

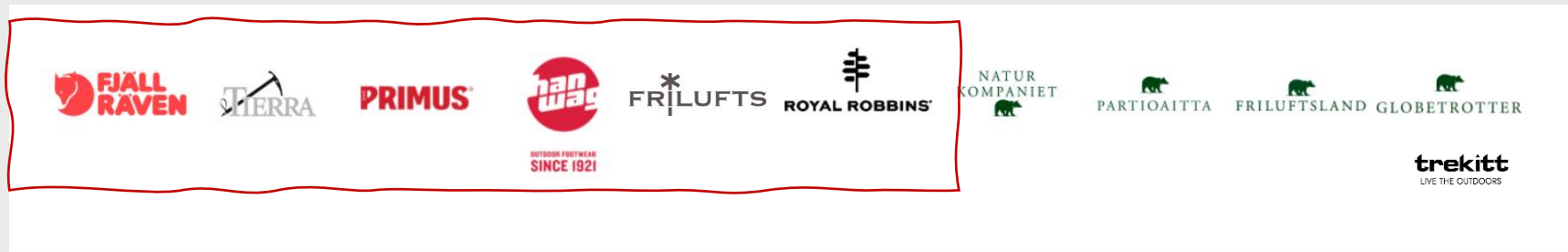
# FENIX

OUTDOOR International AG

Sustainable,  
Ethical,  
Responsible.

# WHO IS FENIX OUTDOOR

- Group of five (six) brands and five retailers
- Developing, selling and marketing high quality premium outdoor gear with the ambition of durability, timelessness and longevity
- Registered in Switzerland
- Stock-listed in Sweden (NASDAQ OMX, large cap)
- 2020: approx. 2400 employees globally
- 2020 turnover: ca. 563 Mio €



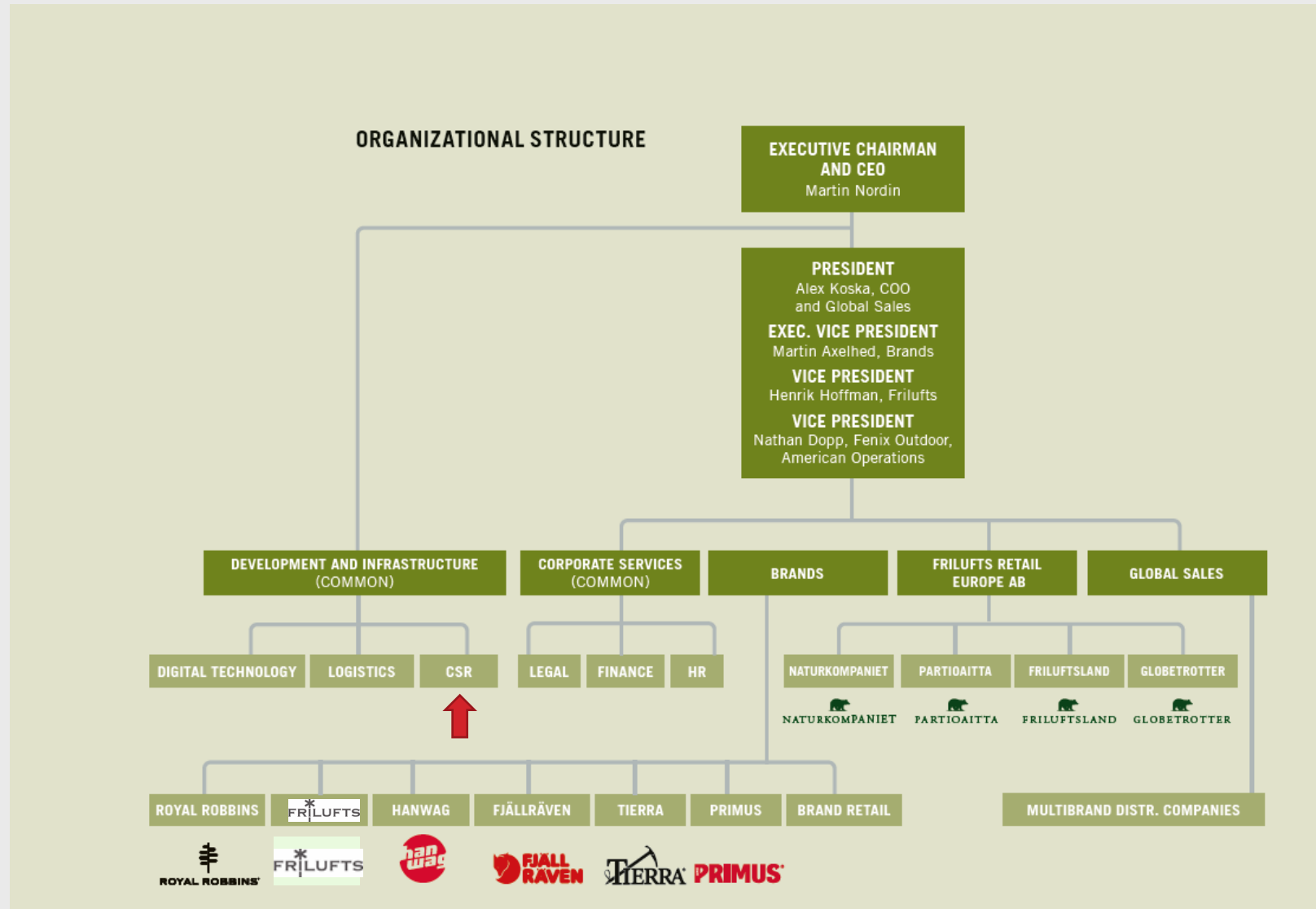
## HÅLLBARHET THE FENIX WAY

—  
Vårt mål är ett sundare uteliv, nu och för framtida generationer.

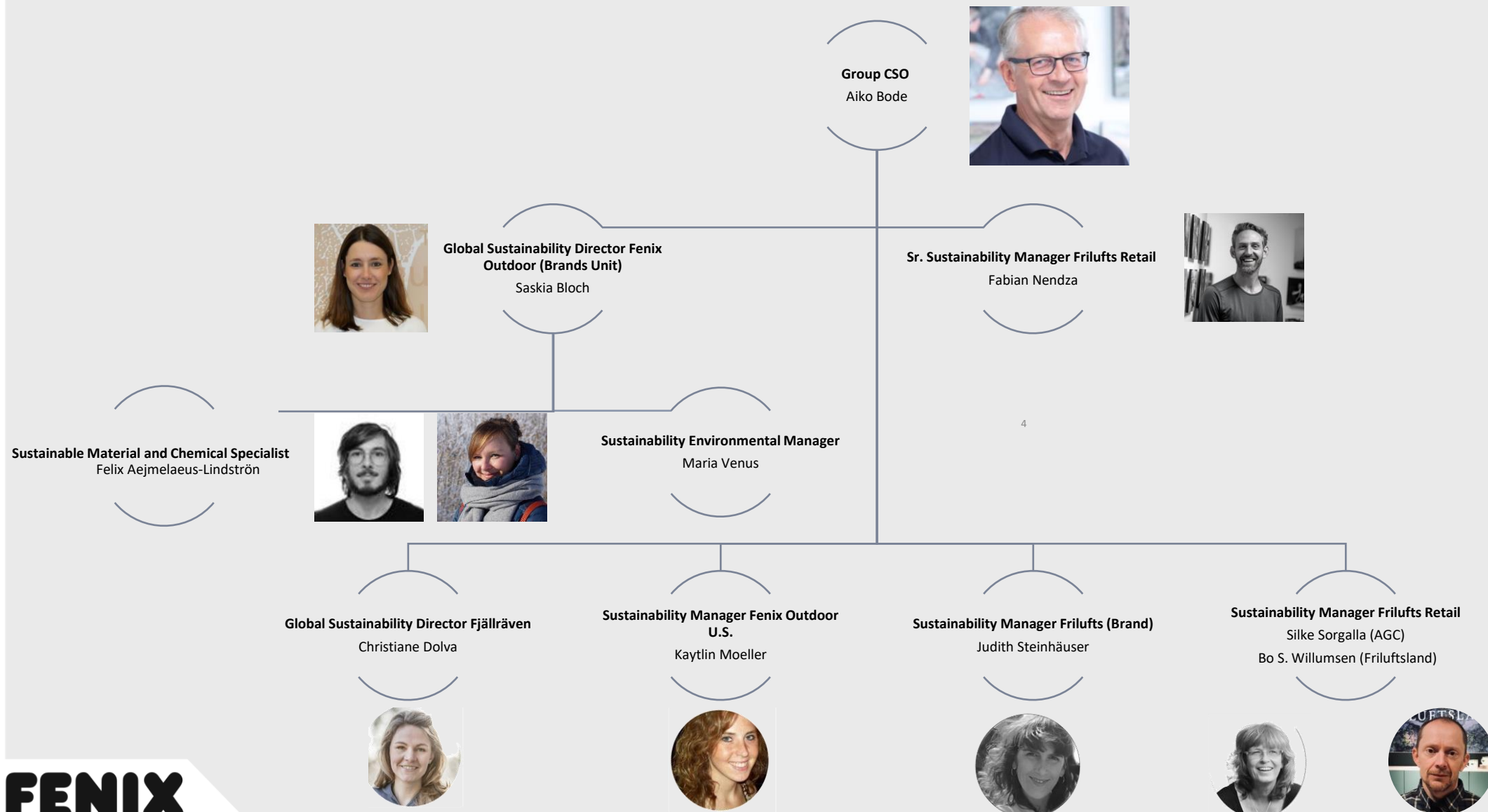
VÅRT ANSVAR »



# HOW CSR IS STRUCTURED @FENIX OUTDOOR

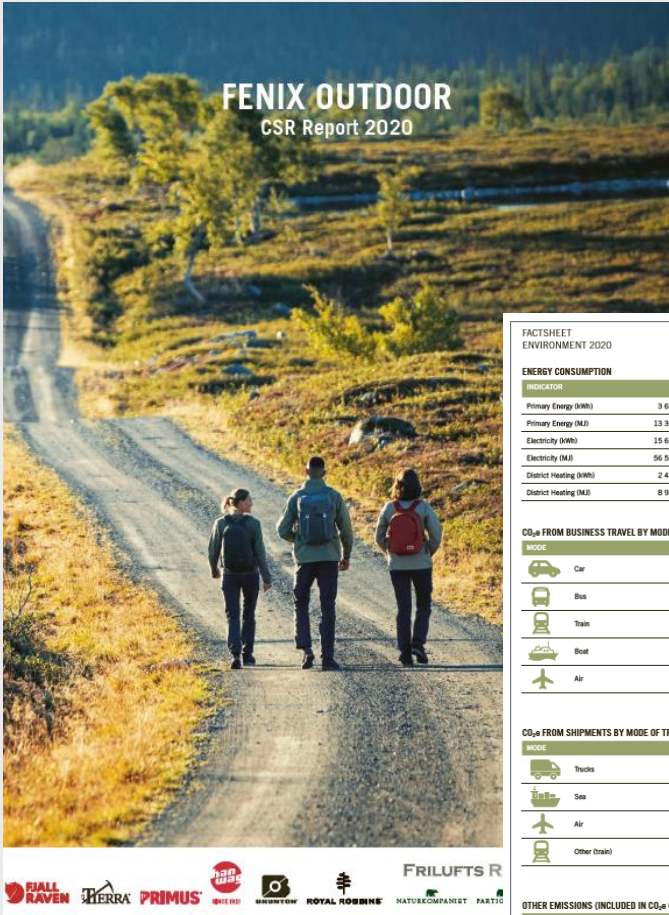


# FENIX CSR TEAM





# OUR SUSTAINABILITY JOURNEY BY SETTING A COMMON UNDERSTANDING



**FACTSHEET ENVIRONMENT 2020**

ENERGY CONSUMPTION			
INDICATOR	2020	CO <sub>2</sub> e (t)	2019 (corrected)
Primary Energy (GWh)	3 697 212	985	5 807 013
Primary Energy (MWh)	13 309 981		20 905 547
Electricity (GWh)	15 696 929	1 412	19 460 572
Electricity (MWh)	56 907 418		70 058 059
District Heating (GWh)	2 477 784	440	2 545 238
District Heating (MWh)	8 920 022		9 162 857

CO <sub>2</sub> e FROM BUSINESS TRAVEL BY MODE OF TRANSPORT (t)		
MODE	2020	2019
Car	556	562
Bus	N/A	1
Train	0,6	0
Boat	0,1	0
Air	434	1 345

CO <sub>2</sub> e FROM SHIPMENTS BY MODE OF TRANSPORT (t)		
MODE	2020	2019
Trucks	2 028	722
Sea	470	308
Air	2 530	2 234
Other (train)	211	0,5

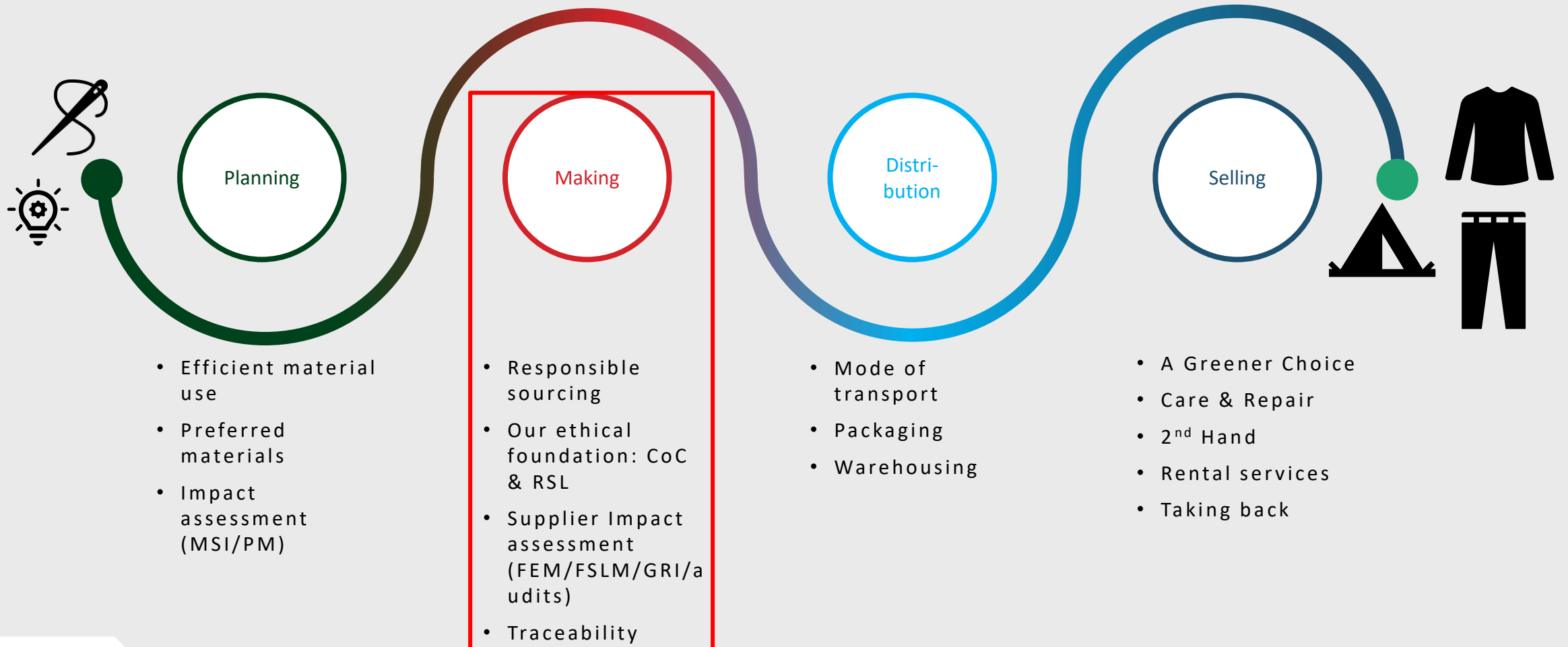
OTHER EMISSIONS (INCLUDED IN CO <sub>2</sub> e CALCULATIONS) IN KG		
EMISSION	2020	2019
HFCs	14 286	13 906
PFCs	12	n/a
CO <sub>2</sub>	4 077	2 276
HFC	n/a	n/a
PFM	253	228

**OUR FOOTPRINTS PER CAPITA**

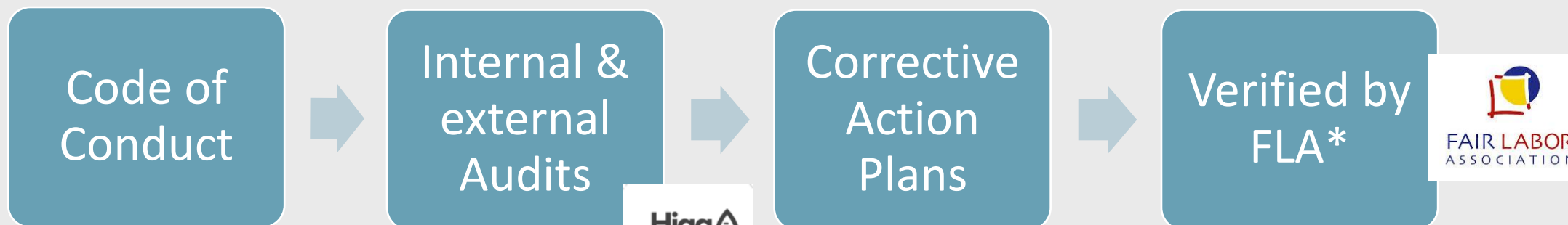
	2020	2019
CO <sub>2</sub> e (t)	2	3
WATER (m <sup>3</sup> )	9 967	10 608
WASTE (kg)	2 279	6 430
PAPER CONSUMPTION (kg)	9,6*	9,9*
H <sub>2</sub> O (m <sup>3</sup> ) INCL. IRRIGATION	31	31

# THE SUSTAINABILITY JOURNEY OF A PRODUCT



# HOW FENIX ADDRESSES SOCIAL COMPLIANCE

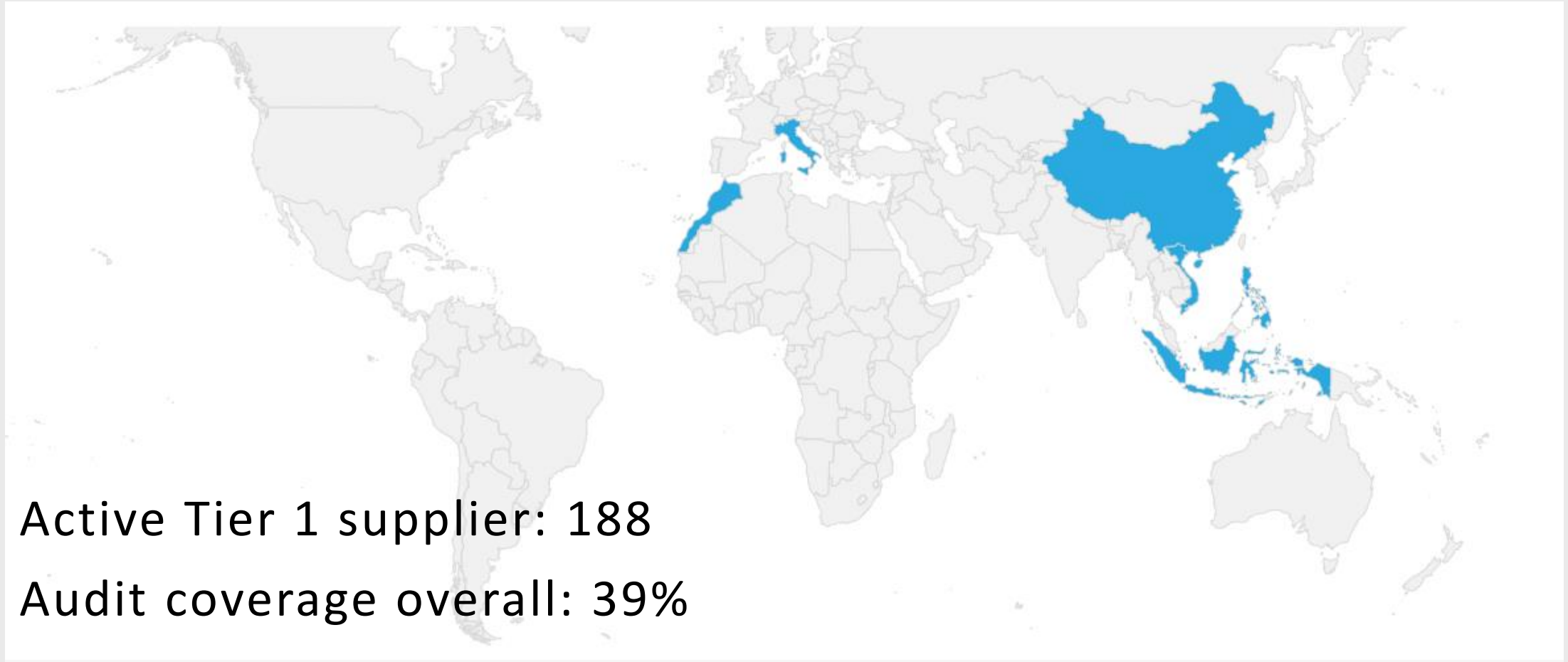
Standard process for Tier 1 (direct business) partner:



**Topics we cover within our audits, e.g.:**  
Underage / child labor, collective bargaining,  
Discrimination, Freedom of association, foreign migrant  
work, Harassment and abuse, Health and safety,  
Prison or forced labor, Wages, Hours of work,  
Subcontracting, Environment,  
Management System



# SOCIAL COMPLAINT AUDITS IN 2020

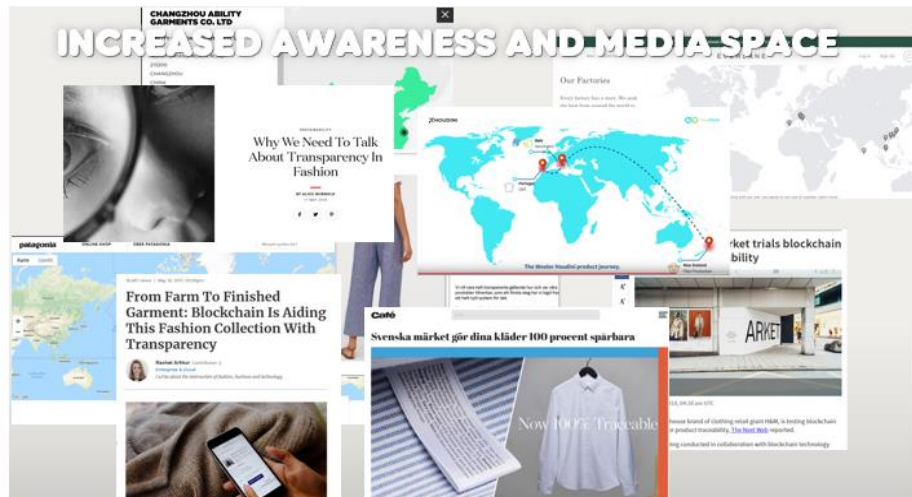




# TRANSPARENCY AND TRACEABILITY IN THE CHAIN: A LEGALLY DEMANDED NECESSITY

# FASHION TRANSPARENCY INDEX

2020 EDITION



## REQUEST FOR DATA IS INCREASING

The screenshot displays the 'Greener Choice Product Evaluation' form on the National Action Plans on Business and Human Rights website. The form is divided into several sections for user input, including 'Supplier contact', 'Product details', 'Supplier information', and 'Evaluation'. It features a world map at the bottom left, color-coded by region (North America in orange, Europe in green, Asia in blue, and Africa in grey). The form includes various checkboxes and text boxes for providing detailed information about the product and the supplier's practices.

## Rising number of National Action Plans on Business and Human Rights

Search country ... Search

Published a NAP

Developing a NAP

Other non-state initiative



FAIR LABOR  
ASSOCIATION

United Nations  
Climate Change

## Supply Chain Act Germany

Source: <https://globalnaps.org/>

# SUPPLY CHAIN TIERS

```
graph LR; Buyer[BUYER] --- FT[FIRST TIER SUPPLIER]; FT --- ST[SECOND TIER SUPPLIER]; ST --- T3[THIRD TIER SUPPLIER]; T3 --- T4[FOURTH TIER SUPPLIER]; FT --- FP[FINAL PRODUCT MANUFACTURING AND ASSEMBLY (OR FINISHED PRODUCTION)]; ST --- MFC[MATERIAL OR FINISHED COMPONENT MANUFACTURING]; T3 --- RMP[RAW MATERIAL PROCESSING]; T4 --- AE[AGRICULTURE AND EXTRACTION];
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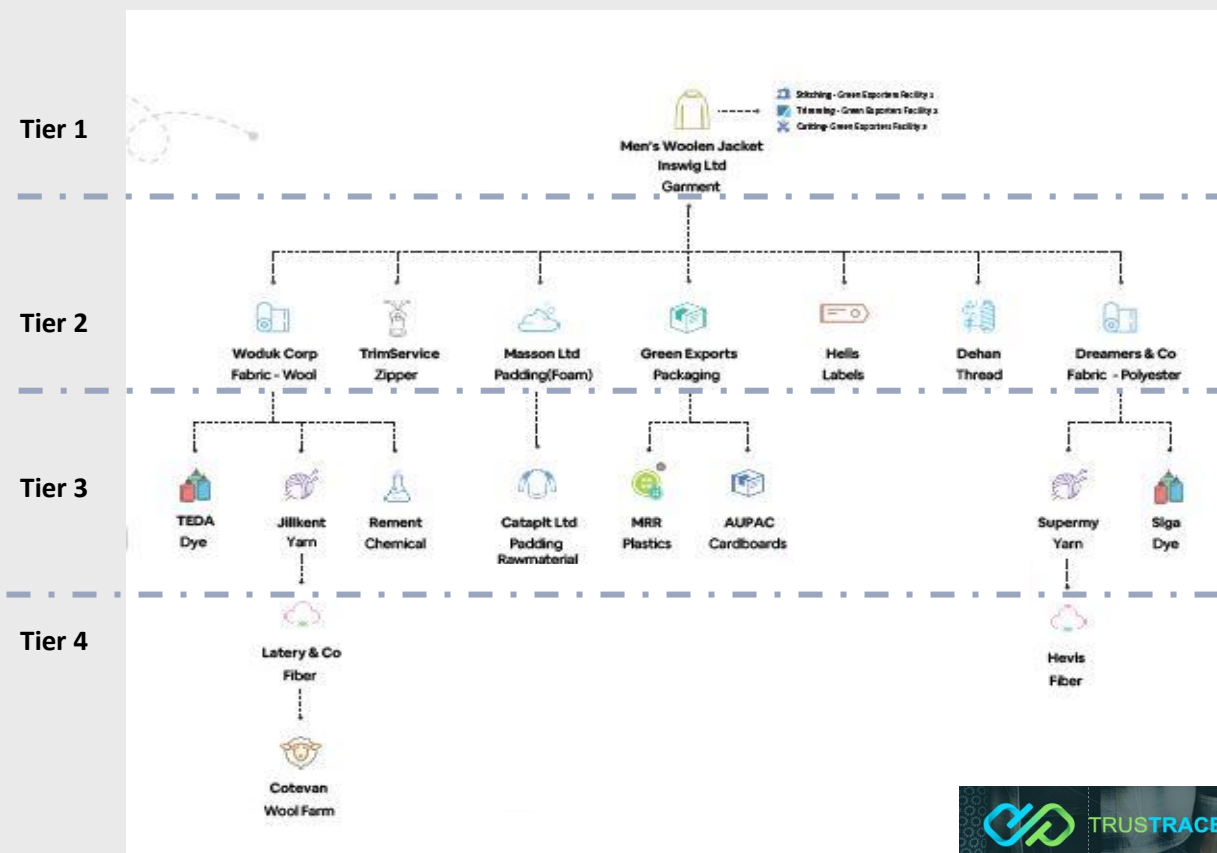
Our knowledge so far:

- ✓ Tier 1 Level; SC-Audits & Higg FEM/FSLM
- ✓ Tier 2 Level (not 100%); growing Higg FEM number

**FENIX**  
OUTDOOR International AG

# OUR WAY TO ACHIEVE MORE TRANSPARENCY

View of supply chain trees :



# HOW OUR RETAILER CLAIM MORE SUSTAINABLE PRODUCT



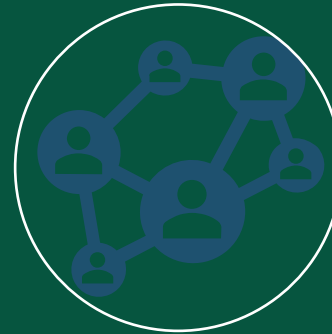
## Materials & Production

- Sustainable renewable natural materials
- Recycled materials
- Close to home market production



## Environmental impact

- Chemical management and phase out of hazardous chemical
- Reparability and/or Recyclability
- Improved Ecological Footprint
- Carbon compensation



## Societal impact

- Social Accountability
- Philanthropy



## Traceability

- Assessment of environmental and/or social impact of the product
- Traceability and Transparency





**“The focus of our sustainability efforts is to make a positive contribution or as we call it, to leave the basecamp in a better shape than we found it”,  
says Aiko Bode, Chief Sustainability Officer at Fenix Outdoor**



**Tack & Danke!**