

2022 ANNUAL PROGRESS REPORT FOR



AS A MEMBER OF THE OIA CLIMATE ACTION CORPS, OUR COMPANY COMMITS TO



MEASURE our entire GHG footprint



PLANby setting targets



REDUCE emissions over time



share
progress publicly each
year through this annual
progress report

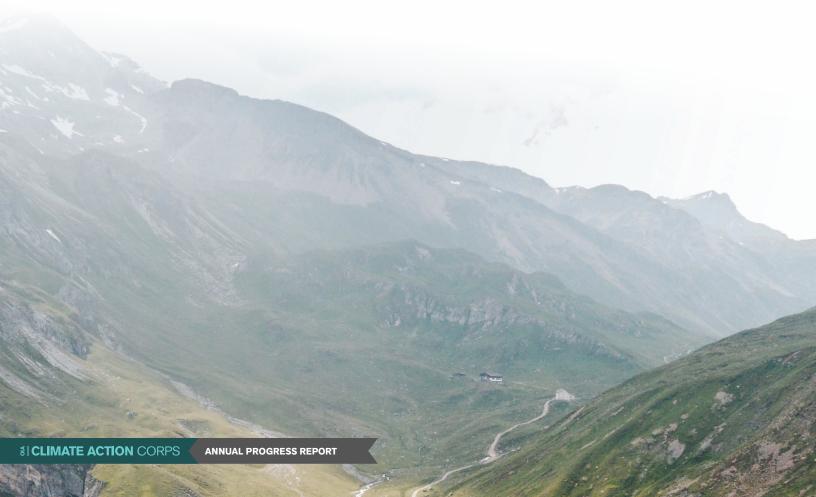
WHAT IS THE OIA CLIMATE ACTION CORPS?

Climate Action Corps is the outdoor industry's collaborative model to lead on climate action to reduce industry-wide greenhouse gas (GHG) emissions in line with science. To learn more, visit **outdoorindustry.org/climateaction**.





MEASUREMENT OF SCOPE 1 AN	D SCOPE 2 EMISSIONS:
Completed	
☐ In progress	
☐ Initial estimate	
☐ Not yet started	
MEASUREMENT OF SCOPE 3 EM	ISSIONS:
Completed	
☐ In progress	
Initial estimate	
□ Not yet started	
REGARDING VERIFICATION OF O	UR COMPANY'S GHG EMISSIONS MEASUREMENT:
☐ Were verified by an independent party	
☐ Will be verified by an independent party	
☐ Are considering verification	
Are not considering verification	





QUANTITATIVE REDUCTION TARGETS SET FOR SCOPE 1 AND SCOPE 2 EMISSIONS:

☐ In progress

Not yet started

QUANTITATIVE REDUCTION TARGETS SET FOR SCOPE 3 EMISSIONS:

Completed

☐ In progress

Not yet started





REDUCTION STRATEGY FOR SCOPE 1 AND SCOPE 2 EMISSIONS:
 ■ Completed and taking actions □ In progress and building a strategy □ Not yet started
REDUCING SCOPE 2 EMISSIONS THROUGH RENEWABLE ELECTRICITY FOR OUR U.S. OWNED/OPERATED LOCATIONS:
 Sourcing 100% renewable electricity Sourcing some renewable electricity (more than the local grid mix) Not sourcing any renewable electricity (only what is in the local grid mix) Not applicable — do not own/operate locations in the U.S.
REDUCING SCOPE 2 EMISSIONS THROUGH RENEWABLE ELECTRICITY FOR OUR GLOBALLY OWNED/OPERATED LOCATIONS:
 Sourcing 100% renewable electricity Sourcing some renewable electricity (more than the local grid mix) Not sourcing any renewable electricity (only what is in the local grid mix) Not applicable — do not own/operate locations outside the U.S.
REGARDING OUR REDUCTION STRATEGY FOR SCOPE 1 AND SCOPE 2 EMISSIONS, WE ARE TAKING (OR HAVE TAKEN) THE FOLLOWING ACTIONS:
 Improved energy efficiency at our owned/operated facilities Produced or procured renewable electricity (and/or renewable energy credits) for our owned/operated facilities Reduced fuel consumption of company-owned vehicles by choosing electric vehicles or other alternatives Reduced onsite use of fuels through electrification or other energy sources for our owned/operated facilities Procured renewable fuels (e.g. biogas) for onsite use at our owned/operated facilities Adopted the use of refrigerants with low Global Warming Potential (GWP) at our owned/operated facilities None (we have not taken actions yet) Other (please specify)



	Completed and taking actions In progress and building a strategy Not yet started
RE TA	EGARDING OUR REDUCTION STRATEGY FOR SCOPE 3 EMISSIONS, WE ARE KING (OR HAVE TAKEN) THE FOLLOWING ACTIONS:
	Engaged with our suppliers about energy efficiency Engaged with our suppliers about renewable energy Engaged with our suppliers about cleaner thermal processes (e.g. electrification, biomass) Engaged with our suppliers about measuring their GHG emissions Changed our company's products and materials to alternatives with lower-GHG footprint Designed our products to be more energy efficient during use Implemented company policies to reduce impacts of business travel Reduced packaging and/or changed our packaging to alternatives with lower-GHG footprint Reduced impacts of inbound distribution (transportation modes, logistics, packing density) Reduced impacts of outbound distribution (transportation modes, logistics, packing density) None (we have not taken actions yet) Other (please specify)
(0	EGARDING OUR REDUCTION STRATEGY FOR SCOPE 3 EMISSIONS, WE ARE TAKING OF TAKEN OF THE FOLLOWING ACTIONS ON LOW-CARBON MATERIALS IEASURED IN TOTAL MATERIALS VOLUME BY SPEND):
	Commitment to source low-carbon materials for more than 50% of total materials Commitment to source low-carbon materials for less than 50% of total materials No commitment to source low-carbon materials



REGARDING OUR REDUCTION STRATEGY FOR SCOPE 3 EMISSIONS, WE ARE ENGAGING TIER 1 AND TIER 2 SUPPLIERS TO MEASURE FACILITY-LEVEL GHG EMISSIONS, SET **TARGETS, AND/OR BUILD ACTION PLANS:**

	0%	1-25%	26-50%	51-75%	76-100%
Tier 1 Suppliers					
Tier 2 Suppliers					

REGARDING OUR REDUCTION STRATEGY FOR SCOPE 3 EMISSIONS, WE ARE ENGAGING TIER 1 AND TIER 2 SUPPLIERS TO IMPLEMENT DECARBONIZATION ACTIONS

(E.G., ENERGY EFFICIENCY IMPROVEMENTS, RENEWABLE ENERGY):

	0%	1-25%	26-50%	51-75%	76-100%
Tier 1 Suppliers					
Tier 2 Suppliers					

REGARDING OUR REDUCTION STRATEGY FOR SCOPE 3 EMISSIONS, WE ARE TAKING (OR HAVE TAKEN) THE FOLLOWING ACTIONS TO DECOUPLE BUSINESS **GROWTH FROM RESOURCE CONSUMPTION AND EMISSIONS:**

	products fo			

- Buying back and re-selling (or facilitating the resale of) used products
- ☐ Offering product leasing/renting or subscription programs
- ☐ None (we have not taken actions yet)
- ☐ Other (please specify)



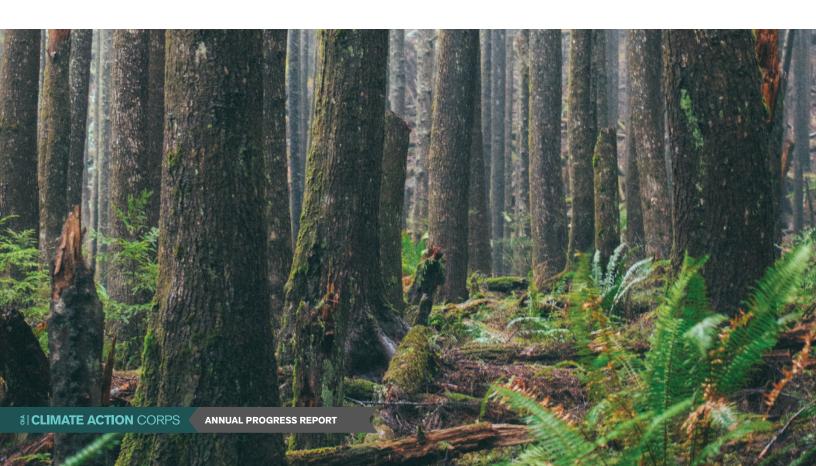
REGARDING CARBON (CLIMATE) NEUTRALITY, OUR COMPANY:

Purchases carbon offsets to achieve carbon (climate) neutrality for scope 1 and scope 2
Purchases carbon offsets to achieve carbon (climate) neutrality for scope 3
Directly invests in carbon removal or sequestration
Is Climate Neutral Certified
Purchases some carbon offsets, but not carbon (climate) neutral
Does not purchase carbon offsets
Other

REGARDING NATURE-BASED CARBON REMOVALS FOR REMAINING GREENHOUSE GAS EMISSIONS, OUR COMPANY:

Has a commitment to invest in nature-based carbon removal or offset programs to compensate for remai	ning
GHG emissions	

- ☐ Is planning to make a commitment to invest in nature-based carbon removal or offset programs to compensate for remaining GHG emissions
- Has not yet considered a commitment to invest in nature-based carbon removal or offset programs to compensate for remaining GHG emissions



ADVOCACY ACTIONS WE HAVE TAKEN:

- Endorsed a climate solutions campaign or sign-on letter
- Corresponded directly with U.S. Congress and administration officials
- ☐ Participated in a government meeting (e.g. OIA's virtual or in-person D.C. fly-in events)
- Provided customers with opportunities to advocate
- Supported advocacy groups through donations or membership
- ☐ No advocacy actions taken yet
- ☐ Other

ENGAGEMENT ACTIONS WE HAVE TAKEN:

- Empowered consumers to take action on climate
- Recognized and rewarded climate leading actions with our vendors
- Participated in collaborative industry programs to reduce GHG emissions in the supply chain
- ☐ No engagement actions taken yet
- Other





REGARDING PUBLIC DISCLOSURE, OUR COMPANY HAS MADE THE FOLLOWING **PUBLICLY AVAILABLE (OPTIONAL):** Company GHG measurement Company reduction targets Company reduction strategy ☐ Company progress against targets ☐ Company quantified reduction achievements Company did not provide information to this question. LINKS TO PUBLICLY AVAILABLE INFORMATION (OPTIONAL): Company did not provide information to this question. **OUR COMPANY'S MOST RECENT QUANTIFIED GHG MEASUREMENT** (FOOTPRINT, IN tCO2e) (OPTIONAL): Scope 1 emissions: Scope 2 emissions: Scope 3 emissions: 5.5 tCO2e 1.4 tCO2e THE REPORTING YEAR FOR OUR COMPANY'S MOST RECENT GHG MEASUREMENT (OPTIONAL):

FROM

Date

TO

Date

12/31/2022

01/01/2022



OUR COMPANY'S QUANTITATIVE GHG REDUCTION TARGETS ARE (OPTIONAL): Company did not provide information to this question. **OUR COMPANY CAN DEMONSTRATE MEASURABLE REDUCTIONS IN EMISSIONS OVER A SPECIFIED TIME PERIOD:** □ Not yet Yes 23% from '21 to '22. **OUR COMPANY'S DESCRIPTION OF ANY PROGRESS TOWARDS QUANTITATIVE GHG REDUCTION TARGETS (OPTIONAL):** Company did not provide information to this question. ADDITIONAL DETAILS ABOUT OUR COMPANY'S EFFORTS TO ADDRESS CLIMATE CHANGE (OPTIONAL): In 2021 we installed an on-site solar array that produced 80% of our 2022 electricity usage.

TO ACCESS ALL CLIMATE ACTION CORPS MEMBERS' INDIVIDUAL REPORTS AND OUR COLLECTIVE IMPACT REPORT, PLEASE VISIT: OUTDOORINDUSTRY.ORG/CLIMATEACTION