



2024 RESPONSIBILITY REPORT 🌲





ABOUT THIS REPORT

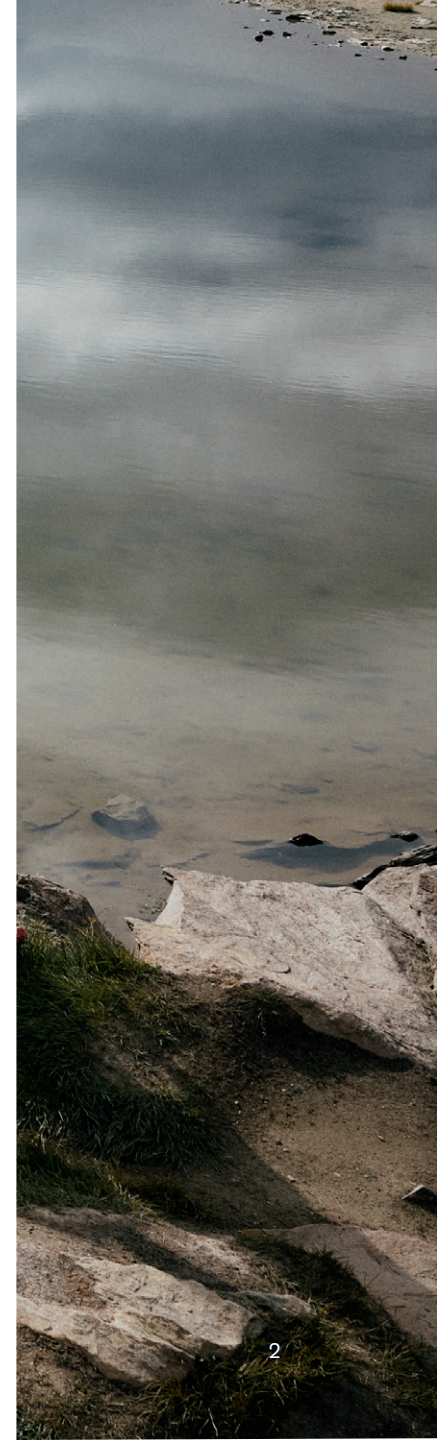
We are proud to present our **2024 Responsibility Report**, covering our environmental and social efforts.

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, 2024.

In the following pages, you will get to know our history, team, and WE CARE responsibility strategy. We are publishing comparable year-on-year data from 2022, 2023, and 2024 when available. In demonstration of 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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LETTER FROM OUR CEO

As we present our *2024 Responsibility Report*, I am filled with a sense of accomplishment and careful optimism for the future. Since our founding in 1862, Mammut has been dedicated to creating high-quality, durable products and in 2024, we made significant advancements across various domains.

A notable innovation this year was the introduction of Mammut LOOPSINSULATION, an insulation technology utilizing scraps from industrial rope production. We received positive feedback from both B2B partners and consumers, marking an important next step towards circularity.

Our carbon intensity is almost identical to last year with a minimal 0.3% decrease. Despite our efforts, our 2024 carbon footprint is 6.5% higher than 2023. Decoupling growth from CO₂ emissions remains a major challenge. We remain continuously dedicated to addressing this challenge and will not relent in our efforts.

The Swiss corporate responsibility team hosted a US employee through the Global Exchange Program to address Scope 2 emissions and map electricity sources in our US subsidiary. The team researched renewable energy certificates and defined steps to transition to renewable electricity. Additionally, we pledged to decarbonize 90 tons of CO₂ by 2025 through our CopenHill initiative, championed by none other than climbing legend Adam Ondra.

In our efforts to improve our responsibility governance, we introduced performance incentives for all qualifying employees and general management members linked to our carbon intensity performance, incentivizing long-term responsible decision making.

Our efforts were acknowledged publicly. We were awarded the 2024 German Sustainability Award, recognizing our leadership in sustainable practices. Additionally, our sustainability rating by Good on You increased to 'Good',

reflecting our continuous enhancement in ethical and sustainable practices.

These achievements are a testament to the collective efforts and contributions of our colleagues, partners, and the broader Mammut community. They reflect our journey and the strides we have made towards becoming a more responsible actor in the outdoor industry. We have come far, but there is still much to do.

Rise with the mountain,



Heiko Schäfer
Chief Executive Officer
Mammut Sports Group AG

“ We have come far, but there is still much to do. ”



A full-page background image showing two hikers on a mountain trail. The hiker on the left is wearing a grey jacket, a black cap, and a red backpack, looking towards the right. The hiker on the right is wearing a red jacket, glasses, and a red backpack, looking towards the left. They are walking through tall, golden-brown grass. In the background, there are steep, rocky mountain peaks with patches of green vegetation under a clear blue sky.

01

ABOUT 
MAMMUT



THE LEADING SWISS MOUNTAIN BRAND SINCE 1862

We create the highest performing mountain apparel and equipment as responsibly as possible.

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.



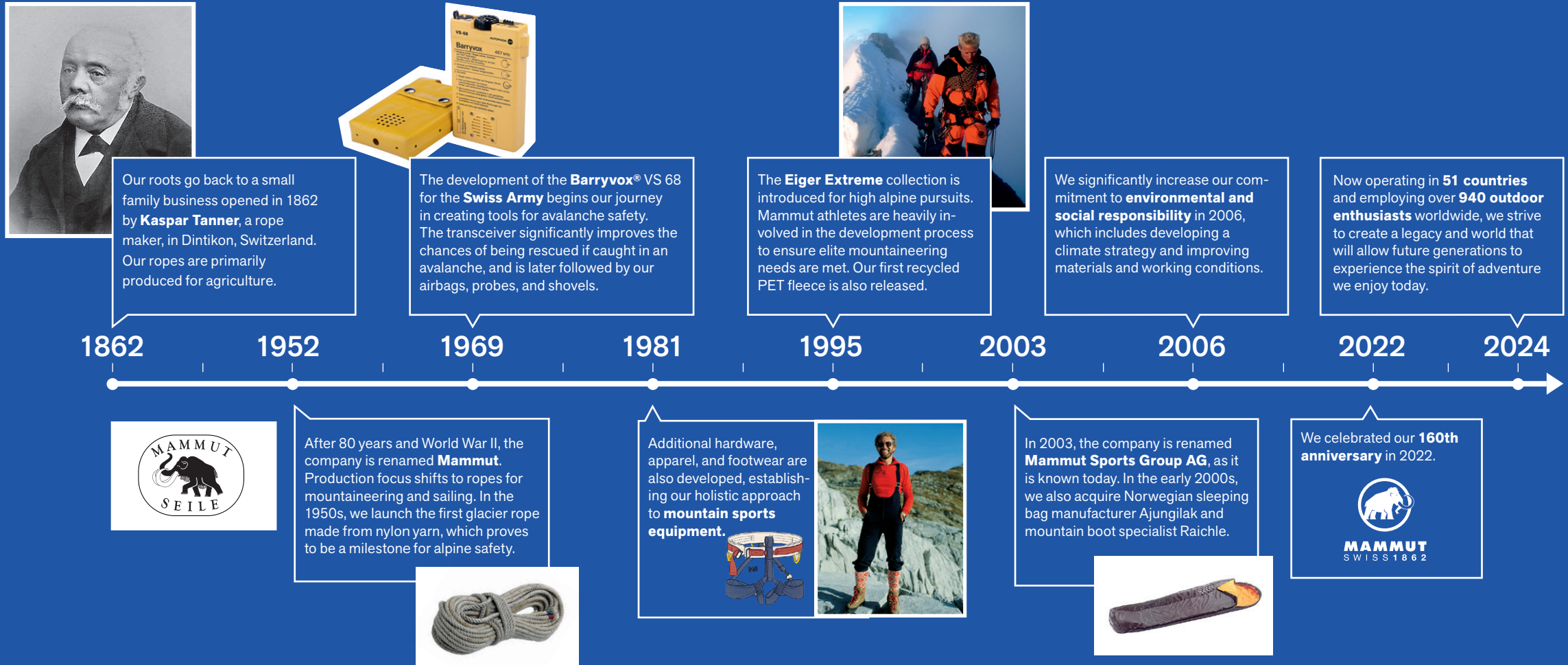
HISTORY

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.



2024 HIGHLIGHTS

+14,900



repairs made by our **in-house product care teams** and third parties


Rating increased to
'Good' by Good On You



Employment Injury Scheme Pilot (EIS Pilot) in Bangladesh joined




90^t of CO₂



committed to be decarbonized by 2025 with **CopenHill initiative**

Performance incentives for all qualifying employees and GM members tied to our carbon intensity performance

Repair & Care Hub launched



Mammut
Loopinsulation


released

100%



PFAS-free
sleeping bags and harnesses

German Sustainability Award won



16^{years}



as a **Fair Wear Foundation Member**

13^{years}



certified as a **bluesign® SYSTEM PARTNER**

Electricity source mapping completed for North American subsidiary in Global Exchange Program

PRESENCE



FACTS & FIGURES	
51 countries of active distribution, offering a full range of outdoor apparel, hardware, and footwear	69 Mammut brand, franchise, and outlet stores across the world
5.27M products produced in 2024	900 employees across 9 countries



WE INSPIRE LOVE FOR MOUNTAINS.

We believe that everyone fortunate enough to experience mountains can see them as more than just natural features but as symbols of strength, beauty, adventure, and challenge. They represent our highest aspirations and are the ultimate test of our abilities. Mountains inspire people to explore and overcome challenges, and through that foster personal growth and self-discovery. They evoke a sense of respectful awe for nature and its 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 related to mountains and how they can contribute to their conservation and protection, we can contribute to enriching people's lives and making a positive impact in the world.



A wide-angle photograph of a mountain peak. Four hikers are positioned on a large, light-colored rock formation. One hiker is standing at the top right, another is climbing the face, and two others are sitting on the lower part of the rock. In the background, a small wooden cross stands on a distant peak, and the surrounding landscape is filled with rugged, forested mountains under a hazy sky.

02

RESPONSIBILITY 🌲

RESPONSIBILITY



We exist to inspire love for mountains, and we are committed to building a global brand that actively works to ensure future prosperity for people and 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 & Sanitation, Decent Work & Economic Growth, Responsible Consumption and Production, Climate Action, and Partnerships for the Goals.

Within our operations, we are actively working to reduce our carbon footprint towards net-zero emissions, build an ethical supply chain, and ensure fair conditions for workers. Our approach to product artisanship ensures we use high-quality materials and responsible production processes 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 fully embedded within our overall brand strategy, informing short and long-term decisions. As part of the effort to build accountability and transparency into our products, we established the WE CARE framework, where best-practice approaches are defined with targets for 2025. We constantly track our progress and assess our processes and actions for opportunities to improve.

Responsibility is a team effort, and as such, we aim to work and learn together with our suppliers, retailers, and wider stakeholders.

[→ Responsibility Reporting](#)





RESPONSIBILITY JOURNEY

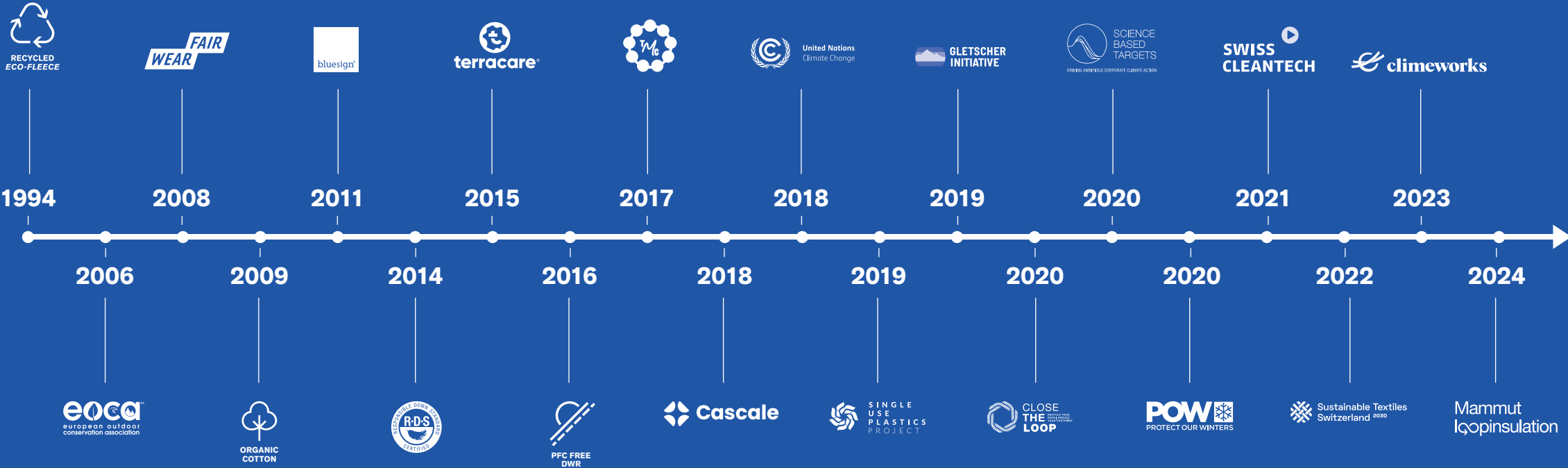
Since our founding in 1862, mountain landscapes have changed dramatically and addressing the climate crisis through responsible business practices is a top priority for us.

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, such as recycled polyester.

In recent years, 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®, and The Higg Index. As a primary signatory of the UN's Fashion Industry Charter for Climate Action in 2018, we have put the climate crisis at the top of our strategic agenda. In addition to our industry collaborations and accreditations, we have also introduced carbon removal, partnering with Climeworks in 2023. In 2024, we launched Mammut LOOPINSULATION, our synthetic insulation made from industrial rope offcuts.



RESPONSIBILITY JOURNEY





RESPONSIBILITY GOVERNANCE

We have a dedicated corporate responsibility team

Consisting of five dedicated employees, the 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.

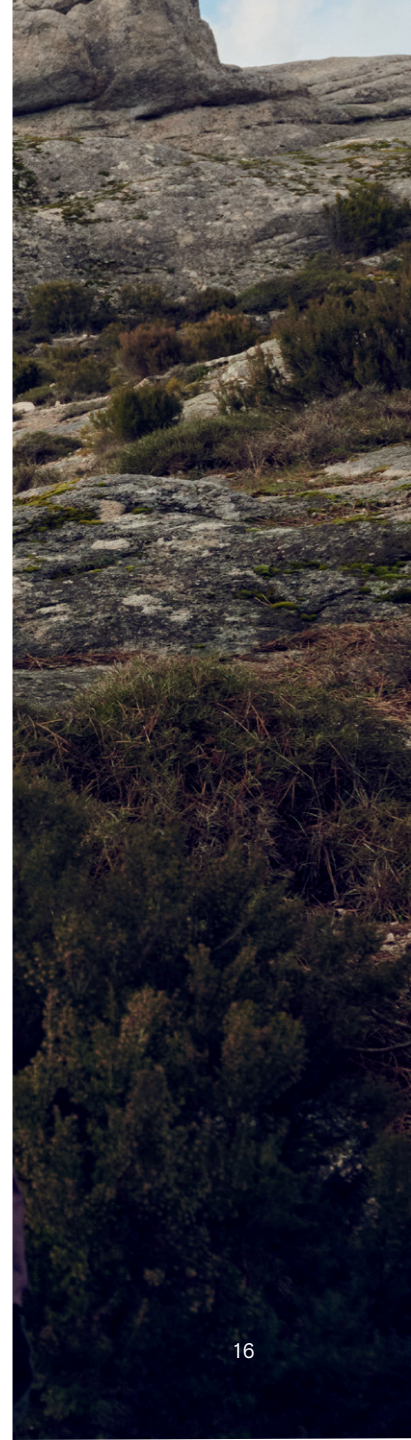
Our corporate responsibility team reports to the CSCO

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 with team members across the organization, ensuring environmental and social issues maintain high visibility within the board, general management, and our product development.

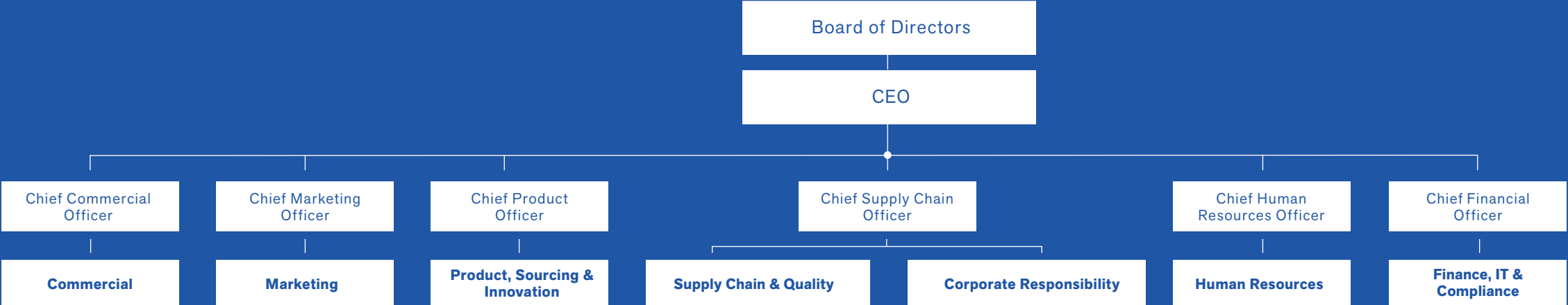
Corporate responsibility is a collaborative commitment

Corporate responsibility requires every employee's commitment to translate our strategy into their daily work. 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 across the organization.

→ [Learn more about the carbon intensity performance incentive](#)



RESPONSIBILITY GOVERNANCE



RESPONSIBLE BUSINESS CONDUCT



In 2023, we defined our Responsible Business Conduct (RBC) in a policy document.

Our 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 Mammut's own operations and the other concerning our suppliers. We outline requirements for our own operations addressing:

- Human rights
- Due diligence
- Anti-corruption
- Whistleblowing
- Trade boycotts
- Animal welfare
- Chemical management
- Environment
- Fair Wear Code of Labour Practices
- Responsible Purchasing Practices

In 2024, we updated our Code of Conduct, building upon the Code of Labour Practices and Restricted Substances List all suppliers are required to sign before working with Mammut. We are currently in the process of integrating the new Code of Conduct into the supplier onboarding process.

→ [Responsible Business Conduct policy](#)

IMPACT & APPROACH

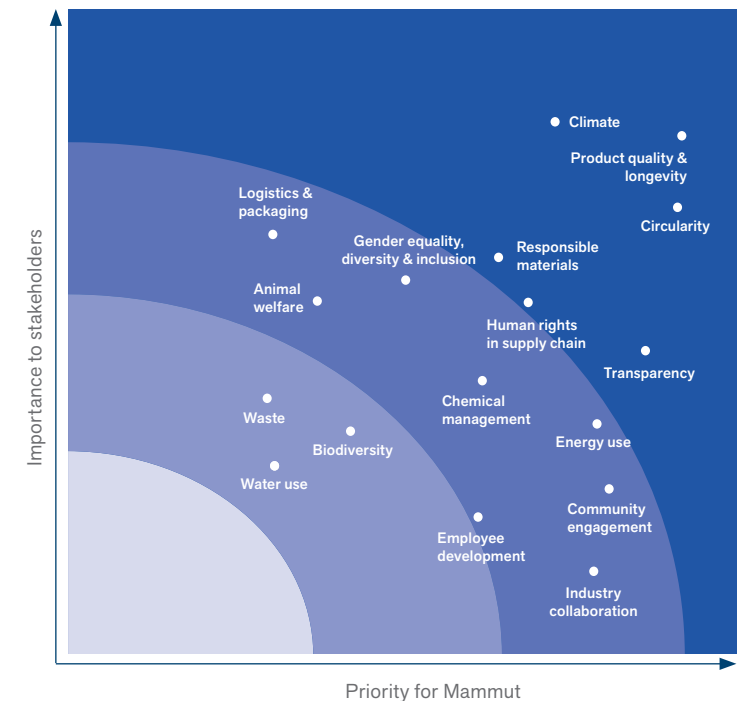


Our business operations come with a social and environmental impact.

The impact of the sporting goods industry's materials, production, and logistics can be overwhelming to assess. As a result, we developed a materiality matrix to help us define our priorities through a multi-stakeholder perspective. In the materiality matrix, topics are rated according to their priority for us as a brand as well as their importance to our stakeholders. We have identified the three primary levers as follows:

- **Decarbonizing our supply chain**, which means moving towards renewable energy in our production;
- **Making more responsible material choices**, which means adopting lower impact materials and more efficient production processes, and;
- **Exploring more circular business models**, which means focusing on extending the quality and longevity of our products as well as expanding repair and exploring circularity projects.

With that said, all items listed are relevant and none shall be disregarded. Sustainability issues are interdependent, and improvements in one area often positively impact others. This approach represents our best judgment and is currently being reevaluated in light of the upcoming Corporate Sustainability Reporting Directive (CSRD) to reflect new insights, upcoming governmental intervention, the latest scientific research, as well as feedback from our customers and suppliers. By the end of 2025, we will have conducted a double materiality assessment, extending our impact materiality with a financial materiality. This will be published in our *2025 Responsibility Report*.



ANNUAL TARGETS AND PROGRESS OVERVIEW

Annual targets until 2030	Metric	2018 Baseline	2030 Target	2023	2024	2024 vs. 2023	2024 vs. Baseline	2024 Performance vs. 2023
Reduce our Scope 1 & 2 emissions by 80% by 2030 compared to 2018, our baseline year	% reduction of CO ₂ -eq	2,443	488	1,025	984	- 41	- 1,459	^
Reduce our Scope 3 emissions by 55% by 2030 compared to 2018, our baseline year	% reduction of CO ₂ -eq	55,331	24,899	42,937	45,828	+ 2,891	- 9,503	v
Achieve Fair Wear Leader status by 2030	Fair Wear status	Good	Leader	Good	Good	No change	n/a	=



Performance improved towards target



Performance declined from target



No changes since last year

SEASONAL APPAREL TARGETS AND PROGRESS OVERVIEW

Seasonal targets until FW 2025 / 2026	Metric	SS 2020 Baseline	2025 Target	SS 2023	SS 2024	SS 2024 vs. SS 2023	SS 2024 vs. baseline	SS 2024 Performance
90% bluesign® PRODUCT	% of bluesign® PRODUCT	39%	90%	62%	69%	+ 7 p.p.	30 p.p.	⬆
100% PFAS-free	% of PFAS-free	58%	100%	85%	94%	9 p.p.	36 p.p.	⬆
95% recycled polyester*	% of recycled polyester*	15%	95%	48%	62%	14 p.p	47 p.p	⬆
30% recycled polyamide**	% of recycled polyamide**	2%	30%	6%	11%	5 p.p	9 p.p.	⬆
100% organic cotton	% of organic cotton	58%	100%	89%	88%	-1 p.p	30 p.p.	⬇
100% RDS for virgin down	% of RDS down	100%	100%	100%	100%	0 p.p	0 p.p.	🎯
100% RWS for virgin wool	% of RWS wool	0%	100%	100%	100%	0 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

03

WE CARE 🌲





WE CARE

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

The WE CARE structure and subsequent communication is continuously updated to better reflect our evolving approach. We have removed the chapter on rental for this year's report, as we have no updates for 2024.

Five-year responsibility targets and key performance indicators were established within WE CARE for the design and development teams regarding products created between 2018 and 2023 and released on the market between summer 2020 and 2025. Targets going beyond 2025 are being developed in our revised WE CARE 2.0 strategy. The 2023 *Responsibility Report* promised the new strategy would be published in the next iteration of the report, however, we have faced delays in updating our WE CARE 2.0 strategy and will include it in our 2025 *Responsibility Report*.





WE

Who WE are

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



C

Circularity & services

- Circularity
- Quality
- Repair
- LOOPINSULATION



A

Animal welfare

- Down
- Wool
- Leather



R

Reduced impact

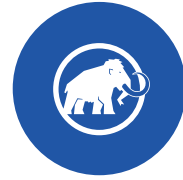
- Climate strategy
- Materials
- Chemical management
- Shipping & freight



E

Ethical production

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



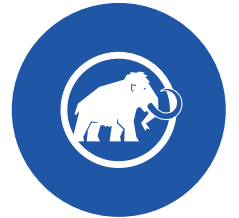
WHO WE ARE

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 Tier 1 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.



TEAM



People are at the heart of Mammut. We do what we can to support our team in executing their best work, driving innovation and resourcefulness to address our environmental and social impact.

Employee engagement

In October 2023, we launched a new global employee engagement survey to understand employees' attitudes and concerns under our new ownership and management. The survey covers job satisfaction, teamwork, leadership, working conditions, and our company culture. All global employees, including store and logistics staff, were invited to participate. In 2024, we ran two iterations of the survey, with a participation rate of 72% in May and 73% in October. This was the same rate as in 2023 but is 7% short of our 2024 target for 80% participation. In last year's report we announced plans to run three to four iterations per annum but came to realize sentiment does not change at a pace which

warrants quarterly surveys. Additionally, we want to avoid survey fatigue and maintain a high participation rate. All team leads can see the results of their team in real-time, including recommendations on how to maintain or improve their work environment. The highest and lowest rated statements remain steady, with only minor changes. The highest rated statements in October 2024 were: "At Mammut, all people are treated equally, regardless of characteristics such as gender, origin, religion" with 79% agreeing, "I am satisfied with the cooperation with my direct supervisor(s)" at 78%, and "I like working together with my colleagues" with 78%. The lowest rated statements were: "We work effectively together across departments and locations" at 59% agreeing, "I am satisfied with my opportunities for advancement within Mammut" at 56%, and "I am satisfied with my training opportunities at Mammut" at 61%. We aim to improve our lowest rated responses through initiatives, including talent programs.

Employee benefits

- Up to 50% flexible remote work
- Up to 3 development training days annually
- Up to 20 days of international remote work from EU/EFTA countries
- Free languages classes
- Free access to an e-learning platform with +100 courses
- Free fitness classes at our HQ and access to partner climbing gyms throughout Switzerland
- Discounts for Mammut & other sport brand products
- 4 additional weeks of parental leave, including adoption, for all parents in Switzerland
- Financial support for German employees when purchasing a bicycle
- Discounts for select ski resort passes for employees in Switzerland and Germany



Employee development

In 2024, we started two new talent programs, the Expert Sponsorship and the Global Exchange Program. The Expert Sponsorship is designed for our subject matter experts to deepen their knowledge, collect broader experience outside of their field, and build their networks within their specialty. The Global Exchange Program allows employees to work on a project from a Mammut office in another country, aiming to foster collaboration between the countries and departments. We also launched our Build Your Own Career Initiative in 2024. The program includes three months of voluntary activities related to skill assessment and development. This included workshops, panel discussions, and networking events.

In addition to these launches, we ran the fourth cohort of the Talent Development program and the second Leadership Development Initiative for new and experienced leaders. All

employees are invited to apply for individual development opportunities. Additionally, language training, online language courses, and unlimited access to a soft skills e-learning provider are available.

Gender equality

We are committed to creating a work environment with equal opportunities. In 2024, 85% of Talent Development Program participants, 75% of Expert Sponsorship participants, and 33% of Global Exchange Program participants identified as female.

On International Women's Day we invited Linda Dauriz, former CEO of Tiger of Sweden, for a panel discussion with our Chief Human Resources Officer, Ursula Ollmaier, and our Head of Strategy and Transformation, Caroline Chavez. The panel was followed by an optional workshop for all female employees.



Future talent

Through apprenticeships and internships, we strive to develop the next generation of innovative employees for the outdoor industry. In 2024, we hosted 7 apprentices and 21 interns worldwide.

Mammut Spirit Day

We held the second iteration of our global Mammut Spirit Day, where employees engage in team-building activities focused on sustainability. Every local team decided on their own activity, ranging from crag cleaning, planting trees and litter picking, to restoring ancient ruins.

Culture of Action

In 2023, we defined a company guideline called Culture of Action for all our daily interactions, projects, and strategic decisions. In 2024, we organized a Culture of Action Week for teams to review, assess, and refresh the items outlined the previous year.

Internal whistleblowing

To ensure our employees and all external partners feel their concerns and grievances can be communicated effectively, legally, and without fear of retaliation, we have multiple pipelines in place for employees and all external partners to report issues both internally and externally. The system allows the individual making the claim to remain anonymous should they so desire. Reports may be sent directly to Mammut legal counsel or submitted anonymously via the Mammut whistleblowing Integrityline system. All additional claims can be filed with the legal firm Blesi & Papa.

Mammut legal counsel

→ legal@mammut.com

Phone: +41 (0)62 769 83 50

Anonymous submission

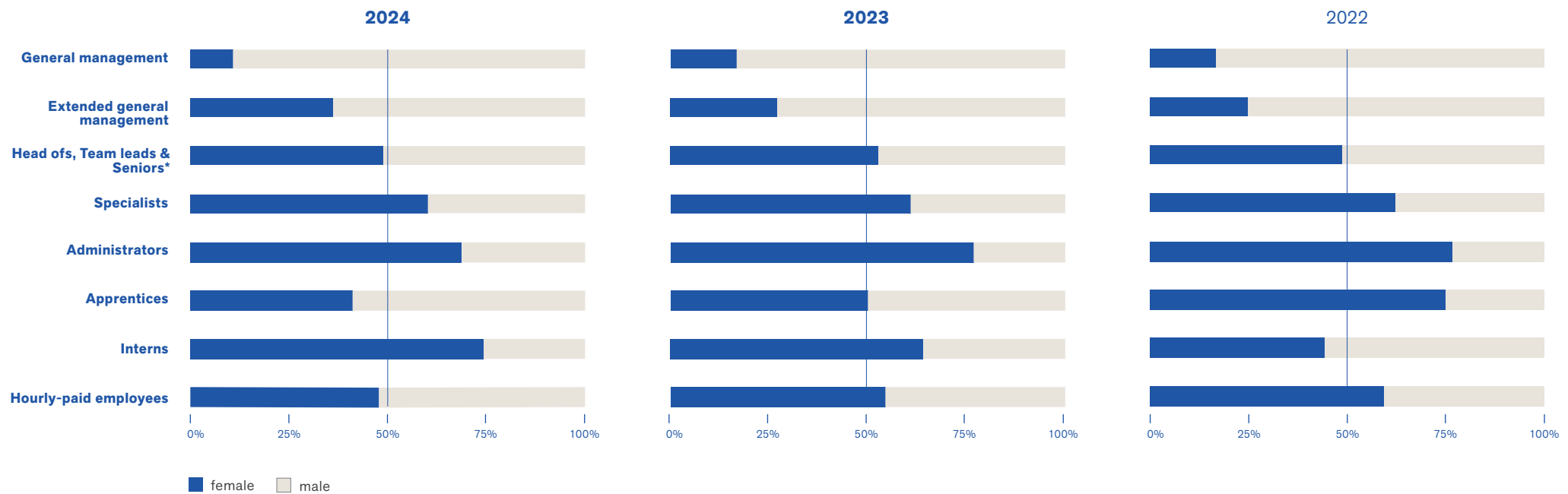
→ [Integrityline](#)

Additional claims

→ whistleblowing@blesi-papa.ch



GENDER DISTRIBUTION IN SWITZERLAND



*Note: Previous iterations of this report did not include "Seniors" in this category, however the number printed always included senior level employees.

“Mountains inspire people to explore, overcome, and grow. They evoke a sense of respectful awe for nature and its power.”



COMMUNITY ENGAGEMENT



We strongly believe mountains have the power to transform lives, connect people, and inspire greater responsibility in our personal lives and businesses. Our dedicated nonprofit partners make the joy of mountain sports more accessible to marginalized and historically excluded populations, contribute to conservation efforts, and promote political engagement for effective climate policy.

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

ClimbAID

ClimbAID brings the pleasure and benefits of climbing to communities affected by war and poverty. The nonprofit organization has projects in Lebanon, Greece, and Switzerland, where they use climbing to support refugees and asylum seekers. They focus their resources on helping children and adolescents manage mental health issues, social integration, and personal development. As their primary partner since 2020, we provide equipment and

financial support. In addition to our annual contribution, we supplied safety equipment for their annual bouldering weekend for refugees in Switzerland in 2024.

Protect Our Winters

Founded by professional snowboarder Jeremy Jones in 2007, Protect Our Winters (POW) is an international nonprofit that advocates for stricter climate legislation, advancing policies that protect our world today and for future generations. In 2024, in addition to our annual contribution, all profits from the 2023 limited edition Mammut X UNLESS collab were donated to Protect Our Winters Switzerland.

American Mountain Guides Association

The American Mountain Guides Association (AMGA) is a leader in education, setting standards, and advocating for professional guides and climbing instructors. Mammut has been an AMGA partner since 1998. Together with the AMGA, we introduced a women's specific



scholarship in 2021. With only 16 fully certified American Mountain Guides and International Federation of Mountain Guides Associations (IFMGA) guides who identify as women in the United States, we aim to break down barriers in what has traditionally been a male-dominated space. This scholarship was open to anyone who identifies as a woman, as well as gender-expansive individuals who resonate with this opportunity. We were proud to award a full tuition AMGA scholarship to deserving individuals pursuing mountain guide courses or exams. Additionally, recipients received a comprehensive Mammut kit, complete with safety gear.

In 2024, we discontinued our Giving Tuesday initiative, where 5% of North American e-commerce revenue was donated to BIPOC scholarships. As a result, our support for the AMGA BIPOC Scholarship Fund ended.

American Institute of Avalanche Research and Education

In 2024, we supported the Professional Growth Network at the American Institute of Avalanche Research and Education

(AIARE). The Professional Growth Network, formerly known as the Women's Mentorship Program, has gone through a name change to reflect the expansion of their target audience. The program addresses the underrepresentation of women and people with intersecting identities including racialized, LGBTQIA2S+, adaptive, and caregivers in the American avalanche education and snow industry. It aims to overcome barriers faced by marginalized groups, including financial, sociological, and other challenges.

Paradox Sports

Paradox Sports offers accessible climbing opportunities, defying the perception that people with a disability cannot lead a life of adventure. They provide outdoor rock and ice climbing trips, training, and local programs. To raise money and awareness, Paradox Sports hosts the Paradox Mile, a 5,280 vertical foot climbing challenge. In 2024, Mammut supported the event with in-kind equipment donations and contributed towards one of their scholarship programs.



SheJumps

SheJumps aims to increase the participation of women and girls in outdoor activities through educational experiences that nurture growth and transformation. The SheJumps Snowpack Scholarship is designed to provide affordable opportunities for adult women who seek to acquire experience and education in outdoor activities and avalanche safety. In 2024, Mammut supported the scholarship with in-kind donations.

Inclusive Outdoors

Inclusive Outdoors creates mountain spaces with adaptive, LGBTQIA2S+, and BIPOC communities in mind. In 2024, the world's first adaptive avalanche education course took place in the Beartooth mountains in Montana. Over three days, ten adaptive athletes received training. Mammut provided a financial contribution and avalanche safety kits.

Adaptive Climbers Fest

Adaptive Climbers Fest is a festival committed to removing and addressing physical and societal barriers so people with disabilities can experience rock climbing in a way that is adapted to their needs. In 2024, Mammut supported with a financial contribution, which was applied to participation scholarships, and donated a fleet of ropes to be used during the festival.

Swiss Red Cross

The Swiss Red Cross is the largest humanitarian organization in Switzerland. As part of their work to improve the lives of disadvantaged and vulnerable people throughout Switzerland, we donated winter clothes that were distributed to people affected by poverty.

European Outdoor Conservation Association

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

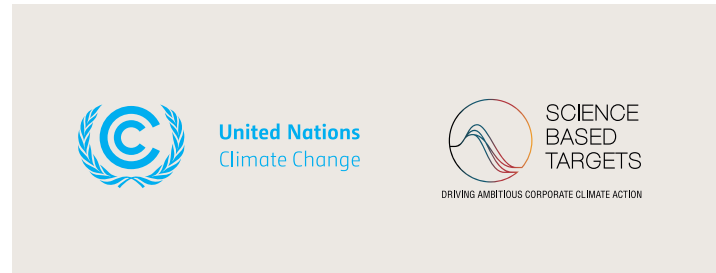
→ [Learn more about their work in Biodiversity](#)

MEMBERSHIP ASSOCIATIONS & PARTNERS



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 international working groups for specific corporate responsibility topics:

- The Carbon Reduction Project (EOG)
- Sustainability Data Exchange (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.



“The mountain environments we love are changing. As an organization, we have a responsibility to respond.”

KEY PARTNERS



Working with external tools and organizations builds transparency and accountability in our responsibility journey. In addition to our industry memberships and partnerships, we have three primary partners to manage external audits 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. As an independent verification body, Fair Wear audits member companies' production practices and their tier 1 sewing suppliers and encourages exchange between brands, factories, and workers. Fair Wear also offers training for factory workers and management, shifting the power imbalances that have been intrinsic to the industry for decades. We have been a Foundation Member since 2008, and we 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
- Learn more about our FEM results
- Learn more about our FSLM results



bluesign® is an independent global authority that provides a system for developing more sustainable and responsible textile manufacturing practices. Under their guidance, we introduced a risk-based chemical management system to ensure the chemical safety of the materials in our products. We also enforce a Restricted Substances List based on the bluesign® SYSTEM SUBSTANCES LIST, 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® certification
- Learn more about our chemical management

PURCHASING PRACTICES



Traceability and transparency are key in every part of the supply chain. In 2024, we had 56 finished-product suppliers, which are labelled 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, and prior to entering a new business relationship, we visit potential suppliers to assess their production policies and factories to ensure they meet 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. Most commonly, we seek out new suppliers for commercial reasons, such as wanting to introduce a new production technique for product development. We introduce an average of four suppliers a year and shifts occur when an existing supplier operates out of more than one location. In 2024, we onboarded ten new suppliers, primarily due to brand collabs. 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 each country's working conditions and risk for violating human rights.

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

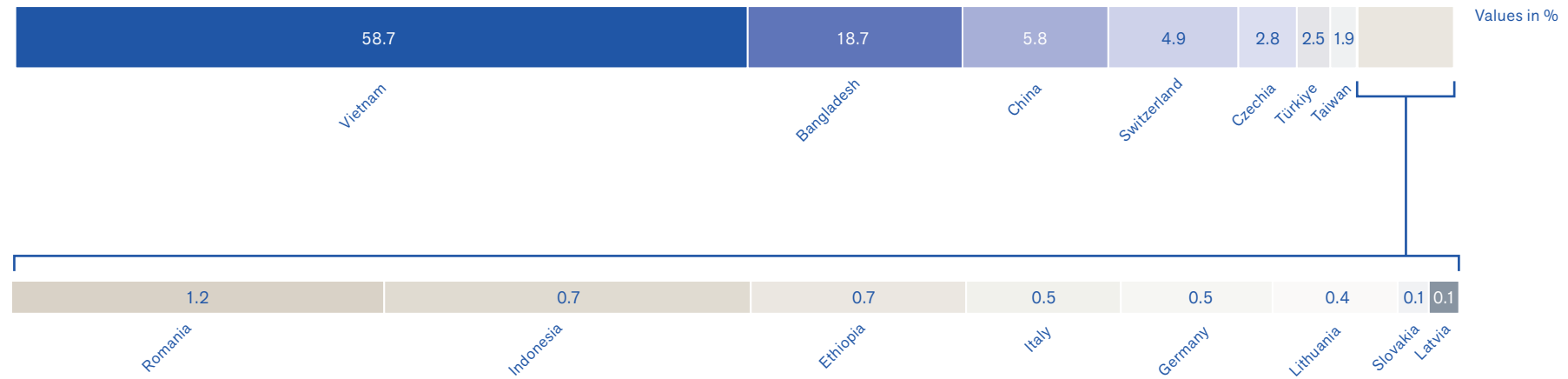
At the end of a business relationship, we strive to uphold a responsible and ethical exit, whereby decisions are communicated months in advance to ensure that workers can be re-assigned to other partners and unused materials are minimized.

In 2024, Mammut ceased apparel production in China and Latvia and production expanded in Vietnam and Bangladesh. We onboarded new suppliers in Indonesia and Ethiopia and we extended our business with a licensee in South Korea.

→ [Learn more in Country-by-country reporting](#)

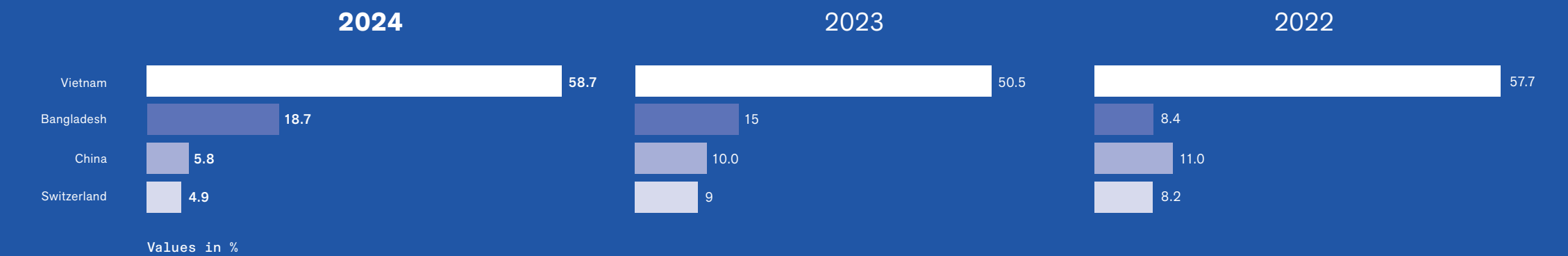


PURCHASING SPLIT BY VALUE IN 2024





COMPARABLE PURCHASING SPLIT BY VALUE



SUPPLIER STRATEGY



In 2023, we began to refine our supplier strategy. Unlike the previous Trusted Partner Program, our new approach is applied to all suppliers regardless of their purchasing value. We began with the finished goods Tier 1 Supplier Strategy in 2023 and started working on our fabric Tier 2 Supplier Strategy in 2024.

The revised Supplier Strategy covering both tier 1 and tier 2 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 fulfil.

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 near-shore collaboration and the appropriate mix of partners, we will deliver on capacity and growth.

5. Contractual setup

We are updating our purchase agreements and implementing a new payment schedule.

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

SUPPLIER ENGAGEMENT



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

2024 Supplier Summit in Vietnam

In October 2024, 103 representatives from 49 tier 1 and tier 2 suppliers visited us in at our new sourcing office in Ho Chi Minh City, Vietnam for our third annual summit. It was purposely timed with the opening celebrations for the Vietnamese office, a milestone in our company history, bringing us closer to our supply chain partners.

The 2024 Supplier Summit was focused on developing relationships within the supply chain, with the aim of updating our goals and strategy and defining how we can grow together. Included were twelve presentations on topics such as our sourcing strategy, quality updates, and responsibility requirements, as well as introducing the Mammut **Culture of Action**.

The highlight of the summit was three different suppliers sharing their best-case practices for other suppliers to learn and get inspired. The summit received positive feedback from the suppliers, with many sharing how they appreciated the opportunity to meet together on-site, a practice that is not yet an industry standard in brand and supplier relations.

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

With the publication of the case study, the initial CRP Pilot was declared complete in 2023. In 2024, the original CRP cohort financed follow-up audits for the accuracy of energy data provided and potential measures taken by suppliers. Additional projects are evolving, including an analysis of renewable energy options in Taiwan and follow-up programs for suppliers. The initial CRP framework is open for new suppliers and brands to participate in and will start in the second quarter of 2025 with the third cohort. Setting up a joint funding structure has proven to be challenging. There are ongoing discussions on a collaborative industry fund initiated by the EOG, called the Impact Accelerator Fund for Climate. The fund is dedicated to decarbonization projects and climate mitigation actions within the outdoor industry's supply chains.

PERFORMANCE BENCHMARKING



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 in terms of carbon emissions and climate crisis strategies. The benchmarking nonprofit reviewed and scored 23,000 companies in 2023, and the 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, we scored a B in 2024. In 2022 and 2023, we scored C and B, respectively.

The **Stand.Earth Fossil-Free Fashion Scorecard** benchmarks our efforts biennially to reduce reliance on fossil fuels and transition to renewable energy sources. For 2023, we scored an overall C, putting us in ninth place out of 43 global apparel and footwear companies. As of the publication of this report, results for the 2025 rating have not yet been released.

The **Higg Brand and Retail Module (BRM)** is an extensive self-assessment that analyzes environmental, social, and life-cycle stages. Our last verified assessment was in 2020, where we scored above average in all evaluated sections. While we continue to use the BRM for benchmarking purposes, we discontinued the verification, a process 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 the **What Fuels Fashion?** report for 2024 by **Fashion Revolution**, Mammut scored 19%, with the average score

across all brands being 18%. Due to our company's size and Fashion Revolution's adjustment in research scope, we will not be considered for their future assessments.

In an updated ranking by the online platform **Good On You**, we improved our ranking from 'It's a Start' to 'Good' in December 2024.

In 2024, we were awarded the **German Sustainability Award** in the category sporting goods retail trade.

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 and the creation of closed loop initiatives, we are reducing 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 extending the lifecycle and development approach of products also remain major focus points in our overall responsibility strategy.


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. To extend our products' lifespans even further, we focused on improving and expanding our repair service offer in the EU and the UK in 2024.


We have nothing to report on rental services for 2024 but continue to be in conversation with our rental partner Cirkel Supply.


CIRCULARITY

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 | Leather | Wool
- 

Reduced impact
Climate | Safe inputs
- 

Ethical production
Fair working conditions

QUALITY & LONGEVITY



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.

In 2024, we conducted approximately 4,000 quality inspections, which resulted in design alterations, production process improvements, and even the end of production for some items. The number of quality inspections remained stable compared to 2023.

Our suppliers are increasingly involved in pre-production and inline inspections, deescalating potential issues early in the production process and minimizing the chances for hard-to-solve quality issues. In 2024, we introduced the Certified Factory Auditor program, a trainee program conducted by our internal quality team members, which equips suppliers to conduct self-inspections, detect errors early, and expedite the shipment process. Additionally, we streamlined

our processes and reorganized our quality assurance team. Worldwide, we have eight quality management employees who work to optimize our apparel, footwear, and hardware, striving to guarantee the highest quality possible.

In 2024, we had a total of 24 quality issues, a 54% decrease compared to the previous year, and one voluntary recall of the newly released Barryvox 2 and Barryvox S2 avalanche beacons due to a potential issue with the power switch.

We had zero calls for inspection. To prevent similar recalls in future seasons, we are implementing stricter quality control measures and enhancing our product testing protocols.

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

MATERIAL DEVELOPMENT: DREAM SERIES



Evolution comes in iterations. We took the Dream Series sleeping bag range as an opportunity to explore avenues to reduce fabric waste and environmental impact.

After an exploration by our team of designers, material developers, and corporate responsibility specialists, the range was made of materials that were studied and tested to prioritize comfort, while being more affordable.

During our analysis, we were surprised to find that the Dream Series' synthetic fiber sleeping bag emitted 18% fewer emissions than in our Recovery Series. The Dream Series' down-filled counterpart only had 4% fewer emissions. The material change had less impact on the ecological footprint than expected due to the higher density and overall weight of the recycled material. As a result, we derived valuable guidelines:

- Recycled does not always mean less impact
- Polyester emits less CO₂ than polyamide
- Robust fibers are more durable
- Knitted fabrics are less energy-intensive than woven fabrics

The weight of a product often correlates with environmental impact, meaning heavier products often have a higher overall environmental impact than a similar product of a lighter weight. Nonetheless, weightier material often leads to increased durability and extends a product's lifespan, so all factors need to be considered according to use case and product type.

Through optimizing fabric usage, the team achieved a 33% reduction in fabric use in the Dream Series, a significant advancement in our material development and usage.



REPAIR



Long-term use of outdoor equipment is the easiest way to reduce its environmental footprint.

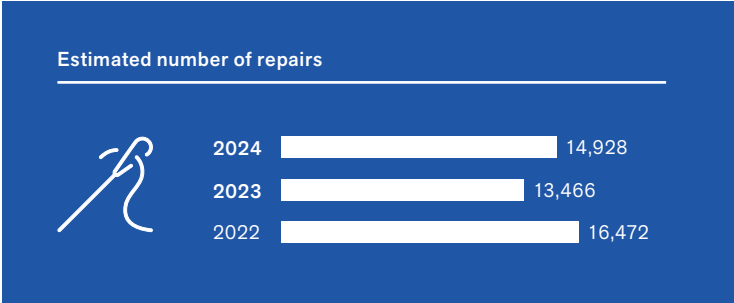
While we stand behind the durability of our products, damage can occur whether from intensive use, material failure, or accidents. Replacing zippers is the most common fix, but our seamstresses also take on more complex repairs using their industrial and specialized equipment and tools.

To stop items from being disposed of prematurely, we have 18 team members working from our two repair studios at our headquarters in Seon, Switzerland and our logistics center in Wolfertschwenden, Germany. To manage higher capacities of future repair requests, we onboarded external repair specialist United Repair Centre in 2024. Operating from Amsterdam and London, the social enterprise aims to create jobs for those distant to the labor market.

In 2024, we also aligned and streamlined our processes with the Swiss and German Repair & Care teams and enhanced their collaboration with the quality team. Repair data can be evaluated efficiently by our development and design teams for new product development cycles, allowing us to better incorporate feedback and have a continuous improvement process (CIP).

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 may upload photos and descriptions of the issue on our Repair & Care website, which was updated and simplified in 2024.

In 2024, we mended an estimated 14,928 products globally. There were 10,913 products repaired in continental Europe and the UK, and we are aware of 126 third-party repairs in North America, 2,636 in China, 1,217 in Japan, and 36 in Norway.



Additionally, our strong network of retail partners make a significant amount of Mammut product repairs that are unreported.

[→ 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, on our website, 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.

From 2017 to 2024, we offered a washing and waterproofing service in Germany. Unfortunately, we struggled to make the program financially viable and discontinued it in 2024. German

customers are encouraged to work directly with the external partner we collaborated with for this service.

To make our product care more accessible for a global audience, we introduced a Repair & Care landing page on our website in 2024.

→ [Product care resources](#)



“Long-term use of outdoor equipment is the easiest way to reduce its environmental footprint.”

MAMMUT LOOPINSULATION



Ropes are central to our brand DNA and history, but in terms of environmental impact, they present a serious challenge, as their production accounts for around six percent of our annual carbon footprint.

To address this while creating a more circular business model, we piloted the Close the Loop project with the help of Protect Our Winters Switzerland in 2020. The take-back program was rolled out at climbing gyms across Switzerland to collect used climbing ropes, which are then recycled to be used in 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 a climbing rope.

To counter the high impact ropes have in our carbon footprint, we decided to explore if and how they could be repurposed for insulation purposes. Our research concluded climbing ropes made from polyamide were not an effective solution, however, polyester offcuts from industrial ropes

have fantastic insulating properties. From this material, we developed Mammut LOOPINSULATION.

Teufelberger, our longstanding collaborator in rope manufacturing, provided us with their production waste from polyester ropes, offcut materials that would have otherwise been discarded. Imbotex, an Italian padding manufacturer, was our partner to develop the insulation padding. 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. No additional chemicals, glues, or water are used. The result is fluffy polyester sheet padding and cluster fill, made in Europe.

The production of Mammut LOOPINSULATION emits 48% less carbon compared to standard virgin polyester insulation. This calculation considers the emissions of shipping the material from Europe to the garment manufacturers in Asia for production.*

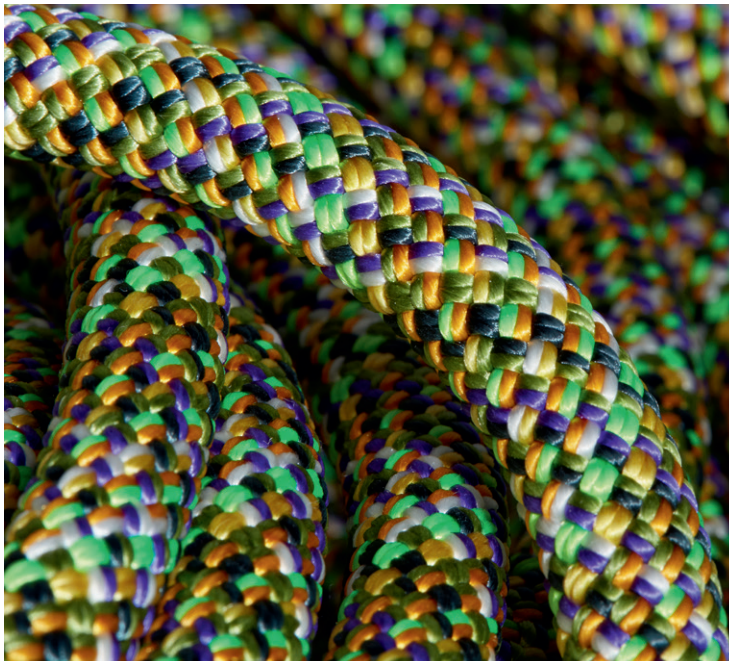
While the CO₂ reductions achieved can be compared to using standard rPET insulation, Mammut LOOPINSULATION halves the amount of rPET from sources that are difficult to trace and PET bottles that could remain in a closed-loop recycling system. Mammut LOOPINSULATION also increases transparency in our supply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

For Fall-Winter 2024/2025, we repurposed 12 tons of rope production offcuts for Mammut LOOPINSULATION.

*Attribution statement: 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.

Mammut
loopinsulation

LEFTOVER MATERIAL AND UNSOLD GOODS



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

Leftover materials fall into one of two categories:

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

After each season, we take stock of any leftover material and make plans to incorporate these textiles in products for the coming seasons. Our goal is to minimize waste and maximize material usage. If this is not possible, we find alternative solutions to use the materials for custom and lower volume products.

With leftover rope nylon material, we produce our WE CARE Classic and Dry ropes. These ropes are made from residual yarn left over from changes between different colors in the factory. Each rope features a unique color pattern based off the chosen yarn blends, while fully complying with our quality standards. **In 2024, we produced 7,660 WE CARE ropes from leftover rope nylon, a slight increase from the previous year, and approximately 30,000 new apparel pieces were created from leftover material.**

We are also in the process of building a more accurate tracking system for our unsold goods, most of which are sold in outlet stores or are donated. A small number of products, primarily PPE (personal protective equipment) such as ropes and helmets, are destroyed for safety reasons. We will report on quantities of destroyed unsold goods for the first time in the *2025 Responsibility Report*.



ANIMAL WELFARE

Merino wool, down, and leather are natural materials used in some of our products, such as sleeping bags, hiking boots, and apparel. 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.

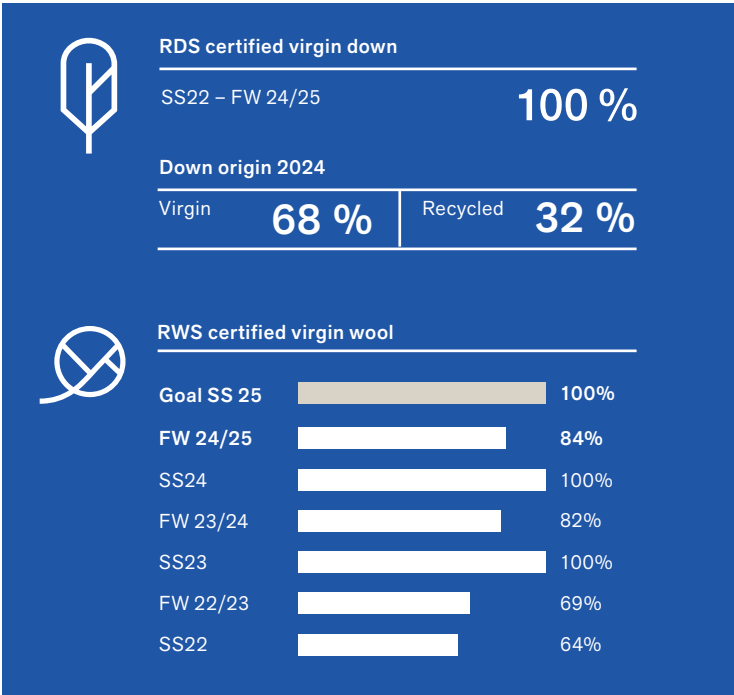


As a certified Fur Free Retailer, we never use hair, hide, or any other material from exotic or endangered species. Suppliers of animal-based materials are required to adhere to the strictest international standards for the farming, transport, and slaughtering of livestock when partnering with us. While we are committed to sourcing leather in a manner that aligns with our values, we have discussed with Four Paws, the global animal welfare organization, the increasing challenges in verifying that no cattle are specifically raised or slaughtered across our supply chain for our goods.

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 & WOOL



Responsible Down Standard

We are proud to say that 100% of the virgin down used in our apparel, accessories, and sleeping bags have a Responsible Down Standard (RDS) certification.

RDS ensures that the down and feathers in our products come from ducks and geese that have been treated well, reflecting our values in quality and ethical sourcing. Live-plucking and force-feeding is prohibited, and the birds are treated with respect from birth to end-of-life. RDS down can also be traced back through the entire supply chain, from the final product to the original source.

We have decided to increase our efforts moving away from virgin down. In 2024, 32% of our overall down was recycled.



Responsible Wool Standard

Merino wool is one of the materials used in our apparel. The Responsible Wool Standard (RWS) is an independent certification, which ensures that wool comes from farms where the Five Freedoms approach is upheld and where progressive methods of land management are practiced, protecting soil health, biodiversity, and native species. Additionally, the RWS ensures that wool from certified farms is properly identified and tracked.

84% of our Fall-Winter 2024/2025 collection woolen garments and 100% of our Spring-Summer 2024 collection woolen garments used certified RWS wool, which includes mulesing-free certification. According to suppliers' self-declaration, our remaining, non-certified virgin wool for FW 2024/2025 was also mulesing-free.



LEATHER



terracare® & Leather Working Group



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. terracare® and the Rino Mastrotto Group are rated Gold by the LWG.

In summer 2024, 98% of our leather was of certified origin, either from terracare® or the Rino Mastrotto Group in Italy. Our goal is to reach 100% certified leather by 2025.





REDUCED IMPACT

Producing physical goods across a global value chain is complex — and so is reducing our environmental impact. A differentiated approach is required to manage and decrease 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.



CLIMATE STRATEGY



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 is **“do our best, remove the rest,”** which 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 science-based targets and identified measures to significantly decarbonize our value chain. Our 2030 targets are verified by the latest Science Based Targets initiative (SBTi) Corporate Net-Zero Standard and we are working towards having our 2050 net-zero target verified by SBTi as well. 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 55% 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.

→ Learn more in Carbon removal partners: Climeworks & Klimate

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

Our goal

2050

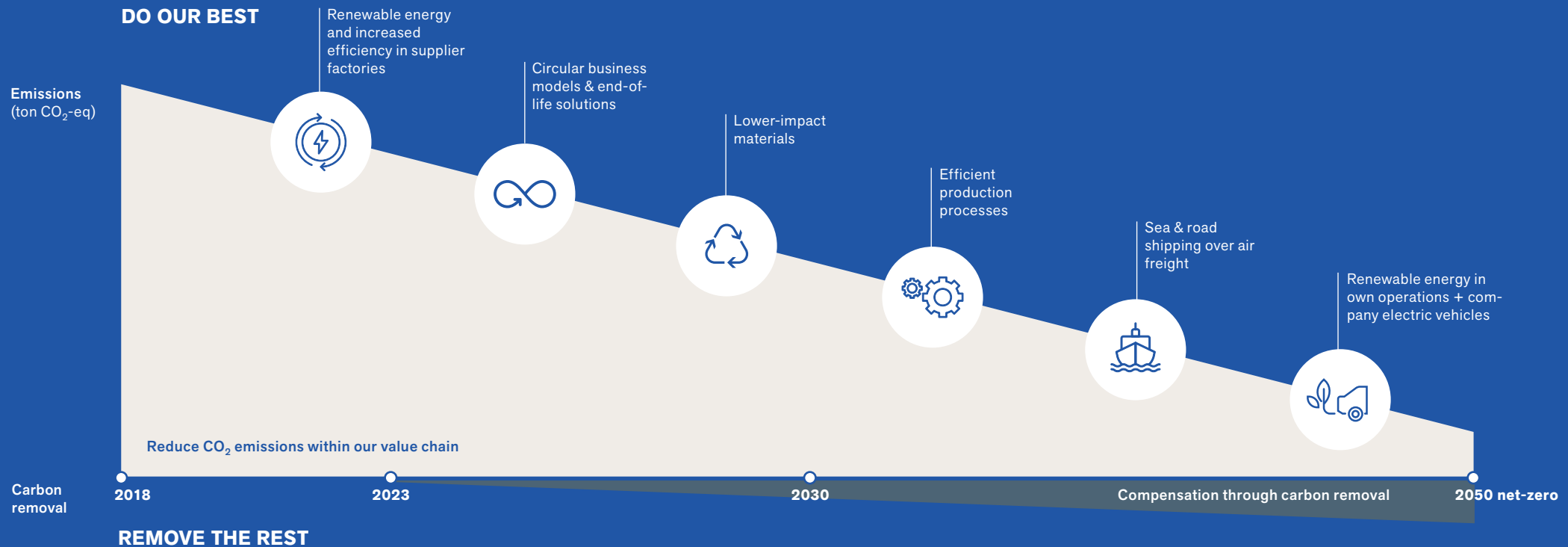
→ **Net-zero**



Support the overall objective of limiting global warming to

1.5°C

DO OUR BEST – REMOVE THE REST



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

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.

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 science-based targets for 2030

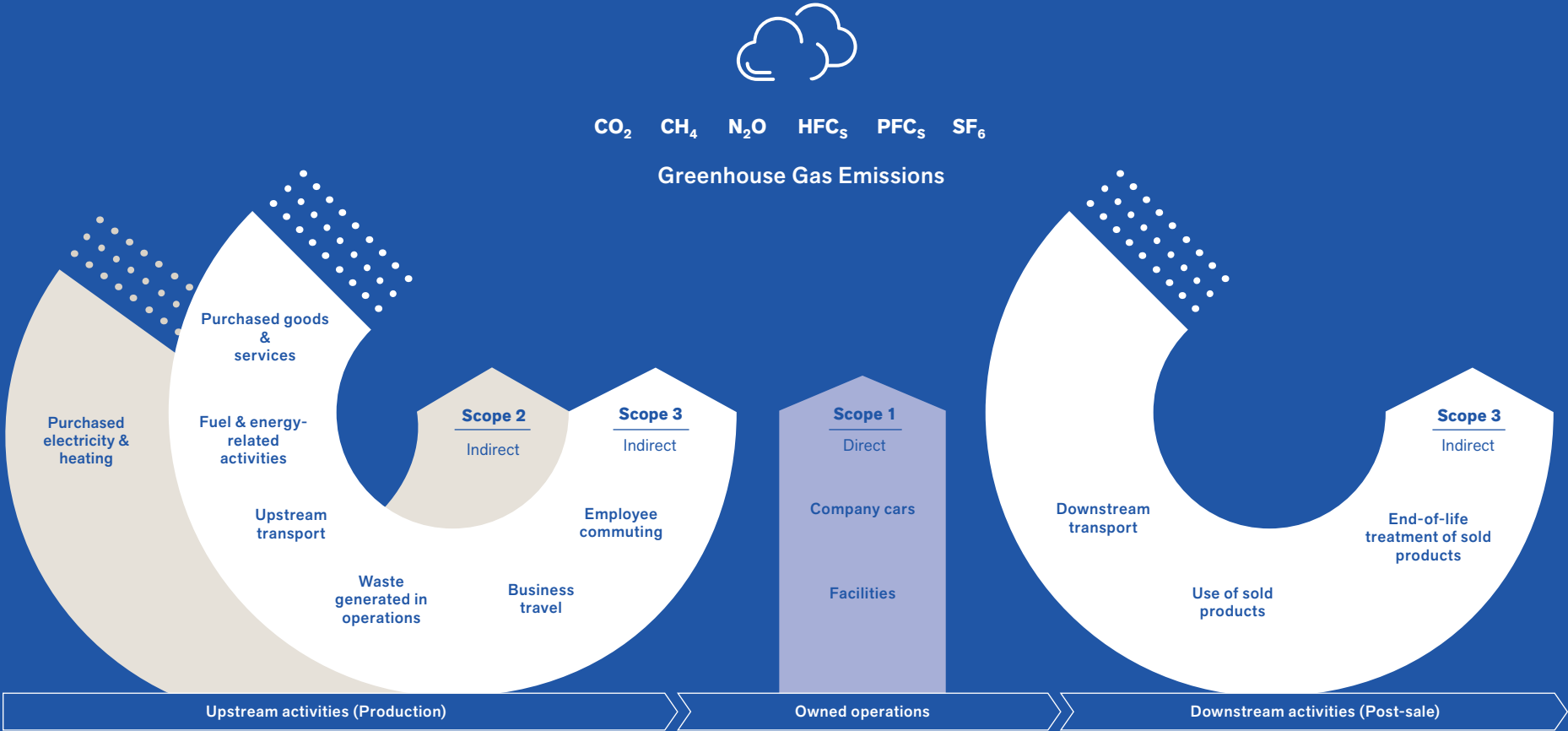
Scope 1 & 2

-80%

Scope 3

-55%

SCOPE 1 - 3

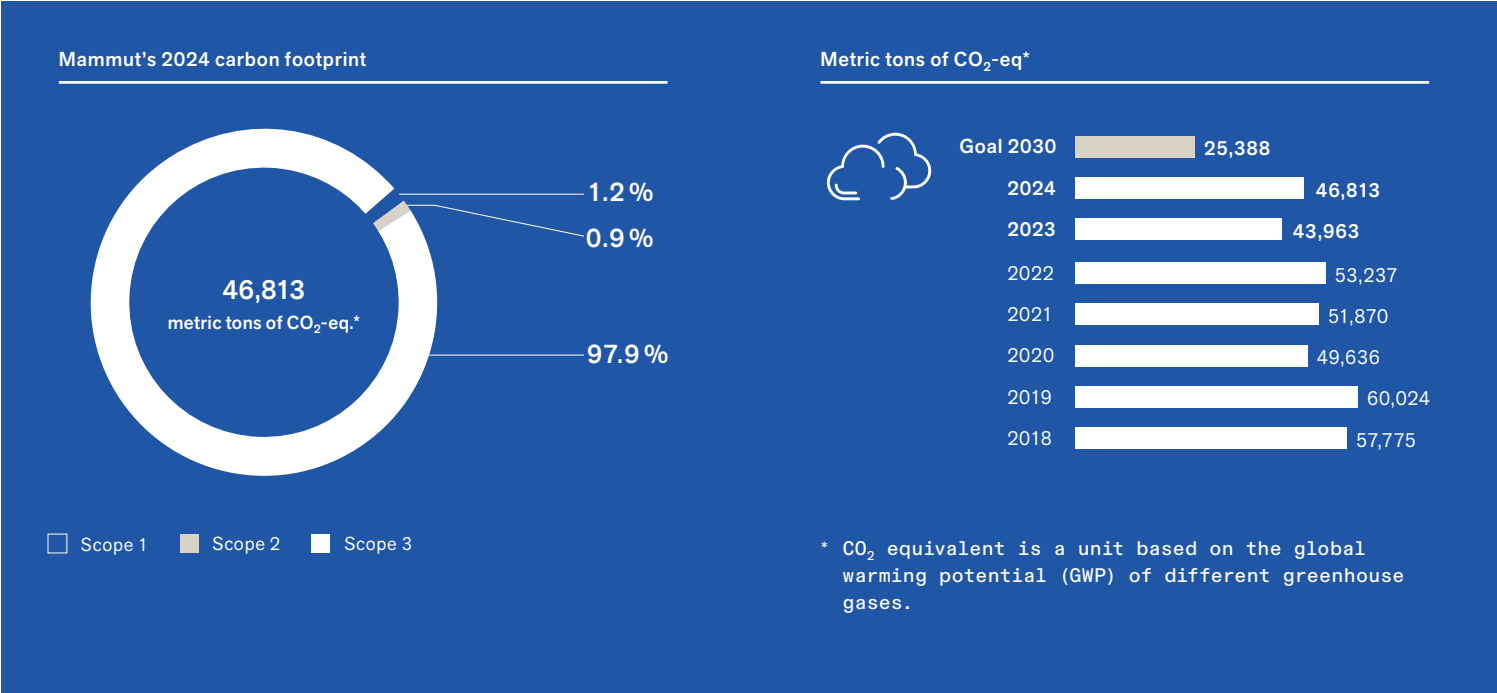


CARBON FOOTPRINT



In 2024, our carbon footprint was an estimated 46,813 metric tons of CO₂-eq. This was an approximate 6.5% increase from 2023, which can be attributed to growth in our business activities. Compared to 2023, our carbon intensity saw a slight decrease of 0.3%.

Measuring 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. 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 made in partnership with Cozero technology 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.



REDUCING CO₂ IN OUR SCOPE 1 & 2 OPERATIONS

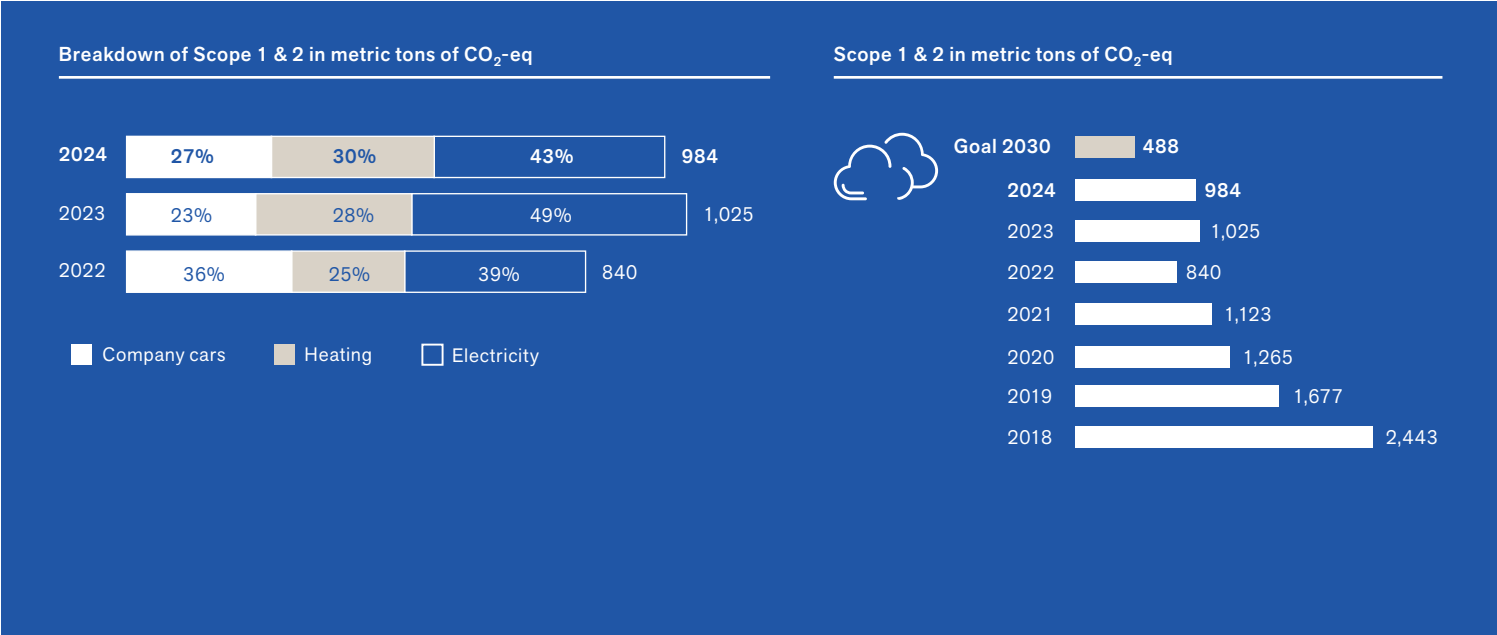


Our Scope 1 and 2 emissions accounted for 2.1% of our carbon footprint in 2024, for a total of 984 metric tons of CO₂-eq.

The 4% decrease in our combined Scope 1 and 2 emissions was primarily driven by a decrease in Scope 2 emissions. This was led by the decarbonization of the electricity from our North American operations. As part of our Scope 2 decarbonization, we proved the renewable origins of our electricity in North America and UK, despite an overall increase of energy consumption due to business growth.

2024 Priorities & highlights
Electricity source mapping conducted for North American subsidiary

→ [Learn more in Internal operations](#)



REDUCING CO₂

IN OUR SCOPE 3 UPSTREAM AND DOWNSTREAM ACTIVITIES



Our Scope 3 impact accounted for 97.9% of our total greenhouse gas emissions, which is why addressing these activities has the greatest potential to reduce our overall footprint.

In 2024, our Scope 3 emissions were estimated at 45,828 metric tons of CO₂ equivalent. The carbon footprint of Scope 3, specifically the Purchased goods and services subcategory, presents our biggest challenge in carbon accounting, however, we have seen significant improvements in our product footprint calculations. To enhance our carbon accounting, we revised the end-of-life category assumptions in accordance with the latest research and the Product Environmental Footprint Category Rules (PEFCR) methodology developed by the European Commission. This framework is grounded in the Product Environmental Footprint (PEF) method, which is based on life cycle assessment (LCA) principles.

In 2024, Scope 3 emissions rose by 6.8% compared to the previous year, primarily due to business growth. The main

contributors to this increase were emissions from purchased goods and services, downstream product-related activities, upstream transport, business travel, and employee commuting. On a positive note, the emissions from purchased goods and services grew at a slower rate than the number of products purchased, indicating a shift towards more responsible purchasing practices. Additionally, transportation emissions per product decreased by nearly 3%.

2024 Priorities & highlights

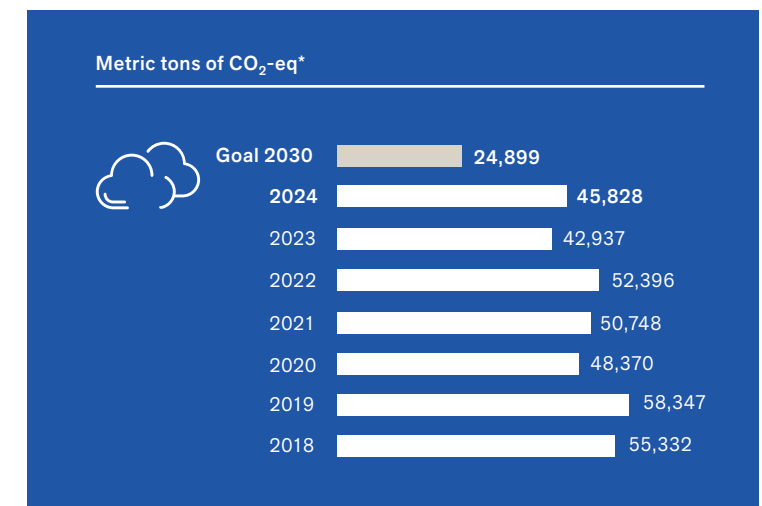
Carbon accounting improvements

Revised end-of-life category assumptions in line with the Product Environmental Footprint Category Rules (PEFCR) methodology

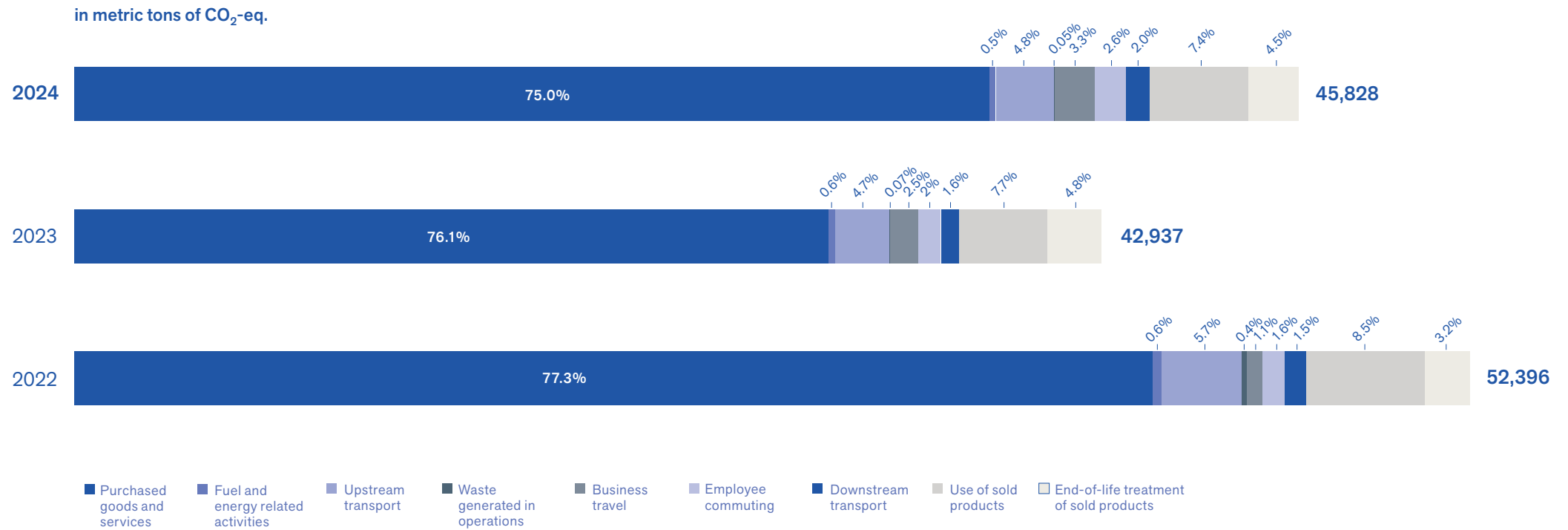
Lower-impact materials

Launched Mammut LOOPINSULATION

→ [Learn more about Loopinsulation](#)



BREAKDOWN OF SCOPE 3 EMISSIONS



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.

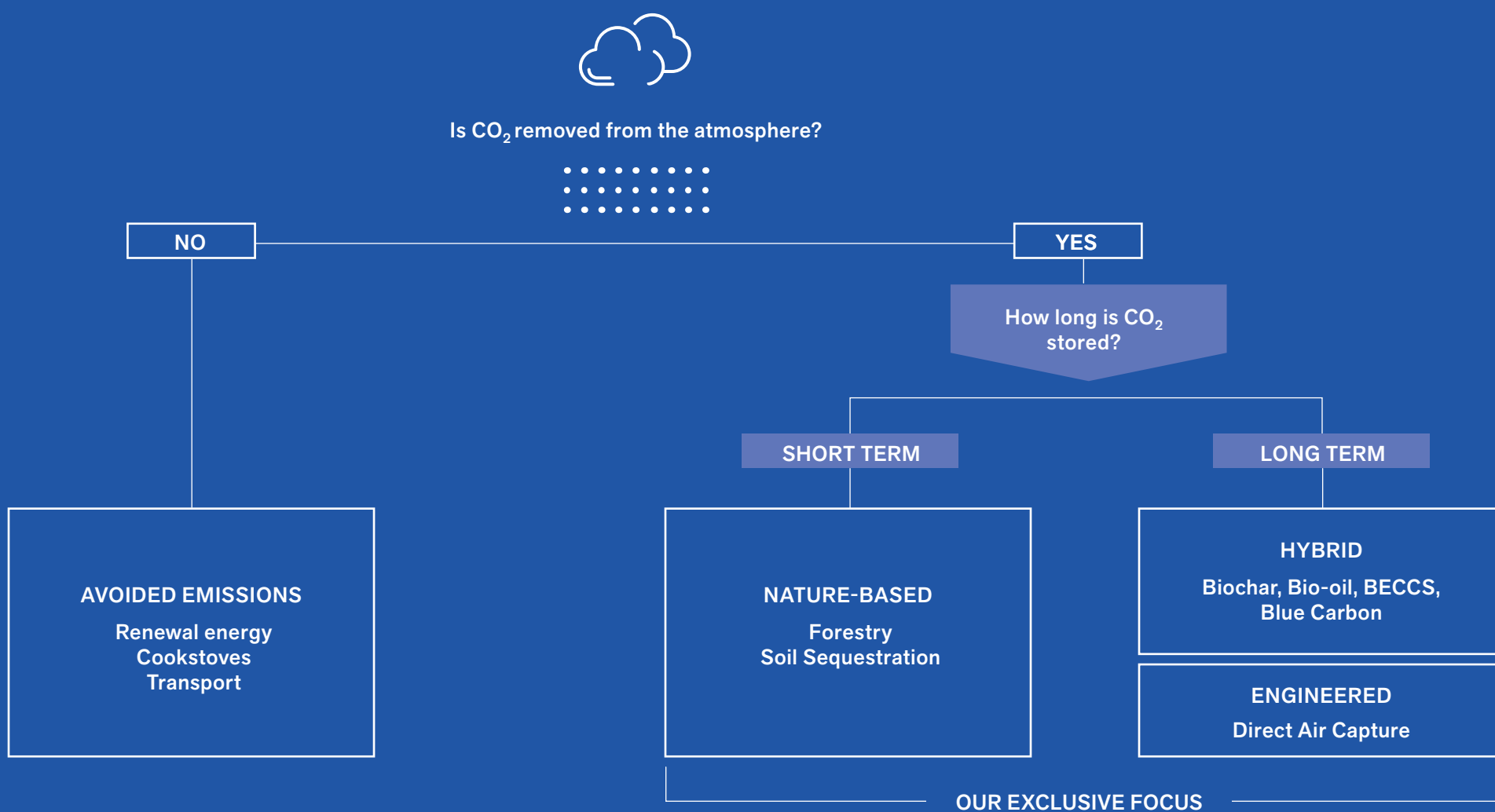
It is important to distinguish carbon removal credits from carbon avoidance or offsetting credits, and carbon insetting. Carbon removal credits remove a quantity of CO₂ from the atmosphere that has already been emitted by an organization. Carbon avoidance credits aim to prevent CO₂ from being emitted, 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.

Currently, we purchase a mix of different technologies from our partners Climeworks and Klimate. Over time, we aim to increase the share of high-performance and long-term credits.

For Spring-Summer 2024 and Fall-Winter 2024/2025, we purchased carbon removal credits for all emissions generated during the production and transport of our second trail running collection.





COMPENSATION

through conventional **carbon avoidance**



CARBON REMOVAL

in line with **Net-Zero**



CARBON REMOVAL PARTNERS: CLIMEWORKS & KLIMATE



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 amongst the highest quality, due to 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 Mammüt.

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 our carbon credit portfolio with Klimate for our decarbonized trail running collection](#)



CONCRETE ACTION: CARBON REMOVAL AT COPENHILL



Together with Adam Ondra, we launched a film featuring our CO₂ removal and how our innovative partners create new solutions in an attempt to counter the impacts of the climate crisis.

The film concept was championed by climber and Mammut athlete, Adam Ondra, who wanted to highlight our partners' work and encourage a conversation about problem-solving in the outdoors and beyond.

In the film, we see how Klimate, one of our carbon removal partners, brings together all the required stakeholders, Arc, Bofort, Carbonaide, and Mammut, to push the status quo in carbon removal solutions. Arc runs a waste-to-energy plant in Copenhagen that also hosts the world's tallest artificial climbing wall and a ski slope, CopenHill. From waste, the facility captures up to four tons of CO₂ daily. Bofort then

provides ISO tanks to transport the captured CO₂ to Finland, where Carbonaide injects it into their concrete, binding the CO₂ for thousands of years. As part of our climate strategy, Mammut is an early investor, enabling the collaboration between these different stakeholders and making carbon removals a reality at Copenhill.

After contributing to the route setting on CopenHill and completing the artificial multi-pitch climb with the Co-CEO of Klimate, Adam draws the comparison between working to reach net-zero and completing complex climbing projects. Both require intermediary steps, both large and small, that push limits and move us in the right direction.

[→ Watch the film](#)





“Carbon removal is a key pillar of our climate strategy and we have developed strong partnerships with Climeworks and Klimate.”

MATERIALS BY WEIGHT AND EMISSIONS



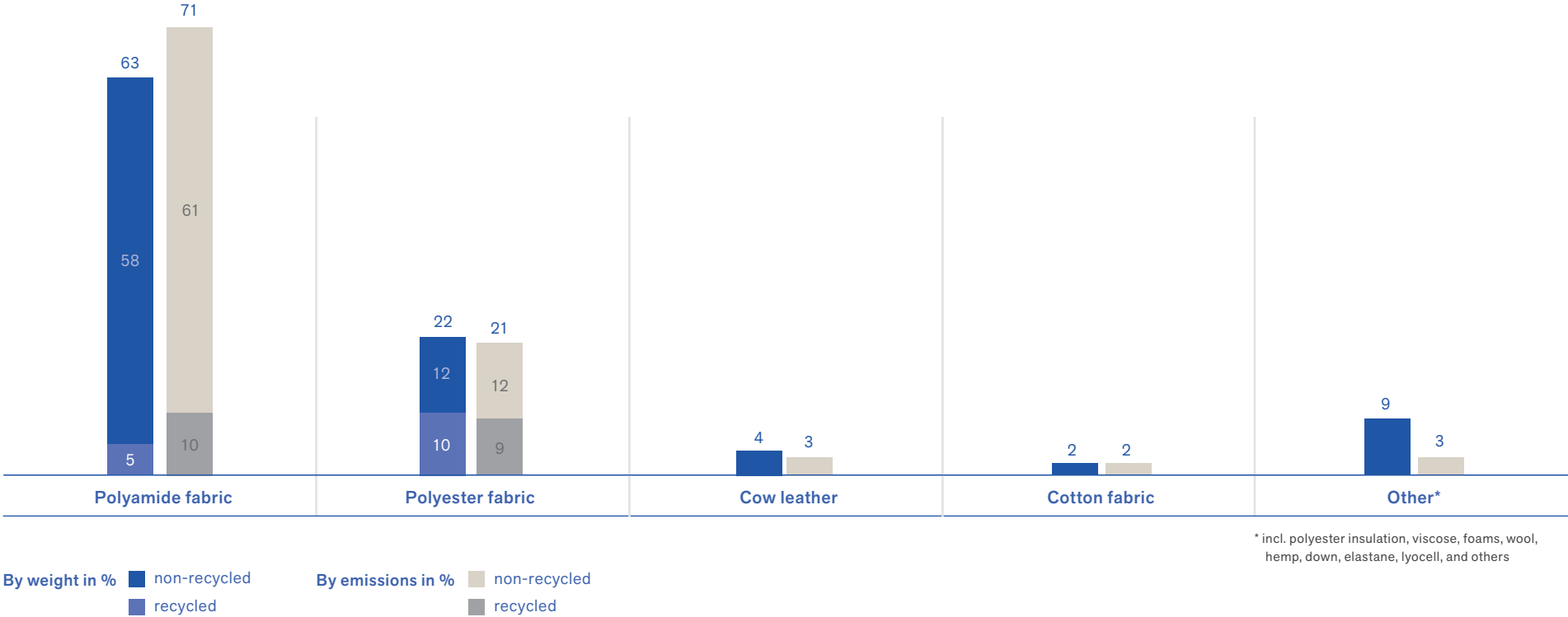
Understanding the environmental impact of materials used in our products will steer our design decisions in the future. Despite working with a variety of materials, we rely heavily on fabrics made of plastics, such as polyester and polyamide.

Polyamide was our most used material in 2024, comprising over 60% of our portfolio and contributing to more than 70% of our material-related emissions. The steep increase in use and emissions in this year's material calculation is due to

including polyamide purchased for rope production, which wasn't considered in our 2023 material calculations. This year's visualization presents the share of recycled synthetic materials. Within our recycled material portfolio, we primarily use mechanically recycled polyester and polyamide. Some materials within the category 'Other' may also be recycled, such as our Mammut LOOPINSULATION, however, due to our current systems, we are unable to demonstrate this in our material calculations below. Cow leather is among the most emission-intensive material in our portfolio, but due to low purchase volumes and revised emission factors, the material did not have a significant impact in 2024. Our use of cotton overtook leather both in usage and emissions in 2024.

Attribution statement: The estimations regarding fossil fuels and greenhouse gases were calculated using the Higg MSI 3.9.1. They were calculated by Mammut Sports Group AG and are not third-party verified. The calculations for materials by weight are based on internal data on material consumption.

MATERIALS BY WEIGHT AND EMISSIONS



CHEMICAL MANAGEMENT



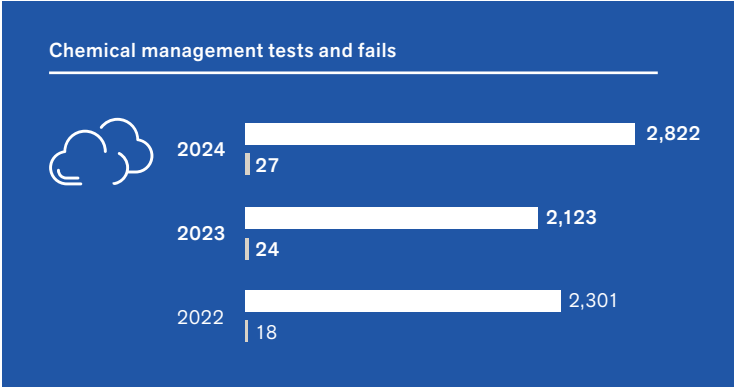
To reduce negative chemical impacts and to ensure consumer, supplier, and employee safety is maintained, we test our materials and products to trace any legally restricted

and/or 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.

In 2024, of 2,822 tests administered, 27 failed to pass internal thresholds, none of which exceeded legal limits, and response plans were developed for each.

→ [Learn more about bluesign®](#)



Numbers in the table cover the testing for the two corresponding seasons per year, meaning tests in 2024 cover the Spring-Summer 2024 and Fall-Winter 2024/2025 collections.

BLUESIGN®

Our chemical management system partner, bluesign®, specializes in safer and more sustainable textile production processes for improved workers' and consumers' health and safety and responsible use of resources.

Our Restricted Substances List is based on the bluesign® SYSTEM SUBSTANCES LIST (BSSL). Along our supply chain, all suppliers that are bluesign® SYSTEM PARTNERS follow the bluesign® SYSTEM BLACK LIMITS (BSBL), the equivalent to a Manufacturing Restricted Substance List (MRSL).






A bluesign® PRODUCT is made with at least 90% bluesign® APPROVED textiles and 30% bluesign® APPROVED fastening and trim elements. Our goal is to have 90% certified bluesign® PRODUCT and bluesign® APPROVED fabric in our collection by 2025. When bluesign added footwear into their scope in 2024, we made the decision not to extend bluesign® PRODUCT certification for our footwear, due to missing certifications along the supply chain, as well as lack of resources, and costs. We will continue to observe the market and its



advances to decide if and when bluesign® PRODUCT certification for footwear would make sense for us. We have consciously chosen not to aim for 100% bluesign® PRODUCT and bluesign® APPROVED fabric because this allows us to continue collaborating with startups and up-and-coming industry disruptors who meet our standards but often lack the financial resources to have their operations certified.

In our Spring-Summer 2024 collection, 69% of our apparel products, 98% of our sleeping bags, 100% of our ropes, and 67% of our harnesses were bluesign® PRODUCT certified. Compared to 2023, there is a noteworthy 36% increase in certified harnesses because five new products were certified. 83% of our backpacks and bags were made of bluesign® APPROVED textiles.

BLUESIGN® PRODUCTS BY %

					
	Apparel	Sleeping bags	Ropes	Harnesses	Backpacks and bags*
Goal FW 2025 / 2026	90%	90%	100%	90%	90%
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%
FW 2022 / 2023	66%	65%	100%	25%	76%
SS 2022	57%	58%	100%	31%	78%

* 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 their brand partners, such as Mammut, 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 are committed to phasing out coal across our own operations and from our tier 1 suppliers by 2025. To understand our suppliers' energy sources, we use the Higg FEM.

In 2024, 72% of our business volume came from tier 1 suppliers that submitted a FEM assessment, with 68% having a verified assessment. As the result of our efforts in mapping

our supply chain, 82% of our tier 2 suppliers conducted and verified their FEM assessment.

2.57% of energy from our tier 1 suppliers with a completed Higg FEM in 2024 was reported as coming from coal. By 2025, we want to decrease this number to zero.

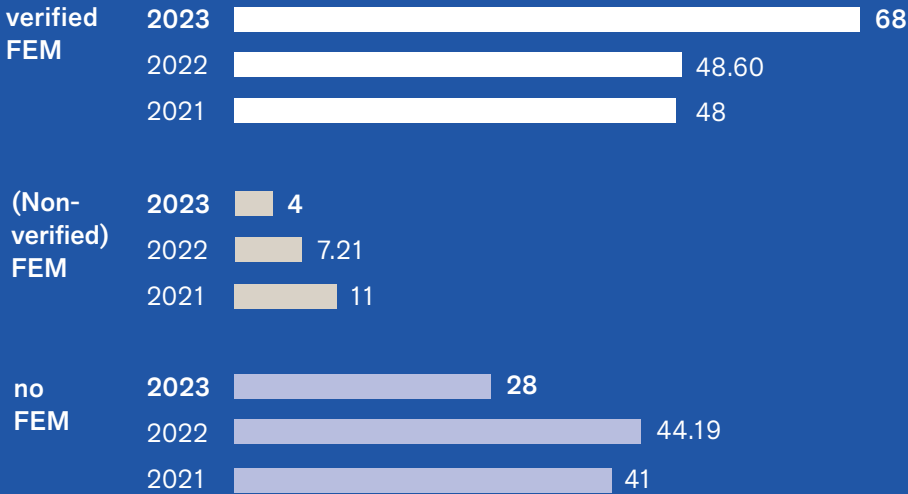
Coal as energy source at tier 1 suppliers

current
2024 _____ **2.57 %**

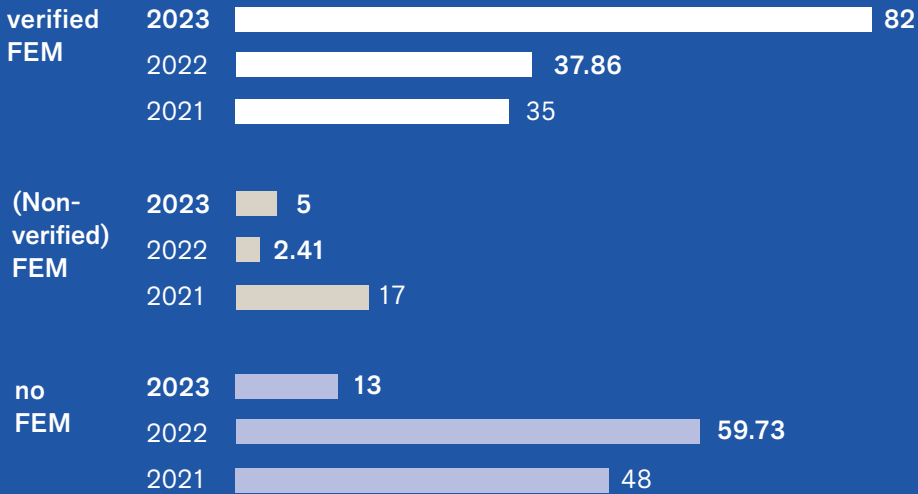
Goal
2025 _____ **0 %**

The data above is from our tier 1 suppliers with a completed Higg FEM.

PRODUCT MANUFACTURERS IN %



FABRIC SUPPLIERS IN %



The data above is from 2023. 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-FREE



In past years, this page was titled 'PFC-free.' For 2024, we moved to 'PFAS-free,' which is a more accurate and recognized term in the outdoor industry. While PFCs refer to per- and polyfluorinated chemicals, some of which are potent greenhouse gases, PFAS are a broader 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. As a result, they have been found all over the world, from Everest Base Camp to human blood. Worldwide, legal regulations are being discussed and introduced to monitor and ultimately ban the use of PFAS.

We support all these developments and have joined ChemSec, an environmental organization that specifically advocates for PFAS bans in Europe.








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. **In 2024, 94% of our apparel, 97% of our accessories, 100% of our sleeping bags, 63% of our ropes, 100% of our harnesses, 39% of our footwear, and 99% of our backpacks and bags were PFAS-free.**

One of the challenges we still face is providing alternatives that live up to the standard expected by customers after becoming accustomed to PFAS in their gear. The durability associated with PFAS products is precisely because the compounds do not readily break down. Unlike their predecessor, PFAS-free Durable Water Repellents (DWR) are not yet grease or wash resistant. As a result, we aim to increase consumer education

around washing and re-proofing their gear. **In the coming seasons, we have defined a clear timeline for the phaseout of PFAS in all our products and have found suitable alternatives that still provide excellent performance.**



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 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%
FW 2022 / 2023	79%	81%	90%	98%	97%	70%	18%
SS 2022	85%	88%	80%	94%	98%	69%	9%

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

² The PFAS phaseout for ropes is taking longer due to the complex construction of some of our highest performing ropes. To guarantee safety standards are maintained, additional research and development is required.

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



“ In the coming seasons, we have defined a clear timeline for the phaseout of PFAS in all our products and have found suitable alternatives that still provide excellent performance.”

SOLUTION DYEING



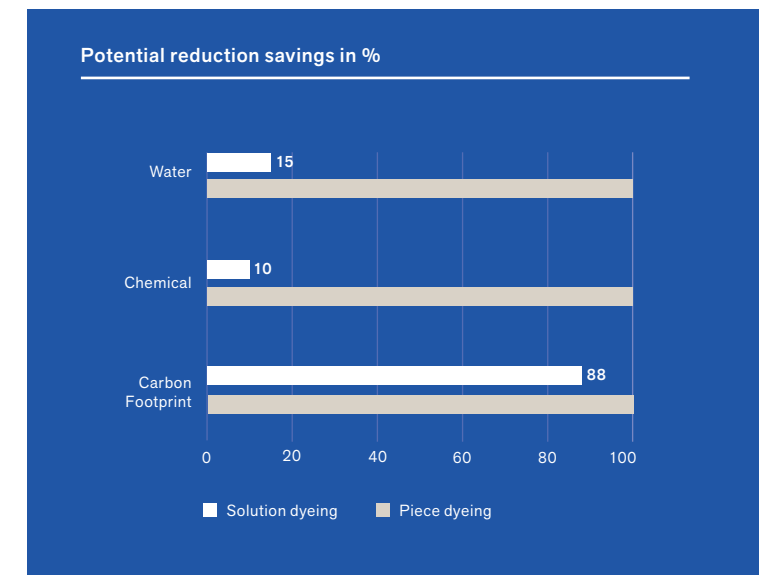
Traditional piece dyeing techniques are resource-intensive, using large dye baths that require vast amounts of water, chemicals, and energy, resulting in high carbon emissions and the potential for chemically contaminated wastewater. For a selection of our synthetic fabrics, we have introduced the solution 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. 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 a base layer collection, the Selun First Layers, made entirely from solution dyed fabrics, which we continued producing and selling in 2024.

In 2024, 2.7% of our fabrics contained solution dyed material. We purchased 22,206 kg of solution dyed fabric from e.dye®, which based on their third-party verified data, saved a calculated 666,183 liters of water, 11,032 kg of chemicals, and 33,315 kg of CO₂ compared to an equivalent volume of piece dye 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, part of the solution is moving away from working with virgin plastics such as polyester.

Based on estimations, recycled polyester (rPET) requires 45% less fossil fuels and generates 26% less greenhouse gas emissions than virgin polyester. While statistically impressive, the rPET supply chain is less transparent, which increases the amount 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.

We first began incorporating rPET into our products in 1994. For our Spring-Summer 2024 collection, 62% of our apparel, 70% of our sleeping bags, 72% of our backpacks and bags, and 33% of our harnesses were made with at least 50% rPET. We aim to use 95% rPET for all our polyester products by 2025, building a more resilient and circular supply chain. Research and development in the hardware department has led to an increase in the amount of recycled polyester used in harnesses, something we report on for the first time this year.



→ [Learn more about our improvements in Climbing gear](#)

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.

PERCENTAGE OF PRODUCTS THAT ARE 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 2024 / 2025	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%
FW 2022 / 2023	43%	25%	25%	~5%**	4%
SS 2022	20%	22%	60%	~5%**	6%

* In the 2023 Responsibility Report, there was an error in the reporting on the percentages of recycled material in footwear. The numbers now represent the correct calculations: 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 moving further away from working with virgin plastics. Based on estimations, recycled polyamide requires 34% less fossil fuels and generates 8% less greenhouse gas emissions than its virgin counterpart.

Unlike rPET, the recycled polyamide supply chain is in its infancy stages. 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 recycled polyamide has already seen use unlike pre-consumer polyamide waste. Pre-consumer recycled polyamide includes factory offcuts and other material or products that became waste 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 on rPA and will extend its use when possible, working towards a more circular economy.

For our Fall-Winter 2024/2025 collection, 38% of our apparel, 13% of our sleeping bags, and 62% of our backpacks and bags were made with at least 50% rPA in their primary materials.

→ [Learn more about our recycled polyamide projects in Mammüt LOOPINSULATION](#)

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



PERCENTAGE OF PRODUCTS THAT ARE 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 2024 / 2025	38%	13%	62%
SS 2024	11%	0%	51%
FW 2023 / 2024	27%	13%	47%
SS 2023	6%	0%	33%
FW 2022 / 2023	17%	12%	41%
SS 2022	2%	0%	34%

CLIMBING GEAR



With our climbing and mountaineering products, one of the unique challenges in decreasing their environmental impact is simultaneously ensuring they maintain the safety standards we uphold.

Our hardware department made significant strides on our climbing products in 2024 with the launch of multiple new products made from recycled materials and several that have achieved bluesign® PRODUCT approval. We identified a suitable recycled material for one of our helmets, which is still a rarity in the helmet industry. One of our ongoing challenges is sourcing a recycled alternative for load-bearing webbing in harnesses, but we are actively pursuing solutions for future seasons.

Climbing products made from recycled material launched in 2024

- **Haute Route Helmet (FW 24/25):** Designed for high-altitude adventures, the helmet is made from 50% recycled expanded polystyrene (EPS)
- **Aenergy Harness (FW 24/25):** Built with a 100% recycled ripstop outer and a 100% recycled air mesh interior
- **Sender Light Harness (SS 24):** Specifically designed for athletes, this ultra-light harness uses a 100% recycled ripstop fabric outer and a 100% recycled air mesh interior

bluesign® PRODUCT approved harnesses

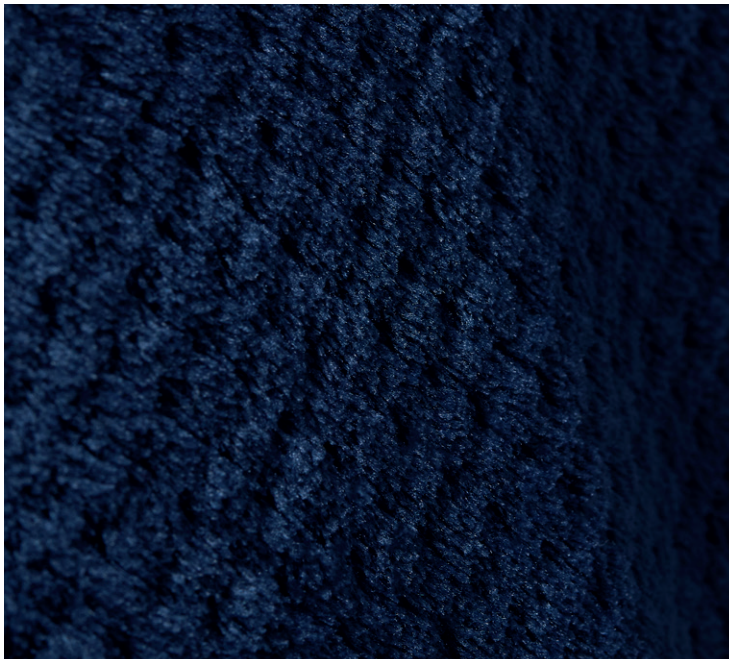
Climbing products face a particularly complex supply chain, with materials ranging from polyamide fabrics to metal buckles and polystyrene foams. Each small, seasonal improvement contributes to larger advancements over time. In 2024, several of our harness styles received bluesign® PRODUCT approval, ensuring they meet a high standard of

environmental and consumer safety, specifically in regard to chemical usage. With multiple fabrics and trims, achieving bluesign® PRODUCT approval for these harnesses was a complex process. The approved harnesses include:

- **Togir 2.0 Men & Women Harness**
- **4 Slide Harness**
- **Ophir 4 Slide Harness**
- **Ophir Fast Adjust & Women Harness**
- **Ophir 3 Slide & Women Harness**

As we move forward, we remain dedicated to integrating more resourceful practices into our climbing products, without compromising on performance or safety.

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, promoting good soil management practices and cultivating biodiversity. Although cotton is not one of our primary textiles, we started using organic cotton in 2009, and our goal is to use 100% organic cotton by 2025. The primary challenge with this shift is availability and supply shortages.

We prioritize Global Organic Textile Standard (GOTS) certified cotton 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). GOTS emerged from the need to unify individual processing standards for organic textiles, ensuring international recognition. Covering everything from raw material harvesting to environmentally and socially responsible

manufacturing, GOTS-certified textiles offer credible assurance for brands and consumers.

In Spring-Summer 2024, 88% of the cotton in our apparel collection was organic, 100% of which was GOTS certified.



A photograph of two trail runners on a mountain ridge at sunset. The runner on the left is a man with a beard, wearing a light blue jacket and a headlamp, looking down. The runner on the right is a woman with curly hair, wearing a bright green jacket and a headlamp, looking towards the man. Both are wearing hydration packs. The background shows a vast mountain landscape under a clear sky with a warm sunset glow.

“ One of the challenges in decreasing the environmental impact is simultaneously ensuring our products maintain the safety standards we uphold. ”

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 conservation organization that works in partnership with companies in the outdoor leisure industry. Funded by membership and other activities, the EOCA and its members fund and support conservation, protection, and regeneration projects around the world, protecting wildlife and wild places. In 2024, over €350,000 was committed to conservation by the EOCA, supporting 14 new projects in 12 different countries. One project that received funding from EOCA in 2024 was the Clean-Up Tour - Switzerland & Italy, managed by Summit Foundation. The nonprofit's mission is to reduce the environmental impact caused by human activities in popular

mountain areas. For 2024 and 2025, Summit Foundation organized and will host 90 clean-up events in Switzerland

and Italy, resulting in approximately 9.9 tons of rubbish being removed from alpine environments.



SHIPPING & FREIGHT



Up- and downstream logistics accounted for 6.5% of our overall environmental impact, a considerable percentage. While most of our freight travels by sea and then truck from and in Asia and Europe, we rely on air freight, which contributes disproportionately to our total transportation emissions.

In 2024, global supply chains remained unstable. Uncertainty remained high due to the ongoing Russian war in Ukraine, inflation risk, and the deceleration of global demand. Conflict in the Middle East led to the blockage of the Suez Canal at the end of 2022, which increased delivery lead times to Europe in early 2023. The situation in the Red Sea requires continued attention as militant groups in the region have repeatedly attacked vessels, leading to re-routings and higher fuel costs. Strikes and labor shortages persisted, adding to the complexity of managing our logistics and distribution efficiently.

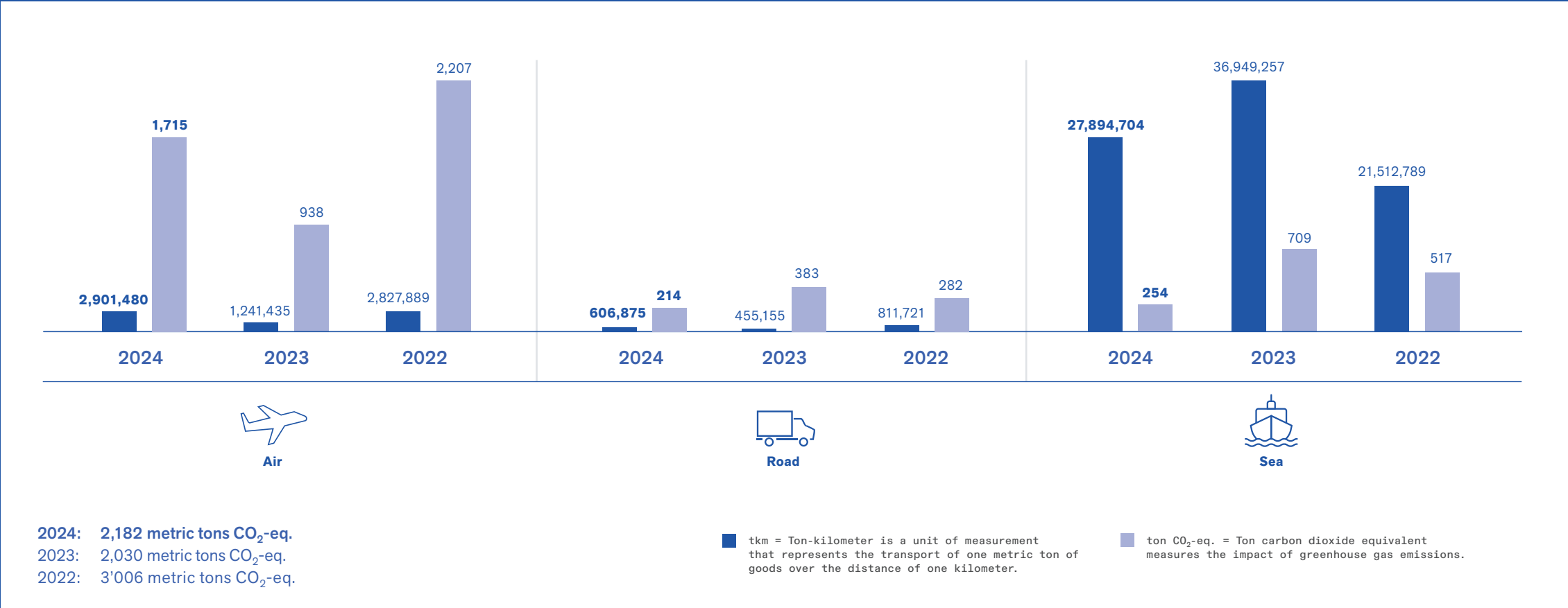
Despite these challenges, along the entire value chain, we continued to build resilience with our supply chain risk

monitoring. Taking volatile and longer lead times and capacity fluctuations from suppliers and freight forwarders into consideration, we continued utilizing Sea-Air freight, which is a mix of both modes that offers a reasonable balance between costs, duration, and emission impacts. Our goal is to avoid air freight as much as possible with more accurate forecasting, collaborative planning with retailers and suppliers, and forward capacity booking. In a world of uncertainty, however, air freight is an appropriate way to ensure availability on time and to avoid future excess stock, keeping our supply chain resilient and efficient. A key factor to our success has been our dual partner strategy with a commitment to backing each other up in case of emergency for our primary shipping lanes. This ensures continuous capacity availability, cost benchmarking, and high service levels. Working with fewer forwarders ensures a faster booking process in case of low available shipping capacity, as the forwarders we work closely with have a better understanding of our needs and, subsequently, the required processes.

For 2025, we expect global supply chains to continue to be affected by geopolitical tensions. Additionally, potential changes in U.S. customs regulations may impact our trade relationships. It is therefore crucial to proactively adapt our supply chain strategies to prepare for potential trade barriers. Diversifying transportation routes, along with investing in technologies for better monitoring and adaptation to regulatory changes, will be essential to keeping our supply chains efficient and resilient.

In 2024, emissions from air shipments increased by 83%, whereas emissions from sea and road transportation decreased by 51% and 44%, respectively. Emission intensity from our sea and road transport providers significantly improved. Overall, emissions from upstream transportation increased by 8% due to a shift towards air transport modes, dictated by business needs.

LOGISTICS & TRANSPORTATION EMISSIONS



PACKAGING



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

European Outdoor Group's Single Use Plastic 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 Plastic 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 are also reliant on renewable electricity. In 2022, we installed solar panels at our German subsidiary and warehouse with an expected capacity of over 1 million kWh per year, which will create an estimated 45% self-sufficiency for these buildings. 60% of the total electricity generated will be surplus and fed back into the grid. We finalized their installation in 2023, however, we have experienced difficulties and delays since. We expect to feed into the grid by Q3 in 2025.

Commuting

In 2023, our corporate responsibility team initiated a global commuting survey to measure the CO₂ footprint produced by employees commuting daily from their homes to our global offices. In early 2025, we conducted another commuting data survey to support the 2024 carbon footprint calculations with data from the most recent commuting patterns. 40% of all survey participants commute primarily with a low-impact mean of transportation, such as public transportation, by foot, by bike, or by e-bike. 100% of our team in Japan commutes with a low-impact means of transportation.

Electricity procurement

In 2024, as part of the Global Exchange Program, the Swiss corporate responsibility team hosted an employee from the US. 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. From 2025 onwards, we aim to bring our subsidiaries in Japan and China, our largest after Germany, to renewable electricity via renewable energy certificates.

Solar panels
undergoing authorization in Germany



Employee transportation survey
conducted globally



Electricity source mapping
conducted for North America subsidiary





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, such as the Fair Wear Foundation, 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 110,000 individuals work for our tier 1 suppliers that produce goods for a variety of brands. Based on our purchasing value, we calculate approximately 5,500 people work on our production, 78% of whom are women.



PRODUCTION IN CONTEXT



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.

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 piece work, 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

o 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.

PRODUCTION IN CONTEXT



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.



FAIR WEAR FOUNDATION



Fair Wear Foundation is a multi-stakeholder initiative dedicated to improving working conditions in the garment and soft goods industry.

As an independent verification body and training facilitator, Fair Wear audits member companies' production practices and their tier 1 sewing suppliers and subcontractors and encourages exchange between brands, factories, and workers. Fair Wear also offers training for factory workers and management, shifting the power imbalances that have been intrinsic to the industry for decades. In some countries, additional training modules, such as harassment and age verification during recruitment, are covered.

Our organization and suppliers must comply with Fair Wear's Code of Labour Practices (CoLP), which is based on the International Labour Organisation conventions and the Universal Declaration of Human Rights. For workers, this means employment is chosen freely, freedom of association and the right to collective bargaining, no discrimination in employment, no exploitation of child labor, a living wage, reasonable working hours, safe and healthy working conditions, and a

secured legally binding employment relationship. If a violation is found, we create a Corrective Action Plan, which is taken into account by Fair Wear in our Brand Performance Check (BPC).

Brand Performance Check

A Brand Performance Check is conducted each year, auditing our procedures, activities, and reporting, and results are published publicly on both our own and Fair Wear's websites. We are proud to have been recognized by Fair Wear for our efforts to promote industry collaboration, where we have encouraged other brands to pursue joint audits at shared facilities to help us collectively address these massive challenges. We aim to monitor at least 95% of our textile supply chain, often completing audits with other brands. Results of the Brand Performance Check are categorized as Leader, Good, or Needs Improvement.



In alignment with new laws being implemented in Europe, the updated Brand Performance Check criteria is based upon Due Diligence Guidance for Responsible Business Conduct published by the Organisation for Economic Co-operation and Development. **In 2024, our ranking remained Good. To regain Leader status, we are adjusting our due diligence to a risk-based approach according to OECD guidance.**

- [Learn more in Responsible Business Conduct](#)
- [Learn more in Due diligence approach](#)





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 ensure we maintain the highest ethical standards when it comes to our workers and those of our suppliers, we follow Fair Wear's Human Rights Due Diligence Policy. In addition to Fair Wear's Brand Performance Checks, our team does factory visits to confirm ethical production. These audits 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 enforcing Fair Wear's Code of Labour Practices. To ensure workers are informed and supported, we provide our suppliers with posters in their local languages that explain how to file complaints either locally or directly with Fair Wear. These posters must be clearly displayed inside the factory. During our regular supplier visits, our purchasing and quality staff verify whether this is the case. If there is a breach, individuals can file complaints either to the factory management or directly to Fair Wear by emailing

complaints@fairwear.org. Should the individual feel safer, they can make complaints anonymously. When we receive a complaint or a problem is identified during an audit or visit, a Corrective Action Plan (CAP) is created to outline the issue and the steps that will be taken to address it.

Auditing partners and direct remediation

To allow us to invest more in direct remediation, we decided in 2023 to 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). Today, 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 au-

ditng partners, we can optimize our fees, leaving budget which is now allocated in 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, which we joined in 2024.

Complaints

Over 15 years, we have processed 43 individual complaints with some covering multiple topics, totaling 72 issues. Complaints were made about overtime payment & wages (25), reasonable working hours (20), unfair dismissal (7), safe and healthy workplaces (7), sick leave and insurance issues (8), union disputes (2), worker discrimination (2), and underaged workers (1). Two of the complaints made around unfair dismissal and insurance issues were not upheld, meaning the employer was within their rights. Fair Wear publishes all

complaints on their website, excluding those in China due to legal restrictions.

In 2024, in addition to remediation of recurring issues, our focus was on expanding our due diligence process to include a gender lens and further emphasis on promoting freedom of association.

This involved discussing upskilling with FEMNET, a German NGO focused on women's rights, participating in Fair Wear member groups working on gender-based issues, talking to unions and worker committees, and encouraging conversations with suppliers around collective bargaining agreements. Together with Schoeffel, we established a worker education program in Ethiopia, and we also joined the STS2030's working group United for Fair Wages, which aims to establish living wages in our Vietnamese factories.

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



DUE DILIGENCE IN BANGLADESH



In response to the increase 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 closing 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 also 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 Bangladesh government will have developed their own national scheme funded by employers.



HIGG FACILITY SOCIAL AND LABOUR MODULE FSLM

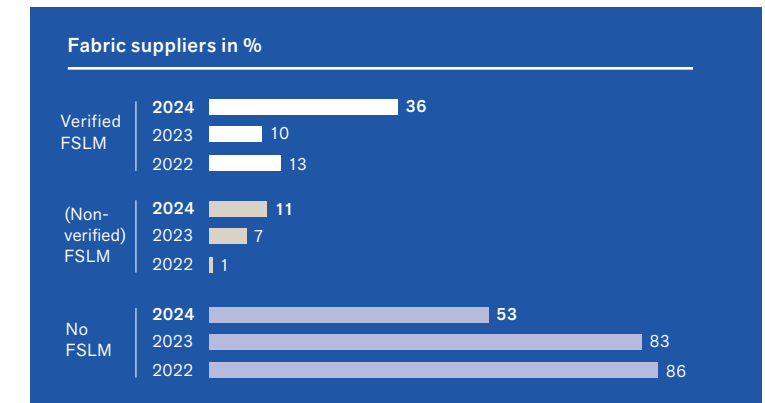
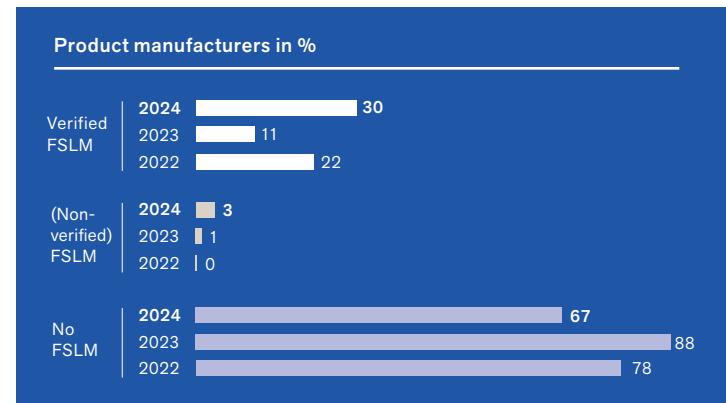


The Higg Facility Social Labour Module (FSLM) is conducted by individual suppliers and assesses the social impact of manufacturing, reviewing topics such as wages, working hours, health and safety, and employee treatment.

This auditing tool is particularly important for us in maintaining accountability with our tier 2 fabric and components suppliers, as they are not covered by the Fair Wear system. Nevertheless, to easily benchmark and reduce double-auditing between the FSLM and Fair Wear and between tier 1 and tier 2 suppliers, we strongly suggest that all our partners undertake the FSLM and verify the results with an independent body. We still have low coverage of our suppliers for the FSLM and want to increase this in the coming years.

With our verified FSLM data, we identified that when comparing FSLM total scores, our tier 2 material supplier facilities perform lower in comparison to our tier 1 sewing and final

product assembly suppliers. The median FSLM total score was 68 for tier 1 and 63 for tier 2.



FSLM is not available for some hardgoods 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, Edelrid, Leki, Mammut, Petzl, Oberalp (Salewa), Ortovox, Scott Sports, and Decathlon. 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.

In 2024, the AAGH commissioned audits for factories in Taiwan, which were last audited in 2020, and a factory in China that produces our helmets.

WORKER WELL-BEING



In our tier 1 supply chain, we estimate there are approximately 5,500 people, 78% of which 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.

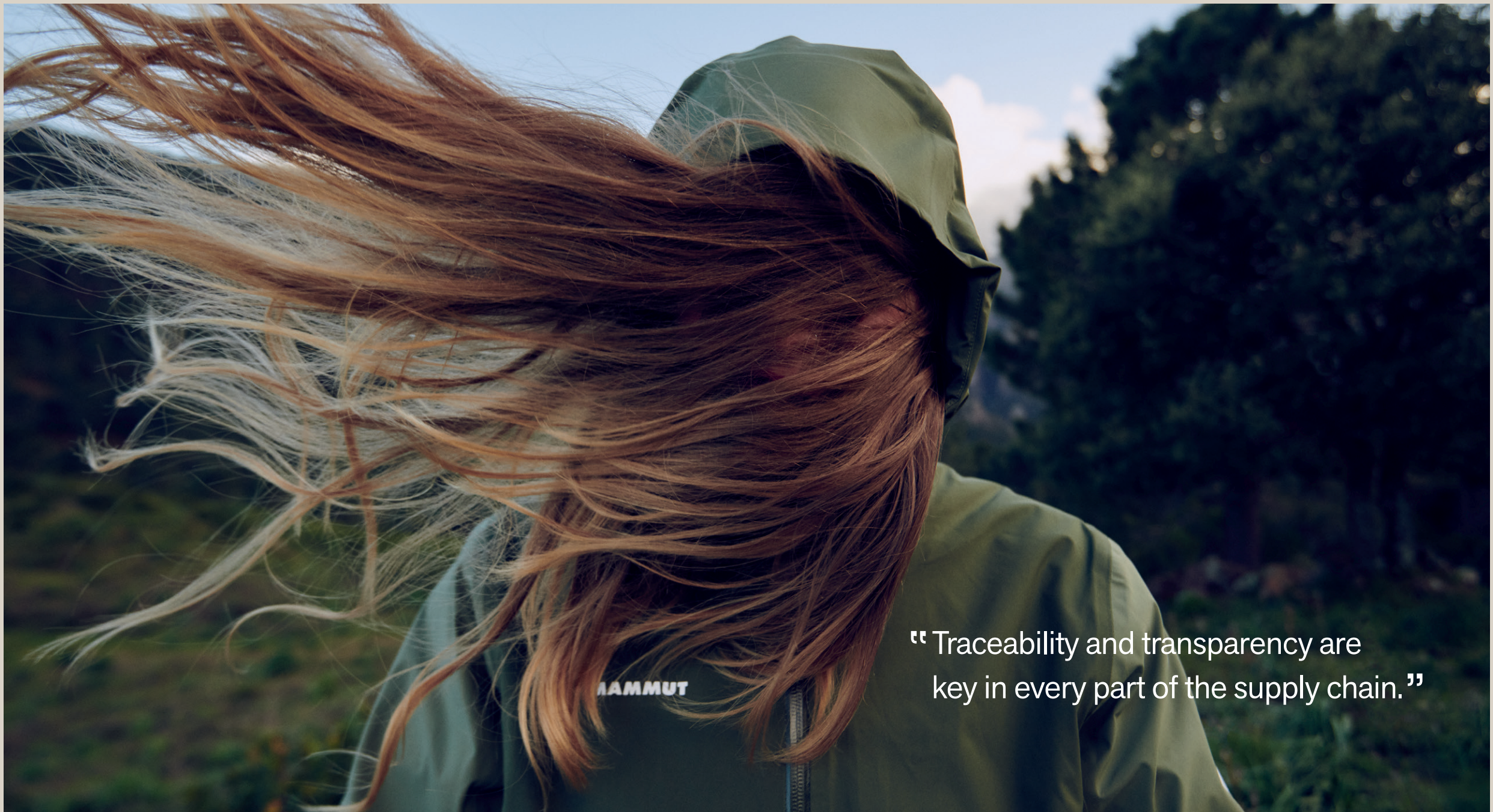
For our 2023 Supplier Summit, we launched our Improving Worker Well-Being booklet. In it, we outlined our approach, which was based on Maslow's Hierarchy of Needs.

Workplace improvements begin by examining and improving the physiological and safety aspects of the workplace. Risk analysis is conducted to identify 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. In 2024, we had the booklet printed in Vietnamese and initiated digital translations in Arabic, Albanian, Ukrainian, and Nepali, making it accessible in 22 languages.



“Traceability and transparency are
key in every part of the supply chain.”

SOURCING BY COUNTRY FOR SEWN GOODS

Supplier rating on country level

In 2024, we implimented a supplier and country-specific risk assessment to align with OECD guidelines. For major sourcing countries, Fair Wear outlines risk factors related to the Code of Labour Practices. We took each potential harm related to the CoLP and rated them by

severity and likelihood. They were then assessed for each factory, with information from audit findings and complaints being taken into account. The resulting score was presented with a traffic light rating system for each factory and country.

- Green indicates low risk of occurrence
- Orange indicates medium risk of occurrence
- Red indicates high risk of occurrence

Mammut sourcing countries 2024	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	2024 Mammut purchasing value in %	2023 Mammut purchasing value in %	2022 Mammut purchasing value in %
Vietnam	●	●	●	●	●	●	●	●	65.5%	61.1%	69,0%
Bangladesh	●	●	●	●	●	●	●	●	20.9%	18.4%	10,1%
China	●	●	●	●	●	●	●	●	5.7%	12.4%	12,1%
Türkiye	●	●	●	●	●	●	●	●	2.8%	1.2%	1,3%
Romania	●	●	●	●	●	●	●	●	1.3%	2.9%	4,0%
Indonesia	●	●	●	●	●	●	●	●	1.3%	n/a	n/a
Ethiopia	●	●	●	●	●	●	●	●	0.8%	n/a	n/a
Germany	●	●	●	●	●	●	●	●	0.5%	0.7%	0,5%
Lithuania	●	●	●	●	●	●	●	●	0.4%	1.2%	0,9%
Taiwan	●	●	●	●	●	●	●	●	0.4%	0.1%	0,5%
Latvia	●	●	●	●	●	●	●	●	0.1%	2.0%	0,7%

Vietnam

		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5. Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory / H&S)	8. Working Contracts & Social Security
35016	Apparel	●	●	●	●	●	●	●	●
14342	Apparel	●	●	●	●	●	●	●	●
35694	Apparel	●	●	●	●	●	●	●	●
7219	Footwear	●	●	●	●	●	●	●	●
5869	Footwear	●	●	●	●	●	●	●	●
34464	Apparel	●	●	●	●	●	●	●	●
10768	Hardware	●	●	●	●	●	●	●	●
7371	Apparel	●	●	●	●	●	●	●	●
10014	Apparel	●	●	●	●	●	●	●	●
3268	Hardware	●	●	●	●	●	●	●	●
12320	Apparel	●	●	●	●	●	●	●	●
11333	Hardware	●	●	●	●	●	●	●	●
3919	Apparel	●	●	●	●	●	●	●	●
34152	Apparel	●	●	●	●	●	●	●	●
35697	Footwear	●	●	●	●	●	●	●	●
3277	Apparel	●	●	●	●	●	●	●	●
9415	Apparel	●	●	●	●	●	●	●	●
10081	Apparel	●	●	●	●	●	●	●	●
34137	Apparel	●	●	●	●	●	●	●	●
10013	Apparel	●	●	●	●	●	●	●	●
3287	Apparel	●	●	●	●	●	●	●	●
13869	Apparel	●	●	●	●	●	●	●	●
4568	Apparel	●	●	●	●	●	●	●	●
6030	Hardware	●	●	●	●	●	●	●	●
5309	Apparel	●	●	●	●	●	●	●	●
9354	Apparel	●	●	●	●	●	●	●	●
36522	Apparel	●	●	●	●	●	●	●	●

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS

VIETNAM

Mammut has sourced from Vietnam for 27 years. Often there are challenges in Vietnam with proving legally binding employment relationships. Vietnamese law specifies detailed requirements for employment contracts, but factories often fail to include them. In these instances, we ask suppliers to adapt by complying with the local laws. For the outdoor industry, manufacturing in Vietnam has expanded dramatically in recent years. In 2012, 10% of our textile production took place in Vietnam. In 2024, 65.5% of our textile production took place in Vietnam, making it Mammut's largest production country.

We identified the following points for Vietnam in 2024:

- 2. Freedom of association – There is only one legally recognized trade union organization in Vietnam and workers do not have the right to establish a union of their choice. Factory management often distrusts unions.
- 5. Legal wage – Vietnam has complex labor laws, and audits have often found violations such as severance and sick pay not being paid or being paid late.
- 6. No excessive overtime - Apparel & footwear production in Vietnam is growing. Many brands are ordering as late as possible due to diminished cash flow in the post-COVID era. This is increasing seasonal peaks and, hence, overtime.
- 7. Factory health and safety – Vietnamese labor law specifies health checks for workers in hazardous occupations every six months, and many jobs in sewing factories are considered hazardous. Audits often find failures to comply with these regulations.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS

Bangladesh		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5. Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
5285	Apparel	●	●	●	●	●	●	●	●
5843	Apparel	●	●	●	●	●	●	●	●
35178	Hardware	●	●	●	●	●	●	●	●

BANGLADESH

In Bangladesh, all our partner factories have been specifically audited for fire and building safety by the International Accord and all have completed the resulting Corrective Action Plan. Units producing for Mammut were also audited by Fair Wear Foundation. Mammut signed the International Accord and the Country Specific Safety Program (CSSP) in 2023 and joined the Employment Injury Scheme Pilot (EIS Pilot) in 2024.

In 2024, production in Bangladesh was 20.9% of total textile purchases, making it Mammut's second largest textile production country. Prime Minister Sheikh Hasina was ousted by protests in August 2024. The interim government has pledged to improve human rights.

We identified the following points for Bangladesh in 2024:

- 6. No excessive overtime - Apparel & footwear production in Bangladesh is growing. Many brands are ordering as late as possible due to diminished cash-flow in the post-Covid era. This is increasing seasonal peaks and hence overtime.
- 7. Factory health and safety – Fair Wear Foundation requires additional fire and building safety audits in accordance with the International Accord. All factories we work with have been audited and corrective actions are taking place on the agreed timeline.
- 7. Factory health and safety – Harassment of women is a serious concern and the auditors raised concerns regarding supervisors shouting at workers. In response, training for supervisors was arranged in 2023.

In the 2023 Responsibility Report, we falsely claimed that we had signed the Bangladesh Child Sensitive Social Protection. This error occurred due to an internal misunderstanding of the abbreviation 'CSSP'. By signing the International Accord, we also agreed to the Country Specific Safety Program (CSSP).

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS

China

		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5. Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
4591	Apparel	●	●	●	●	●	●	●	●
5304	Apparel	●	●	●	●	●	●	●	●
35143	Apparel	●	●	●	●	●	●	●	●
10055	Apparel	●	●	●	●	●	●	●	●
4575	Apparel	●	●	●	●	●	●	●	●
13900	Apparel	●	●	●	●	●	●	●	●
3267	Apparel	●	●	●	●	●	●	●	●

CHINA

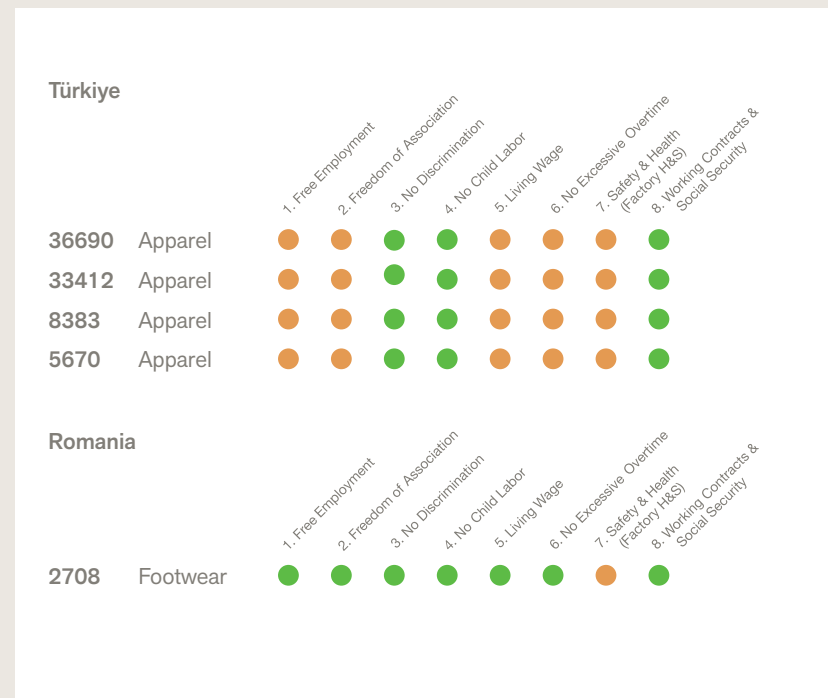
In 2019, the United Nations Human Rights Council condemned China for mass detention and cultural re-education of Muslim Uyghur people in Xinjiang. In 2020, the United States of America banned imports from the Xinjiang region, and in 2021, the European Union and the United States imposed sanctions. There are also concerns about the treatment of ethnic minorities under the poverty elimination policy. We have zero production in Xinjiang and do not use cotton originating from the region.

In 2024, China remained our third largest production country for textile goods with 5.7% of textile purchases. Comparatively, China accounted for 54% of textiles purchases ten years prior in 2014.

We identified the following points for China in 2024:

- 2. Freedom of Association – Unions are not independent.
- 5. Legal Wage – Many factories pay piece rates, meaning wages are based on the number of tasks produced, not the number of hours worked. This leads to frequent noncompliance as wages are not correctly paid.
- 5. Legal Wage – Migrant workers are not always able to transfer their social security payments back to their home regions. Solutions are being implemented; however, many workers choose to not to partake.
- 6. Excessive Hours – Overtime is a prevalent and recurrent problem in many Chinese apparel factories; however, we encountered less overtime in China due to fewer orders in 2024.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



TÜRKIYE (formally known as Turkey)

Mammut sources apparel from two suppliers in Türkiye. Due to its proximity to Syria, millions of Syrian refugees live in the country and there are concerns about their employment, particularly with subcontractors. Additionally, there is often hostility between unions and factory management.

In 2024, 2.8% of our textile production took place in Türkiye.

We identified the following points for Türkiye in 2024:

- 2. Freedom of Association - Relationships between unions and management are often poor. Some factory managers try to discourage union activity.

ROMANIA

Mammut sources footwear from two suppliers in Romania, which is considered a low-risk country by Fair Wear Foundation. Factories tend to be small and have an aging workforce.

In 2024, 1.3% of our textile production took place in Romania.

There are no additional comments for 2024.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



INDONESIA

In 2024, Mammut began production with four suppliers in Indonesia.

In 2024, this was 1.3% of Mammut textile production.

There are no additional comments for 2024.

ETHIOPIA

In 2024, Mammut began production in Ethiopia with a factory owned by a long-term partner that also has three factories in Vietnam. In 2024, this was 0.8% of Mammut textile production. Prior to placing a production order, the factory was audited in 2023. Based on the frameworks developed by Fair Wear, we launched a worker education program together with Schoeffel and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

There are no additional comments for 2024.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



GERMANY

Mammut has one knitwear supplier in Germany, which is considered a low-risk country by Fair Wear Foundation. In 2024, 0.5% of our textile production took place in Germany.

There are no additional comments for 2024.

LITHUANIA

Mammut has one long-term apparel supplier in Lithuania, which is considered a low-risk country by Fair Wear Foundation. In 2024, 0.4% of our textile production took place in Lithuania.

There are no additional comments for 2024.

COUNTRY-BY-COUNTRY REPORTING FOR SEWN GOODS



TAIWAN

Mammut has one sewn goods and five hard goods suppliers in Taiwan. In 2024, 0.4% of our textile production took place in Taiwan.

We identified the following points for Taiwan in 2024:

- 2. Free employment – Taiwanese companies often employ foreign migrant workers from Thailand, Vietnam, and Indonesia who must pay high fees to employment agencies.
- 7. Factory health & safety – It is a known issue in Taiwan that migrant workers are often housed in accommodations with poor fire and building safety.

LATVIA

Mammut has one Spectre facility in Latvia, which is considered a low-risk country by Fair Wear Foundation. Spectre factories are audited against the SA8000 certification standard that encourages organizations to develop, maintain, and apply socially acceptable practices in the workplace.

In 2024, 0.1% of our textile production took place in Latvia. Most of our production with Spectre was moved to their Vietnamese facilities.

There are no additional comments for 2024.











03













APPENDIX 附录



MATERIALITY ASSESSMENT

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

Topic	Priority for Mammut	Importance to Stakeholders	Actions & Policies	Contributing to the Sustainable Development Goals
Animal welfare	5	7	Four Paws Five Freedoms, Fur Free Retailer, RDS, RWS, terracare® leather, Leather Working Group	 
Biodiversity	5	5	Organic cotton, EOCA member, RDS, RWS	 
Chemical management	7	5	Chemical management & testing, bluesign® SYSTEM PARTNER, PFAS phase-out strategy	
Circularity	9	7	Mammut LOOPINSULATION, product care instructions, repair studios, leftover material use	
Climate	9	8	Net-zero strategy, annual company carbon footprint, SBTi, UNFCCC, CDP	
Community engagement	7	5	ClimbAID, POW, American Mountain Guides Association (AMGA): Women's Scholarship, American Institute of Avalanche Research and Education (AIARE): Professional Growth Network, Paradox Sports: Paradox Mile, SheJumps: Snowpack Scholarship, Inclusive Outdoors, Adaptive Climbers Fest, Swiss Red Cross	 
Energy use	7	4	Renewable electricity in Swiss and German facilities, installing solar panels in Germany, electric car charging stations at Swiss and German offices, Electricity source mapping, EOG Carbon Reduction Project, climate targets for supplier evaluation	

Topic	Priority for Mammüt	Importance for Stakeholders	Actions & Policies	Contributing to the Sustainable Development Goals
Employee development	6	4	Talent Development Program, Global Exchange Program, Expert Sponsorship, Leadership Development Initiative, Build Your Own Career Initiative	
Gender equality, diversity & inclusion	5	8	Gender equality, Talent Development Program, American Mountain Guides Association (AMGA) Women's Scholarship, American Institute of Avalanche Research and Education (AIARE), Paradox Sports, SheJumps, Inclusive Outdoors, Adaptive Climbers Fest, Swiss Red Cross	 
Human rights in supply chain	8	6	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 strategy	 
Industry collaboration	8	4	bluesign®, Cascale, Employment Injury Scheme Pilot (EIS Pilot), EOCA, EOG, FWF, International Accord, STS 2030, Swiss Cleantech, TMC, UNFCCC, university collaborations	
Logistics & packaging	6	8	Packaging simplification, hangtag size reduction, EOG Single Use Plastic Project	
Product quality & longevity	9	8	Quality management, product care instructions, repair studios, rental offer	
Responsible materials	8	6	WE CARE targets, recycled polyester, recycled polyamide, organic cotton, solution dyeing, RDS, RWS, terracare® leather, Leather Working Group, Mammüt LOOPINSULATION	
Transparency	8	6	Responsibility Report, Target Report, Brand Performance Check, Responsible Business Conduct Policy, CDP, What Fuels Fashion? by Fashion Revolution, Wordly Higg Index, Good On You	
Waste	4	4	Mammüt LOOPINSULATION, repair studios, The Microfibre Consortium, leftover material use	
Water use	4	4	bluesign®, organic cotton, solution dyeing	

SUPPLEMENTARY INFORMATION

About this report > 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. 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 historical facts, nor are they guarantees of future performance or outcomes. 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 > Who we are > WE CARE

Where not specified, the WE CARE key performance indicators in this report cover our **summer 2024 collection**.

WE CARE > Who we are
> Community engagement

Contributions:

- ClimbAID:
- Protect Our Winters CH:
- American Institute of Avalanche Research and Education (AIARE):
- American Mountain Guides Association (AMGA) Women's Day Scholarship:
- Paradox Sports:
- SheJumps:
- Inclusive Outdoors:
- Adaptive Climbers Fest:
- Support for Swiss Red Cross:

- CHF 30,000 + and in-kind donations (annual contribution)
- CHF 25,000 (annual contribution) + CHF 11,000
- US\$10,000
- US\$2,500
- In-kind donations valued at US\$5,280
- In-kind donations valued at US\$8,400
- US\$2,000 and in-kind donations valued at US\$8,000
- US\$3,000 and in-kind donations of 15 ropes
- In-kind donations of winter clothes

WE CARE > Reduced Impact
> Carbon footprint

Category/ Subcategory	2024	2023	2022
Direct emissions (Scope 1)	563	522	509
Indirect emissions (Scope 2)	422	503	331
Scope 3.1 - Purchased goods and services	34,353	32,690	40,495
Scope 3.3 - Fuel and energy related activities	227	248	333
Scope 3.4 - Upstream transport	2,182	2,030	3,006
Scope 3.5 - Waste generated in operations	22	32	194
Scope 3.6 - Business travel	1,511	1,054	585
Scope 3.7 - Employee commuting	1,185	842	833
Scope 3.9 - Downstream transport	897	681	799
Scope 3.11 - Use of sold products	3,409	3,307	4,460
Scope 3.12 - End-of-life treatment of sold products	2,041	2,054	1,692
Indirect emissions (Scope 3)	45,828	42,937	52,396
Total carbon footprint	46,813	43,962	53,236

WE CARE > Ethical production
> Fair Wear Foundation

Fair Wear Foundation Brand Performance Check 2024 (covering year 2023):

Benchmarking score: 65
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.

GLOSSARY

amfori BSCI	amfori Business Social Compliance Initiative
BPC	Brand Performance Check
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
CO₂-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

DWR	Durable water repellent
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
EPS	Expanded polystyrene
ERP	Enterprise resource planning
FEM	Higg Facility Environmental Module
FSLM	Higg Facility Social and Labour Module
FWF	Fair Wear Foundation
GHG Protocol	Greenhouse Gas Protocol
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GWP	Global warming potential
ILO	International Labour Organisation
IPCC	Intergovernmental Panel on Climate Change
ISPO	Internationale Fachmesse für Sportartikel und Sportmode

JBP	Joint business plan
KPI	Key performance indicators
LCA	Life Cycle Assessment
LWG	Leather Working Group
MRS�	Manufacturing Restricted Substance List
MSI	Higg Materials Sustainability Index
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational health and safety
OSCA	Online Supply Chain Accelerator
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
SAC	Sustainable Apparel Coalition, now known as Cascale
SAC	Schweizer Alpen-Club
SAI SA8000	Social Accountability International SA8000 Standard
SBTi	Science Based Target initiative
SLCP	Social & Labor Convergence Program
SMETA	Sedex Members Ethical Trade Audit
STS 2030	Sustainable Textiles Switzerland 2030
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

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