

MAMMUT REWARDS EMPLOYEES FOR ACHIEVING CLIMATE GOALS



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Mammut is steadfast in its commitment to climate protection. Beginning in 2024, Mammut employees will assume personal responsibility for the company's climate targets. The self-imposed carbon reduction targets are now a significant component of the performance-related compensation for the approximately 800 employees of the Swiss mountain sports company.

With a heritage spanning 162 years, Mammut Sports Group AG has a deep connection to mountains and mountain sports. The preservation of a pristine mountain environment, characterized by snow-capped slopes, icy north faces, and resilient peaks, holds paramount importance to the individuals behind Mammut. In addition to decoupling carbon emissions from business growth and establishing strategic partnerships with organizations such as Climeworks, Klimate, and Protect Our Winters, Mammut is now taking further action. For the first time, Mammut's carbon performance will influence the calculation of the annual bonus for its employees. This marks a significant stride towards achieving net zero emissions by

2050 and aims to expedite the reduction of carbon emissions. The medium-term and science-based target is to halve greenhouse gas emissions by 2030 compared to the reference year 2018.

Heiko Schäfer, CEO, remarks, *«As mountain sport enthusiasts, we directly experience the impacts of climate change. Therefore, we aspire to shoulder responsibility not only as a company but also as individuals. Aligning reduction targets with performance-based compensation is a logical progression for us, one that is warmly welcomed by our employees.»*

Calculation of carbon emissions

Mammut's carbon footprint is estimated by an external provider, in accordance with the Greenhouse Gas Protocol (GHG Protocol)—an international standard for analyzing corporate emissions. Carbon intensity is determined by the ratio of emissions to turnover. To prevent Mammut's growth from automatically leading to increased emissions, it is imperative to continually diminish carbon intensity. To expedite this process, Mammut is integrating this metric into bonus considerations. Every employee can contribute to reducing carbon intensity, whether through material choices in product development, the reduction of business travel, or personal commuting behavior.

Tobias Steinegger, Head of Corporate Responsibility, adds, *«Incorporating carbon intensity reduction targets into bonuses represents another bold step forward. We acknowledge that this approach is not flawless and have continuously refined both our system and calculations since 2018. We are committed to driving change actively rather than hesitating, thereby gaining further insights through our efforts.»*

Through this linkage, Mammut is sending a signal both externally and internally, assuming a pioneering role within the industry.

Climate strategy: «Do our best—remove the rest.»

Mammut has been calculating its own emissions since 2018, giving rise to the "Do our best—remove the rest" climate strategy. This strategy focuses on preventing environmentally harmful emissions throughout the value chain ("do our best"). It entails an annual reduction in carbon emissions and ongoing efforts to decouple emissions from business expansion. Mammut emphasizes sustainable materials, renewable energy, supply chain improvements, and circular business models. Moreover, Mammut invests in partnerships with organizations such as Climeworks and Klimate to remove the remaining, unavoidable carbon emissions from the atmosphere ("remove the rest").

Decarbonized trail running collection

An exemplary embodiment of the "remove the rest" concept is evident in Mammut's current trail running collection. Every component, from running shoes to apparel and backpacks, is 100% decarbonized. This signifies that despite intensive efforts to reduce emissions along the supply chain, any remaining carbon emissions are effectively neutralized through partnerships with entities like Climeworks (carbon removal). Trail runners are not only drawn to the ultra-light and functional products but also appreciate the assurance that they are contributing to climate protection. Learn more about the collection at <https://www.mammut.com/ch/de/trailrunning>

For further insights into Mammut's sustainability principles and activities, refer to the June 2023 Responsibility Report or visit <https://www.mammut.com/responsibility>.

About Mammut

Mammut is a Swiss outdoor company founded in 1862 that offers mountain sports enthusiasts worldwide high-quality products and unique brand experiences. For 160 years, the world's leading mountain sports brand has stood for safety and pioneering innovation. Mammut products combine functionality and performance with contemporary design. With its combination of hard goods, footwear, and clothing, Mammut is one of the complete suppliers in the outdoor market. Mammut Sports Group AG is active in around 40 countries and employs approx. 800 people.

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