Altitude Sports

April 2025 - March 2026



IMPACT REPORT

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1

ABOUT THIS REPORT

The Journey Continues

As the global socioeconomic landscape has shifted over the last few years, we've seen Environmental, Social, and Governance (ESG) commitments move to the centre stage for many organizations. But for us, the journey doesn't stop when the terrain gets tough. We believe it is more important than ever to stay the course and remain a leader in this space. At Altitude Sports, our ESG goals are not separate from our business goals—they are one and the same, and every stakeholder shares accountability for achieving them.

In this year's report, we showcase our evolution. We are incredibly proud to share that we have achieved a significant amount of the goals we set for ourselves in our previous chapters. True to our nature, however, we are already looking ahead and working toward even greater achievements. This report outlines those updated goals and the next steps in our progress.

Measuring Our Scope 3 Impact

FY26 also marks a crucial measurement year for us. Every three years, we undertake the massive task of calculating our Scope 3 greenhouse gas emissions to fully grasp our environmental footprint. Because this vital work requires a wealth of data from our diverse network of suppliers, compiling it accurately takes time.

Rather than holding back our overall progress until that complex data gathering is complete, we decided to publish the rest of our impact information now. We will update this report later in the year with our complete Scope 3 findings once we have all the data in hand.

The road goes ever on, and our commitment to evolving for the better remains unwavering. Thank you for continuing to walk this path with us.

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, 2025, ending March 2026.



2 ABOUT ALTITUDE SPORTS

ABOUT ALTITUDE SPORTS

About Altitude Sports

100% online

Montreal-based

head office and distribution centre

450 brands

Employees

281 full-time employees

Warehouse

215 000 square feet

Sales

Canada-wide with 55% outside of Quebec

Owner of

altitude-sports.com, thelasthunt.com, Vallier, and Altitude Sports label

Delivery

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

More than 1.2M shipped orders

(April 1, 2025 - March 31, 2026)

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 e-commerce 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.

Launch of the Vallier brand.

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 become B Corp certified. This certification ensures we meet the utmost standard in five categories: workers, governance, community, environment, and customers.

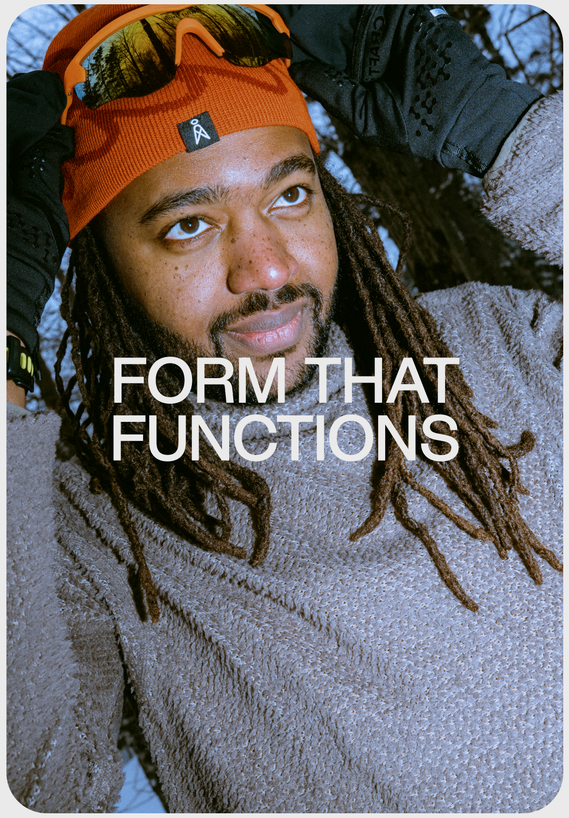
2025

Launch of Altitude Sports Private Label

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.

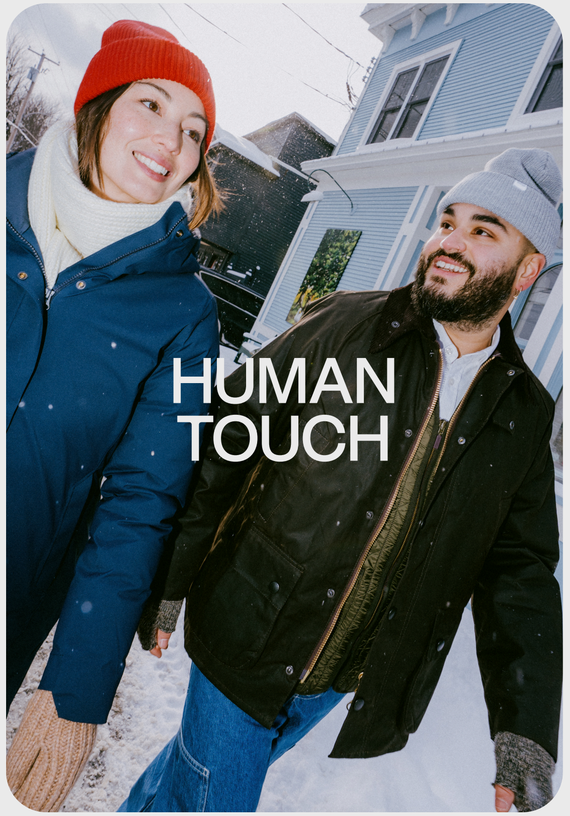
ABOUT ALTITUDE SPORTS our values



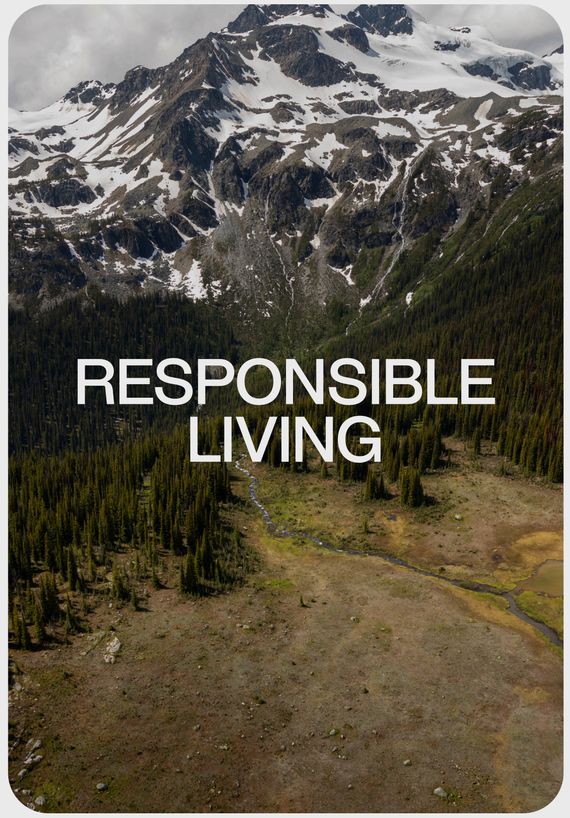
We prioritize functional design, where everything serves a purpose. This principle guides how we select products and shapes our user experience: simple, clean, and efficient.



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.

2026 highlights

823 volunteering hours

contributed by our employees.

$350,076

donated to nonprofit organizations through our Alti Action program.

Scope 1 & 2

We have offset 100% of our scope 1 & 2 greenhouse gas emissions for a fourth year in a row with Ostrom Climate.

13.86

Employee Net Promoter Score (eNPS)

+30% YoY

increase in last-mile deliveries using our partners' electric fleet, successfully fulfilling 355,868 orders.

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

Altitude Sports embraces a governance model that is both flexible and democratic, with the board of directors acting as the company's highest authority. 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.

Majority Owners





Board Members



Alexandre Guimond
Member



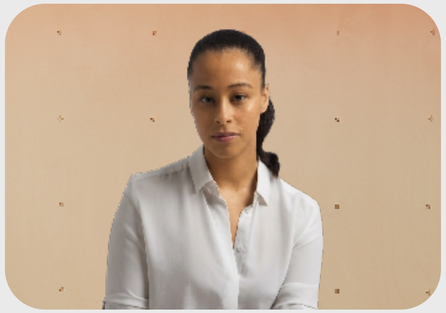
Maxime Dubois
Member



François Roberge
Member



Dustin Robertson
Independent Member



Fanny Damiette
Independent Member



Jason Grenier
Independent Member



Morgan Dias-Leclerc
Observer



Maxime Tourangeau
Member



Steven Brain
Observer

Executives



Alexandre Guimond
Co-CEO



Maxime Dubois
Co-CEO



Louis-Dominic Parizeau
Chief Marketing Officer



Bao Trinh
Vice-President Merchandising



Sharlinee Maharaj
Vice-President People & Culture



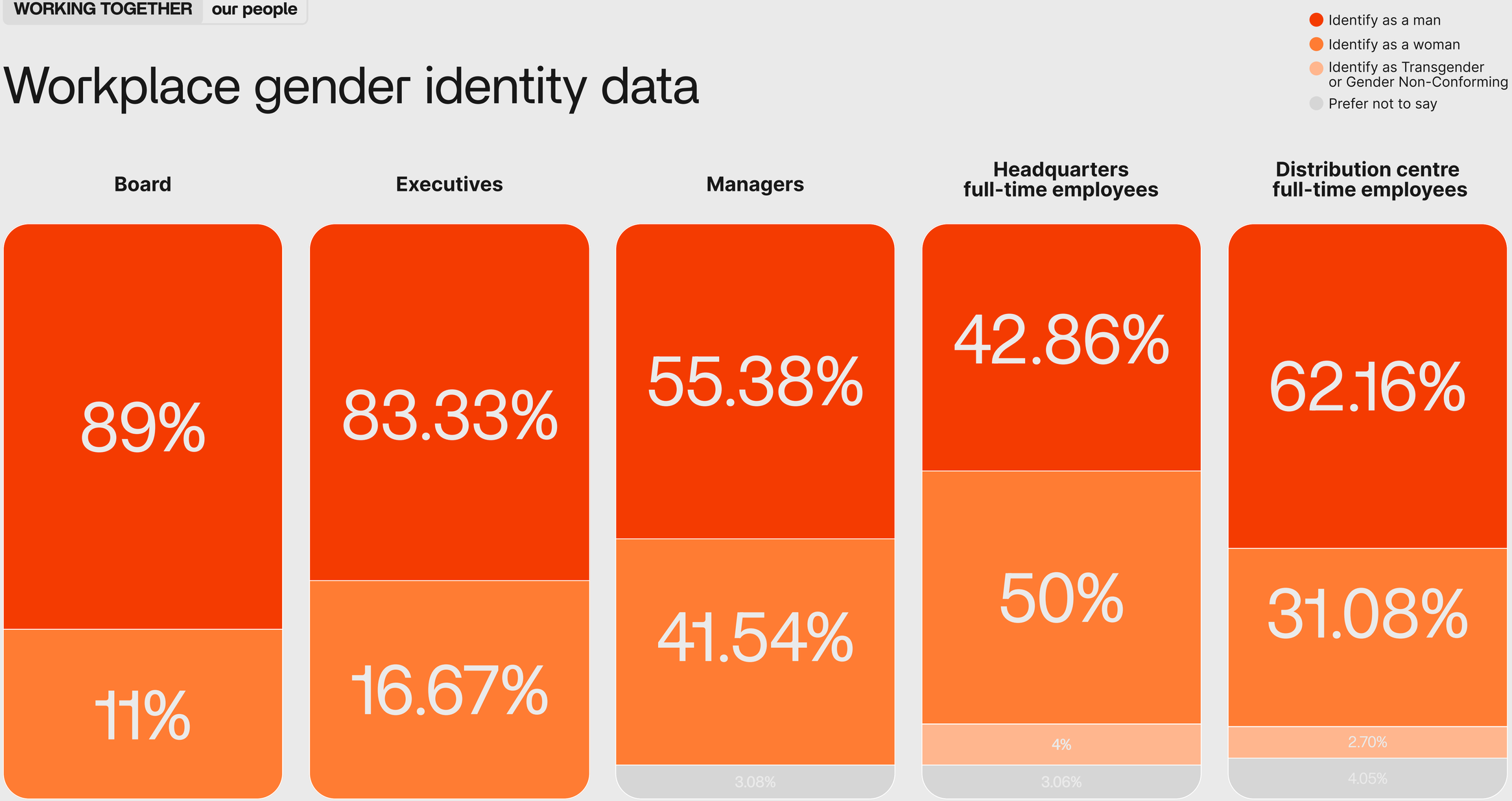
Louis-Philippe Favreau
Vice-President of Engineering


3
WORKING
TOGETHER

3.1

OUR PEOPLE

Workplace gender identity data



Workplace diversity data

White
Other ethnicities
Prefer not to say

Board

89%

11%

Executives

66.67%

33.34%

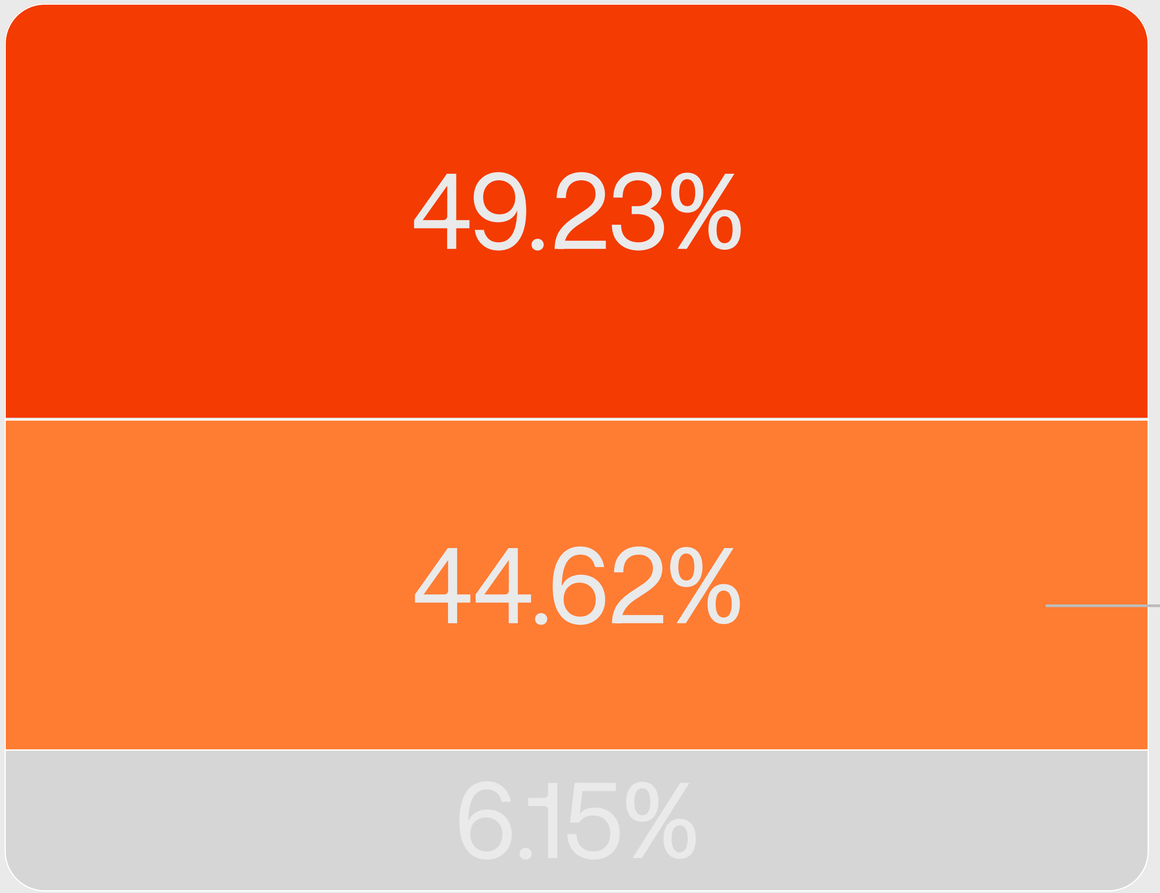
16.67% South Asian

16.67% Southeast Asian

Workplace diversity data

White
Other ethnicities
Prefer not to say

Managers

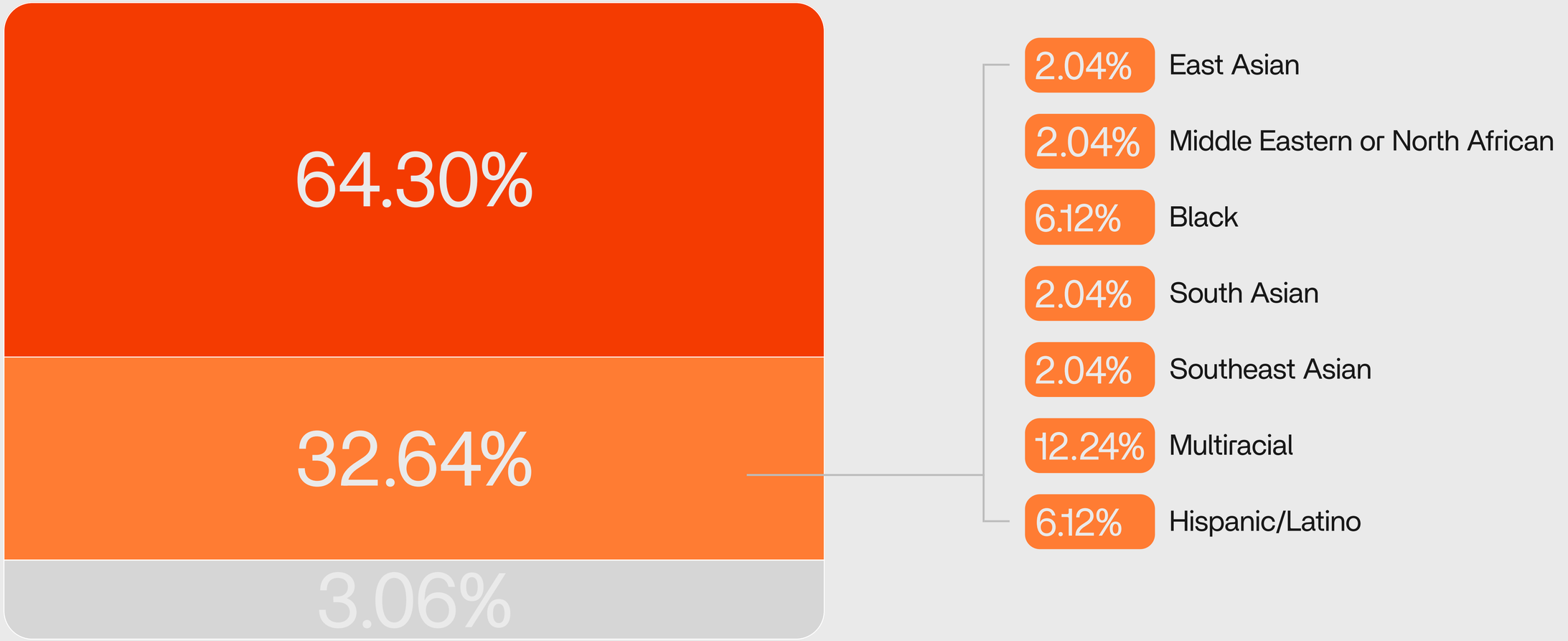


1.54%	East Asian
1.54%	Middle Eastern or North African
9.23%	Black
9.23%	South Asian
7.69%	Southeast Asian
7.70%	Multiracial
7.69%	Hispanic/Latino

Workplace diversity data

White
Other ethnicities
Prefer not to say

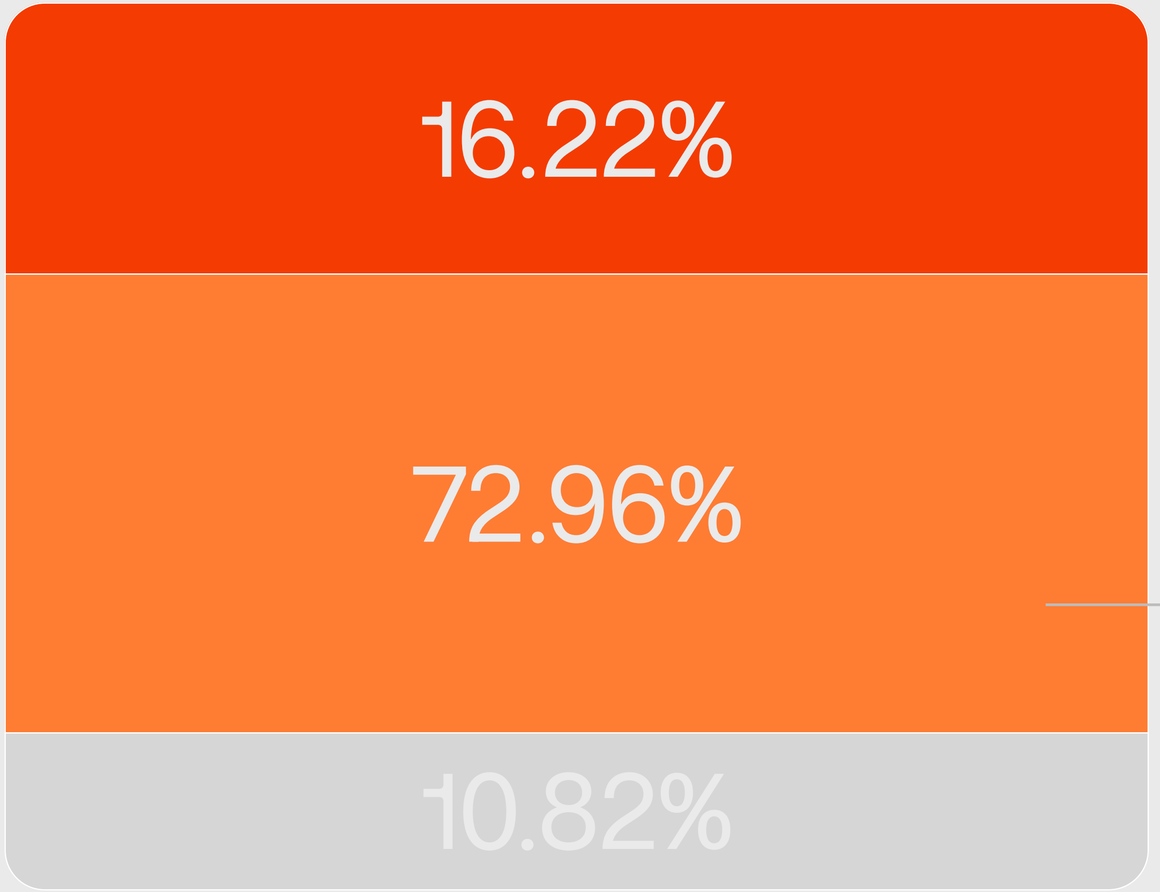
Headquarters full-time employees



Workplace diversity data

White
Other ethnicities
Prefer not to say

Distribution centre full-time employees



4.05%	East Asian
13.51%	Middle Eastern or North African
14.86%	Black
25.68%	South Asian
4.05%	Southeast Asian
4.05%	Multiracial
6.76%	Hispanic/Latino

Employee engagement

eNPS

At the close of our 2026 fiscal year, we recorded an Employee Net Promoter Score (eNPS) of 13.86, representing a slight year-over-year decrease of 0.95 points. The eNPS measures employee satisfaction and loyalty within the organization.

While the year-over-year movement was modest, the results reinforce the importance of continuing to listen closely to employee feedback and focusing our efforts on the areas that most impact the employee experience. We will continue to monitor trends and use employee feedback to help inform our People & Culture priorities in the year ahead.

*According to Workleap, 0-20% is good, 20-40 is great, 40+ is excellent.

Workplace Satisfaction

In our most recent engagement survey, we asked team members how satisfied they are with Altitude Sports as a place to work. 82.55% of respondents stated they are satisfied, more than satisfied, or extremely satisfied. While this remains a strong testament to our positive company culture, it represents a slight decrease from last year's score of 84.98%.

To address this, we are continuing our efforts towards our organizational action plan and remain committed to building a workplace our team members are proud to work in.

Employee engagement

Employee engagement methodology

Twice a year, we send a comprehensive survey to all our full-time employees, gathering feedback on their engagement and suggestions for improving their overall work experience. 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 an 85% participation rate, nearly reaching our target of 90%. While this is slightly below last year's 89%, this strong turnout ensures that the vast majority of voices at Altitude Sports continue to be heard and represented by this survey.

Pay Equity

We are committed to ensuring that all employees are fairly compensated for the work they do, regardless of gender. In September 2024, we partnered with an external firm to conduct our pay equity maintenance review. This external review is performed every 5 years.

The results confirmed that predominantly female job classes at Altitude Sports continue to receive compensation equal to that of predominantly male job classes of comparable value. No wage gaps were identified, and no adjustments were required. The official results of this maintenance exercise were posted and shared internally with all employees.

To ensure continuous compliance, we conduct an annual internal revision to:

- Review new roles, structural shifts, or significant changes in job complexity.
- We verify the gender predominance (predominantly female, predominantly male, or neutral) of any new or modified positions.
- Cross-referencing salaries across equivalent classes to prevent any gaps and keep our pay structure fair and compliant.

Flexibility to work from home

Embracing a "Best of Both Worlds" Hybrid Model

At our core, we believe a thriving company culture is built on meaningful connection and personal flexibility. We deeply value in-person collaboration; sharing time together in the office strengthens cross-functional relationships, sparks innovation, and enables the kind of spontaneous problem-solving that virtual interactions can sometimes miss.

Equally important is our commitment to our team's holistic well-being and work-life balance. To honour both priorities, we champion a structured hybrid work model. Corporate employees gather at our Head Office for a dedicated day of connection every Thursday, with the freedom to work remotely for the remainder of the week.

(Note: Because of the hands-on nature of their essential roles, our dedicated Customer Experience and Distribution Center teams operate fully on-site to ensure seamless service.)



Our targets

Reach	30% female representation on the Board of Directors by the end of 2028. **Progress:** We readjusted our goal to 30% instead of 25% to align with the 30% Club guidelines. Based on The 30% Club, they identified research suggesting that 30% represents a critical mass from which point minority groups can impact boardroom dynamics.
Ensure	at least a 30% female representation across our executive team by 2028.
Reach	10% underrepresented group representation on the board of directors by 2026. **Achieved:** We reached 11% this year.

Our targets (continued)

Maintain	30% representation of underrepresented groups within our **executive team**, while aligning with the demographic composition of the Canadian population to progressively enhance diversity and inclusivity.
Maintain	30% representation of underrepresented 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 Temporary Credits 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.
We also support other nonprofits, such as Army Salute and Maison du Père Foundation, when our main partner is unable to accept the quantity of products or when the items do not meet their specific needs.

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 $2,000,000 to our esteemed partner organizations with financial and in-kind donations.

WORKING TOGETHER our community





POW
PROTECT OUR WINTERS | CANADA

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.

pour 3 points

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.

WORKING TOGETHER our community





NATURE CONSERVANCY CANADA

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.

JEUNESSE AU SOLEIL SUN YOUTH

Sun Youth

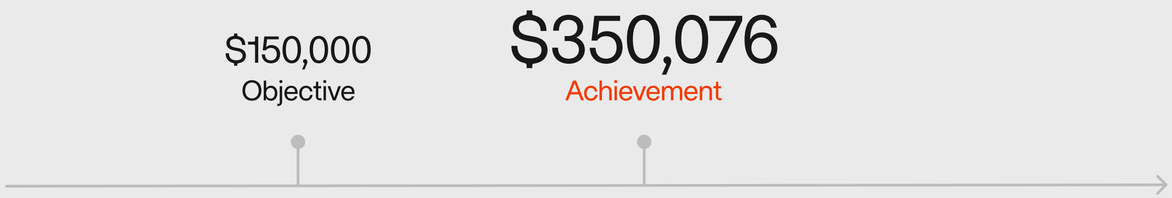
Sun Youth's goal is to alleviate poverty and prevent exclusion by providing the Montreal community with emergency food, clothing, medication, and crime prevention services. It also offers sports, recreation, and camp programs for children, as well as a social club for seniors.

Our commitment

Commit

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

- In FY2026 we have donated a total of $350,076 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.

- **Achieved:** We recorded a total of 823 volunteer hours contributed by our employees. It's our first full year with the program, and we are proud to have surpassed our goal.



3.3

OUR SUPPLY CHAIN

In addition to our retail endeavours, we proudly own the Vallier brand and, more recently, the Altitude Sports Label. The product team is committed to crafting items from sustainable fabrics and ensuring ethical sourcing. We collaborate with factories in Quebec, Ontario, and 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 to doing 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.

Vallier

GOTS certification

Over 35% of the cotton and merino yarn we source is certified by Global Organic Textile Standard (GOTS).

→ In progress, up 7% from FY2025.

Bluesign® certification

Over 13% of our materials are bluesign® certified, showing compliance with textile industry regulations that eliminate over 900 potentially harmful chemicals from the production process.

→ 7% drop from FY2025 due to fewer purchases in outerwear categories.

GRS certification

Over 68% of our sourced recycled yarn is certified by Global Recycled Standard (GRS), guaranteeing the use of recycled textiles.

→ In progress, up 18% from FY2025.

RDS certification

100% of the down used each season is Responsible Down Standard (RDS) certified.

→ Objective maintained with the addition of new styles.

OEKO-TEX certification

Over 51% of our materials are OEKO-TEX certified, ensuring adherence to international regulations and rigorous testing for chemicals used in production processes.

→ Up 7% from FY2025.

Knitted sweaters

Our collection of knitted sweaters continues to be made from 100% extra-fine merino wool certified by RWS (Responsible Wool Standard) since last year.

→ Objective maintained.

Adding even more transparency about our production

Organic cotton

70% of our cotton is organic. It’s also worth mentioning that 54% of the cotton we source is certified by GOTS (Global Organic Textile Standard) and OCS (Organic Content Standard 100)

→ Stable

Merino wool

92% of our merino wool is Responsible Wool Standard (RWS) certified, while the remaining 8% represents the production we manufacture in Canada, where certification is not currently available.

→ Up 8% from FY2025.

Made in Canada

27% of our products are made in Canada, which is no small feat given the country's limited number of manufacturers. 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 Escape Café, Barbarian and La Compagnie Robinson.

→ 14% drop from FY2025 due to fewer purchases in essentials t-shirts and sweatshirts. Stable in other categories.

DWR and PFC-free

100% of products purchased in FY2026 containing DWR (Durable Water Repellent) are PFC-free (Perfluorochemicals), which supports our commitment to clean chemical products.

Altitude Sports Label

We launched Altitude Sports Label in FY2025, and this year the assortment is more diversified, across apparel and camping gear categories.

Recycled yarn

100% of our sourced recycled yarn is certified by Global Recycled Standard (GRS), guaranteeing the use of recycled textiles.

RWS merino wool

100% extra-fine merino wool certified by Responsible Wool Standard (RWS).

→ We maintained this objective with the addition of a new merino underwear line and winter accessories.

OEKO-TEX certification

Over 64% of our materials are OEKO-TEX certified, ensuring adherence to international regulations and rigorous testing for chemicals used in production processes.

→ Now that we have a wider assortment of products, this gives us a more accurate representation of this certification in Altitude Sports Private Label. Only a few accessories and camping items don’t have the certification for now. We are actively working to increase this percentage next year.



5

CLIMATE

4.1

OUR FOOTPRINT

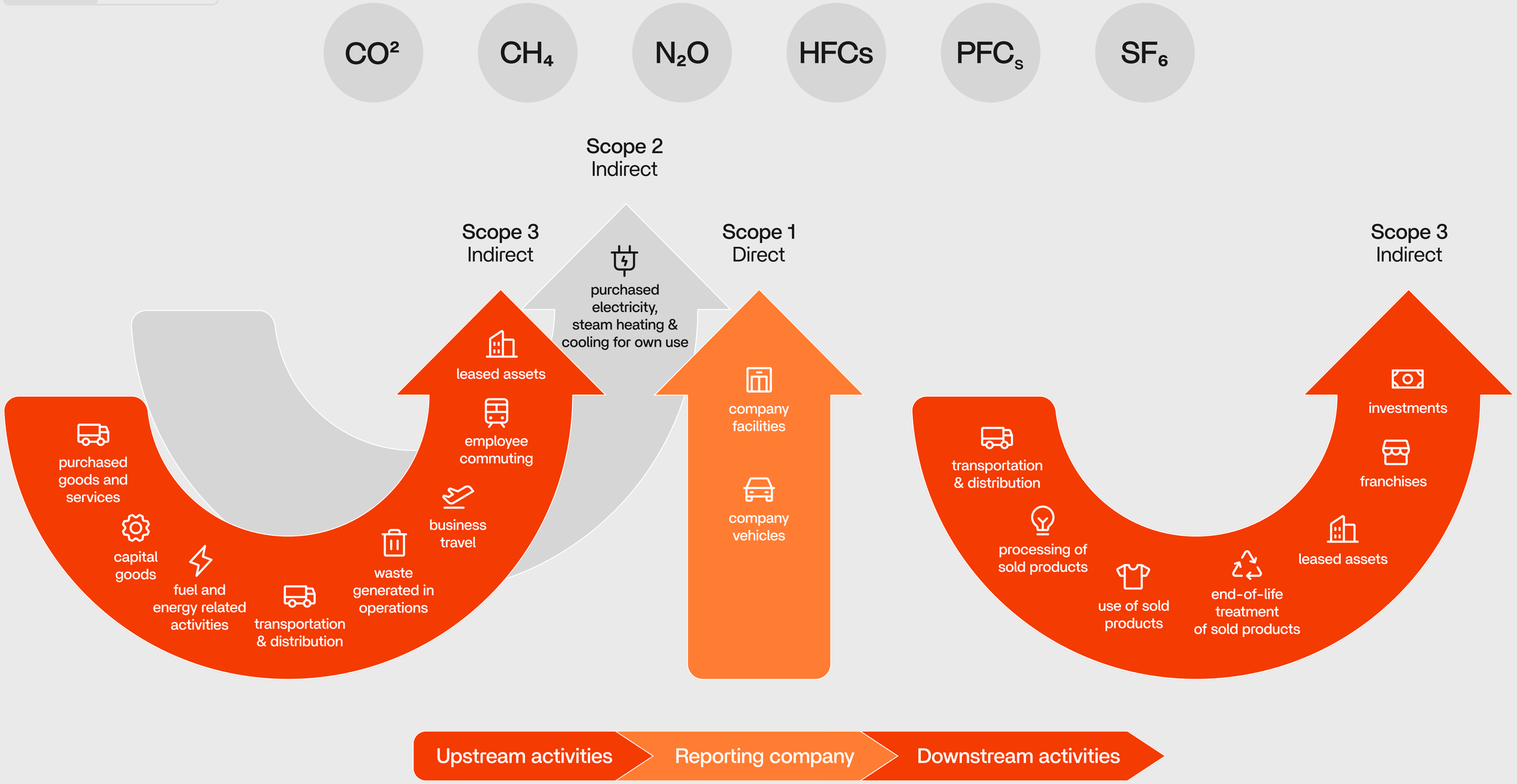
Our footprint

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

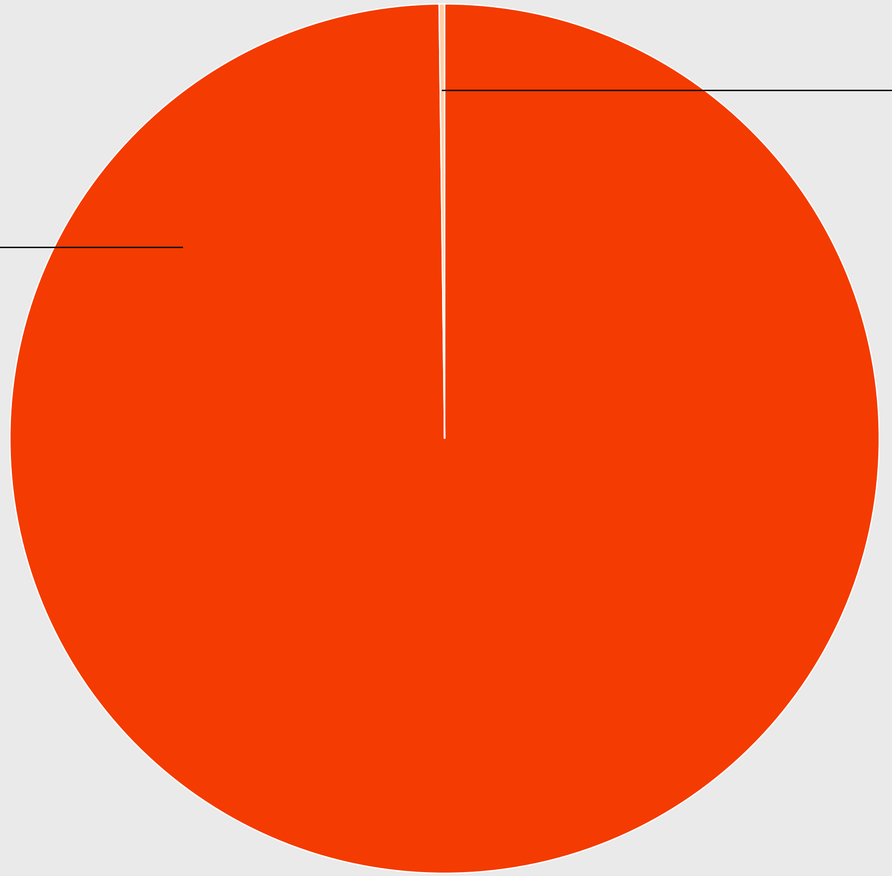
Carbon emission

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.


CO^2
CH_4
N_2O
HFCs
PFC_s
SF_6
Scope 2
Indirect
purchased electricity, steam heating & cooling for own use
Scope 3
Indirect
purchased goods and services
capital goods
fuel and energy related activities
transportation & distribution
waste generated in operations
business travel
employee commuting
leased assets
Scope 1
Direct
company facilities
company vehicles
Scope 3
Indirect
transportation & distribution
processing of sold products
use of sold products
end-of-life treatment of sold products
leased assets
franchises
investments
Upstream activities
Reporting company
Downstream activities

Scope 1 & 2



Scope 1:
363.4 MT CO2 eq
99.80%

Scope 2 (Market-based):
0.7 MT CO2 eq
0.20%

Our combined Scope 1 and 2 emissions decreased by 2 MT CO_2e year over year. Because our direct and indirect emissions stem almost entirely from heating our Montreal headquarters and distribution centre, this reduction was driven by targeted facility improvements. Specifically, we upgraded to high-efficiency radiant heaters at our shipping docks and optimized mezzanine thermostat schedules to align strictly with operational hours.

Carbon Emissions (Metric Tons of CO2e)						
Scope	Emissions					
	FY2022	FY2023	FY2024	FY2025	FY2026	Comparison
Scope 1: Direct Emissions	404.90	318.10	246.70	365.50	363.4	Down less than 1% YoY despite colder winter
Scope 2: Indirect Emissions	0.60	0.60	0.60	0.60	0.7	Higher electricity consumption likely due to a colder winter.
Scope 3: Other Indirect Emissions	N/A	33,737	N/A	N/A	Coming	N/A

Scope 3

Every three years, we undertake the massive task of calculating our Scope 3 greenhouse gas emissions to fully grasp our environmental footprint. Because this vital work requires a wealth of data from our diverse network of suppliers, compiling it accurately takes time.

We will update this report later in the year with our complete Scope 3.

Methodology

We partnered with ClimeCo, a recognized industry leader, to calculate our Scope 1 and 2 emissions for our FY2022 baseline year. Using the framework and tools provided by ClimeCo, we have since taken over the internal measurement of our Scope 1 and 2 emissions.



Offsetting Scope 1 and 2 at 100%

As part of our ongoing commitment to sustainability, we have chosen, for **the fourth 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



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

Phases	FY2023	FY2024	FY2025	FY2026	YoY
First & Middle Mile	19,374	36,861	0	0	
Last Mile	25,000	154,596	272,309	355,868	+30%

These figures are derived from the data provided by our carriers and reflect their transparency in reporting to us.

First & Middle Mile: Unfortunately, as of fiscal year 2025, we no longer have access to electric vehicle partners for our first- and last-mile deliveries, as our previous carrier was acquired by a company that does not offer EV services.

Note that the industry is at the beginning of its journey; we are in constant communication with our carriers and supporting every project with the objective to electrify this part of our supply chain.



6

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 Science Based Target initiative (SBTi) 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 2 times per year to minimize our digital footprint. **Progress:** While year-over-year data growth is a natural part of our operations since our business is growing, this initiative successfully eliminated 1,78 TB of unnecessary data. By removing this digital waste, we curbed our total data growth rate from a projected 18.02% down to just 11.97%. To drive an even greater impact next year, we are expanding our strict archiving policies into new digital environments (zones).
Limit	corporate travel to 320,000 km annually regardless of employee count, emphasizing only essential trips. **Achieved:** We successfully achieved our goal again this year, keeping our total corporate travel down to just 229,940 km. By prioritizing virtual collaboration and strictly evaluating the necessity of every trip, we stayed more than 90,000 km below our maximum limit, significantly reducing our travel-related emissions.

Water

Reduce

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

Progress: This year, at our distribution center, we recorded an average consumption of 0.65 m^3 per FTE, an increase from 0.61 m^3 the previous year. We value full transparency in our reporting. This increase was skewed by on-site construction, most specifically in April and May, where we had to fill in our new sprinkler system for the mezzanine twice. We are currently investigating deeper into the data, refining our tracking methodologies to better isolate operational usage, identify important changes in our infrastructures and flag incidents that could lead to water consumption increase. We remain fully committed to hitting our 2027 reduction target.

Note: As we're not the owners of the building where our Headquarters are located, there is no way for us to track or receive data on our water consumption accurately.

Waste

Assess

our facilities' operational waste by 2027 to highlight recyclable materials and launch targeted landfill diversion initiatives.

Progress: We have successfully established high-level waste tracking at our facilities, replacing initial estimates with total weight data. While mixed-waste collection currently prevents us from isolating specific material volumes, our active focus is refining our measurement framework to track and divert specific material categories from landfills.

- Headquarters baseline year: 413 kg/yr with approximate AVG of .045kg/employee/day
- Distribution Centre: 0.017kg/unit shipped vs baseline 0.009kg/unit shipped which represents an 85% increase from baseline. It’s a significant increase, which is tied to construction projects. We clearly see a significant increase in waste production/day during the construction work followed by a return to our typical average once completed.

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. This has been implemented.

Achieved: This has been implemented.

Waste (continued)

Implement	sorting stations with clear signage to encourage proper sorting of compost, trash, and recycling by 2025. **Achieved:** This has been implemented.
Provide	employees with reusable and durable gloves to eliminate the use of disposable nitrile gloves by 2025. Achieved: Achieved in FY25 **Achieved:** Achieved in FY25
Implement	awareness and education workshops on waste management for employees and the cleaning staff every year starting in 2024. **Progress:** We have integrated our waste management policy into our employee onboarding process in the distribution centre, ensuring every new hire receives sustainability training from Day 1.

Packaging Targets

Eliminate

the use of bubble wrap entirely by 2026.

Achieved: Achieved in FY25

Reduce

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

Progress: We haven’t been able to measure our entire waste impact. However, we did attain a 30% reduction in packaging weight per order (tracked via Éco Entreprises Québec) by using cartonization, reusing cardboard as filler and choosing lighter packaging materials.

Establish

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

Progress: Last year we integrated our packaging requirements into the Vendor Compliance Manual. However, we haven’t been able to audit it and measure the impact this update had on our actual packaging.

Transparency

Incorporate

sustainable certification, country of origin, and material information on our product page for 50% of our products by 2028.

Progress: The initiative is linked to the rollout of the new Product Information Management system (PIM) and the Master Data revamp for e-commerce product creation. The rollout has been delayed, with full deployment now expected by the end of Q2 FY27. Once the platform is live, we'll need a stabilization period, followed by ramping up the acquisition of sustainability data at the product level (the attributes are in place; the values now need to be populated). In parallel, our Tech and Product teams will work on how this information is presented to customers on our product pages. Subject to alignment across teams, we anticipate the data, UX, and frontend work will take place in Q4 FY27, with the public rollout of the feature planned for Q1 FY28

Transparency (continued)

Reach

100% of Altitude Sports own-brand products to have supply chains mapped for Tier 1 and Tier 2 suppliers' level by 2028.

Progress:

- Tier 1 (Finished goods assemblers & subcontractors): 100% mapped
- Tier 2 (Dyers, printers, finishers, weavers & knitters): 90% mapped

Looking Ahead: We are actively collaborating with our Tier 2 partners to secure final documentation and are on track to achieve 100% traceability by year-end.

Commit

to publishing an impact report every year.

Shipping

Ship

Ship 30% of last-mile deliveries with electric transportation modes by 2026.

Achieved: We successfully achieved our goal, transitioning 30% of all outbound shipping to electric last-mile delivery, representing a total of 355,868 shipments. Building on this strong momentum, we are upgrading our target to 35% for the upcoming year.

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. **Progress:** We are at 69% this year, which means we are on track to reach our target by 2028.

Supplier targets - animal welfare

Get	95% of brand partners (spend-based) that supplies down to have an animal welfare policy for down by 2027.
Get	90% of brand partners (spend-based) that supplies down to have a certification for down by 2027.
Get	90% of brand partners (spend-based) that supplies fur to have an animal welfare policy for fur by 2027.

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.

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OUR BRAND PARTNERS

We are currently compiling data from our brand partners; this section will be published in a future update.

Each year, we invite our brand partners to complete our environmental product survey, allowing us to assess the environmental impact of the products we purchase. Our goal is to collaborate closely with each partner, sharing resources and insights to develop more sustainable solutions. Driving meaningful change in the retail industry requires collective action, and we are excited to share the insights gathered from our key suppliers.



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APPENDIX

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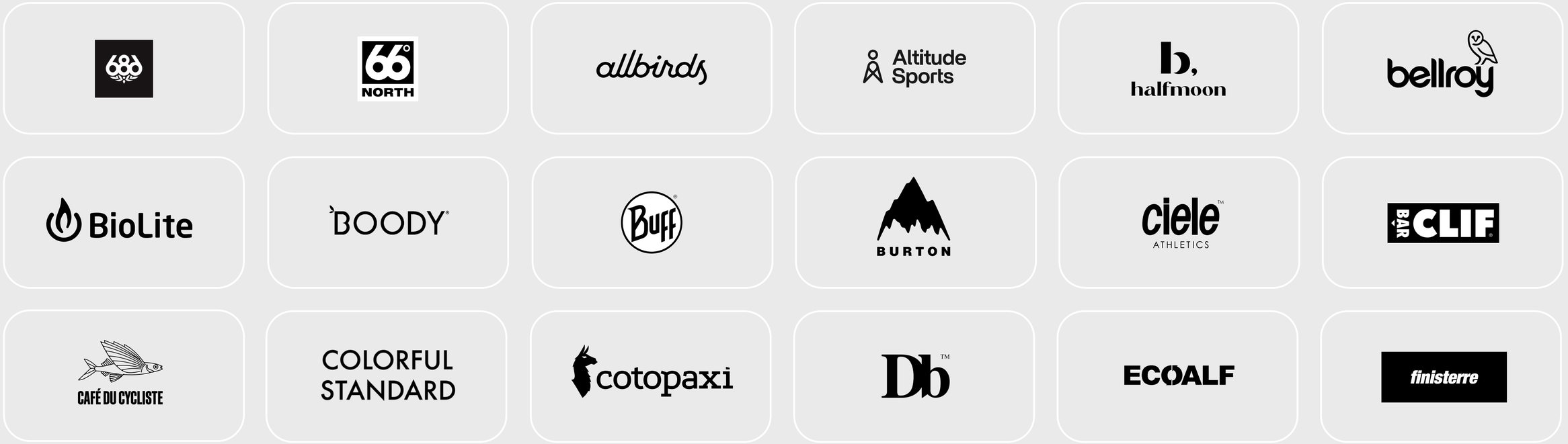
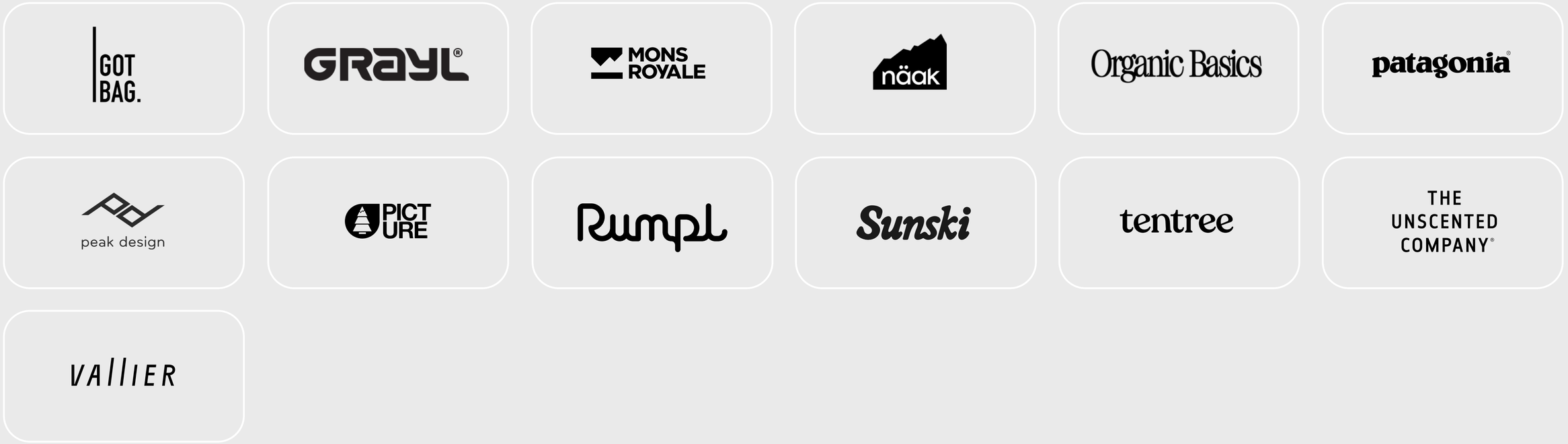
B Corp Partner Brands



Our B Corp Page

APPENDIX

B Corp Partner Brands



APPENDIX

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 (CO_2).

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.


Altitude
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