

OUR IMPACT ROADMAP

OUR GOAL IS TO
REDUCE OUR
ABSOLUTE GHG
EMISSIONS IN SCOPE
1 & 2 WITH 42% BY
2030, IN ADDITION TO
REDUCE OUR SCOPE 3
GHG EMISSIONS.

*We have a validated Scope 1 & 2 targets aligned with the latest science and the Paris Agreement's commitment to limit global warming to 1.5 C.

** We are committed to measure and reduce our Scope 3 GHG emissions.

IN LINE WITH OUR MISSION

Creating a world where everyone can be an explorer while caring about our legacy

WE'RE ON A PATHWAY TO

Give everyone access to responsibly sourced outdoor products, with high quality and reduced climate impact

OUR MANTRA ON THE JOURNEY

Transparency builds trust, movement makes progress, meaningful reductions make each step count

OUR IMPACT ROADMAP

Our impact roadmap is based on eight strategic focus areas, designed to underpin, and propel our central mission to give everyone access to responsibly sourced and safe outdoor products with high quality and a reduced climate impact.

Each area incorporates concrete targets for each stepping stone on our journey to be “Beyond Compliant”, and aligned with the Paris Agreement’s commitment to limit global warming to 1.5 C.



OUR IMPACT ROADMAP

	GOALS	KPIs 2024	KPIs 2025	KPIs 2030
E	MOVE TOWARDS CIRCULARITY	Piloting a rental service for parents and their kids	Launching a rental service for parents and their kids	20% retail revenue from circular services
	MOVE TOWARDS GREEN ENERGY		100% renewable energy in our offices	No use of (TBD) in our Tier 1 supply chain
	MOVE TOWARDS LOW IMPACT MATERIALS		20% recycled, renewable and responsible materials	100% recycled, renewable and responsible materials
	MOVE TOWARDS BETTER CHEMICALS	No intentionally added PFC in Viking products	No intentionally added PFAS in Viking products	
S	MOVE TOWARDS PARTNERSHIPS	Active contributor in sustainability networks		
	MOVE TOWARDS EMPOWERING PEOPLE	100% of the workers in our value chain will be heard	Only A, B or C scores on our Tier 1 social audits	Employee engagement rate of 85%
G	MOVE TOWARDS TRACEABILITY	Piloting a Digital Product Passport on our products	100% traceability in our Tier 1-2 supply chain	100% traceability in our entire supply chain
	MOVE TOWARDS BEYOND COMPLIANT	Piloting an environmental audit in our T1 supply chain	CSRD reporting by self-initiative, not by law	Environmental audits in our entire Tier 1 supply chain

UN'S SUSTAINABLE DEVELOPMENT GOALS

The UN's Sustainable Development Goals provide a framework for collective action, ensuring that the needs of today's generations are covered without compromising the needs of future generations. As we have developed a new Impact Roadmap for the company we have been using the following UN's Sustainable Development Goals as a guide to set our new standards and KPIs:



5. Achieve gender equality and empower all women and girls.

5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

6. Ensure availability and sustainable management of water and sanitation for all.

6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated

wastewater and substantially increasing recycling and safe reuse globally.

6.3 Ensure access to affordable, reliable, sustainable and modern energy for all.

7. By 2030, increase substantially the share of renewable energy in the global energy mix.

8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental

degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

12. Ensure sustainable consumption and production patterns.

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

13. Take urgent action to combat climate change and its impacts.

15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

17. Strengthen the means of implementation and revitalize the global partnership for sustainable development.