAT LAST*



PRODUCTS *THAT LASTS*

We take pride in creating products that last. Designing timeless pieces that can live in circulation for generations is at the core of what we do. We are working hard to create means of circulation and end-of-life for our products.

During 2022 our in-store second hand initiative, WearAgains, had a sell-through of 99% for the second year in a row. That clearly indicated to us that our customer is ready for more circular business initiatives, and we worked hard to get WearAgains ready for an online launch in 2023. We also made it easier for our customers to repair their garments at home by launching our repair patches.

Finally starting to see some relief from the pandemic, 2022 brought other challenges that have continued to impact our ability to reach our set goals. The scarcity of resources, inflation, and rising global market costs mean we are still being challenged every day. Nevertheless, as this is our top priority, we kept fighting to show great progress and results in this report.

GOALS

— 100% sustainable materials by 2026.

KEY ACHIEVEMENTS

— We continued using 3D modelling to decrease the number of samples needed. The full pattern team received training in the program, and we also involved one of our partner suppliers in the process.

— We increased our share of sustainable fibers for textiles to 61%.

— We upcycled old images and signs from our stores worldwide into gym bags and multi-purpose bags in 2022.

— We held an repurposing Helium workshop with influencers & consumers to inspire the reuse and second life of the material.

— Our icon Helium turned 10 years, and as part of the celebration, we did an R&D product exploring (close to) zero waste.

— We launched patches for consumers to repair easily on their own, thus expanding the life of our products.

HELIUM *EXTREME*

CELEBRATING AN ICON

As a tribute to one of our most iconic and loved products, the Helium down jacket, the Design and R&D team at Peak Performance got the opportunity to explore and push the boundaries of product design and creation through the lens of Helium. The result? A lightweight down coat where the process resulted in a deeper understanding of how to further enhance design, innovation, and product circularity in the years to come.

The project was a tight collaboration between design, product development and pattern, starting from the design idea of volume and lightness to honor the 10th anniversary of our Helium line.

With the opportunity to think outside the box, this was a unique chance to explore possibilities for sustainable options and processes in design and development. The team started to look at things like waste, material choices and dyeing processes, and with most of the development done in 3D, there was also a lot of room to play around and bounce back and forth. The idea of close to zero waste pushed the form and vice versa.

The Helium Extreme Down Coat resulted in a product with close to 100% marker efficiency, meaning there was close to zero waste produced in fabric cutting. This is an impressive achievement when the industry standard is around 80%. With a similar mindset, trims were kept to a minimum. This, together with a lighter zipper, not only optimized the resource use but also contributed to the design idea of lightness. To further push the idea of sustainability and less impact, an undyed fabric was chosen, and it was, of course, filled with the same RDS-certified down we use in all our down products.

Even though this particular product does not represent our full assortment, many learnings could be taken from the process: To question previous givens like the number of trims or cutlines needed, to re-evaluate waste, and to find the opportunities in the limitations. We aim to see this translated into more products in the future!



OUR IMPACT & *PRODUCT STRATEGY*

THE IMPORTANCE OF ACTING

The Paris Agreement or the 1.5 Goal is the result of the Conference of the Parties in Paris, 2015. All 196 member countries agreed to set the goal of limiting the earth's mean temperature rise by 1.5 degrees Celsius by 2050, compared to pre-industrial levels. The Intergovernmental Panel on Climate Change (IPCC) has warned us that a rise beyond that will result in severe consequences for people and the planet, especially those most vulnerable.

According to the UNFCCC, the apparel and textile industry is responsible for approximately 10% of global greenhouse gas emissions. To reduce our emissions, it is of utmost importance that we consolidate our materials, have a plan for every product, channels for circulation and end of use once the product's life has ended.

Our biggest emissions come from Scope 3, meaning our purchased goods and services. In easier terms, it means the materials we buy, the products we produce and the transport services we pay for.

To reduce our total climate impact, it is important that we focus on these areas. All the climate organizations we're part of require us to set a reduction roadmap and targets for emissions reduction and hold us accountable.

It is hard work, but we are up for the challenge and believe we can achieve our ambitious targets together.

UNFCCC (2018). UN helps the fashion industry shift to low carbon. United Nations: United Nations Framework Convention on Climate Change. Available at: [Click here](#)



OUR CATEGORY *STRUCTURE*



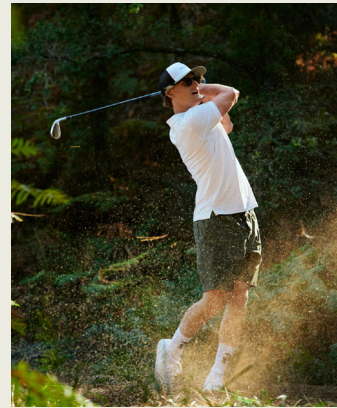
SKI



TRAIL



PERFORMANCE
ESSENTIALS



GOLF



CASUAL



ACCESSORIES &
EQUIPMENT

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 using the total weight of each product. In 2020 we changed our approach, and we have since calculated our impact based on the actual weight of all materials, including textiles, insulation material and trims. We use the Higg Material Sustainability Index (Higg MSI) tool to calculate the emissions of the materials. The MSI tool uses a “cradle to gate” approach covering raw material, yarn and textile construction, dyeing and any material finishing. We have mapped all our bought material in this tool, which covers data on 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 support us with the actual use of energy and water information from their facilities which is included in the assessment.



OUR MATERIAL STRATEGY

We know that one of our biggest impacts is within the materials we purchase. 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 we will reach our final goal of using 100% sustainable materials by 2026.



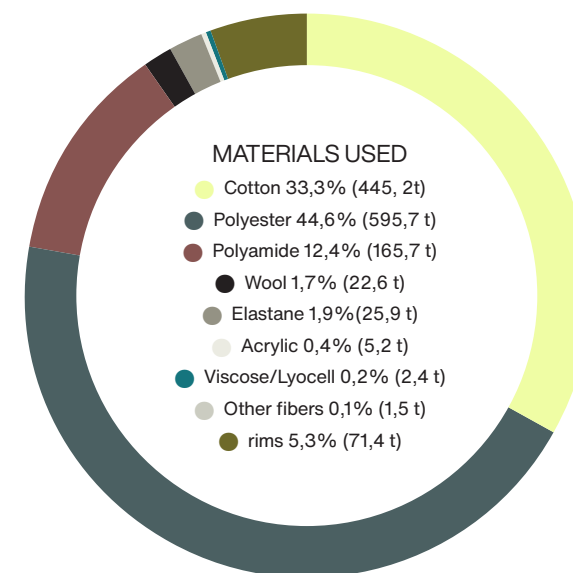
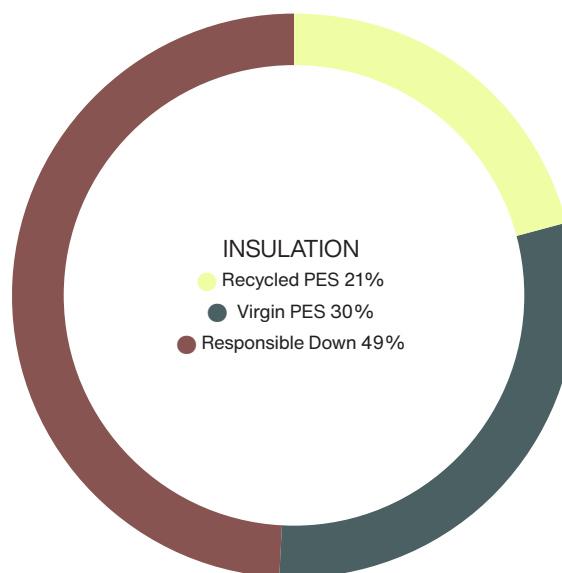
THE APPROACH OF HOW WE IDENTIFY *SUSTAINABLE* *MATERIALS*

With sustainable materials we mean fibers, chemicals and processes we see as current best available practices 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. We consider any of the aspects to the right to be more sustainable, and we aim for those in favor of conventional materials.

FIBERS	CHEMICALS	PROCESSES
Organic cotton (GOTS)	bluesign® 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 do not live up to our high-quality standards.

MATERIAL USED 2022



* 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	2022	GOAL 2023	GOAL 2026
Recycled Polyester	9%	9%	12%	37%	47%	43,8%	42%	42%	70%	100%
Recycled / Biobased Polyamide	25%	22%	22%	34%	40%	20,2%	26%	40%	50%	100%
Better Cotton	0%	0%	23%	70%	93%	99,4%	88%	87%	70%	
Organic Cotton	0%	0%	0%	0%	3%	0,6%	6%	13%	30%	100%
RDS Down	0%	0%	90%	90%	100%	100%	100%	100%		
PFC free DWR	10%	10%	54%	81%	86%	91%	91%	100%		
bluesign®	—	—	—	—	—	39%	59%	54%		100%
Avitera®	—	—	—	—	—	41%	56%	73%		
Total sustainable fibers	10%	9%	17%	44%	55.4%	54%	54%	61%		100%

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 2022.



MATERIAL TOPIC 10.1

LONGEVITY

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Exceeding consumers expectations making high-quality products that last.	<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 the 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 hired a quality manager, which will allow for even more focus on this topic, as quality and longevity are linked.</p> <p>We reviewed our circular product strategy and, after careful consideration, decided to update and rework for 2023.</p> <p>We continued to offer repair services to our customers. During the year, we focused on improving our repair offer, which continues into 2023.</p>

MATERIAL TOPIC 10.2

RAW MATERIALS

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
More sustainable materials fully implemented and more sustainable processes to reduce our negative impact.	<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 design for circularity.</p> <p>100% sustainable fibers by 2026.</p>	<p>In 2022 61% of all our textile fibers were sustainable. See graphs for details.</p> <p>All cotton bought was either BCI or organic: 87% BCI and 13% organic.</p> <p>We calculated all bought material, including insulations and trims, according to actual weight. We bought a total of 1454 tons of material in 2022. That is an increase in line with our increase in produced products.</p> <p>We introduced nominated libraries for all materials in place. This allows us to continuously evaluate and improve our material choices in a more efficient way.</p>

MATERIAL TOPIC 10.3

ETHICAL SOURCING

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Transparency within our material supply chain to understand and improve our sourcing and address animal and human rights issues.	<p>To use 100% ethically sourced materials, those that are of animal origin (e.g., wool and down), as well as those of natural origin (e.g., cotton).</p> <p>100% compliance certifications in place for all materials by 2024.*</p> <p>*This goal is under review</p>	<p>We continued 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, and we continuously monitor this through our compliance work.</p> <p>Together with Amer Sports we continued to map our cotton traceability in 2022, and we managed to track 42% down to Tier 4 and 84% to Tier 3.</p>

MATERIAL TOPIC 10.4

EFFICIENCY, ENERGY,
WATER & WASTE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Utilizing less water and energy to become more resource efficient and reduce our negative impact.	<p>Low-impact materials and processes are our focus.</p> <p>Designing for easy repair and recyclability to support strategy.</p> <p>Establish a CO₂e budget per product and measure impact through the Higg MSI and Product Module, securing a systematic impact reduction through such processes.</p> <p>100% more sustainable fibers and processes of materials by 2026.</p>	<p>For 2022 we calculated our percentage of bluesign® certified materials by weight for all textiles, padding and trims. This gives us a total of 54%.</p> <p>Through buying 87% BCI cotton instead of conventional cotton we saved 38613 m3 of water.</p> <p>We calculated our water scarcity according to the Higg MSI (Material Sustainability Index) to be 31672752 m3. This is a decrease of 24% from last year.</p> <p>We continued using 3D modelling to decrease the number of samples needed. The full pattern team received training in the program, and we involved one of our partner suppliers in the process.</p> <p>We continued to improve the material choice for the plastic polybags used to protect our products during transport. 73% of all polybags were made of recycled plastic in 2022, and we are aiming for 100% in 2023.</p> <p>We phased out plastic packaging in our own retail and e-commerce and now only buy FSC-certified paper bags and boxes for these purposes.</p>

MATERIAL TOPIC 10.5

USER PHASE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
Making long-lasting products for the conscious end consumer and supporting them in closing the loop.	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>We continued to offer repair services to prolong the life of our garments and during 2022 we started an ongoing project to improve the repair offering. We piloted a new system to monitor repairs in our stores and will be expanding this further with the expectation that it will give us more data to base our decision on.</p> <p>In 2022 we worked on resizing part of our collection to improve our return rates. The new sizing will be launched in parts of the collection for SS24.</p> <p>We launched repair patches, available online and in-store, to help our customers prolong the life of their products. We have been working on launching a digital version of our physical 2nd hand concept WearAgains. This will be launched on our Swedish website in 2023.</p>

MATERIAL TOPIC 10.6

END OF USE

WHAT TO ACHIEVE	LONG-TERM GOAL	PROGRESS 2022
<p>Making long-lasting products for the conscious end consumer and supporting them in closing the loop.</p> <p>Having a circular plan for each product during the lifecycle and end of life.</p>	<p>Our products should be used for as long as possible through circulation initiatives. At the end of life, they should be put into an adequate recycling stream.</p> <p>Supporting innovation and initiatives to increase textile-to-textile recycling and circular material flows.</p> <p>Every product we produce should have a clear plan for the end-of-use.</p>	<p>We sent 2195kg of apparel to Human Bridge as a donation in 2022. Those donations constitute of old products, samples, and items consumers bring back to us.</p>

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