



2025 RESPONSIBILITY REPORT



MAMMUT

ROOTED IN MOUNTAIN CULTURE

THIS IS OUR JOURNEY TOWARDS BECOMING A MORE
RESPONSIBLE ACTOR IN THE OUTDOOR INDUSTRY



ABOUT THIS REPORT

We are proud to present our *2025 Responsibility Report*, covering our environmental and social efforts.

This comprehensive document provides an annual progress update on the goals outlined in our 2025 Target Report. The reporting period is from January 1 to December 31, 2025. In these pages, you will get to know our history, team, and WE CARE responsibility strategy. We are publishing comparable year-on-year data from 2023, 2024, and 2025 when available. With our commitment to transparency, we showcase these developments, whether they be progress or regression. It is our belief that through this openness, we can celebrate our successes and collectively address challenges we have faced along the way.

→ [2025 Target Report](#)

Inquiries about this report:
→ responsibility@mammut.com



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“Responsibility is becoming more complex and increasingly data-driven. While we have made meaningful progress, there is still substantial work ahead.”



2025 was a positive year for Mammut. We achieved continued, healthy business growth despite ongoing geopolitical and economic uncertainty. Simultaneously, expectations around corporate responsibility, transparency, and regulatory compliance have increased significantly. This shaped much of our work, with significant investment in preparation for new regulatory requirements, improving data accuracy, and strengthening internal processes.

A key milestone was our complete PFAS transition across our products. From the Fall-Winter 2025 collection onwards, all new products, excluding ropes due to regulatory requirements, are made without intentionally added PFAS. Our ambition to reinforce the link between performance and responsible design was seen in other products, too. Our Eiger Extreme Nordwand 6.0 collection emphasizes durability and reparability, and our hardware teams developed a climbing rope made from 100% recycled polyamide. We received official validation of our Net Zero target by the Science Based Targets initiative and also introduced a new

carbon accounting tool aligned with the EU's Product Environmental Footprint methodology. Although this requires us to recalculate and restate previously reported figures, it significantly improves the accuracy and granularity of our emissions data.

While our total emissions increased in line with business growth, we were able to reduce our carbon intensity by 1.6%, reflecting continued progress in product design, material choices, and supply chain management.

With our belief that mountain sports can create resilience, inclusion, and connection, social responsibility remains central. In 2025, we continued our partnership with ClimbAID and helped to realize SAMA, a film about two female refugee climbers in Lebanon. We continued to support Protect Our Winters, reinforcing our commitment to climate advocacy, and internally launched our Diversity Ambassador Program.

We also continued to strengthen our governance and supply chain transparency. Mammut achieved LEADER status within Cascale and maintained long-term partnerships, including 17 years with Fair Wear Foundation and 14 years as a bluesign System Partner.

Responsibility is becoming more complex and increasingly data-driven. While we have made meaningful progress, there is still substantial work ahead. I would like to thank our employees, partners, and suppliers for their continued commitment.

Rise with the mountain,

Heiko Schäfer
Chief Executive Officer
Mammut Sports Group AG



ABOUT
MAMMUT



THE LEADING SWISS MOUNTAIN BRAND SINCE 1862

We create the highest performing mountain apparel and equipment with a strong focus on responsibility.

Since our founding over 160 years ago, Mammut has been a global leader in mountain safety and protection. Offering a head-to-toe range, our resourcefully designed and athlete-tested products embody our love for mountains and set the standard for quality and durability.



HISTORY



ROPE FACTORY

DINTIKON

1862

Our founder, **Kaspar Tanner**, far right, with his team in front of the original rope factory founded in 1862 in Dintikon, Switzerland.

MILESTONES



2025 HIGHLIGHTS

All apparel is made without intentionally added PFAS from Fall-Winter 2025/2026

100%

STS United for Fair Wages project initiated



100% recycled polyamide climbing rope developed



Net-zero target validated by the SBTi



13.4^{TONS} Mammut Loopinsulation
of industrial rope waste repurposed

Diversity Ambassador Program executed



Fully operational solar panels at German subsidiary



17 years as a Fair Wear Foundation member



15,271

repairs made by in-house and third-party teams



SAMA film co-created and launched with ClimbAid

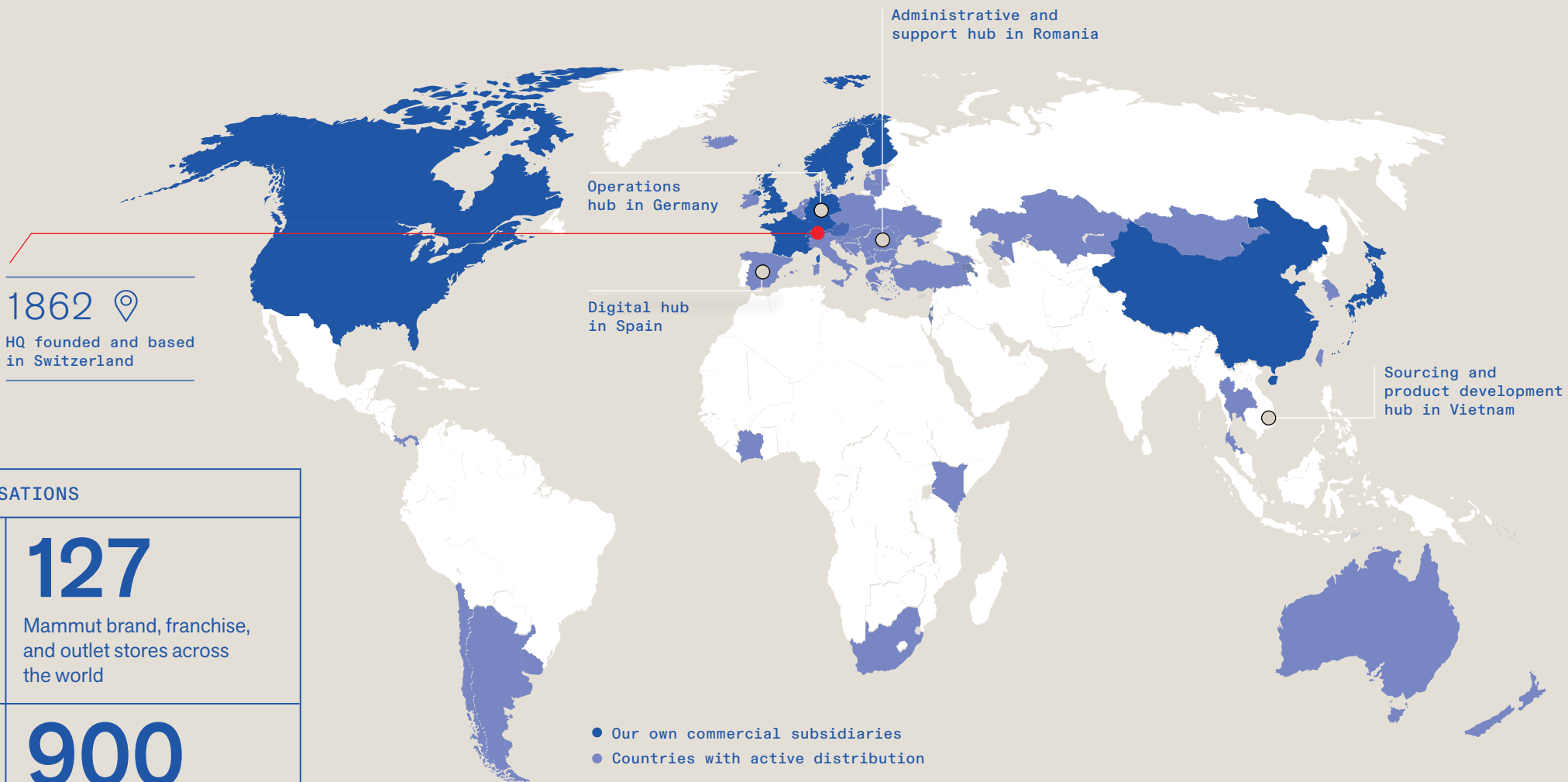


Eiger Nordwand 6.0 collection released with a focus on reparability



14 years as a bluesign System Partner





MARKETS & SUPPORT ORGANISATIONS	
55 countries of active distribution, offering a full range of outdoor apparel, hardware, and footwear	127 Mammut brand, franchise, and outlet stores across the world
6.6M products produced in 2025	900 employees across 9 countries

WE INSPIRE LOVE FOR MOUNTAINS.

We believe that everyone fortunate enough to experience mountains sees them as more than natural features but as symbols of strength, beauty, adventure, and challenge. They represent our aspirations and test our abilities, inspiring exploration, personal growth, and self-discovery, while evoking a respectful awe for nature's power.

Our business is more than a provider of mountain sports equipment; we exist to inspire love for mountains.

As a community of mountain enthusiasts, we want to share our passion, products, and expertise to help others enjoy them safely and responsibly. We believe that by educating our consumers on the environmental and social issues of our products and how they can relate to mountain conservation and protection, we can contribute to enriching people's lives and making a positive impact in the world.



RESPONSIBILITY 🌲



We exist to inspire love for mountains, and we are committed to building a global brand that supports long-term well-being for people and the planet.

Our corporate responsibility efforts are guided by the 2030 Sustainable Development Goals set by the United Nations General Assembly in 2015. Given the nature of our organization, we are particularly focused on the following UN goals and their implementation: Good Health and Well-Being, Clean Water and Sanitation, Decent Work and Economic Growth, Responsible Consumption and Production, Climate Action, and Partnerships for the Goals.

Within our operations, we are working to reduce our carbon footprint towards net-zero emissions in 2050, strengthening responsible supply chain practices and supporting fair conditions for workers. Our approach to product artisanship ensures we use high-quality materials and production processes that

follow our environmental and social standards to create outdoor equipment that is durable, designed for repair, or which can be reentered into our increasingly circular supply chain.

Our responsibility strategy is embedded within our overall company strategy, informing key short- and long-term decisions. As part of our effort to build accountability and transparency into our products, we established the WE CARE framework, with targets defined for 2025. We regularly track progress and assess opportunities for improvement.

Responsibility is a team effort; we collaborate closely with suppliers, retailers, and wider stakeholders.

[→ Responsibility Reporting](#)



RESPONSIBILITY JOURNEY

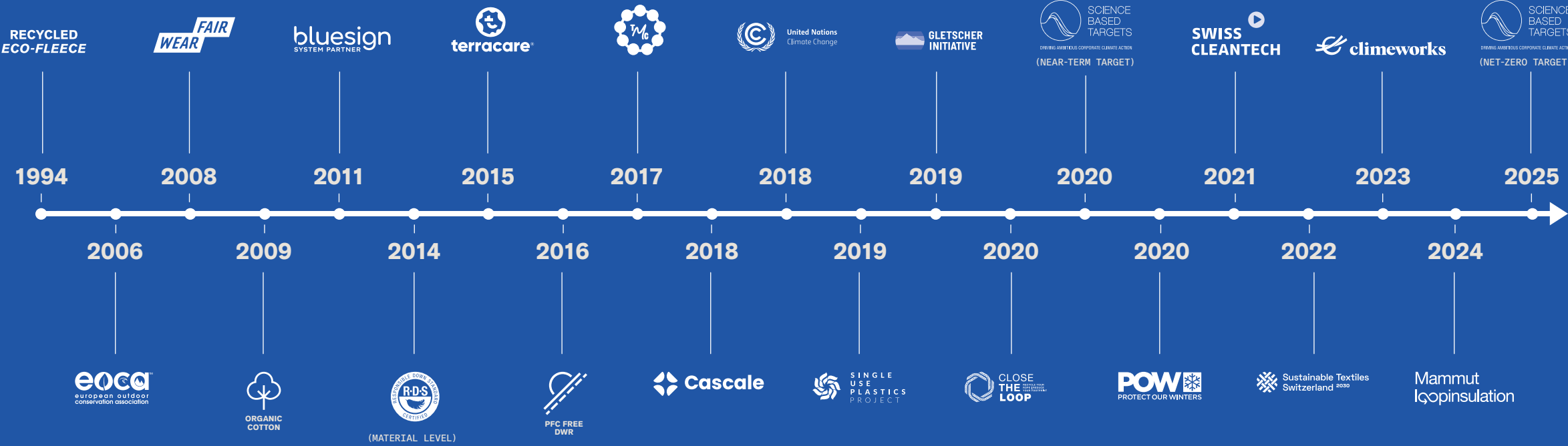
Since our founding in 1862, mountain landscapes have changed dramatically and addressing the climate crisis through responsible business practices is a top priority for us.

Environmental and social responsibility was first defined within our strategic business agenda in 2006, but we had already taken steps as early as 1994 to work with more sustainable materials.

Responsibility challenges in international supply chains have been addressed through collaborations with industry experts and external monitoring systems and partners, including Fair Wear Foundation, bluesign, The Higg Index, and Climeworks. As a primary signatory of the UN's Fashion Industry Charter for Climate Action in 2018, we put the climate crisis at the top of our strategic agenda. In 2025, following the near-term targets we set in 2020, our net-zero target was also verified by the SBTi.



RESPONSIBILITY JOURNEY



RESPONSIBILITY GOVERNANCE

We have a dedicated corporate responsibility team

The five-person corporate responsibility team supports the organization in implementing and coordinating sustainability initiatives. The head of corporate responsibility is part of the extended general management team.

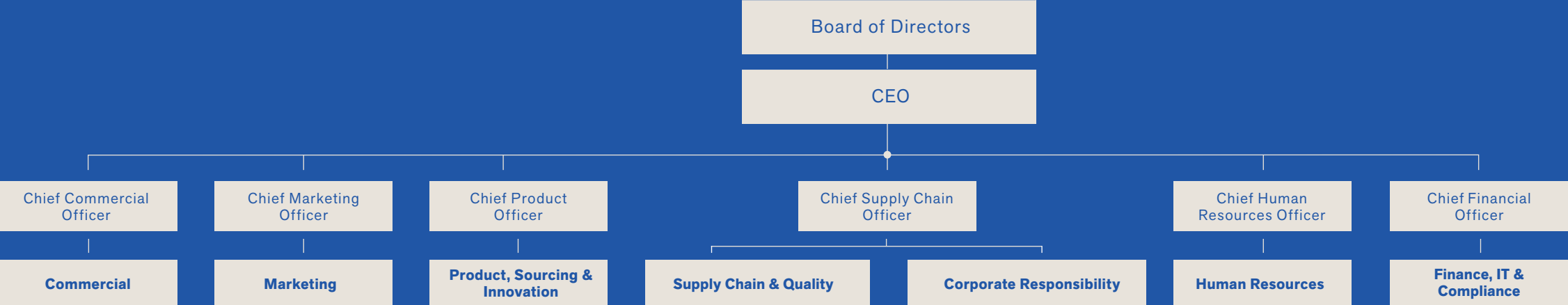
Our corporate responsibility team reports to the CSCO

Since 2022, the corporate responsibility team has been a part of the supply chain department and reports to our chief supply chain officer (CSCO), Michael Rammelsberger. The team collaborates across the organization, ensuring environmental and social issues maintain high visibility.

Corporate responsibility is a collaborative commitment

Starting in 2024, performance incentives for all qualifying employees and general management members are tied to our carbon intensity performance, aiming to incentivize long-term responsible decision-making.







RESPONSIBLE BUSINESS CONDUCT

Our Responsible Business Conduct (RBC) is designed to comply with current and expected supply chain legislation in the countries where our products are sold.

To develop our policy, we followed the *OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector* provided by the Organisation for Economic Co-operation and Development (OECD), which references the United Nations Sustainable Development Goals and the International Labour Organisation (ILO) conventions.

The policy is structured into two sections outlining our requirements, one concerning our operations and the other, our suppliers. Our own requirements outline:

- Human rights
- Due diligence
- Anti-corruption

- Whistleblowing
- Trade boycotts
- Animal welfare
- Chemical management
- Environment
- Fair Wear Code of Labour Practices
- Responsible Purchasing Practices

→ [Responsible Business Conduct policy](#)

2025 UPDATE

Our Code of Conduct is built upon the Fair Wear Code of Labour Practices and our Restricted Substances List. Since 2025, new suppliers are required to sign it as part of our General Purchase Agreement and existing suppliers are also being asked to sign to ensure alignment with our updated requirements.





To guide our work, we conducted our first Double Materiality Assessment to understand our most significant environmental and social impacts and where we face the highest financial risks. We followed the European Sustainability Reporting Standards (ESRS), as required by the European Union's Corporate Sustainability Reporting Directive (CSRD).

A double materiality evaluates two dimensions:

- **Impact materiality:** how our activities affect the environment and society
- **Financial materiality:** how climate-related risks and opportunities may affect our financial performance, resilience, and long-term stability

By bringing these perspectives together, we ensure our focus areas reflect our responsibility as a brand and the expectations of our stakeholders.

Our material topics

The assessment confirmed nine priority sub-topics that are most material to our impact and future resilience:

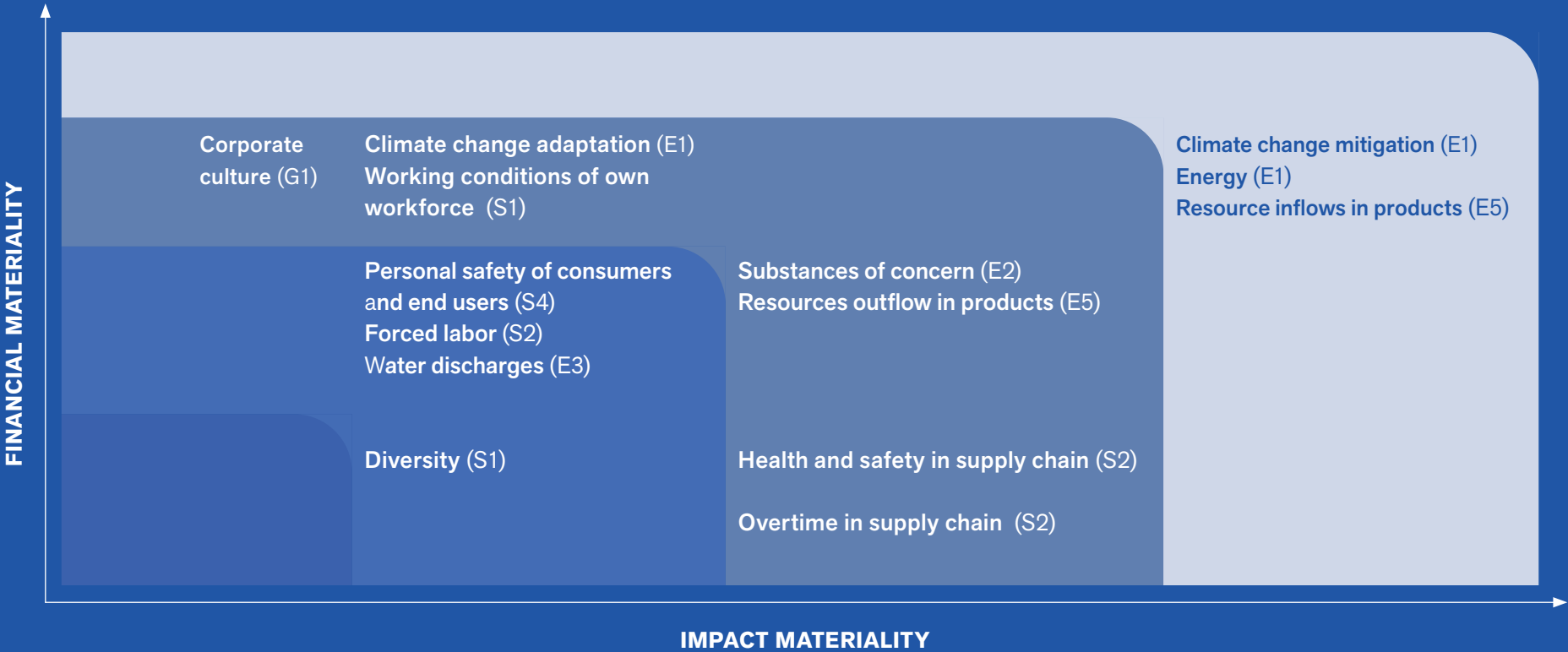
ESRS abbreviations and topics	Sub-topics
E1 Climate change	Climate change adaptation
E1 Climate change	Climate change mitigation
E1 Climate change	Energy (production and consumption)
E2 Pollution	Substances of concern
E5 Circular economy	Resource inflows, including resource use
E5 Circular economy	Resource outflows related to products and services
S2 Workers in the value chain	Health & safety (accidents in the workplace)
S2 Workers in the value chain	Working conditions (overtime)
G1 Business conduct	Corporate culture

While these topics are our primary sustainability levers, we continue to manage and monitor other relevant issues, including but not limited to: personal safety of consumers and end users, forced labor, water discharges, diversity and inclusion, and animal welfare. Sustainability topics are interdependent, and improvements in one area often benefit others. By addressing our material topics, we aim to mitigate risks, seize opportunities, and create long-term value for our customers, employees, suppliers, and communities. The Double Materiality Assessment strengthens our ability to allocate resources where they matter most and helps us respond to upcoming regulatory requirements.

We will update this analysis regularly to reflect evolving stakeholder expectations, new scientific insights, and changing external conditions.

→ Data for the Double Materiality Assessment matrix is available in the Materiality assessment

MATERIALITY ASSESSMENT



ANNUAL TARGETS AND PROGRESS OVERVIEW								
Annual targets until 2030	Metric	2018 baseline	2030 target	2024	2025	2025 vs. 2024	2025 vs. baseline	2025 performance vs. 2024
Reduce our Scope 1 & 2 emissions by 80% by 2030 compared to 2018, our baseline year*	Metric tons CO ₂ -eq	2,443	488	969	548	-421	-1,896	^
Reduce our Scope 3 emissions by 55% by 2030 compared to 2018, our baseline year*	Metric tons CO ₂ -eq	73,070	32,623	67,349	76,164	8,815	3,094	v
Achieve Fair Wear Leader status by 2030	Fair Wear status	Good	Leader	Good	Good	No change	n/a	=
^ Performance improved towards target v Performance declined from target = No changes since last season								

* 2024 carbon footprint and baseline 2018 calculations have been recalculated due to the change in methodology that is also applied to 2025.
→ More information can be found in Carbon footprint restatement.

SEASONAL APPAREL TARGETS AND PROGRESS OVERVIEW

2025 target	Metric	SS 2020 baseline	FW 2024/2025	FW 2025/2026	FW 2025/2026 vs. FW 2024/2025	FW 2025/2026 vs. baseline	SS 2024 performance
90%	% of bluesign® PRODUCT	39%	62%	53%	-9 percentage points (p.p.)	14 p.p.	∨
100%	% of products without intentionally added PFAS	58%	88%	100%	12 p.p.	42 p.p.	🎯
95%	% of recycled polyester*	15%	81%	73%	- 8 p.p.	58 p.p.	∨
30%	% of recycled polyamide**	2%	38%	61%	23 p.p.	59 p.p.	∧
100%	% of organic cotton	58%	90%	97%	7 p.p.	39 p.p.	∧
100%	% of RDS down	100%	100%	100%	0 p.p.	0 p.p.	🎯
100%	% of RWS wool	0%	84%	100%	16 p.p.	100 p.p.	🎯



Performance improved since last season



Performance decreased since last season



Target level achieved

p.p. indicates 'percentage points'

* Percentage of materials that are at least 75% polyester and at least half of the fiber is recycled

**Percentage of materials that are at least 75% polyamide and at least half of the fiber is recycled

WE CARE ❄️

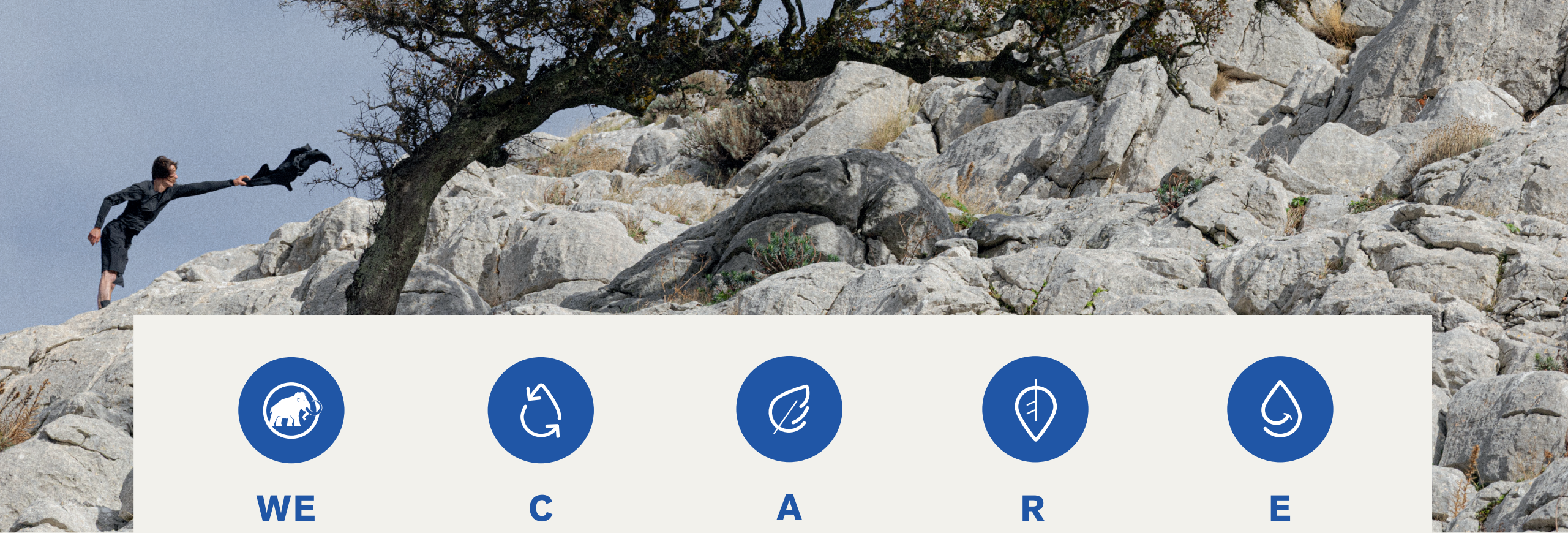


WE CARE

Defined in 2018, our WE CARE framework was established to ensure we continue to create high-quality performance mountain equipment while also reaching our social and environmental targets. Split into five parts, the WE CARE strategy supports accountability through our community and partners (WE), Circularity & services, Animal welfare, Reduced impact, and Ethical production.

Five year responsibility targets and key performance indicators were defined within WE CARE for products developed between 2018 and 2023 and sold between summer 2020 and summer 2025. Targets beyond 2025 are being developed under the revised WE CARE 2.0 strategy. Although the 2023 and 2024 Responsibility Reports announced the updated strategy's publication date, its scope and depth have resulted in delays. WE CARE 2.0 will be included in the 2026 *Responsibility Report*.





WE

WHO WE ARE

- Team
- Community engagement
- Memberships & partners
- Supplier strategy



C

CIRCULARITY & SERVICES

- Quality
- Design development
- Repair
- LOOPINSULATION



A

ANIMAL WELFARE

- Down
- Wool
- Leather



R

REDUCED IMPACT

- Climate strategy
- Materials
- Chemical management
- Shipping & freight



E

ETHICAL PRODUCTION

- Fair Wear Foundation
- Due diligence
- Country-by-country reporting

WHO WE ARE



Together we are stronger. We are proud of our industry collaborations, supplier relationships, and commitment to external partners and membership organizations, which collectively help us define a new status quo in apparel and equipment manufacturing.

Through partnerships and initiatives such as Cascale, the European Outdoor Group (EOG), and our Supplier Strategy, we can share industry learnings to reach our goals together. We are guided by tools and systems from leaders, such as Fair Wear Foundation and bluesign, that ensure we are staying ahead of the curve and developing systems of compliance and accountability with our peers. By having university partnerships and supporting our internal team members with continued training, we seek to listen and learn from those following their aspirations and testing what is possible.





People are at the heart of Mammut. We aim to create an environment that enables our employees to perform at their best, contribute to innovation, and support the responsible development of our business.

Our approach focuses on fostering a strong company culture, supporting employee development, and ensuring a respectful and inclusive workplace. Through targeted initiatives in leadership development, learning and development, and diversity, equity and inclusion (DEI), we aim to strengthen collaboration, engagement, and long-term retention across our global organization.

We regularly review employee feedback, invest in development opportunities, and adapt our programs to respond to changing needs within our workforce. At the same time, we continue to strengthen our organizational culture through company-wide initiatives such as our Culture of Action, which guides daily interactions, decision-making, and collaboration.

We also provide a range of employee benefits and flexible working models, tailored to local requirements, to support well-being, work-life balance, and personal development.

2025 UPDATE

In 2025, we conducted one global employee engagement survey, shifting from a semi-annual to an annual format to allow more time for implementing meaningful actions. The participation rate reached 75%, slightly above the previous year. Results remained largely stable, with strong scores in collaboration within teams and direct leadership, while cross-functional collaboration and career development continue to be identified as areas for improvement.

We continued to support employee development through our Expert Sponsorship and Global Exchange Programs, and introduced new leadership development initiatives. Our learning and development offering was expanded, including AI-focused workshops.

In 2025, we also advanced our diversity, equity, and inclusion efforts through the launch of the Diversity Ambassador Program. The program builds awareness of unconscious bias, supports knowledge development across multiple diversity dimensions, and enables employees to implement DEI-related activity within their teams.

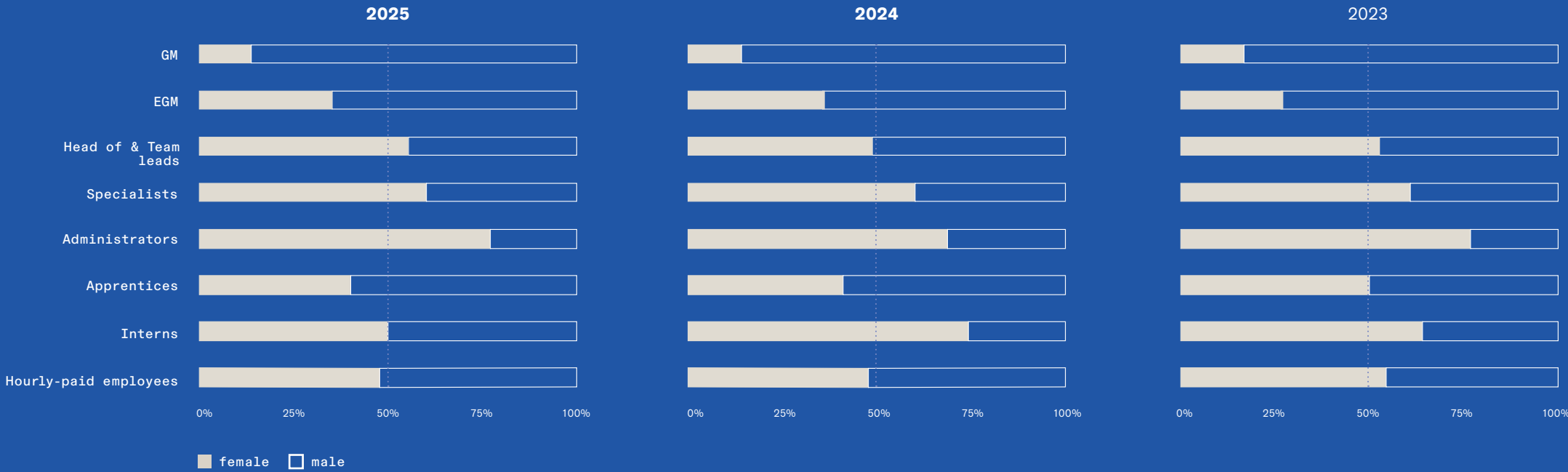
Additionally, we continued to invest in company culture through global and local Culture of Action initiatives, as well as through the third edition of Mammut Spirit Day, bringing teams together around sustainability-focused activities.

→ Detailed workforce data, including employee composition and whistleblowing channels, are available in the Appendix.



GENDER DISTRIBUTION IN SWITZERLAND

Data shown represents Switzerland only



**“MOUNTAINS CAN TRANSFORM
LIVES, CONNECT PEOPLE,
AND INSPIRE RESPONSIBILITY.”**

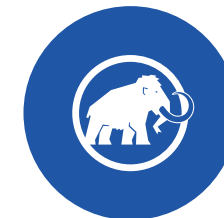


COMMUNITY ENGAGEMENT

WHO WE ARE

WE CARE

RESPONSIBILITY REPORT 2025



We believe mountains have the power to transform lives, connect people, and inspire greater responsibility. We support organizations that expand access and inclusion to and for mountain sports, contribute to conservation efforts, and promote political engagement for effective climate policy.

Our approach focuses on building lasting relationships with nonprofit partners and supporting them through financial contributions, equipment donations, and collaborative initiatives.

The monetary value of all donations and support is included in the → Appendix.

Key partnerships

ClimbAID

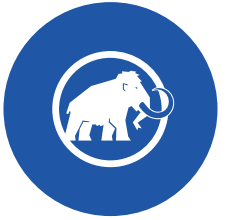
ClimbAID brings the benefits of climbing to communities affected by war and displacement, supporting mental health, social integration, and personal development. As a primary partner since 2020, Mammut provides financial and in-kind support.

In 2025, we financed and contributed to the launch of *SAMA*, a film co-created with ClimbAID, highlighting the stories of two female refugee climbers in Lebanon. Proceeds from internal initiatives were also donated to support ClimbAID's work.

Protect Our Winters

Founded by professional snowboarder Jeremy Jones in 2007, Protect Our Winters (POW) is an international nonprofit that advocates for climate policies that safeguard mountain environments. We support POW Switzerland through annual contributions and collaborative initiatives, reinforcing the importance of political engagement in addressing climate change.

In 2025, a group of Mammut employees participated in POW's *1,400 Reasons to Act* campaign during Mammut Switzerland's Spirit Day in Engelberg. It included a talk on glacier preservation and climate impacts in alpine environments and a Titlis tour.

**American Mountain Guides Association**

The American Mountain Guides Association (AMGA) sets standards for professional guiding and education. Mammut has partnered with the AMGA since 1998. To support diversity within the guiding community, we introduced a women-specific scholarship in 2021. The program aims to address barriers in a traditionally male-dominated field and is open to individuals who identify as women or gender-expansive.

In 2025, one full scholarship was funded by Mammut for the Mountain Guide Program.

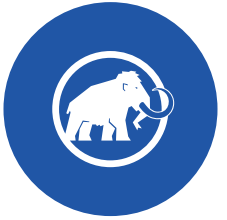
Expanding access and inclusion

We support a range of initiatives that aim to make mountain sports more accessible and inclusive.

- Paradox Sports offers adaptive climbing programs and events
- SheJumps provides women access to avalanche education and outdoor skills

- Inclusive Outdoors creates inclusive mountain spaces, including adaptive and specialized courses
- Peaks4you enables access to mountaineering for refugees through guided alpine experiences, including high-altitude expeditions
- Adaptive Climbers Fest delivers accessible climbing experiences for people with disabilities
- Moab Women's Clinic offers training and mentorship opportunities for women climbers
- National Brotherhood of Snowsports promotes diversity and access in winter sports

In 2025, these partnerships were supported through in-kind equipment support, and sponsorships.



Humanitarian support

Supplies for Ukraine

In response to the ongoing Russian war in Ukraine, Mammut continued product donations in 2025. Managed by the Kiev Kids Association, we supplied essential equipment such as sleeping bags to communities affected by the conflict.

Conservation partnerships

European Outdoor Conservation Association

We have been a member of the European Outdoor Conservation Association (EOCA) since 2006.

→ [Learn more about their work in Biodiversity](#)

2025 HIGHLIGHTS

- Launching the film *SAMA* with ClimbAID
- One AMGA women's scholarship awarded
- Ongoing support of inclusion-focused partners including Paradox Sports, SheJumps, Inclusive Outdoors
- Sponsorship of the National Brotherhood of Snowsports Annual Black Summit
- Humanitarian product donations to Ukraine

MEMBERSHIP ASSOCIATIONS & PARTNERS

WHO WE ARE

WE CARE

RESPONSIBILITY REPORT 2025



We strongly believe that success can only be achieved through collective collaboration. By transparently sharing our experiences and expertise, we hope to support other brands and organizations on their journey. This exchange and consistent feedback from external partners help us to continuously rethink and fine-tune our strategy and measures.

We signed commitments and had our targets verified:



We are members of multiple initiatives and industry collaborations:



We are in several international working groups:

- The Carbon Reduction Project (EOG)
- Sustainability Data Exchange (EOG)
- One Voice for Outdoor (EOG)
- Audit Alliance for Hard Goods (EOG)
- The Microfibre Consortium (TMC)
- The Single Use Plastics Project (EOG)
- The United Nations Framework Convention on Climate Change (UNFCCC)

We collaborate with universities and polytechnics:

Working with students on concrete industry challenges is another funnel to keep up-to-date with research advancements while simultaneously getting to know future talent. We have both longstanding and project-specific partnerships with several universities and polytechnics.

**“SUCCESS CAN ONLY BE
ACHIEVED THROUGH
COLLECTIVE
COLLABORATION.”**





Working with external tools and organizations builds transparency and accountability in our responsibility journey. In addition to our industry memberships and partnerships, we work with three primary partners to support due diligence, assessments and standards, and knowledge sharing.

FAIR WEAR **Fair Wear Foundation** is a multi-stakeholder initiative dedicated to improving working conditions in the garment and soft goods industry. Through guidance, tools, worker grievance mechanisms, factory assessments, and Brand Performance Checks, Fair Wear supports brands in strengthening human rights due diligence and collaboration across supply chains. We have been a Fair Wear member since 2008 and were the first outdoor brand to join.

→ Learn more about our Fair Wear membership



The Higg Index is a toolbox central to Cascale's mission. Cascale developed the Higg Index to provide mechanisms for the standardized measurement of organizations' impacts in areas such as carbon emissions and labor conditions across the value chain. With the support and research of Cascale's members, consultants, and industry experts, the methodologies found within the Higg Index have evolved significantly over the years. The toolbox includes the Higg Facility Environmental Module (FEM), Higg Facility Social & Labor Module (FSLM), Higg Brand & Retail Module (BRM), Higg Materials Sustainability Index (MSI), and the Higg Product Module (PM). We have worked with the tools since 2018.

→ Learn more about our performance benchmarking
→ Learn more about our FEM results
→ Learn more about our FSLM results



bluesign is an independent global organization that provides a system for improving textile production processes through chemical management and resource efficiency standards. Together with bluesign, we implemented a risk-based chemical management system to help manage the chemical safety of the materials used in our products. Our Restricted Substances List is based on the bluesign System Substances List (BSSL), committing ourselves to a higher standard than required by local and international law. We have been a bluesign System Partner since 2011.

→ Learn more about our bluesign
→ Learn more about our Chemical management



Traceability and transparency are key in every part of the supply chain. In 2025, we had 62 finished-product suppliers, which are labeled tier 1 suppliers. Tier 2 suppliers provide fabric and components.

Buying decisions are made by the head of sourcing and the functional responsibility is held by the chief product officer (CPO). We do not work with any agents or intermediaries. Before entering a new business relationship, we visit potential suppliers to assess their production policies and factories against our human rights standards. Before a partnership can begin, all new suppliers are required to sign a contract, committing themselves to the enforcement of [Fair Wear’s Code of Labour Practices](#) and our [Restricted Substances List](#). After each seasonal collection is produced, supplier evaluations, which include social and environmental compliance, are completed.

Onboarding new suppliers is a careful process, involving purchasing, vendor control, development, and quality assurance. We typically onboard suppliers to access new production techniques or capabilities and introduce an average of five suppliers a year. Shifts occur when an existing supplier operates out of more than one location. To assess the social risks of working with a new supplier or in a new region, our teams liaise with Fair Wear, which continuously assesses country-level working conditions and human rights risks.

We work directly with factories to plan production timelines and review worker capacity. The average tier 1 supplier relationship lasts 12 years, but many have been sourced from for over 20 years. Similarly, there are long-term relationships with key tier 2 fabric and trim manufacturers.

At the end of a business relationship, we strive to uphold a responsible and ethical exit, whereby decisions are communicated

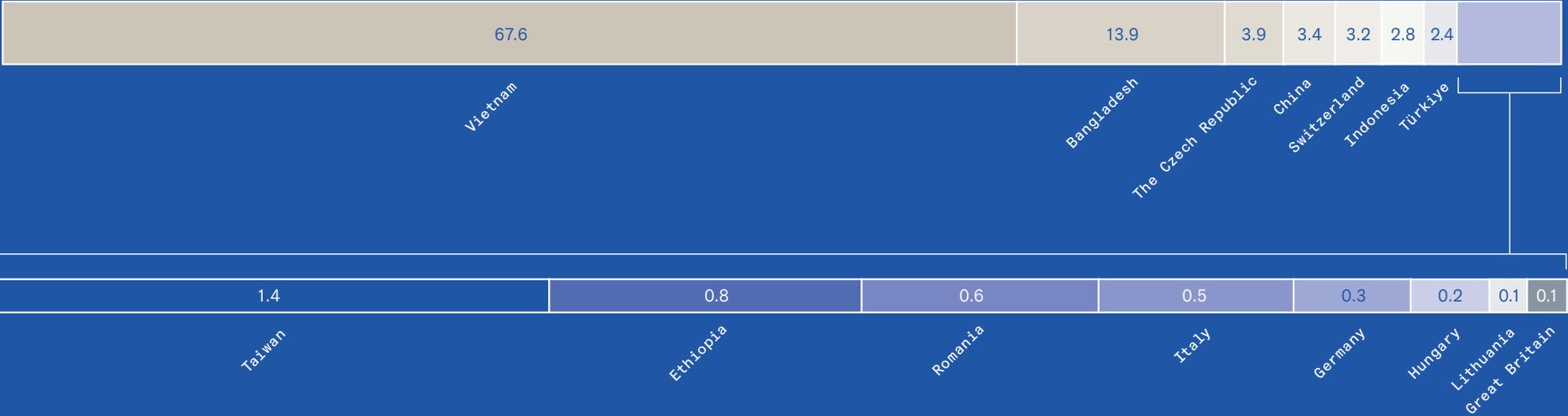
months in advance to ensure that workers can be reassigned to other partners and unused materials are minimized.
→ [Learn more in Due diligence approach](#)

2025 UPDATE

In 2025, our business grew, yet the split between production countries stayed similar. We expanded production in Vietnam, Bangladesh, the Czech Republic, and Indonesia and started producing childrenswear with factories in China. We onboarded 9 suppliers with 25 factories, primarily for brand collabs and licensees. We updated our onboarding process to assess whether a supplier meets our minimum standards and has the potential to become a long-term partner. If a zero-tolerance violation is found, onboarding is halted until the issue is addressed through a Corrective Action Plan.
→ [The list of zero-tolerance violations can be found in the Appendix.](#)

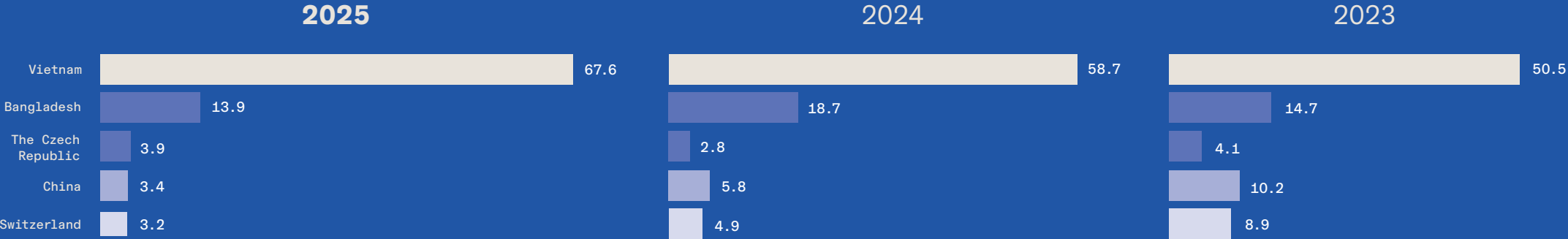


PURCHASING SPLIT BY VALUE IN 2025





COMPARABLE PURCHASING SPLIT BY VALUE



Values in %



Our Supplier Strategy applies to all suppliers, regardless of their purchasing value. It covers both tier 1 and tier 2 and is based on five pillars:

1. Principles

16 principles addressing efficiency, quality, worker well-being, and our 2027 corporate responsibility and value creation plan targets. All five principles related to social and environmental requirements are mandatory for suppliers to fulfill.

2. Key Performance Indicators

Enabling us to better allocate product to partner, we have developed a new supplier classification. Products and suppliers are categorized by identifying required skills, Gore licenses, and level of innovation to produce an item to ensure mutually beneficial partnerships with shared objectives.

3. Joint business plans

To secure long-term capacities and align growth plans, joint business plans (JBPs) are introduced with most suppliers. They define expectations and commitments from both parties. We aim to have approximately 80% of our suppliers develop a JBP with us.

4. Regional strategy

Through a balanced approach with offshore and nearshore collaboration and the appropriate mix of partners, we will deliver on capacity and growth.

5. Contractual setup

We updated our purchase agreements and implemented a new payment schedule.

The refined strategy aims to create a more environmentally responsible and competitive brand that is resilient to global shocks.

2025 UPDATE _____

At the end of 2025, we reviewed the Supplier Strategy to ensure alignment with our new strategic business plan. The five strategic pillars remained unchanged, while specific refinements were made in response to updated regulations, market relevance, and changes in sourcing country dynamics.



Partnerships based on trust and collaboration are essential to implement impactful changes in the supply chain. Precompetitive initiatives with other brands and building more cooperative partnerships with our suppliers are key to our future strategy.

2025 digital Supplier Summit

In October 2025, we hosted our fourth annual Supplier Summit. The virtual session covered business performance, quality updates, corporate responsibility priorities, and sourcing plans for the coming seasons. The digital format ensured suppliers remained informed and engaged as we continued to strengthen collaboration across our supply chain.

The Carbon Reduction Project

Hosted by the European Outdoor Group, the Carbon Reduction Project (CRP)* strives to reduce greenhouse gas emissions through radical collaboration and transparency. We joined the CRP launch in 2021 with nine other outdoor brands whose primary

climate impact comes from textile wet processing across our value chains. Together, we mapped an overlap in our top tier 1 and 2 suppliers, allowing us to address the impact of these suppliers collectively as opposed to individually. In 2022, RESET-carbon, the external partner identified by the EOG, conducted facility audits and pinpointed emission hotspots with our suppliers. With their support, the twenty facilities who were audited drafted climate action plans and carbon leadership targets to transition to renewable energy.

The initial CRP Pilot was declared complete in 2023. In 2024, the original CRP cohort financed follow-up audits to verify the accuracy of suppliers' energy data and potential measures taken by suppliers. Additional projects began to develop, including an analysis of renewable energy options in Taiwan and follow-up programs for suppliers.

* Prior to 2023, it was called the Supply Chain Decarbonisation Project (SCDP).

2025 UPDATE

In 2025, the EOG continued to work on The Impact Accelerator Fund for Climate, which is an industry collaboration dedicated to decarbonization projects and climate mitigation actions within the outdoor industry's supply chains.

The next phase of the CRP began in autumn 2025 with the start of the third CRP cohort. This round aims to support a total of 17 facilities across two project streams: one cohort including facilities in Vietnam, China, Korea, and Taiwan, and a new pilot cohort in Japan with up to five facilities. As not all facilities have confirmed participation, the third cohort remains open. The project continues to focus primarily on tier 2 facilities, as these account for the highest share of emissions in the supply chain.



PERFORMANCE BENCHMARKING



CASCALE MEMBERSHIP



LEADER membership status
achieved in 2025

SWISS FAIR FASHION AWARD



Finalist with Mammut
LOOPINSULATION

CARBON DISCLOSURE PROJECT



B score for the third
year in a row

STAND.EARTH FOSSIL-FREE FASHION SCORECARD



C score, ranking 6th of
42 companies

HIGG BRAND AND RETAIL MODULE (BRM)



Extensive self-assessment
benchmarking

GOOD ON YOU



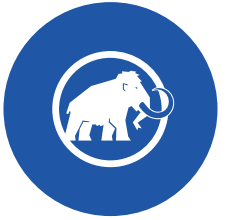
Rating "It's a Start" in
January 2026

PERFORMANCE BENCHMARKING

WHO WE ARE

WE CARE

RESPONSIBILITY REPORT 2025



For a broad overview of our social and environmental impact, governance approach, and how we measure against the industry, we employ a range of benchmarking tools, including the **Carbon Disclosure Project (CDP)**, the **Stand.earth Fossil-Free Fashion Scorecard**, and the **Higg Brand and Retail Module (BRM)**.

These tools provide a detailed analysis of our practices, from climate strategy to product end-of-life, and offer insights into our performance relative to industry standards.

The **Carbon Disclosure Project (CDP)** is a comprehensive framework that helps us measure and manage our environmental impact, particularly carbon emissions and climate strategies. The benchmarking nonprofit reviewed and scored 23,100 companies in 2025, and scores, ranging from D- to A, are primarily used by investors to evaluate the environmental performance of brands. After an extensive self-assessment and CDP's review, our 2025 score was B for the third year in a row.

The **Stand.Earth Fossil-Free Fashion Scorecard** benchmarks our efforts biennially to reduce reliance on fossil fuels and transition to renewable energy sources. In 2025, we scored a C again, putting us in sixth place in the list of 42 companies evaluated, compared to ninth place in 2023.

The **Higg Brand and Retail Module (BRM)** is an extensive self-assessment that analyzes environmental, social, and lifecycle stages. While we use the BRM for benchmarking purposes, we discontinued the verification because the process is no longer required for Cascale membership. We are not permitted to share any unverified results and will update our verification in line with Cascale's requirements.

In 2025, we received LEADER membership status from **Cascale**, recognizing our performance across adoption and verification of Higg Index tools, our science based climate commitments, and our supply chain transparency.

In an updated ranking by the online platform **Good On You**, we ranked 'It's a Start' in January 2026.

In 2025, we were nominated as a finalist for the **Swiss Fair Fashion Award** with Mammut LOOPINSULATION.

By leveraging these benchmarking tools, we are able to align our performance with industry averages. Benchmarking not only highlights our achievements but also guides our continuous improvement efforts. Our key partner for social impact benchmarking is Fair Wear.

→ [Learn more about Fair Wear's Brand Performance Check in Fair Wear Foundation](#)

CIRCULARITY & SERVICES



Through circularity services and the creation of open loop initiatives, we are addressing resource consumption, waste, and emissions.

While this is promising, scaling circular design with partners across the value chain is a challenge we are facing as an industry. This is why the focal points in our overall responsibility strategy remain improving and extending the lifecycle and the way we approach the design and development of products.

Our product quality is the first step in dismantling the linear 'take – make – waste' system, and we are committed to designing versatile, durable, and repairable outdoor gear that can work across seasons and activities for many years of adventurous use.



CIRCULARITY AT MAMMUT

RESPONSIBLE CONSUMPTION

- 

Reduce
Buy things that last
- 

Reuse
Care for and keep products in use
- 

Repair
Extend product lifespan
- 

Recycle
Collect and use waste ropes



RESPONSIBLE PRODUCTION

- 

Circularity & services
Design towards circularity
- 

Animal welfare
Down | Wool | Leather
- 

Reduced impact
Climate | Safe inputs
- 

Ethical production
Fair working conditions



Durability, material quality, resourcefulness, and repairability are at the heart of our design process. These ingredients are essential for products to be long-lasting and sturdy companions in the outdoors.

Our in-house development and test labs assess and replicate our products' entire lifecycle. Rub tests, safety checks, and wear-and-tear trials play a crucial role in designing items with an extended lifespan. Worldwide, our team of quality management employees works to optimize our apparel, footwear, and hardware, striving to guarantee the highest quality possible. Our suppliers are increasingly involved in pre-production and inline inspections, de-escalating potential issues early in the production process and minimizing the chances for hard-to-solve quality issues.

[→ Learn more about our testing lab](#)

2025 UPDATE

In 2025, we conducted approximately 5,200 quality inspections, a 30% increase compared to 2024. We recorded 24 quality issues, the same as 2024, and aim to reduce this by 35% by 2026.

Since introducing the Certified Factory Auditor (CFA) program in 2024, we have expanded it to 16 suppliers and plan to include nine more as we strengthen supplier oversight.

In 2025, we issued a voluntary recall for a batch of Skywalker Pro and Skywalker Pro Turn sets after identifying a potential issue with the carabiner locking mechanism. Later in the year, we found a potential issue with the closing mechanism within the same product family and issued a call for inspection. To help prevent similar cases, we are strengthening quality controls and enhancing product testing protocols.

DESIGN DEVELOPMENT: EIGER EXTREME 6.0



Over three decades, the Eiger Extreme collection has represented the pinnacle of our alpine expertise. With the sixth generation of the series that was first launched in 1995, our innovation, product, and material development teams saw an opportunity to couple the high-performance demands with responsible design considerations. Eiger Extreme Nordwand 6.0 is the expression of our Resourceful Performance design philosophy, maximizing performance while minimizing impact.

Eiger Extreme 6.0 was developed and optimized by testing in high-alpine environments with our athlete team, including Stephan Siegrist, Jonas Schild, Lindsey Hamm, and Marek Holeček. The process combined field testing, laboratory analysis, and reassessment of previous materials and construction techniques.

As with all mountaineering equipment, durability, protection, and reliability are core requirements. Early in the development cycle, our designers and material specialists reevaluated weatherproof-

ing technologies, abrasion resistance, and insulation performance. Focus was placed on transitioning the collection to materials without intentionally added PFAS, introducing GORE-TEX PRO ePE membranes, and increasing the share of recycled fibers wherever performance standards could be maintained.

Designed with repairability in mind, each garment is built for resilience, with features like field-fixable zippers and repair kits that enable every piece to live many more lives. Zippers were a focus because an overwhelming amount of consumer repair claims relate to them.

With the Eiger Extreme 6.0, we are proud to have achieved the quality of performance required for the most demanding of expeditions without compromising on durability, repairability, and other sustainability metrics. These learnings will continue to inform our future product development, particularly in balancing technical performance with more responsible design choices.

Long-term use of outdoor equipment is an easy way to reduce its environmental footprint.

While we stand behind the durability of our products, damage can occur whether from intensive use, material failure, or accidents. Replacing zippers is the most common fix, but our seamstresses also take on more complex repairs using their industrial and specialized equipment and tools.

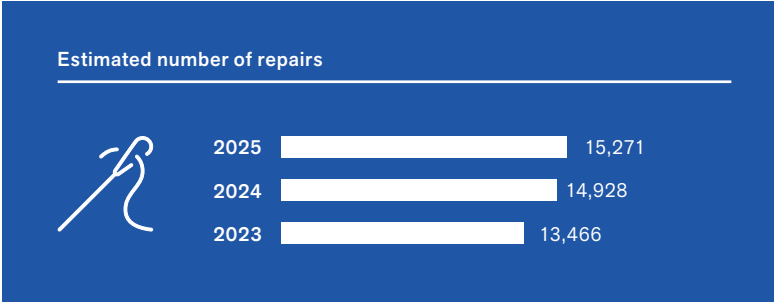
To stop items from being disposed of prematurely, we have two repair studios at our headquarters in Seon, Switzerland and our logistics center in Wolfertschwenden, Germany. To manage higher capacities of repair requests, we collaborate with external repair specialists United Repair Centre (URC) and Transa in Switzerland. URC, a social enterprise operating from Amsterdam and London, aims to create jobs for those distant to the labor market. Additionally, our strong network of retail partners make a significant number of Mammut product repairs that are unreported.

Owners of damaged products can bring their freshly washed item to their local retailer or one of our stores for evaluation. If the item was purchased online, customers can submit a repair inquiry by uploading photos and descriptions of the issue via our Repair & Care website.

→ [Learn more about Eiger Extreme 6.0](#)

2025 UPDATE

In 2025, we released our pinnacle collection, Eiger Extreme Nordwand 6.0, with a strong focus on repairability and on-boarded Transa as our official repair partner in Switzerland. We mended an estimated 15,271 products globally. There were 12,604 products repaired in continental Europe and the UK, and we are aware of 1,397 in Japan, approximately 1,000 in China, 234 in North America, and 36 repairs in Norway.



→ [Contact warranty and repair](#)



PRODUCT CARE



Caring for outdoor gear is about more than just aesthetics; it also extends durability and maintains protective features.

Sweat, dirt, and sunscreen can negatively affect functional textiles and ropes, which is why it is important to know how to properly clean and store your equipment. Regular care will help maintain its performance and safety and prolong an item's lifespan, thereby reducing its environmental impact.

To support our customers globally, on our Repair & Care web page, we offer detailed care instruction videos for our most popular products, including hard shell jackets, down jackets, shoes, and ropes. If an item is damaged, customers may also send it to one of our regional repair studios or a third-party partner.

→ [Product care resources](#)

2025 UPDATE

In 2025, we released a series of short videos showcasing and encouraging product care on our social media channels.



**“RESPONSIBLE DESIGN
MEANS BALANCING
TECHNICAL PERFORMANCE
WITH DURABILITY
AND REPAIRABILITY.”**



Mammut Loopinsulation

Ropes are central to our brand DNA and history, but their production accounts for around seven percent of our annual carbon footprint.

To address this impact while supporting a more circular approach, we piloted the Close the Loop project with Protect Our Winters Switzerland in 2020. The take-back program was launched at climbing gyms across Switzerland to collect used ropes, which were to be recycled for new products. Our goal is to design a rope-to-rope recycling program, however, the yarn created is not yet sufficient for the safety demands of climbing. We therefore explored how ropes could be repurposed.

We evaluated several options and insulation padding emerged as the most promising direction. Initial research indicated polyamide ropes were not effective, but polyester offcuts from industrial ropes have excellent insulating properties. From this material, we developed Mammut LOOPINSULATION.

The offcut polyester ropes are untwisted into single rope strands, which are then brushed and combined with recycled PET (rPET) at a 50/50 ratio for sheet padding and at a 30/70 ratio for cluster fill. No additional chemicals, glues, or water are used. The result is fluffy polyester, made in Europe.

Teufelberger, our longstanding collaborator in rope manufacturing, shared their polyester production offcuts. Historically, these materials were not discarded; the company also works in recycling solutions. Our collaboration allows more of these offcuts to be diverted into higher-value applications. Imbotex, an Italian manufacturer, is our partner to develop the insulation padding.

Based on estimates at material level, production of Mammut LOOPINSULATION can generate up to 48% less carbon emissions compared to standard virgin polyester insulation. This calculation considers the emissions of shipping the material from Europe to the garment manufacturers in Asia.*

While the CO₂ reductions achieved can be compared to using standard rPET insulation, Mammut LOOPINSULATION reduces reliance on rPET from sources that are difficult to trace and on PET bottles that could remain in a closed-loop recycling system. Mammut LOOPINSULATION also increases transparency.

2025 UPDATE

In 2025, we repurposed 13.4 tons of rope production offcuts for Mammut LOOPINSULATION.

*The estimations regarding CO₂ calculations were modeled using the Higg MSI 3.7. They were calculated by Mammut Sports Group AG and are not third-party verified, and are based on generalized industry data and assumptions at raw material level.

LEFTOVER MATERIAL AND UNSOLD GOODS



To ensure fewer resources go to waste, a dedicated team meets monthly to manage our leftover materials and we are working to improve the tracking of unsold goods.

- Surplus fabrics: Textiles we discontinued the use of and which are not incorporated into upcoming seasons
- Sample fabrics: Material we used for samples, but which have not gone into production and are no longer needed

After each season, we assess the leftover materials and plan to incorporate them into upcoming collections. Our goal is to minimize waste and maximize usage. If this is not possible, we find alternatives for custom and lower-volume products.

With leftover rope nylon, we produce our WE CARE Classic and Dry ropes. Made from residual yarn generated during factory color changes, each rope features a unique blend and pattern while meeting our quality standards.

2025 UPDATE

In 2025, we produced 6,707 WE CARE ropes from leftover rope nylon, a slight decrease from the previous year. Approximately 79,000 apparel pieces were created from leftover material, an increase of 49,000 pieces compared to 30,000 in 2024.

During the Close the Loop project (2020 – 2025), we collected over 5.6 tons of rope, which were shipped to Aquafil, an Italian manufacturer that produces ECONYL® regenerated nylon.

We are improving the tracking of unsold goods, most of which are sold in outlet stores or donated. A small number of products, primarily PPE (personal protective equipment) such as ropes and helmets, are destroyed for safety reasons. Quantities will be reported on our website, as the full dataset is not finalized at the time of this report's publication.

ANIMAL WELFARE



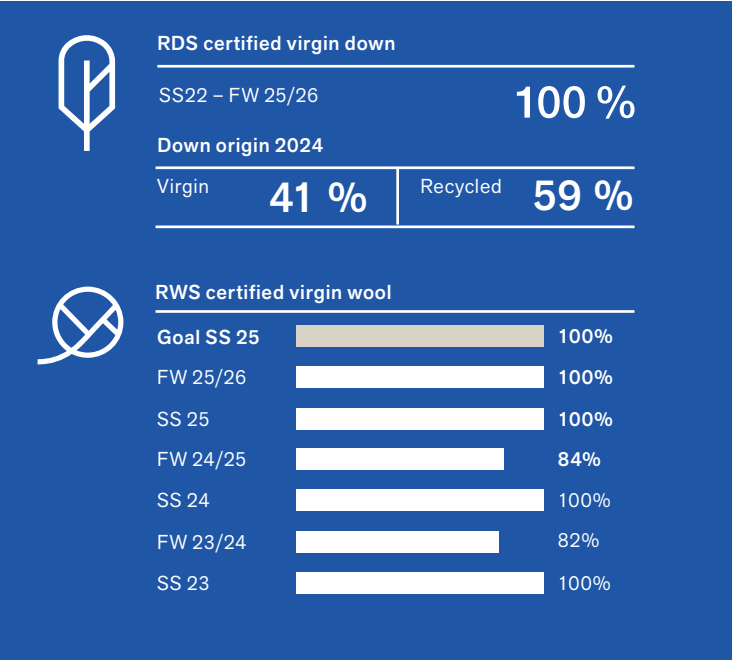
We strive to uphold the highest animal welfare standards and partner exclusively with farms practicing responsible animal husbandry with the goal of achieving full supply chain transparency.



As a certified Fur Free Retailer, we never use hair, hide, or any other material from exotic or endangered species, and commit to only using wool, down, and leather from domesticated animals. Our suppliers of animal based materials are required to adhere to the strictest international standards for the farming, transport, and slaughter of livestock.

Based on recommendations from Four Paws, we implemented the Five Freedoms approach, which includes the following categories: Good nutrition, Good environment, Good health, Appropriate behavioral interactions, and Positive mental experiences.





Down



Down is used as an insulator in various products. We source virgin down that is certified to the Responsible Down Standard (RDS), a third-party standard that sets requirements for animal welfare and traceability within the down supply chain. The RDS prohibits practices such as live-plucking and force feeding and defines criteria for animal treatment from hatchery to slaughter. RDS certification also enables traceability of certified down through the supply chain, from the finished product back to the original source.

100% of virgin down used in our apparel, accessories, and sleeping bags is RDS certified at material level. In addition, we are increasing our use of recycled down. In 2025, 59% of our total down volume was recycled, compared to 32% in 2024.

Wool



Merino wool is one of the materials used in our apparel. The Responsible Wool Standard (RWS) is an independent third-party standard that sets requirements for animal welfare and land management practices. These include criteria aligned with the Five Freedoms and measures aimed at protecting soil health, biodiversity, and native species. The RWS also requires that certified wool is identified and tracked throughout the supply chain.

In 2025, 100% of the wool used in our woolen garments was RWS certified at material level, including requirements related to mulesing practices.



We work with leather because of its performance and durability. While we are dedicated to sourcing it in a manner that aligns with our animal welfare commitments, Four Paws has brought to our awareness that it is increasingly challenging to verify that no cattle were specifically raised or slaughtered across our supply chain for the production of our goods. Additionally, the tanning process can have massive social and environmental impacts, which is why we strive to have Leather Working Group (LWG) certified leather to ensure we are meeting all of our WE CARE commitments. The LWG audits tannery facilities, examining wastewater, energy usage, traceability, and more.

For nubuck leathers in our shoes, we use terracare® performance leather from Josef Heinen, one of Germany's oldest specialists. According to terracare®, its production practices generate 30% less CO₂ and use 40% less water than the industry average. This average is defined by tanneries that are also

certified by the Leather Working Group, which suggests that terracare® could have significantly less impact than its industry peers.

All our selected leather suppliers have a Leather Working Group rating of Bronze or above. Josef Heinen and the Rino Mastrotto Group, our two main suppliers, are rated Gold by the LWG.

In 2025, 100% of our leather was of certified origin.



REDUCED IMPACT



Producing physical goods across a global value chain is complex and so is reducing our environmental impact. A differentiated approach manages and decreases the associated carbon footprint and waste impacts in tandem.

Our reduction targets range from carbon emissions to water and virgin material usage, while also addressing additional factors such as soil health through organic farming practices and material shedding of non-decomposable microfibers and durable water repellants.

Logistical decisions such as shipping and packaging, as well as efforts to improve our internal operations, are also considered in decreasing our footprint. With tangible climate action and dedicated oversight partners, bluesign and Higg, and carbon removal partners, Climeworks and Klimate, we can work synergistically towards reducing our impact.





Our climate is in crisis. The mountain environments we love are changing. As an organization, we have a responsibility to respond.

Since 2018, our annual carbon footprint has been the foundation for our climate strategy. Our motto **“do our best, remove the rest”** encourages us to focus on tangible, progressive climate action and measurable carbon removal solutions, whether that be with nature-based, technological, or hybrid approaches. Having signed the Paris Agreement's UN Fashion Industry Charter for Climate Action, we are committed to reaching net-zero by 2050. To do our part in limiting global warming to 1.5 °C above pre-industrial levels, we have set targets and identified measures to significantly decarbonize our value chain. Our short-term 2030 and long-term 2050 targets are verified by the latest Science-Based Targets initiative (SBTi) Corporate Net-Zero Standard. The SBTi was initiated by the Carbon Disclosure Program (CDP), the United Nations Global Compact, World Resources Institute (WRI), and the World Wildlife Fund for Nature (WWF).

Our goal is to decrease our greenhouse gas emissions by 56% in 2030 compared to 2018, our baseline year.*

This requires us to challenge every area of our current business practices.

We do our best by:

- Powering our operations and sourcing from factories using renewable energy
- Increasing our use of lower-impact materials and production processes
- Reducing impact when moving products around the world
- Ensuring products last longer and can be easily repaired
- Exploring alternative circular business models
- Engaging consumers and supporting stronger regulations to accelerate policy change

We remove the rest by investing in innovative carbon removal technologies.

Reaching our 2050 net-zero goal will require us to cut at least 90% of our emissions and remove all remaining unavoidable CO₂ emissions from the atmosphere.

* In the 2023 and 2024 Responsibility Reports, the percentage stated for our 2030 greenhouse gas emissions reduction target was incorrect. The correct target is a 56% reduction in total greenhouse gas emissions by 2030 compared to 2018. The previously stated figure of 55% only referred to our Scope 3 reduction target.

→ Learn more in Carbon removal partners: Climeworks & Klimate

→ [Learn more about the Science Based Targets Initiative \(SBTi\) Corporate Net-Zero Standard](#)

2025 UPDATE _____

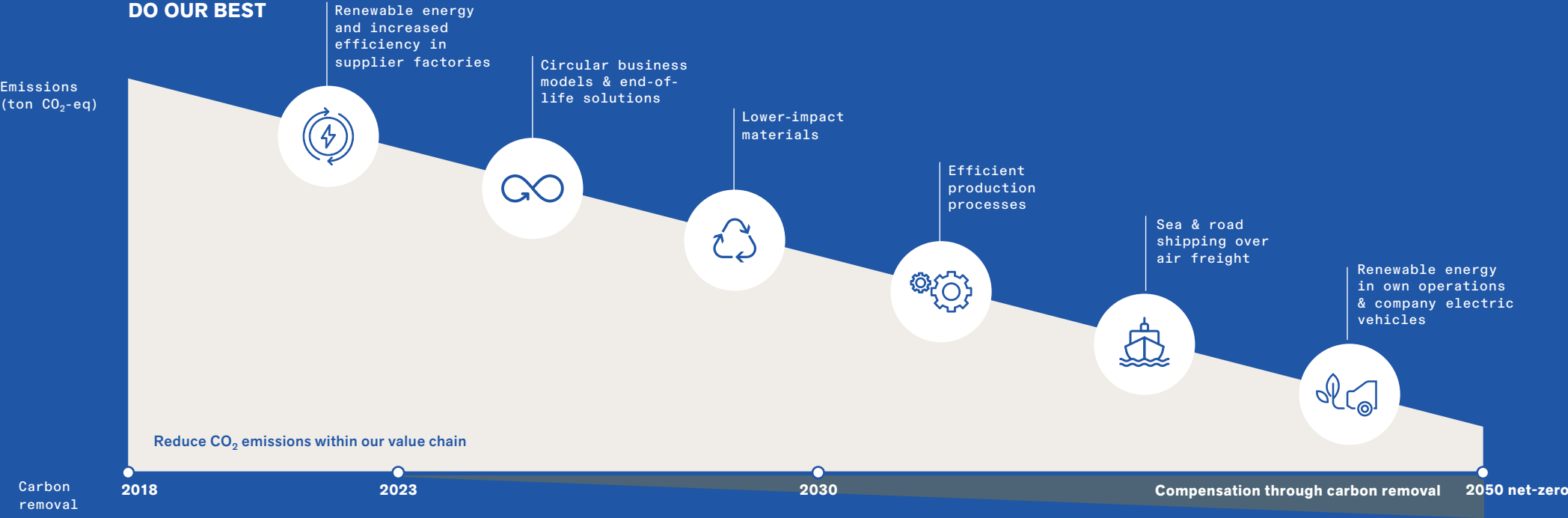
2050 net-zero target verified by SBTi

DO OUR BEST – REMOVE THE REST

REDUCED IMPACT

WE CARE

RESPONSIBILITY REPORT 2025



REMOVE THE REST

Our goal is to halve our greenhouse gas emissions by 2030 compared to our 2018 baseline year.

TARGETS AND SCOPES



Our carbon footprint is calculated according to the Greenhouse Gas Protocol (GHG Protocol), a leading standard for analyzing an organization's emissions. It distinguishes between three scopes, or categories, which can then be used to clearly define emission targets and strategies.

Both our short-term 2030 and long-term 2050 targets are verified by the SBTi Corporate Net-Zero Standard.

OUR VERIFIED SCIENCE-BASED TARGETS FOR 2050

2050

→ Net-zero

Support the overall objective of limiting global warming to

1.5°C

Scope 1 accounts for emissions from facilities and tools we own or control, including company cars and technical equipment at our headquarters.

Scope 2 addresses indirect emissions from the electricity, steam, heating, and cooling purchased directly by our organization.

Scope 3 is the largest and most challenging category, involving all production and post-sales emissions, ranging from unused materials during the manufacturing process to employees commuting to how products are treated at end-of-life. These different stages are called *upstream* for production activities and *downstream* for post-sales activities. Building more sustainable supply and value chains will significantly impact our Scope 3 emissions, which is why our climate strategy is focused on upstream and downstream activities.



OUR VERIFIED SCIENCE-BASED TARGETS FOR 2030

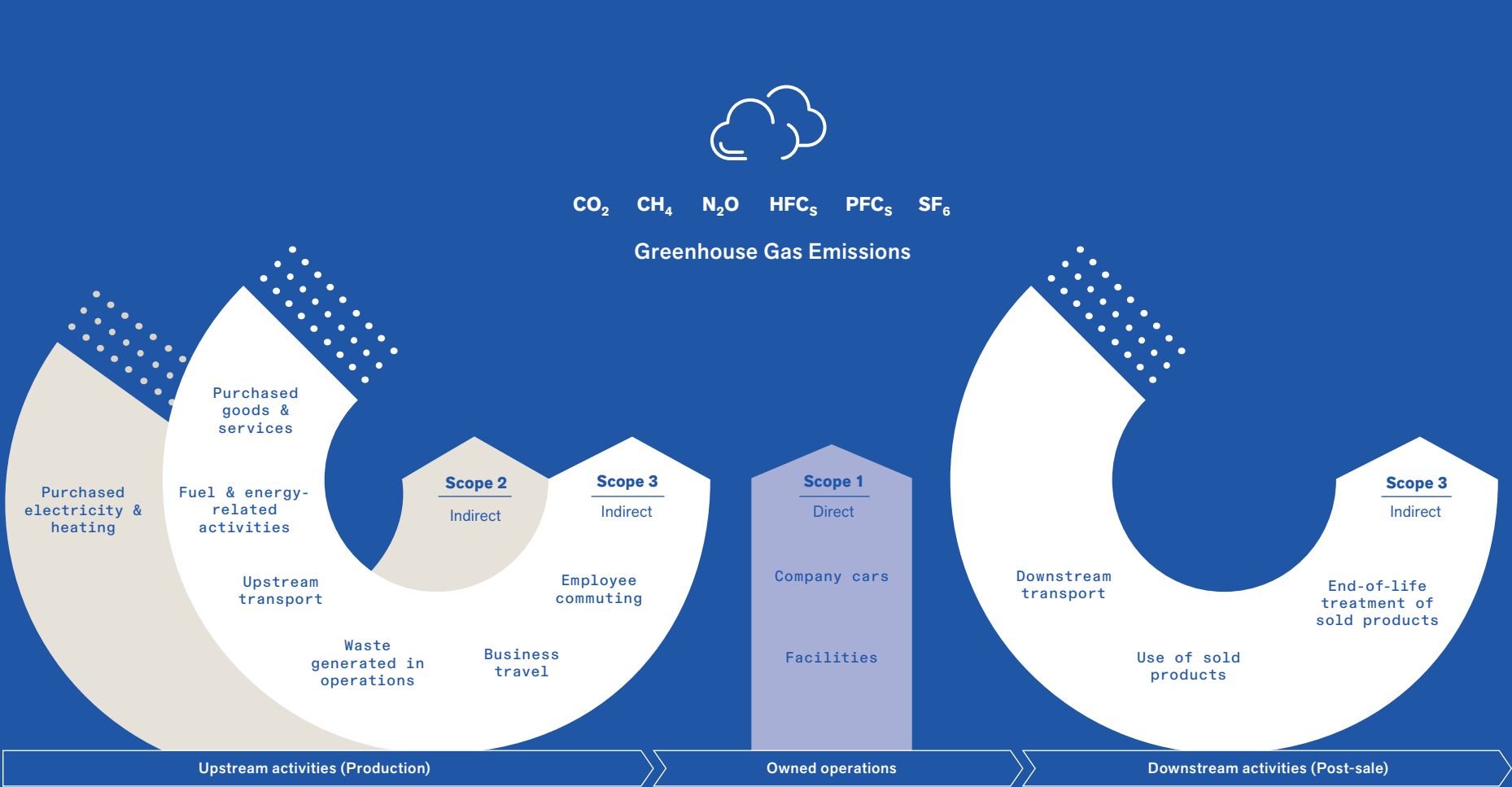
Scope 1 & 2

-80%

Scope 3*

-55%

* SBTi Scope 3 target verification covers all categories apart from use phase.



CARBON FOOTPRINT



In just a few years, we have made progress in our carbon footprint data collection processes, using original data from our operations and suppliers to ensure our calculations are as accurate as possible. Calculating a company's carbon footprint comes with uncertainties in data verification and calculations, something the entire apparel industry is facing and that we continuously aim to improve.

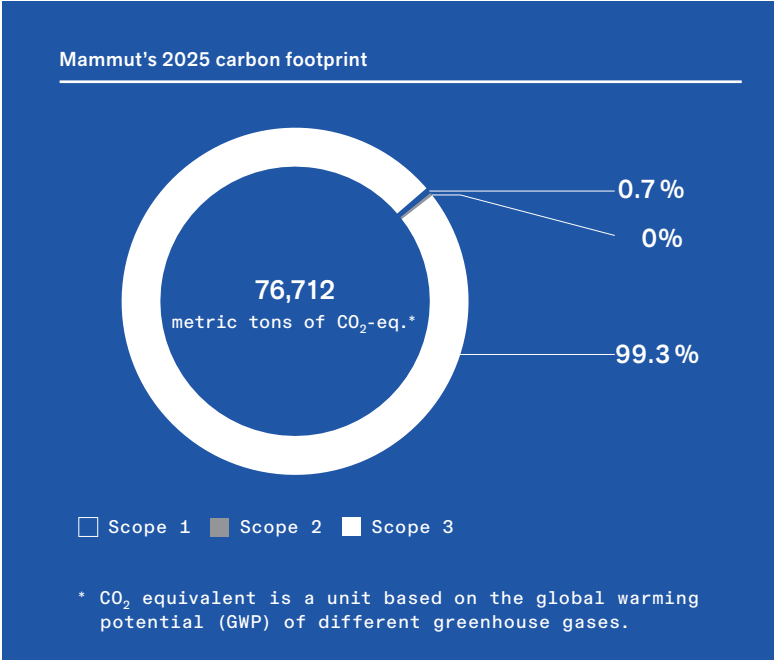
Carbon intensity is used to evaluate the environmental impact relative to the economic output of a company and to calculate how much carbon dioxide is emitted per unit of revenue generated. This helps us understand how efficiently we are using resources and whether our economic growth is coupled to an increase in emissions.

2025 UPDATE

In 2025, our carbon footprint was an estimated 76,712 metric tons of CO₂-eq. This was an approximate 13% increase from 2024, which can be attributed to growth in our business activities. Compared to 2024, our carbon intensity saw a decrease of 1.6%.

In 2025, to increase accuracy and granularity in product- and process-related impacts and to fully align our methodology with the Product Environmental Footprint (PEF) standard by the EU, we initiated a partnership with Carbon Trail for our carbon accounting.

As part of this transition, 2024 data and the 2018 baseline year were recalculated using the new methodology. Years between the baseline and 2024 have not been restated, which means comparability across all historical reporting years remains limited.





CARBON FOOTPRINT RESTATEMENT



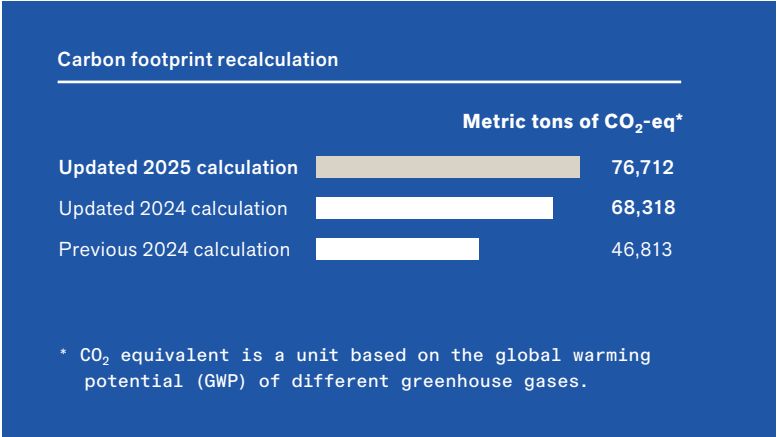
As we improve the accuracy and granularity of our emissions data, we also refine our carbon accounting approach. To ensure comparability over time, previously reported figures must be adjusted when methodologies change.

In 2025, we introduced a new carbon accounting tool, Carbon Trail, aligned with the Product Environmental Footprint (PEF) methodology. This enables more detailed product-level assessments and greater integration of primary data, particularly for Scope 3.1 emissions related to purchased goods and services.

To reflect this update, we recalculated relevant product-related emission categories for 2024 and the 2018 baseline year using the new methodology. As a result, the updated 2024 and 2018 carbon footprints are higher than previously reported due to improved data quality and modeling. Total emissions in 2025 increased compared to the recalculated 2024 baseline, in large part due to business growth.

Simultaneously, the average product-level emissions decreased, reflecting progress in materials and product development.

→ Learn more about the restatement, including updated and unchanged categories, in the Appendix.



REDUCING CO₂

IN OUR SCOPE 1 & 2 OPERATIONS



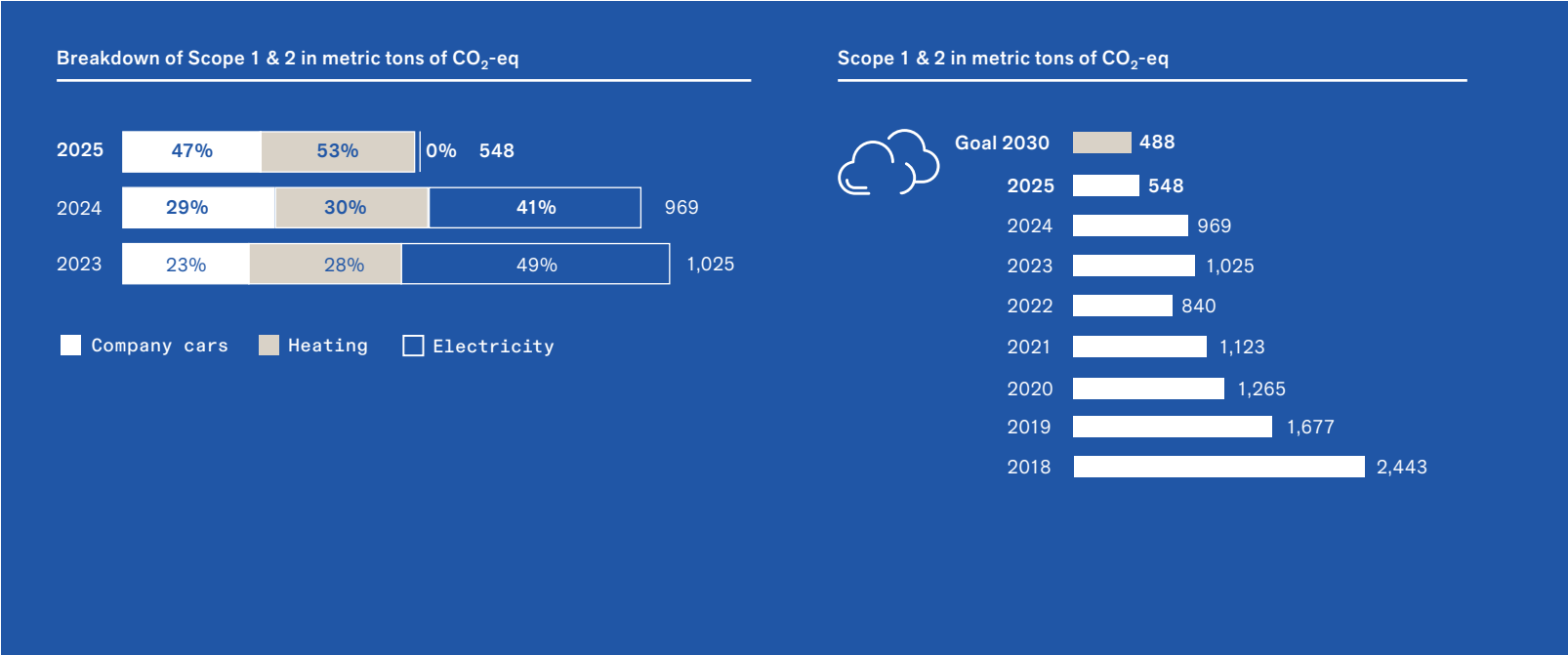
Our Scope 1 and 2 emissions accounted for 0.7% of our carbon footprint in 2025, totaling 548 metric tons of CO₂-eq.

2025 UPDATE

In 2025, Scope 1 and 2 emissions decreased by 42% compared to the previous year, driven by the decarbonization of electricity across our operations. We sourced renewable electricity where possible and purchased local renewable electricity certificates for remaining consumption. As a result, Scope 2 emissions from our operations were reduced to zero in 2025. Remaining operational emissions relate to Scope 1 sources.

The updated methodology also altered Scope 1 and 2 emission factors, resulting in a change to 2024 data compared to last year's report. As the change remains below our 5% recalculation threshold, comparability with previous years is not significantly affected.

→ [Learn more in Internal operations](#)





REDUCING CO₂

IN OUR SCOPE 3 UPSTREAM AND DOWNSTREAM ACTIVITIES



Our Scope 3 impact accounted for 99.3% of our total greenhouse gas emissions, which is why addressing these activities has the greatest potential to reduce our overall footprint.

In 2025, our Scope 3 emissions were estimated at 76.164 metric tons of CO₂ equivalent, representing an increase of 13.1% compared to the previous year, primarily fueled by business growth. The main drivers of this increase were product-related emissions across the value chain, both upstream and downstream. *Purchased goods and services* remained the largest contributor to Scope 3 emissions. While total emissions increased, emissions from purchased goods and services grew at a slower rate than the number of products purchased.

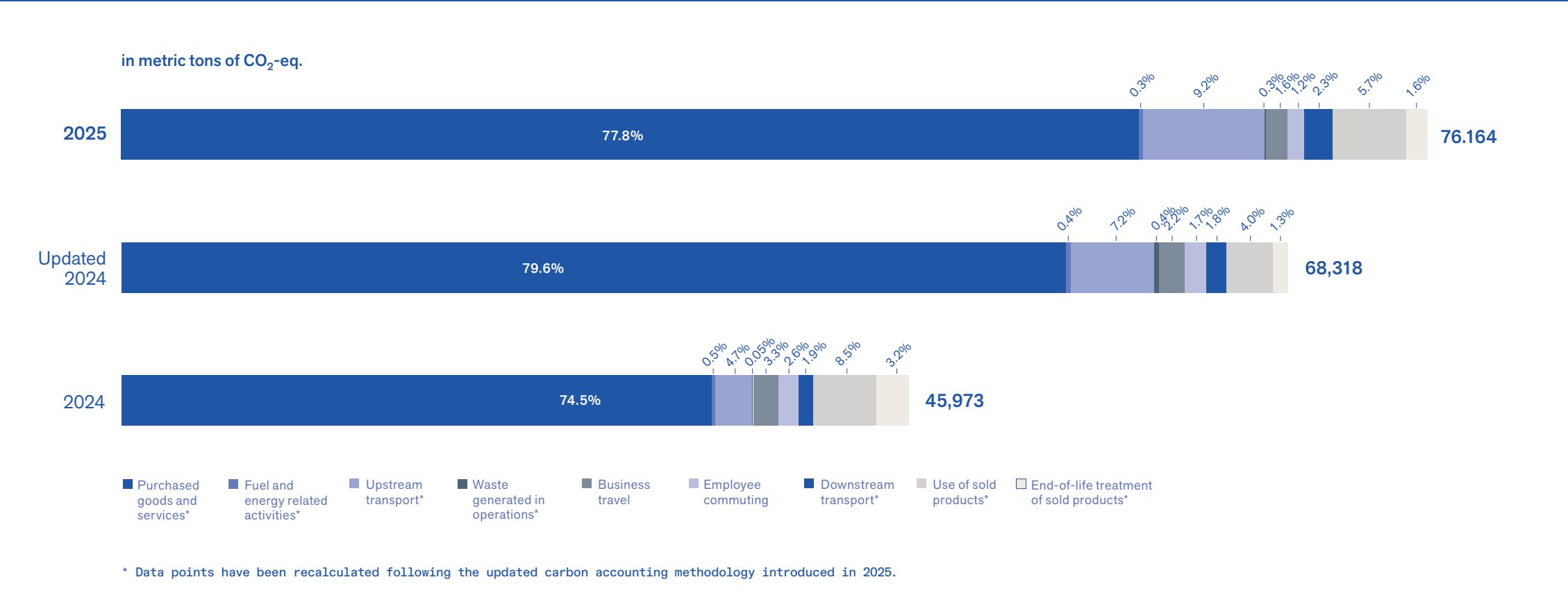
Emissions from business travel and employee commuting decreased by 18% and 21%, respectively.

2025 UPDATE

In 2025, we aligned our carbon accounting methodology with the Product Environmental Footprint Category Rules (PEFCR) developed by the European Commission. As part of this change, multiple Scope 3 categories were recalculated. The 2018 baseline year has also undergone recalculation using the updated methodology, improving comparability against our reduction target. 2019 through 2023 remain only partially comparable as they were not recalculated.

→ Detailed carbon footprint data for the baseline year recalculation can be found in the Appendix.

BREAKDOWN OF SCOPE 3 EMISSIONS RECALCULATION



REMOVING THE REST: CARBON REMOVAL



As the name suggests, carbon removal is a key pillar of our climate strategy, do our best, remove the rest. Carbon dioxide removal (CDR) is a term heard increasingly because the Intergovernmental Panel on Climate Change (IPCC) stated that removals of CO₂, and not just reductions, will be necessary to achieve our climate goals.

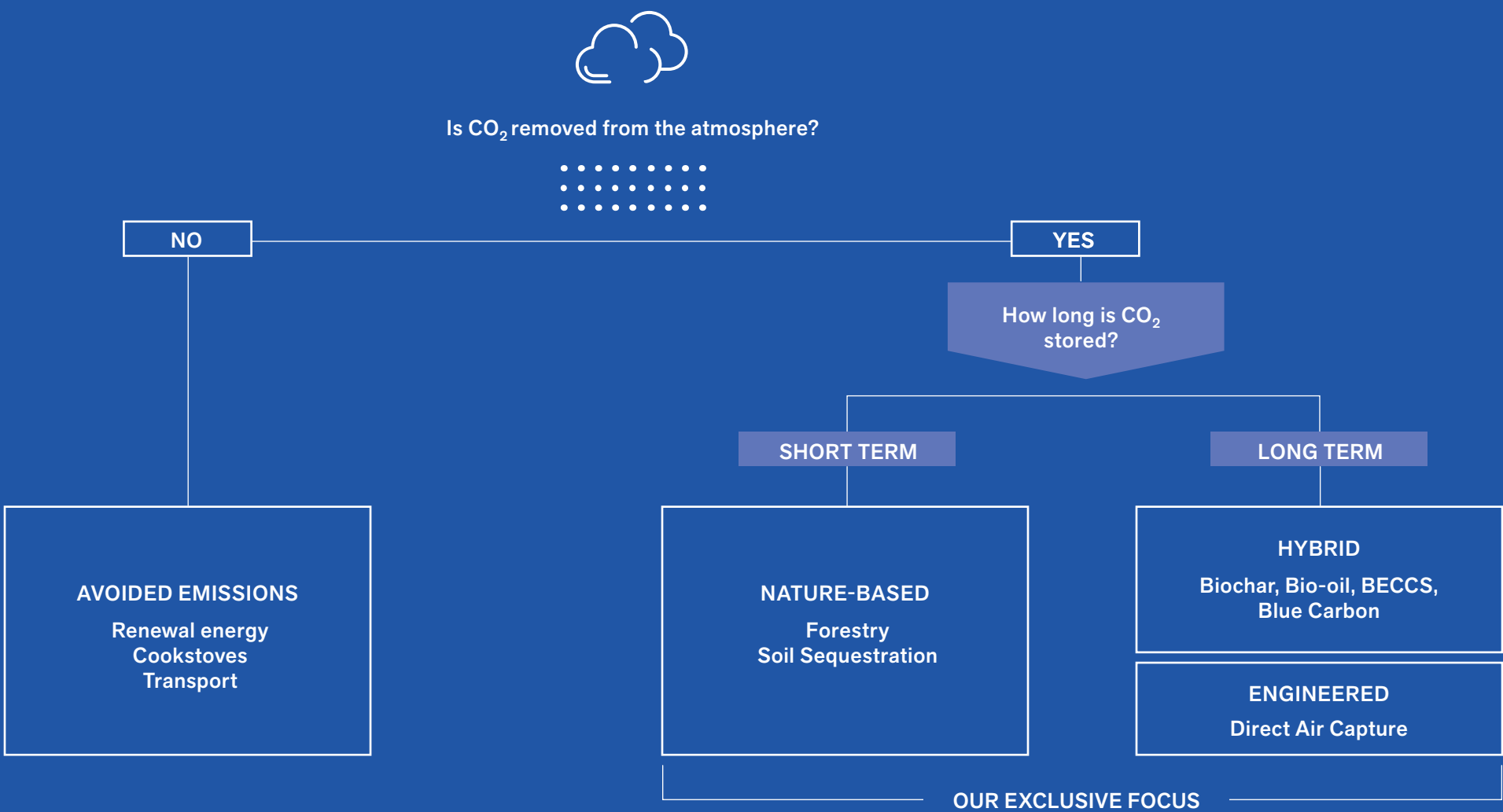
It is important to distinguish carbon removal credits from carbon avoidance or offsetting credits, and carbon insetting. Carbon removal credits remove a quantity of CO₂ from the atmosphere that has already been emitted by an organization. Carbon avoidance credits aim to prevent CO₂ from being emitted, unrelated to product production. Carbon insetting is when nature-based solutions, such as renewable energy or regenerative agriculture, are being implemented within a brand's value chain. To reduce emissions generated by our products and operations and reach a true net-zero, we are incorporating more carbon insetting

initiatives and are investing in carbon removal credits with our partners Climeworks and Klimate.

To qualify for a carbon dioxide removal credit, carbon dioxide must be removed from the atmosphere for varying lengths of time and stored out of the atmosphere in the most permanent way possible. Methods range from nature-based, to fully engineered processes, and hybrid approaches. Different CDR technologies have advantages and disadvantages, varying in price, climate impact, and co-benefits on the wider ecosystem. Co-benefits include soil sequestration, which helps to nurture healthy soil to better retain water and nutrients, or social benefits, such as community education programs and additional income for farmers.

2025 UPDATE

Currently, we purchase a mix of different technologies from our partners Climeworks and Klimate. From 2026 to 2030, we plan to increase the share of highly durable carbon removal credits in our portfolio. To ensure consistent climate impact and long-term planning, we will transition to a higher fixed annual volume of carbon removal, accounting for emissions from our own operations (Scope 1 and 2).





COMPENSATION

through conventional **carbon avoidance**



CARBON REMOVAL

in line with **Net-Zero**



CARBON REMOVAL PARTNERS: CLIMEWORKS & KLIMATE

REDUCED IMPACT

WE CARE

RESPONSIBILITY REPORT 2025



We engage in a strategic partnership with two carbon removal credit providers, Climeworks and Klimate. These agreements give us the flexibility to choose which carbon removal projects we want to support based on location, removal technology applied, price, and other factors. All options are underlined by strict methodology and quality. .

Based in Switzerland, Climeworks specializes in direct air capture (DAC). In 2021, they built the world's first commercial DAC plant in Iceland, which is able to remove up to 4,000 tons of CO₂ per year. Climeworks' carbon credits are considered among the highest quality because of their accountability, long permanence, reliability, and additionality. Due to limited capacity in its startup years, Climeworks collaborates with few but notable partners, including Microsoft, BCG, SwissRe, and Mammut.

Klimate, based in Copenhagen, follows a portfolio approach, purchasing carbon credits from multiple providers offering

different methodologies. All carbon removals are assessed individually according to their due diligence process, considering co-benefits for the environment, community, and ecosystems. Klimate is highly digitalized, allowing us to monitor and publicly share our portfolio of carbon credits per project, which supports our credibility.

To educate our community on carbon removal strategies, we released a film in 2024 featuring Klimate and the carbon removal processes at CopenHill.

→ [Learn more about the carbon removal credits in the Klimate portfolio that supported our decarbonized trail running collection from Spring-Summer 2023 through Fall-Winter 25/26](#)

**“IMPROVED DATA QUALITY
GIVES US A MORE ACCURATE
VIEW OF OUR EMISSIONS.”**



MATERIALS BY EMISSIONS



Understanding the environmental impact of materials used in our products helps guide future design and material decisions. Despite working with a wide range of materials, our portfolio continues to rely heavily on synthetic fibers such as polyester and polyamide.

Material-related emissions are influenced by both the type and quantity of materials used, as well as by evolving methodologies and data quality improvements.

Attribution statement: The material-related emissions were calculated using the PEFCR methodology, based on EF 3.1 emission factors. The calculations were conducted by Carbon Trail, are not third-party verified, and are based on internal material consumption data. The results should be interpreted as indicative estimates and may have limited comparability with calculations based on different methodologies or assumptions.

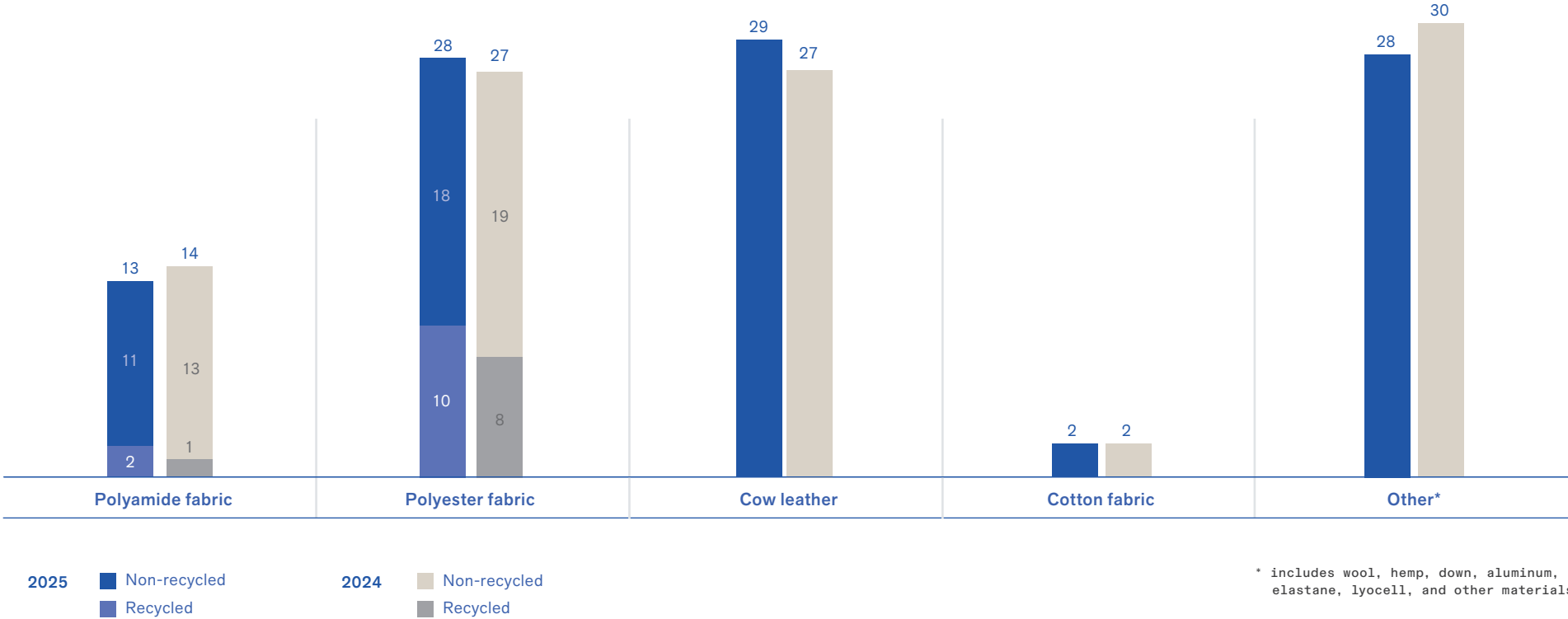
2025 UPDATE

In 2025, we introduced a new carbon footprint methodology aligned with the European Product Environmental Footprint (PEF) framework. As a result, emission factors and material calculations changed significantly compared to previous years. Based on available material consumption data, polyester was our most used material in 2025 and accounted for 28% of our material-related emissions. Recycled polyester and recycled polyamide represented the largest share of recycled inputs. Cow leather was the most emission-intensive material in our portfolio in 2025, reflecting its higher emission factor under the updated PEF-based methodology.

Due to limitations in retrieving material weight data from the new carbon accounting system, this year's analysis focuses on material-related emissions rather than material weights.

MATERIALS BY EMISSIONS

by emissions in %





To reduce negative chemical impacts and to ensure consumer, supplier, and employee safety is maintained, we test our materials and products to trace any legally restricted and impactful

substances outlined in our internal Restricted Substances List (RSL). Our RSL often exceeds legal requirements and is based on the bluesign System Substances List (BSSL). It is applied to all our apparel, footwear, and hardware products.

The RSL impacts materials, additives, and additional processes that are required in production. Testing also applies to our partner suppliers, who must confirm in writing any changes to their processes or materials or any non-compliance with our RSL. When this occurs, an updated agreement is signed before the collaboration can continue.

Spot tests are done on individual items selected based on their risk-likelihood rating. These tests are carried out by accredited labs in the production country or upon arrival at our warehouse in Europe. When test results indicate a failure, our response plan depends on the issue identified. Production processes may be adapted, materials replaced, or articles reworked.

2025 UPDATE

In 2025, we integrated a new risk based material screening approach into our chemical management process. This method enables early identification of potentially critical substances at material level and allows a range of chemicals to be analyzed within a single sample, supporting a more comprehensive and preventive risk management approach while shifting testing activities upstream.

As a result, fewer finished product tests were required for the Spring-Summer 2025 and Fall-Winter 2025/2026 seasons, while overall testing efforts remained consistent. Test results that exceeded our internal thresholds did not exceed legal limits. Response plans were developed in all relevant cases. Due to the methodological change, test volumes are no longer directly comparable, and we have discontinued reporting on the number of tests.



bluesign, our partner for chemical and environmental management, specializes in safer production processes through rigorous chemical input management and standards that support workers' and consumers' health and safety and promote more efficient use of resources.

Our Restricted Substances List (RSL) is based on the bluesign Restricted Substances List. Along our supply chain, all suppliers that are bluesign System Partners follow the bluesign System Black Limits (BSBL), the equivalent of a Manufacturing Restricted Substances List (MRSL).

Under the bluesign framework used before the 2026 transition to the new *bluepass* framework, a bluesign® PRODUCT is made with at least 90% bluesign® APPROVED textiles and 30% bluesign® APPROVED fastening and trim elements. Our goal was to achieve 90% bluesign® PRODUCT and bluesign® APPROVED fabrics across our collection by 2025.

When bluesign expanded into footwear for its certification scope in 2024, we decided not to extend our bluesign® PRODUCT certification in the category due to supply chain limitations, resource requirements, and certification costs. We will continue to monitor developments within the supply chain and reassess opportunities for footwear certification in the future.

We have also consciously chosen not to aim for 100% bluesign® PRODUCT or bluesign® APPROVED fabrics, as some of our smaller manufacturing partners and material innovators meet our internal standards but do not yet have the resources to pursue a full bluesign certification.

2025 UPDATE

Progress toward our 2025 bluesign targets continued across several product categories, however, they were not achieved across all. Sleeping bags, ropes, and backpacks and bags remained at or close to target levels. Harnesses increased significantly compared to previous seasons but were still under their target. Apparel also remained below the 2025 target.

Targets will be carried forward and revised in our next strategy.

Since the last report, bluesign also introduced revised communication requirements and the new bluepass terminology for certified products and materials. We are working with bluesign to transition our product communication and labeling in alignment with these updates and upcoming regulatory developments.



BLUESIGN PRODUCTS BY %

					
	Apparel	Sleeping bags	Ropes	Harnesses	Backpacks and bags*
Goal FW 2025 / 2026	90%	90%	100%	90%	90% *
FW 2025 / 2026	53%	99%	99%	67%	94% *
SS 2025	59%	91%	100%	69%	95% *
FW 2024 / 2025	62%	95%	100%	80%	91% *
SS 2024	69%	98%	100%	67%	83% *
FW 2023 / 2024	71%	93%	100%	31%	77% *
SS 2023	62%	60%	100%	37%	82% *

* Data covers bluesign® APPROVED fabric, not bluesign® PRODUCT



HIGG FACILITY ENVIRONMENTAL MODULE FEM



The Higg FEM is an assessment that suppliers along the value chain must complete to provide a clear picture of their operations' environmental impact.

Suppliers' Higg FEM results can be shared with brand partners to have primary information about the impacts of their value chain. With the collected data, we can measure our carbon footprint and understand how to better push for decarbonization within our supply chain. As a part of the United Nations Framework Convention on Climate Change, we committed to phasing out coal across our operations and from tier 1 suppliers by 2025. To understand our suppliers' energy sources, we use the Higg FEM.

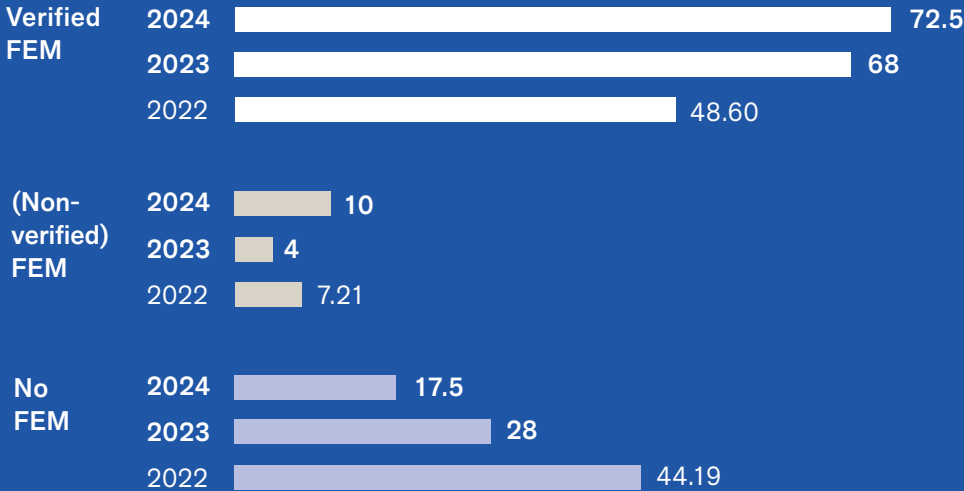
2025 UPDATE

In 2024, 82.5% of our business volume came from tier 1 suppliers that submitted a FEM assessment, with 72.5% having a verified assessment. 73.1% of our tier 2 suppliers conducted and verified their FEM assessment.

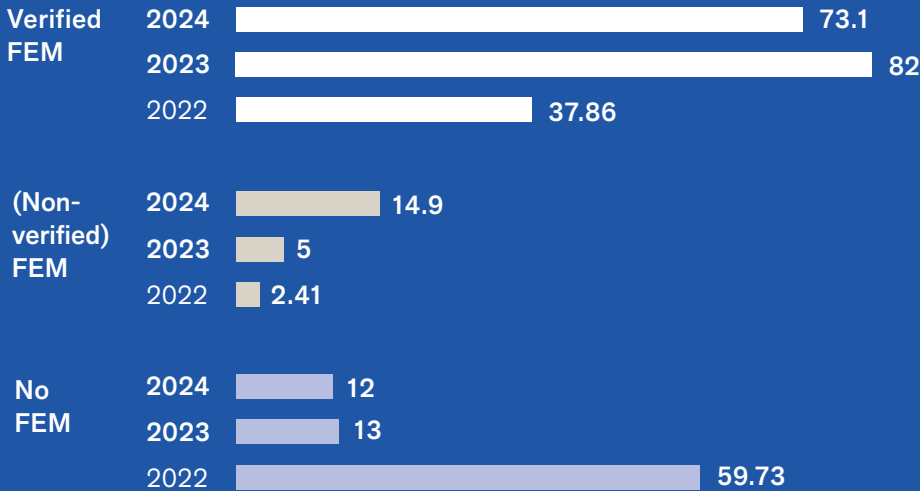
0.5% of the energy reported by our tier 1 suppliers with a completed Higg FEM assessment, representing a single supplier, came from coal. We set a target to reduce this to zero by the end of 2025, and we will report progress against this target in the 2026 Responsibility Report once the 2025 FEM data is available.



TIER 1 PRODUCT MANUFACTURERS IN %



TIER 2 FABRIC SUPPLIERS IN %



The data above is from 2024. Higg FEM verification is conducted through the end of December of the following calendar year. FEM is not available for some hard goods manufacturers for specific products, such as helmets. The coverage percentage is based on business volume data and not on the number of supplier facilities.

PFAS PHASEOUT

PFAS are a broad group of human-made chemicals known for their environmental persistence and potential health risks. Per- and polyfluorinated alkyl substances, or PFAS, are used in outdoor clothing to give products water repellency, as well as stain and grease resistance. Historically, their use has been considered crucial in products intended for mountain activities; however, in recent years, this has been reassessed due to their negative impact on both human health and wildlife. PFAS are not biodegradable and travel easily through water and wind. They have been found all over the world, from Everest Base Camp to human blood.

As part of the PFAS phaseout, the industry is increasingly using the term “without intentionally added PFAS.” This phrasing acknowledges that even if we do not use PFAS in the production of specific materials or treatments, trace amounts may still be detectable due to residual contamination in machinery, supply chain processes, or the widespread presence of PFAS in the environment.

The use of PFAS is one of our greatest concerns and challenges. In 2016, we started the switch to PFAS-free alternatives using a short-term, impact-based strategy to decide which products would be selected first. Worldwide, legal regulations are being introduced to monitor and ban the use of PFAS. We support these developments and have joined ChemSec, an environmental organization that specifically advocates for PFAS bans in Europe.

In past years, this page was titled ‘PFC-free’ and ‘PFAS-free,’ with the latter being the more recognized term in the outdoor industry.

2025 UPDATE

For our Fall-Winter 2025/2026 collection, 100% of our apparel, 100% of our accessories, 100% of our sleeping bags, 75% of our ropes, 100% of our harnesses, 100% of our footwear, and 100% of our backpacks and bags were made without intentionally added PFAS.

Due to their intended use, ropes fall under applicable regulatory exemptions, and therefore, they are not included in the PFAS transition scope for 2025. We had, however, a breakthrough introducing a PFAS-free rope treatment that will be applied across all rope styles by Spring-Summer 2027. Fall-Winter 2025/2026 will be the last season in which PFAS will be used for our ski school equipment.

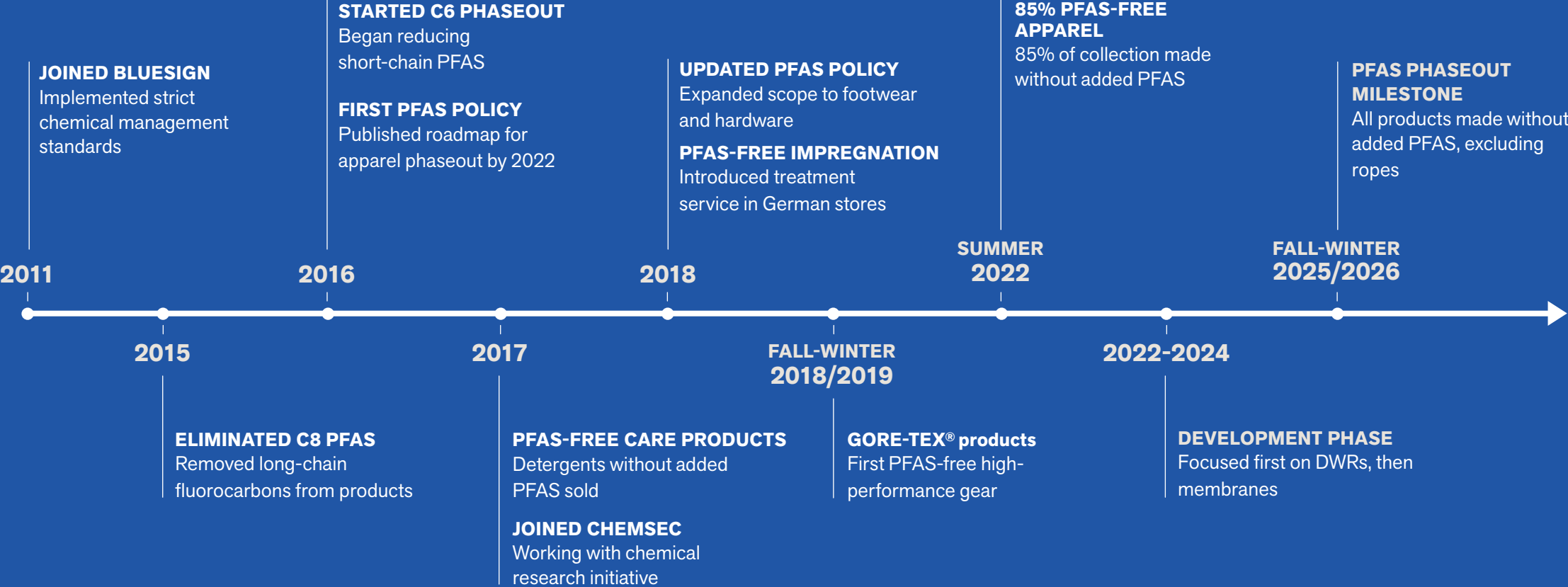
Unlike their predecessor, PFAS-free Durable Water Repellents (DWR) do not yet provide the same level of grease and wash resistance. Because of this, in 2025 we released a series of social media videos to increase consumer education around washing and reproofing gear.

PFAS PHASEOUT JOURNEY

REDUCED IMPACT

WE CARE

RESPONSIBILITY REPORT 2025



PERCENTAGE OF PRODUCTS THAT ARE PFAS-FREE

	 Apparel	 Accessories	 Sleeping bags	 Packs & bags	 Harnesses	 Ropes	 Footwear ³
Goal FW 2025 / 2026	100% ¹	100%	100%	100%	100%	100% until SS27 ²	100%
FW 2025 / 2026	100%	100%	100%	100%	100%	75%	100%
SS 2025	98%	99%	100%	100%	100%	72%	84%
FW 2024 / 2025	88%	87%	100%	100%	100%	65%	70%
SS 2024	94%	97%	100%	99%	100%	63%	39%
FW 2023 / 2024	79%	81%	92%	100%	100%	65%	20%
SS 2023	85%	77%	81%	96%	100%	66%	23%

¹ The use of PFAS will be phased out of our ski school apparel after FW 2025/2026.

² The PFAS phaseout for ropes falls under a different regulation category to maintain and guarantee safety standards due to the technical

performance requirements of ropes. The PFAS phaseout for ropes has begun but requires careful development and testing to ensure the continuation of the product characteristics. All ropes will be PFAS-free from SS 2027 onwards.

³ Calculations for PFAS has advanced in footwear. Up until FW 2023 / 2024, calculations were limited to PFAS-free DWRs. From SS 2024 onwards, calculations include all components of the product.

**“THE TRANSITION AWAY
FROM INTENTIONALLY ADDED
PFAS MARKS A MAJOR MILE
STONE ACROSS OUR
PRODUCT PORTFOLIO.”**





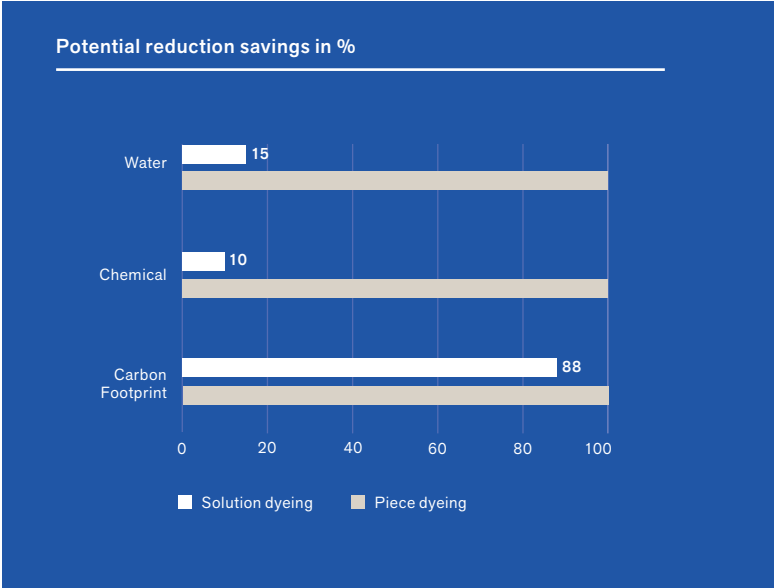
Traditional piece dyeing techniques are resource-intensive, using large dye baths that require vast amounts of water, chemicals, and energy, resulting in high carbon emissions and the potential for chemically contaminated wastewater. For a selection of our synthetic fabrics, we have introduced the solution dyeing technique, which significantly reduces water and chemical requirements and lowers CO₂ emissions.

Solution dyeing applies a fundamentally different approach to color, with the dyeing process taking place at the beginning of polyester pellets creation, before the yarn is even made, rather than with the constructed fabric. When the pellets are produced, dye is added to the polyester or polyamide granules, so the color pigment is trapped within the raw material that is later spun into yarn and knitted or woven into a fabric. According to e.dye®, one of our solution dye suppliers, this means the color is an intrinsic part of the textile, thereby retaining its color properties longer and more durably than conventional piece-dyed fabric.

Solution dyeing presents us with new challenges. Minimum order quantities are higher and production lead times are much longer than with traditional techniques. This requires us to adopt new development and bulk production processes going forward. In 2023, we launched our first collection made entirely from solution-dyed fabrics, the Selun First Layers, which we continue to produce.

2025 UPDATE

In 2025, 3.1% of our fabrics contained solution-dyed material, a 0.4% increase from the previous year. We purchased 5,148 kg of solution-dyed fabric from e.dye®, which, based on their third-party verified data, saved a calculated 154,419 liters of water, 2,557 kg of chemicals, and 7,722 kg of CO₂ compared to an equivalent volume of piece-dyed fabric.



According to third-party verified data from e.dye®, compared to traditional piece-dyed fabrics, solution-dyed fabrics reduce water consumption by up to 85%, chemical use by up to 90%, and CO₂ emissions by up to 12% in production.



RECYCLED POLYESTER



To reduce our footprint, we are working to decrease the use of virgin plastics, such as polyester. We first began incorporating rPET into our products in 1994.

Based on estimations at raw material level, recycled polyester (rPET) can require up to 89% less fossil fuels and generate up to 79% less greenhouse gas emissions than virgin polyester. While statistically impressive, the rPET supply chain is less transparent, which increases the risk of impurities, potentially decreasing the final product quality. This poses unique challenges and barriers for all our products, but particularly when reconsidering materials used in our safety equipment.

→ Learn more about our improvements in Climbing gear

Attribution statement: Estimations regarding fossil fuels and greenhouse gases were calculated using the Higg MSI 3.11. They were calculated by Mammüt Sports Group AG, are not third-party verified, and are based on generalized industry data and assumptions at raw material level.

2025 UPDATE

For our Fall-Winter 2025/2026 collection, 73% of our apparel, 99% of our sleeping bags, 80% of our backpacks and bags, and 28% of our harnesses were made with at least 50% rPET. We had aimed to use 95% rPET for all polyester products excluding harnesses by 2025. While we have made significant progress, we failed to reach this goal for our apparel products and backpacks and bags.

Targets will be carried forward and revised in our next strategy.

Research and development in the hardware department has led to an increase in the amount of recycled polyester used in harnesses, something we started reporting on in 2024. After a temporary decrease, we have nominated a higher share of recycled fabrics in harnesses for the 2026 and 2027 seasons.

PERCENTAGE OF PRODUCTS THAT CONTAIN RECYCLED POLYESTER

Percentage of materials that are at least 75% polyester and at least half of the fiber is recycled



Apparel



Sleeping bags



Packs & bags



Harnesses



Footwear*

Goal FW 2025 / 2026	95%	95%	95%	50%	50%
FW 2025 / 2026	73%	99%	80%	28%	31%
SS 2025	64%	97%	74%	24%	37%
FW 24/25	81%	69%	69%	35%	21%
SS 2024	62%	70%	72%	33%	24%
FW 2023 / 2024	54%	32%	32%	~5%**	6%
SS 2023	48%	23%	57%	~5%**	13%

* Percentage of all products containing at least 30% recycled content in one of the primary materials, not limited to polyester.

** Data on recycled polyester content is not precise because we did not make calculations on percentages. We estimate we used approximately 5% recycled polyester in harnesses in past seasons.

RECYCLED POLYAMIDE



By utilizing recycled polyamide (rPA), we are reducing our reliance on virgin plastics. Based on estimations at raw material level, recycled polyamide can require up to 94% less fossil fuels and generate up to 94% less greenhouse gas emissions than its virgin counterpart.

Unlike rPET, the recycled polyamide supply chain is in the early stages of development. rPET uses bottles from the food industry, whereas polyamide is not as widely used in commodity goods, making rPA less readily available.

We work with a combination of both post-consumer and pre-consumer recycled polyamide. Post-consumer polyamide has already seen use by consumers, while pre-consumer polyamide includes factory offcuts and other waste generated before reaching an initial consumer. Our use of recycled polyamide is still limited due to the market's lack of fine yarn that meets our technical specifications and quality demands.

rPA use in hardware is higher because we are able to work with thicker yarns. We are watching industry advancements and will extend the use of rPA when possible, working towards a more circular economy.

→ Learn more about our recycled polyamide projects in Mammut LOOPINSULATION

Attribution statement: The estimations regarding fossil fuels and greenhouse gases were calculated using the Higg MSI 3.7. They were calculated by Mammut Sports Group AG and are not third-party verified.

2025 UPDATE

For our Fall-Winter 2025/2026 collection, 61% of our apparel, 19% of our sleeping bags, and 73% of our backpacks and bags were made with at least 50% rPA in their primary materials.

While we exceeded our target of 30% recycled polyamide in apparel and 60% in backpacks and bags, we missed our target of 25% recycled polyamide in sleeping bags by 6%.

PERCENTAGE OF PRODUCTS THAT CONTAIN RECYCLED POLYAMIDE



Percentage of materials
that are at least 75%
polyamide and at least half
of the fiber is recycled



Apparel



Sleeping bags



Packs & bags

Goal FW 2025 / 2026	30%	25%	60%
FW 2025 / 2026	61%	19%	73%
SS 2025	41%	21%	77%
FW 2024 / 2025	38%	13%	62%
SS 2024	11%	0%	51%
FW 2023 / 2024	27%	13%	47%
SS 2023	6%	0%	33%



Reducing the environmental impact of our climbing and mountaineering products while maintaining the highest safety standards remains a challenge. Particularly for load-bearing components, the materials must meet strict performance and certification requirements, which limits the availability of lower-impact alternatives.

Our approach is to drive incremental improvements across materials, construction methods, and chemical treatments while ensuring compliance in safety and performance. This includes exploring recycled materials, reducing the use of hazardous substances, and optimizing product design where possible. Due to the complex supply chain of climbing products, ranging from technical textiles to metal components and foams, progress often happens step-by-step. Each material improvement must be tested and validated to meet the specific demands of climbing and mountaineering use.

2025 UPDATE

In 2025, our focus shifted toward scaling material innovations and advancing technical solutions that will be introduced in upcoming seasons.

Introducing PFAS-free rope treatment was a major milestone launched in 2025 and planned for implementation across all rope styles by 2027.

We also significantly increased the use of recycled materials across our harness range. The updated Ophir family now incorporates between 70% and 85% recycled materials by overall product weight across all styles and represents approximately 50% of our total harness sales. This sets a new benchmark within the climbing industry for scaling recycled materials across a high-volume harness collection.

Additionally, we developed new material solutions for future launches. These include a climbing rope made with 100% recycled polyamide, using a mass balance approach, reducing carbon emissions by approximately 56% compared to conventional virgin polyamide.* We also introduced new crash pad cover materials made with chemically recycled textile waste sourced from garment production, helping to incorporate existing material streams while maintaining durability requirements.

Further developments included the integration of recycled fleece materials across chalk bag styles and continued work on lower-impact material solutions for future climbing equipment collections.

* The estimations regarding carbon emissions were calculated using the Higg MSI 3.11. They were calculated by Mammut Sports Group AG, are not third-party verified, and are based on generalized industry data and assumptions at raw material level.

MICROFIBERS



As our high-performance garments and goods are made up primarily of synthetic materials, we must consider the impact of microfiber shedding.

Even with recycled polyester, minuscule plastic fragments called microfibers can disconnect from the garments and enter waterways. Their extremely small size creates challenges for collection, and their durability, which is part of their original design and intention, makes them incredibly persistent.

To address this issue, we have been a signatory of The Microfibre Consortium (TMC) since 2017. The group's aim is to mitigate the existence and impacts of microfiber shedding through solutions such as improving textile design and water filtering systems. The consortium bridges the gap between the latest academic research and commercial textile supply chain production and launched the Microfibre Roadmap and Microfibre 2030 Commitment in 2021. As a member, we are

committed to implementing state-of-the-art technologies once they hit the market, taking part in industry exchanges, and applying TMC's test protocols.

As part of our material development and approval process since 2022, we have continued to submit some of our developing fabrics to TMC's test protocol and database.

→ [Learn more about the Microfibre Consortium](#)





ORGANIC COTTON



Organic cotton is grown without the use of synthetic fertilizers, pesticides, herbicides, or genetically modified organism (GMO) seeds, supporting soil management practices and biodiversity.

Cotton is not one of our primary textiles, however, we started using organic cotton in 2009, which has been challenging due to availability and supply shortages. We prioritize cotton certified to the Global Organic Textile Standard (GOTS) in our sourcing when available. GOTS was founded by Organic Trade Association (OTA, USA), Internationaler Verband der Naturtextilwirtschaft (IVN, Germany), The Soil Association (UK), and Japan Organic Cotton Association (JOCA, Japan). It was developed to harmonize processing standards for organic textiles. The standard defines requirements across the supply chain, from raw material processing to environmental and social criteria. GOTS certified textiles provide third-party verification of compliance with these requirements.

2025 UPDATE

97% of the cotton in our apparel collection for Fall-Winter 2024/2025 was organic, just 3% short of our target. 100% of it was GOTS certified at material level.



**“BALANCING IMPACT,
PERFORMANCE, AND
SAFETY REMAINS A
CENTRAL CHALLENGE.”**



BIODIVERSITY



Biodiversity is the backbone of life on our planet. Under increasing threat due to the climate crisis and exploitative and degenerative business and farming practices, our ecosystems need additional protection.

Since 2006, we have been members of the European Outdoor Conservation Association (EOCA), a organization that works in partnership with companies in the outdoor leisure industry. Funded by membership and other activities, the EOCA and its members support conservation, protection, and regeneration projects around the world, protecting wildlife and wild places.

2025 UPDATE

In 2025, over €325,000 was committed to the EOCA, supporting 28 ongoing projects, including 14 new initiatives in 12 countries. Most EOCA projects last up to three years.



One EOCA-funded project in 2025 was *Climbing to New Heights for the Golden Eagle* in Croatia, led by Association Biom. Focused on protecting the habitat of the Golden Eagle, an apex predator essential for the health of the ecosystem, the project addresses the severe decline of the species, which currently has only a handful of confirmed breeding sites left in the country. The main threats stem from habitat disturbances, illegal poisoning, and the impact of climbing activities near nesting locations.

To counter this, the initiative works directly with climbers, hikers, and outdoor communities to reduce human disturbance, remove bolted climbing routes that endanger these nesting areas, and create safe alternative routes. It also includes a systematic search for poison baits across 100 hectares on the islands of Krk and Rab and establishes a volunteer network of nest caretakers to monitor the sites and raise awareness.



Up- and downstream logistics accounted for 11.3% of our overall environmental impact in 2025, a considerable percentage. While most of our freight travels by sea and then truck from and in Asia and Europe, we continue to rely on air freight, which contributes disproportionately to our total transportation emissions.

Our approach is to minimize the use of air freight through improved forecasting, close collaboration with suppliers and retail partners, and forward capacity planning. At the same time, we must balance environmental considerations with product availability and supply chain efficiency. In certain situations, air freight remains necessary to respond to demand volatility and to avoid excess inventory.

To manage this complexity, we continuously strengthen supply chain resilience and transparency. This includes ongoing risk monitoring, diversified transport options, and a dual-partner

strategy across key shipping lanes to ensure capacity availability, cost benchmarking, and operational continuity. We also work closely with a limited number of logistics partners, enabling faster response times and more effective coordination in unstable regions.

To balance speed, cost, and environmental impact, we selectively use combined transport solutions, such as Sea-Air freight, while continuing to prioritize lower-emission transport modes wherever possible.

2025 UPDATE

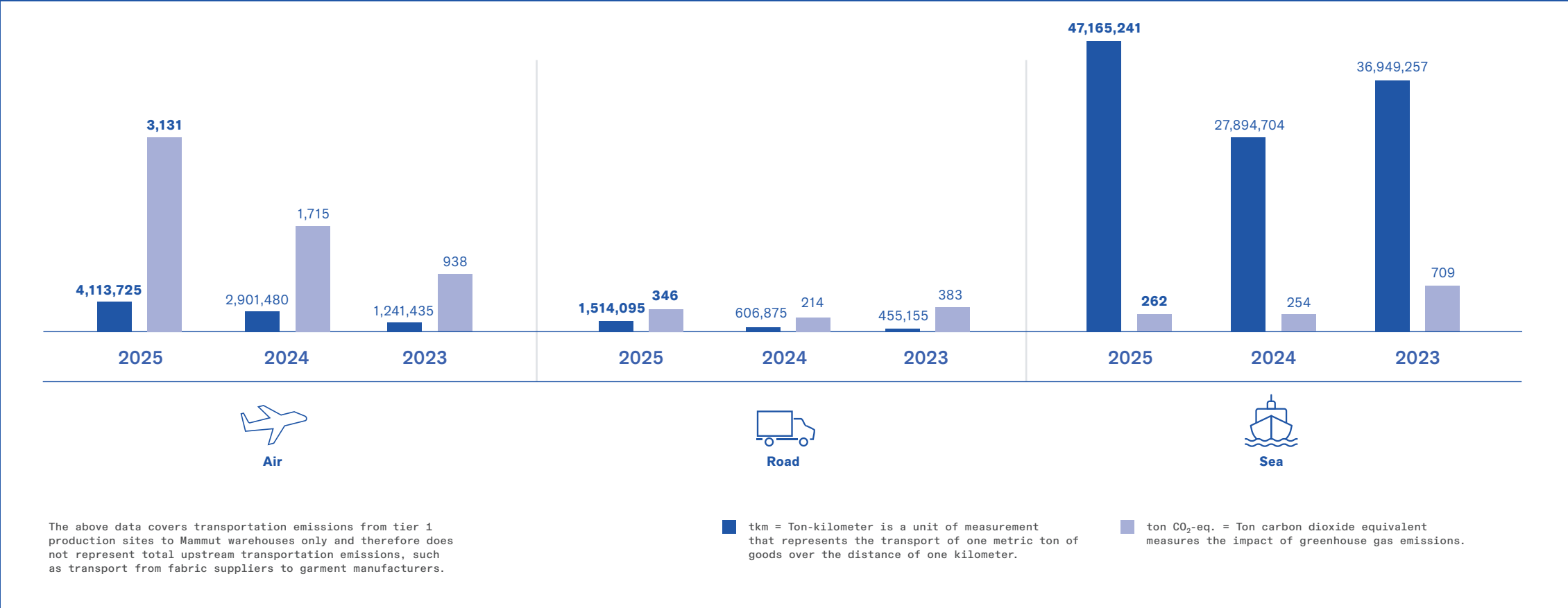
Global logistics conditions remained volatile in 2025 due to continued geopolitical tensions, disruptions along key shipping routes, and evolving trade regulations. Rerouting in the Red Sea, capacity constraints, and cost fluctuations required ongoing adjustments to transport planning.

In 2025, overall upstream transportation emissions increased by 9%. Air freight accounted for 8% of total freight volume, slightly below the previous year; however, as business and freight volumes grew, more goods were transported by air in absolute terms. While air freight's relative share decreased, its absolute volume rose, resulting in an 83% increase in air freight emissions.

Emissions intensity for sea and road transport continued to improve through optimized routing and efficiency gains from transport providers.

Geopolitical developments and potential regulatory changes in global trade continue to pose risks to supply chain stability. We are therefore further diversifying transport routes and strengthening monitoring capabilities to support more resilient and efficient logistics operations.

LOGISTICS & TRANSPORTATION EMISSIONS





Plastic bags and cardboard boxes protect goods from dirt, moisture, and harm during transportation from the factories where they were produced, to ports, logistical centers, and stores.

While plastic and cardboard packaging materials have their own impact, the footprint of items damaged irrevocably during transport before their first use by a consumer is higher. We aim to reduce the impact of our packaging where we can.

Cardboard and plastic packaging

All our cardboard is made from 100% recycled materials and, subject to individual countries' infrastructure, is fully recyclable. To decrease overproduction and waste, we simplified our printed packaging, reduced the size of individual packaging, and completely removed plastic and plastic films wherever possible in 2022. We have since designed a responsibility hangtag to inform consumers about each product's specific social and

environmental attributes. While we recognize the irony of a new hangtag to explain how we are reducing the impacts of our products, the aim is to empower consumers to make informed decisions. Additionally, we reduced the total impact by decreasing the size of our hangtags.

Currently all packaging is under review due to the EU's Packaging and Packaging Waste Regulation (PPWR), which will come into effect in August 2026. Additionally, because of the EU's Empowering Consumers Regulation, we are revising the existing responsibility hangtag.

European Outdoor Group's Single Use Plastics Project

Through the EOG, we work with over 30 brands and retailers to take responsibility for single-use plastic packaging. While customer responsibility is important, sole reliance on it would not ensure high recycling rates. The Single Use Plastics Project vision is to remove customers from the waste equation and

manage these plastics' disposal with our peers in the industry. To test this solution, the first step was stopping the use of sealant and print on single-use bags. Without ink or glue residue, plastic recycling is more efficient. As an industry, we can then create a stream of pre-sorted, homogenous plastics to be distributed to specific, trusted recyclers across Europe. Instead of ending up in landfills or incinerators, this material can then be used for new products.

Since 2021, we have removed poly bags from products before sending them to our own stores and outlets. The poly bags are then sent to a local recycler that processes them into high-quality re-granulates. We are still planning on expanding this process, but continue to face logistical and resource challenges regarding how bags will be physically removed.





INTERNAL OPERATIONS



Electricity consumption

Our Swiss headquarters is powered by hydropower, and our German stores and warehouse also rely on renewable electricity. In 2022, we installed solar panels at our German subsidiary and warehouse with a capacity of over 1 million kWh per year, creating an estimated 45% self-sufficiency for these buildings. Since May 2025, the system has generated renewable electricity for on-site use, and since November 2025, the expected surplus of total electricity generated, approximately 60%, has been fed into the national grid.

Solar panels
fully operational



Electricity procurement

As part of the Global Exchange Program, in 2024 the Swiss corporate responsibility team hosted an employee from the United States. The aim was to tackle Scope 2 emissions and map the electricity source of our North American subsidiary. The team researched renewable energy certificates available, and measures were defined on how to move towards renewable electricity within the next few years. Building on these learnings, we decided in 2025 to roll out this approach across all subsidiaries. As a first step, renewable electricity certificates were purchased to cover the estimated electricity consumption of all subsidiaries, contributing to a reduction in our reported Scope 2 emissions.

Renewable electricity procurement
for all subsidiaries conducted



ETHICAL PRODUCTION



Unsafe working conditions and poverty wages in the garment and hard good industries are a root cause of social injustice, which gravely impacts women who work in factories.

When local laws and customs can increase the risk of human rights violations, a strict due diligence approach and partnerships with independent auditing organizations and joint audits with industry peers help us build accountability in addressing these challenges. To systematically improve workplace conditions in our supply chain, we also rely on long-term relationships with our suppliers to create a more even demand for workers despite the seasonality of collections.

Over 110,100 individuals work for our tier 1 suppliers that produce goods for a variety of brands. Based on our purchasing value, we estimate approximately 6,200 people work on our production, 77% of whom are women.





Social risks in production



Seasonal overtime

The apparel industry produces summer and winter collections, which results in every retailer around the world expecting to receive their collection items at the same time. Retailers place their orders after the trade shows, six months before the season launches in-store. This causes a rush to order fabrics and make the required quantity of garments in time for the retail release. While we outline preventative measures on the next page, mitigation measures remain dependent on supplier implementation.

Minimum wage

Most countries define a legal minimum wage, and by referring to third-party audits and wage surveys, we can be confident that our primary suppliers pay their workers the required minimum wage. Problems have, however, occurred with minor suppliers. This is typically related to piecework, temporary workers, and wage averages when there are temporary lay-offs. Payment of public holidays or overtime premiums often follow local customs rather than strict adherence to law.

Union culture and regulation

When a factory supplies to us, we require that all workers be permitted to join a union and engage in collective bargaining without consequence. The reality is that in certain countries, local customs and laws can restrict union activities and other forms of worker representation. Our partner, Fair Wear, evaluates the status of unions in each factory audit and communicates overarching issues in country reports.

Occupational health and safety

Occupational health and safety (OHS) issues are often identified during audits and factory visits. Along with local quality specialists, our team members who frequently visit factories are prepared to routinely check for OHS infringements in work processes, environment, and use of personal protective equipment. To prevent OHS shortcomings from recurring, OHS training of management, supervisors, and workers is key.



Preventative measures in production



Increasing lead times

To address overtime, we have agreed lead times with each supplier for each type of product and share detailed forecast information early in the production cycle.

Specialized inspectors

When our partners at Fair Wear Foundation conduct an audit, a document inspector is always included. This inspector is responsible for reviewing factory contracts, training certificates, and vacation records. They also verify if the factory procedures comply with local laws and International Labour Organisation standards.

Audit collaboration

Multiple brands often work with the same supplier or in the same region. To build industry alignment and accountability and to increase efficiency and impact, brands can pursue factory audits together. This coordinates requirements, reduces overlap, and facilitates more thorough implementation of Corrective Action Plans.

Long-term contracts

Changing the status quo requires strong relationships. By having long-term supply contracts with partners who comply with the values in the outdoor industry, we can achieve and maintain high social and human rights standards across our sector.





A multi-stakeholder initiative, Fair Wear Foundation works to improve labor conditions in the garment and soft goods industry.

Fair Wear supports brands in implementing human rights due diligence by providing guidance, tools, worker grievance mechanisms, factory assessments, and Brand Performance Checks. Their approach is based on continuous collaboration between brands, suppliers, sewing factories, and workers. They do not certify individual products or factories but assess how member brands embed human rights due diligence into their purchasing practices, supplier relationships, and follow-up processes.

Our organization and garment suppliers commit to implementing Fair Wear's Code of Labour Practices (CoLP), which is based on International Labour Organisation conventions and the Universal Declaration of Human Rights. The Code covers freely chosen employment, freedom of association and collective bargaining, non-discrimination, no child labor, living wages,

reasonable working hours, safe and healthy working conditions, and legally binding employment relationships.

Where risks or issues are identified through supplier assessments, grievances, Fair Wear audits, or our own due diligence activities, we follow up with suppliers and may establish Corrective Action Plans (CAPs). These actions are taken into account as part of Fair Wear's Brand Performance Check.

Brand Performance Check

Each year, Fair Wear conducts a Brand Performance Check to assess our procedures, activities, and reporting related to human rights due diligence. We aim to monitor at least 95% of our textile supply chain, often completing audits with other brands. The results are published publicly on both our own and Fair Wear's websites.

Fair Wear has acknowledged our efforts to promote industry collaboration, including encouraging joint assessments at shared facilities, to help address labor rights challenges collectively.

- [Learn more about our Due diligence approach and United for Fair Wages](#)
- [Learn more in Responsible Business Conduct](#)

2025 UPDATE

Brand Performance Check results are categorized as Leader, Good, or Needs Improvement. In 2025, our category remained Good.

To improve our performance, we continue to strengthen our due diligence approach in line with OECD guidance. This includes more risk-based supplier assessments, follow-up actions, collaboration with industry partners, and developing a living wage roadmap as part of the United for Fair Wages project.



THE 8 ELEMENTS OF FAIR WEAR'S CODE OF LABOUR PRACTICES

1



Employment
is freely chosen

2



Freedom of association and the
right to collective bargaining

3



No discrimination in
employment

4



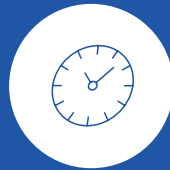
No exploitation of
child labour

5



Payment
of a living wage

6



Reasonable
hours of work

7



Safe and healthy working
conditions

8



A legally binding
employment relationship

DUE DILIGENCE APPROACH



To facilitate responsible working conditions across our supply chain, we follow Fair Wear's Human Rights Due Diligence Policy. In addition to Fair Wear's Brand Performance Checks, our team conducts regular factory visits to engage with suppliers and review working conditions. These visits are prioritized based on suppliers who account for 2% or more of our sewn products.

All garment manufacturers involved in our textile and soft goods production commit to implementing Fair Wear's Code of Labour Practices. To help ensure workers are informed and have access to support, we provide suppliers with posters in local languages explaining available grievance channels, including how to contact Fair Wear directly. These posters are expected to be clearly displayed in the factories.

During supplier visits, our purchasing and quality teams check whether these requirements are in place. If there is a breach, individuals can communicate their grievances through factory

management or directly with Fair Wear by emailing complaints@fairwear.org. Complaints and grievances can also be submitted anonymously. If a concern is raised or identified during a Fair Wear audit or supplier visit, a Corrective Action Plan (CAP) may be established to address the issue.

Auditing partners and direct remediation

To allow more investment in direct remediation, we accept a wider range of third-party audits in factories of suppliers with long-standing partnerships. In the past, we only accepted audits from Fair Wear, Sumations Sustainable Management Solutions, and Social Accountability International SA8000 Standard (SAI SA8000). Now, we also accept audits from the Social & Labor Convergence Program (SLCP), The Higg Facility Social Labour Module (FSLM), Sedex Members Ethical Trade Audit (SMETA), and amfori Business Social Compliance Initiative (amfori BSCI). By having more auditing partners, we can optimize audit costs, freeing budget that is now allocated for direct remediation, such

as the International Accord for Health and Safety in the Textile and Garment Industry (formerly known as the Bangladesh Accord) and the Employment Injury Scheme Pilot (EIS Pilot) in Bangladesh. On a continuous basis, we follow up on annual audit findings, supporting ongoing improvement.

→ [Learn more about Due diligence in Bangladesh](#)

Grievances, formerly known as complaints

In 2025, Fair Wear replaced the existing complaints system with a new grievance resolution system in its Fairforce database. The tool enables a more structured and documented investigation process, aligned with the elements of the Code of Labour Practices. As part of this, "complaints" are now referred to as "grievances," covering a broader range of issues raised by workers, unions, or identified through due diligence activities.



Since 2009, 48 individual worker complaints and grievances have been recorded and addressed through Fair Wear processes, covering a total of 78 grievances across multiple topics. Grievances categorized by the Code of Labour Practices include:

1. **Employment is freely chosen** – 8 grievances, including one case in 2025 related to a worker seeking to resign in Vietnam.
2. **Freedom of association** – 2 grievances, most recently in 2022 with a reported threat against a union representative in Türkiye.
3. **No discrimination** – 2 grievances related to dismissal, most recently in 2021 following the coup in Myanmar.
4. **No child labour** – 1 grievance in 2016, concerning an underage worker in Myanmar.
5. **Living wage** – 27 grievances, primarily related to incorrect overtime payments and severance compensation.
6. **Reasonable working hours** – 21 grievances, including one case in 2025, involving working hours exceeding 60 hours per week.

7. **Safe and healthy workplace** – 7 grievances, including cases of verbal abuse and challenging working conditions, with one case reported in Bangladesh in 2025.

8. **Legally binding employment relationship** – 10 grievances, primarily related to termination procedures, with some cases confirmed as compliant.

United for Fair Wages project

United for Fair Wages is a collaborative initiative facilitated by Sustainable Textile Switzerland, in partnership with organizations including the International Labour Organization (ILO), amfori, Fair Wear, and Swiss Fair Trade. The initiative is financially supported by the Swiss State Secretariat for Economic Affairs (SECO).

The project was launched in November 2024, with Mammut joining in January 2025. It aims to promote and implement fair wage practices in selected production facilities in Vietnam.

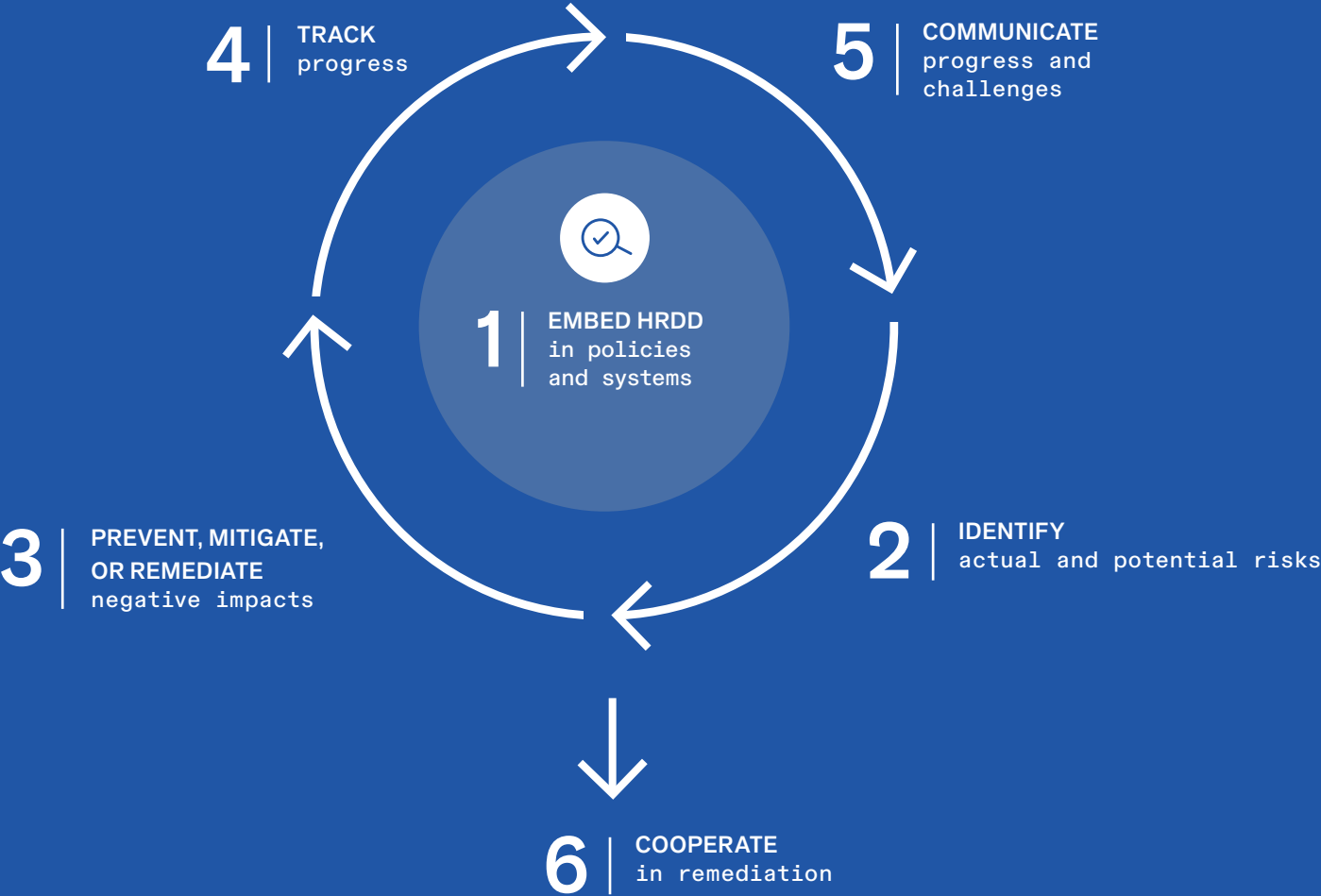
Phase 1 in 2025 and 2026 focuses on developing company-specific policies and roadmaps toward living wages, with Phase 2 from 2026 to 2030 aiming to expand the approach to additional countries. In 2025, initial work focused on developing methodologies and defining roadmap concepts.

In Vietnam, minimum wages are defined by region and adjusted annually. Living wage benchmarks are also updated annually by the Global Living Wage Coalition (GLWC). To support the project, Mammut facilitated Fair Wear assessments at several production facilities in Vietnam and one in Bangladesh. Wage ladder analyses from these assessments indicated that prevailing wages, including benefits, were above the Anker benchmark in selected cases.

→ For more on Fair Wear's specific findings in each country we source from, review Country-by-country reporting

DUE DILIGENCE APPROACH

To facilitate responsible working conditions across our supply chain, we follow Fair Wear's Human Rights Due Diligence framework.



Graphic adapted from Fair Wear's.

DUE DILIGENCE IN BANGLADESH



In response to the rise in our purchasing value in Bangladesh, Mammut increased our due diligence in the country in 2023 and joined two organizations driving change in the textile industry.

International Accord

We joined the International Accord and Country-Specific Safety Program (CSSP) for Bangladesh in 2023. Designed to build a safer and healthier industry, the Accord on Fire and Building Safety in Bangladesh was created in 2013 as an independent, legally binding global framework agreement between brands, retailers, and trade unions.

In 2021, a new International Accord for Health and Safety in the Textile and Garment Industry was launched. Covering 2.2 million workers employed by over 1,500 factories in Bangladesh and 500 in Pakistan, signatories commit to disclosing all factories producing for them in countries with

International Accord programs. Additionally, signatories must ensure all listed factories participate in inspection, remediation, and safety training programs. As a participating brand, we must support factories to ensure remediation is financially feasible and contribute to the operational costs of International Accord programs.

Each factory is inspected annually for building structure safety, electrical circuitry, fire safety, and boiler room safety. The Ready-Made Garment Sustainability Council (RSC) performs the audits and ensures the required safety upgrades are completed.

Employment Injury Scheme Pilot

In 2024, we voluntarily joined the Employment Injury Scheme Pilot (EIS Pilot) in Bangladesh, which is managed by ILO and GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit). The program covers four million tier 1 workers and provides compensation for people or dependents of people permanently

disabled or deceased by work-related injuries. Each brand contribution is set at 0.019% of its purchasing value. The scheme will run until 2027, when the Bangladeshi government will have developed their own national scheme funded by employers.



HIGG FACILITY SOCIAL AND LABOUR MODULE FSLM



The Higg Facility Social & Labour Module (FSLM) is conducted by individual suppliers and reviews social and labor conditions within manufacturing facilities. The assessment covers topics such as wages, working hours, health and safety, and employee treatment.

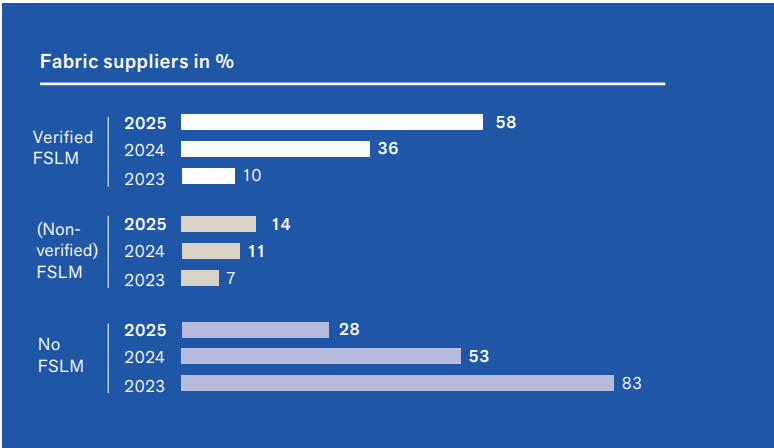
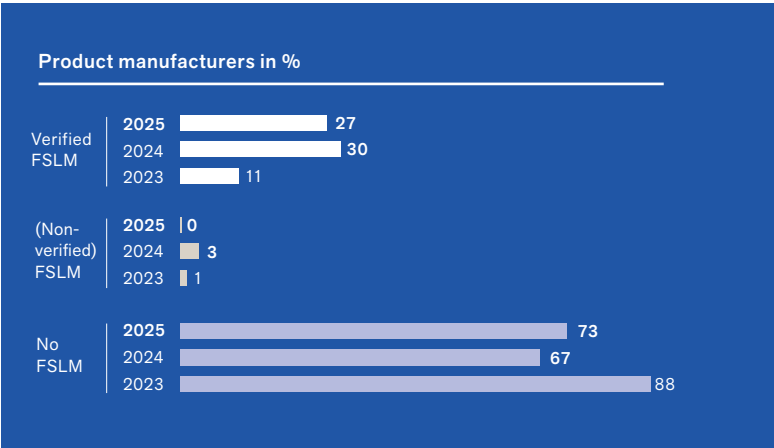
This auditing tool is particularly important for monitoring social performance with our tier 2 fabric and component suppliers, as they are not covered by the Fair Wear system. To easily benchmark and reduce duplicate auditing between suppliers and assessment systems, we encourage all our partners to complete FSLM assessments and verify the results with an independent body.

2025 UPDATE

In 2025, verified FSLM coverage increased for fabric suppliers, while product manufacturer coverage remained below our long-term ambition.

When comparing verified FSLM results, tier 1 continued to achieve higher median total scores than tier 2. Median FSLM

scores improved for both supplier groups, reaching 69.6/100 for tier 1 suppliers and 62.9/100 for tier 2 suppliers.



FSLM is not available for some hard goods manufacturers for specific products, such as helmets. The coverage percentage is based on business volume data, not on the number of supplier facilities.

AUDIT ALLIANCE FOR HARD GOODS



The European Outdoor Group Audit Alliance for Hard Goods (EOG AAHG) was founded in 2019 by Mammut and Salewa (Oberalp) to apply the same principles as Fair Wear to metallic and electronic hard goods.

The EOG working group is now comprised of nearly all hard goods industry leaders, including Black Diamond, Decathlon, Edelrid, Leki, Mammut, Petzl, Oberalp (Salewa), Ortovox, and Scott Sports. The AAGH oversees 98% of our metal suppliers by value.

The initial focus of the AAGH was to arrange social audits at metal product factories in Taiwan, where there was a known problem with migrant workers from Indonesia, Thailand, and Vietnam being charged high fees by employment agents and living in unsafe dormitories. The group identified three shared suppliers in Taichung, Taiwan, and divided the costs to run a social audit together with Elevate. Fair Wear also acted as a

consultant and Collective Action Plans were defined, with one brand per factory holding responsibility on behalf of the group.

2025 UPDATE

As of 2025, all factories in Taiwan supplying the participating brands have formal foreign migrant worker policies in place and have begun refunding administrative fees for recently hired migrant workers. This progress was made possible through members of the Alliance collectively encouraging suppliers to adopt and publish these policies. A broader shift in industry expectations has also contributed, particularly following increased scrutiny from U.S. customs related to forced labor risks in Taiwanese supply chains.



In our tier 1 supply chain, we estimate there are approximately 6,200 people, 77% of whom are women, working on our products. We take our responsibility to advocate for these workers' well-being seriously, which is why we identify and share best practices with suppliers.

For the 2023 Supplier Summit, we launched our *Improving Worker Well-Being* booklet. In it, we outlined our approach, which was based on Maslow's Hierarchy of Needs.

Workplace improvements begin by examining and improving the physiological and safety aspects of the workplace. Risk analysis identifies safety hazards and solutions are implemented to mitigate or eliminate dangers. Guards, barriers, and PPE reduce accidents. Floor markings and clear signage encourage cleanliness and tidiness and can also optimize workflows.

Once immediate hazards are appropriately managed, the next phase is improving everyday well-being, which impacts long-term health and contentment. Ergonomic seating and workplace design reduce fatigue and muscle strain. Noise reduction, good air quality, and controlled temperature also improve comfort. With the increasing average age of workers, ergonomics and good lighting have more relevance. Additionally, having flexible hours and childcare options enables parents to continue working.

The next step is to look at the company culture. A clear company purpose creates a shared vision. When supervisors and team leaders understand the strategy, they are enabled to make better decisions daily. Together, purpose and strategy help to build team spirit, motivating employees and boosting retention and recruitment.

We are proud of the reception of the *Improving Worker Well-Being* booklet. Kadena, one of our suppliers in Bangladesh, made eight posters based on the booklet in 2024 and trained a minimum of 5,000 workers on its contents.

2025 UPDATE

In 2025, the *Improving Worker Well-Being* booklet was printed in English, Vietnamese, and Mandarin, and was made digitally accessible in 22 languages. Following its presentation in 2024 to FEMNET, a German nonprofit focused on women's rights, as well as to the European Outdoor Group and Fair Wear, the booklet was adopted by other brands in 2025.

**“RESPONSIBLE SOURCING
REQUIRES COUNTRY
CONTEXT, SUPPLIER
INSIGHT, AND ONGOING
FOLLOW-UP.”**



Supplier rating on country level

We use a supplier- and country-specific risk assessment aligned with OECD guidelines. For major sourcing countries, we assess potential risks against Fair Wear's Code of Labour Practices. On the following pages, the results are presented using a traffic light rating system at country and factory level.

Mammut sourcing countries 2025	1. Free employment	2. Freedom of association	3. No discrimination	4. No child labor	5. Legal wage	6. No excessive overtime	7. Factory health & safety	8. Working contracts & social security	2025 Mammut purchasing value in %	2024 Mammut purchasing value in %	2023 Mammut purchasing value in %	
Vietnam	●	●	●	●	●	●	●	●	74,0%	65.5%	61.1%	● Low risk of occurrence
Bangladesh	●	●	●	●	●	●	●	●	15,3%	20.9%	18.4%	● Low-medium risk
Indonesia	●	●	●	●	●	●	●	●	3,1%	1.3%	n/a	● Medium risk
China	●	●	●	●	●	●	●	●	2,8%	5.7%	12.4%	● Medium-high risk
Türkiye	●	●	●	●	●	●	●	●	2,6%	2.8%	1.2%	● High risk
Ethiopia	●	●	●	●	●	●	●	●	0,9%	0.8%	n/a	
Romania	●	●	●	●	●	●	●	●	0,7%	1.3%	2.9%	
Germany	●	●	●	●	●	●	●	●	0,3%	0.5%	0.7%	
Taiwan	●	●	●	●	●	●	●	●	0,1%	0.4%	0.1%	
Lithuania	●	●	●	●	●	●	●	●	0,1%	0.4%	1.2%	

		1. Free employment	2. Freedom of association	3. No discrimination	4. No child labor	5. Legal wage	6. No excessive overtime	7. Factory health & safety	8. Working contracts & social security
35016	Apparel	●	●	●	●	●	●	●	●
3919	Apparel	●	●	●	●	●	●	●	●
35694	Apparel	●	●	●	●	●	●	●	●
5689	Footwear	●	●	●	●	●	●	●	●
34464	Apparel	●	●	●	●	●	●	●	●
10768	Backpacks	●	●	●	●	●	●	●	●
14342	Apparel	●	●	●	●	●	●	●	●
34152	Apparel	●	●	●	●	●	●	●	●
35697	Footwear	●	●	●	●	●	●	●	●
13869	Apparel & Sleeping Bags	●	●	●	●	●	●	●	●
9415	Apparel	●	●	●	●	●	●	●	●
11333	Backpacks	●	●	●	●	●	●	●	●
3268	Backpacks & Harnesses	●	●	●	●	●	●	●	●
36522	Apparel	●	●	●	●	●	●	●	●
5414	Footwear	●	●	●	●	●	●	●	●
7219	Footwear	●	●	●	●	●	●	●	●
37080	Backpacks	●	●	●	●	●	●	●	●
10014	Apparel	●	●	●	●	●	●	●	●
5309	Apparel	●	●	●	●	●	●	●	●
13780	Footwear	●	●	●	●	●	●	●	●
10081	Apparel	●	●	●	●	●	●	●	●
8529	Apparel	●	●	●	●	●	●	●	●
9354	Apparel	●	●	●	●	●	●	●	●
7371	Apparel	●	●	●	●	●	●	●	●
10013	Apparel	●	●	●	●	●	●	●	●
12320	Apparel	●	●	●	●	●	●	●	●
3287	Gloves	●	●	●	●	●	●	●	●
34137	Apparel	●	●	●	●	●	●	●	●
4568	Gloves	●	●	●	●	●	●	●	●
6030	Wallets	●	●	●	●	●	●	●	●
34449	Apparel	●	●	●	●	●	●	●	●
33516	Toy	●	●	●	●	●	●	●	●
37075	Apparel	●	●	●	●	●	●	●	●
3277	Apparel	●	●	●	●	●	●	●	●

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS

For each sourcing country, we assess risks related to Fair Wear's Code of Labour Practices. The assessment is based on country context, supplier information, grievances, previous findings, and ongoing follow-up actions. The following tables show the 2025 risk ratings at factory level.

VIETNAM

Mammut has sourced from Vietnam for 28 years. In 2025, 73.1% of our textile production took place in Vietnam, making it Mammut's largest textile production country. For comparison, 10% of our textile production took place in Vietnam in 2012.

Based on our current risk assessment, the primary focus areas in Vietnam are reasonable working hours and health

and safety. Seasonal production peaks remain a challenge, as apparel and footwear production in Vietnam continues to grow and late ordering can increase overtime pressure. Vietnamese labor law also requires health checks every six months for workers in hazardous occupations, which includes many sewing factory roles. Previous assessments have found gaps in meeting these requirements.

We also continue to monitor wage-related and employment contract requirements. Vietnam has region-specific legal minimum wages that are adjusted annually and detailed legal requirements for employment contracts. Where findings indicate gaps against local law or Fair Wear's Code of Labour Practices, we follow up with suppliers through corrective actions.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



BANGLADESH

In 2025, Bangladesh accounted for 15.3% of Mammut's textile sourcing value, making it our second-largest sourcing country for sewn goods. The country's context changed significantly after Prime Minister Sheikh Hasina was ousted following protests in August 2024, with the interim government pledging to improve human rights.

Our current risk assessment highlights the focus areas of reasonable working hours and health and safety. Apparel and footwear production in Bangladesh continues to face seasonal peaks, which can increase overtime pressure. Fire and building safety also remain central to our due diligence approach. All partner factories have been assessed for fire and building safety through the Inter-

national Accord, with corrective actions managed on agreed-upon timelines.

We also continue to monitor workplace conduct, including concerns related to harassment and supervisor behavior. In response to earlier findings, training for supervisors was arranged in 2023. Mammut signed the International Accord and Country-Specific Safety Program in 2023 and joined the Employment Injury Scheme Pilot in 2024.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS

Indonesia		1. Free employment	2. Freedom of association	3. No discrimination	4. No child labor	5. Legal wage	6. No excessive overtime	7. Factory health & safety	8. Working contracts & social security
13100	Apparel	●	●	●	●	●	●	●	●
2967	Apparel	●	●	●	●	●	●	●	●
36617	Apparel	●	●	●	●	●	●	●	●
15199	Apparel	●	●	●	●	●	●	●	●

INDONESIA

Mammut began production with suppliers in Indonesia in 2024. In 2025, Indonesia accounted for 3.1% of our textile sourcing value.

Because Indonesia is a newer sourcing country for Mammut, our due diligence focuses on monitoring supplier performance and building a clearer understanding of country- and supplier-specific risks. Our current risk assessment highlights the focus areas of reasonable working hours, living wage, health and safety, and legally binding employment relationships.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS

China		1. Free employment	2. Freedom of association	3. No discrimination	4. No child labor	5. Legal wage	6. No excessive overtime	7. Factory health & safety	8. Working contracts & social security
10055	Apparel	●	●	●	●	●	●	●	●
5304	Apparel	●	●	●	●	●	●	●	●
11301	Hats	●	●	●	●	●	●	●	●
35143	Webbing	●	●	●	●	●	●	●	●
34865	Apparel	●	●	●	●	●	●	●	●
13900	Belts, Trims	●	●	●	●	●	●	●	●
7391	Apparel	●	●	●	●	●	●	●	●
3267	Sleeping Bags	●	●	●	●	●	●	●	●
37134	Apparel	●	●	●	●	●	●	●	●
4575	Hats	●	●	●	●	●	●	●	●
7082	Apparel	●	●	●	●	●	●	●	●
36935	Apparel	●	●	●	●	●	●	●	●
37136	Apparel	●	●	●	●	●	●	●	●
37135	Bags	●	●	●	●	●	●	●	●

CHINA

In 2025, China accounted for 2.8% of Mammut's textile sourcing value, compared to 5.7% in 2024 and 12.4% in 2023. This reflects a continued reduction in textile sourcing from China.

Xinjiang remains a particular focus from a human rights perspective. The UN Human Rights Office has reported serious concerns in the region, including the detention of Uyghur and other predominantly Muslim groups. There are also concerns that some employment programs intended to reduce poverty may put ethnic minorities at risk of forced labor. Mammut has no production in Xinjiang and does not use cotton originating from the region.

At factory level, reasonable working hours remain the most prominent risk in our current assessment. Wage-related risks are linked to piece-rate systems and social security arrangements for migrant workers, while freedom of association remains a structural country risk.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



TÜRKIYE (FORMALLY KNOWN AS TURKEY)

Mammut sources apparel from suppliers in Türkiye, which accounted for 2.6% of our textile sourcing value in 2025. Due to the country context, our due diligence continues to consider risks related to refugee labor, specifically Syrians working for subcontractors.

Our current risk assessment highlights the focus areas of health and safety, reasonable working hours, employment being freely chosen, and payment of a living wage. Relationships between unions and factory management can be challenging and some factory managers may discourage union activity.

Where relevant, these risks are addressed through supplier engagement and corrective action processes.

ETHIOPIA

Mammut began production in Ethiopia in 2024 with a factory owned by a long-term partner that also operates factories in Vietnam. In 2025, Ethiopia accounted for 0.9% of Mammut's textile sourcing value. Before placing production orders, the factory was assessed in 2023.

Our current risk assessment highlights safe and healthy working conditions and reasonable working hours as the primary focus areas. Additional focus areas include employment being freely chosen, no discrimination, and living wage.

Based on Fair Wear frameworks, we launched a worker education program together with Schöffel and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). No additional country-specific comments were identified for this reporting period.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



ROMANIA

Mammut sources footwear from suppliers in Romania, which accounted for 0.7% of our textile sourcing value in 2025. Fair Wear considers Romania a lower-risk country. Factories tend to be small and often have an aging workforce.

Our current risk assessment shows comparatively lower risk levels across most Code of Labour Practices elements, with health and safety remaining the primary focus area.

No additional country-specific comments were identified for this reporting period.

GERMANY

Mammut works with two suppliers in Germany, which accounted for 0.3% of our textile sourcing value in 2025. Fair Wear considers Germany a lower-risk country. Our current risk assessment shows comparatively lower risk levels across most Code of Labour Practices elements, with health and safety remaining the primary focus area.

No additional country-specific comments were identified for this reporting period.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



TAIWAN

Mammut works with one sewn goods supplier and several hardgoods suppliers in Taiwan. In 2025, Taiwan accounted for 0.1% of our textile sourcing value in sewn goods.

Our current factory-level assessment for our sewn goods supplier shows low to moderate risk across Fair Wear’s Code of Labour Practices. Country-specific risks include recruitment fees for foreign migrant workers from countries such as Thailand, Vietnam, and Indonesia, as well as health and safety concerns related to worker accommodation.

LITHUANIA

Lithuania accounted for 0.1% of Mammut’s textile sourcing value in 2025. Our current country-level risk assessment shows comparatively lower risk levels across most Code of Labour Practices elements, with health and safety remaining the primary focus area. No additional country-specific comments were identified for this reporting period.

APPENDIX



→ Learn more about the strategy for the materiality assessment in Impact & approach

GRADING SCALE: 1 - Insignificant 4 - Major
2 - Minor 5 - Severe
3 - Significant

Topic	CSRD DMA number	Topic explanation	Financial materiality	Impact materiality	Impacts + / -	Risk (R) or Opportunities (O)	Actions & policies	Contributing to the Sustainable Development Goals
Climate change mitigation	E1	Greenhouse gas emissions from operations and the supply chain contribution to climate change.	4	5	-	R	Supplier strategy, renewable energy targets, low-carbon materials, logistics optimization, circular business models (e.g. repair)	
Resource inflows in products	E5	Use of non-renewable and virgin materials drives resource depletion and environmental pressure.	4	5	-	R	WE CARE targets, recycled polyester, recycled polyamide, organic cotton, solution dyeing, RDS, RWS, terracare® leather, Leather Working Group	 
Energy	E1	Energy use in operations and supply chain drives emissions and transition risks while also offering efficiency and renewable opportunities.	4	5	- / +	R	Renewable electricity in Swiss and German facilities, solar panels in Germany, electric car charging stations, EOG Carbon Reduction Project, climate and energy targets for suppliers	 
Climate change adaptation	E1	Physical climate risks can disrupt operations and supply chains and require adaptive measures.	4	3	-	R	Net-zero strategy, annual company carbon footprint, SBTi, UNFCCC, CDP	
Working conditions of own workforce	S1	Working conditions affect employee well-being, satisfaction, and productivity.	4	3		R	Flexible remote work, development training days, international remote work, additional parental leave, language training, e-learning, employee engagement survey	
Corporate culture	G1	Corporate culture influences employee engagement, retention, and ethical behavior.	4	2		R	Employee engagement survey, talent programs, Build Your Own Career Initiative, Leadership Development Initiative, Expert Sponsorship, Global Exchange Program, Integrity line	
Substances of concern	E2	Hazardous substances in materials and products can harm human health and cause pollution.	3	4		R	Chemical management & testing, Restricted Substances List (RSL), bluesign System Partner, PFAS phaseout strategy	  
Resource outflows in products	E5	Product end-of-life and material disposal contribute to waste and environmental pollution if not properly managed.	3	4	-	R	Close the Loop / Mammut LOOPINSULATION, repair studios, product care instructions, leftover material use, The Microfibre Consortium, recycled materials, design towards circularity	 

Topic	CSRD DMA number	Topic explanation	Financial materiality	Impact materiality	Impacts + / -	Risk (R) or Opportunities (O)	Actions & policies	Contributing to the Sustainable Development Goals
Health & safety in supply chain	S2	Unsafe working environments can lead to accidents, injuries, and long-term health impacts for workers.	1	4	-	R	Fair Wear Foundation, Higg FSLM, International Accord for Health and Safety in the Textile and Garment Industry, Employment Injury Scheme Pilot (EIS Pilot), Improving Worker Well-Being booklet, supplier onboarding strategy	
Overtime in supply chain	S2	The seasonality of our business produces peaks of work in the supply chain, leading to overtime.	4	5	- / +	R	Renewable electricity in Swiss and German facilities, solar panels in Germany, electric car charging stations, EOG Carbon Reduction Project, climate and energy targets for suppliers	
Forced labor in the supply chain*	S2	Forced labor in the supply chain would result in severe human rights violations.	3	3	-	R	Fair Wear Foundation, Fair Wear Code of Labour Practices, Human Rights Due Diligence Policy, Higg FSLM, supplier audits and remediation, responsible onboarding, supplier contracts	
Water discharges*	E3	Wastewater from production can pollute water bodies and harm ecosystems and communities.	3	3	-	R	bluesign, organic cotton, solution dyeing, Leather Working Group	 
Personal safety of consumers and end users*	S4	Unsafe products can pose risks to the health and safety of consumers.	3	3	-	R	Quality management including stricter quality control measures, product testing protocols, safety checks, repair and care resources, chemical management & testing	
Biodiversity and ecosystems*	E4	Business activities and material sourcing can contribute to biodiversity loss and ecosystem degradation.	3	3	-	R	Organic cotton, EOCA membership, Responsible Down Standard (RDS), Responsible Wool Standard (RWS), biodiversity considerations in material selection	 

Topic	CSRD DMA number	Topic explanation	Financial materiality	Impact materiality	Impacts + / -	Risk (R) or Opportunities (O)	Actions & policies	Contributing to the Sustainable Development Goals
Diversity and inclusion*	S1	Diversity and inclusion promote equal opportunities and fair treatment in the workplace.	2	2	+		Gender equality initiatives, Diversity Ambassador Program, Talent Development Program, Expert Sponsorship, Global Exchange Program, employee engagement survey, AMGA scholarships, Paradox Sports, SheJumps, Peaks4you, Inclusive Outdoors, Adaptive Climbers Fest, Moab Women's Clinic, National Brotherhood of Snowsports	 
Animal welfare*	G1	Sourcing of animal-based materials can negatively impact animal welfare if not managed responsibly.	2	3	-		Responsible Down Standard (RDS), Responsible Wool Standard (RWS), terracare® leather, Leather Working Group, animal welfare policies based on Four Paws Five Freedoms, Fur Free Retailer	

* Other important topics, but non-material based on the double materiality assessment.

WE CARE > About this report > VSME basis for preparation: Reporting option	Mammut reports with reference to the VSME Basic Module. Where available, selected additional data points beyond the Basic Module are	included for transparency. These additional disclosures do not constitute full reporting under the VSME Comprehensive Module.
> VSME basis for preparation: Omitted disclosures	Information on omitted VSME data points, including the reason for omission where applicable, is provided in the VSME disclosure index in the Appendix.	
> VSME basis for preparation: Reporting scope	This Responsibility Report is prepared for Mammut Sports Group AG. The reporting scope varies by topic and data point, depending on data availability and relevance. Some disclosures include data beyond Mammut Sports Group AG, such as selected subsidiaries, operations, and value chain activities. This applies, for example, to carbon footprint data, energy consump-	tion, purchasing practices, supply chain due diligence, material sourcing, and product-related targets and progress. Other disclosures are limited to specific entities or locations, such as gender distribution data, which is reported for Switzerland only. Where the scope differs materially from the general reporting approach, this is indicated in the relevant section or appendix.
> NACE sector classification code(s)	Mammut discloses the following NACE sector classification codes based on its main business activities: ▪ 46.49 – Wholesale of other household goods ▪ 47.63 – Retail sale of sporting equipment ▪ 47.71 – Retail sale of clothing ▪ 47.72 – Retail sale of footwear and leather goods	▪ 74.11 – Industrial product and fashion design activities ▪ 95.29 – Repair and maintenance of other personal and household goods NACE codes classify economic activities within the European Union. The disclosed codes reflect Mammut's main activities in product distribution, wholesale, retail, product design, brand operations, and repair services.
> Disclaimer	This Responsibility Report was published voluntarily, to the best of our knowledge, and in the most transparent way possible. All numbers and calculations within this report are based on the best available methodology and data at the date of publication. Unless otherwise stated, data and calculations are internally generated and have not been third-party verified. This Responsibility Report also contains future-oriented statements which are based on our views and expectations regarding future developments impacting Mammut Sports Group AG and therefore involve several risks and uncertainties. They are based upon current expectations and assumptions regarding	anticipated developments and other factors affecting Mammut Sports Group AG which could differ materially from those expressed or implied in the forward-looking statements. We caution that these statements are not facts, nor are they guarantees of future performance or outcomes. The reporting scope varies depending on the topic and data availability and may not be fully comparable across disclosures or over time. Mammut Sports Group AG undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as required by law.

WE CARE > Presence

Sites	Address	Postal Code	City	Country	Coordinates
Headquarters Switzerland	Birren 5	5703	Seon	Switzerland	47.362915765509236, 8.167559793461434
Subsidiary Germany	Basecamp 1	87787	Wolfertschwenden	Germany	47.88466542597527, 10.24770938341735
Subsidiary France	Bâtiment MB2I, Parc d'activité des Longeray	74370	Epagny Metz Tessa	France	45.93560984813258, 6.109037866402014
Subsidiary UK	Floor 4, Amazon House, Brazil Street	M1 3PW	Manchester	United Kingdom	53.476519571515816, -2.237112664179588
Subsidiary Norway	Snøfonna 5	1470	Lørenskog	Norway	59.947339415287615, 10.952269026704412
Subsidiary Austria	Söllheimer Straße 16-10D	5020	Salzburg	Austria	47.836803 13.063752
Subsidiary China	Room 2051, Building 1, 669 Langong Road, Jinshan Industrial Zone	201506	Shanghai	China	30.81723438890491, 121.34492536451583
Subsidiary Japan	Daiwa Jingumae BLDG 4F, 2-4-11 Jing- umae, Shibuya-ku	150-0001	Tokyo	Japan	35.65570037828346, 139.70358490994948
Subsidiary US	458 Hurricane Lane	VT 05495	Williston	United States of America	44.436289549722126, -73.10643570483712
Sourcing Office Vietnam (managed only)	86 Đường Số 15, Khu đô thị An Phú An Khánh, Thủ Đức		Thành phố Hồ Chí Minh	Vietnam	10.79816720789531, 106.74154899330652

WE CARE >
Who we are > WE CARE

Where not specified, the WE CARE key performance indicators in this report cover our Summer 2025 collection.

WE CARE >
Who we are > Team

Employees
Because this is the first year of expanded workforce disclosures, Mammut will begin reporting on employee turnover once sufficient and comparable data is available.

Sites	Number of Employees	Men ¹	Women ¹	Permanent ²	Temporary ²	Work-related accidents ⁴	Fatalities from work-related injuries
Switzerland	316	135	179	267	49	0	0
Germany	262	92	170	247	15	5	0
Austria	4	4	1	5	0	0	0
France	8	4	4	7	1	0	0
UK	6	4	2	6	0	0	0
Norway	10	8	2	10	0	0	0
US	56	33	23	53	3	0	0
Japan	113	69	43	104	9	1	0
China	133	36	97	5	128 ³	1	0

- 1. Gender is defined based on available HR system data. Categories such as “non-binary,” “other” or “not reported” are currently not available.
- 2. Permanent and temporary contracts are defined according to local legal requirements in each country.
- 3. Fixed-term contracts are standard practice in China, resulting in a higher share of temporary employees.
- 4. Work-related accidents refer to recordable incidents occurring during work activities.

Mammut does not have any confirmed incidents in its own workforce related to child labor, forced labor, human trafficking, discrimination, or other.

WE CARE >
Who we are > Team

Employee engagement survey results

In 2025, Mammut conducted a global employee engagement survey with a 75% participation rate.

Highest-rated statements:

- "At Mammut, all people are treated equally" (79%)
- "I am satisfied with the cooperation with my direct supervisor(s)" (80%)
- "I like working together with my colleagues" (80%)

Lowest-rated statements:

- "We work effectively together across departments and locations" (56%)
- "I am satisfied with my opportunities for advancement within Mammut" (57%)
- "I am satisfied with my training opportunities at Mammut" (61%)

Internal whistleblowing

To ensure that employees, suppliers, and business partners can communicate concerns and grievances effectively, lawfully, and without fear of retaliation, Mammut has established both anonymous and identified reporting channels supported by transparent procedures.

Mammut legal counsel:

legal@mammut.com

Phone: +41 (0)62 769 83 50

Anonymous submission:

Integrityline

<https://mammut.integrityline.com/>

In 2025, Mammut did not record any confirmed cases of corruption or bribery resulting in legal convictions or fines. This disclosure is based on internal compliance records, whistleblowing reports, and available legal information as of the reporting date.

WE CARE >
Who we are > Community engagement

Contributions	
ClimbAID	CHF 30,000 annual contribution, CHF 5,000 donated from internal sales initiatives, and in-kind donations. Production costs for the film SAMA (CHF 60,000+) were funded in previous years.
Protect Our Winters CH	CHF 25,000 (annual contribution)
American Mountain Guides Association (AMGA)	
Women's Day Scholarship	\$2,500 USD
Paradox Sports	In-kind donations valued at \$4,950 USD
SheJumps	In-kind donations valued at \$8,400 USD
Inclusive Outdoors	In-kind donations valued at \$2,000 USD
Adaptive Climbers Fest	In-kind donations valued at \$2,500 USD
Moab Women's Clinic	In-kind donations valued at \$1,500 USD
National Brotherhood of Snowsports	In-kind donations valued at \$10,000 USD
Support for Ukraine via KievKids	In-kind donations valued at CHF 25,000

WE CARE >
Who we are > Purchasing practices

Zero-tolerance issues
Zero-tolerance (ZT) issues represent the most critical risk category in our supplier due diligence framework. Our definition aligns with ILO standards and Fair Wear Foundation risk assessment guidelines. Zero-tolerance issues include severe human rights violations, particularly within the areas of: Employment is Freely Chosen, Child Labor, Reasonable Working Hours, and Safe & Healthy Working Conditions. They also include situations posing an imminent threat to workers.
 The examples below are not exhaustive but will trigger immediate remediation requirements:
Child Labor
▪ Juvenile work is not compliant with local law and/or international standards. ▪ The factory employs workers below the minimum legal working age.
Living Wage
▪ Workers are not paid at least the applicable legal minimum wage.
Reasonable Hours of Work
▪ Total working time exceeds 72 hours per week.
Safe & Healthy Working Conditions
▪ Evidence of workplace violence, abuse, or harassment exists. ▪ Working conditions pose an immediate threat to worker health or safety (e.g. unsafe handling of chemicals, machinery, or electrical systems). ▪ Buildings, machinery, or operating permits do not comply with applicable legal requirements.

WE CARE >
Who we are > Performance
benchmarking: Cascalé



WE CARE > Reduced impact >
Environmental Management System:
Pollutant emissions

Mammút is not legally required to report pollutant emissions to air, water, or soil under an Environmental Management System. While this report includes disclosures related to environmental impacts, pollutant emissions are not considered material and are therefore not reported separately.

WE CARE > Reduced impact >
EU Paris-aligned benchmark exclusion

Mammút is not excluded from EU Paris-aligned benchmarks under the exclusion criteria defined in Article 12.1 and 12.2 of Commission Delegated Regulation (EU) 2020/1818. Mammút does not derive revenues from the exploration, mining, extraction, distribution, or refining of hard coal, lignite, oil fuels, or gaseous fuels, nor from electricity generation above the specified greenhouse gas intensity threshold.

WE CARE > Reduced impact >
Energy consumption

Energy consumption 2025	Renewable MWh	Non-renewable MWh	Total MWh
Electricity	2'689.47	0	2'689.47
Fuels	0	2'458.20	2'458.20
Total energy consumption	2'689.47	2'458.20	5'147.67

Electricity consumption reflects renewable electricity sourced or covered by renewable electricity certificates. Fuels are reported as non-renewable.

WE CARE > Reduced impact >
Carbon footprint

Category / Subcategory	Updated 2025	Updated 2024	2024	Updated 2018	2018
A - Direct emissions (Scope 1)	548	569	563	874	874
B - Indirect emissions (Scope 2), market-based	-	400	422	1,569	1,569
Indirect emissions (Scope 2), location-based	733	455	537	1,569	1,569
Scope 3.1 - Purchased goods and services	59,218	54,389	34,362	56,737	41,392
Scope 3.3 Fuel and energy related activities	221	265	227	741	741
Scope 3.4 - Upstream transport	6,992	4,896	2,182	9,662	6,464
Scope 3.5 - Waste generated in operations	251	248	22	152	5
Scope 3.6 - Business travel	1,235	1,511	1,511	1,407	1,407
Scope 3.7 - Employee commuting	931	1,185	1,185	1,088	1,088
Scope 3.9 - Downstream transport	1,732	1,245	897	874	514
Scope 3.11 - Use of sold products	4,343	2,738	3,695	1,661	2,540
Scope 3.12 - End-of-life treatment of sold products	1,241	873	2,041	750	1,169
C - Indirect emissions (Scope 3)	76,164	67,349	46,123	73,070	55,332
Total carbon footprint (A+B+C)	76,712	68,318	47,108	75,514	57,775

WE CARE > Reduced impact >
Carbon footprint restatement

Emission Category	Old Methodology	New Methodology
Purchased goods and services	Activity data from bill of materials, but low quality and gaps filled with own assumptions. Applied cut-off threshold for ignoring missing low-relevance components. Emission factors: custom MSI emission factors.	Improved bill of materials quality. PEF-compliant, product-specific PFCR methodology and standardized assumptions. No threshold for exclusion, high granularity. Emission factors: EF 3.1 (PEF compliant).
Upstream transport	Considered the transport leg between T1 and our warehouses.	All the other upstream transport legs are considered (PEF compliant).
Waste generated in operations	Waste streams from our own direct operations are considered. Activity data from waste bills.	Emissions from unsold products are considered as well.
Downstream transport	Own assumptions developed with external consultant in 2018.	PEF- compliant assumptions.
Use of sold products	Own assumptions developed with external consultant in 2018.	PEF- compliant assumptions.
End-of-life treatment of sold products	Own assumptions developed with external consultant in 2018.	PEF- compliant assumptions.

The 2018 baseline was restated with Carbon Trail using PEF reference products, based on the product-specific material compositions from the original 2018 baseline calculation and the best available purchasing data at the time of publication.

WE CARE > Ethical production >
Fair Wear Foundation

Fair Wear Foundation Brand Performance Check 2025 (covering year 2024)	
Benchmarking score	61
Performance Benchmarking Category	GOOD

WE CARE > Ethical production >
Due diligence approach

Disclosure in accordance with articles 964j–964l Swiss Code of Obligations
Mammut Sports Group AG is exempt from the due diligence and reporting obligations pursuant to Article 9 of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).

This exemption is based on our adherence to internationally recognized standards, with the help of Fair Wear Foundation, including ILO Convention No. 138 (Minimum Age) and the ILO Convention No. 182 (Worst Forms of Child Labour). We align our practices with the UN Guiding Principles on Business and Human Rights, the ILO–IOE Child Labour Guidance Tool for Business, and the OECD Due Diligence Guidance for Responsible Business Conduct. Implementation includes internal processes, supplier engagement, and participation in external assessment frameworks. While these measures support risk identification and mitigation, full control over all value chain activities cannot be ensured.

Selected disclosures in this report are aligned with the *Voluntary Sustainability Reporting Standard for Small and Medium-Sized Enterprises (VSME)*, developed by the *European Financial Reporting Advisory Group (EFRAG)*. For this reporting period, we report with reference to the VSME Basic Module.

While we strive to report on all disclosures under the Basic Module, our reporting is not yet fully compliant with all VSME Basic Module requirements. We aim to further expand our VSME alignment in future reporting periods.

VSME Code	Disclosure	VSME Sub-code	Requirements	Page in Mammut's Report	Reason for omission
Basic module disclosures					
B1	Basis for Preparation	24(a)I, ii	Selected OPTION A or B (Basic Module only or Basic + Comprehensive Module)	121	
		24(b)	Disclosure omitted due to classification/sensitivity	121, 129-133	
		24(c)	Individual or consolidated report	121	
		24(d)	List of subsidiaries and registered addresses (if consolidated)	122	
		24(e)i	Legal form of the undertaking	121	
		24(e)ii	NACE sector classification code(s)	121	
		24(e)iii	Size of balance sheet (in Euro)	-	Due to classification/sensitivity
		24(e)iv	Turnover (in Euro)	-	Due to classification/sensitivity

VSME Code	Disclosure	VSME Sub-code	Requirements	Page in Mammut's Report	Reason for omission
Basic module disclosures					
B1	Basis for Preparation	24(e)v	Number of employees (headcount or FTE)	11, 123	
		24(e)vi	Country of primary operations and location of significant assets	11, 122	
		24(e)vii	Geolocation of sites owned, leased, or managed	122	
		25	Sustainability-related certifications or labels	36, 53–55, 57, 74, 89, 99, 128	
B2	Practices, policies, and future initiatives for transitioning towards a more sustainable economy	26(a)	Efforts to reduce the water and electricity consumption, reduce GHG emissions, prevent pollution, and initiatives to improve product safety as well as to improve working conditions and equal treatment in the workplace; sustainability training for workforce and partnerships related to sustainability projects	14–15, 17, 19, 28–34, 36–41, 44–69, 73–107	
		26(b)	Policies on sustainability issues, public availability, or any separate ESG policies	19, 99–103	
		26(c)	Future initiatives or forward-looking plans on sustainability issues	25–26, 43–44, 52, 56–59, 66, 73–74, 78, 83–87, 89, 96–107	
		26(d)	Targets to monitor implementation of policies and progress	22–23, 54–55, 57–59, 62–64, 74–80, 83–89	
		27	Practices, policies, and initiatives to reduce negative and enhance positive impacts	14–21, 25–34, 36–41, 44–69, 73–107	

VSME Code	Disclosure	VSME Sub-code	Requirements	Page in Mammut's Report	Reason for omission
Basic module disclosures					
B3	Energy & GHG Emissions	29	Total energy consumption in MWh, with a breakdown: - Renewable/non-renewable/total electricity (as reflected in utility billings) - Renewable/non-renewable/total fuels	126	
		30(a)	Estimated gross GHG emissions in tCO ₂ eq considering the content of the GHG Protocol Corporate Standard (version 2004), including: (a) the Scope 1 GHG emissions in tCO ₂ eq (from owned or controlled sources);	59–65, 127	
		30(b)	(b) the location-based Scope 2 emissions in tCO ₂ eq (i.e. emissions from the generation of purchased energy, such as electricity, heat, steam, or cooling)	59–63, 127	
		31	GHG intensity calculated by dividing '(GHG) emissions' disclosed under paragraph 30 by 'turnover (in Euro)' disclosed under paragraph 24(e)(iv)	-	Due to classification/sensitivity
B4	Pollution of air, water, and soil	32	If a company is legally required or voluntarily reports pollutant emissions (air, water, soil) under an Environmental Management System, it must disclose the pollutants and their amounts. If this data is already publicly available, the undertaking can reference the source by providing a URL or hyperlink instead of duplicating the information.	126	
B5	Biodiversity	33	The number and area (in hectares) of sites that it owns, has leased, or manages in or near a biodiversity sensitive area	-	Not material impact
		34(a)	Metrics related to land-use: (a) total use of land (in hectares);	-	Not material impact
		34(b)	(b) total sealed area; A 'sealed area' is to be understood as an area where the original soil has been covered (e.g. roads, buildings, parking lots), making it impermeable and resulting in an impact on the environment	–	Not material impact
		34(c)	(c) total nature-oriented area on-site	–	Not material impact
		34(d)	(d) total nature-oriented area off-site	–	Not material impact

VSME Code	Disclosure	VSME Sub-code	Requirements	Page in Mammut's Report	Reason for omission
Basic module disclosures					
B6	Water	35	Total water withdrawal, i.e. the amount of water drawn into the boundaries of the organization (or facility); in addition, the company shall separately present the amount of water withdrawn at sites located in areas of high water-stress	-	Due to classification/sensitivity
		36	If the company has production processes in place which significantly consume water (e.g. thermal energy processes like drying or power production, production of goods, agricultural irrigation, etc.), it shall disclose its water consumption calculated as the difference between its water withdrawal and water discharge from its production processes	-	Due to classification/sensitivity
B7	Resource use, circular economy, and waste management	37	Disclose whether circular economy principles are applied and how	44–52	
		38(a)	Total annual generation of waste broken down by type (non-hazardous and hazardous)	-	Not material impact
		38(b)	Total annual waste diverted to recycling or reuse	-	Not material impact
		38(c)	Annual mass-flow of relevant materials used (if operating in a sector with significant material flows)	-	Due to classification/sensitivity
B8	Workforce: General characteristics	39(a)	Disclose number of employees by type of employment contract (temporary/permanent)	123	
		39(b)	Disclose number of employees by gender	29, 123	
		39(c)	Disclose number of employees by country of employment (if multiple countries)	123	
		40	If ≥50 employees, disclose employee turnover rate	-	Due to classification/sensitivity

VSME Code	Disclosure	VSME Sub-code	Requirements	Page in Mammut's Report	Reason for omission
Basic module disclosures					
B9	Workforce: Health and safety	41 (a)	Disclose number and rate of recordable work-related accidents	123	
		41 (b)	Disclose number of fatalities from work-related injuries and ill health	123	
B10	Workforce: Remuneration, collective bargaining, and training	42(a)	Whether employees receive pay $\geq$ applicable minimum wage or via collective bargaining	-	Due to classification/sensitivity
		42(b)	Percentage gap in pay between female and male employees	-	Due to classification/sensitivity
		42(c)	Percentage of employees covered by collective bargaining agreements	-	Due to classification/sensitivity
		42(d)	Average annual training hours per employee, broken down by gender	-	Due to classification/sensitivity
B11	Governance: Convictions and fines for corruption and bribery	43	Number of convictions and total fines for anti-corruption and anti-bribery violations	124	

amfori BSCI	amfori Business Social Compliance Initiative
BRM	Higg Brand and Retail Module
BSSL	bluesign® SYSTEM SUBSTANCES LIST
BSBL	bluesign® SYSTEM BLACK LIMITS
CAP	Corrective Action Plan
CDP	Carbon Disclosure Program
CDR	Carbon dioxide removal
CEO	Chief executive officer
CoLP	Code of Labour Practices by Fair Wear Foundation
CO ₂ -eq	CO ₂ equivalent is a unit based on the global warming potential of different greenhouse gases
CPO	Chief product officer
CRP	Carbon Reduction Project
CSCO	Chief supply chain officer
CSSP	Country-Specific Safety Program
CSRD	Corporate Sustainability Reporting Directive
DAC	Direct air capture
DMA	Double Materiality Assessment

DWR	Durable water repellent
EFRAG	European Financial Reporting Advisory Group
EIS Pilot	Employment Injury Scheme Pilot
EOCA	European Outdoor Conservation Association
EOG	European Outdoor Group
EOG AAHG	European Outdoor Group Audit Alliance for Hard Goods
FEM	Higg Facility Environmental Module
FSLM	Higg Facility Social and Labour Module
GHG Protocol	Greenhouse Gas Protocol
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GLWC	Global Living Wage Coalition
GWP	Global warming potential
HRDD	Human Rights Due Diligence
ILO	International Labour Organisation
IPCC	Intergovernmental Panel on Climate Change
JBP	Joint business plan
LWG	Leather Working Group

Metric tons of CO₂-eq	CO ₂ equivalent is a unit based on the global warming potential (GWP) of different greenhouse gases.
MRSL	Manufacturing Restricted Substance List
MSI	Higg Materials Sustainability Index
OECD	Organisation for Economic Co-operation and Development
NACE	Nomenclature statistique des activités économiques dans la Communauté européenne
OHS	Occupational health and safety
PEF	Product Environmental Footprint
PEFCR	Product Environmental Footprint Category Rules
PET	Polyethylene terephthalate
PFC	Perfluorinated compounds
PFC-free	Items made without perfluorinated compounds
PM	Higg Product Module
POW	Protect Our Winters
PPE	Personal protective equipment
RDS	Responsible Down Standard
rPET	Recycled polyester
RSC	Ready-Made Garment Sustainability Council

RSL	Restricted Substances List
RWS	Responsible Wool Standard
SAI SA8000	Social Accountability International SA8000 Standard
SBTi	Science Based Target initiative
SECO	State Secretariat for Economic Affairs
SLCP	Social & Labor Convergence Program
SMEs	Small and Medium Sized Enterprises
SMETA	Sedex Members Ethical Trade Audit
STS	Sustainable Textiles Switzerland
tkm	Ton-kilometer is a unit of measurement that represents the transport of one metric ton of goods over the distance of one kilometer
TMC	The Microfibre Consortium
UNFCCC	The United Nations Framework Convention on Climate Change
VSME	Voluntary Sustainability Reporting Standard for SMEs
ZT	Zero-tolerance

Behind this report

Project management: Sara Liz Marty
Project assistance: Hsien-ju Wang
Copywriting: Alex L. Phillips
Layout and graphics: Denise Drews

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Inquiries about this report: responsibility@mammut.com

Mammut Sports Group AG
Birren 5
5703 Seon
Switzerland

mammut.com