

2023

SUSTAINABILITY REPORT





TABLE OF CONTENTS

02
Introduction

03
Letter From Our Founder

04
NEMO's #1 Goal

05
Sustainable Product Innovation

14
Endless Promise® Worldwide

16
Advocacy Work

20
Supply Chain Leadership

23
Goals for 2024



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, and 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.

It's an adventure worth having.

At NEMO, we believe in owning the details. When we design a product, we don't give ourselves a pass when it comes to even the smallest components — in fact, in recent years we've designed our own Elements™ tent hardware and OSMO™ fabrics because nothing we could source met the standards we were striving for. This level of care and commitment draws our focus beyond just the product itself, too. It encompasses the practices and emissions of our factories, the infrastructure in the places our products are sold, and the policies that help aid or impede our progress toward lowering our environmental impact.

This past year highlighted much of the “behind the scenes” sustainability work that's so crucial. We're partnering with our factory in Vietnam to install solar panels and learning to navigate the local bureaucracy. We're creating repair and recycling partnerships in Europe to ensure our customers there can keep products out of the landfill. And here at home, to make sure we're doing our part in the bigger picture, we continue our almost two-decade history of close engagement in Washington, DC, to push for bipartisan solutions that protect our public lands and sensibly hold industry accountable.

Taking responsibility for the good and the bad of bringing product to market means stepping up to big new challenges. It's additional cost, time, and (let's be honest) frustration. But there's no turning away from the hard truths: Our planet is feeling the heavy burden of humanity and we're paying the price for our exploits. The good news is, only a few years into NEMO's own intensive self-appraisal, we are already making sizable progress, not to mention achieving many otherwise impossible discoveries that will drive performance and value for our customers. Taking ownership of every part of what we do is taking control of every part, and that means countless new places to be thoughtful and intentional.

There is a long way to go between where we are today and operating in a way that nets no negative impacts for the planet, but I'm an optimist. Having chipped away at new steps toward a truly sustainable future, I see a path that's possible with enough determination and ingenuity. It's not a route that's been traveled before; we'll need to put our minds together to overcome the obstacles and it will be a test of our will and creativity... In other words, it's why we're here in the first place: It's an adventure worth having.

All the best,
Cam Brensinger

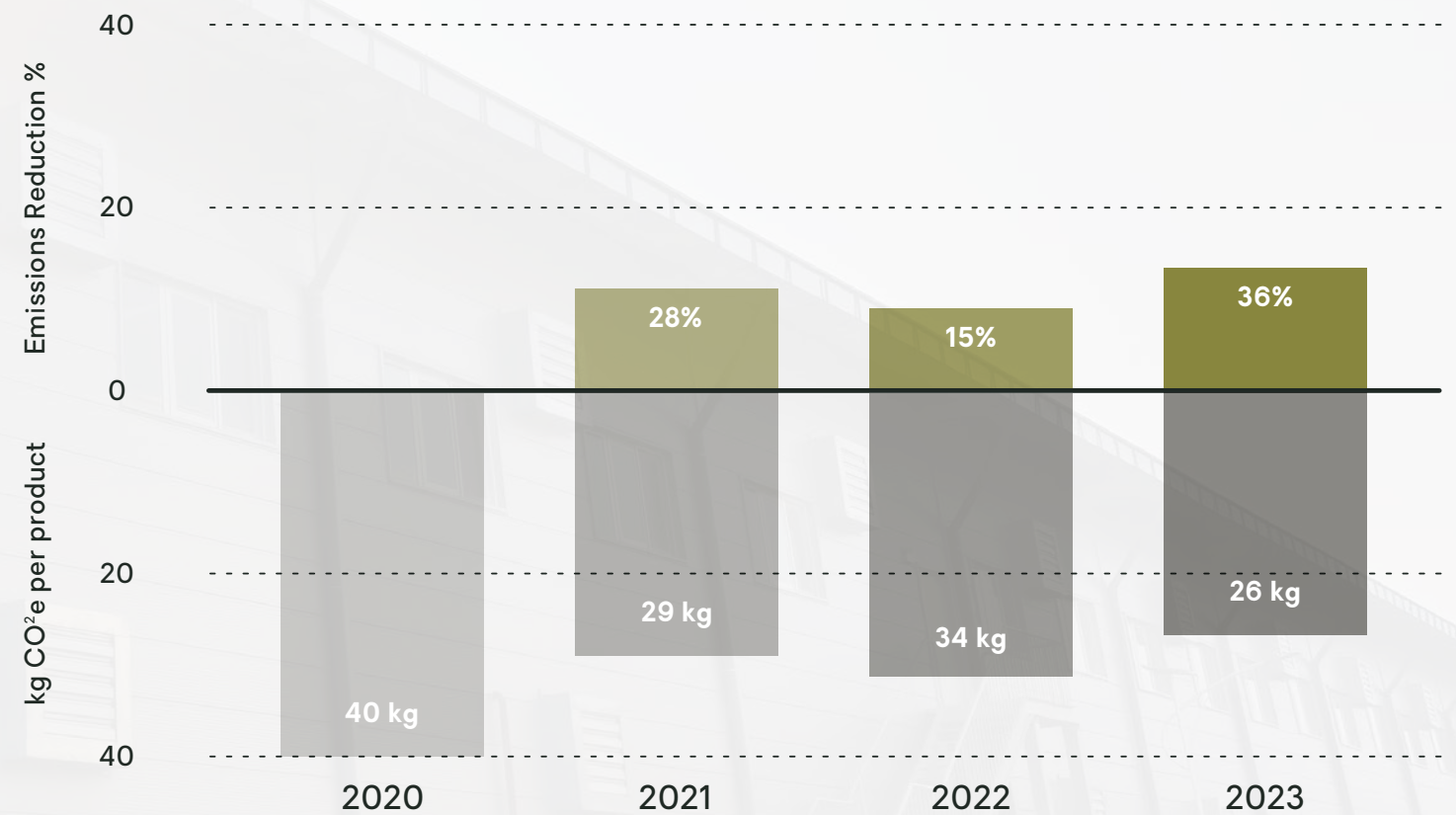


NEMO'S #1 GOAL

Climate change is the crisis of our time. As an outdoor business, we accept our responsibility to dramatically reduce our carbon footprint.

IN 2020, WE COMMITTED
TO CUTTING OUR CARBON
EMISSIONS INTENSITY
IN HALF BY
2030.

Emissions Intensity by Year



IN ONLY THREE YEARS, WE'VE ALREADY
REDUCED OUR EMISSIONS INTENSITY BY 36%.



SUSTAINABLE PRODUCT INNOVATION



With Endless Promise[®],

WE'RE TAKING RESPONSIBILITY FOR THE GEAR WE CREATE

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.



TAKING FULL RESPONSIBILITY BY MAKING A FULLY RECYCLABLE COLLECTION

With Endless Promise®, we've focused our designs and logistical partnerships on one prioritized goal: keeping NEMO gear out of the landfill. In pursuing this more sustainable future, we've built infrastructure that allows the life of EP products to be truly circular. (One might even call it... endless.)

THE ELEMENTS OF AN ENDLESS PROMISE® PRODUCT

 **RECYCLED**

We prioritize materials that have lower carbon emissions, like recycled polyester, and form relationships with recycling factories to both source materials from them and send old products to them.

 **REPAIRABLE**

Simple patterns are favored, with everything from seam location and accessory choice considered for its ability to be easily fixed or replaced.

 **RESELLABLE**

With the help of dedicated resale partners, we've created convenient pathways for passing usable gear on to the next enthusiastic adventurer.

 **RECYCLABLE**

The most crucial element of circularity and the toughest to achieve, recyclability is the lynchpin of Endless Promise. We develop complex products using a single type of material to ensure total recyclability at the end of use.



Forte™

Disco™

Riff™

Coda™

Vantage™

Resolve™



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

13%



THE ENDLESS PROMISE® COLLECTION GROWS



3 DOWN BAGS, ALL FULLY RECYCLABLE

NEMO's Endless Promise® Collection, which debuted at the beginning of 2023 with the introduction of the fully recyclable Forte™ synthetic sleeping bag, expanded to include 3 top-performing, down-filled bags. Our top-selling Disco™ and Riff™ Spoon® bags were redesigned to be fully recyclable, as was the all-new Coda™ mummy bag.

Making down bags recyclable required partnership with two new organizations, **Ambercycle** and **ALLIED Feather + Down**. Based in Los Angeles, ALLIED Feather + Down initially supplies these bags with Responsible Down Standard–certified, PFAS-free down and, when the bags are ready for recycling, AF+D is equipped to effectively remove and revive the down for use in their future RENU:TRACE recycled down program.

The remaining material from the sleeping bags is then sent to Ambercycle, another L.A. company that has mastered the art of chemical recycling. Ambercycle has innovated a method for breaking things down to a molecular level in order to produce a stronger, infinitely recyclable new material.

With the help of these partners, we're able to produce down sleeping bags that meet the highest sustainability criteria — plus, we now have more potential future sources of premium recycled materials.



Forte™

Disco™

Riff™

Coda™

ambercycle

ALLIED
FEATHER
+ DOWN

 GOAL: 100% OF DOWN IS RDS CERTIFIED

100% COMPLETE (CONFIRMED)



AN ALL-NEW CATEGORY, ALL ENDLESS PROMISE®



FULLY RECYCLABLE BACKPACKS & MATERIALS

The Endless Promise® family also grew to include an all-new category for NEMO: backpacks. Infinitely more complex than sleeping bags, this product line introduced several sustainable material innovations to address the necessary components of a successful pack.

From the start, we knew that PET was the clear choice for material because there's the most infrastructure in place to recycle it, worldwide. PET yarns are readily available, but backpacks require a more stiff, durable fabric to hold up to heavy loads and often daily use. Traditional backers that are often used to achieve this handfeel and waterproofness would negate the easy recyclability of the PET, so finding the right fabric solution was the first step.

When we finally found the right combination of adhesive and materials, we then worked with three different mills to get the fabric made. The final result — what we call CERO™ — includes two variations of abrasion-resistant, water-resistant, fully recyclable fabric.

VANTAGE CERO™

300D x 600D Oxford

PET Coating

RESOLVE CERO™

300D Ripstop

PET Coating



THE MATERIAL CHALLENGE CONTINUES

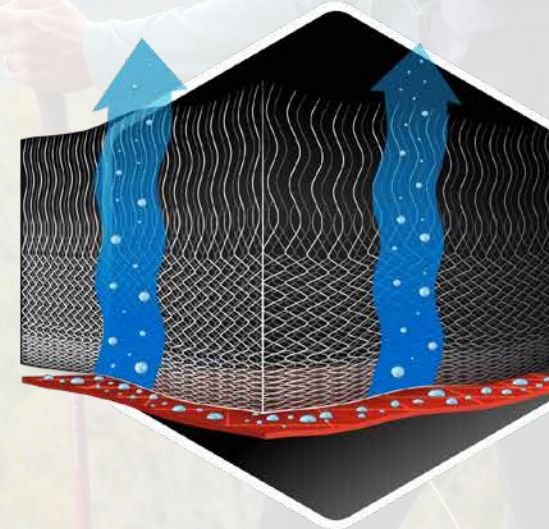
For backpacks, cushioning is also key. Unfortunately, most technical packs rely on EVA foam, a material that's not widely recycled, to pad the back and shoulder straps. We were determined to find a better option.

PET felt or needle-punched staple fiber were the immediate potential solutions but would fall short when it came to weight, temperature regulation, and wicking — three factors that are especially important when you're on the move.

By exploring beyond the outdoor and apparel industries, we discovered a cushioning material being used for sport and automotive products that fully fit the bill: CCubed™. We combined this recycled, recyclable material with a three-dimensional mesh to create the perfect balance of comfort and support.

To complete the circle, all NEMO packs can also be sent to Ambercycle when they're done adventuring and be turned into something new.

CCUBED™ DETAIL



 **CCubed™**



WHY bluesign® MATTERS

bluesign® is a supply chain transparency program and system that focuses on resources, people, and the environment. bluesign® audits and certifies companies involved in the production of chemicals and textiles, and rates materials based on strict criteria related to consumer safety and environmental impact.

THE bluesign® STAMP OF APPROVAL

- Flyer™ was our first bluesign® product and was the first bluesign® sleeping pad on the market at the time of its launch.
- Double Haul™ joins our bluesign® products and is made with bluesign® approved fabrics.
- bluesign® approved materials are used throughout the NEMO line, from our updated Tensor™ sleeping pad collection to our camp furniture and sleeping bags.



bluesign® System Partners

Are brands that offer supply chain visibility, implement social and labor programs, and use a qualifying chemicals management system. NEMO is proud to be a bluesign® system partner, and as such, we aim to continuously improve our environmental performance.



bluesign® Products

Are those produced by a bluesign® system partner and must contain at least 90% bluesign® approved fabric and at least 30% bluesign® approved accessories.



bluesign® Approved Materials

Are textiles or accessories that comply with the strict ecological and toxicological requirements of the bluesign® system. bluesign® approval ensures that these materials were produced with a minimum impact on people and the environment.

Flyer™

Double Haul™

Tensor™
Extreme
Conditions

Tensor™
All-Season

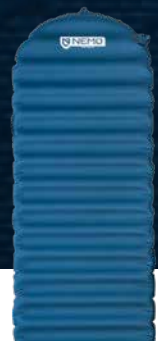
Tensor™
Trail

Forte™

Stargaze™

Moonlite™

Moonlite™
Elite





A NEW bluesign® PRODUCT JOINS THE LINE

bluesign®
PRODUCT

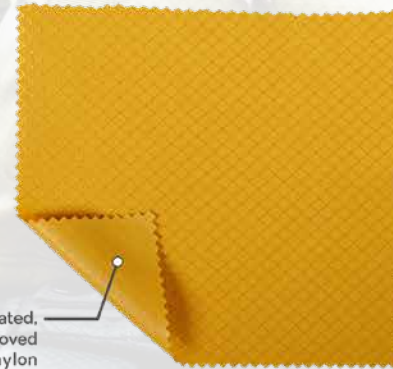
DOUBLE HAUL™ JOINS FLYER™ WITH LEADING SUSTAINABILITY ATTRIBUTES

We launched the updated Flyer™ sleeping pad in 2023 as our first-ever bluesign® certified product and quickly followed that up with Double Haul™: a revolutionary convertible duffel bag and tote that has also achieved certification as a bluesign® product.

A recognized sustainability leader, bluesign® provides strict criteria related to consumer safety and environmental impact during the production of chemicals and textiles, two elements that play a big role in the creation of hard-performing outdoor gear.

As a bluesign® certified product, Double Haul is made with a majority of bluesign® approved fabric and at least 30% bluesign® approved accessories. It's also produced in a resource conserving way with a minimum impact on people and the environment. This certification lets you, the consumer, know that we consider much more than just the performance of our gear; we carefully consider the effects it has on the planet, as well.

Urethane-coated,
bluesign® approved
recycled nylon





A NEW OSMO™ BACKPACKING TENT

FEATURING HIGH-PERFORMANCE FABRIC THAT'S 100% RECYCLED & PFAS-FREE


Our OSMO™ tent fabrics debuted in 2022 and have rolled out across nearly all of our existing backpacking tents, offering top-tier performance with a minimized impact on the environment. This past year, we introduced a brand-new backpacking tent armed with an OSMO rainfly: Mayfly OSMO™.

The product of more than two years in development, OSMO™ is the first poly-nylon composite tent fabric on the market. More importantly, it provides exceptional strength and water repellency without the use of PFAS. We aim to make this the standard of excellence going forward and plan to have all NEMO products free of PFAS and fire-retardant chemicals by 2025.


OSMO™ TENT FABRIC SPECS

 **20%**
Stronger

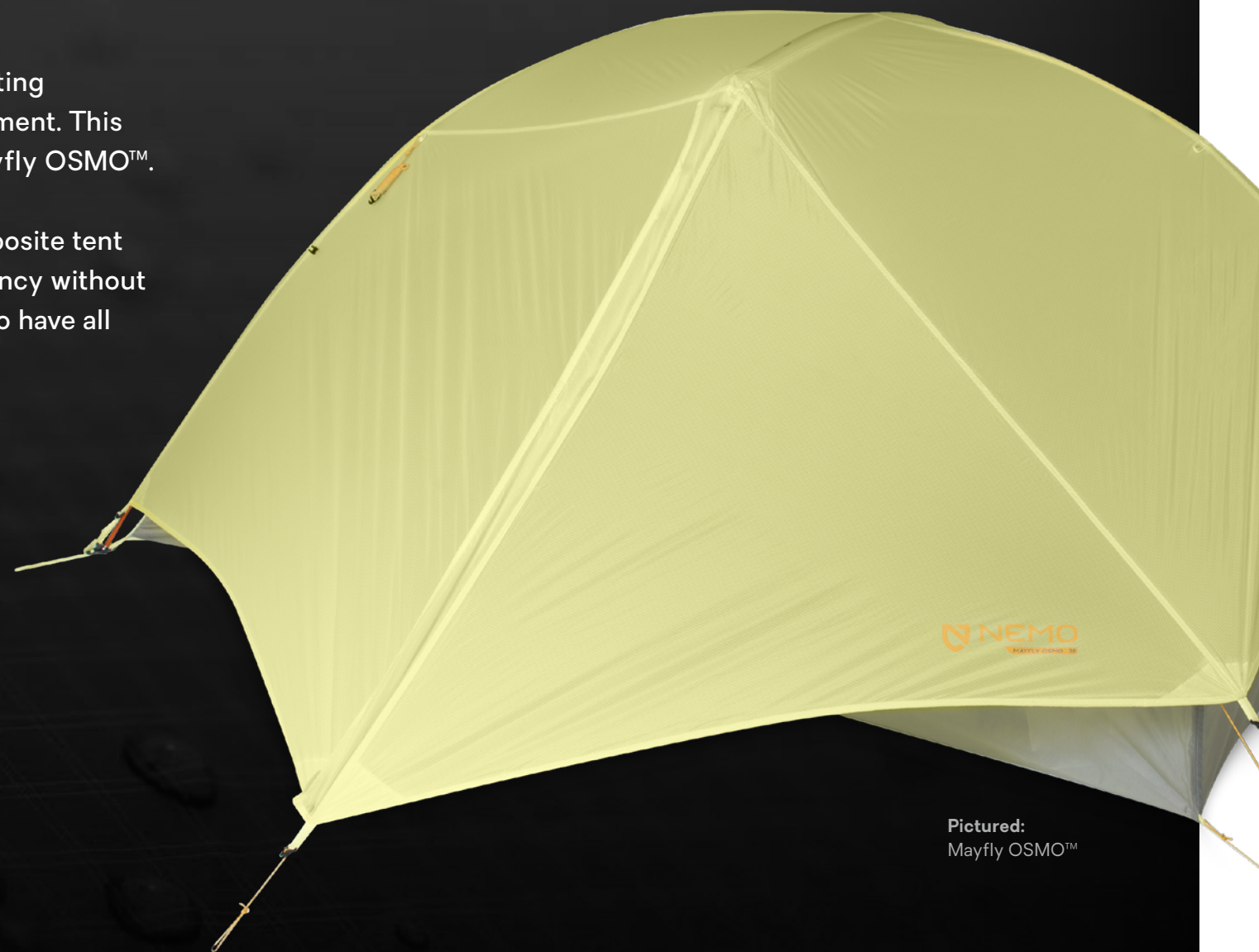
 **100%**
Recycled Yarns

 **4x**
Longer Lasting
Water Repellency

 **FREE**
From PFAS

 **3x**
Less Stretch
When Wet

 **INDUSTRY LEADING**
Hydrolytic Resistance



Pictured:
Mayfly OSMO™

Dagger
OSMO™

Dragonfly
OSMO™

Dragonfly™
Bikepack OSMO™

Hornet
OSMO™

Hornet™
Elite OSMO™

Mayfly
OSMO™





ENDLESS PROMISE[®]
WORLDWIDE



INTRODUCING REPAIR & RECYCLING OPTIONS IN EUROPE

ONE STEP CLOSER TO SUPPORTING ALL MARKETS

Our sustainability work is in pursuit of a better, preserved planet, so to be successful, our Endless Promise® program must be accessible worldwide. Substantial effort was made in 2023 to create repair and recycling infrastructure for our customers in Europe, an achievement that was met by partnering with **United Repair Centre** and **CuRe Polyester Rejuvenation**.

Based in Amsterdam, United Repair Centre (URC) is not only a reputable repair provider, they're an organization with values that align closely with NEMO's. URC was founded as an offshoot of a project called Makers Unite, which was started in 2016 to employ refugees and raise awareness of the refugee situation in Europe. In 2015, over 850,000 refugees arrived in Greece by sea. Along with needing to help all these refugees, the people of Greece had the issue of dealing with hundreds of thousands of life vests. URC founder Thami Schweichler saw an opportunity and started Makers Unite, which paid refugees to upcycle the life vests into bags that could be sold in Amsterdam.

After seeing the success of the project, Thami started URC to help fix another problem: the waste created by the outdoor industry. With the help of Patagonia, URC gave jobs to even more refugees, utilizing those with sewing experience to repair outdoor gear and keep it out of the landfill. Today, URC employs roughly 20 employees, most of them refugees from the Middle East and Northern Africa. NEMO is proud to be one of the newest brand partners, working with URC.

NEMO is partnering with CuRe Polyester Rejuvenation and ALLIED Feather + Down on textile and down recycling R&D. CuRe uses an energy-efficient technology to infinitely and effectively recycle polyester.

Next up: Expand repair and recycling to Japan, Australia, New Zealand, and the UK.



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





NEMO EQUIPMENT® ADVOCACY



LOBBYING NEAR & FAR

MEETING WITH LOCAL OFFICIALS AND DC REPRESENTATIVES

We make a point to meet with our local representatives and travel to DC annually to lobby alongside **Outdoor Industry Association (OIA)** and **The Conservation Alliance (TCA)**. Together with these organizations, we promote government support for public lands, access and inclusion, and climate concerns.

Our Director of Sustainability & Government Affairs chairs the OIA Recreation Advisory Council and regularly contributes to additional advocacy work through membership of the following OIA groups:

- *The Chemicals Management Steering Committee*
- *Sustainability Advisory Cohort*
- *Flame Retardant Cohort*
- *Trade Advisory Council*

This past year, we organized the first NEMO-led series of meetings in DC, where two NEMO employees met with all four New Hampshire delegates to support America's Outdoor Recreation Act and the renewal of the Generalized System of Preferences, a trade program that strongly effects businesses like NEMO.

In addition to these efforts in DC, we hosted an Outdoor Recreation Economy Roundtable with New Hampshire congressman Chris Pappas, where we announced another, more local, act in effecting policy.



We're proud to represent the outdoor industry's values within the halls of Congress.



Theresa McKenney
Director of Sustainability and Government Affairs
NEMO Equipment



Our Director of Sustainability and Government Affairs with New Hampshire Senator Maggie Hassan.

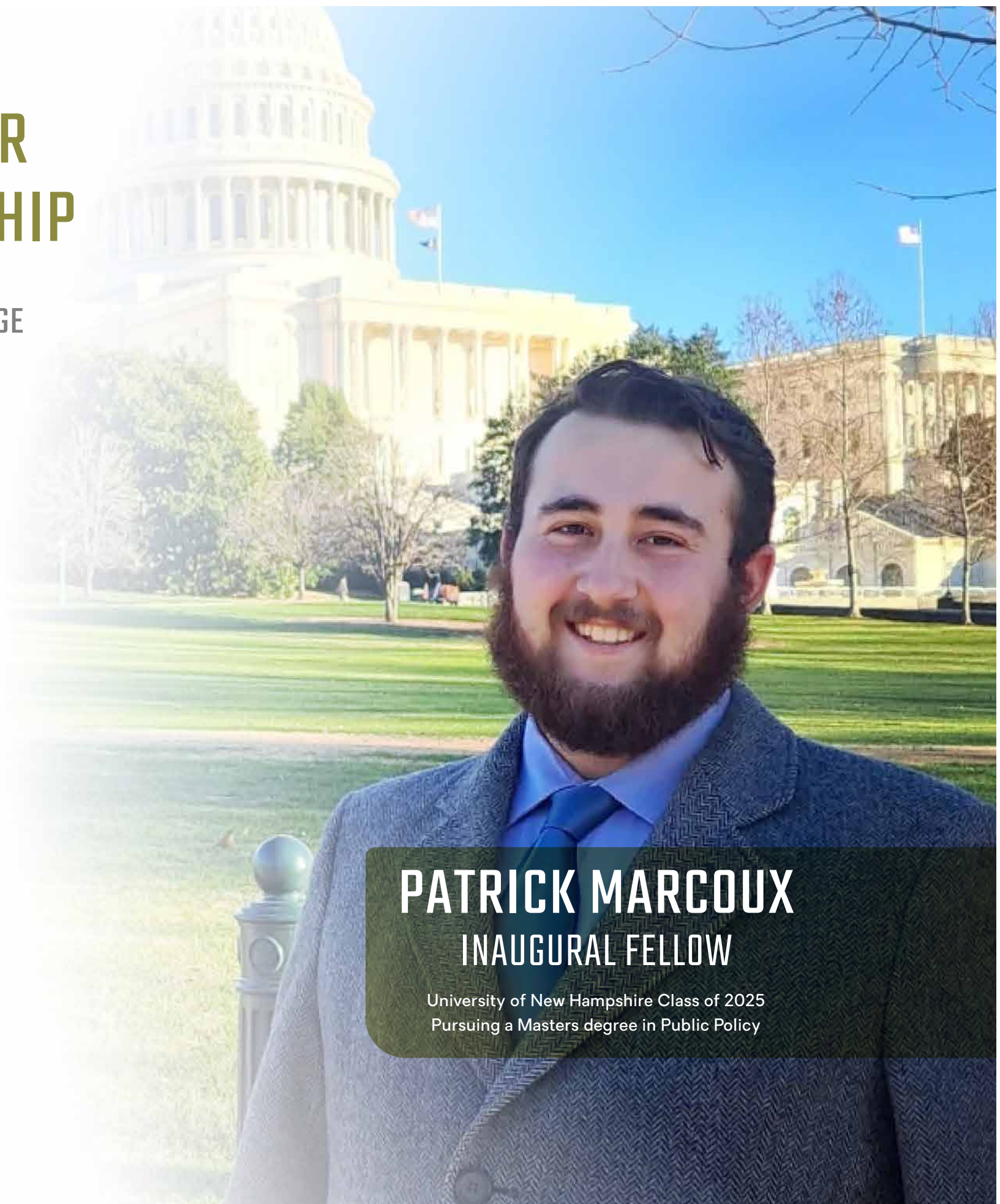
THE NEW HAMPSHIRE OUTDOOR RECREATION POLICY FELLOWSHIP

ESTABLISHING A PROGRAM TO SUPPORT LOCAL POLICY CHANGE

This past year, we sponsored the first New Hampshire Outdoor Recreation Policy fellow, a candidate that will support NEMO, **Granite Outdoor Alliance, the University of New Hampshire,** and the **New Hampshire Outdoor Recreation Office.** The fellowship was funded for the academic year by NEMO, with a match from UNH's Carsey School of Public Policy.



The fellow is currently working on a New Hampshire Outdoor Recreation Policy 101 handbook that will be presented at the end of the semester and shared with NEMO and all Granite Outdoor Alliance members. We hope that, in the future, this position can aid with tracking ongoing policy changes, recommending local action, and identifying funding opportunities to support local businesses and community development. The research done from this fellowship can help guide advocacy work in our own state and ultimately shape the policies that guide New Hampshire's outdoor industry.



PATRICK MARCOUX
INAUGURAL FELLOW
University of New Hampshire Class of 2025
Pursuing a Masters degree in Public Policy

EXPANDING OUR ROLE IN GOVERNMENT AFFAIRS

FINDING NEW WAYS TO MAKE AN IMPACT

Over the years, it's become clear that we need to act beyond our reach as a small outdoor brand if we want to make a noticeable impact. By joining key industry organizations and growing our expertise, we're able to make an outsized impact on government affairs.

To continue building our presence, we've recently joined the following groups:



Outdoor Recreation Roundtable

The Outdoor Recreation Roundtable (ORR) is the nation's leading coalition of outdoor recreation associations, representing the more than 110,000 outdoor businesses in the recreation economy and the full spectrum of outdoor-related activities. ORR works to advance a sustainable and growing outdoor recreation economy for the benefit of all Americans.



Outdoor Alliance

Outdoor Alliance unites the voices of paddlers, mountain bikers, hikers, climbers, and backcountry skiers to conserve America's public lands and protect the human-powered outdoor experience.



California Outdoor Recreation Partnership

California Outdoor Recreation Partnership is a 501(c)6 nonprofit organization that represents 80+ members of California's outdoor industry on policy in the Golden State. Our mission is to power a voice for the outdoor recreation industry to shape policy, support investments, and engage an inclusive community of outdoor participants in California around the benefits of outdoor recreation.



American Apparel and Footwear Association

AAFA provides members with exclusive expertise in brand protection, supply chain & sourcing, and trade, logistics, and manufacturing. This education aims to help with navigating the complex regulatory environment, making intelligent business decisions, and advancing the industry in a variety of ways.



European Outdoor Group

EOG believes that the outdoors industry is fundamentally built upon the success of three essential priorities: conducting business in an ethical and sustainable manner, preserving the outdoors, and getting people active in nature.



SUPPLY CHAIN LEADERSHIP

PARTICIPATING IN THE CLEAN ENERGY INVESTMENT ACCELERATOR

EXPLORING SOLAR PANEL INSTALLATION IN FACTORIES ABROAD

Together with REI and Burton, NEMO funded participation in the **Clean Energy Investment Accelerator** for one of the factories in Vietnam that produce our tents. CEIA is a program that harnesses the interest of private companies to help emerging markets overcome regulatory and market barriers to clean energy development.

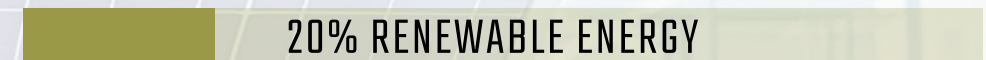


Our three brands pooled together our total energy usage (in kilowatt hours) and used the total to inform the energy needs and potential clean energy solutions. CEIA conducted site assessments to ensure that on-site solar panels were a viable option that could power a significant amount of the factory's electricity needs; then, they requested solar installation proposals to keep the project moving.

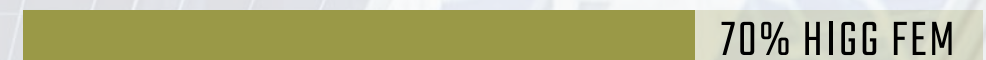
Thanks to these efforts, the factory received competitive offers at fixed discounts lower than traditional electricity. Through these power purchase agreements, no matter how high the utility rates go over time, the factory will receive a guaranteed discount.

While the factory has chosen to pursue solar panel installation, its location is unfortunately in a Vietnam province where solar permits are not currently being issued, so we must pause on that project for now. For 2024, we're working to get other factories to participate in CEIA and hope to inspire renewable energy at other locations within our supply chain.

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



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



PARTNERING WITH LEADING VENDORS

CREATING A NETWORK COMMITTED TO SUSTAINABLE PRACTICES

NEMO is proud to partner with vendors who are also committed to more sustainable practices, from product manufacturing to packaging.

UNICORN RECREATION PRODUCTS CO., LTD.

- Produced NEMO's first Endless Promise® product
- Committed to renewable energy use at its facilities



Unicorn Recreation Products CO., LTD. RDS Fill Station



Leejo Textile CO., LTD. OSMO Weaving

LEEJO TEXTILE CO., LTD.

- Produces the majority of NEMO's OSMO™ fabrics.
- A bluesign® Systems Partner
- Incorporate sustainable manufacturing practices



Peak Outdoor CO., LTD. Factory Floor

PEAK OUTDOOR CO., LTD.

- Clean Energy Investment Accelerator program participant

FENG YI OUTDOOR LEISURE EQUIP. CO.

- A bluesign® Systems Partner
- Produced NEMO's first bluesign® certified product

JESRAN TEXTILE CO., LTD.

- Clean by Design energy efficiency program participant
- Committed to renewable energy use at its facilities



GOAL: ELIMINATE USE OF VIRGIN PETROLEUM-DERIVED PLASTICS AND HAVE END-OF-LIFE SOLUTION FOR OUR PACKAGING

NO VIRGIN PLASTIC: 87%

END-OF-LIFE SOLUTIONS: 61%





UP NEXT: 2024

- Launching a resale partnership with Out&Back Outdoor
- Endless Promise® expansion to Australia, New Zealand, UK and Japan
- Investigating more renewable energy in our supply chain
- Continued advocacy locally & nationally
- Participation in the Outdoor Diversity Alliance and more internal DEI work



Adventure Anywhere. Adventure for Anyone. Adventure Forever.®

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