

CLIMATE REPORT 2025



ARC'TERYX

Sproat Lake, BC, Canada
Kleecoot | Nuu-chat-nulth Territory

WELCOME

IN THIS ANNUAL CLIMATE REPORT, WE SHARE OUR JOURNEY AS WE CLIMB TOWARD NET-ZERO.

LAND ACKNOWLEDGEMENT

Arc'teryx acknowledges that our Headquarters and Design Centre are located on the unceded shared territories of the xʷməθkʷəy̓əm, Skwxwú7mesh, and sə́ilwətaʔl peoples. ARCOne, our local manufacturing facility, is located within the territories of the Qayqayt, kʷikʷəl̓əm, Katzie, Kwantlen, xʷməθkʷəy̓əm, Skwxwú7mesh, sə́ilwətaʔl, and Sto:lo Nations, who have called this place their homeland since time immemorial.

We humbly acknowledge the role that Indigenous, Inuit, and Métis peoples have in the stewardship and protection of the lands and waters on which we gather, and we support Indigenous Knowledge systems, approaches, and ways of knowing as we face a rapidly changing climate and landscape. More on Arc'teryx's ongoing relationship with Indigenous communities is available in this report, including our efforts to include Indigenous voices in product development (see page 27) and support of truth and reconciliation.



ABOUT THIS REPORT	5
CLIMATE STRATEGY	9
RETHINKING PRODUCT	16
ENGAGING OUR SUPPLIERS	28
DRIVING SUSTAINABLE TRANSPORTATION	34
BUILDING DECARBONIZATION	37
GOVERNANCE & ENGAGEMENT	40
APPENDIX	51



ABOUT THIS REPORT

At Arc'teryx, we recognize climate change as our most urgent environmental concern. Taking action to reduce our impact is core to our purpose to Leave It Better.

Addressing climate change requires long-term thinking, while also acting with a sense of immediacy. Guided by science-based targets to reach net-zero by 2050, we are working to make our business less carbon intensive and more circular to do our part to combat climate change. We began taking action and reporting on our progress in 2018. Since then, we have set more ambitious science-based targets focused on reducing absolute emissions across our value chain. To achieve these targets, we have developed and begun implementing a roadmap that outlines our route to net-zero.

Our approach to climate action is integrated into our overall business strategy and is interconnected with our other sustainability priorities, including circularity, worker well-being, and community engagement. Addressing climate change requires collaboration across our value chain, with the suppliers, workers, Indigenous and non-Indigenous communities, and industry peers who are navigating these impacts with and alongside us. As a result, we include information in this report on both our climate actions and our broader sustainability efforts, all of which contribute to our purpose to Leave It Better.

In this report, we share our progress on our journey, achievements, challenges, and lessons learned from our global operations and activities in fiscal year 2025.

LEADERSHIP MESSAGE



Our purpose
— to Leave It
Better —
has never felt
more important.

Stuart Haselden
Chief Executive Officer

Climate change is altering conditions in the mountains and beyond, raising the stakes for how we design our products and operate our business. In 2025, we continued to take targeted action to reach our net-zero goal, guided by our Emissions Reduction Roadmap, while deepening our understanding of what it takes to embed climate action across our organization.

Our goals are ambitious because we believe big aspirations drive greater progress. Addressing climate change requires agility and tenacity, along with continuous improvement informed by what we're learning through action. While we do not have all the answers, our progress to date positions us well for the climb ahead. The past year has brought clearer insight into where our highest-impact opportunities lie, how we must always strive to do better and be better, and to build the data, systems, and capabilities needed to deliver. This report celebrates our progress and shares where we are continuing to grow as we pursue net-zero and deliver on our purpose to Leave It Better.

Though there's work ahead, we're proud of the progress we've made so far. For the third year in a row, we decoupled emissions growth from business growth, signaling continued progress toward decarbonizing our business. We reduced the emissions from product transportation — a key driver of our overall emissions footprint — by 15% year over year and supported our suppliers in increasing their use of renewable energy. We also expanded ReBIRD™ with 17 new Service Centres globally, increasing our capacity to care for and extend the life of our gear. In addition, by the end of 2025, over 80% of our products were made in Fair Trade Certified™ facilities, exceeding our goal.

Circularity is becoming a defining factor for the future of apparel. To bring greater clarity and credibility to this complex space, Arc'teryx collaborated with TESTEX® to pilot the new TESTEX CIRCULARITY label. Through this pilot, we became the first outdoor brand to undergo certification, a step that reflects our commitment to durable design, transparency, and circular product systems that keep gear in use longer.

The progress made and lessons learned during the year are informing how we strengthen our approach moving forward.

At the same time, our work continues to evolve. As we deepen our understanding of our emissions profile through ongoing measurement and action, we are refining our priorities to focus on the areas where we can drive the greatest impact. In 2025, we came close to but did not fully reach our interim targets to increase our use of recycled, regenerative, and other lower-impact fibres in our nylon, polyester, and cotton materials, and we are working to meet our 2030 goals.

While we work to reduce the impacts of our business on climate, we are also navigating the increasing effects of climate change on our local communities. Wildfires that swept through Los Angeles in 2025 closed our Pasadena and Brentwood stores, displaced members of our community, and reminded us that climate impacts are already here. From the mountain environments we were built to serve, to coastal communities and low-lying regions around the world, those impacts are felt unevenly, and often most acutely, by those with the least capacity to respond. We supported grassroots organizations on the ground in 2025 and remain committed to doing so.

These realities underscore why our purpose, to Leave It Better, matters now more than ever. Our path forward must be grounded in decisive action and responsibility for the people and environments affected by our work, and that includes accelerating our net-zero journey.

Stuart Haselden

Chief Executive Officer

Christine Feleki & Joey Vosburgh
Selkirk Mountains, BC, Canada
Photographer: Angela Percival.



2025 HIGHLIGHTS

NAVIGATING THE ROUTE TO NET-ZERO

- Absolute emissions grew by 9% vs. 2024, still we remain focused on this primary goal of reducing absolute emissions
- We are making early progress decoupling emissions and business growth; for example, in 2025, our business grew by over 30%¹, significantly more than total emissions, resulting in an emissions intensity decrease of 17% vs. 2024, and 41% vs. 2022²

DRIVING SUSTAINABLE TRANSPORTATION

- Reduced absolute product transportation emissions by 15%, mainly by transitioning from airfreight to lower carbon transportation methods

RETHINKING OUR PRODUCT

- 19.5% year-over-year increase in the uptake of preferred nylon fibres
- Opened 17 new ReBIRD™ Service Centres for a total of 41 globally, supporting a 27% increase (over 50,000) in products repaired in North America, Europe, and Asia

DECARBONIZING OUR BUILDINGS

- Continued to achieve our goal of 100% renewable electricity used in the buildings we operate³

ENGAGING OUR SUPPLIERS ON THE JOURNEY

- 83% of products were made in Fair Trade Certified™ facilities, surpassing our goal of 80%⁴
- Invested in 13 emissions reduction projects at 10 supplier facilities; these facilities make up 20% of our total Tier 1 and Tier 2 supplier emissions, or 4% of our total emissions

Paolo Marazzi
Sardinia, Italy
Photographer: Angela Percival

¹Please see our parent company, Amer Sports' 2025 Annual Report for more information.

² Arc'teryx does not publicly disclose standalone revenue figures. Accordingly, emissions intensity is not presented on an absolute basis. Instead, only the year-over-year change in emissions intensity is disclosed.

³ We match our buildings' energy use with renewable electricity generation through the purchase of unbundled Energy Attribute Certificates (EACs), including Renewable Energy Certificates (RECs), Guarantees of Origin (GOs), and equivalent instruments aligned with RE100 and the GHG Protocol.

⁴ As of year-end 2025.



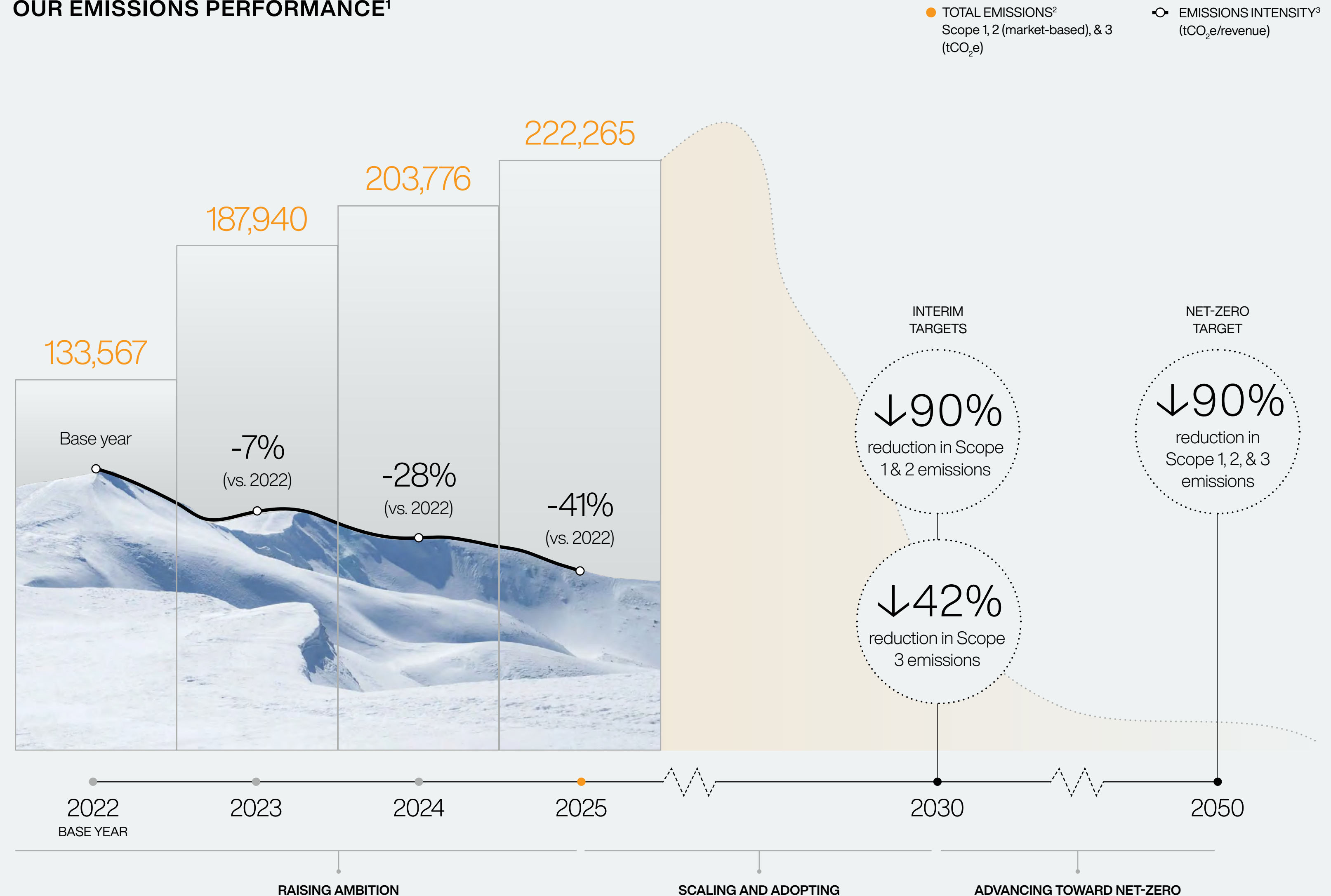
OUR CLIMATE STRATEGY

WE HAVE MAPPED OUR ROUTE TO NET-ZERO.

OUR ROUTE TO NET-ZERO BY 2050

As a growing business, we know that reducing our absolute emissions will be a challenge, but it is the focus of our net-zero strategy. We are developing the data and systems to deliver on this goal.

OUR EMISSIONS PERFORMANCE¹



¹ In this figure, the emissions line beyond 2025 is illustrative and does not represent actual data or modelling.
² In this total emissions figure, Scope 2 emissions are calculated using the "market-based" approach.
³ Arc'teryx does not publicly disclose standalone revenue figures. Accordingly, emissions intensity is not presented on an absolute basis. Instead, only the year-over-year change in emissions intensity is disclosed.

In 2023, we set targets validated by the Science Based Targets initiative (SBTi). Our ultimate aim is to achieve net-zero by 2050¹. To help us move forward on our reduction initiatives, we set interim targets to reduce our absolute Scope 1 and 2 emissions by 90% and reduce our Scope 3 emissions by 42% by 2030, relative to our 2022 base year.

In 2025, our total GHG emissions were 222,265² tCO₂e, reflecting a 9% increase from 2024. We had previously estimated our absolute emissions would peak in 2025 and then begin to decline. However, as we improve our understanding of our emissions footprint this has shifted, and we are reassessing our path to peak emissions. Reducing absolute emissions remains our primary goal, and their increase tells us we have significant work ahead.

At the same time, emissions intensity decreased 17%³ from 2024 and 41% since 2022 — a positive early indicator that our efforts to decouple emissions from business growth are beginning to take hold, even as our business grew over 30%.⁴ We know intensity improvements alone are not sufficient, and we remain focused on driving absolute reductions across our value chain.

¹ 90% absolute reduction in Scope 1, 2, & 3 emission by 2030 from a 2022 baseline.
² In this total emissions figure, Scope 2 emissions are calculated using the "market-based" approach.
³ Arc'teryx does not publicly disclose standalone revenue figures. Accordingly, emissions intensity is not presented on an absolute basis. Instead, only the year-over-year change in emissions intensity is disclosed.
⁴ Please see our parent company, Amer Sports' Annual Report for more information

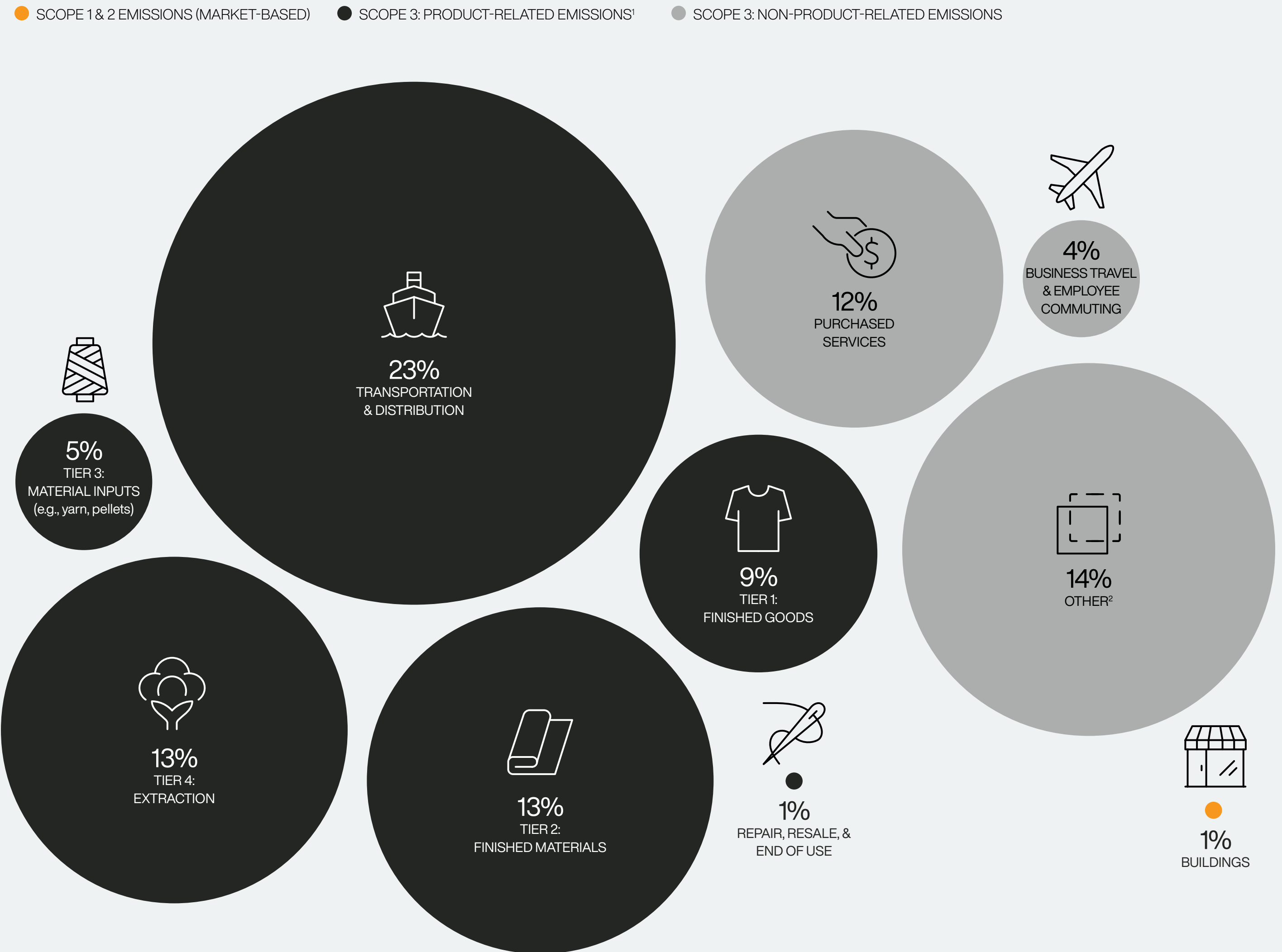
Diamond Point
Herons
See page 42 for artist spotlight

A CLOSER LOOK AT OUR EMISSIONS FOOTPRINT

Product-related emissions (including those arising from the materials that go into our products, supplier manufacturing of finished materials and goods, and the logistics of transporting and distributing our products) are the largest portion of our emissions footprint, representing 68% of our total emissions¹. Therefore, they are a central focus of our Emissions Reduction Roadmap. Our efforts to reduce these emissions, along with emissions from our buildings and facilities, are described in detail throughout the remainder of this report.

EMISSIONS BEYOND OUR PRODUCTS AND BUILDINGS

As a company focused on making technically advanced gear, it's not surprising that the majority of our emissions are associated with the products we make and how we transport, store, and sell them. But we also have emissions from other sources, commonly referred to as "non-product-related" emissions. These represented 31% of our total emissions footprint in 2025³. Most of Arc'teryx's non-product-related Scope 3 emissions stem from purchased services (such as professional services and technology) and capital expenditure (such as equipment), as well as business travel and employee commuting, among other sources. This portion of our footprint is larger than we originally estimated. As our data measurement has improved, so has our understanding of the action required. Going forward, we are developing more comprehensive reduction plans for non-product Scope 3 emissions, alongside continued efforts to advance data quality across these sources.



¹ Emissions associated with footwear materials and electronics total 4% and are included in the total product-related emissions, but not displayed due to the aggregation of Tier 2, 3, and 4 emissions in the calculation methodology.
² "Other" includes emissions from capital expenditure (CAPEX), partner stores, packaging, fuel- and energy-related activities, building waste, and water use.
³ The emission contributions of categories displayed are rounded to the nearest whole percentage value. Our combined non-product-related emissions contribute 31% of our total footprint.

PLANNING OUR ROUTE

In 2024, we planned a route to achieve our targets — evaluating existing actions, identifying new initiatives, and bringing them together to develop our Emissions Reduction Roadmap. Our Roadmap prioritizes action toward our most significant emissions sources and where we have the greatest opportunities for impact across the products we make, the suppliers we work with, the transportation of our products and materials, and the buildings where we work and sell our products.

We made strong progress in 2025, particularly in reducing emissions from the transportation of our products and increasing the use of preferred fibres in our materials. We also learned a lot. Continuous improvements in data and better understanding of the practicalities of implementing actions have uncovered new challenges, hotspots, and opportunities. We are adapting our Roadmap accordingly (see page 15 for more detail).

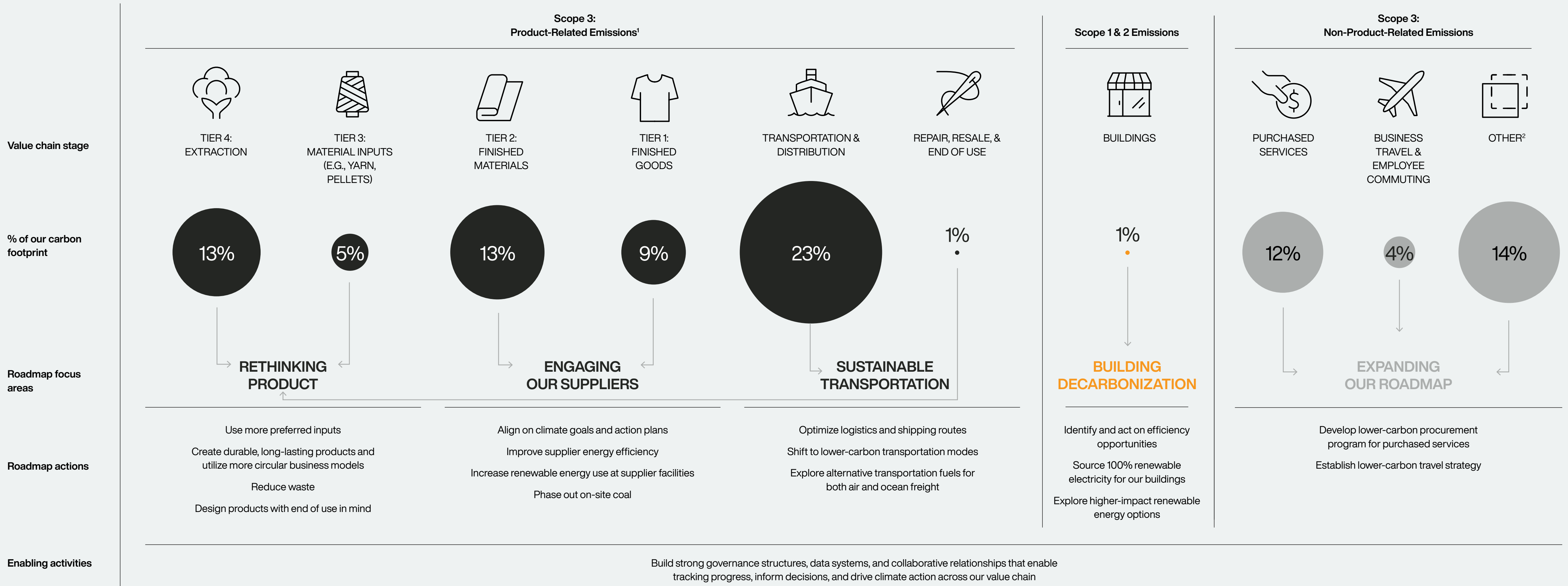
Our Emissions Reduction Roadmap anchors each pitch of our climb to net-zero.



Tatum Monod, Christine Feleki, Eric Hjordlefson, Sam Kuch, & Jill Young
Pemberton B.C., Canada
Liłwat7úil Nation
Photographer: Angela Percival

EMISSIONS REDUCTION ROADMAP AT A GLANCE¹

The graphic below outlines our carbon footprint across our value chain and the core focus areas of the Emissions Reduction Roadmap that guide our route to net-zero.



¹ Emissions associated with footwear materials and electronics total 4% and are included in the total product-related emissions, but not displayed due to the aggregation of Tier 2, 3, and 4 emissions in the calculation methodology.

² "Other" includes emissions from capital expenditure (CAPEX), partner stores, packaging, fuel- and energy-related activities, building waste, and water use.

SHAPING OUR PATH FORWARD: WHAT WE'VE LEARNED SO FAR

Reaching a summit is rarely a straight line. Similarly, achieving our net-zero target will require technological breakthroughs and a collective transition toward a low-carbon economy. It's complex, and we don't have all the answers, but with each step, we are learning more about what it takes to drive the changes that net-zero requires in our business.

Emissions data is an ongoing journey. Building the quality data needed to understand our emissions footprint at a granular level is a long-term effort. Every year, we identify new information, which we integrate into our Emissions Reduction Roadmap and adjust our approach accordingly. We take action based on the best data and information we have, and continue to improve data quality. For example, in 2024, we were able to access more actual data to calculate emissions from our purchased services and found it represents more than previously estimated — now 12% of our total emissions. As a result, we are expanding our Roadmap to include targeted actions to address purchased services-related emissions, such as establishing a lower-carbon procurement strategy. By gaining a clearer picture of our progress, we recognized that we are farther from our net-zero summit than we previously understood. While this changes our understanding of the distance remaining, it does not change our objective — only how we navigate the route ahead.

Decoupling emissions from business growth takes time. Although our total absolute emissions continued to increase in 2025, they did not grow as much as our business. In 2025, our business grew by over 30%¹ but our emissions intensity decreased by 17%² from 2024. While success on these early pitches of our route matters, they are just the beginning of our

journey to reach our net-zero target. We are reassessing when we expect our absolute emissions to peak as we continue to improve our emissions data, but we expect emissions growth to slow as we scale our Roadmap initiatives. We are already seeing early progress from reductions in product transportation emissions, increased adoption of preferred materials, and supplier decarbonization projects. We are preparing for the significant work that remains to continue slowing emissions growth, flattening our emissions trajectory and beginning to achieve absolute emissions reductions.

Every decision point is an opportunity. Having good climate data isn't enough to reach our targets. We also need to integrate it into our daily work of design, material selection, transportation, and other areas where it can be used to create change. For example, in 2025, we developed a dashboard illustrating the emissions impact of different transportation options, which helped our planning team reduce inbound transportation emissions by 17% compared to 2024, contributing to our overall reduction in transportation emissions.

Collaboration is critical for scalable change. No company reaches net-zero alone. We recognize and value the insights and contributions of our supplier, community, Indigenous, and industry partners as critical inputs to our climate strategy. We are expanding training and engagement for climate action across Arc'teryx teams and strengthening partnerships with suppliers and other organizations. For example, through our collaboration with TESTEX, we piloted a new circularity standard that will help inform our future product and material decisions.

Diamond Point
Trees
See page 42 for artist spotlight

¹ Please see our parent company, Amer Sports' 2025 Annual Report for more information.

² Arc'teryx does not publicly disclose standalone revenue figures. Accordingly, emissions intensity is not presented on an absolute basis. Instead, only the year-over-year change in emissions intensity is disclosed.

RETHINKING PRODUCT

WE ARE USING MORE SUSTAINABLE MATERIALS AND EMBEDDING CIRCULAR PRINCIPLES TO KEEP OUR GEAR IN USE LONGER, WHICH SUPPORTS REDUCTIONS IN OVERALL ENVIRONMENTAL IMPACT, INCLUDING EMISSIONS.



EMISSIONS REDUCTION ROADMAP: RETHINKING PRODUCT

The material inputs that go into our gear represents 18%¹ of our total emissions footprint, making it one of the largest contributors to our overall emissions. To address these emissions, we are rethinking how our products are designed and made — embedding circular design principles by expanding the use of preferred materials, extending product life, and reducing waste.

OUR APPROACH

Traditionally, the apparel industry has followed a linear economy: taking raw materials out of the earth, making them into a product, and disposing of it in a landfill at the end of its life. This model results in unnecessary material waste and emissions. For example, the apparel sector generates nearly 950 million tonnes² of CO₂ annually. In a circular economy, we consider all three stages of a product lifecycle: materials sourcing, durability over time, and its end of life, when it is no longer usable as is. Circular approaches — including the use of preferred fibres, textile recycling, and designing for longevity, alongside new business models such as care and repair — help reduce emissions in part by decreasing the need to create products from virgin fibres. This is a critical focus area for us, because emissions associated with resource extraction alone (those from our Tier 4 suppliers), represent approximately 13% of our total footprint.

At Arc'teryx, we strive to consider environmental impact and apply circular design principles at every stage of our product lifecycle, from inputs to end of life. In 2025, we focused on reducing emissions by building durable products, transitioning to preferred fibres, keeping our gear in use longer through our ReBIRD™ program, and minimizing waste across our operations.

We recognize that challenges exist in scaling a circular economy, including a lack of scalable textile-to-textile recycling infrastructure, high-complexity materials, and low industry recycling rates. To address these issues, we engage in industry and cross-industry collaborations to support broader progress toward circularity (see page 50).



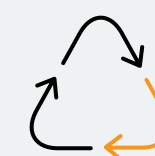
Use more preferred inputs — including recycled, regenerative, renewable, organic, or other lower-impact fibres — with a focus on nylon, polyester, and cotton, which make up approximately 90% of our total volume of materials



Create durable, long-lasting products and use more circular business models to extend the life of our gear and keep it in use



Reduce waste during design, development, and manufacturing, and in our product packaging



Design products with end of use in mind, including planning for deconstruction and recycling of materials where possible

2025 PROGRESS

- 19.5%**
year-over-year improvement in our uptake of preferred nylon fibres
- Piloted the **TESTEX CIRCULARITY** certification label with TESTEX, positioning Arc'teryx as the first outdoor brand to receive certification
- 17**
ReBIRD™ Service Centres opened, for a total of 41 Centres globally, and increased product repairs by 27% in North America, Europe, and Asia

Bugaboo Provincial Park, BC, Canada
Photographer: Kieran Brownie

¹ 18% includes emissions from Tier 3 and 4 of our value chain for apparel, excluding footwear.
² Apparel Impact Institute Taking Stock of Progress Against the Roadmap to Net Zero 2025.

CIRCULAR DESIGN PRINCIPLES

We integrate Circular Design Principles into the way we conceive and develop our products and continue to expand their application over time. Our internal Circular Product Framework was developed and continues to be evolved by a cross-functional team of in-house experts that includes sustainability, advanced concepts, design, and supply chain, among other functions. We solicited and incorporated input from the Ellen MacArthur Foundation and validated our Circular Product Framework against current certification standards. Implementing these principles supports our emissions reduction efforts in particular, through incorporating preferred fibres and extending product life, which reduce demand for virgin material production.

CONSIDERED INPUTS

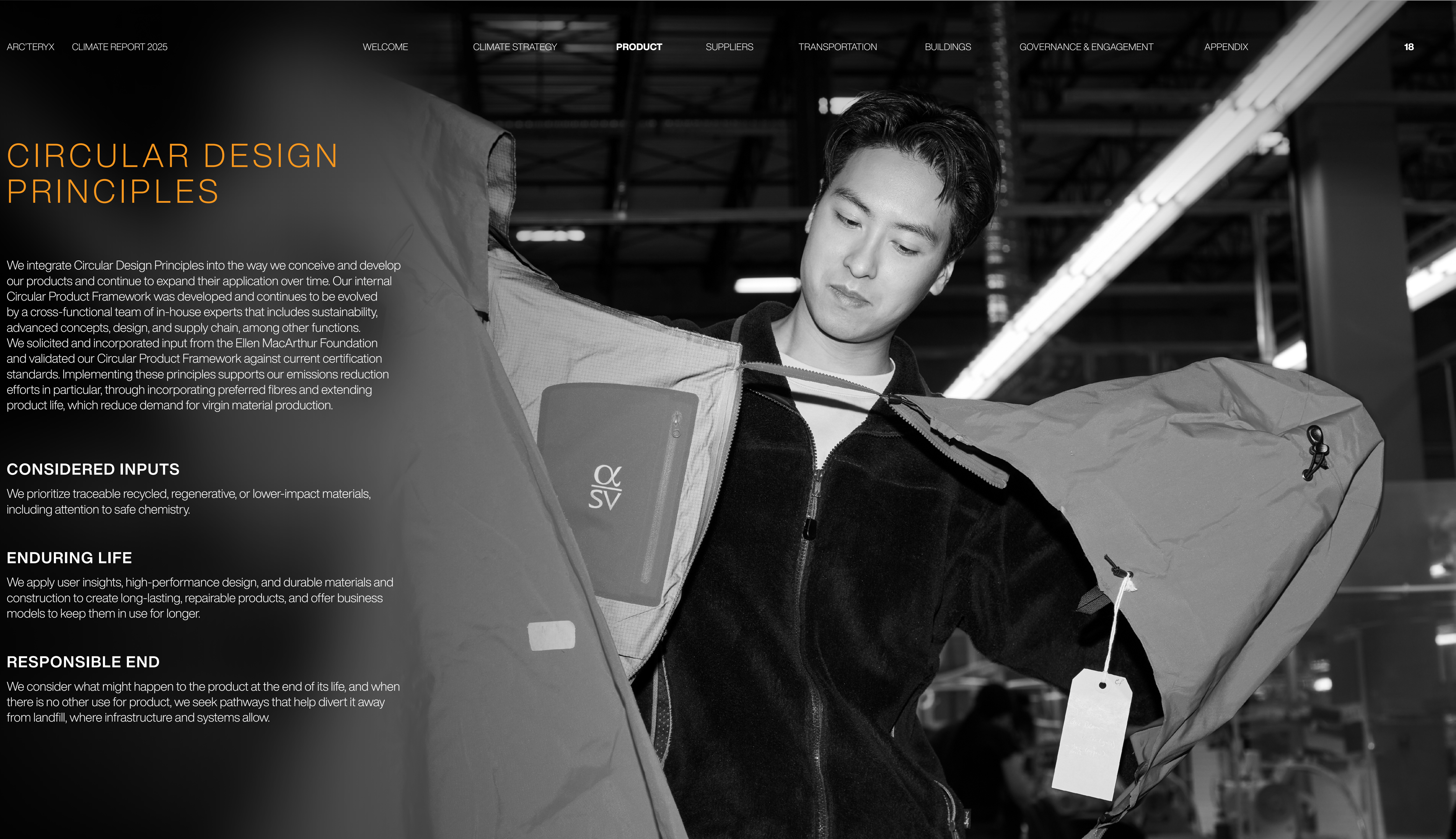
We prioritize traceable recycled, regenerative, or lower-impact materials, including attention to safe chemistry.

ENDURING LIFE

We apply user insights, high-performance design, and durable materials and construction to create long-lasting, repairable products, and offer business models to keep them in use for longer.

RESPONSIBLE END

We consider what might happen to the product at the end of its life, and when there is no other use for product, we seek pathways that help divert it away from landfill, where infrastructure and systems allow.





Arc'teryx is proud to be the first outdoor brand to earn TESTEX CIRCULARITY certification for a product.

COLLABORATING WITH TESTEX TO PILOT THEIR CIRCULARITY LABEL

At Arc'teryx, we want to make products our customers can trust, which requires us to consider how we incorporate high standards for circularity in product design and provide transparent labels. After exploring third-party certifications, we chose to submit a product to be evaluated for TESTEX's new standard: the TESTEX CIRCULARITY label. TESTEX evaluated and selected our submission for the product's durability, repairability, and recyclability, which included durability testing aligned with the EU Product Environmental Footprint Category Rules framework for apparel and footwear. Aligning with this circularity design standard will support emissions reduction by helping us focus on extending product life, lower-carbon material selection, and end-of-use material recovery. The pilot process also helped further refine the standard's assessment criteria and documentation approach. Arc'teryx contributed design insights to help refine the standard, particularly regarding using preferred and recycled materials. The TESTEX CIRCULARITY label launched in early 2025.

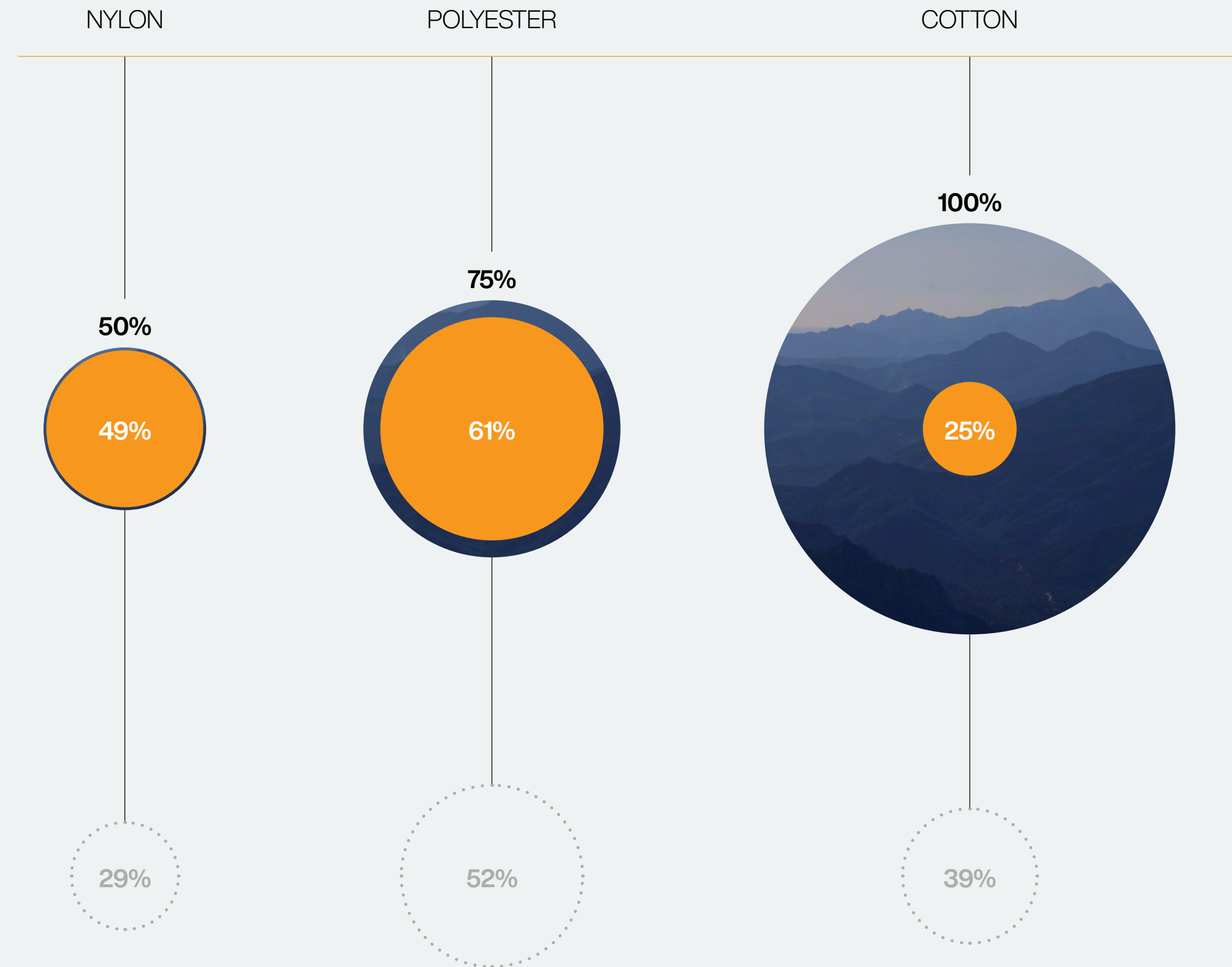
SHIFTING TO PREFERRED FIBRES¹

By shifting to preferred fibres such as recycled, renewable, organic, or regenerative fibres, in our materials, we can meaningfully reduce both resource use and emissions across our supply chain. Material inputs represent 18%² of our product-related emissions, making fibre selection a critical component of our decarbonization pathway. For example, Higg MSI modelling suggests that replacing virgin nylon with recycled alternatives could reduce Tier 4 emissions (those from resource extraction) impacts by 78-94% per kg.³

We've set ambitious goals around our priority fibres, the three fibres that make up roughly 90% of our total volume — nylon, polyester, and cotton — and we're investing in the teams, processes, and tools to get there.

PROGRESS⁴

● 2025 INTERIM TARGET ● PROGRESS 2025 ● PROGRESS 2024



TARGETS

100%

of our nylon weight volume to be preferred by 2030 (50% by 2025)

of our polyester weight volume to be preferred by 2030 (75% by 2025)

of our cotton weight volume to be preferred by 2025

without negatively impacting performance and durability

We are making real progress toward our targets. In 2025, we nearly reached sourcing parity between preferred nylon and virgin nylon, and for the second consecutive year, we sourced higher volumes of preferred polyester than virgin polyester. We came close to, but did not fully reach, our 2025 interim targets for preferred nylon and polyester. Advancing toward our cotton goal was also a challenge due to a need to redesign our organic cotton supply chain in response to changes in U.S. customs regulations that affected our cotton sourcing.

We are continuing to expand our efforts and have achieved positive and meaningful momentum toward achieving our target for 100% of our priority fibres to be preferred by 2030.

¹We use the Textile Exchange's definition of "preferred," which is "a fiber or raw material that delivers consistently reduced impacts and increased benefits for climate, nature, and people against the conventional equivalent, through a holistic approach to transforming production systems".

²18% includes emissions from Tier 3 and 4 of our value chain for apparel, excluding footwear.

³Comparison of the Stage 1 Life Cycle Impact Assessment of fossil fuel based nylon 6 for textile production with examples of chemically recycled and mechanically recycled nylon in the Higg MSI platform as of June 2026.

⁴Proportion of total fibre weight for main textile materials and fill only (excluding footwear, trims, foams, and other construction components).



Christine Felicki
Selkirk Mountains, BC, Canada
Photographer: Angela Percival

ADDRESSING PFAS

W.L. Gore & Associates, the company behind the GORE-TEX® Brand, was an important partner as we worked over several years to phase out intentionally added per- and polyfluoroalkyl substances (PFAS) while still staying true to the performance that mountain athletes expect from our gear. The next generation GORE-TEX® Membrane includes ePE technology, providing a breathable waterproof membrane that offers both a high strength-to-weight ratio and a lower carbon footprint¹ without using intentionally added PFAS chemistry. We continue to use a rigorous testing methodology for new materials and waterproofing solutions, updating it as regulations evolve. We also monitor manufacturing controls at our raw material suppliers to prevent contamination.

While primarily driven by our commitment to eliminate intentionally added PFAS, this materials transition also supports our broader efforts to reduce product-related environmental impacts, including emissions. Partnerships like this one reflect our belief that progress within our own supply chain can contribute to driving meaningful change across the outdoor industry — moving toward materials and processes that are better for people and the planet. According to Gore, our largest material supplier, material transitions are an important contributor to its sustainability mission. Additionally, in 2024, having transitioned its fabrics plants to 100% renewable electricity, Gore's Fabrics business adjusted its Scope 1 and 2 carbon reduction target from 60% (aligned to a 1.5°C scenario) to 80% reduction from its 2016 baseline by 2030.

¹Lower carbon footprint as per W.L. Gore & Associates.

EXTENDING THE LIFE OF OUR GEAR

Designing and manufacturing durable, long-lasting gear that can withstand harsh mountain environments is foundational to who we are. While some circular services may increase emissions in the short term, due to the energy used for washing and repairing garments, third-party assessments suggest that extending a garment's life by just nine months can reduce its lifetime emissions, water use, and waste footprint by up to 20%.¹

To keep our gear in use and reduce environmental impacts, we partner with athletes, guides, and search-and-rescue teams, who generously share their feedback, which we integrate into our design processes so that we can continue to create gear that can be used, and reused, for as long as possible.

In addition, each product received through our warranty and repair program is closely inspected, and reasons for the warranty claim or repair are recorded and tracked. In 2025, we brought the insights from this program to our design, materials, and development teams to create new product designs that simplify or eliminate repairs down the road.



↘ Patch and Go

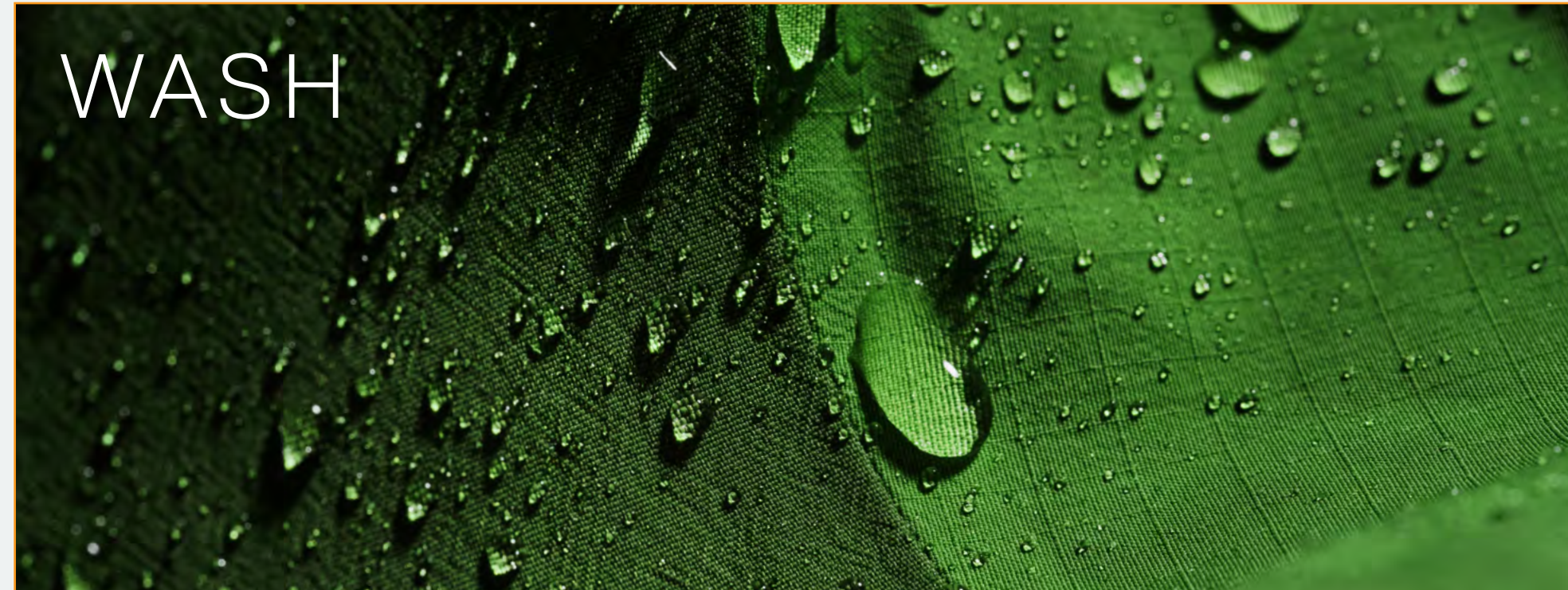
The SV Insert Patch is Arc'teryx's proprietary repair solution that allows us to remove the damaged area and seamlessly repair small holes or tears in hardshell fabrics. Our ReBIRD™ Service Centre technicians use a heat-activated process to patch the damage in less than a minute. Patches can match the existing fabric, or not, for those who want to create a custom look. The repair is durable, waterproof, and free, helping our people and their gear get back outside.

¹ Extending Product Lifetimes: WRAP's Work on Clothing Durability.

ReBIRD™

Keeping gear in use longer is one of the most effective ways to reduce its environmental impact — as meaningful as the material choices we make. Arc'teryx ReBIRD™ services care for and extend our gear's life beyond a single climb, season, or user, and avoid or delay disposal or recycling, which we use as a last resort. ReBIRD™ Service Centre locations have full-time, highly skilled repair operators that handle complex repairs and process trade-ins on site.

KEEP THE GOOD IN PLAY.



WASH

Revitalizes the performance of owned gear by removing oils and grit that can cause damage and shorten its lifespan.

Keeps products in use for their practical lifespan by mending holes, replacing broken zippers, and fixing other defects.



REPAIR



RESALE

Refurbishes and resells gear from one user to another, extending the product's lifecycle.

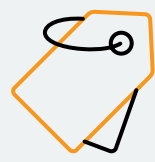
2025 REBIRD™ PROGRAM HIGHLIGHTS



17
new ReBIRD™ Service Centres opened for a total of 41 worldwide



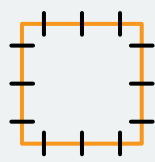
27%
increase in total repairs year over year, repairing over 50,000 garments



24%
Increase in RESALE purchases over prior year

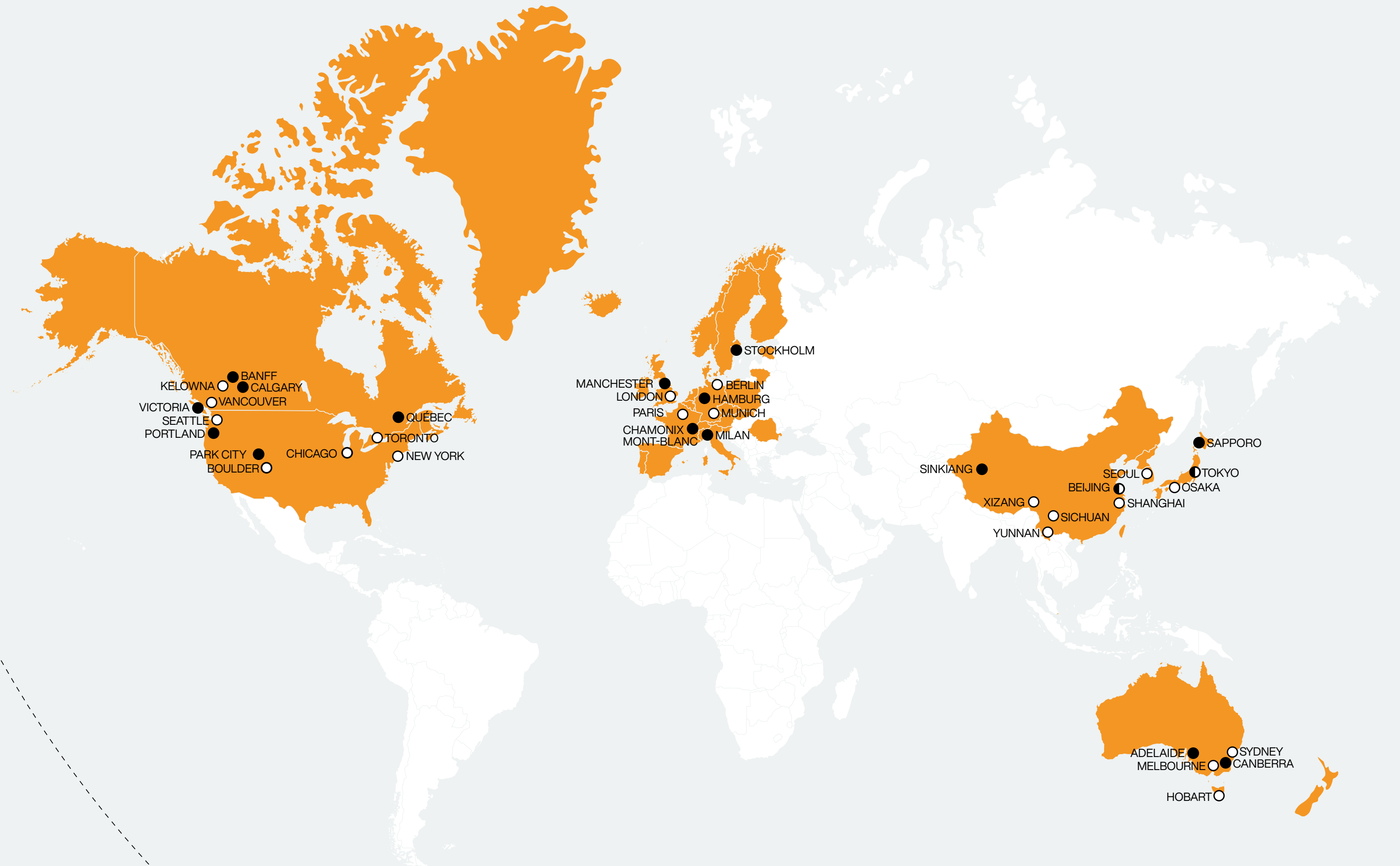


47%
Increase in trade-ins in Canada, and 55% in the U.S. compared to 2024



Expanded our technician training programs

- 2025 NEW ReBIRD™ SERVICE CENTRES
- ReBIRD™ SERVICE CENTRES
- ◐ NEW AND EXISTING ReBIRD™ SERVICE CENTRES¹



¹ Some locations have more than one Centre.



DESIGNING WITH THE END IN MIND

Circularity begins at the design phase, including planning for what happens when a product reaches the end of its use. We work to minimize the number of Arc'teryx products that are discarded at the end of use, and to ensure that gear that can no longer be used or repaired is handled responsibly.

Through partnerships with Debrand, Tersus, Barents Outdoor, United Repair Centre, Gear Restore, Outdoor Repair, and Scottish Mountain Gear, we give unrepairable garments a next life. For example, Debrand removes nonrecyclable components and establishes next-life logistics processes to responsibly dispose of end-of-use products. We also collaborate with Debrand on research and development trials to maximize the recoverability of our products and their components.

Diamond Point
Salmon
See page 42 for artist spotlight

LESS WASTE IS BETTER

Waste from product packaging and operations in our offices, stores, and distribution centres accounts for less than 1% of our total emissions, but still represents an opportunity to decarbonize our business. In 2025, we continued to build a waste reduction strategy. We completed an assessment of our waste profile and began tracking waste generation and diversion. With this knowledge, we're developing plans to begin addressing our largest sources of waste.

MAKING OUR PACKAGING MORE SUSTAINABLE

We recognize there is much more we need to do to address the environmental impacts of our packaging. In 2025, we made progress toward reducing packaging waste by using more polybags made from recycled plastics and utilized 3D product renders in lieu of samples.

Arc'teryx sources packaging products like hangtags, hang cards, and footwear boxes from Forest Stewardship Council-certified paper. Though this does not reduce our packaging waste, it does reduce the overall environmental impact from our packaging materials by making these products compatible with more curbside recycling programs. In 2025, we further improved the recyclability of our packaging by changing our shopping bag handles from rope or cord to woven paper and we removed plastic lamination from product hangtags and packaging cards. We also moved away from flood printing on our footwear boxes, which reduced ink usage by 80%.



80%

Reduction in ink usage by switching from flood printing on our footwear boxes



➤ From Worn to Reborn

Our Foley Pouch is a limited-edition accessory pouch crafted from panels of end-of-use Arc'teryx jackets and finished with excess material trims. Developed through ReBIRD™, each piece extends the life of our products through intentional design and material reuse. More than 3,250 Foley Pouches were made in 2025.

COLLABORATING WITH INDIGENOUS VOICES

For centuries, Indigenous Knowledge has supported connection, care, and respect for all living beings. We aim to incorporate and honour these values in the work we do. Our purpose to Leave It Better is rooted in a responsibility to care for the places where we live, work, and recreate. This includes learning from and applying Indigenous Knowledge systems that promote balance, sustainability, and reciprocity with the natural world. We work to build relationships, support Indigenous-led initiatives, and create ways to align how we connect with the land with Indigenous stewardship values.

Arc'teryx recognizes the Indigenous Nations whose lands our brand stores, products, and athletes touch, and the stories, cultures, and histories that remind us that these lands must be respected and cared for. We are committed to listening, learning, and finding ways to support Indigenous-led stewardship in a respectful and collaborative way.

Walk Gently is one of our collaborations to lift Indigenous voices. The platform, which was founded by Cole Sparrow-Crawford, from the x^mməθk^wəyəm (Musqueam) Nation, is led by artists, designers, and communities. From product collections to nonprofit grants and creator content, the platform is a call to more deeply consider the places we journey through — and those who have been caretakers of these places since time immemorial. For example, the Cedar and Salmon product collection was developed by Cole Sparrow-Crawford (Creative Lead / Founder - Walk Gently) and incorporates salmon skin and cedar bark patterning to honour integral aspects of Musqueam, Squamish, and Tseil-Waututh (MST) communities while traditional Coast Salish elements celebrate ancestral designs.

Arc'teryx is committed to the implementation of the Truth & Reconciliation Commission's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples. For more on Arc'teryx's ongoing relationship with Indigenous communities, visit the Walk Gently platform.



↳ likaiksimatsa'pao'p (Grateful To Be On The Land)

Arc'teryx is proud to support a film featuring Soul of Miistaki founder and Arc'teryx Ambassador Cassie Ayoungman. It highlights Cassie's journey of self-discovery and the ways she is integrating Indigenous teachings in climbing clinics to redefine relationships with the outdoors. Soul of Miistaki is an Indigenous-led nonprofit committed to making the outdoors more representative for everyone.

Myia Antone & Tessa Antone
Squamish, BC, Canada
Skwxwú7mesh Territory
Photographer: Fahim Kassam

ENGAGING OUR SUPPLIERS

OUR SUPPLIERS ARE CRITICAL PARTNERS ON OUR ROUTE TOWARD NET-ZERO.

EMISSIONS REDUCTION ROADMAP: ENGAGING OUR SUPPLIERS

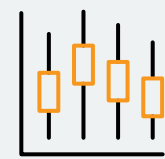
Our suppliers are key partners in achieving our climate goals. We support Tier 1 suppliers (those who manufacture our finished goods) and Tier 2 suppliers (those who produce materials used in those goods) to advance decarbonization efforts together.

OUR APPROACH

Emissions associated with our suppliers' manufacturing processes account for 22% of our emissions footprint. Our roadmap outlines actions for supplier support and collaboration, expanding our impact beyond our direct operations.



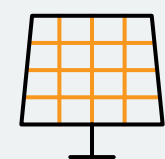
Align on climate goals and action plans



Increase supplier energy efficiency



Phase out on-site coal



Increase renewable energy use at supplier facilities

Johanna Åström & Eric Carter
Chamonix-Mont-Blanc, France
Photographer: Hugo Vincent

2025 PROGRESS

- 10** supplier facilities undertook emissions reduction projects with Arc'teryx support and investment
- 22%** of finished goods and textiles produced with renewable energy
- 83%** of products were manufactured in Fair Trade Certified™ facilities



BRINGING OUR SUPPLIERS ON THE JOURNEY

We know that reaching our net-zero summit will not be a solo endeavor, and decarbonizing our supply chain is not something Arc'teryx can do alone. The suppliers, workers, and technical experts in our supply chain bring advanced expertise of gear manufacturing processes and are best positioned to identify, implement, and scale lower-impact materials, energy solutions, and production innovations. We are committed to supporting their emissions reductions journeys, building long-term solutions grounded in collaboration, mutual respect, and shared learning.

We engage our Tier 1 and Tier 2 suppliers to share expectations, exchange information, and discuss solutions to challenges along the way. We focus additional support on the top 10% of emitting Tier 1 and Tier 2 suppliers, which represent approximately 80% of our total supplier emissions.

In 2025, we invested in 13 projects at 10 supplier facilities owned by eight suppliers. These projects spanned a range of activities including climate target setting, emissions reduction roadmap development, energy efficiency audits, and renewable energy assessments. The suppliers who participated in our projects make up 20% of our total Tier 1 and Tier 2 supplier emissions and 4% of our total emissions. In addition, we refined expectations for our suppliers across reporting, energy management, renewable energy adoption, climate target setting, and waste. These were added to our supplier balanced scorecard to inform sourcing and guide ongoing engagement.

Diamond Point
Eagles
See page 42 for artist spotlight

Supporting Supplier Decarbonization

In 2025, we supported Zhongshan Weili Textile Co., Ltd., one of our Tier 1 headwear suppliers, in developing an emissions reduction target and decarbonization roadmap aimed at achieving an 88% emissions reduction by 2030 at their facility. They have already begun implementing the plan, which includes installing on-site solar, optimizing air compressor usage, and upgrading over 10,000 lamps to use LED light bulbs. In 2025, Zhongshan Weili achieved a 38% reduction in Scope 1 and 2 emissions and a 6% reduction in emissions intensity. They have already reduced their absolute emissions by 53% from their 2022 baseline, and renewable energy represents 47% of their total energy consumption. Together, these outcomes reflect the real results that can be generated by collaborating with partners to progress toward our net-zero summit.

ENHANCING SUPPLIER ENERGY EFFICIENCY AND RENEWABLE ENERGY

Increasing energy efficiency and renewable energy use in supplier facilities helps us accelerate decarbonization in our supply chain, advance toward our net-zero target, and contribute to a lower-impact apparel industry.

Arc'teryx provides technical and financial support to help suppliers find their approach to reducing emissions, such as on-site energy efficiency assessments and capacity building for renewable energy adoption. For suppliers facing physical or infrastructure limitations, we offer technical support for adopting EACs aligned with the RE100 framework.

PERCENTAGE OF FINISHED GOODS AND TEXTILES PRODUCED WITH RENEWABLE ENERGY

We track our Tier 1 and Tier 2 suppliers' use of renewable energy and continue to see progress overall. Tier 1 suppliers increased by approximately 3%. The overall share of renewable energy used by Tier 2 suppliers remained stable, as production increased at the same rate as renewable energy use.

	2022	2023	2024 ¹
Tier 1: Finished Goods	4%	10%	13%
Tier 2: Textile Producers	22%	39%	39%
Total Tier 1 & 2:	9%	18%	22%

¹Progress against the target is assessed using the previous year's supplier data, reflecting the timeline in which supplier information becomes available



➤ Partnering to Advance Supplier Capacity

Through our relationship with REI Co-op, we were able to provide access to the Clean Energy Buyers Association webinars and workshops to strengthen our suppliers' understanding of local renewable electricity markets, policies, and procurement pathways in China and Vietnam.

UNDERSTANDING OUR SUPPLIERS' PROGRESS

We track supplier emissions using the Higg Facility Environmental Module (FEM), an industry-standard environmental measurement and data verification tool. This helps us understand our supply chain emissions while helping suppliers identify reduction opportunities. Our annual target is to capture 99% of production volume in Higg FEM. In 2025, we exceeded this target for Tier 1 suppliers for the second year in a row.

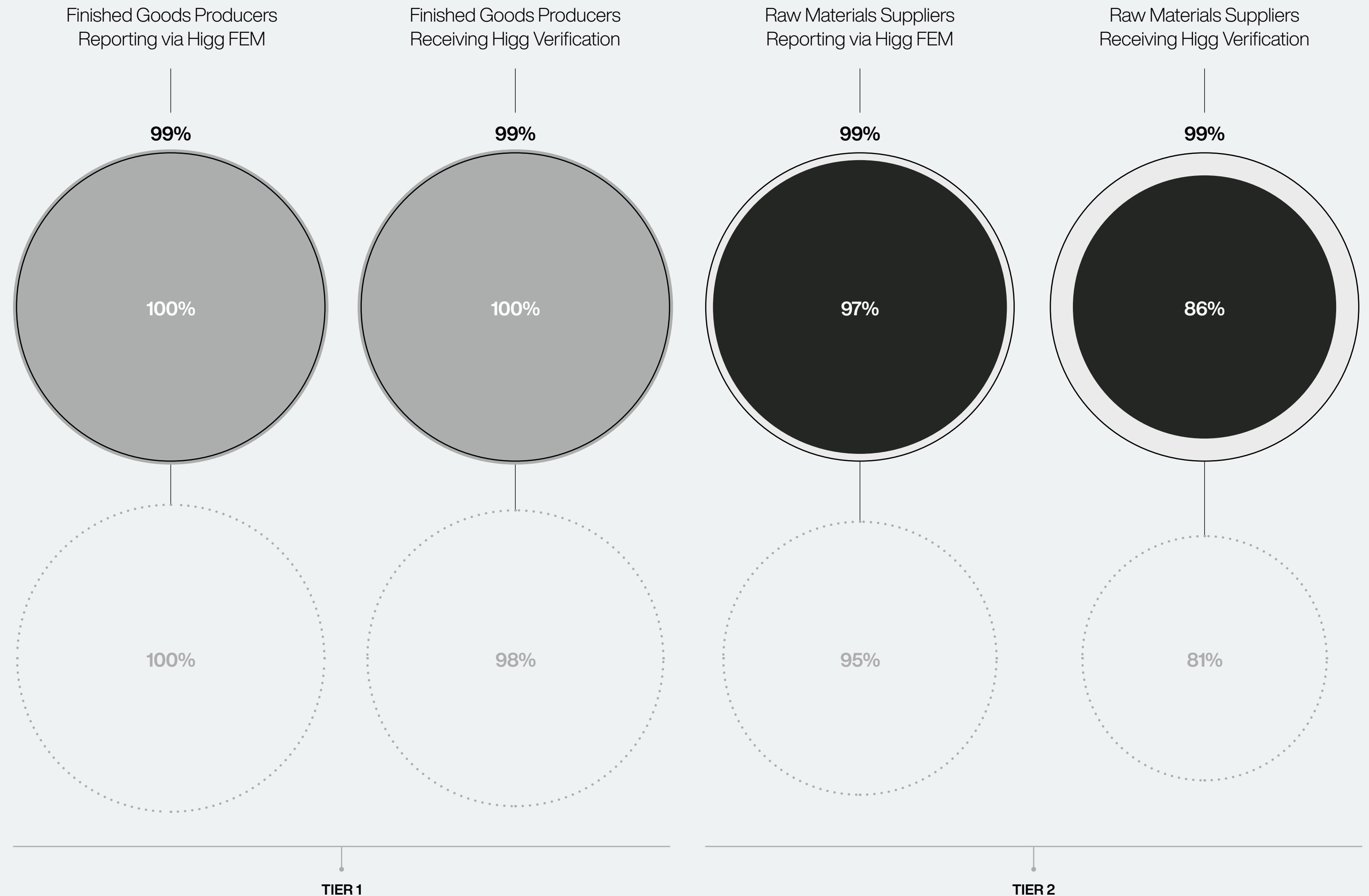
PROGRESS ON OUR COAL PHASE-OUT TARGET

We set an ambitious target to eliminate on-site coal use by Tier 1 and 2 suppliers by 2025, which is five years earlier than required by our participation in the UN Fashion Industry Charter for Climate Action. In 2025, no Tier 1 suppliers were identified as using coal on site, though coal is still used in the national electricity grids from which these suppliers purchase electricity. In Tier 2, three suppliers are still using coal on site. Two of those three have active phase-out plans underway, though some completion timelines were delayed. One remaining supplier is not planning to eliminate coal use; and as a result, Arc'teryx is in the process of divesting from that relationship. We have eliminated on-site coal use at 98% of our over 150 Tier 1 and Tier 2 suppliers and will continue working to achieve 100% elimination by 2030.

Arc'teryx aims to eliminate all on-site coal use in Tier 1 and Tier 2 of our supply chain.

PERCENTAGE OF SUPPLIERS REPORTING VIA HIGG FEM

○ TARGET ● 2025 PROGRESS ◉ 2024 PROGRESS



SUPPORTING WORKERS IN OUR SUPPLY CHAIN

The people who make our products are essential partners in delivering product innovation, quality, and durability. As climate change intensifies, we recognize that its impacts extend beyond the environment, affecting the health, safety, and livelihoods of workers across our global supply chain.

As we work toward net-zero, we are committed to supporting the safety, rights, and well-being of the people who make our products.

ADVANCING WORKER WELL-BEING

We recognize that worker well-being and climate resilience are closely connected, as climate impacts can directly affect worker health, safety, and livelihoods across our supply chain. To uphold high standards for health, safety, and human rights, we conduct annual on-site, third-party audits of our Tier 1 suppliers. For our Tier 2 suppliers, we collect verified data using the Higg Facility Social and Labour Module, an industry-recognized framework for assessing and verifying working conditions and social impacts. Using this data, we monitor compliance and actively drive continuous improvement in social and labor standards.

Our Supplier Code of Conduct, developed by our parent company, Amer Sports, serves as the foundation of our supply chain social compliance program. Aligned with the Fair Labor Association Code of Conduct, International Labour Organization standards, and the United Nations Global Compact, it sets clear expectations for worker rights, health, and safety across our supply chain. Alongside establishing standards, we work with suppliers to understand local challenges and support supplier-specific responses. Our supply chain team receives annual training to support consistent and collaborative implementation of these expectations.

EXPANDING FAIR TRADE

Since 2020, Arc'teryx has partnered with Fair Trade USA to help the manufacturers of our gear achieve Fair Trade Certified™ status. Certified facilities meet rigorous standards for safe working conditions, fair wages, and respect for worker rights. In addition, Arc'teryx pays a premium for every product made in a Fair Trade Certified™ facility. These funds go directly to workers, who collectively decide how to use them — whether to meet immediate needs like food and healthcare or investing them in long-term community resilience.

83% of Arc'teryx products were produced in Fair Trade Certified™ factories at the end of 2025, surpassing our target to achieve 80%.

We completed the final steps toward this target by onboarding six new factories into the certification process, with five factories achieving certification in 2025. Since the start of our partnership with Fair Trade USA, we have supported more than 25 manufacturing facilities through the certification process. During 2025, we began contributing Fair Trade premiums to workers in five newly certified factories, in addition to the 22 Fair Trade Certified™ facilities we already support.

Supporting Education with Fair Trade Premiums

Fair Trade premiums at the Spectre Garment Technologies facilities in Vietnam were used by workers to create a \$171,000 scholarship project to support their children's education. Scholarship grants helped more than 2,500 students offset the rising costs of tuition and school supplies.

Diamond Point
Orcas
See page 42 for artist spotlight

DRIVING SUSTAINABLE TRANSPORTATION

WE ARE COMMITTED TO FINDING LOWER CARBON ROUTES TO GET OUR PRODUCTS WHERE THEY NEED TO GO.

EMISSIONS REDUCTION ROADMAP: TRANSPORTATION

Emissions from the transportation and distribution of our products represent 23% of our total footprint, making this a critical focus area of our climate strategy.

OUR APPROACH

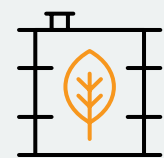
Our Emissions Reduction Roadmap outlines immediate and long-term actions across logistics and transportation to cut emissions while supporting operational efficiency and growth, including:



Shift to lower-carbon transportation modes, such as ocean, rail, and road, where feasible

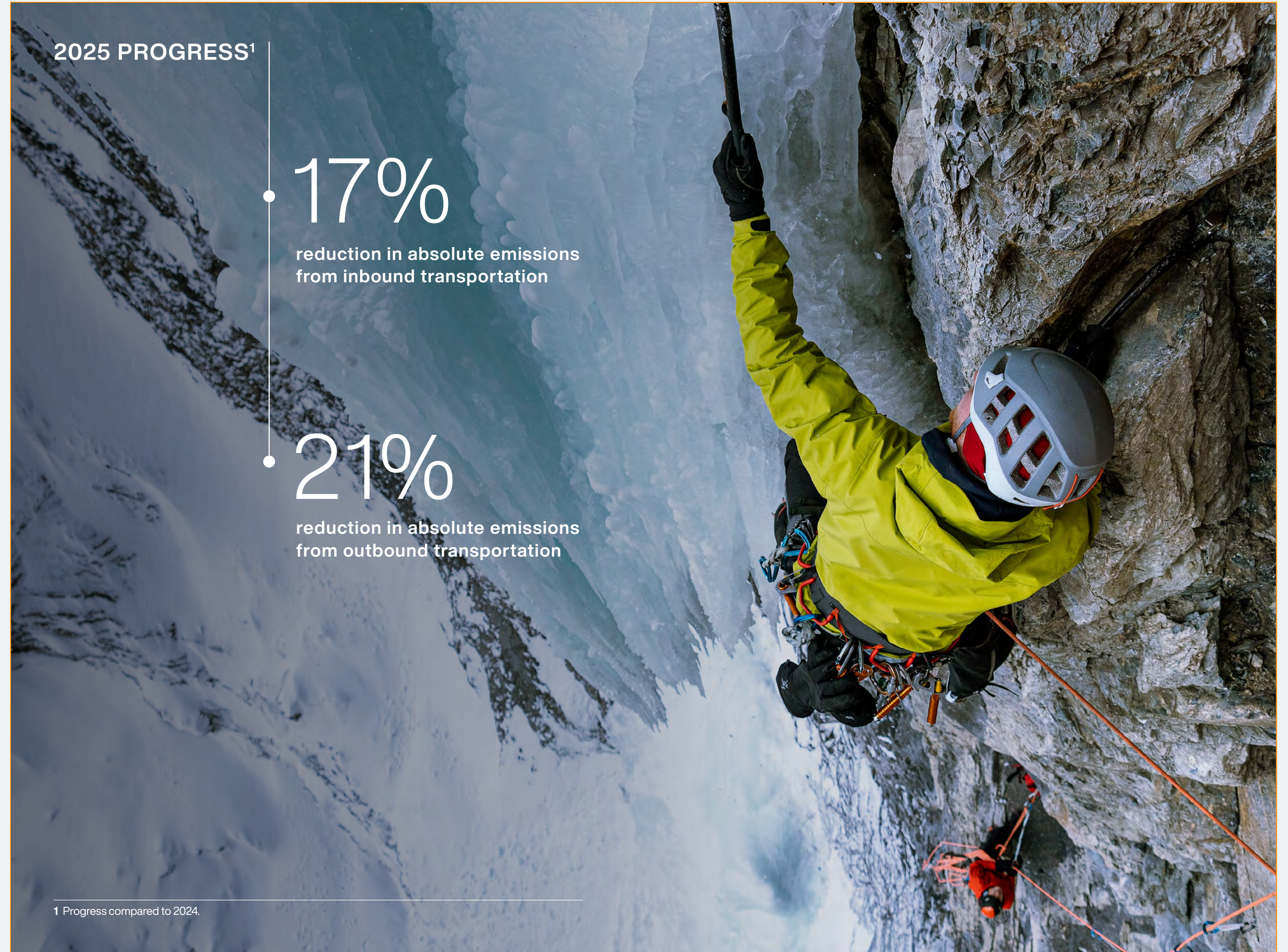


Optimize logistics and shipping routes to improve efficiency and reduce unnecessary emissions



Explore alternative transportation fuels for both air and ocean freight

Quentin Roberts
Mt Hunter, BC, Canada
Photographer: John Price



↳ Using data and collaboration to deliver real results

Reducing our transportation emissions depends on quality data and teams working together across our global network. In 2025, we introduced emissions data into dashboards that guide everyday decision-making to help our freight teams forecast and track their progress in reducing emissions. The dashboards, along with targets, operational improvements, and collaboration across teams, helped us lower product transportation emissions.

We're building on this effort by working to bring more timely data from our logistics partners to help us better understand the footprint of each shipment and guide our next moves. We are aiming to launch an updated system in 2026.

In 2025, we reduced our absolute emissions from transportation and distribution by 15%.

We achieved significant progress on transportation emissions. Inbound freight represents 64% of our transportation emissions. We reduced absolute inbound freight emissions by 17% year over year, driven by continuing to shift from air transport to lower-carbon options, such as ocean and road.

We piloted the removal of express shipping options in two markets and eliminated express shipping during the high-order-volume period around Black Friday and Cyber Monday. These efforts helped us reduce outbound freight absolute emissions by 21%.

Christine Feleki & Joey Vosburgh
Selkirk Mountains, BC, Canada
Photographer: Angela Percival

BUILDING DECARBONIZATION

WE ARE PROGRESSING ON OUR PLAN TO REDUCE EMISSIONS FROM OUR BUILDINGS.

EMISSIONS REDUCTION ROADMAP: SCOPE 1 AND 2 BUILDINGS

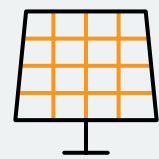
Emissions from our offices, distribution centres, and stores are a small part (approximately 1%) of our footprint. Although this is a relatively small share of our emissions, it is where we have set our most ambitious near term targets.¹ We are continuing our work to reduce on-site emissions by exploring practical solutions to reduce emissions across our physical footprint.

OUR APPROACH

We focus on high-impact opportunities to reduce emissions from our buildings, such as:



Identify and act on efficiency opportunities



Source 100% of electricity for our buildings from renewable sources

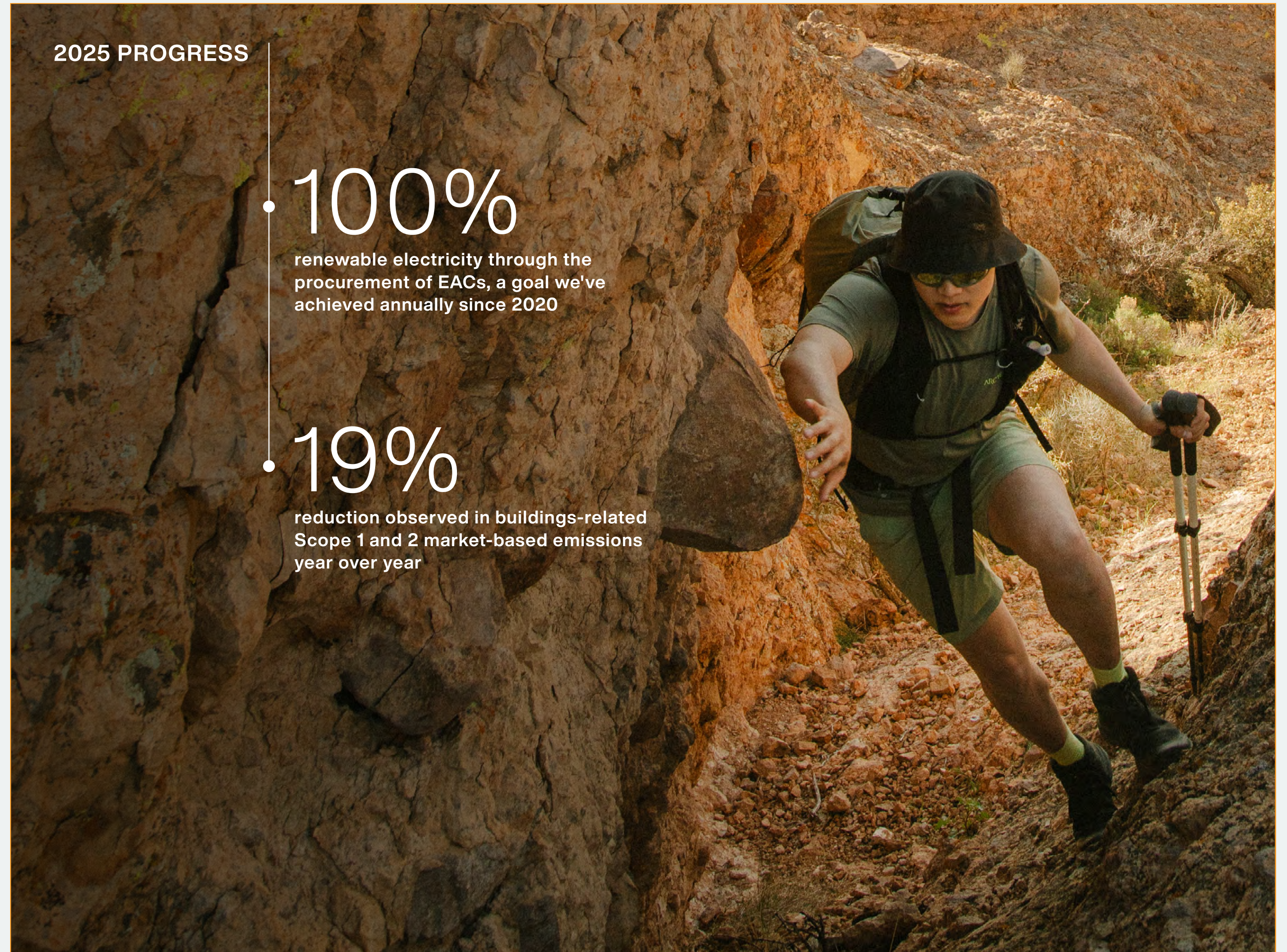


Explore higher impact renewable energy options

¹Our target is to reduce our absolute Scope 1 and 2 emissions by 90% by 2030, relative to our 2022 base year.

Colin Yen
Yuma, Arizona

Photographer: Erin Springer



2025 PROGRESS

100%

renewable electricity through the procurement of EACs, a goal we've achieved annually since 2020

19%

reduction observed in buildings-related Scope 1 and 2 market-based emissions year over year

REDUCING BUILDINGS EMISSIONS

In 2025, our total (location-based) Scope 1 & 2 emissions were 3% (location based), which we reduced to 1% (market based) through the purchase of EAC's. We again met our goal to procure 100% of our electricity from renewable sources — a goal we have achieved since 2020 — which we accomplished by procuring unbundled EACs, such as Renewable Energy Certificates, to match our buildings' energy use with renewable energy generation¹. These certificates help mitigate our current impact and support the broader transition to clean energy.

As part of our ongoing growth, we expanded our retail footprint in 2025 with 70 net new and acquired stores. For brand stores that previously operated under a partnership agreement, EACs have been purchased from the point in time that Arc'teryx took operational control. As a result, we observed a 19% reduction in our 2025 Scope 1 and 2 emissions compared to 2024 under the market-based accounting methodology.

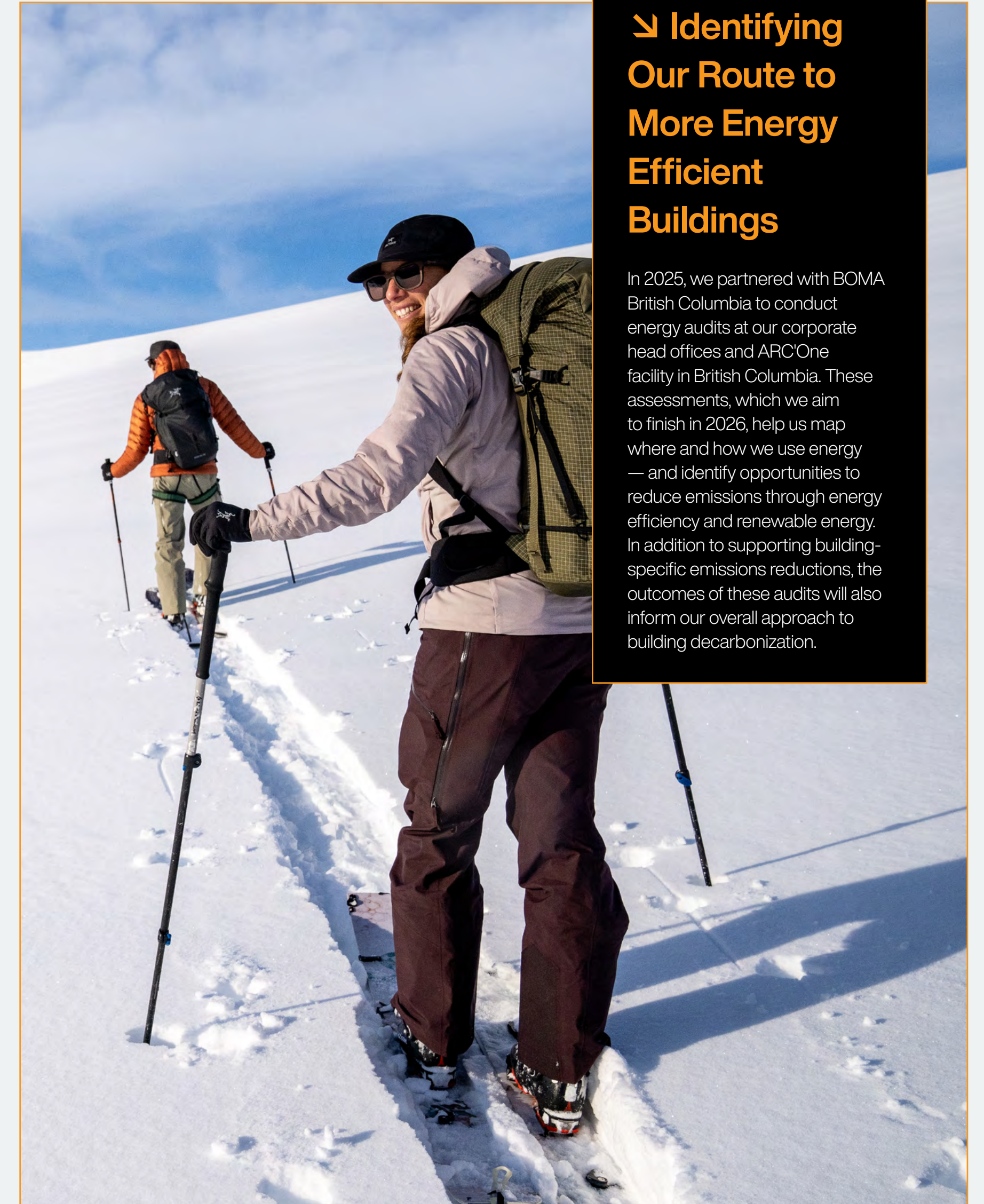
We are continuing to explore options to expand our broader impact to increase the additionality of our renewable energy purchases as market conditions evolve. In partnership with our parent company, Amer Sports, we participated in a 2025 project to evaluate and assess renewable energy options, such as on-site generation, PPAs, VPPAs, and EAC/REC procurement. To ensure our renewable energy procurement is credible, we align our approach with global best practices from RE100 and the GHG Protocol.

We continue to refine and improve how we assess and address emissions across our portfolio. In 2025, we completed a building-level carbon footprint analysis for all of our stores to identify emission hotspots. We also improved building-related emissions data to improve calculation precision. Where we still rely on estimated emissions, we use best practice estimation methodologies.

We again met our goal to procure 100% of our electricity from renewable sources — a goal we have achieved since 2020.

➤ Identifying Our Route to More Energy Efficient Buildings

In 2025, we partnered with BOMA British Columbia to conduct energy audits at our corporate head offices and ARC'One facility in British Columbia. These assessments, which we aim to finish in 2026, help us map where and how we use energy — and identify opportunities to reduce emissions through energy efficiency and renewable energy. In addition to supporting building-specific emissions reductions, the outcomes of these audits will also inform our overall approach to building decarbonization.



Christine Feleki & Eric Hjørleifson
Pemberton, BC, Canada
Lilwat7úl Nation
Photographer: Angela Percival

¹Please see our GHG Accounting Methodology Appendix for more detailed information.

GOVERNANCE & ENGAGEMENT

BUILDING STRONG GOVERNANCE AND ACCOUNTABILITY SYSTEMS AND HARNESSING A DEEP COMMITMENT TO SUSTAINABILITY ACROSS OUR ORGANIZATION SUPPORT OUR CLIMB TOWARD NET-ZERO.

WHO WE ARE

Founded in 1989 by climbers in Vancouver, British Columbia, Canada, Arc'teryx was built on an obsessive commitment to innovation, helping our athletes to go lighter, faster, and farther by making the best technical gear for mountain pursuits. Arc'teryx creates durable, functional, and timeless products that are worn when it matters most. Guided by our purpose to Leave It Better, we continue to evolve — pushing technical boundaries while working with our partners, suppliers, and communities toward a more responsible and inclusive future in the mountains.

Arc'teryx continues to push the standards of technical mountain gear, while working to reduce our environmental impact and support a more inclusive outdoor community. As a division of Amer Sports Canada Inc., we share our parent company's commitment to limiting global temperature rise to 1.5°C and have charted our own unique and ambitious course toward our summit of net-zero emissions. For more information on Amer Sports' climate commitments and progress, see [Amer Sports' 2025 Sustainability Report](#).

As of December 31, 2025, Arc'teryx:

Has



246

brand stores across the world

Employs over



>4,000

FTE (full-time equivalent) employees¹

¹The FTE employee numbers are lower than reported in our 2024 Climate Report due to incorrect allocation of some non-employee workers as employees in the 2024 data.

ARTIST SPOTLIGHT



DIAMOND POINT

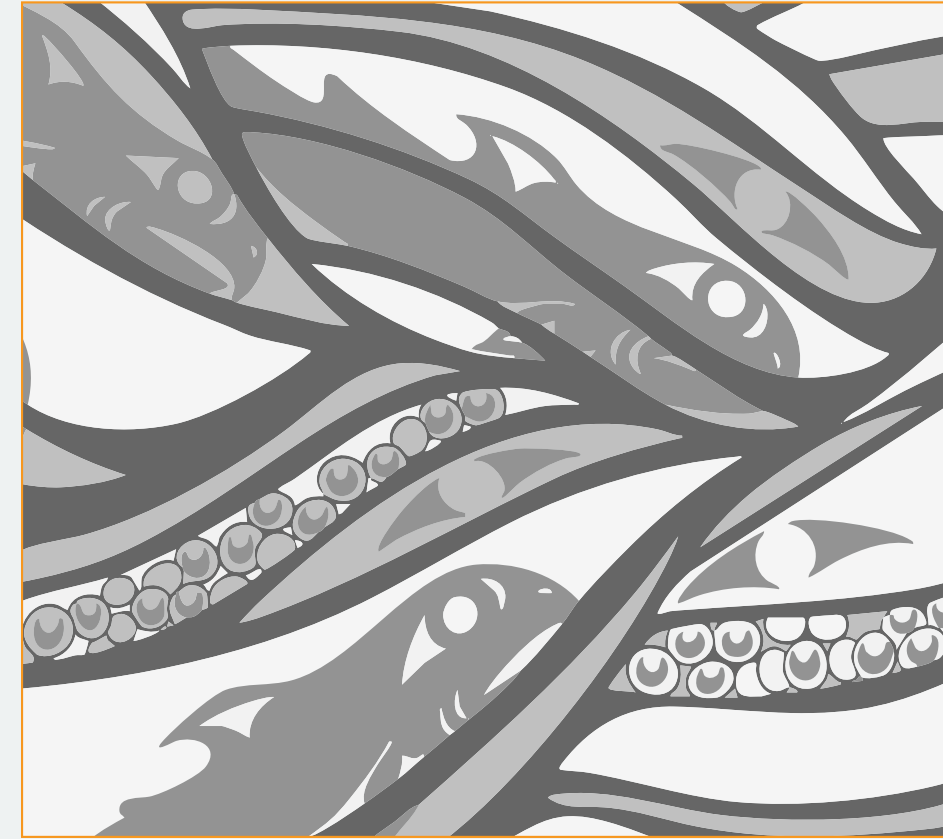
Diamond Point is a proud member of Musqueam Indian Band, and is a contemporary Coast Salish artist, educator, and researcher whose work explores themes of Indigenous identity, relationships, and interconnectedness. Her interdisciplinary art practice encompasses graphic design, illustration, site-specific installation, and sculptural work, often grounded in the histories, teachings, and protocols of Musqueam people. Her work is often described as site-specific, as she views place as an active collaborator in the creative process, allowing each work to emerge through a relationship between place, community, and story. Through both public art and educational spaces, Diamond seeks to create visual works that inform, teach, and build understanding among Indigenous and non-Indigenous communities alike.

Diamond holds a Master of Education in Indigenous Education from the University of British Columbia and is currently pursuing a Doctor of Education in Indigenous Educational Leadership and Policy. Alongside her work in education, she continues to integrate art, research, and community engagement as interconnected forms of knowledge-sharing and cultural expression.

Diamond Point
Canoe Paddles



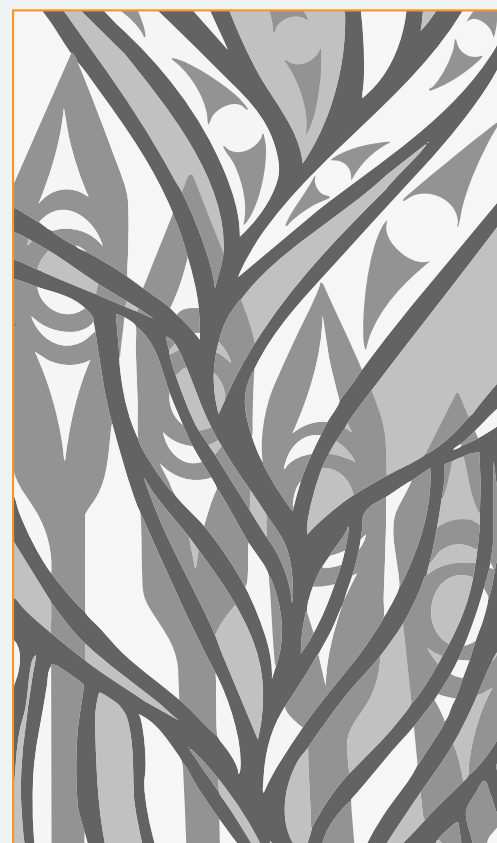
Heron



Salmon



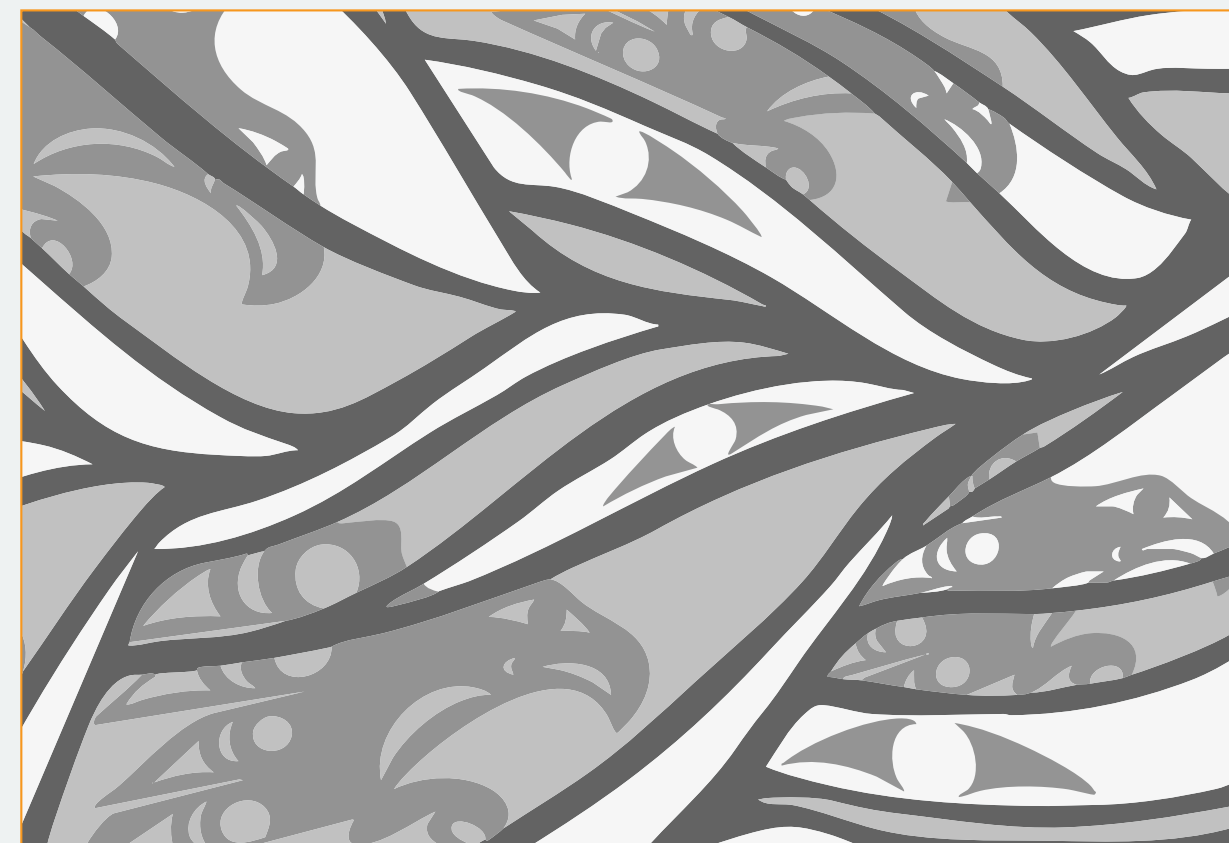
Trees



Canoe Paddles



Orcas



Eagles

ABOUT MY FEATURED ARTWORK

These pieces are inspired by a previous artwork of *mine* titled "Interconnected." Each design weaves together representations of the water, land, and sky within a braided form that resembles a three-strand braid.

The water designs include salmon and orca motifs. In my community, salmon represent abundance, wealth, and are known as life-givers, while the orca represents family and connection. The sky designs feature the eagle and heron. Eagles are sacred and symbolize strength and pride. The heron connects me deeply to place, as they are often seen along the Fraser River. For me, there is nothing more beautiful than witnessing the sunrises and sunsets over the Fraser River from where I grew up in Musqueam.

The land design includes the motif of a tree to represent our landscape. Cedar is integral to Musqueam culture, alongside Douglas fir, maple, and western hemlock. A canoe paddle motif is also included to represent our culture and relationship to the river. The Fraser River is vital to Musqueam people. Historically, our villages and summer fishing camps were positioned facing the water, where canoers paddled daily. Today, our people continue to paddle and gather on the river.

These visual elements are representations of the imagery and motifs that connect me to place, community, and the landscape of my territory as a Musqueam person. Embedded within the braided design, these figures also serve as a reminder of the interconnectedness of the three Host Nations and the relationships between our communities. This work is a visual representation of interconnectedness, relationship, responsibility, and family. Throughout the designs, Salish eye motifs are woven into the imagery to represent our ancestors, present generations, and those yet to come. It also reflects the responsibility we carry to care for the land, water, and one another for future generations.

BOARD AND EXECUTIVE MANAGEMENT OVERSIGHT

Arc'teryx's climate program is supported by a multi-tiered structure that supports strategic oversight, cross-functional collaboration, and company-wide engagement, including:

ESG STEERING COMMITTEE:

Chaired by our Vice President of Sustainability, the ESG Steering Committee is comprised of members of the Executive Team. This committee provides high-level oversight of our climate strategy and ensures alignment with our broader business objectives. Our Chief Supply Chain Officer serves as the Climate Program Sponsor and signs off on all strategic decisions, in addition to the ESG Steering Committee.

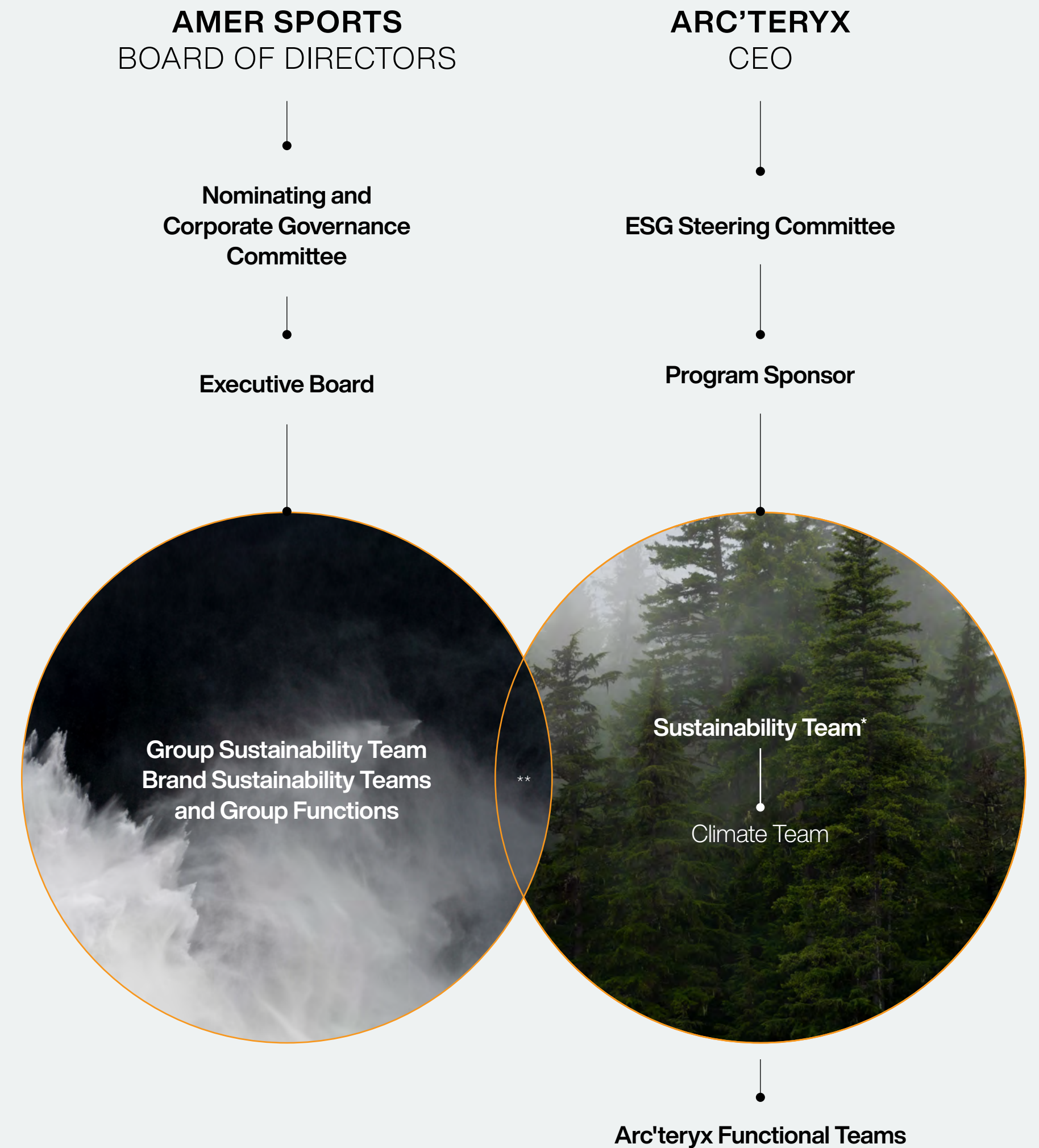
CLIMATE TEAM:

Within Arc'teryx's Sustainability Team, a dedicated Climate Team is responsible for leading our climate program, in partnership with functional leaders from across the organization.

Arc'teryx's climate governance is closely aligned with Amer Sports. Our CEO is part of the Amer Sports Executive Committee and Global Leadership Team, which oversees Arc'teryx's sustainability strategy direction, implementation, performance, reporting, and resource allocation. We work closely with the Amer Sports Group Sustainability Team, which is responsible for developing and implementing Amer Sports'* sustainability strategy, including reporting, tracking progress, and fostering collaboration across all brands.

ENVIRONMENTAL POLICY:

In 2025, Arc'teryx participated in the development and implementation of a new Amer Sports Group Environmental Policy aimed at improving operational consistency, compliance and refining internal accountability. This policy supports our ongoing efforts to address climate impacts and improve the sustainability of our business.



* Arc'teryx sustainability and climate teams collaborate with Amer Sports Group sustainability team and Group functions.



Chamonix-Mont Blanc, France
Photographer: Hugo Vincent

UNDERSTANDING CLIMATE RISKS AND OPPORTUNITIES

We take action to address climate change because it's part of our purpose to Leave It Better — for the communities we're a part of, for the outdoor spaces we depend on, and for the long-term health of our business. Climate change presents physical risks, transition risks, and opportunities for our business. Rising temperatures and shifting weather patterns are already reshaping mountain environments, influencing the needs of our guests and how we design our products. Meaningful climate action allows us to build resilience, identify opportunities, and meet the growing expectations of our guests, who care deeply about sustainability and performance with purpose.

Climate-related risks and opportunities are identified, assessed, and managed in collaboration with Amer Sports and other Amer Sports-owned brands in alignment with the Task Force on Climate-Related Financial Disclosures framework. In 2025, Arc'teryx collaborated with Amer Sports to conduct the company's second double materiality assessment to define key sustainability topics for reporting and action. The key material topics identified were climate change, pollution, circular economy, and consumers and end users. We use the key material topics as an input to prioritize our sustainability program's focus areas. For more information about how Amer Sports Group identifies, assesses, and manages these issues, please see the [Amer Sports TCFD Report](#).

ENGAGING OUR PEOPLE IN THE CLIMB TO NET-ZERO

To embed our climate commitments into our culture and the day-to-day work our people do, we engage employees through onboarding and annual trainings, ongoing employee engagement initiatives, and cross-functional collaboration to improve sustainability in our products and across our business.

Our sustainability team reaches across Arc'teryx to drive progress toward our climate goals. Examples of this collaboration include working with design and sourcing teams to implement preferred fibres, collaborating with distribution and transportation to reduce transportation emissions, and supporting facilities and retail development teams to improve energy efficiency and renewable energy.

Other internal engagement initiatives include:

- During Earth Month, we held activations surrounding our ReBIRD™ program, recycling textiles, and our climate roadmap to help our employees build knowledge, connect to our goals, and identify opportunities to drive impact.
- Expanded employee product take-back program to be a year-round offering, enabling employees to trade in products they no longer use for credit while returning gear to circulation through RESALE.
- Continued care and repair training efforts for repair operators and included climate efforts in the onboarding training for new employees.

We also seek to engage our guests in our sustainability and net-zero journey. For example, we offer circular design workshops in which guests learn how to use end-of-use products and material from our repair centres to create a simple but useful product, such as a climbing shoe storage bag or Foley Pouch. Read more in [Sustainability in Action: Arc'teryx Academy](#).



SUSTAINABILITY IN ACTION: ARC'TERYX ACADEMY

Every year, Arc'teryx hosts multiple Arc'teryx Academies, which bring mountain education to life by creating opportunities for guests to build technical skills while connecting with the outdoor community. Hosted year-round in iconic mountain locations, the Academies span disciplines from alpine and rock climbing to trail running, backcountry skiing, and freeride skiing. Across every event, sustainability is intentionally woven into the experience. The Alpine Academy in Chamonix-Mont-Blanc, France, illustrates our best effort yet on integrating sustainability.

For this event, we implemented comprehensive emissions tracking and reporting. The 2025 event operated with zero on-site energy generated by fossil fuels, without single-use plastics from service providers, and it had a waste stream that was 99% recyclable. Water use was also reduced by using dry toilets.

To engage our guests in sustainability efforts, we offered an upcycling clinic, where participants learned to transform end-of-use and scrap materials into climbing shoe bags — connecting hands-on learning with circular design principles. Guests were also invited to participate in biodiversity and conservation clinics, learning about trail maintenance, mindful connection to the environment, and local flora and fauna.

Collectively, these efforts demonstrate how outdoor education, community collaboration, and environmental responsibility can coexist and reinforce one another.



SUPPORTING OUR COMMUNITIES

We believe deeply in the transformative power of nature and participating in mountain sports, and we recognize that not everyone has had equal access to these spaces or experiences. Systemic barriers have historically shaped who feels welcome, safe, and able to belong outdoors. The outdoor industry, including Arc'teryx, has played a role through the erasure of Indigenous People, the underrepresentation of marginalized communities, and narrow definitions of who belongs outside. We are committed to widening access and creating more inclusive routes into the mountains, knowing real progress requires stepping beyond our comfort zone.

Our community grant program — which we began in 2018 — is one way we seek to support and expand access to outdoor recreation and foster broader care for the outdoors. In 2025, we offered \$5,000 grants to 76 recipients spanning 22 regions and four countries for community-led initiatives to make outdoor spaces and activities more welcoming to more people. In addition to the grant program, from 2023 to 2025, we worked with over 50 organizations on longer-term initiatives and partnerships.

As we continue to build relationships with Indigenous partners at Arc'teryx, we are committed to learning from and incorporating the principles of Indigenous-led conservation into our climate strategy, recognizing the deep connection between Indigenous Knowledge, land stewardship, and climate resilience. [Read more about how we incorporate Indigenous design into our products.](#)

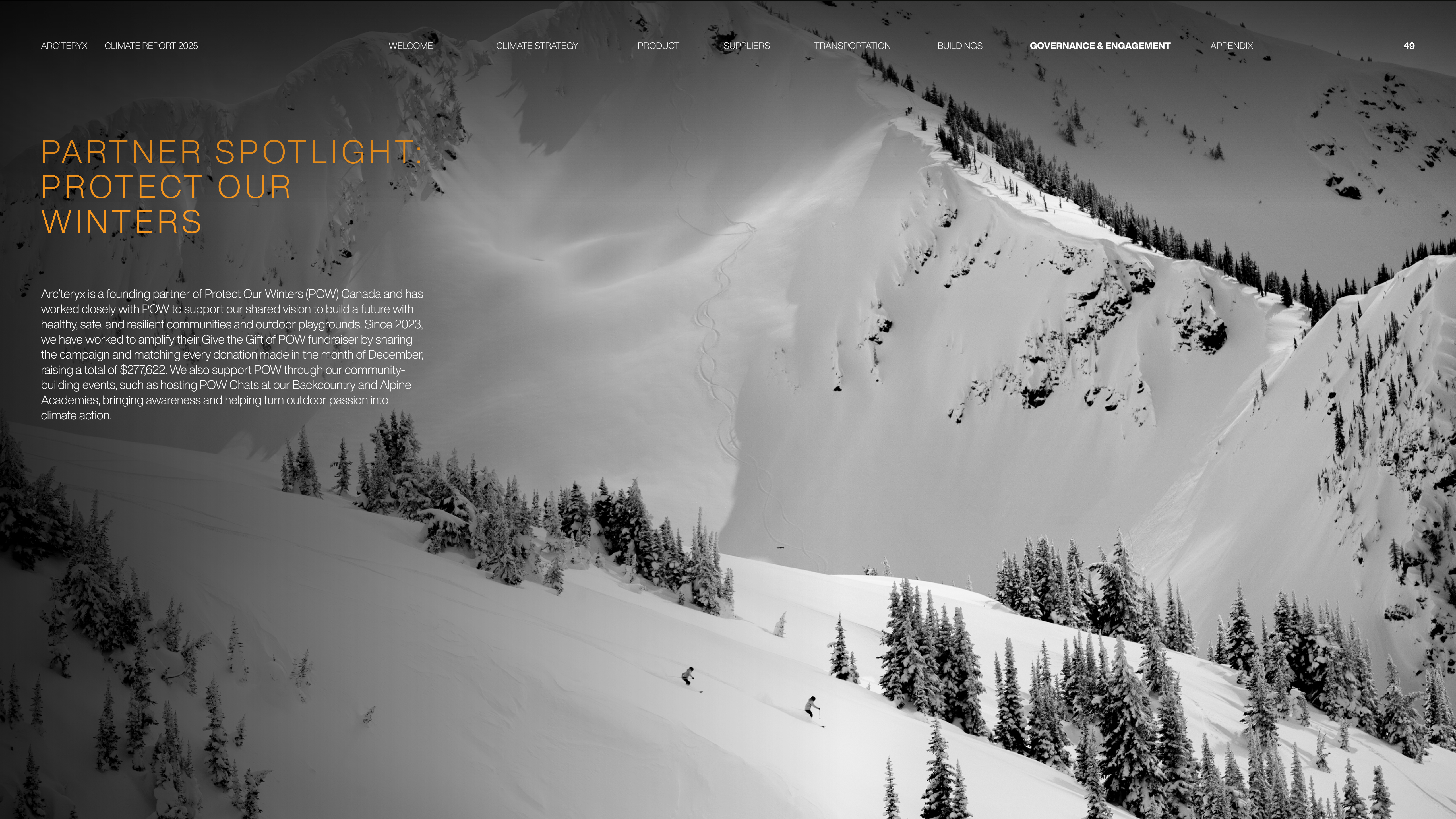


In 2025, we offered \$5,000 grants to 76 recipients spanning 22 regions and four countries for community-led initiatives to make outdoor spaces and activities more welcoming to more people.

Sof Petros, Talia Colten, & Chloe Goyal
Snoqualmie, WA, U.S.
Sduk ablix and Cayuse, Umatilla, and Walla Walla
Photographer: Patrick Dunn

PARTNER SPOTLIGHT: PROTECT OUR WINTERS

Arc'teryx is a founding partner of Protect Our Winters (POW) Canada and has worked closely with POW to support our shared vision to build a future with healthy, safe, and resilient communities and outdoor playgrounds. Since 2023, we have worked to amplify their Give the Gift of POW fundraiser by sharing the campaign and matching every donation made in the month of December, raising a total of \$277,622. We also support POW through our community-building events, such as hosting POW Chats at our Backcountry and Alpine Academies, bringing awareness and helping turn outdoor passion into climate action.



INDUSTRY COLLABORATION

Reaching net-zero requires us to work collectively to make meaningful industry-wide emissions reductions. We partner with organizations across the outdoor and apparel industries to drive collective impact and more rapidly move the industry forward.

COLLABORATING TO ACHIEVE STRUCTURAL CHANGE

As an early signatory to the UN Fashion Industry Charter for Climate Action, we are part of a global, UN-convened coalition committed to reaching net-zero emissions across the fashion and textile industry by 2050. Membership in this coalition requires alignment with 13 core commitments, which formed the foundation for Arc'teryx's climate program — including setting SBTi-approved net-zero targets, developing and regularly updating credible pathways for achieving our sourcing goals, engaging with and incentivizing suppliers to progress on their climate journeys, among other efforts. Together, with the UN and additional apparel companies, we're working to make structural changes to meet the Paris Agreement targets.

Together with UN Fashion Industry Charter for Climate Action and other global and regional organizations, we are working towards making the changes needed to meet the Paris Agreement targets.

GLOBAL COLLABORATIONS AND INITIATIVES



REGIONAL COLLABORATIONS AND INITIATIVES



¹We are members through our parent company, Amer Sports

APPENDIX

GLOSSARY

Carbon Footprint

The total amount of GHGs emitted directly or indirectly by an individual, organization, event, or product

Climbing On

A casual phrase to indicate that a climber is beginning or continuing a climb

Circular

A business model focused on designing out waste and keeping products and materials in use through reuse, repair, and recycling

Complex Repairs

These are repairs that Arc'teryx must conduct at specialized facilities, including full panel replacements, complete zipper replacements, or major component swaps

Crux

The most difficult section of a climb, requiring technical skill, strength, or problem-solving to overcome

Decarbonization

The process of reducing carbon emissions from operations, supply chains, and products

Energy Attribute Certificates

A category of energy certificates (including RECs) used globally to verify renewable energy generation and consumption, which certifies the origin and environmental attributes of energy

Emissions Reduction Roadmap

Arc'teryx's strategic plan outlining how our organization will reduce its GHG emissions and adapt its operations to align with climate goals

GHG Accounting

The process of measuring and tracking greenhouse gas emissions

Greenhouse Gas (GHG) Emissions

Gases that trap heat in the atmosphere, categorized as:

Scope 1

Direct emissions from owned or controlled sources

Scope 2

Indirect emissions from purchased electricity, steam, heating, and cooling

Scope 3

All other indirect emissions from the value chain

Inputs

The resources, such as textiles, zippers, buttons, etc., that are used to create our finished goods

Linear

A description of the traditional take-make-waste production and consumption model

Materials

The physical substances or components used to produce products

Net-Zero Emissions

Based on the Science Based Targets initiative (SBTi) definition, net-zero emissions are achieved when human-caused GHG emissions are balanced by removing the same quantity of emissions from the atmosphere over a specified period of time

Net-Zero Science-Based Target

A net-zero science-based target is a GHG mitigation target that implies:

- Reducing Scope 1, 2, and 3 emissions to zero or a residual level consistent with reaching global net-zero emissions or at a sector level in eligible 1.5°C-aligned pathways; and
- Permanently neutralizing any residual emissions at the net-zero target year and any GHG emissions released into the atmosphere thereafter

Physical Risk

Climate-related risks resulting from physical impacts of climate change, such as extreme weather events, rising temperatures, or sea-level risk, which can disrupt supply chains or infrastructure

Projecting

The process of working on a challenging route or problem over multiple attempts, with the goal of eventually completing it

Pitches

Sections of a climb between two belay points

Renewable Energy Certificates (RECs)

Certificates that represent proof that a certain amount of electricity was generated from a renewable energy source and fed into the grid

Science-Based Targets (SBTs)

Emissions reduction targets aligned with climate science to limit global warming to well below 2°C, preferably 1.5°C

Sustainable Inputs

Materials sourced and produced in ways that minimize environmental impact

Transition Risks

Risks associated with the shift to a low-carbon economy, including changes in regulations, market preferences, technologies, and reputational pressures that may affect business operations or asset values

Trim

Components of the product, other than the main fabric, used in the making of each product, including zippers, buttons, elastic bands, buckles, etc.

GHG ACCOUNTING DETAILS

We approach climate accounting with the same level of obsession we bring to our technical gear design.

This greenhouse gas (GHG) emissions summary is prepared in accordance with the principles and requirements of the GHG Protocol – A Corporate Accounting and Reporting Standard (Revised Edition), Scope 2 Guidance and Corporate Value Chain (Scope 3) Standard for the year ending December 31, 2025.

An operational control approach has been used to define the organizational boundary of reporting. Arc'teryx has established 2022 as the base year for its GHG inventory. 2022 serves as the reference point against which future emissions performance will be measured and tracked, in alignment with the GHG Protocol. Arc'teryx calculates and discloses direct (Scope 1) and indirect (Scope 2) GHG emissions associated with activities over which it exercises operational control, including the following:

- Energy consumption (electricity and heating) across global corporate offices and retail locations
- Energy consumption (electricity and heating) at our Canadian production and distribution facility
- Combustion of fuels from owned and leased vehicle fleets
- Refrigerant losses from facility-based cooling systems

Scope 2 emissions are calculated and disclosed utilizing both the location-based and market-based methodologies. Arc'teryx sources renewable market-based electricity through unbundled EACs relevant to the geographic locations of buildings under our operational control, including:

- Renewable energy certificates (RECs) (Green-e certified)
- Guarantees of origin (GOs) (EKOenergy certified)
- Renewable energy GOs (REGOs) (EKOenergy certified)
- International RECs (I-RECs) (EKOenergy certified)
- Large-scale generation certificates (LGCs) (EKOenergy certified)
- Non-fossil fuel certificates (NFCs)
- Korean Renewable Energy Certificates (K-RECs)
- GEC (Green Electricity Certificates) (EKOenergy certified)

Arc'teryx calculates and discloses Scope 3 emissions (inclusive of CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆ where present) from all relevant categories associated with our global operations, which include:

- Category 1: Purchased goods and services (including finished goods and raw materials)
- Category 2: Capital goods
- Category 3: Fuel- and energy-related activities not included in Scope 1 or 2
- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution
- Category 12: End-of-life treatment of sold products
- Category 14: Franchises (partner stores)

GHG EMISSIONS DATA SUMMARY

EMISSIONS (tCO₂e)^{1,2,3}

	2022 Base Year	2024 Prior Year	2025 Reporting Year	Change to Prior Year	Change to Base Year
Scope 1	1,590.9	1,986.3	1,941.6 ^o	-2.2%	22.0%
Scope 2 Market-Based	894.0	992.1	479.1 ^o	-51.7%	-46.4%
Scope 2 Location-Based	4,243.6	7,423.9	7,581.5 ^o	2.1%	78.7%
Subtotal (Scope 1 + 2 Market-based)	2,484.9	2,978.4	2,420.7	-18.7%	-2.6%
Scope 3	131,081.7	200,797.6	219,844.1 ^o	9.5%	67.7%
Total GHG Emissions Scope 1 + 2 (Market-Based) + 3	133,566.6	203,776.0	222,264.8	9.1%	66.4%
Emissions Intensity (tCO ₂ e/revenue) ⁴	-	-	-	-17.0%	-40.6%

^o2025 limited assurance provided by KPMG. See page 63-64 for the Independent Practitioners Limited Assurance Report.

1. Data for 2022, 2023, and 2024 has been adjusted to incorporate updated methodologies and improvements in data quality per our recalculation policy. 2024 limited assurance provided by KPMG Canada on unadjusted figures. See our 2024 Climate Report for the Independent Practitioners Limited Assurance Report. 2022 and 2023 limited assurance provided by PricewaterhouseCoopers on unadjusted figures. See our 2022 and 2023 Climate Report for the Independent Practitioners Limited Assurance Report.

2. Total GHG Emissions for our 2022 base year and subsequent annual tracking represent Scope 1, Scope 2 market-based, and Scope 3.

3. Emissions are calculated before rounding to the nearest 0.1tCO₂e.

4. Arc'teryx does not publicly disclose standalone revenue figures. Accordingly, emissions intensity is not presented on an absolute basis. Instead, only the year-over-year change in emissions intensity is disclosed.

– Arc'teryx has conducted a review of baseline emissions, which demonstrated that the existing approved science-based targets remain in line with SBTi criteria.

– Total emissions increased from 2024 to 2025, primarily driven by business growth and rising demand for Arc'teryx products.

– In 2025, 46 Nelson Sports and 5 other partner stores transitioned to Arc'teryx brand stores, resulting in a reclassification of their emissions from Scope 3 to Scope 1 and 2. In accordance with our recalculation policy, the GHG Protocol and SBTi guidance, Arc'teryx has restated Scope 1, 2, and 3 emissions for 2022 and 2024 to reflect this structural change. Emissions related to these stores during the period of 2025 that they operated as partner stores are also included in Scope 1 and 2 accounting.

2025 GHG EMISSIONS DATA BREAKOUT

2025 Operational Emissions

Emission Type	GHG Emissions (tCO ₂ e)	CO ₂ (tCO ₂ e)	CH ₄ (tCO ₂ e)	N ₂ O (tCO ₂ e)	SF ₆ (tCO ₂ e)	HFCs (tCO ₂ e)	PFCs (tCO ₂ e)	CO ₂ in metric tonnes	CH ₄ in metric tonnes	N ₂ O in metric tonnes	SF ₆ in metric tonnes	HFC in metric tonnes	PFC in metric tonnes
Scope 1	1,941.6	1,860.3	10.4	9.8	0.0	61.1	0.0	1,860.3	0.3	0.04	0.0	0.03	0.0
Scope 2 (market-based)	479.1	464.6	0.2	1.7	0.0	0.0	0.0	464.6	0.01	0.01	0.0	0.0	0.0
Scope 2 (location-based)	7,581.5	7,493.9	25.4	30.0	0.0	0.0	0.0	7,493.9	0.9	0.1	0.0	0.0	0.0

Scope 3 Category	2025 Scope 3 Emissions (tCO ₂ e)	% of 2025 Scope 3 Emissions
Purchased Goods and Services	127,748.8	58.1%
Capital Goods	20,425.4	9.3%
Fuel and Energy (not included in Scope 1 and 2)	2,275.8	1.0%
Upstream Transportation and Distribution	51,490.1	23.4%
Waste Generated in Operations	1,735.0	0.8%
Business Travel	7,000.8	3.2%
Employee Commuting	2,675.3	1.2%
Downstream Transportation and Distribution	90.4	0.0%
End-of-Life Treatment of Sold Products	2,178.6	1.0%
Franchises	4,223.9	1.9%
Total Scope 3 Emissions¹	219,844.1	

¹ Total emissions may not sum precisely due to rounding; values are calculated before rounding to the nearest 0.1 tCO₂e.

GHG ACCOUNTING METHODOLOGY

SCOPE 1 AND 2 METHODOLOGY

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Vehicle Fuel (owned)	Internal Financial Data	Secondary: Spend-based	2025 average gas prices in BC from Natural Resources Canada ¹ applied to vehicle fuel expenses to estimate fuel usage.	DESNZ ²	
Vehicle Fuel (leased)	Internal Financial Data	Secondary: Industry-average	Inventory of vehicle lease agreements used alongside industry-average distance estimates from Natural Resources Canada ³ and fuel consumption rates (i.e., mpg) from U.S. Department of Energy ⁴ to estimate fuel usage.	DESNZ ²	
Refrigerants (buildings, excluding retail stores)	Service Provider Reports	Primary: Fuel-based	Maintenance service providers issue reports of installation and leakage repairs.	IPCC 5AR ⁶	
Refrigerants (retail stores)	Facility List	Secondary: Industry-average	Estimated with conservative assumptions on the type of units in a typical retail store and a leakage rate of 10%.	IPCC 5AR ⁶	
Natural Gas and Purchased Electricity	Utility Provider	Primary: Fuel-based	Actual energy consumption is captured from utility invoices, either copies provided by the Amer Sports Pay to Purchase (PtP) team, through self-service online portals, or provided by landlords. Approximately 22% (natural gas) and 24% (electricity) of operational buildings emissions are accounted for with primary data in 2025.	Natural gas: MLC ⁷ DESNZ ² Location-based electricity: International Energy Agency (IEA) ⁹ Environment and Climate Change Canada [Canadian Sites] ¹⁰ MLC ⁷ Market-based electricity: EACs (various)	Natural gas emissions factor source updated to apply country-specific factors and retroactively applied to prior years. Impact calculated to increase Scope 1 emissions by approx. 4% Location-based electricity emissions factor source for U.S. updated from national to regionally specific factors and retroactively applied to prior years. Impacted calculated to increase location-based electricity emissions in the U.S. by 2% on average.
	Internal Financial Data	Secondary: Spend-based	Energy expenditure is captured within data stored by accounts payable. A location-specific average price per kWh is applied to estimate consumption ⁸ . 0% (natural gas) and approximately 65% (electricity) of operational buildings emissions are accounted for with spend-based estimates in 2025.		
	Facility List	Secondary: Industry-average	Where consumption or spend-based data is not available, regional energy intensity (kWh/m ²) averages — calculated by Amer Sports from facilities with actual data — are combined with floor area data for each building to estimate the consumption. Assumption: no natural gas usage is estimated for our retail stores in China; internal sources validated the assumption that our stores utilize electricity for heating in those locations.		

SCOPE 3 METHODOLOGY

CATEGORY 1: PURCHASED GOODS AND SERVICES AND

CATEGORY 2: CAPITAL GOODS

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Finished Product Assembly (Tier 1) and Materials Production (Tier 2)	Higg Facility Environmental Module (FEM) ¹¹	Primary: Supplier-specific	<p>Scope 1 and 2 emissions for our Tier 1 and Tier 2 suppliers are accessed via the Higg Facility Environmental Module (FEM) database and proportioned based on the amount of finished products (Tier 1) and material production (Tier 2) attributed to Arc'teryx at each facility. This supplier data is used to calculate 100% of finished goods and 97% of our material volume purchases.</p> <p>Data limitations: Prior year supplier emissions data is used as a proxy for calculating reporting year emissions, as annual Higg FEM data is submitted throughout the calendar year for the previous year and is incomplete at the time of reporting (i.e. 2024 supplier emissions are used to calculate our 2025 emissions); seasonal material purchase volumes are used as a proxy for the calendar/reporting year, i.e., 2025 = Spring/Summer 2025 (SS25) + Fall/Winter 2025 (FW25).</p> <p>In the case of Tier 2 suppliers for whom we cannot access emissions data, approximately 10% of emissions are estimated by extrapolation of the average facility production intensity and approximately 10% of emissions are estimated through Higg MSI (see Tier 3 and 4 process).</p> <p>A separate process is used to calculate the Tier 2-4 emissions from footwear materials.</p>	Higg FEM ¹¹	
Material Input Formation (Tier 3) & Raw Material Extraction (Tier 4)	Third-party Product Lifecycle Management Software (PLM system)	Secondary: Industry-average	<p>Tier 3 and 4 emissions (as well as approximately 10% of Tier 2 emissions not captured through Higg FEM calculations) are estimated by calculating the total weight of materials and applying global warming potential (GWP) midpoints from materials modelled in the Higg Materials Sustainability Index (MSI). Emissions are extrapolated based on average GWP to materials that are not modelled in Higg MSI. In 2025, 13% of material weight is calculated by extrapolation.</p> <p>Main materials only are in scope. Small additional trims, threads, and zippers are excluded as de minimis and given the current a lack of data for effective estimates.</p> <p>Seasonal material purchase volumes are used as a proxy for the calendar/reporting year (i.e., 2025 = SS25+FW25).</p>	Higg MSI ¹²	
Electronic Components	PLM System	Secondary: Spend-based	Expenditure data is used to estimate emissions for these materials that are not modelled in the Higg MSI.	U.S. EPA ¹³	

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Footwear Materials (Tier 2, 3 & 4)	PLM system Internal Financial Data	Secondary: Spend-based	Tier 2, 3, and 4 emissions for footwear products are estimated by calculating the weight of component materials used in a product from spend data in the PLM system and applying relevant global warming potential (GWP) midpoints from the Higg MSI, then multiplying the estimated emissions by the total number of finished goods by model category. Note that Tier 1 emissions for footwear are captured in the Finished Product Assembly process. Assumptions: – A representative size and model is used for modelling product weights. – Emissions are estimated by extrapolation of weight for low-volume materials such as threads where data is not available.	Higg MSI ¹²	
Packaging Materials	PLM System Internal Financial Data	Secondary: Industry-average	Cradle-to-gate emissions for packaging materials are estimated by calculating the total weight of materials and applying relevant global warming potential (GWP) midpoints from Higg MSI.	Higg MSI ¹²	
Software and Data Services	Third-Party Service Providers (online portals)	Primary: Supplier-specific	The main third-party software service providers used by Arc'teryx calculate the emissions associated with services provided to Arc'teryx, accessed via an online portal dashboard.	Supplier-Provided	
	Internal Financial Data	Secondary: Spend-based	Expenditure data is used to estimate emissions for all other service providers in this sub-category.	U.S. EPA ¹³	
Third-party Repair Services	Supplier Reported	Primary: Fuel/consumption-based	Scope 1 & 2 emissions from third-party repair centres are calculated from energy (electricity + heating) usage data disclosed by service providers. Emissions are extrapolated to estimate for repair centres that do not provide primary data, based on number of repairs reported by Arc'teryx for the year.	Natural gas: DESNZ ² Location-based electricity: MLC ⁷ International Energy Agency (IEA) ⁹	
Capital Goods and Other Indirect Procurement	Third-Party Service Providers	Primary: Supplier-specific	Select vendors that calculate their emissions provide Arc'teryx with a supplier-specific spend-based emission factor. Internal financial records are used to apply the factors to our annual expenditure with each vendor.	Supplier-Provided	
	Internal Financial Data	Secondary: Spend-based	Expenditure data is used with industry-average emissions intensities to estimate emissions related to spend categories where supplier-specific emissions are not available.	U.S. EPA ¹³	
Water Usage	Utility Provider; Property Management Records	Primary: Consumption-based	Consumption from utility invoices and property management records are used to calculate water usage for our office and production/distribution facilities.	DESNZ ²	
	Internal Human Resources Database	Secondary: Industry-average	Primary data is not currently available for our retail stores. Water usage is estimated using an average intensity per person derived from the Real Estate Environmental Benchmark ¹⁴ .	DESNZ ²	
Water Discharge	Water Usage	Estimated	Water discharge is estimated as 90% of water usage.	DESNZ ²	

CATEGORY 3: FUEL AND ENERGY-RELATED ACTIVITIES NOT INCLUDED IN SCOPE 1 OR 2

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Fuel- and Energy-Related Activities (not Included in Scope 1 or 2)	See Scope 1 & 2	Secondary: Industry-average	Emissions are calculated by applying appropriate upstream emission factors to Scope 1 and 2 energy usage.	Multiple (reference Scope 1 and 2)	

CATEGORY 4: UPSTREAM TRANSPORTATION AND DISTRIBUTION

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Inbound Freight (from Tier 1 suppliers to Distribution Centres + Warehouse Transfers)	Third-Party Logistics Service Provider	Secondary: Distance-based	Emissions are calculated from shipped weights, distances and modes of transport provided by third-party logistics consolidation services that align with the GLEC Framework.	DESNZ ² + GLEC Framework ¹⁵	
Outbound Freight (between Distribution Centres and final destination)	Third-Party Service Providers Purchase Order Records	Secondary: Distance-based	Where available, activity data is collected from annual reports provided by third-party delivery service partners. Purchase order records are used to calculate weight, distance, and mode estimations, where reports are not available.	Supplier-Calculated + GLEC Framework ¹⁵	
Ad-hoc Freight	Supplier Reported	Primary: Supplier-specific	An emissions report is provided by the service provider for the shipments made with them in the reporting year.	Supplier-Provided	Previously captured within Category 1 through services expenses and spend-based estimates
Tier 2 to Tier 1 Freight	Purchase Order Records	Secondary: Distance-based	Freight distances are estimated based on origin, destination, and mode of transport. Origin and destination are determined by facility locations identified in purchase orders. Material weights are calculated as part of PG&S calculations and assumptions made on mode of transport based on region and distance.	DESNZ ²	
Warehousing (Distri-bution Centres ex-cluding Arc'teryx operated facility)	Utility Invoices	Primary: Fuel/ consumption-based	Scope 1 & 2 data for distribution centres is collected and the percentage attributable to Arc'teryx is calculated based on criteria related to product volumes. Note: under the operational control approach, Arc'teryx's proportion of emissions at distribution centres that are operated by Amer Sports are reported under Scope 3 for Arc'teryx and under Scope 1 & 2 for Amer Sports.	Multiple (reference Scope 1 and 2)	

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Resale Transport & Warehousing	Third-Party Resale Service Provider	Secondary: Distance-based	Our resale partner calculates and provides an emissions summary for warehousing and transporting.	Supplier-Provided	
Repair Centre Transfers	Internal Database	Estimated	An estimation is made by applying a per unit intensity measure of total outbound emissions to the total quantity of repairs reported for the year.	Reference Outbound Freight	

CATEGORY 5: WASTE GENERATED IN OPERATIONS

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Building Waste (buildings, excluding retail stores)	Third-Party Service Providers	Primary: Waste-type-specific	Reports from waste removal service providers are used to aggregate weight for different waste streams and destinations.	DESNZ ²	
Building Waste (retail stores)	Human Resources Database	Secondary: Industry-average	Waste types and weights are estimated for retail stores using the number of full-time employees (FTE) and industry average waste intensity factors ^{16,17,18} .	DESNZ ²	

CATEGORY 6: BUSINESS TRAVEL AND
CATEGORY 7: EMPLOYEE COMMUTING

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Business Travel	Third-Party Service Provider	Secondary: Distance-based	An annual emissions report is provided by our third-party booking service provider that utilizes the distance-based method. Calculations do not include the emissions from the sub-category of Hotel Nights, which is defined as optional in the GHG Protocol.	Supplier-Provided (DESNZ ²)	
	Internal Expense Reports	Secondary: Spend-based	Additional business travel expenses not booked through the third-party system are captured through internal expense reports, where spend-based emissions factors are applied.	DESNZ ²	
Employee Commuting	Internal Survey	Secondary: Distance-based	A commuter survey is conducted to establish a dataset on modes of travel and distances traveled. Data is extrapolated from survey responses to estimate for the total number of employees.	DESNZ ²	

CATEGORY 9: DOWNSTREAM TRANSPORTATION AND DISTRIBUTION

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Outbound (returns)	Internal Financial Data	Secondary: Spend-based	Downstream is defined by shipping that is not paid for by Arc'teryx, which includes some customer returns. The associated financial data is used to apportion outbound data between upstream and downstream based on that definition.	Reference Outbound Freight	
Outbound (repairs)	Internal Database	Estimated	A per unit intensity measure of total outbound emissions is applied to the total quantity of repairs reported for the year to estimate this sub-category of emissions related to shipping to/from repair centres, which is not captured in the Outbound Freight data.	Reference Outbound Freight	
Third-party retail	N/A	Excluded	Scope 1 and 2 emissions from third-party retail was estimated to be approximately 0.9% of total emissions, but excluded from our SBTi and GHG boundary due to low-quality data.		

CATEGORY 12: END-OF-LIFE TREATMENT OF SOLD PRODUCTS

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Unrepairable product	Third-Party Report	Primary: Waste-type-specific	A third-party textile recycler partner provides a report on the weight and disposal method of different types of materials collected from Arc'teryx locations.	DESNZ ²	
Product and Packaging EOL	PLM System	Secondary: Industry-average	The total weight of products manufactured during the reporting year is divided into different disposal routes using an EU average for waste treatment methods for textiles and packaging. ¹⁹	DESNZ ²	

CATEGORY 14: FRANCHISES

Activity	Data Source	Data Type	Calculation Methodology	Emissions Factor Source	Methodology Updates in 2025
Partner Stores	Internal Financial Data	Secondary: Industry-average	<p>Scope 1 and 2 emissions are estimated for retail locations that operate under a contractual agreement with Arc'teryx, but for which Arc'teryx does not maintain operational control.</p> <p>Estimates are calculated in the same way as for retail stores, using floor area and intensity measures.</p> <p>An average floor area is used as a proxy for stores where the information is currently unavailable.</p>	Reference Scope 1 & 2	In 2025, 46 Nelson Sports and 5 other partner stores transitioned to Arc'teryx brand stores, resulting in a reclassification of their emissions from Scope 3 to Scope 1 and 2, in accordance with the "all-year" option under Appendix E of the GHG Protocol. Arc'teryx has restated its Scope 1 and 2 emissions for the years 2022 and 2024 in accordance with our recalculation policy, the GHG Protocol, and SBTi guidance to reflect this structural change

CATEGORIES NOT RELEVANT TO OPERATIONS:

CATEGORY 8: UPSTREAM LEASED ASSETS

CATEGORY 10: PROCESSING OF SOLD PRODUCTS

CATEGORY 11: USE OF SOLD PRODUCTS (EXCLUDED)

Arc'teryx estimated indirect use phase emissions to be less than 2% of total emissions and chose not to include this optional category in our emissions inventory.

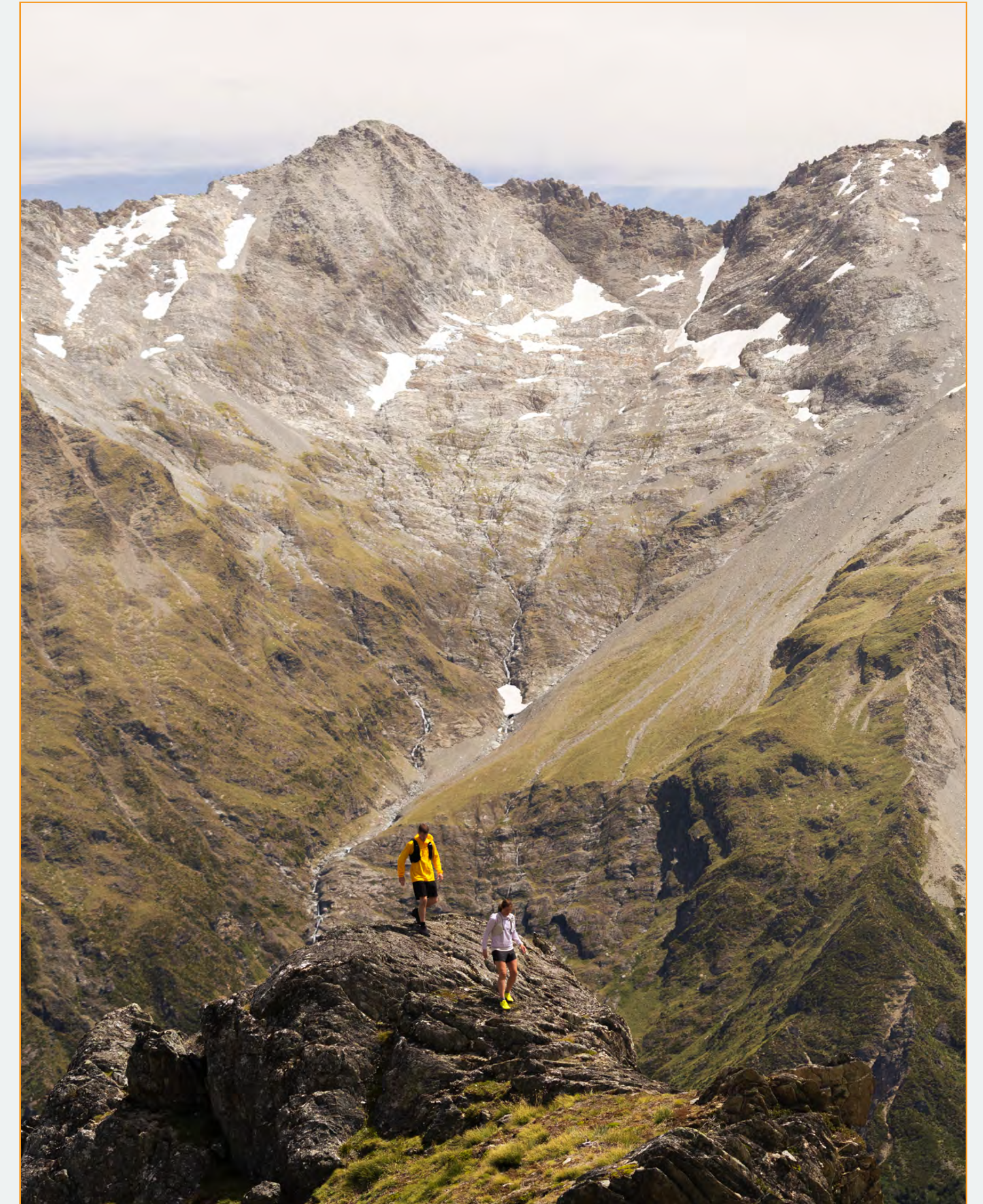
CATEGORY 13: DOWNSTREAM LEASED ASSETS

CATEGORY 15: INVESTMENTS (EXCLUDED)

Based on a high-level assessment of Arc'teryx's investment activity in 2022, this category was deemed to be immaterial and irrelevant and is not included in our inventory.

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INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT

To the Board of Directors and Management of Arc'teryx Equipment, a Division of Amer Sports Canada Inc.

We have undertaken a limited assurance engagement on certain performance metrics of Arc'teryx Equipment, a Division of Amer Sports Canada Inc. (the "Entity"), included in the accompanying 2025 Climate Report (the "Report"), for the year ended December 31, 2025.

The scope of our limited assurance engagement, as agreed with management, comprises the following performance metrics (collectively, the "subject matter information") and criteria:

Subject Matter Information	Reported Amount and Units	Applicable Criteria
Scope 1 GHG emissions	1,941.6 tCO _{2e}	– Greenhouse Gas Protocol - Corporate Accounting and Reporting Standard (Revised Edition)
Scope 2 location-based GHG emissions	7,581.5 tCO _{2e}	– Greenhouse Gas Protocol - Corporate Accounting and Reporting Standard (Revised Edition); and – GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard.
Scope 2 market-based GHG emissions	479.1 tCO _{2e}	
Scope 3 GHG emissions	219,844.1 tCO _{2e}	– Greenhouse Gas Protocol - Corporate Accounting and Reporting Standard (Revised Edition); – The Corporate Value Chain (Scope 3) Accounting and Reporting Standard as applicable to Scope 3 emissions, excluding categories 8 (upstream leased assets), 10 (processing of sold products), 11 (use of sold products), 13 (downstream leased assets) and 15 (investments).

The subject matter information is denoted by the symbol ◊ in the Report.

Other than as described in the preceding table, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

There are no mandatory requirements for the preparation or presentation of the subject matter information. As such, the Entity has applied the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised Edition); the GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard; and, the Corporate Value Chain (Scope 3) Accounting and Reporting Standard (collectively the "applicable criteria"), in calculating the reported amounts. The criteria are further described on pages 53-62 of the Report.



MANAGEMENT'S RESPONSIBILITY

Management is responsible for the preparation and presentation of the subject matter information in accordance with the applicable criteria.

Management is also responsible for such internal control as management determines necessary to enable the preparation and presentation of the subject matter information that is free from material misstatement, whether due to fraud or error. This responsibility includes determining the Entity's objectives in respect of sustainability performance and reporting, identifying stakeholders and material issues, and selecting or developing appropriate criteria.

OUR RESPONSIBILITY

Our responsibility is to express a limited assurance conclusion on the subject matter information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3410, Assurance Engagements on Greenhouse Gas Statements. This standard requires that we plan and perform our engagement to obtain limited assurance about whether the subject matter information is free from material misstatement.

A limited assurance engagement involves assessing the suitability of the criteria used by the Entity in preparing the subject matter information in the circumstances of the engagement, assessing the risks of material misstatement, whether due to fraud or error, and responding to the assessed risks as necessary in the circumstances.

We exercised professional judgment and maintained professional skepticism throughout the engagement. Our procedures were designed and performed to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. In carrying out our engagement, we:

- Evaluated the suitability of the Entity's use of the criteria, as the basis for preparing the subject matter information in the circumstances;
- Through inquiries, obtained an understanding of the Entity's control environment, processes and systems relevant to the preparation of the subject matter information, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- Inquired with relevant staff at the corporate and site level to understand the data collection and reporting processes for the subject matter information;
- Evaluated whether the Entity's methods for developing estimates are appropriate and had been consistently applied, but our procedures did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate the Entity's estimates;
- Inquired of management regarding key assumptions and, where relevant, the re-performance of calculations on a sample basis;
- Performed analytical procedures by comparing the expected GHGs emitted, based on the calorific value of fuel combusted during the period, to actual GHGs emitted and made inquiries of management to obtain explanations for any significant differences we identified;
- Inspected a limited number of items to or from supporting records, as appropriate; and,
- Considered the presentation and disclosure of the subject matter information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

OUR INDEPENDENCE AND QUALITY MANAGEMENT

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants and the independence and other ethical requirements of relevant rules of professional conduct/code of ethics in Canada applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies.

The firm applies Canadian Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

SIGNIFICANT INHERENT LIMITATIONS

Historical non-financial information, such as that contained in the Report, is subject to more inherent limitations than historical financial information, given the qualitative characteristics of the underlying subject matter and methods used for determining this information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques, which can result in materially different measurements and can impact comparability. The nature and methods used to determine such information, as described in the applicable criteria, may change over time. It is important to read the Entity's reporting methodology disclosed in the 2025 Climate Report.

CONCLUSION

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed and evidence obtained, no matters have come to our attention to cause us to believe that the Entity's subject matter information for the year ended December 31, 2025, is not prepared, in all material respects, in accordance with the applicable criteria.

Our conclusion on the subject matter information does not extend to any other information, reports or documents that accompany, are presented with, or contain the subject matter information and our assurance report.

RESTRICTION ON USE

Our report is intended solely for use by Arc'teryx Equipment, a Division of Amer Sports Canada Inc., for the purpose set out in our engagement agreement. Our report may not be suitable for any other purpose and is not intended for use or reliance by any third parties. While KPMG LLP acknowledges that disclosure of our report may be made, in full, by Arc'teryx Equipment, a Division of Amer Sports Canada Inc., in the 2025 Climate Report, KPMG LLP does not assume or accept any responsibility or liability to any third party in connection with the disclosure of our report.

Chartered Professional Accountants
June 19, 2026
Vancouver, Canada

CONTACT US

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