



2022 SUSTAINABILITY REPORT

ADVENTURE ANYWHERE. ADVENTURE FOR ANYONE. ADVENTURE FOREVER.™



ADVENTURE ANYWHERE. ADVENTURE FOR ANYONE. ADVENTURE FOREVER.

This is the pledge we've committed to, and the words we stand for. Since the very beginning (now more than 20 years ago!), our goal has been to build a lasting and iconic brand that inspires love for adventure, each other, and our planet. As a result, everything we do is rooted in three things:

INNOVATION | COMMUNITY | SUSTAINABILITY

Achieving our mission depends on healthy people and a healthy planet. Adventures will only be possible for everyone if we can create an equitable relationship with the planet for all. We view all of our sustainability efforts through the lens of planet and people.

A LETTER FROM OUR FOUNDER

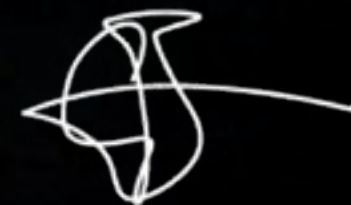
At NEMO, we believe that adventure helps make us our best selves — humans who are conscious, inspired, connected, and mindful. And being our best selves, in turn, helps us design better gear.

Taking responsibility for our impacts and striving to make a positive contribution to the world has been in our DNA since the beginning. In our earliest years, NEMO introduced the "Ditto" program, which upcycled production samples and manufacturing rejects into (now much-coveted) wallets and totes. Within our first decade as a company, we launched our first recycled fabric tent, complete with bamboo tent poles.

From the start, NEMO has produced only products that deserve their place in the world by being truly different and better than what already exists. We do this because we're hyper-aware of the resources required - and waste created - in manufacturing. With the launch of our Endless Promise™ Collection, we're not just being mindful, we're taking 100% responsibility for our products, long after they're sold.

By publishing our first official Sustainability Report, we hope to make these types of efforts more transparent to our customers and hopefully inspire some of our peers to do the same.

ATB,



Cam Brensinger

SUSTAINABILITY TIMELINE

2002

- Company founded with the mission to inspire love for adventure, each other, and our planet.
- Eliminated PVCs from manufacturing.

2008

- Upcycled manufacturing rejects into the Ditto™ product line.
- Launched the Nano OZ™ tent, made with recycled fabrics and bamboo tent poles.

2017

- Achieved Responsible Down Standard Certification.
- Signed the CEO Alliance Pledge at the Outdoor Industry Climate Leadership Summit.

2020

- Founding member of the OIA Climate Action Corps.
- Initiated first brand carbon footprint assessment with Quantis.

2021

- Launched the 100K Polybag Elimination Project & Chipper™ reclaimed foam seat.
- Set target to cut emissions intensity in half by 2030.

2022

- Launched industry's first bluesign® certified sleeping pad.
- Launched OSMO™, our proprietary recycled poly-nylon composite tent fabric that is PFAS- and FRC-free.

EVERYDAY AREAS OF IMPACT



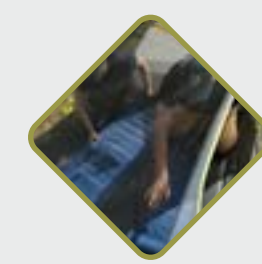
DESIGN & INNOVATION

We create products in ways that use fewer resources and produce less waste. We seek to reduce our environmental impact and create long-lasting, easily repairable items.



RESPONSIBLE SOURCING

We leverage our brand and selling power to reduce impacts across our global value chain.



CARBON ACCOUNTABILITY

We annually measure our brand greenhouse gas footprint, and work collaboratively towards our goal of cutting our emissions intensity in half by 2030.



ADVOCACY FOR PEOPLE & PLANET

We use our brand platform to influence society and politics with the goal of reversing climate change. We promote social justice, diversity, and inclusivity.



CORPORATE GOVERNANCE

We assume a moral and fiduciary responsibility to address climate change and social impacts with the financing, strategy, and oversight of the company.



ADVENTURE ANYWHERE™

Our goal has always been to create only gear that provides a significantly better experience than what's already available. By adding the sustainability challenge to our design process, we strive to produce items that are better for the planet *and* superior in performance.

The result is gear that takes you farther and brings adventure to new territory.

BETTER PRODUCTS, BETTER FOR THE PLANET

OSMO™ TENT FABRICS

The product of more than two years of development, OSMO is the first poly-nylon composite tent fabric on the market. 100% recycled and PFAS-free, OSMO delivers 4x longer-lasting water repellency than comparable tent fabrics, stretches 3x less when wet, and boasts exceptional strength at a reduced weight.



How OSMO Makes an Environmental Impact:

Recycled Yarns

OSMO is comprised of 100% recycled polyester and nylon fibers woven together — a material choice that creates a 5 kg CO2e reduction for every kg of OSMO fabric produced.

PFAS-Free

The physical benefits of the yarns used in OSMO make it inherently hydrophobic, or averse to water absorption. Because of this, we can avoid using a PFAS-containing treatment but still ensure dryness.

bluesign® Guidance

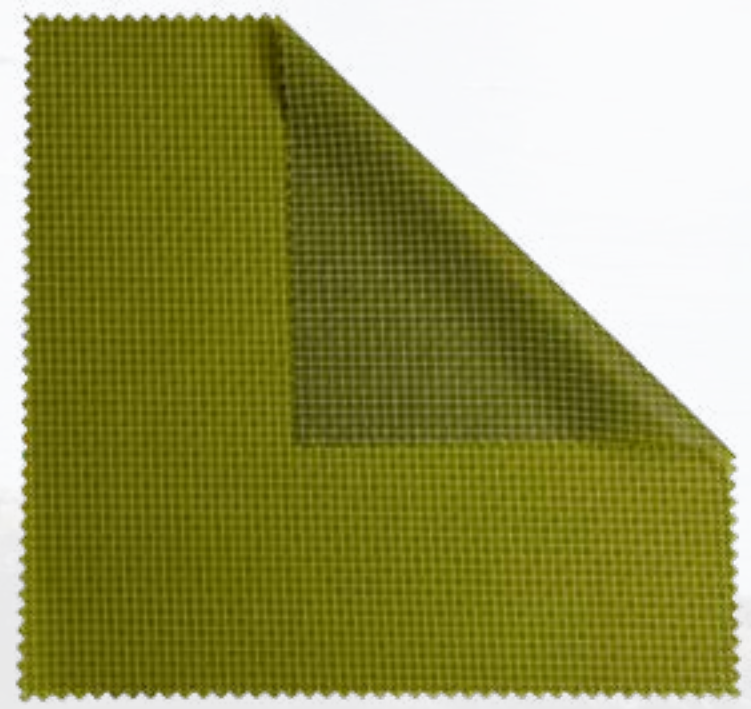
We work with bluesign® technologies, the leaders in responsible chemical management, to trace and reduce resource consumption in our material supply chain.

FRC-Free

By removing flame-retardant chemicals from the process, we're avoiding any potentially negative health impacts to our manufacturers and consumers.

Lasting Durability

We've created a fabric that's 20% stronger and more resistant to hydrolysis, meaning it will withstand more rainstorms, wind, guy-outs, and more. The longer you can use our products, the less waste we send to a landfill.



FLYER™ BLUESIGN® SLEEPING PAD

2023 marked the introduction of NEMO's first bluesign® product — and the first bluesign® sleeping pad on the market: the updated Flyer™. Following standards set by bluesign® Technologies, the industry leader in chemicals management, we redesigned Flyer to include over 90% bluesign® approved fabrics and at least 30% bluesign® approved accessories. In addition to using these materials (which are 100% recycled), Flyer is manufactured in a resource-conserving way with minimal impact on people and the environment.

None of these changes affected Flyer's performance as a reliable, durable pad fit for adventures anywhere.





ADVENTURE FOR ANYONE™

According to research conducted by the Outdoor Industry Association, somewhere between 7 and 10 million new people have started recreating outside since the start of the pandemic. That staggering number includes more underrepresented communities than ever, with many BIPOC, women, and lower-income folks exploring for the first time.

Now is the time to arm our customers with the tools they need to become lifelong lovers of adventure.

HOW WE SUPPORT THIS COMMUNITY

EDUCATE

“Who can I go with?” | “Where should I go?” | “How do I do this?”

The goal of the Adventure Resources page on our website is to provide answers these common questions:

REPRESENT

Too often, people are put off from trying something new simply because they’ve never seen someone like themselves doing it. We aim to change that for outdoor adventuring.

2022 marked the first step in our efforts to show a wider range of people in our imagery and content. Our annual brand shoot featured three models, each distinct in their own way.



Mario Stanley
a Black rock climbing professional & guide, based in Texas.



Luz Lituma
a young Latina woman and co-founder of the nonprofit Latinxhikers.

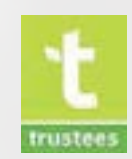


Laurie Watt
a mother and physical therapist-turned-mountaineering guide later in life.

 **GOAL: INCREASE DIVERSITY BOTH IN FRONT OF AND BEHIND THE CAMERA TO IMPROVE REPRESENTATION IN OUR MARKETING.**

INVITE

By partnering with key groups & organizations, we inspire folks to try something new and enable access to locations and resources that might otherwise be out of reach.



ENGAGE

Not only do we engage with our community through interactions at live events and on social media, but we also engage *for* them, too. Every year, NEMO lobbies for key outdoor issues in Washington, D.C. with the Outdoor Industry Association’s Recreation Advisory Council and The Conservation Alliance. Our priorities include smart climate policy, equitable outdoor access, and public lands protection.





ADVENTURE FOREVER™

Every year, millions of outdoor products are created. Sleeping bags. Pads. Backpacks.
And of all that gear, only a tiny percentage is recyclable, so when it's done
adventuring, it has nowhere to go but the landfill.

We're part of that problem. So, we're on the journey to be part of the solution.

INTRODUCING: ENDLESS PROMISE™

A NEMO collection designed to keep gear out of the trash and on the trail.

Imagine a future where brands take full responsibility for the life cycles of their products. Where items aren't made to simply end up in the trash. Where making *better things* actually *makes things better*.

With Endless Promise, NEMO is designing for this future. We took Forte™, our beloved 3-season synthetic bag for the backcountry, and made it 100% recyclable to kick off this collection of endlessly usable products. Designed using just a single material family for 90% of the product, the new Forte is officially a standout in sustainability as well as comfort and performance.

 **GOAL: ALL NEMO PRODUCTS ARE 100% RECYCLABLE**

DESIGNING FOR CIRCULARITY

Our top priority: keep NEMO gear out of the landfill. Here's how.

REPAIRABLE

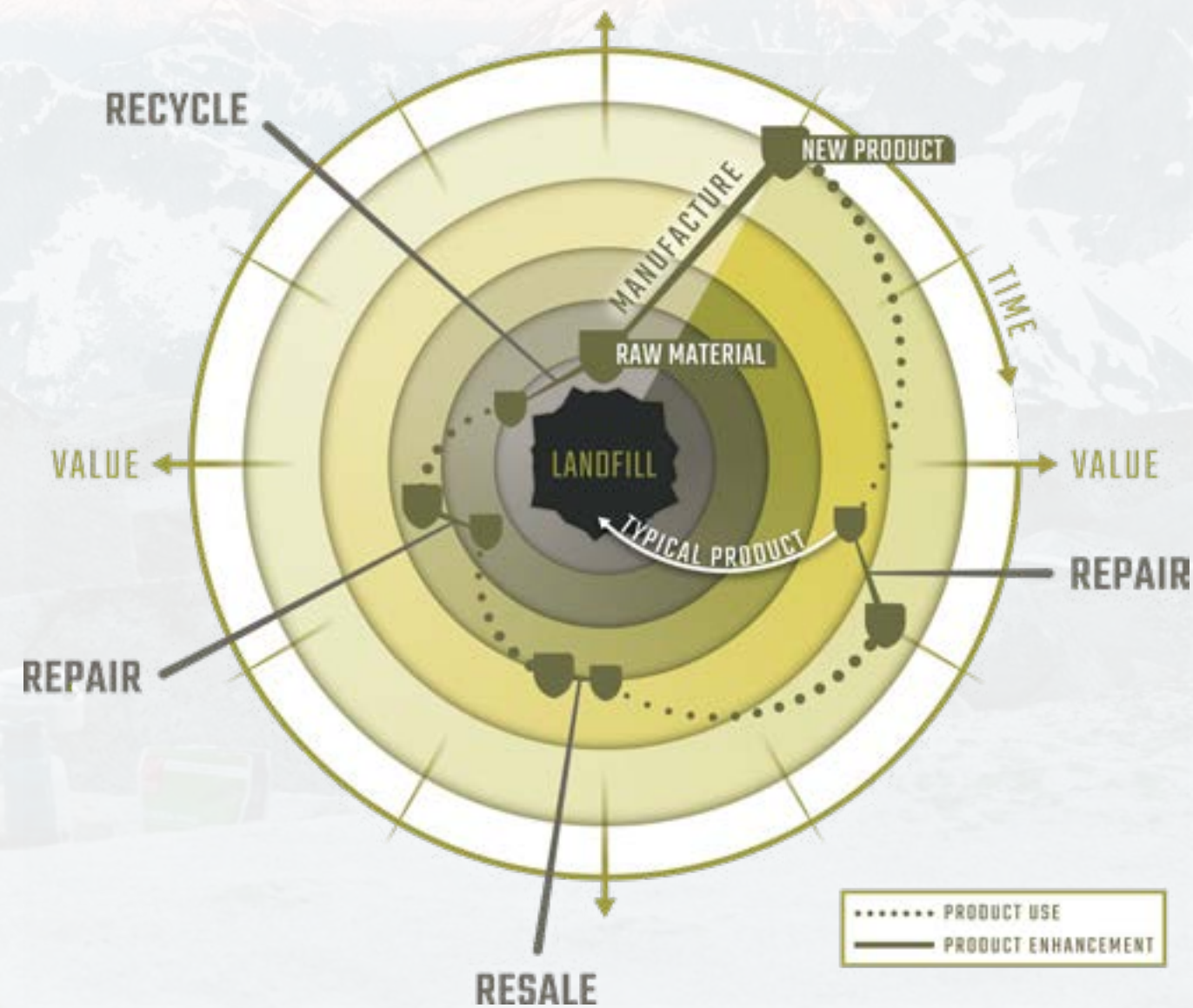
While we currently arm our customers with directions for at-home repairs and have a small-but-mighty repair shop in-house, our goal is to offer NEMO-certified repair centers in all markets where our products are sold.

RESELLABLE

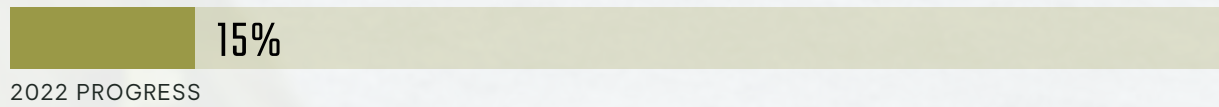
We've worked with leading recommerce company Trove so gently used NEMO gear can be passed along to another adventurer when the original owner is done with it. If an item can be resold, the original owner receives a NEMO gift card for its appropriate value.

RECYCLABLE

We partner with Unifi, a textile recycler, to ensure that there's a path in place for products that have reached the end of their life. Unifi recycles polyester into Repreve® yarns which, in turn, become new items — like the pole bags in NEMO's 100K Polybag Elimination Project.



 **GOAL: NEMO-CERTIFIED REPAIR CENTERS ARE AVAILABLE IN ALL MARKETS WHERE PRODUCTS ARE SOLD.**



REDUCING OUR CARBON FOOTPRINT

Climate change is the crisis of our time.

The impact to humanity will be devastating if we don't take bold action. As a member of the outdoor industry, we accept our responsibility to preserve adventure spaces and dramatically reduce our carbon footprint.

GOAL: CUT OUR EMISSIONS INTENSITY IN HALF BY 2030.

HOW WILL WE DO IT?

- Transitioning to materials with a lower carbon footprint, like recycled nylon.
- Improving energy efficiency at our factories.
- Accelerating the use of renewable energy in our supply chain.
- Adopting transparency programs like the Higg Facility Environmental Module that improve data accuracy and encourage collaboration with suppliers.

KEY PARTNERSHIPS

We work with leaders in the sustainability space to measure our impacts and lobby for future progress.

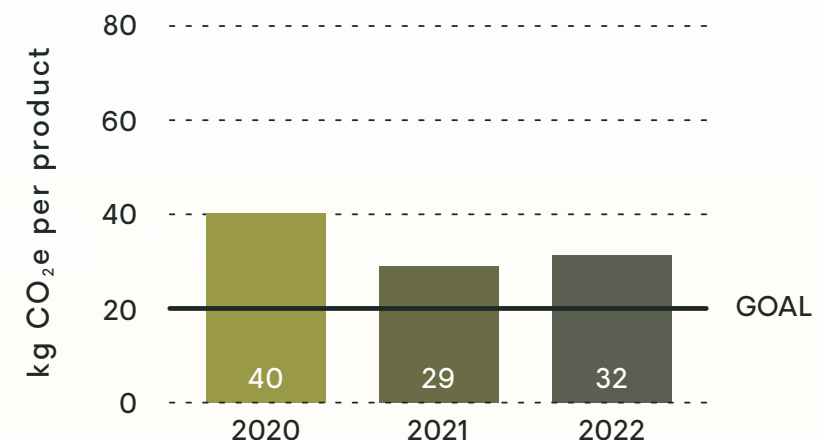


GOAL: 100% OF TIER 1 SUPPLIERS ARE SOURCING RENEWABLE ENERGY & HAVE COMPLETED ENERGY EFFICIENCY TRAINING.

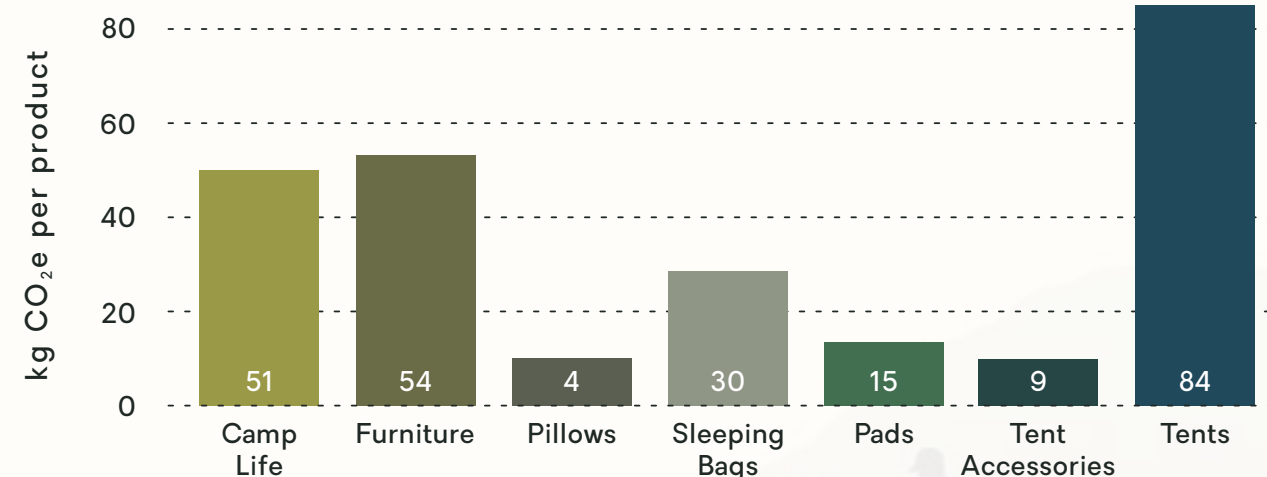


2022 PROGRESS

EMISSIONS INTENSITY BY YEAR



EMISSIONS INTENSITY PER CATEGORY (2022)



GOAL: 100% OF TIER 1 SUPPLIERS ARE PARTICIPATING IN THE HIGG FEM AND HIGG FSLM.



2022 PROGRESS

RESPONSIBLE MANAGEMENT OF CHEMICALS AND MATERIALS

CUTTING HARMFUL CHEMICALS

Along with developing our own proprietary materials, we partner with bluesign® Technologies to reduce the chemicals used in manufacturing our products. bluesign® is a supply chain transparency program that audits and certifies companies involved in the production of chemicals and textiles. They rate materials based on strict criteria related to consumer safety, minimum impact on people and the environment, and responsible use of resources.

So far, we've implemented bluesign® approved materials across more than 100 products.

• Forever Chemicals

PFAS is commonly found in waterproofing treatments, including those used on tents and sleeping bags. We developed OSMO™ to provide a supremely waterproof tent fabric that's also PFAS-free and aim to create only products treated with PFAS-free waterproofing going forward.



GOAL: ALL NEMO PRODUCTS ARE FREE OF PFAS BY 2025.

• Flame Retardant Chemicals

Flame retardant chemicals (FRCs) were traditionally required to meet state-enforced fire retardancy standards for tents. However, they've been linked to cancer, neurological disorders, and hormone disruption — and because of material innovations, the chemicals are no longer required to meet the highest levels of consumer safety. We're working to phase out FRCs across our line; OSMO™ tents, as well as other key tents in our line, are already FRC-free.



GOAL: ALL NEMO PRODUCTS ARE FREE OF FRCs BY 2025.

• Our Responsible Materials Partners



PACKAGING IMPROVEMENTS

- Our cross-functional Sustainable Packaging Working Group strives to improve our packaging footprint. In 2019, a warehouse audit led to the creation of our Transportation Packaging Standard, which reduced waste in our supply chain.
- The NEMO 100K Polybag Elimination Project replaced single-use polybags with recycled fabric bags.
- NEMO joined the prAna Responsible Packaging Movement to learn and share best practices.

PRIORITIZING RECYCLED & RESPONSIBLE MATERIALS

- Along with turning end-of-life Forte Endless Promise bags into Repreve® yarns, we also source Repreve® recycled polyester.
- We use 100% post-consumer recycled Primaloft synthetic insulation for warmth and sustainability in pads like Quasar™.



GOAL: 100% OF DOWN IS RDS CERTIFIED.

2022 PROGRESS

100% COMPLETE (CONFIRMED)



GOAL: ELIMINATE THE USE OF VIRGIN PETROLEUM-DERIVED PLASTICS IN OUR PACKAGING.

2022 PROGRESS

90% COMPLETE



GOAL: HAVE END-OF-LIFE SOLUTIONS FOR OUR PACKAGING.

2022 PROGRESS

38% COMPLETE

UP NEXT

- **The Endless Promise™ Collection Grows**
New Endless Promise products are under development that elevate circularity across our line.
- **More Educational Resources**
Product-specific pages that compile everything you need to know, from setup and care to resale and recycling — accessible by simply scanning a QR code.
- **Representation Behind the Lens**
We've partnered with NativesOutdoors and ColdWater Collective on our 2023 brand campaign.
- **Renewable Energy Used in Manufacturing**
Together with other OIA brands, we're paying to install solar panels on one of our primary tent factories.
- **More bluesign® Products**
The upcoming launch of a new category includes a revolutionary design that's also a bluesign® certified product.

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