

April 2023–March 2024

FISCAL YEAR 2024

IMPACT REPORT



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ABOUT THIS REPORT

Sharing is in our nature

At Altitude Sports, we believe accountability goes beyond just business performance. We think it’s essential to be transparent about the bigger picture—our long-term impact on the planet and our communities.

This year, we’re proud to share our second Impact Report, highlighting the strides we’ve made toward our key goals: reducing our carbon footprint, better managing our waste, and fostering more sustainable practices across our supply chain.

From tracking the environmental impact of our products to supporting local and global initiatives, this report is our way of letting you in on everything we’re working toward. There’s still work to do, but we’re excited to share the progress we’ve made so far.

Here’s to the journey—and doing better, together.

The Altitude Sports Team

Inquiries about this report:
social_responsibility@altitude-sports.com

Note:
The report covers the entire Altitude Sports and The Last Hunt businesses, including our proprietary brands for the fiscal year starting April 1, 2023, and ending on March 31, 2024.



A misty mountain landscape with dense evergreen forests and rocky peaks. The scene is hazy, with soft light filtering through the clouds. The foreground shows a steep, forested slope with some rocky outcrops. In the background, more mountain ranges are visible, partially obscured by mist. The overall atmosphere is serene and majestic.

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ABOUT ALTITUDE SPORTS

About Altitude Sports

Montreal-
based

head office and distribution centre

393 brands

purchased across both websites:
Altitude Sports and The Last Hunt

293 full-time
employees

as of March 31, 2024

160,000
square feet

warehouse

Canada-wide
sales

with 55% outside of Quebec

100% online

Same-day
delivery

Same-Day Delivery in Montreal and
Next-Day Delivery in 2,000 Canadian cities

More than
1.1M shipped
orders

(April 1, 2023 - March 31, 2024)

History

1984

Our roots start when the first Altitude Sports store opens, known at the time as Altitude Sports Plein Air, with a purpose to promote the outdoors by selling and renting quality outdoor apparel and equipment.

1999

The launch of our ecommerce store—the first online outdoor retailer in Canada. The website becomes well-known to people looking for very specific technical products. We carry brands like The North Face, Salomon and Osprey and offer special request orders—the first store to do so, which is met with a positive reception.

2010

The launch of our outlet store, The Last Hunt, dedicated to selling past-season products from Altitude Sports at high discounts, allows us to reduce waste while offering durable, long-lasting products to everyone.

2011

Employees Alexandre Guimond and Maxime Dubois purchase Altitude Sports, becoming majority owners.

2012

We launch the “Don’t Dump that Downie” pilot project, collecting jackets in wearable condition to donate to Old Brewery Mission, an NGO helping people in need.

2016

We help design and launch the first ever parka insulated with milkweed, a local, renewable, and completely natural fibre, with Quartz Co.

2017

Alti Action starts up supporting the outdoors through various programs.

2018

We launch our Short Film series, providing a glimpse behind the scenes of our partner brands. These stories are brought to life by Altitude Sports employees who travel to remote areas to test gear and gain deeper insights into the vision of these brands.

The Business Development Bank of Canada becomes minority shareholder.

2019

Our Marketplace goes live to connect Altitude Sports to the inventory of partner brands, offering customers enhanced options for sizes, colours and more to complement their shopping experience.

2020

We launch Same-Day and Next-Day Delivery options.

2021

Introduce the much anticipated and popular Ski & Snowboard hard goods category.

2022

Introduce the Climbing Category, offering products ranging from harnesses, to shoes, and hardware.

2023

We provide options for delivery across the Island of Montreal using 100% electric vehicles and bicycles.

2024

We sent our B Corp assessment and are awaiting certification.

Our **vision** is to be
the world's biggest
little shop.

Our mission is to equip you with the most durable & well-designed products through an online experience that's unequalled.



We prioritize functional design, where everything serves a purpose. This principle guides how we select products and shapes our user experience: simple, clean, and efficient.



We strive for high aesthetic standards in our curated collections, experiences, and content. Aesthetics bring self-confidence, whether you are practicing a sport or simply going through your everyday life.



We aim to personalize every customer journey, offering best-in-class advice on premium gear and technical apparel. Our goal is for everyone, from beginners to hardcore adventurers, to feel at home in our online store.



We promote equality, diversity, and environmental harmony by partnering with brands and individuals who share our values. Through education and various initiatives, we aim to create positive change.

Our highlights

100%

switch to water-activated package tape as of May 2023

90%

reduction in plastic tape usage

42.86%

of our managers identify as women

\$315,530

donated to nonprofit organizations through our Alti Action Program

Compost

systems launched at our Head Office and Distribution Centre

154,596

deliveries were made using an electric vehicle or bicycle for Last Mile (it represents 13.95% of all last mile deliveries)

100%

of our scope 1 and 2 has been offset with Ostrom Climate

25%

reduction in kraft paper use compared to last year

Altitude Sports has a well-structured governance model that balances the **guidance of its board of directors**, comprising both internal and external advisors, with the interests of all stakeholders, including the majority owners, who ultimately hold the highest authority within the company.

The executive leadership team consistently provides quarterly updates to the board to ensure transparency and alignment.

In alignment with the UN Sustainable Development Goals and our B Corp standards, in 2024, we implemented a revised bonus structure that directly links a portion of annual bonuses to the achievement of sustainability targets. This change reinforces accountability and underscores the importance of integrating sustainability into our decision-making processes.

ESG matters are addressed comprehensively through a variety of channels, including quarterly board meetings, specialized committee sessions, quarterly foundation board reviews, company-wide events, training programs, and initiatives to raise awareness

At every level of the organization, from board members to employees, individuals are committed to tackling Altitude Sports' sustainability challenges and contributing to meaningful societal change.

Owners

Maxime Dubois

CO-CEO



Alexandre Guimond

CO-CEO



Board of directors



Alexandre Guimond
Member & President



Maxime Dubois
Member & Secretary



François Roberge
Member & Director



Serge Dubois
Member & Treasurer



Dustin Robertson
Independent Member & Director



Valérie Sicard
Observer



Maxime Tourangeau
Observer



Guillaume Felx
Observer

Executives



Alexandre Guimond
Co-CEO & Chief Privacy Officer



Maxime Dubois
Co-CEO



Jason Grenier
Chief Financial Officer



Raff Paquin
Chief Technology Officer & Chief Security Officer



Louis-Dominic Parizeau
Vice-President Marketing



Bao Trinh
Vice-President Merchandising



Sharlinee Maharaj
Vice-President People & Culture

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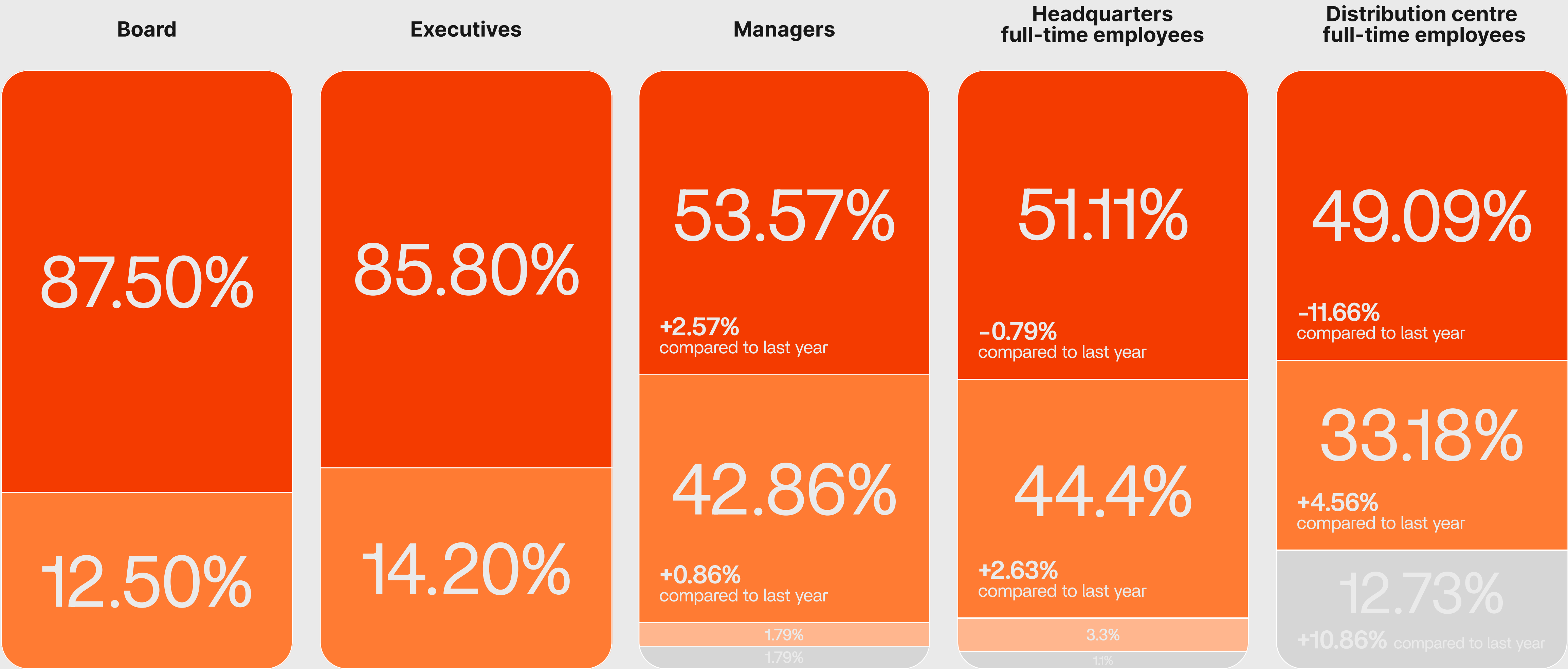
**WORKING
TOGETHER**

3.1

OUR PEOPLE

Workplace gender identity data

- Men
- Women
- Identify as Transgender or Gender Non-Conforming
- Prefer not to say

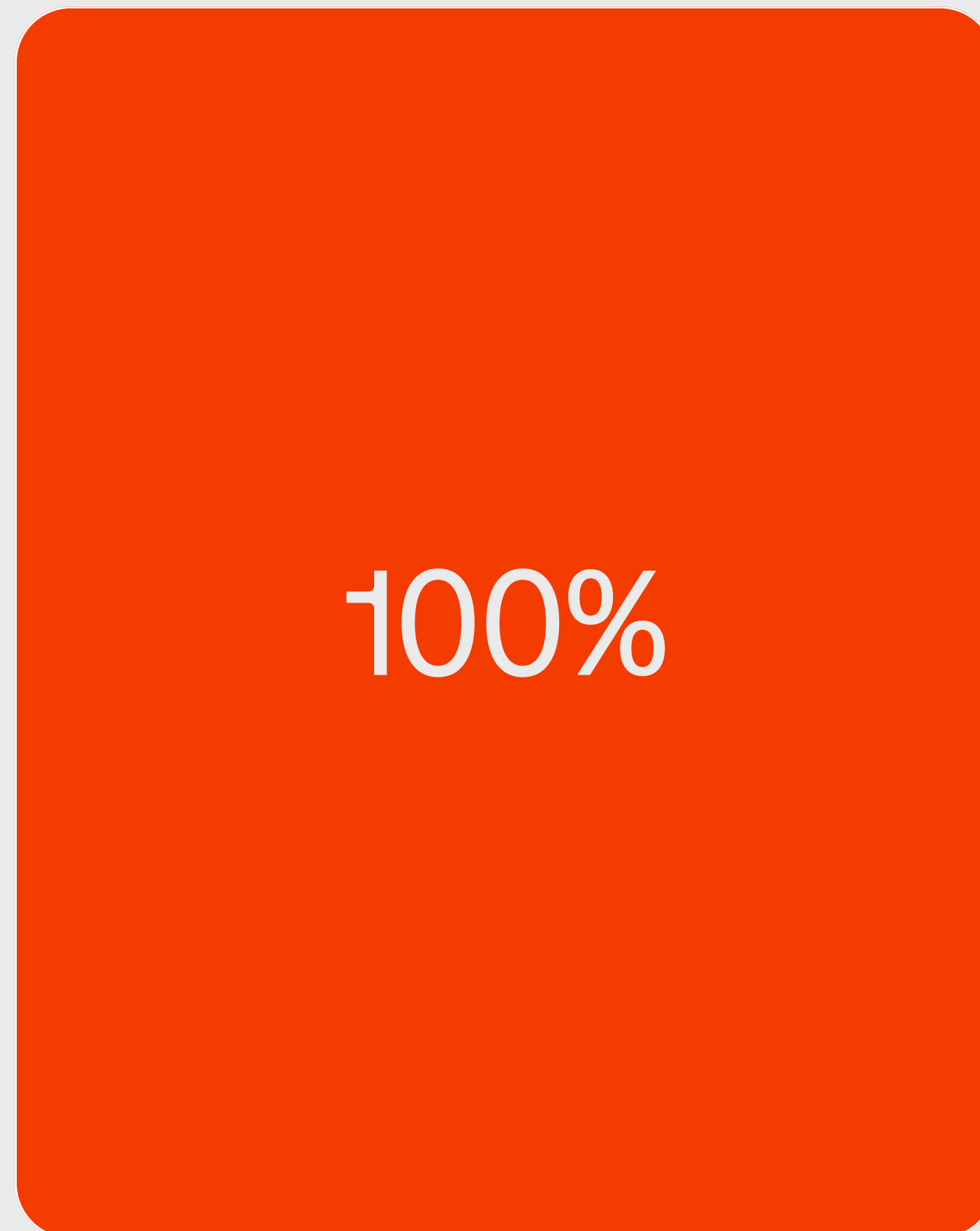


Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Board

Executives



16.67%

South Asian

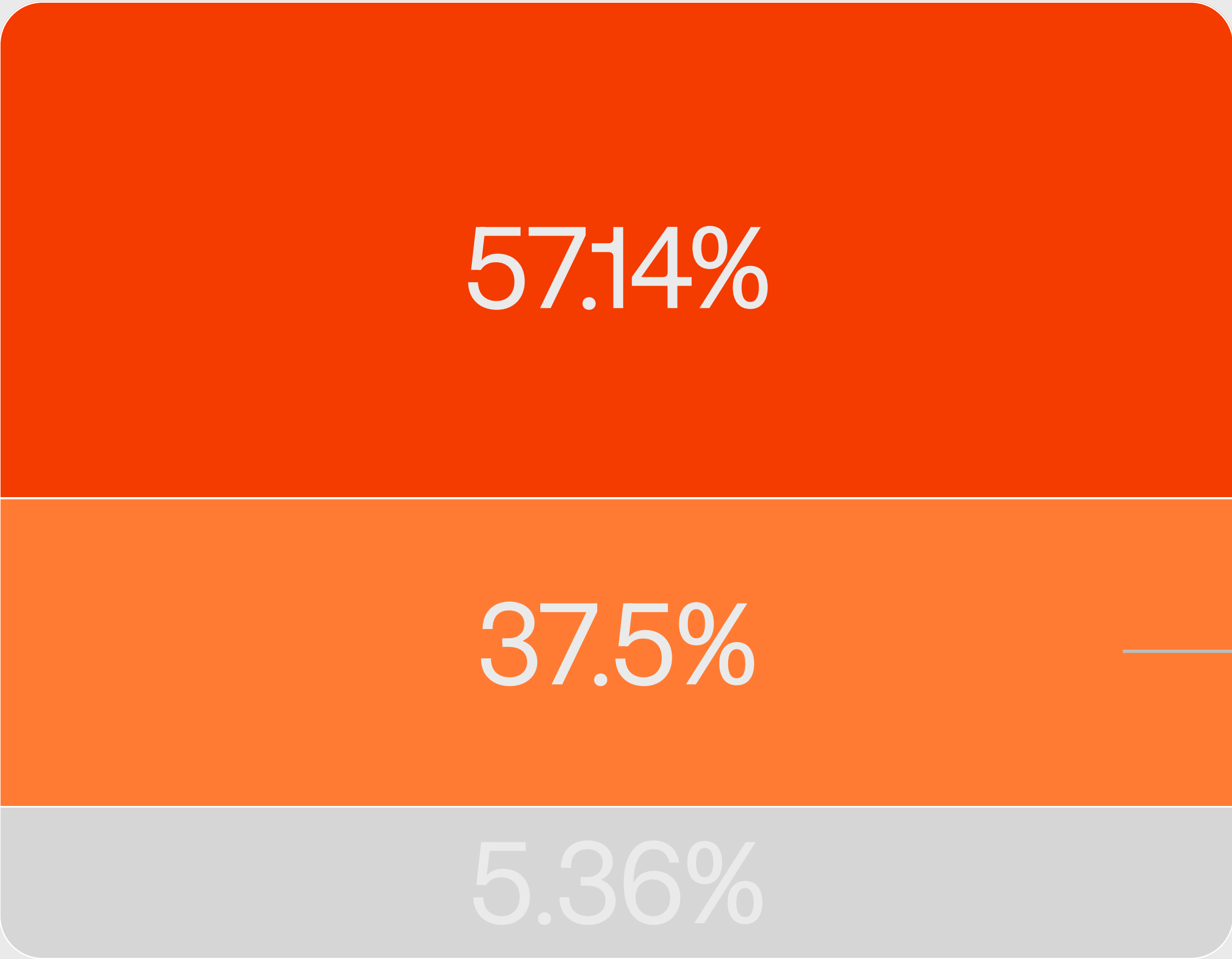
16.67%

Southeast Asian

Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Managers

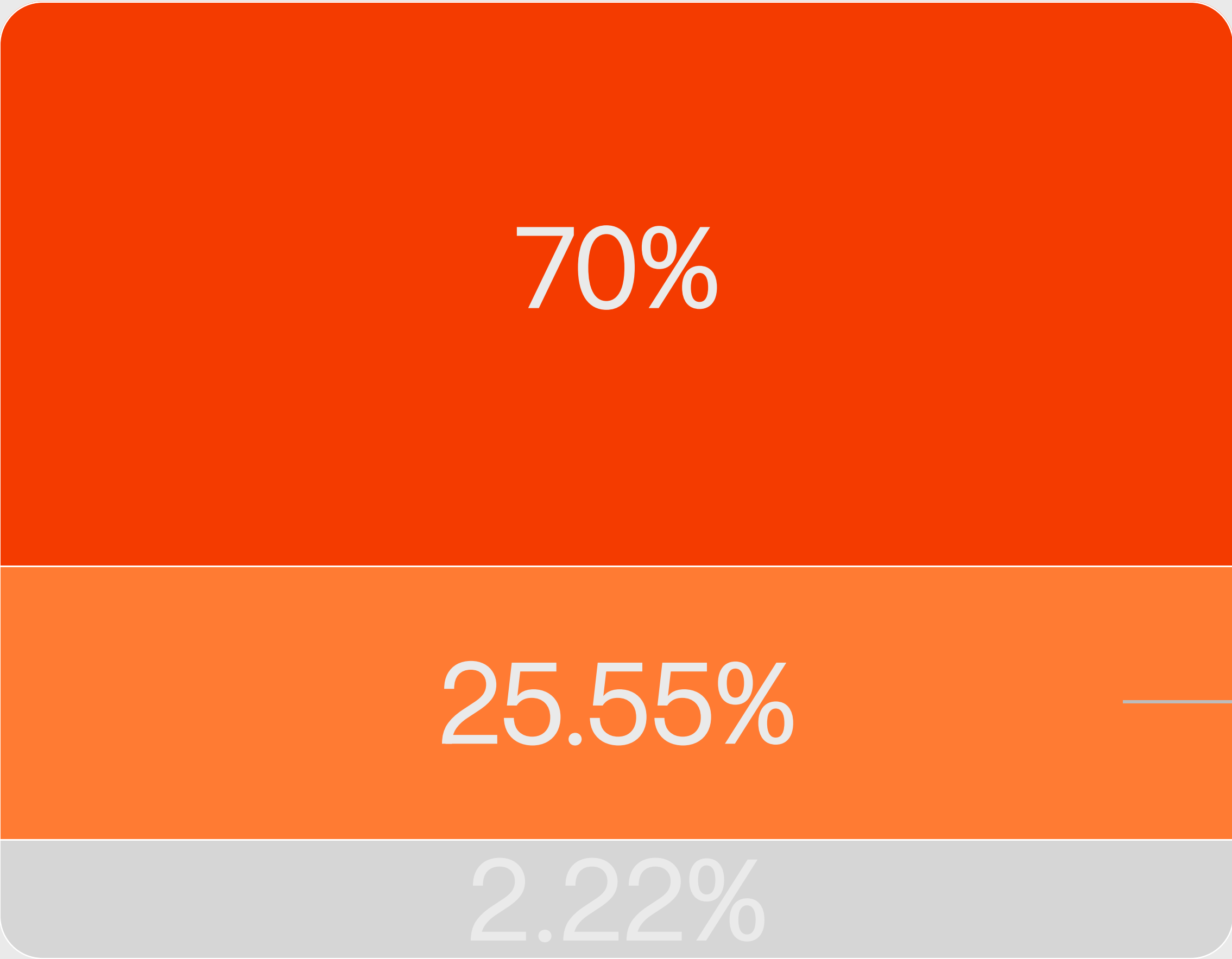


- 1.79% East Asian
- 3.57% Middle Eastern or North African
- 3.57% Black
- 5.36% South Asian
- 5.36% Southeast Asian
- 7.14% Multiracial
- 10.71% Hispanic/Latino

Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Headquarters full-time employees

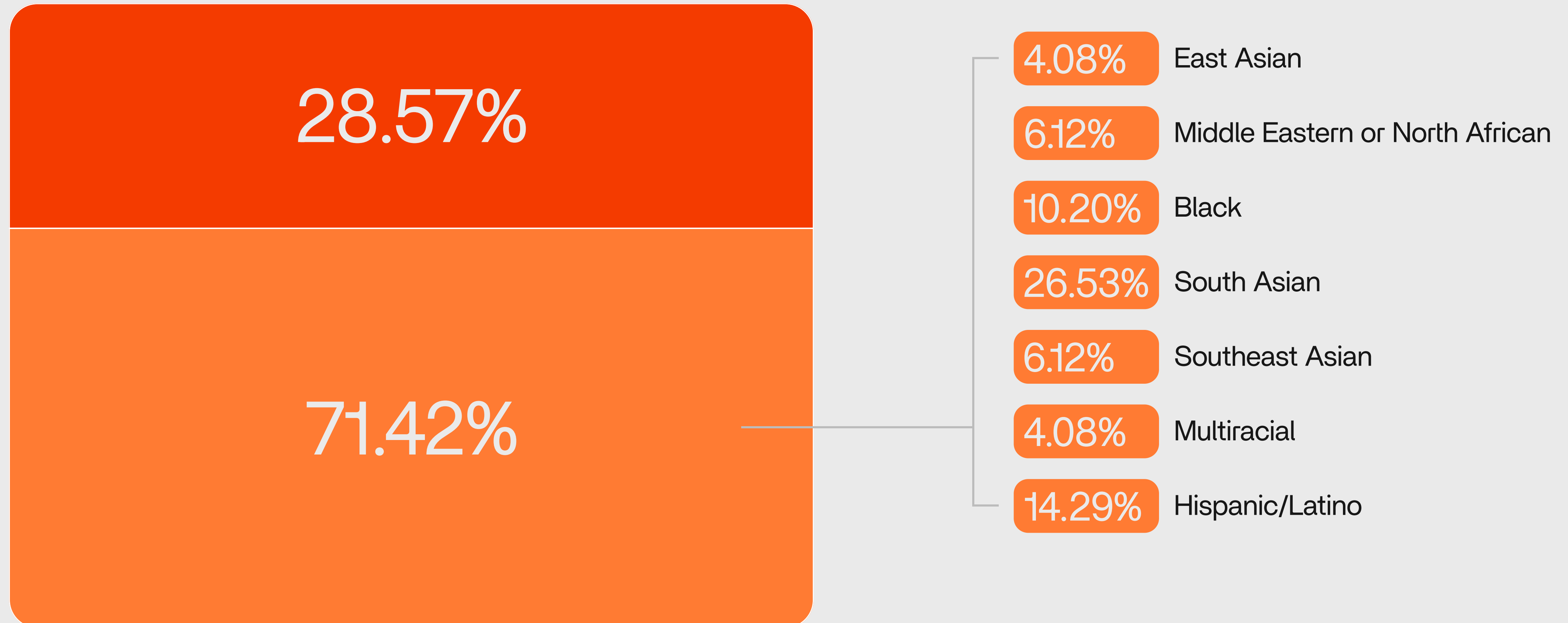


- 2.22% East Asian
- 5.56% Middle Eastern or North African
- 2.22% Black
- 2.22% South Asian
- 2.22% Southeast Asian
- 2.22% Multiracial
- 11.11% Hispanic/Latino

Workplace diversity data

- White
- Other ethnicities
- Prefer not to say

Distribution centre full-time employees



Employee engagement

At the end of our 2024 fiscal year we achieved an eNPS score of **26.80** which is a **0.4 point improvement** year over year.

*eNPS refers to the Employee Net Promoter Score and is a way of measuring employee satisfaction and loyalty in our organization. According to Workleap, 0-20% is good, 20-40 is great, 40+ is excellent.

Employee engagement methodology

Twice a year, we send a comprehensive survey to all our full-time employees, gathering feedback on their engagement, sense of belonging, mental health, and any suggestions for improving their overall experience at work. This allows us to maintain a high-level understanding of their well-being and identify areas for improvement.

In our most recent survey, we achieved a participation rate of 97.35%, which is even higher than to our 80% target.

Pay Equity

We ensure that all employees are fairly compensated for the work they do, regardless of their gender or type of employment. We plan to conduct another audit with an external firm in September 2024 to confirm that we continue to meet the necessary pay equity standards. We will share the results in our next impact report.

Flexibility to work from home

18.40%

52.20%

29.40%

- Employees using the office 3 times or more per week under our Office option
- Employees using the office 1-3 times per week under our Flex option
- Employees using the office 1-2 times per month under our Home option



Our targets

| | |
|----------|--|
| Reach | 25% female representation on the board of directors by 2026. |
| Ensure | at least a 30% female representation across our executive team by 2028. |
| Reach | 10% underrecognized group representation on the board of directors by 2026. |
| Increase | underrecognized group representation on the board of directors by 10% by 2026 from 2023 baseline. |
| Maintain | a 30% representation of underrecognized groups within our executive team, while aligning with the demographic composition of the Canadian population to progressively enhance diversity and inclusivity. |
| Maintain | a 30% representation of underrecognized groups within our headquarters workforce, while aligning with the demographic composition of the Canadian population to progressively enhance diversity and inclusivity. |

3.2

OUR COMMUNITY

Alti Action Program

Alti Action is our dedicated initiative designed to bolster organizations that champion each of our core pillars.





Environment

Advocating for the protection, restoration, and education surrounding pertinent issues, alongside providing actionable ways to contribute.



Outdoor community

Promoting awareness and fostering a more inclusive outdoor community.



Youth

Empowering youth development and facilitating their access to activities.

Since 2024, we have streamlined our nonprofit partnerships, focusing on **forging long-term collaborations.**

This approach enables us to provide deeper, more meaningful support to the organizations we work with. Beyond financial contributions, we assist them in amplifying their message and raising awareness within our communities, fostering stronger connections and more impactful outcomes.

Financial donations

Twice a year, we launch our Alti Action Campaign, offering customers the opportunity to contribute \$15 to one of our three partner organizations. Every cent of the donation directly supports these organizations. As an incentive to encourage donations, customers who participate receive Alti Dollars worth double the amount they donated, redeemable as store credit.



In-Kind donations

We are proud to collaborate with Sun Youth to fulfill clothing needs for children, as well as for men and women. Sun Youth provides vital support to families in need of emergency services, and we are honoured to contribute to their efforts.

Volunteering hours

We firmly believe in contributing to our community beyond financial donations. As such, we are committed to allocating 20% of our workforce's volunteering hours per quarter to assist our partner organizations with their projects, whether it involves events, daily tasks, or even administrative, strategic, or marketing work.



Since its inception in 2017,
Alti Action has proudly
contributed over **\$1,680,775**
to our esteemed **partner**
organizations with financial
and in-kind donations.



POW Canada

Protect Our Winters (POW) Canada unites passionate outdoor enthusiasts, professional athletes and industry brands advocating for policy solutions to climate change. By educating and inspiring communities and stakeholders across Canada, POW Canada's mission is to create effective climate advocates.



pour3points

Pour 3 Points

Pour 3 Points believes in equal opportunities for in-need youth. By pairing them with coaches who act as a positive influence in sport and in life, the organization fosters an environment that supports kids' well-being and motivation.



Nature Conservancy

Nature Conservancy of Canada is the country's unifying force for nature. In partnership with corporations, foundations, Indigenous communities, and governments at all levels, it works to protect the natural habitats that sustain Canada's flora and fauna. Since 1962, the organization has protected more than 15 million hectares across the country.



Sun Youth

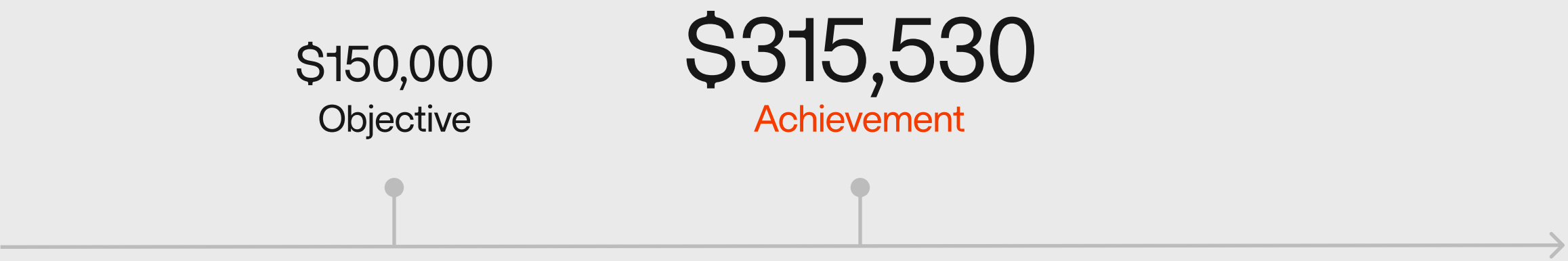
Sun Youth's goal is to alleviate poverty and prevent exclusion by providing the Montreal community with emergency food, clothing, medication, and crime prevention services. It also offers sports, recreation, and camp programs for children, as well as a social club for seniors.

Our commitment

Commit

to supporting our community by making monetary donations and product donations totalling a minimum of \$150,000 each year.

- In FY2024 we have donated a total of \$315,530 in financial and in-kind donations, **doubling our objective.**



Pledge

to support our community by ensuring that our employees contribute a minimum of 800 volunteer hours during working hours each year.

- **Progress:** We started to keep track of volunteering hours too late in the year to be able to track it properly. Our next impact report will be more up to date in that sense.

3.3

OUR SUPPLY CHAIN

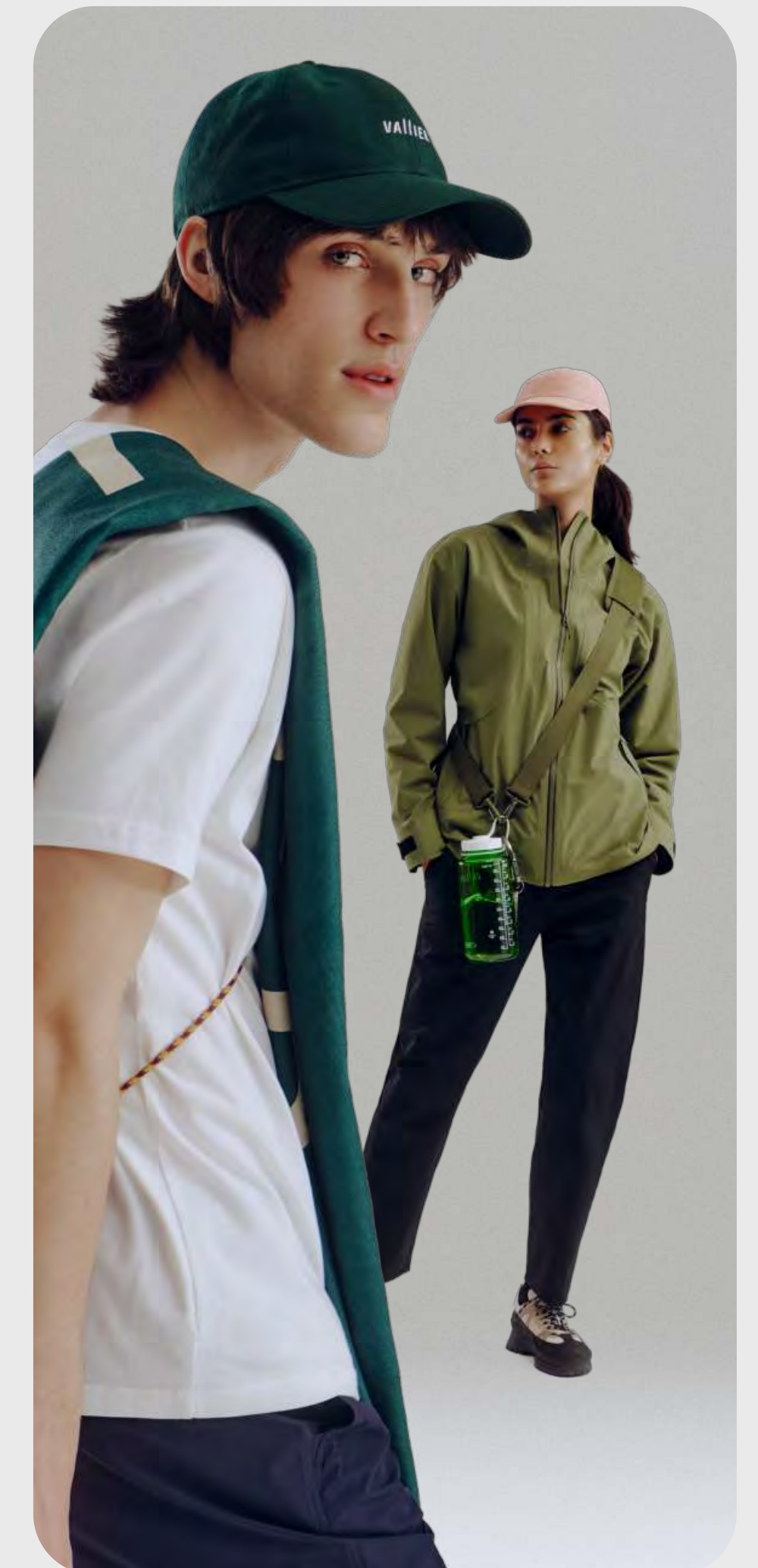
Our owned brands

In addition to our retail endeavours, we proudly own the Vallier brand, whose product team is committed to crafting items from sustainable fabrics and ensuring ethical sourcing. We collaborate with factories in Quebec, Ontario, and in Asia, all of which undergo annual third-party audits covering facility conditions, health and safety protocols, labour practices, and compliance with labour laws.

Each year, we strive to improve and make better decisions, understanding the inherent compromises in each choice.

We're committed to being transparent with our community and do our best to explain the reasoning behind our actions. Here's an update on how our products and supply chain continue to evolve year after year:

- Over 60% of the cotton and merino yarn we source is certified by GOTS (Global Organic Textile Standard), one of the most reputable certifications in the organic fibre industry.
→ **Progress:** We kept the same level of certification as last year.
- Over 59% of our sourced recycled yarn is certified by GRS (Global Recycled Standard), guaranteeing the use of recycled textiles.
- Over 30% of our materials are bluesign® certified, showing compliance with textile industry regulations that eliminate over 900 potentially harmful chemicals from the production process.
→ **Progress:** This represent a 33% decrease from last year, which is due to a reduction in in the quantity of outerwear products we offered.



- 100% of down used in our collections throughout all seasons remains RDS-certified (Responsible Down Standard).
- Our collection of knitted sweaters continues to be made from 100% extra fine merino wool certified by RWS (Responsible Wool Standard).
- Over 63% of our materials are OEKO-TEX certified, ensuring adherence to international regulations and rigorous testing for chemicals used in production processes.
 - **Progress:** This number represents a slight decrease from last year as we continue to move production from China to Canada, where yarn certification isn't available. Nonetheless, all dyeing and fabric manufacturing is done entirely in Canada.
- 37% of our products are made in Canada, which is no small feat given the limited number of manufacturers in the country. We've managed to stand out in key categories, specifically beanies and scarves, as well as t-shirts and crewneck sweaters. Additionally, we've built strong partnerships with Canadian companies such as June Swimwear, Apprenti Organik, Escape Café, and Barbarian.
- 56% of our cotton is organic and we try to increase that percentage every year. It's also worth mentioning that 52% of our organic cotton is certified GOTS.
- 62% of our products are DWR (durable water repellent) and PFC-free (Perfluorochemicals), which support our commitment to clean chemical products.

- 76% of our merino wool is RWS certified, while the remaining 24% represents the production we manufacture in Canada, where certification is not currently available.



Law & Regulations

In May 2023, the Government of Canada enacted the Fighting Against Forced Labour and Child Labour in Supply Chains Act. To ensure compliance with these regulations and enhance supply chain transparency, our 2024 fiscal year report is [available here](#). This report outlines the key measures our company has implemented over the past financial year to prevent and mitigate the risk of forced or child labour at any stage of the production of goods we import into Canada.



An aerial photograph of a winter forest. The ground is covered in a thick layer of snow, with long, dark shadows cast by the trees. Numerous dead, standing tree trunks are scattered throughout the landscape, creating a stark contrast with the white snow. Some small, bare bushes are also visible.

4

CLIMATE

4.1

OUR FOOTPRINT

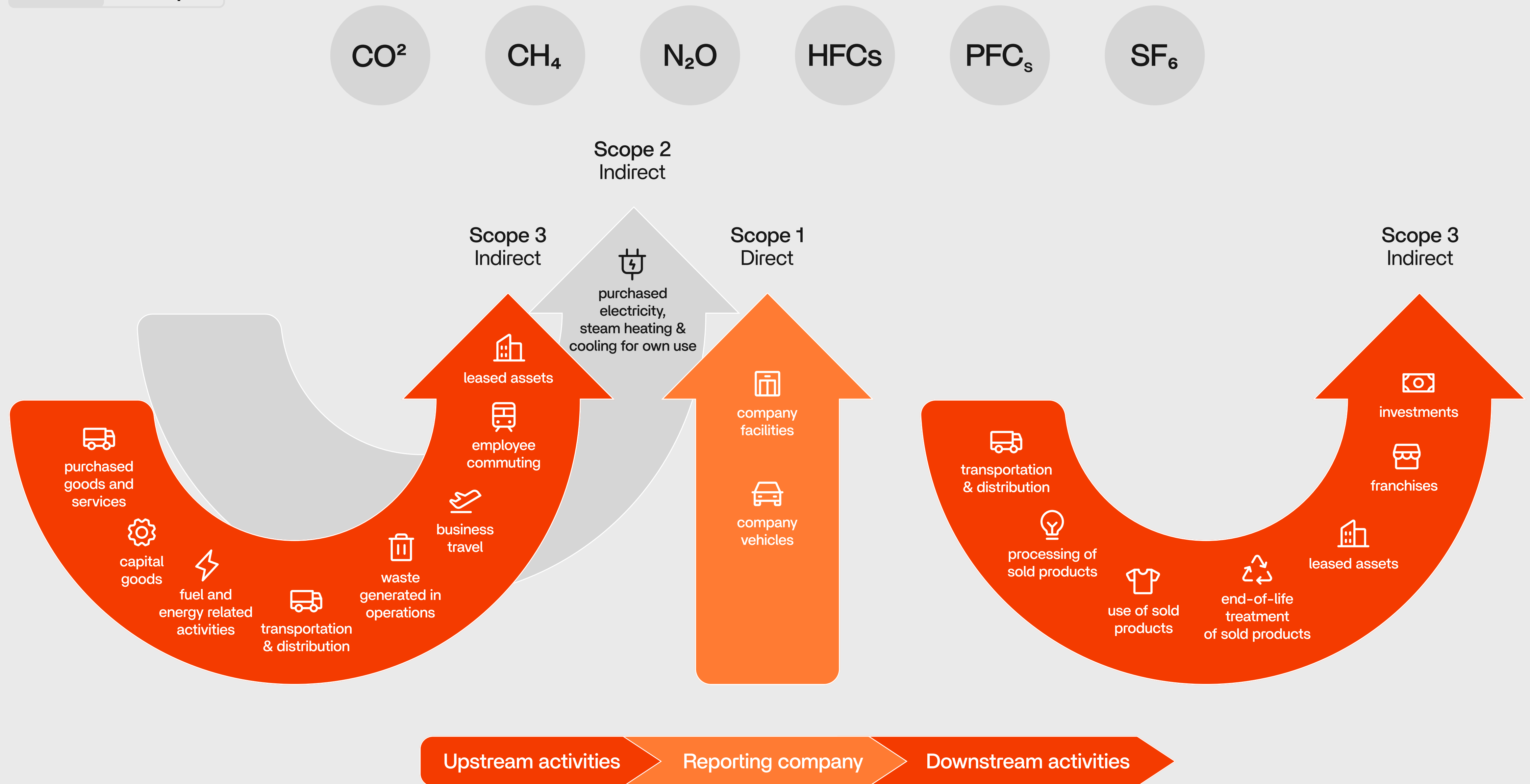
Our footprint

Our climate strategy is centered on a commitment to progress, transparency, and data rather than striving for perfection.

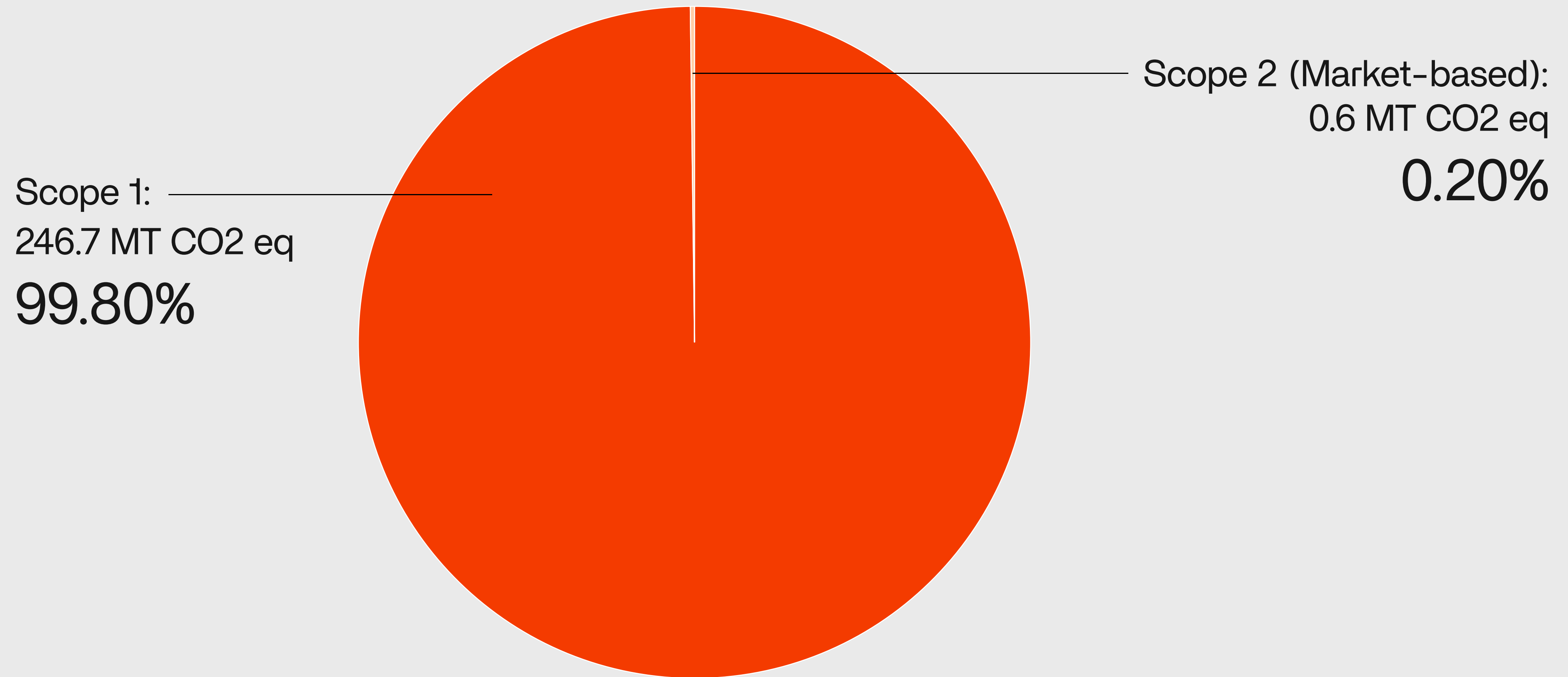
Carbon emission

Our carbon footprint is calculated according to the Greenhouse Gas Protocol (GHG Protocol), a global standardized framework to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains, and mitigation actions.

We calculated our Scopes 1 and 2 market-based and location-based carbon emissions which encompass any activities that we exert operational control over. This includes any facilities, vehicles, or other emissions sources we own, lease, or otherwise control.



Scope 1 & 2



We are fortunate to have our head office and distribution centre located in Quebec, Canada, providing us with access to hydroelectricity, a renewable energy source.

Our Scope 1 and 2 emissions decreased year over year by 71.4 MT CO₂e. This reduction is primarily due to a milder-than-usual winter, which is a circumstantial factor.

Looking ahead, we plan to replace some gas-powered unit heaters (aérothermes) with electric heaters. This change will help further reduce our natural gas consumption and emissions in the future.

*Metric tons of carbon dioxide equivalent.

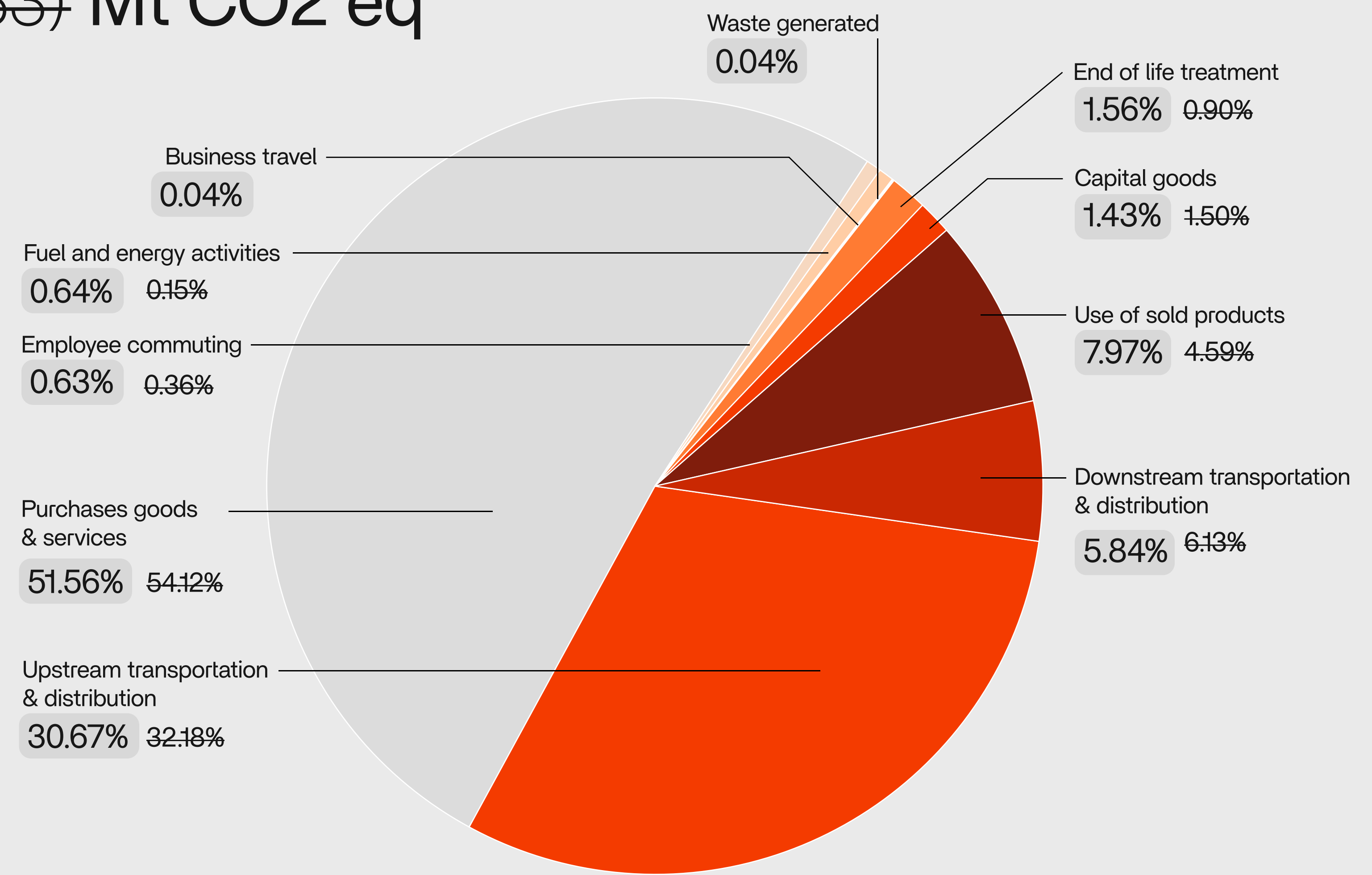
| Carbon Emissions (Metric Tons of CO2e) | | | |
|--|-----------|--------|--------|
| Scope | Emissions | | |
| | FY2022 | FY2023 | FY2024 |
| Scope 1: Direct Emissions | 404.90 | 318.10 | 246.70 |
| Scope 2: Indirect Emissions | 0.60 | 0.60 | 0.60 |
| Scope 3: Other Indirect Emissions | N/A | 33,737 | N/A |

Scope 3: 33,737 ~~(58,583)~~ Mt CO2 eq

We will calculate our Scope 3 emissions every three years, as changes in these categories typically require time to materialize and show a measurable impact.

However, the firm we partnered with to calculate our FY2023 Scope 3 emissions made an error. Some categories were analyzed using a spend-based method, but a mistake in the USD-to-CAD exchange rate inflated our total Scope 3 GHG emissions.

Below, you'll find the corrected data for our FY2023 Scope 3 emissions, which amount to 33,737 MT CO2e, rather than the originally reported 58,582 MT CO2e. This correction represents a decrease of 24,846 MT CO2e.



*Metric tons of carbon dioxide equivalent.

Scope 3: Emissions by category

| Scope 3 | GHG Emissions (Mt CO2 eq) | Share for Scope 3 |
|--|---------------------------|-------------------|
| Purchased goods & services | 17,396 | 51.56% |
| Capital goods | 483 | 1.43% |
| Fuel and energy activities | 87 | 0.26% |
| Upstream transportation & distribution | 10,345 | 30.87% |
| Waste generated | 12 | 0.04% |
| Business travel | 12 | 0.04% |
| Employee commuting | 213 | 0.63% |
| Downstream transportation & distribution | 1,971 | 5.84% |
| Use of sold products | 2,890 | 7.97% |
| End of life treatment | 527 | 1.56% |
| Total | 33,737 | 100% |

*Metric tons of carbon dioxide equivalent.

Methodology

We have worked with a recognized firm to calculate our Scope 3, which extends to include supply chain emissions, commuting, business travel, and more. In our current methodology, the primary data source for assessing Scope 3 GHG emissions is the spend-based method.

We are committed to enhancing the quality of data associated with purchased goods and services, as well as upstream transportation and distribution categories. While striving for comprehensive insights across all Scope 3 categories, we acknowledge certain limitations inherent in utilizing the spend-based method for assessment in some cases. Nevertheless, we are committed to overcoming these challenges and constantly improving our methods to obtain accurate and actionable data.





Offsetting Scope 1 and 2 at 100%

As part of our ongoing commitment to sustainability, we have chosen, for **the second consecutive year, to offset 100% of our Scope 1 and 2 emissions** through the Climate Action Gold Standard Portfolio by Ostrom Climate

The Gold Standard is a globally recognized standard for offsets, specifically designed to promote sustainable development worldwide. Projects must be completed in developing nations, and have co-benefits (benefits beyond the emissions reductions) that support the 17 SDGs.

Ostrom Climate, situated in Vancouver, British Columbia, stands as one of North America's leading providers of carbon management solutions. Their dedicated team serves as a crucial link between commitment and action, assisting individuals and organizations in meeting the pressing global challenge of climate change.

[Click here for more info](#)



This is to recognize that

Altitude Sports

has offset

248 tonnes

of greenhouse gas emissions with the Gold Standard Portfolio to apply towards their Scope 1 and 2 emissions.

As Canada's leading provider of carbon management solutions, Ostrom Climate Solutions helps individuals and organizations understand, reduce, and offset their climate impact.

January 17, 2025

4.2

OPERATIONS AND LOGISTICS

Shipping

The distribution process, both upstream and downstream, is one of the most significant contributors to greenhouse gas emissions within our operations. As a result, we've invested considerable effort in collaborating with our carriers to identify and implement sustainable solutions. Recognizing the complexity of shipping logistics, we prioritize transparency and have broken down each step to ensure our commitments are clear and easy to understand.



In delivery logistics, the journey from our warehouse to our customers' homes is divided into three key phases: first mile, middle mile, and last mile.



Each phase represents a distinct stage of the supply chain, covering specific steps in the movement of goods from their origin to the final destination.

- **First Mile**
Goods are moved from our distribution centre to our carrier's distribution centre in Montreal.
- **Middle Mile**
Goods are transferred from our carrier's distribution centre in Montreal to their regional hub distribution facility, closer to the end customer. (i.e. from Montreal to Toronto).
- **Last Mile**
Goods are transferred from the regional hub to the end customer. Although the straight-line distance on a map may be shorter, this stage is more logistically intensive. Multiple vehicles are involved, covering greater distances overall as they make door-to-door deliveries.

Electric Deliveries



A scenic photograph of a mountain range covered in snow. In the foreground, several tall, dark evergreen trees stand against the snow-covered slopes. The background features more snow-capped mountain peaks under a soft, warm sky with a gradient from light orange to pale yellow, suggesting a sunrise or sunset. The overall mood is serene and cold.

5

CLIMATE STRATEGY

5.2

TARGETS AND PROGRESS

Emissions reduction

Get

40% of our partner brands (spend-based) to officially have a target aligned with the SBT to reduce greenhouse gas emissions by 2030.

Reduce

our greenhouse gas emissions by 30% relative to our revenues by 2030 from our 2023 baseline.

Perform

a digital cleanup (i.e. clean mailbox, delete unused applications, delete old files and more) 2 times per year.

- **Key Wins:** We have started to structure information to monitor progress. Cost-cutting efforts were made, along with the use of data clouds (AWS S3) better suited for long-term archiving.

Limit

corporate travel to 320,000 km annually regardless of employee count, emphasizing only essential trips.

- **Progress:** We reduced our travel considerably, reaching only 55,298 km in total.

Water

Reduce

our water consumption by 5% by 2027 from our 2023 baseline year, proportional to the average number of headcounts.

- **Progress:** We now track our water consumption on a monthly basis to identify trends and quickly detect any leaks or issues. However, since the previous methodology relied on an audit and estimation, our verified baseline data will only be available next year.

Waste

| | |
|-----------|--|
| Reduce | <p>the amount of waste going to the landfill by 3% from the 2023 baseline year, proportional to units shipped, and prevent contamination of the recycling collection route by disposing of liquids correctly by 2025.</p> |
| Implement | <p>Implement composting initiatives at the head office and distribution centre, and hire a private company to oversee transportation and management of the compost material by 2025.</p> <ul style="list-style-type: none">• Progress: This has been implemented. |
| Implement | <p>sorting stations with clear signage to encourage proper sorting of compost, trash, and recycling by 2025.</p> <ul style="list-style-type: none">• Progress: This has been implemented. |

Waste

Provide

employees with reusable and durable gloves to eliminate the use of disposable nitrile gloves by 2025.

- **Progress:** We are on track to meet this objective. We estimate that all disposable nitrile gloves purchased prior to this commitment will be out of stock by the end of March 2024. Once this occurs, we will transition to reusable gloves.

Implement

awareness and education workshops on waste management for employees and the cleaning staff every year starting in 2024.

- **Progress:** This initiative has been successfully implemented for our cleaning team. However, we've encountered greater-than-expected challenges in educating all employees on correctly using the various bins and understanding the labels on packaging. We remain committed to improving staff awareness and refining our efforts to sort waste effectively.

Packaging Targets

Eliminate

the use of bubble wrap entirely by 2026.

- **Progress:** We are on track to achieve this objective. We anticipate depleting our remaining stock of bubble wrap by November 2024, at which point we will fully transition to using the cardboard shredder.

Reduce

waste generated from our operations by 5%, proportional to the number of orders shipped, by 2026 from the 2023 baseline year.

- **Progress:** We reduced kraft paper usage by approximately 25% compared to FY23, opting to use shredded cardboard instead. Additionally, we cut plastic tape usage for our packages by 90%, transitioning to 100% water-activated tape as of May 2023.

Establish

guidelines and share best practices for suppliers' packaging (e.g., 100% recyclable packaging) by 2026.

- **Progress:** Our Merchandising and Operation teams are heavily working on guidelines and processes to make it easier for our brand partners to implement them.

Transparency

| | |
|-------------|--|
| Incorporate | sustainable certification, country of origin, and material information on our product page for 50% of our products by 2028. |
| Reach | <div>100% of Altitude Sports owned-brand products to have supply chains mapped for Tier 1 and Tier 2 suppliers' level by 2028.</div> <div><ul style="list-style-type: none">• Tier 1: Finished goods assembler & subcontractors• Tier 2: Dyers & printers; finishers, weavers, knitters</div> |
| Commit | to publishing an impact report every year. |

Shipping

Reduce

Reduce scope 3 emissions from upstream transportation and distribution, business air travel ratio per employee, and fuel- and energy-related emissions by 10% by 2028 from a 2023 base year.

Ship

Ship 30% of last mile deliveries with electric transportation modes by 2026.
Progress: we shipped 154,596 last mile electric deliveries which represents 13.95% of all outbound shipping.

Supplier targets - DEI

| | |
|-------|--|
| Reach | 22% of brand partners (spend-based) with founders or CEOs, either women or from underrecognized social groups by 2027. |
| Get | 75% of our partner brands (spend-based) to have a target for human rights based on internationally recognized organizations by 2028. |
| Get | 100% of our partner brands to have a signed code of conduct for the factories that manufacture their products by 2028. |

Supplier targets – animal welfare

Get 70% of brand partners (spend-based) that supplies down to have an animal welfare policy for down by 2027.

Get 70% of brand partners (spend-based) that supplies down to have a certification for down by 2027.

Get 50% of brand partners (spend-based) that supplies fur to have an animal welfare policy for fur by 2027.

Get 70% of brand partners (spend-based) that supplies wool to have an animal welfare policy for wool by 2028.

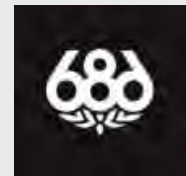
Supplier targets – chemicals

| | |
|-----|--|
| Get | 50% of our partner brands (spend-based) to have a Restricted Substance List approved by a third party like bluesign by 2028. |
| Get | 90% of our brand partners (spend-based) compliant with Altitude Sports Restricted Substance List by 2028. |

6

APPENDIX

B Corp Partner Brands



allbirds



b,
halfmoon



cieleTM
ATHLETICS



DbTM

finisterre


Kathmandu[®]

Maaji



patagonia[®]



tentree

VALLIER



Glossary

B Corp Certification: Commonly found in brands that value sustainability, transparency and accountability for their impact, this certification (granted by B Lab) is about ensuring companies meet the utmost standard in five categories: workers, governance, community, environment, and customers.

bluesign®: An organization that partners with brands, manufacturers, and chemical suppliers to see the environmental impacts of the textile value chain reduced. Products that are bluesign certified go through rigorous on-site assessments, input stream management and chemical inventory verifications, meaning that they're of the highest level of safety for people and the planet. It's not just about having safe fabrics, but having safe practices throughout the whole process. Source: bluesign.com.

Equity & Justice: Equity fairly distributes access to resources and tools based on individual needs, and justice refers to transforming the systems at the root of inequality so they can continually support equity.

ESG - Environment, Social, Governance: A framework that assesses whether an organization is being held to high environmental and social standards.

Fair Labor: A label that promotes fair and non-discriminatory treatment of employees, with access to services, fair pay, and overall healthy working conditions.

GHGs - Greenhouse gasses: Greenhouse gasses (GHGs) are found in the earth's atmosphere and naturally act as heat containers through what is called the greenhouse effect. The increase in GHGs is what's affecting the earth's internal temperature, primarily causing global climate change.

GOTS - Global Organic Textile Standard: GOTS is recognized as the world's leading standard for organic textiles. It encompasses both environmental and social criteria and aims to ensure the organic status of textiles, from the harvesting of raw materials through environmentally and socially responsible manufacturing all the way to labelling to provide a credible assurance to consumers.

GRS - Global Recycled Standard: GRS is an international, voluntary standard that sets requirements for the content and production process of products made with recycled materials. It was developed by the Textile Exchange, a global nonprofit organization dedicated to sustainability in the textile industry.

MT eq - Metric Ton Equivalent: It's a unit used to express quantities of greenhouse gasses or other emissions in terms of their impact relative to a metric ton (tonne) of carbon dioxide (CO2).

OEKO-TEX®: Founded in 1992, OEKO-TEX sets itself apart by independently testing textile and leather products in laboratories in over 70 countries. Among their numerous certifiable labels, their most known may be the OEKO-TEX® STANDARD 100, which checks for harmful chemicals in every article, be it buttons, zippers, or threads, so that you know what you're wearing is human safe at every stage.

PFCs & PFAs: Also known as "forever chemicals", these substances are composed of toxic fluorinated chemicals that have been contaminating essentially everything, from our oceans to the air. There's a difference between these acronyms that is important to note.

Renewable Energy: A form of energy that can be consumed using renewable natural sources. Some examples include sunlight, wind, or water.

RSL - Restricted Substances List: RSL refers to a compilation of substances that are restricted or prohibited for use in certain products or processes due to environmental, health, or safety concerns. These lists are often created and maintained by regulatory agencies, industry groups, or individual companies to ensure compliance with regulations and standards.

RWS - Responsible Wool Standard: The Responsible Wool Standard (RWS) is a social, environmental, and animal welfare certification ensuring the ethical treatment of wool animals and sustainable land management practices.

Science-Based Targets: Targets providing clear paths for corporations to reduce their GHG emissions and bring down the earth's internal temperature, as per the climate research guidelines, in line with the goals of the Paris Agreement.

Scope 1, 2, 3 Emissions: A way for measuring and categorizing the type of greenhouse gas emissions (GHG) a company creates directly or indirectly. For example, a scope 1 emission would be the amount of fuel being burnt from transportation vehicles delivering goods. A scope 2 emission is an indirect emission such as heating, electricity, or cooling. This is considered indirect because even if the company purchases these sources, they're generated off-site. Scope 3 emissions are every other indirect emission that is related to the company, but not controlled by them, such as (but not limited to) employee commutes or consumer disposal practices.

UNSDGs: The United Nations Sustainable Development Goals (UNSDGs) are a set of 17 goals that United Nations Members have developed to strive towards world peace and prosperity for present and future generations.

