SUUNTO

SUUNTO SUSTAINABILITY REPORT 2025

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1 SUSTAINABILITY AT SUUNTO

1.1 SUUNTO IN BRIEF

Suunto Oy (hereafter referred to as “Suunto”; “Suunto Oy”) was established in Finland in 1936. The company designs and develops products for adventurers and outdoor sports enthusiasts who embrace an active lifestyle. Suunto’s main product categories include sports watches, headphones, dive computers, compasses and precision instruments.

Since May 2022, Suunto has been owned by Liesheng HK Limited, a Chinese technology company, and operates as a subsidiary registered in Finland within the wider Liesheng Group.

Within the group structure, Suunto is responsible for the overall brand management and product development and manufacturing of dive products, compasses, and precision instruments at its facilities in Vantaa, Finland. At the same time, the Group supports Suunto through additional product development and manufacturing capabilities, as well as marketing and finance support in China.

While benefiting from the scale and resources of the wider group, Suunto maintains its own brand identity, strategic direction, and operational responsibility for its products, markets, and sustainability goals. This structure enables Suunto to combine the existing expertise and heritage with global production and technology capabilities.

In 2025, 42% of Suunto’s products were designed, tested, and assembled in Finland (63% in 2024), while 58% were manufactured by Suunto’s sister company, Suunto Sports Technology Co. Ltd. (hereafter referred to as “Suunto China”). Production in China is organized within the Liesheng Group structure with close operational collaboration between Suunto Oy and Suunto China.

Suunto operates in global consumer and professional markets related to outdoor sports and adventure activities. The company serves primarily the B2C segment through retail and e-commerce channels, offering products directly to consumers worldwide. In addition, selected product categories (such as dive computers and precision instruments) are used in professional environments, serving other businesses.

Geographically, Suunto’s markets are global, key region being Europe, followed by North America and Asia-Pacific. Sales are conducted through a combination of direct online sales, distributors, and retail partners, depending on the market.

Suunto’s key business relationships extend across its value chain and include material and component suppliers, manufacturing partners, distributors, retailers, and end customers. Suunto’s end customers consist mainly of outdoor enthusiasts, athletes, and divers globally. Suunto maintains long-term relationships with its business partners to ensure quality, reliability, and continuity throughout its value chain.

The majority of Suunto’s over 200 employees are based in Finland. In addition, the company employs regional sales and marketing teams in several countries.

TURNOVER	OWNERSHIP	EMPLOYEES
€ 85.6 million euros *	100% owned by Liesheng HK Limited	208
LEGAL FORM	**BALANCE SHEET**	**NACE CODE**
Limited liability company	€ 49.1 million euros *	NACE code/sector 46491 Wholesale of sporting goods

* Financial figures are based on unaudited financial information.

SITE	ADDRESS	POSTCODE	CITY / TOWN	COUNTRY	COORDINATES (GEOGRAPHICAL LOCATION)
Suunto Oy (office and factory)	Tammiston kauppatie 7 A	01510	Vantaa	Finland	60.272268499577685, 24.973096210898476
Suunto Oy (office)	Tullikatu 6	33100	Tampere	Finland	61.4974208626153, 23.77693628743615
Suunto Oy (registered branch)	Lot 41, 66 Avenue des Champs-Élysées	75008	Paris	France	48.87105055366647, 2.3053411659668805
Suunto UK (office)	Unit H, Farringdon Business Park, Lower Farringdon, Hampshire	GU34 3DZ	Alton	United Kingdom	51.1119027970859, -0.9963200013541201

TODAY WE ARE...

Celebrating 89 years of adventure (2025)

Employing over 200 skilled professionals

A source of inspiration for millions of consumers

PURPOSE

We equip and inspire for an active and adventurous life.

VISION

Be the trusted guide in the world of outdoor sports and adventure – for you and generations to come.

SUUNTO COMPANY VALUES

PASSIONATE

We bring positive energy, inspire each other, and foster a culture of learning, joy, and open collaboration.

RELIABLE

We take ownership, keep our promises, and get things done with integrity and accountability.

AUTHENTIC

We are true to ourselves, honest and transparent. We value direct feedback and create space for people to be who they are.

ADVENTUROUS

We embrace curiosity and courage. We step out of our comfort zones, break routines, and seek new experiences as a path to growth.

RESPONSIBLE

We act responsibly towards people and the planet. We make ecological choices and promote equality, respect, and inclusion in everything we do.

1.2 SUSTAINABILITY HIGHLIGHTS 2025

CLIMATE & EMISSIONS

- Conducted product group Life Cycle Assessments (LCAs) for outdoor sport watches, field compasses and headphones, establishing a single carbon footprint for each product family.
- A cradle-to-grave Life Cycle Assessment (LCA) initiated for Nautic dive computer.
- Offsetting the lifetime greenhouse gas emissions of all sold outdoor watches and field compasses based on carbon footprints calculated. In 2025, total emissions of 3,432 tCO_2e were offset using Verified Carbon Units by planting 68,640 trees in a reforestation project in Southeast Africa.
- Suunto committed to the Science Based Targets initiative (SBTi) in late 2025.

WASTE & MATERIALS

- Suunto China started collecting conflict minerals data from all component suppliers via an annual assessment. The supplier response rates were 88% from suppliers in Finland and 97% in China/Asia.
- In product risk management, we continued to replace lead-containing materials with lead-free materials to meet increasingly stringent customer and environmental requirements.

MEDIA & INITIATIVES

- Introduced the “Green Glow” dive strap for Ocean dive computer, donating €10 from each strap sold to Project Hiu in Indonesia training and assisting fishermen and protecting sharks.
- Organized the 11th annual Vertical Week, where an outdoor activity was combined with climate action through a Strava challenge supporting Protect Our Winters Europe.

COMPLIANCE & CERTIFICATIONS

- Suunto continued cooperation with the supply chain sustainability organization Sedex. Suunto China factory had its first external social audit by Sedex SMETA method.
- Both Suunto Oy and Suunto China renewed their ISO 9001 and 14001 certifications in an external audit.
- Scope for the Supplier Requirements Declaration process was upscaled from strategic suppliers to include all Suunto suppliers.
- In the Modern Slavery reporting to the UK government, Suunto’s report ranked in the top 23% of companies reporting within 12 months on coverage of information provided.

In 2025, The Upright Project assessed Suunto's net impact onto the surrounding world and according to the profile created, our overall impact as a company is net positive. Suunto ranks in the top 36% across the global universe of companies in the Upright calculation (9,000 companies, covering 99% of global investment markets). Both negative and positive impacts from our products and operations, along our whole value chain, are visible in the profile on the right.

SUUNTO

2 BASIS OF PREPARATION

Suunto Oy Sustainability Report covers the calendar year 2025. It has been prepared in accordance with the Voluntary reporting standard for non-listed micro-, small- and medium-sized undertakings (VSME), applying Option B, which comprises both the Basic Module and the Comprehensive Module as defined by EFRAG (European Financial Reporting Advisory Group). An index on VSME disclosures can be found at the end of the report. The report is publicly available and published as a separate document.

Suunto Oy is a wholly owned subsidiary of Liesheng, a global technology group headquartered in China. This sustainability report has been prepared on an individual basis and covers the operations of Suunto Oy only. Suunto Oy does not prepare a consolidated sustainability report and does not have subsidiaries within the meaning of the VSME Standard.

Suunto Oy has been publishing a sustainability report since 2021, this being our fifth annual report. The objective of the report is to provide transparency on our sustainability actions in a comprehensive but summarized manner. Suunto is a company serving people who cherish the outdoors, so sustainability is a natural part of the brand and its customers' interests.

In the past years, sustainability has stabilized its role in Suunto. Our aim is to both widen the scope of our sustainability work to new areas relevant for a company manufacturing high-end consumer electronics, but also to better integrate sustainability into the different functions within the company.

This report first introduces Suunto as a company and the sustainability highlights of 2025. Thenafter, it presents the framework (system) for managing the sustainability strategy and compliance and our value chain risks and impacts. The environmental performance is then presented in detail by different impact categories. The following chapters discuss the areas under social sustainability and governance.

CERTIFICATIONS & MEMBERSHIPS

Proud to be a Sedex Member

CERTIFIED ISO 9001 ISO 14001

RESPONSIBLE MINERALS INITIATIVE

EKOenergy 100% renewable energy in Finland office & factory

We are committed to the SBT initiative and setting science-based climate targets

FIBS

Suunto is a member of FIBS (Finland Business and Society, a Nordic corporate responsibility network), supply chain sustainability organization Sedex and Responsible Minerals Initiative (RMI). Suunto has environmental management system and ISO 14001 and 9001 certifications, audited annually by a third party.

3 SUUNTO COMMUNITY AND AMBASSADORS

Apart from longstanding customers and sportspeople dedicated to using our products, Suunto's global community includes a network of ambassadors who embody the spirit of adventure and performance across diverse outdoor activities. Many of Suunto's ambassadors are also passionate on environmental or social causes and run their own projects and initiatives to advance equity and diversity or protection of nature. In 2025, collaboration with ambassadors focused on maintaining long-term relationships and alignment with Suunto's values, rather than on specific initiatives. Through their everyday engagement in sport and exploration and being part of Suunto's campaigns, ambassadors contributed to a shared culture of respect for nature and active lifestyles.

Suunto ambassadors and the community are also closely connected to Suunto's product development. Behind every Suunto product is a global community of passionate testers providing constant feedback to Suunto teams. Athletes and outdoor enthusiasts around the world test new products and features before they reach customers' wrists. From mountain trails to open water, these real-world experiences help ensure every product is reliable and ready for adventure.

In 2025, Suunto implemented two complementary community actions: the Vertical Week supporting Protect Our Winters Europe, and the “Green Glow” dive strap campaign in partnership with Project Hiu in Indonesia. Together, they highlight how both collective action and product innovation can contribute to environmental protection.

In March 2025, the 11th annual Vertical Week challenged participants to accumulate as many vertical meters as possible across activities like running, hiking, skiing, and cycling. The event also took on a climate focus through a dedicated Strava challenge supporting Protect Our Winters Europe. The goal was to reach one million vertical meters, with Suunto pledging to donate €1 for every 100 meters climbed, up to that limit. The community response exceeded all expectations: participants collectively surpassed the target by 121 times. Apart from reaching the donation cap, the scale of engagement demonstrated the power of purpose-driven challenges to mobilize global communities and raising awareness around climate issues.

Related to launching the Ocean dive computer, Suunto introduced the “Green Glow” dive strap. From June to December 2025, €10 from each strap sold was donated to Project Hiu, an organization working in Indonesia to reduce shark fishing by creating alternative livelihoods for local communities. Rather than focusing on enforcement, Project Hiu addresses the root causes of overfishing by helping former shark fishermen transition into roles in marine tourism, education, and conservation.

The impact is tangible: grounding a single shark fishing boat for a month can save up to 100 sharks. This is critical, as global shark and ray populations have declined by more than 70% in recent decades, threatening the balance of marine ecosystems. By linking a product directly to conservation funding, Suunto offered divers a simple way to contribute to ocean protection.

Together, these initiatives reflect a broader sustainability approach that combines community engagement with measurable impact. Suunto continues to encourage adventure with responsibility – supporting both climate action and protection of vital ecosystems.

4 SUUNTO SUSTAINABILITY SYSTEM AND MANAGEMENT

SUUNTO SUSTAINABILITY SYSTEM

The chart on the right describes the main components of Suunto's sustainability management system. The policies mentioned in the chart form the basis for sustainability requirements for our own employees, product development, sourcing, and suppliers/partners. The policies and requirements are updated annually or whenever changes inside the organization or the external legislative environment require.

DIRECTION & TRACKING
- Sustainability strategy & strategic areas [3 years]
- Targets & Indicators
- Annual activity plan
- Sustainability communications plan

MANUALS & TOOLS
- Industry risk analysis
- Context analysis
- Competitor analysis
- Environmental management system (EMS) & related documents
- ISO 14001 requirements & auditing
- Responsible sourcing system & tools

ANNUAL SUSTAINABILITY REPORT

SUUNTO.COM/ SUSTAINABILITY -SITE

COMPLIANCE

CODE OF CONDUCT, POLICIES & GUIDANCE
- Ethical Policy
- Modern Slavery & Human Trafficking Statement
- Anti-Bribery & Anti-Corruption Policy
- Whistleblowing channel
- Supplier & Partner Requirements
- Product & Substance Requirements
- Procurement Guidance
- Diversity, Equilty & Inclusion Statement

LEGISLATIVE FRAMEWORK
- International- and EU environmental, chemicals and human rights legislation + reporting requirements

RELATED FUNCTIONS:
PRODUCT COMPLIANCE
HEALTH & SAFETY
QUALITY MANAGEMENT

Overview of the company policies, practices and future initiatives for transitioning towards a more sustainable economy.

TOPIC	POLICIES AND IF THEY ARE PUBLICLY AVAILABLE OR NOT	TARGET FOR THIS TOPIC	PRACTICES AND FUTURE INITIATIVES
Climate change	Incl. in Sustainability strategy (not public) Product sustainability requirements (not public) Environmental Policy	**YES**	See chapters 4.1; 5.1; 5.3; 5.4
Pollution	Not material for Suunto Substance requirements (not public) Product sustainability requirements (not public)		
Water and marine Resources	Not material for Suunto		
Biodiversity and ecosystems	Substance requirements (not public) Product sustainability requirements (not public) Packaging sustainability requirements (not public)		
Circular economy	Environmental Policy	**YES**	See chapters 4.1; 5.2
Own workforce	Code of Conduct Diversity, Equity and Inclusion Statement (not public) Whistleblowing channel Employee Privacy Notice (not public) Data Privacy Playbook (not public)	**NO**	See chapters 4.1; 6.
Workers in the value chain	Code of Conduct Ethical Policy Modern Slavery Statement Supplier requirements (not public) Whistleblowing channel	**NO**	See chapters 4.1; 4.2
Affected communities	Not material for Suunto		
Consumers and end-users	Code of Conduct Customer Privacy Policy Data Privacy Playbook (not public)	**NO**	See chapters 4.1; 7.3
Business conduct	Code of Conduct Whistleblowing channel Anti-Bribery and Anti-Corruption Policy (not public) Partner data processing agreement (not public)	**NO**	See chapters 4.1; 4.2; 7.

4.1 SUSTAINABILITY STRATEGY

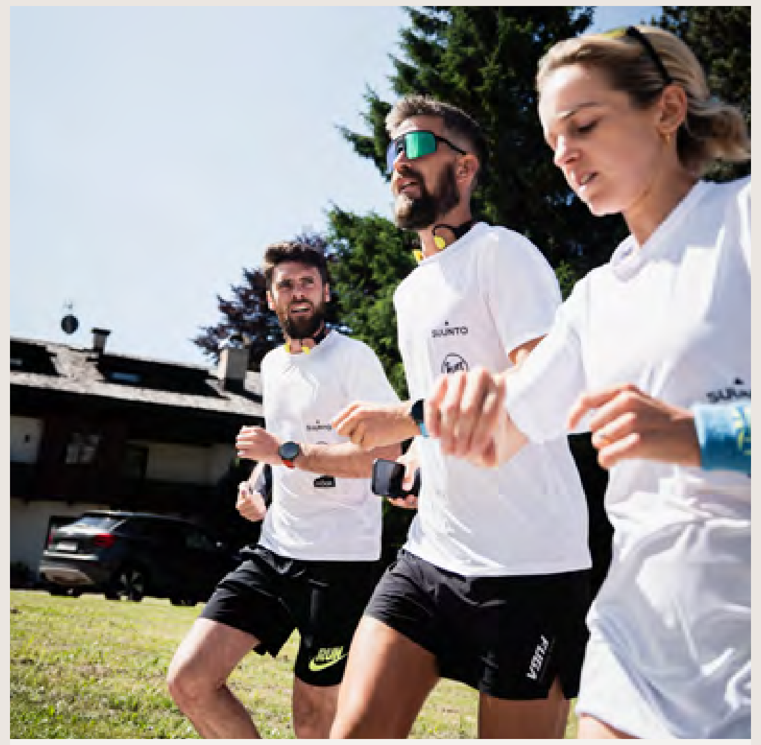
During 2024, we conducted a thorough Double Materiality Assessment (DMA) with an external consultancy, and identified possible sustainability impacts, risks and opportunities throughout Suunto value chain. This was to prepare the company for the upcoming EUCSRD (EU Corporate Sustainability Reporting Directive), which no longer applies to Suunto following the revision of the reporting thresholds by the EU Omnibus proposal in 2025. The DMA did not change drastically the impacts and risks already identified earlier for our sustainability strategy, rather it validated them. Apart from this, the value added was the wide participation of different functions and the company Leadership team in the process.

Suunto's sustainability strategy is divided into three areas: environmental sustainability, social sustainability, and good governance. Under them are thematic areas from climate, raw materials and circularity to responsible sourcing, to name few. We recognize the impacts throughout our value chain, but the sustainability strategy prioritizes topics where we can reduce our negative impacts the most and simultaneously, where we have leverage. To understand the baseline for a company our size and for our specific products, and to be able to set realistic, science-based targets, we conduct necessary research on different complex impacts (e.g. climate emissions, production scrap, supplier management, impacts of eco-materials).

The final responsibility of sustainability and compliance lies with the company CEO and owner in China, the daily alignment and operations supervised by the Leadership team of Suunto Oy in Finland. In the Leadership team Vice President, Finance is responsible for the sustainability topic. The implementation of the sustainability strategy is led by Senior Sustainability Manager who also acts as the sustainability advisor for the Suunto Leadership team. The Environmental Management System (EMS), compliance and sustainability topics are reviewed in periodical Management Reviews with the Leadership team.

MATERIAL ESG TOPICS FOR SUUNTO





ENVIRONMENT	SOCIAL	GOVERNENCE
E1 Climate change	S1 Own workforce	G1 Business conduct
E5 Circular economy	S2 Workers in the value chains	
	S4 Consumer and end-user	

STRATEGY'S KEY ELEMENTS THAT RELATE TO OR AFFECT SUSTAINABILITY ISSUES

Suunto's business strategy identifies sustainability as a core enabler of long-term value creation and brand differentiator. The key strategic elements that relate to or affect sustainability are:

DURABLE AND REPAIRABLE PRODUCT DESIGN	LIFE-CYCLE-BASED ENVIRONMENTAL MANAGEMENT	RESPONSIBLE AND COMPLIANT GLOBAL SUPPLY CHAINS	REGULATORY READINESS AND GOVERNANCE INTEGRATION	PEOPLE, INCLUSION, AND SAFE WORKPLACES
Suunto's strategy focuses on high-quality, long-lasting products designed for repair and refurbishment. This reduces environmental impacts across the product life cycle, supports circularity, and reduces e-waste.	Life Cycle Assessments (LCAs) conducted in recent years offer information to make better decisions in product development, sourcing, and logistics. This enables Suunto to identify emission hotspots, reduce climate impacts, and set science-based climate targets.	Given the sustainability risks inherent in electronics supply chains, one focus area in Suunto's sustainability strategy is improving supplier due diligence, compliance with human rights and environmental regulations, with the help of participation in collaborative networks such as Sedex and the Responsible Minerals Initiative.	Suunto's approach to evolving sustainability regulations and customer requirements is proactive. We anticipate regulatory changes and stakeholder expectations through research, interaction with existing and prospective clients, we learn from peers through memberships in industry and sustainability organizations and invest in compliance monitoring services. Sustainability considerations are part of company governance, risk management, and decision-making processes.	Suunto's strategy recognizes employee well-being, diversity, and occupational safety as prerequisites for business continuity and responsible growth.

4.2 SUSTAINABILITY DUE DILIGENCE

Suunto's approach to sustainability due diligence is integrated into its overall risk management and governance practices and covers the company's own operations as well as its value chain. Suunto aims to identify, assess, prevent and mitigate actual and potential adverse impacts related to environmental, social and governance topics, while supporting responsible business conduct and long-term resilience.

Assessment of compliance and possible risks covers Suunto's own operational activities, sourcing of materials and components, manufacturing, logistics, and end-of-life/waste. The mitigation measures are defined and monitored as part of regular management processes, or as separate compliance projects with external advisory, when needed.

Suunto's risk management process complies with ISO 9001:2015 and ISO 14001:2015 standards, incorporating relevant parts of ISO 31000:2011. The primary responsibility of the company risk management and compliance lies with Suunto Vice President (VP), Finance.

The Senior Quality Manager, under the guidance of the VP, Finance, develops and maintains the risk management process. Risk management reporting and assessment are regular agenda items in the periodic management review with the company Leadership team. Different process owners conduct risk assessments for their respective functions. For regulation and chemicals management we use Ecobio Manager service. The VP, Finance conducts an annual Compliance Review with support from the Senior Quality Manager, the Senior Sustainability Manager and Legal team.

In its value chain, Suunto focuses particularly on supply chain transparency, labour rights, environmental impacts and business ethics. Suppliers are expected to operate in compliance with applicable laws and internationally recognized standards related to labour practices, occupational health and safety, environmental protection and ethical conduct. We are working on embedding sustainability considerations into supplier selection (managed by Suunto China) and have introduced responsible sourcing process with supplier monitoring.

Suunto recognizes that certain raw materials used in electronic products may originate from high-risk or conflict-affected areas. Suunto is committed to avoiding the use of minerals that directly or indirectly finance armed conflict or contribute to human rights abuses and works with its suppliers and clients to obtain information on the conflict minerals, and their origins, in line with applicable requirements and industry practices.

The tools for compliance, due diligence and risk mitigation are the company policies, supplier and product requirements communicated to Suunto teams and external stakeholders, acquiring information to do reporting aligned with regulatory and industry initiatives, voluntary research and compliance reviews, certifications, internal and external audits, and employee training and participation in peer-learning networks.

Both our personnel and external stakeholders can anonymously report suspected or experienced misconduct through a whistleblowing channel at Suunto website. This service is provided by an external service provider, access to the channel is available to everyone and all reports are handled confidentially. As an early warning system, the channel helps us to mitigate risks and is a crucial tool in fostering high business ethics and maintaining customer and public trust. From 2025, the whistleblowing service is also available in Chinese. In 2022-2025, no cases of misconduct needing processing have been reported through the channel.

Suunto's Ethical Policy includes the topics of child labour, forced labour, human trafficking, discrimination and accident prevention (equivalent to Human Rights Policy). In addition, Suunto also maintains a Code of Conduct.

In 2025, Suunto had no incidents of child labour, forced labour, human trafficking, discrimination, nor other human or labour rights cases.

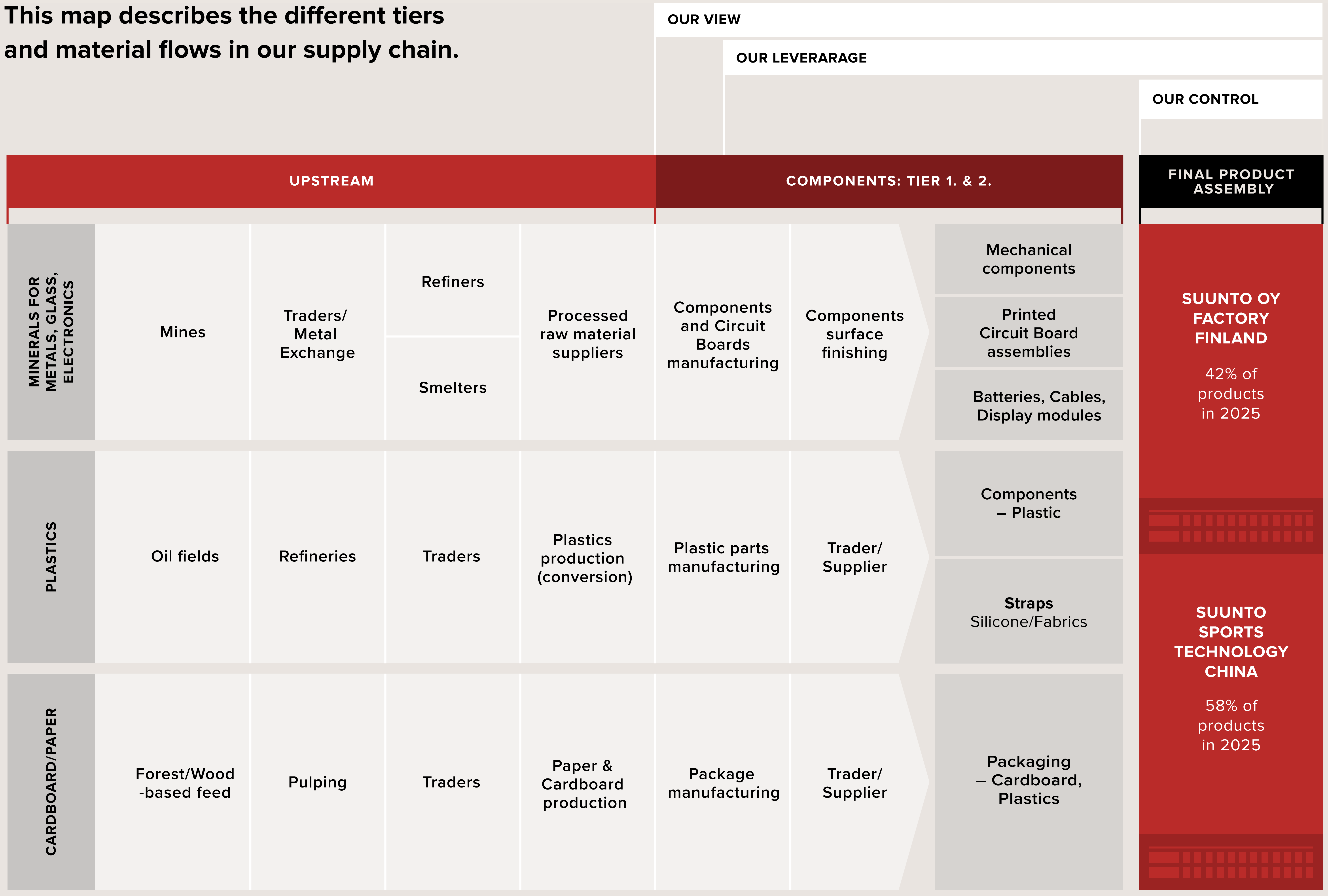
4.2.1 SUUNTO VALUE CHAIN AND RISKS

In 2025, 42% (63% in 2024) of Suunto's products were made (designed, developed, tested, and assembled) in Suunto's factory in Finland. The product development unit in China assembled 58% of all products in 2025.

In 2024, our sustainability materiality assessment was renewed - including identification of the sustainability impacts and risks along the whole value chain - while preparing for the EUCSRD. We also maintain a geographical risk profile of the major production/sourcing locations, updating it annually.

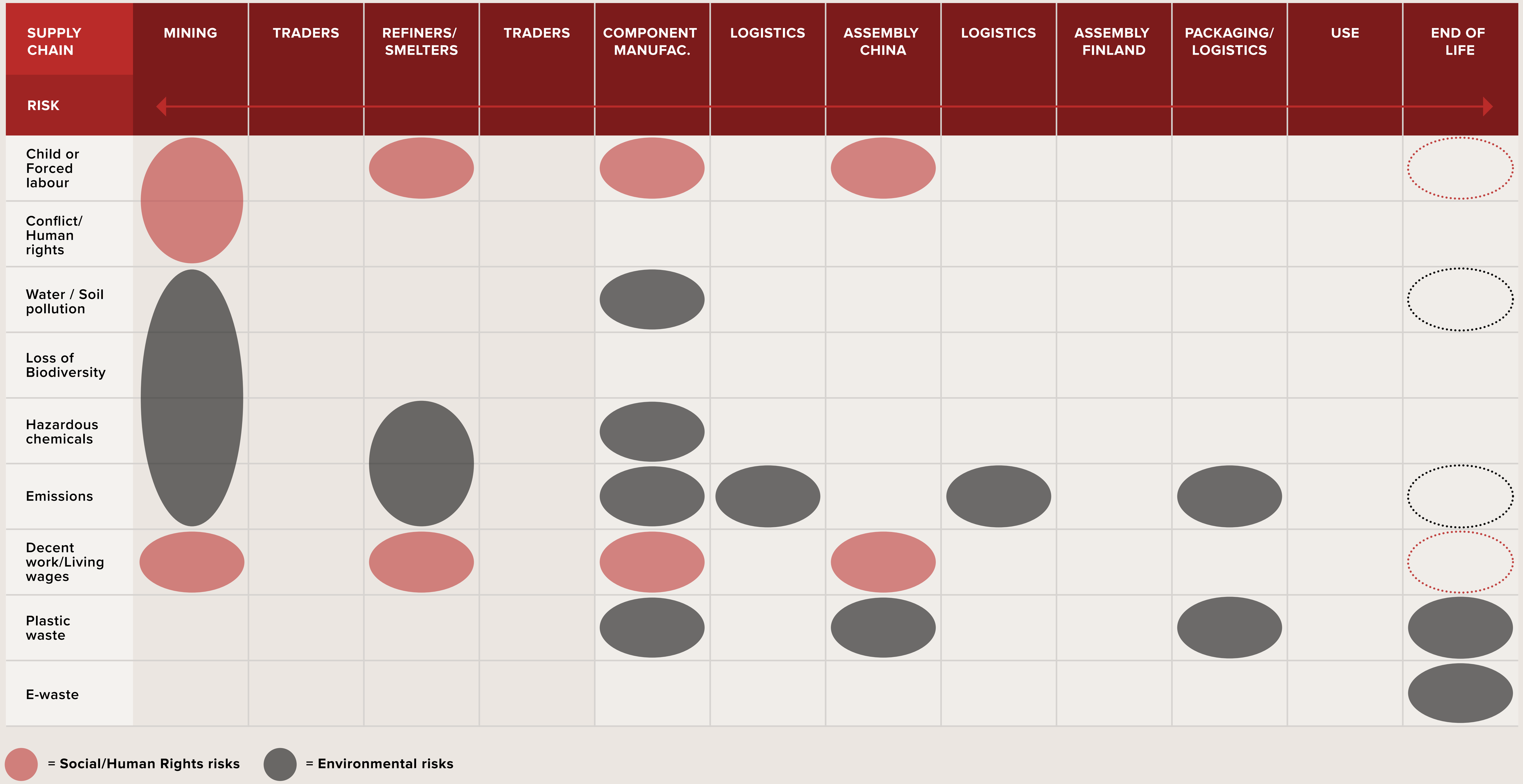
Although our own operations (design; assembly of finished products) are not energy or material intensive, we acknowledge the challenges in the electronics sector. The main concerns are related to the upstream; traceability of raw materials and the complexity of the supply chains of both minerals and components. These value chain stages have the biggest risks but at the same time we as the final manufacturer have the least visibility or leverage in them. It is important for a company to recognize where it has direct control or leverage, be prepared to work on the issues long term and when lacking direct influence, find alternative ways to influence positive change.

This map describes the different tiers and material flows in our supply chain.



The risks in the electronics (and the adjacent extractives industry) value chains are presented in the below graph. They vary from polluting the soil and water to climate emissions and chemicals use, forced relocation of communities, and financing of armed conflicts via illegal mining to lack of basic rights at work, including the risk of forced and child labour at both ends of the value chain.

THE ELECTRONICS VALUE CHAIN RISKS AND IMPACTS



- The impact of plastic waste varies depending on the geographical location where the plastic becomes waste – the recycling services available and people's awareness of the importance of recycling. In Suunto factory, Finland, all waste is collected and recycled, minimal amount ending up to landfill. Similarly, in our main market, the EU, consumers have good opportunities to recycle package waste and return electronic devices to recycling points. Unfortunately, the waste legislation and waste management systems vary a lot by country and by continent. The durability and repairability of Suunto's products help avoid the created waste (both packaging and e-waste). In 2022-2023, Suunto renewed its packaging and replaced any remaining plastic packaging with cardboard and biodegradable materials.

- The negative effects of the end-of-life phase in the chart refer to illegal exports of e-waste to unofficial recycling sites in low-income countries. The methods at unregulated recycling sites can cause environmental damage and serious health effects on people handling e-waste. Burning the parts to segregate precious metals cause emissions and fumes, and heavy metals pollute soil and water (in turn harming the health of people and animals). These sites employ informal, low-paid workers and children, so decent work, health and safety are also issues. The EU has banned exporting e-waste to developing countries, and we hope to see the illegal trade end and recycling of the scarce minerals to become more profitable.

4.2.2 SUPPLY CHAIN DUE DILIGENCE

As described in the previous chapter, we acknowledge the sectoral and geographical risks related to the electronics supply chains. We continuously follow changes in the operational context and international regulations that may have an impact on the environmental or human rights due diligence. Alongside our membership of the corporate responsibility network FIBS, we also participate in its Human Rights and Business working group. As a company not trading minerals directly, we have joined the Responsible Minerals Initiative (RMI) to contribute to the development of more responsible minerals supply chains.

Our own factory in Finland is under our direct control, and follows the Finnish legislation, being the most low-risk area in the value chain. The further we move up in the supply chain, the more our visibility and leverage reduces, as explained earlier. Part of our production has been moved to the Suunto China factory and vast majority of the components used globally have their origins in China. Therefore, the priority in our supply chain due diligence efforts is manufacturing and suppliers in China.

The main action under social sustainability in the past few years has been developing procedures for responsible sourcing and supply chain monitoring. We have mapped our supply chain and identified the risks and impacts, and assessed the areas of direct control, leverage, and visibility. **The following policies, most of them updated annually, set expectations to suppliers and a monitoring responsibility for us:**

- **Product sustainability requirements**
- **Supplier requirements**
- **Substance requirements**
- **Ethical Policy**
- **Slavery and Human Trafficking Statement**
- **Anti-Bribery and Anti-Corruption Policy**

The above policies include the principles of central international human rights and decent work conventions and environmental legislation.

Suunto Sustainability and Sourcing teams have created a Supplier Requirements Declaration process, where suppliers are asked yearly to commit to our policies and requirements. This has been in place since 2023, and we assess the process and the suppliers in scope annually. The human rights risks (esp. forced and child labour) and the progress of activities to mitigate them is reported in the Modern Slavery Statement that is updated and published every year.

From 2023 Suunto Oy has been a member in the supply chain sustainability organization Sedex providing tools and methodologies for supply chain transparency and monitoring. In 2024, Suunto China also became a member, and both companies completed their self-assessment questionnaires (SAQ). The SAQs are updated annually, as in 2025. In 2025, the Suunto China factory also had its first external social audit, by Sedex's SMETA methodology, which will be renewed annually.

While acknowledging the challenges of the global electronics supply chains, Suunto has some positives to mitigate the risks. Suunto's products are of a specialized product segment, representing quality and high-end product offering than low prices. Historically, we have also had very long trade relations with many of our suppliers.

4.2.3 SUBSTANCE COMPLIANCE AND CONFLICT MINERALS

Suunto maintains and annually updates Substance Requirements to guide suppliers in complying with restricted substances and applicable regulations, ensuring that products, assemblies, components, and all parts within products are free of harmful substances. Apart from substance regulation, the document covers the EU Deforestation Regulation (EUDR) and the EU Packaging and Packaging Waste Regulation (PPWR) and conflict minerals. This provides comprehensive coverage of global regulations related to the products, parts and packaging, and supports suppliers' compliance efforts.

Already for the past seven years we have been collecting Full Material Declarations (FMDs) from suppliers on all components in our products. This information helps us optimize production processes and enhance overall product safety. By understanding the chemical composition of the materials used, we and our suppliers can make informed decisions regarding material selection and avoid the use of potentially harmful chemicals.

Despite several new product launches and model updates in 2025, the collection of material compliance data progressed as planned; as of March 2026, we obtained FMD or MCV (Maximum Concentration Value) data for 84% of required components, an increase from 81.4% in February 2025.

Suunto does not source minerals or rare-earth metals directly. In some cases, the components (that may include the risky minerals) are part of sub-assemblies that are then used as part of the final product (the components in sub-assemblies not directly designed or ordered by us). Suunto has a minimal visibility and leverage in the complicated value chains of raw materials used in the manufacturing of components, as also confirmed in the Double Materiality Assessment done in 2024.

We recognize the negative environmental and human rights impacts of the extractive sector and the challenges that legislators and the electronics industry must resolve, related to conflict and rare earth minerals. Despite our position in the value chain, we are committed to support the global movement towards more responsible minerals sourcing. In 2022, we joined the Responsible Minerals Initiative (RMI), which is developing tools for the assurance of more transparent and responsible (conflict) minerals supply chains.

The product Life Cycle Assessment (LCA) and the substance compliance (Full Material Declaration) processes provide us with more detailed information about the materials and substances used in the components. In 2025, Suunto China (responsible of sourcing and substance compliance) started an annual conflict minerals supplier assessment, collecting suppliers' conflict minerals data via RMI's CMRT (Conflict Minerals Reporting Template). The supplier response rate was 88% among suppliers in Finland and 97% in China/Asia.

5 ENVIRONMENTAL METRICS

5.1 EMISSIONS

Suunto has tracked its greenhouse gas (GHG) emissions on an annual basis since 2009 in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. The emissions inventory covers emissions from Suunto's own operations (Scopes 1 and 2) as well as relevant emission categories within the value chain (Scope 3).

Since 2023, the reporting scope has included offices in the UK and France in addition to Suunto's facilities in Tampere and Vantaa, Finland, unless otherwise stated.

Figures include facilities in Finland, and offices in the UK and France, unless otherwise stated.

SUUNTO EMISSIONS 2025	2023	2024	2025	DESCRIPTION
Scope 1 (tCO_2e):	9	22	24	Company plug-in hybrid car emissions (2025) included in Scope 1 only; fuel and electricity use cannot be separated.
Scope 2, market-based (tCO_2e):	19	15	1	Vantaa (Finland) and UK sites: 100% renewable electricity and heat; Tampere (Finland): 100% renewable electricity.
Scope 2, location-based (tCO_2e):	196	170	113	
TOTAL Scope 1 and 2, location-based (tCO_2e)	205	193	137	
TOTAL Scope 1 and 2, market-based (tCO_2e)	28	38	25	30 tCO_2e of verified carbon units were retired in 2025 (offsetting activity; Envira Amazonia Project).
TOTAL Scope 3 (tCO_2e)	6 835	6 477	6 351	Scope 3 reporting in 2025 covers all relevant emission categories and Suunto facilities in Europe, unless otherwise stated.
Category 1: Purchased goods & services	4 435	4 487	5 137	
Category 2: Capital goods	184	74	29	
Category 3: Fuel- and energy-related activities	49	14	6	
Category 4: Upstream transportation and distribution	1 714 (637)	1 541 (556)	846	Recalculation of 2023–2024 figures of Categories 4 and 9 due to correction of transport emissions classification.The decrease in logistics emissions in 2025 reflects improved availability of emissions data from main logistics partners.
Category 5: Waste generated in operations	16	16	11	Excluding UK and France offices.
Category 6: Business travel	136	134	101	
Category 7: Employee commuting	192	151	119	Remote work is included in the calculation.
Category 8: Upstream leased assets	47	3	3	
Category 9: Downstream transportation and distribution	0 (1 077)	0 (985)	0	Recalculation of 2023–2024 Categories 4 and 9 due to reclassification of downstream transport emissions from Category 9 to Category 4.
Category 11: Use of sold products	n/a	10	35	Reporting of this category is included since 2024.
Category 12: End-of-life treatment of sold products	62	46	39	Decrease reflects improved end-of-life emission estimates due to increased LCA coverage.
TOTAL EMISSIONS tCO_2e	**6 863**	**6 514**	**6 351**	The reduction in absolute emissions from 2023 to 2025 was 7.5%.

In 2025, we continued improving the accuracy of our emissions calculations by identifying more appropriate emission factors and refining data, particularly for categories of “Purchased goods and services” and “Upstream transportation and distribution”. This enabled more detailed and representative emissions reporting.

In 2025, Suunto’s total greenhouse gas (GHG) emissions amounted to 6,350.6 tCO_2e, corresponding to the annual carbon footprint of approximately 825 Finns (source: openco2.net). This represents a 2.5% decrease in absolute emissions compared to 2024 levels (6,514.3 tCO_2e) and 7.5% decrease compared to 2023. The reduction is primarily attributable to lower emissions from upstream transportation and distribution. Suunto's GHG intensity (Scope 1 and 2, market-based) was 0.29 tCO_2e per € million of net turnover in 2025. Including Scope 3, the intensity was 74.2 tCO_2e per € million of net turnover.

Direct emissions from Suunto’s own operations (Scope 1) and emissions from energy use (Scope 2) represented only 0.4% (25.1 tCO_2e) of total emissions in 2025. These emissions were addressed through carbon offsetting by retiring

The Envira Amazonia Project is a REDD+ project in the State of Acre, Brazil aiming to protect up to 200,000 hectares of tropical rainforest and mitigate the release of ~12.6 million metric tons of carbon dioxide emissions in the first 10 years of the project. Simultaneously, it preserves rich biodiversity and provides direct benefits to local communities.

The area is home to an exceptional number of tropical, endangered, and indigenous birds and endangered tree species. The project aims to find alternative sources of income and employment opportunities for residents by offering supplementary agricultural training, hiring local forest guards, and help commercialize the collection of medicinal plants and açaí berries.

Efforts are also made to improve local water quality and agricultural conditions by preserving topsoil and controlling erosion.

30 tCO_2 of Verified Carbon Units (VCUs) from the Envira Amazonia Project in Brazil, which Suunto has supported for the past three years. Carbon offsetting is reported separately and does not reduce Suunto's reported gross greenhouse gas emissions.

A vast majority of Suunto's emissions, 99.6% (99.4% in 2024), originated indirectly from the value chain (Scope 3). The largest share of Scope 3 emissions came from the category "Purchased goods and services," which accounted for 80.9% of total emissions in 2025 (68.9% in 2024). This emissions profile is typical for companies producing consumer goods. The category includes upstream emissions from key materials, such as components. Only purchases considered to have material economic value are included in the calculations. Emissions from purchased services, such as consultancy, are estimated using a spend-based method. Banking, insurance and payroll services are excluded from the calculations.

Emissions from "Upstream transportation and distribution" remain one of the key contributing emission categories, reflecting the global procurement of materials and worldwide distribution of products. These emissions are calculated based on data reported by logistics service providers using information on transport distances, weights and modes. In 2025, "Upstream transportation and distribution" accounted for 13.3% of total emissions (23.7% in 2024).

Overall, the results and observed reductions have been consistent over the past years. The emission calculations have continued to evolve alongside improvements in methodologies and data collection. Consequently, year-to-year comparability is somewhat limited, and changes in reported emissions may partly reflect methodological updates rather than actual performance changes alone. Key methodological changes compared to 2024 include the use of different emission factor databases.

During the year, the emissions of the majority of outdoor watches and field compasses sold were offset through Tree-Nation with Verified Carbon Units (VCUs), amounting to 3,432 tCO_2e (1,779 tCO_2e in 2024). This offsetting accounted for 54% of Suunto's total emissions in 2025 (27% in 2024).

At the end of 2025, Suunto committed to the Science Based Targets initiative (SBTi). Following this commitment, our next objective is to establish a carbon reduction roadmap and set near-term science based emission reduction targets during 2026. The targets will be developed in alignment with the 1.5 degree pathway of the Paris Agreement. In addition, we will also address the VSME reporting standard's disclosure requirements on climate by defining target setting parameters and assessing possible climate related physical and transition risks, including relevant time horizons and potential impacts on business operations and financial performance.

5.2 CIRCULARITY AND WASTE

Reducing waste and making better use of materials are part of our everyday operations, both in production and in office activities. Over recent years, the total amount of waste generated at our Vantaa, Finland premises has continued to decline, reflecting steady improvements in how materials are used, handled and sorted across the site. In 2025, we reached zero waste to landfill. All waste generated was directed to recycling, reuse, composting or energy recovery, with recycling and reuse remaining our preferred options wherever possible. During the year, 57% of our waste was recycled or reused (up from 48% in 2024), and 15% was composted, in line with the previous year.

Throughout the year, we continued to improve waste segregation in office areas and maintained practices introduced earlier, such as improved carton collection. To further support more efficient waste recycling, energy waste bins were removed from the Vantaa office in early 2025. Hazardous waste represents a small share of total waste and mainly consists of waste streams typical for electronics manufacturing, such as chemicals, batteries and electronic waste. Quantitative information on total waste generation, including hazardous and non-hazardous waste streams, is presented in the next table.

WASTE IN VANTAA FACILITIES, FINLAND (TONNES)	2023	2024	2025
Recycling and reuse	25.2	23.8	21.2
Composting (incl. anaerobic digestion)	10.3	7.5	5.5
Incineration	21.2	18.3	10.9
Landfill	0.01	0.03	0.00
TOTAL AMOUNT OF WASTE	**56.7**	**49.6**	**37.6**
Waste recycled or reused	44 %	48 %	57 %
Waste composted	18 %	15 %	15 %
Waste incinerated	37 %	37 %	29 %
Waste to landfill	0 %	0 %	0 %
Total non-hazardous waste	55.6	47.9	37.0
Total hazardous waste	1.1	1.7	0.6

Suunto applies circular economy principles by designing high-quality, durable and long-lasting products, with a design philosophy that emphasizes repairability to minimise waste and extend product lifecycles. This approach is supported through product repair and maintenance, and systematic sorting and recycling of operational waste.

We have a professional global service network that repairs Suunto products with precision and excellence. We always strive to repair rather than replace. In 2025, 66% (67% in 2024) of products returned to our service centres were repaired, regardless of their age or warranty status. As a result, Suunto's repair service received a Net Promoter Score of 59, an improvement from score of 52 in 2024, indicating increased customer satisfaction.

We refurbish customer returns of watches purchased from suunto.com whenever possible, giving the watches a second life on the wrists of our customers. During refurbishment, products are thoroughly inspected and fine-tuned both visually and functionally to ensure they meet the same quality standards as new Suunto products. In 2025, Suunto Care operations in Finland successfully re-circulated 38% of returned products, giving them a new life through our own sales channels and web shop. These refurbished Suunto Adventure Renewed products provide a more sustainable and economical option for our customers' adventures by reducing electronic waste and ensuring valuable resources are reused. We have also studied and are discussing modalities of circular end-of-life solutions for used products, beyond conventional recycling services provided for consumers in different countries.

5.3 ENERGY

Energy efficiency and the use of renewable energy remain important focus areas in our operations. Since the beginning of 2021, Suunto has used 100% renewable, certified EKOenergy at its office and factory in Vantaa, Finland. As a result, all products manufactured in Finland continue to be produced using renewable, carbon-neutral electricity, representing 42% of our total production in 2025.

In 2025, our total energy consumption decreased slightly compared to the previous year, continuing the downward trend seen in recent years. This reflects ongoing efforts to improve energy efficiency across our facilities.

The Tampere office in Finland, as well as our UK office also operate using renewable electricity. In France, electricity consumption is not yet covered by renewable energy, and we continue to explore opportunities to increase the share of renewable energy in our operations.

TOTAL ENERGY CONSUMPTION (IN MWH)	2025	2024	2023
Renewable MWh	2,927	3,158.6	3,117.6
Renewable %	99 %	97 %	97 %
Non-renewable MWh	25.6	82.8	99.1
Non-renewable %	1 %	3 %	3 %
Total Electricity MWh	2,953.6	3,242.4	3,217.7
Fuels non-renewable MWh	273.9	–	–

5.4 LIFE CYCLE ASSESSMENT (LCA)

We recognize the importance of understanding the environmental impacts of our products across their entire life cycle. Life Cycle Assessments (LCAs) provide a comprehensive view of the environmental impacts of a product's lifetime, including its carbon footprint, and enable identifying the relative impacts of raw materials, logistics and other stages of the product life cycle.

Cradle-to-grave LCAs assess emissions generated throughout a product's lifetime, from raw material extraction and manufacturing to distribution, use and disposal of the product. This life cycle perspective supports informed decision-making in product design and development, material selection, optimisation of production processes and design for circularity. Identifying key impact hotspots, LCAs help us prioritise actions to reduce environmental footprint, for example in logistics or material choices. LCAs also support transparent and credible communication of product-level environmental performance to stakeholders.

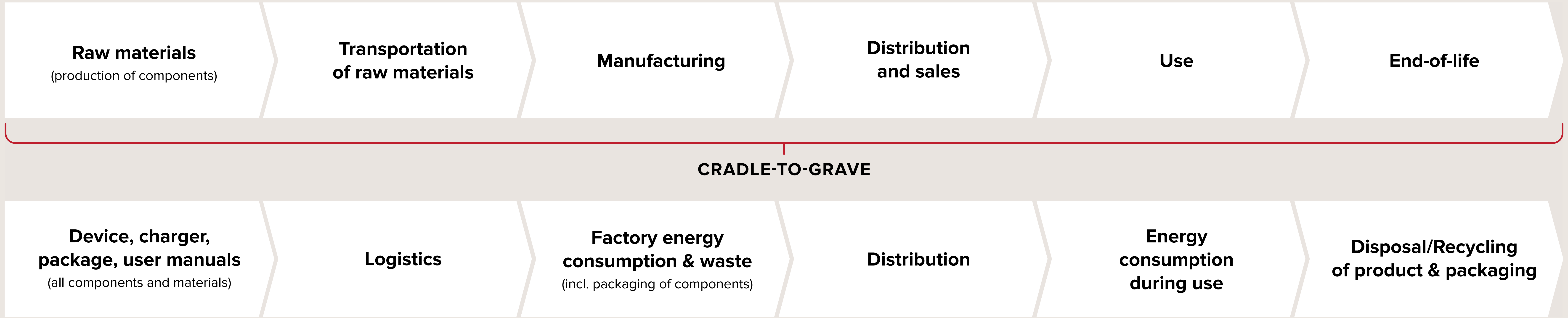
In 2025, we continued to expand the scope of the LCAs to cover new product categories across our product range. During the year, we completed a product group Life Cycle Assessment for outdoor sport watches, providing a single representative carbon footprint for this group of similar products. This approach enables more efficient management of assessments for products with comparable materials and weights and supports more agile updates as product portfolios evolve.

As part of this work, product group LCAs for field compasses and headphones were also completed during the year, and an LCA for a Nautic dive computer was initiated, which was finalised in early 2026.

All LCAs of Suunto products are conducted by an external environmental consultant in accordance with the GHG Protocol Product Life Cycle Accounting and Reporting Standard and are verified by a third party in line with ISO 14040/14044 and ISO 14025/14067.

Based on verified LCA results, we continued voluntary offsetting of the lifetime emissions of most sold outdoor watches and, in 2025, also included the field compass product group to be offset. During the year, we offset a total of 3,432 tCO_2e using Verified Carbon Units and planted 68,640 trees through a mangrove reforestation project in Southeast Africa via Tree-Nation. All voluntary carbon credits purchased by Suunto are Verified Carbon Units (VCUs), certified under the Verified Carbon Standard (VCS). We will continue offsetting the emissions of all sold products for which we have a verified LCA carbon footprint calculation and will gradually extend this to cover all consumer product categories.

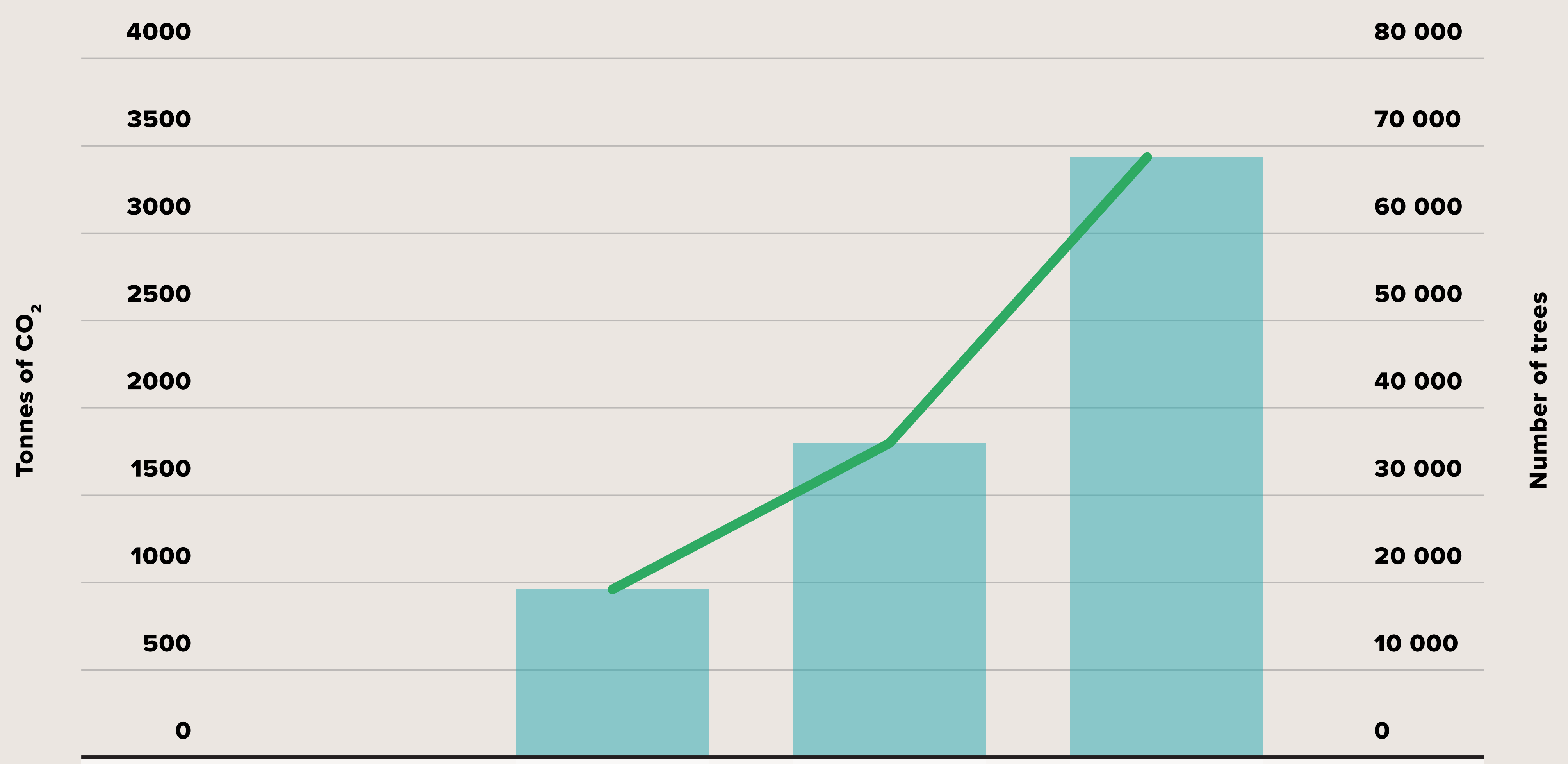
THE SCOPE OF THE LCA CALCULATION: CRADLE-TO-GRAVE



SUUNTO × TREE-NATION

Tree-Nation is a non-profit organization dedicated to reforestation and helping companies offset their carbon emissions by planting trees around the world. Through our collaboration with Tree-Nation, Suunto supports the Eden Reforestation Project in Mozambique, which restores endangered mangrove forests along the coastlines, increasing biodiversity, and creating sustainable livelihoods. The project contributes to ecosystem recovery, CO_2 capture, and long-term social and environmental resilience for local communities. Tree-nation's platform ensures transparency by tracking every tree planted and verifying the carbon offset through recognized international standards and verified carbon units. Tree-Nation is a partner of the United Nations Environment Programme (UNEP).

EVOLUTION OF TREES PLANTED AND CO_2 OFFSET IN 2023-2025



	2023	2024	2025
EMISSIONS OFFSET (tCO_2e)	933	1 779	3 432
TREES PLANTED	18 686	35 580	68 640

Visit Suunto Forest: www.tree-nation.com/profile/suunto

Carbon footprint of Suunto field compass product group [1]

1.3 kg of CO_2e

The average life cycle emissions of one Suunto field compass, made in Finland.

8 kms

The average life cycle emissions of one Suunto field compass are equal to driving 8 kms with a fossil fuel car. *

1/2 Big Mac Hamburger

The average life cycle emissions of one Suunto field compass are equal to producing 1/2 Big Mac hamburger. **

[1] Including models A-10, A-30, M-3, M-3 Global, AIM-6, AIM-30, MCB, MC-2, MC-2 Global, MB-6 and MB-6G.

Carbon footprint of Suunto outdoor watch product group [2]

9.68 kg of CO_2e

The average life cycle emissions of one Suunto outdoor watch, made in China.

58 kms

The average life cycle emissions of one Suunto outdoor watch are equal to driving 58 kms with a fossil fuel car. *

4 Big Mac Hamburgers

The average life cycle emissions of one Suunto outdoor watch are equal to producing 4 Big Mac hamburgers. **

[2] Including models Suunto 9 Peak Pro, Vertical, Race, Ocean, Race S, Run, Race 2 and Vertical 2.

Lifetime emissions of most field compasses and outdoor watches sold are offset using Verified Carbon Units (VCUs) from a reforestation project via Tree-Nation. ***

* www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025
** plantbasednews.org/news/environment/big-mac-carbon-footprint/
*** https://tree-nation.com/

Carbon footprint of Suunto headphone product group [3]

9.61 kg of CO_2e

The average life cycle emissions of one Suunto bone conduction headphone with power bank, made in China.

57 kms

The average life cycle emissions of one Suunto bone conduction headphone with power bank are equal to driving 57 kms with a fossil fuel car. *

4 Big Mac Hamburgers

The average life cycle emissions of one Suunto bone conduction headphone with power bank are equal to producing 4 Big Mac hamburgers. **

[3] Including Wing 2, Wing and Aqua models with power banks

Since the beginning of 2026, the lifetime emissions of most headphones sold are offset using Verified Carbon Units (VCUs) from a reforestation project through Tree-Nation. ***

* www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025
** plantbasednews.org/news/environment/big-mac-carbon-footprint/
*** https://tree-nation.com/

6 SOCIAL METRICS

6.1 HUMAN RESOURCES

At Suunto, people are at the heart of responsible and sustainable operations. In 2025, HR placed a strong focus on employee wellbeing while continuing to strengthen people practices in a year shaped by organizational changes.

As part of Suunto's ongoing organizational development and transformation, change negotiations were conducted during the year. These processes were carried out in full compliance with local labour legislation and guided by principles of transparency and respect for employees. Responsible people practices strengthen organization's resilience during periods of change.

Despite the challenging context, core people indicators related to team level leadership, trust and inclusion remained stable or showed positive development. This reflects resilient foundations in day-to-day collaboration and people management.

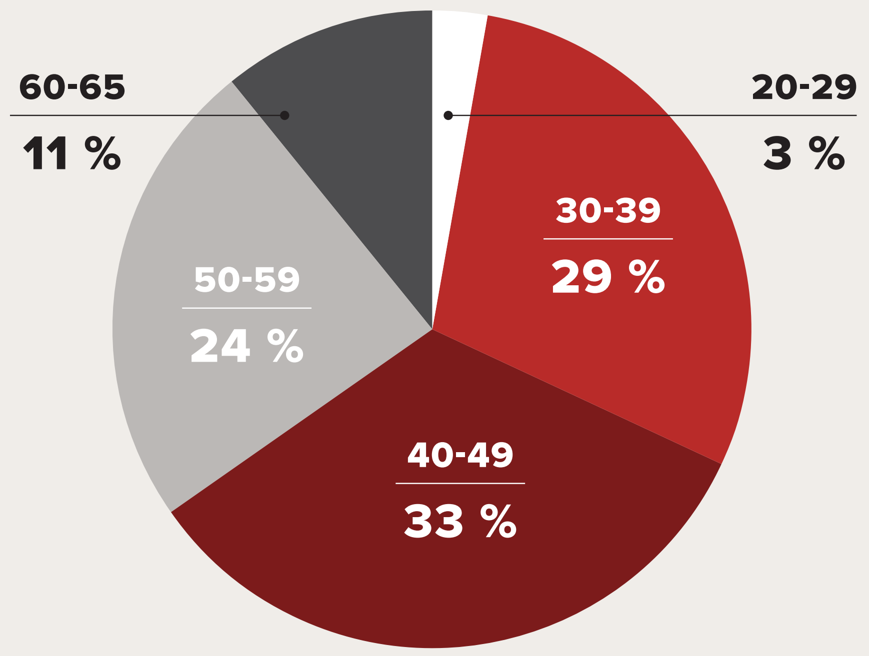
Employee experience and wellbeing were monitored through the annual Employee Pulse Survey conducted at the end of the year. While response rates decreased compared to the previous year – reflecting the broader change environment, results among respondents showed a positive overall trend.

Among office-based respondents, the overall employee experience score improved to 3.43 (from 3.20 in 2024) on a scale of 1–5. Results continued to highlight strengths in team-level trust and people-focused leadership: employees reported trust-based collaboration with managers, felt that their wellbeing was genuinely considered, and continued to value work-life balance. Overall, the findings indicate stable and positive day-to-day working conditions.

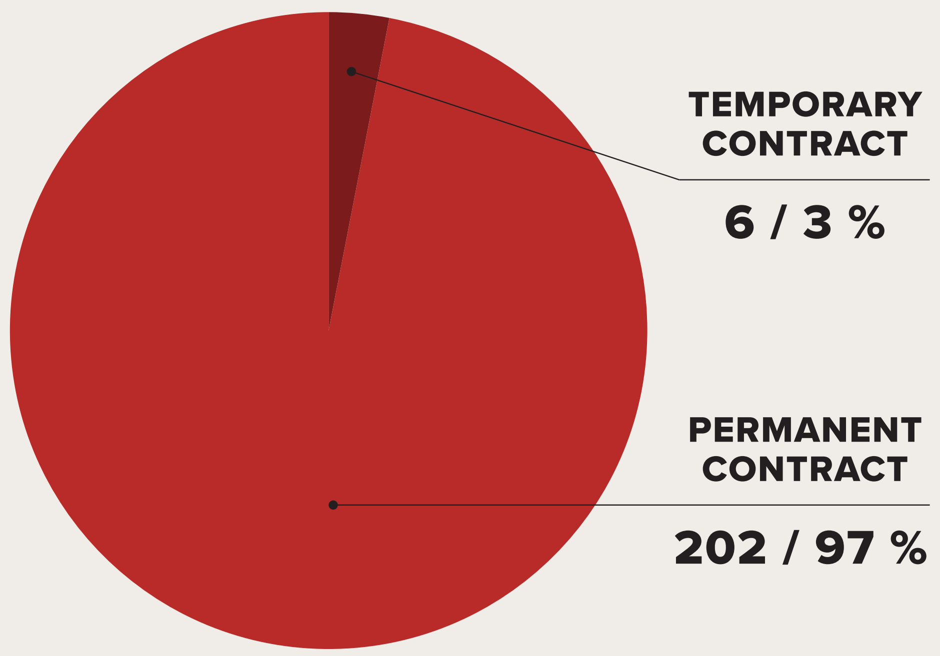
The survey also identified opportunities to strengthen organizational-level clarity. In an international and multi-structure operating environment, continued development of leadership communication, shared processes and visibility on career pathways supports alignment and strengthens employee confidence in the company's long-term direction.

SUUNTO OY PERSONNEL (31 DEC 2025)

AGE DISTRIBUTION



TYPE OF CONTRACT



NUMBER OF EMPLOYEES

208

LONGEST EMPLOYEE TENURE

44
YEARS

To address these areas, structured goal setting was implemented to improve clarity of expectations and alignment across teams. Managers engaged in targeted training to further develop their performance management and feedback capabilities. Employee capability and perceptions of fairness were strengthened through training on compensation principles, career development and pay transparency. In 2025, Suunto continued to promote fair and transparent remuneration practices. Analysis of pay data did not indicate any systemic gender based pay disparities, supporting the company's commitment to equal pay principles.

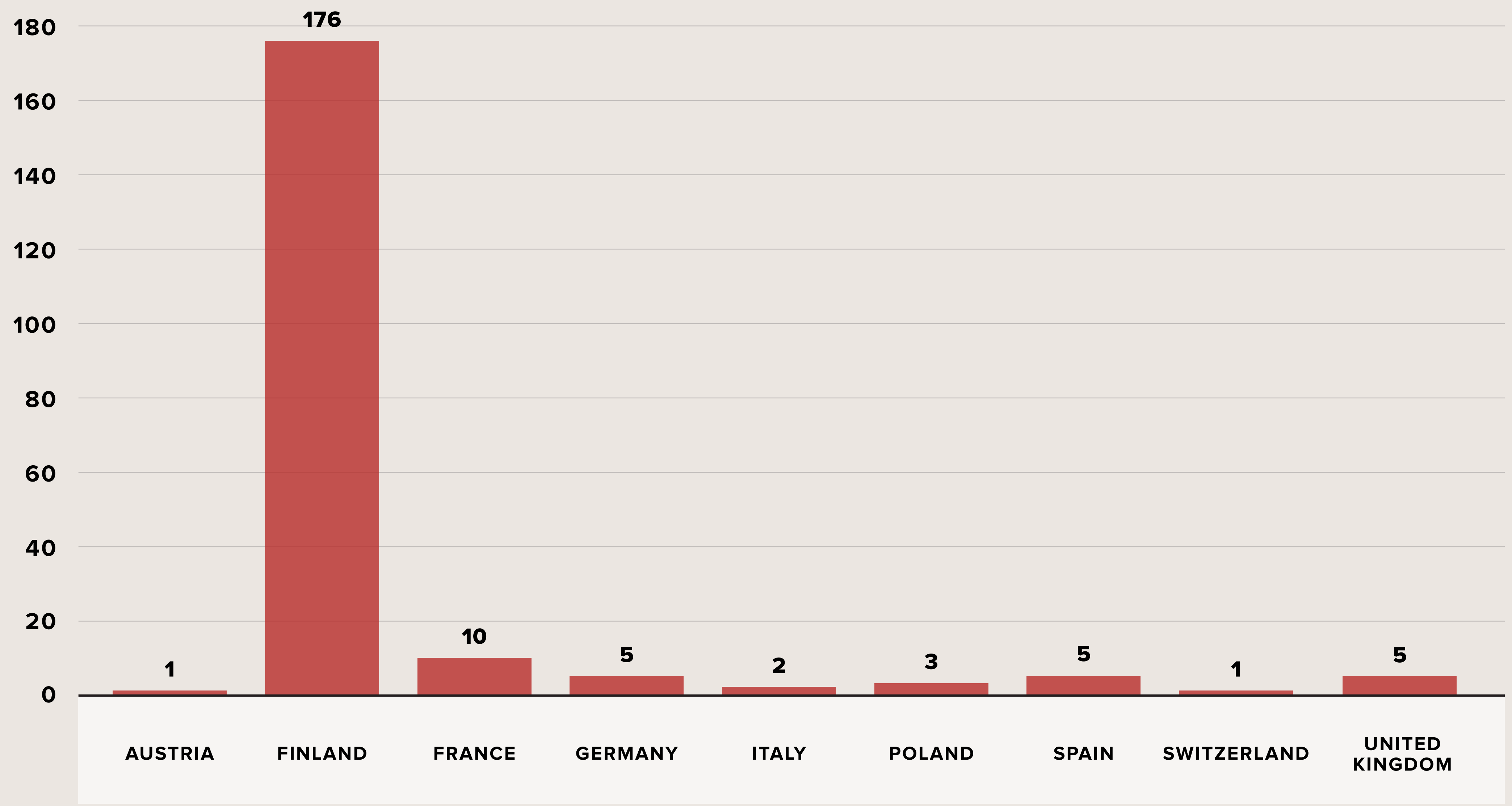
HR processes were reviewed as part of the ISO 9001 and ISO 14001 audits, contributing to improved process maturity and compliance. To support consistent and inclusive people practices, the onboarding process was further developed during the year, and digital HR tools were increasingly utilized across the employee lifecycle. These improvements supported clarity, efficiency and more consistent employee experience.

TURNOVER RATE	2025
Number of employees who left during the reporting period	36
Number of employees at the beginning of the reporting period	219
Number of employees at the end of the reporting period	208
Employee turnover rate [%] in the reporting period	16.9 %

RENUMERATION AND COLLECTIVE BARGAINING	2025
Percentage of employees receiving pay that is equal or above applicable minimum wage determined directly by the national minimum wage law or through a collective bargaining agreement (%)	100 %
Average gross hourly pay level of male employees	29.43 €
Average gross hourly pay level of female employees	29.45 €
Percentage gap in pay between the undertaking's female and male employees (%)	-0.07 %
Number of employees covered by collective bargaining agreements	175
Percentage of employees covered by collective bargaining agreements (%)	81.78 %

COUNTRY OF EMPLOYMENT CONTRACT

(Total number of employees = 208)



6.2 HEALTH AND SAFETY

Ensuring the safety of Suunto's employees is fundamental to our operations. Everyone has the right to a safe working environment.

We have a Safety Manager responsible for occupational health and safety, and we conduct occupational health and safety cooperation, in which representatives for both office and factory personnel are elected every two years.

Our employees receive training for emergency situations, and we also maintain a comprehensive rescue plan. In 2025, we strengthened occupational safety through regular occupational safety committee meetings and safety walks, as well as by training personnel, including reviewing emergency evacuation instructions. At the end of 2025, we also carried out a company-wide evacuation drill.

Chemical safety management, including regulatory updates and safety data sheets, is handled through the Ecobio Manager service, which is maintained by the responsible persons for each area.

We report near-miss incidents and occupational accidents. In 2025, four accidents occurred, three of which took place during work activities at the workplace and one during commuting. No accidents occurred during remote work.

Additionally, one near-miss incident occurred at the workplace. We have implemented corrective measures to prevent similar incidents in the future, and all reports are also reviewed by the occupational safety committee.

HEALTH AND SAFETY	2025
Number of recordable work-related accidents	3
Number of hours worked by one full-time employee	1 950
Total number of hours worked in a year by all employees	347 175
Rate of recordable work-related accidents in the reporting period	1.7
Number of fatalities as a result of work-related injuries and work-related ill health	0

6.3 DIVERSITY, EQUITY AND INCLUSION

Diversity, equity and inclusion (DEI) are core elements of Suunto's culture and responsible business practices. The company strives to provide a working environment where employees feel respected, treated fairly and able to be themselves at work.

In the annual Pulse survey of 2025, DEI indicators among office-based respondents remained strong. Employees reported a high ability to be themselves at work (4.35/5), and Suunto's respect for individuals and support for diversity received positive ratings (4.21/5). These results demonstrate a sense of inclusion, even during a period of changes.

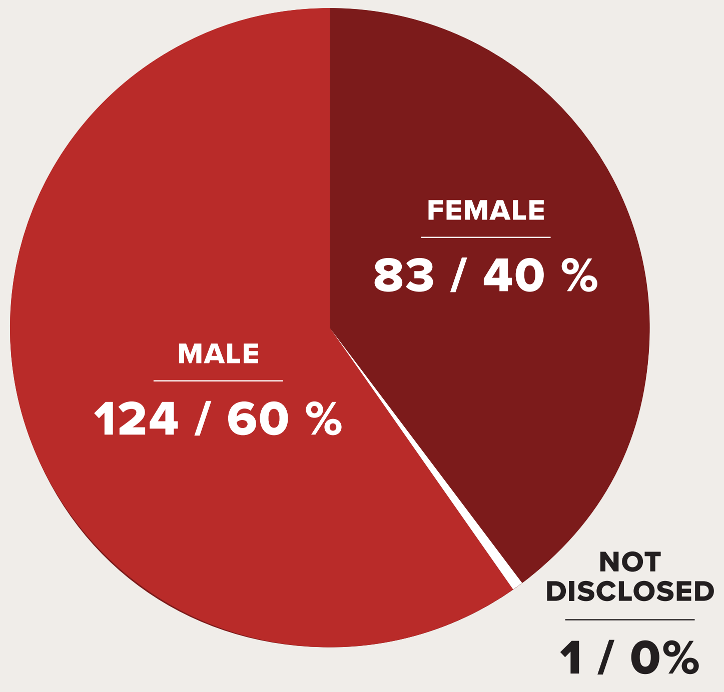
Suunto maintains zero tolerance towards harassment and discrimination. Reported experiences in the 2025 employee survey remained very limited. Clear and established processes are in place to address concerns promptly and appropriately, and whistleblowing channel is available to both internal and external stakeholders to safely report any suspected misconduct. DEI principles were included in the 2025 renewal of Suunto's values and Code of Conduct.

Suunto operates in a highly international environment, and employees represented 18 different nationalities in 2025. While operations span several countries, the majority of this national diversity is concentrated in Finland, where employees from a wide range of cultural backgrounds work alongside local teams. This diversity supports cross cultural collaboration and contributes to an inclusive working environment.

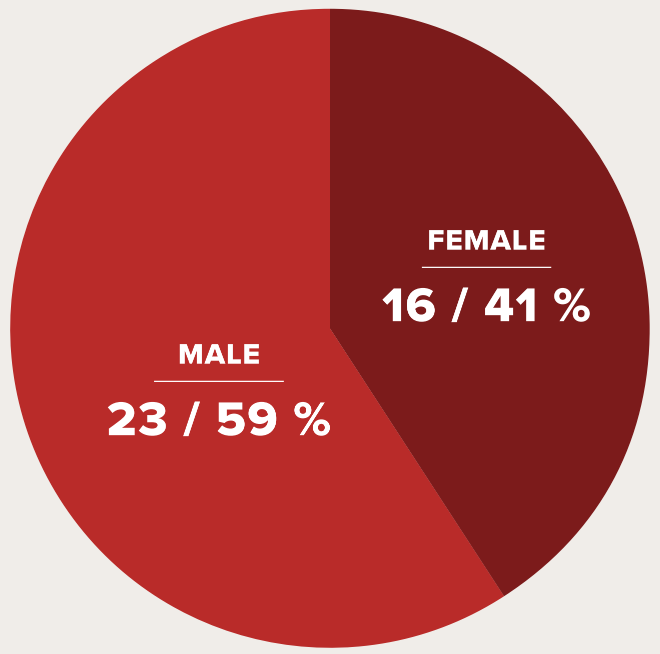
As of year-end 2025, Suunto's Leadership team comprised of five members, with three women and two men.

English continued to serve as Suunto's official working language, supporting collaboration across locations and enabling an inclusive, international working environment.

GENDER DISTRIBUTION



MANAGEMENT LEVEL GENDER DISTRIBUTION



FEMALE-TO-MALE RATIO AT MANAGEMENT LEVEL FOR THE REPORTING PERIOD

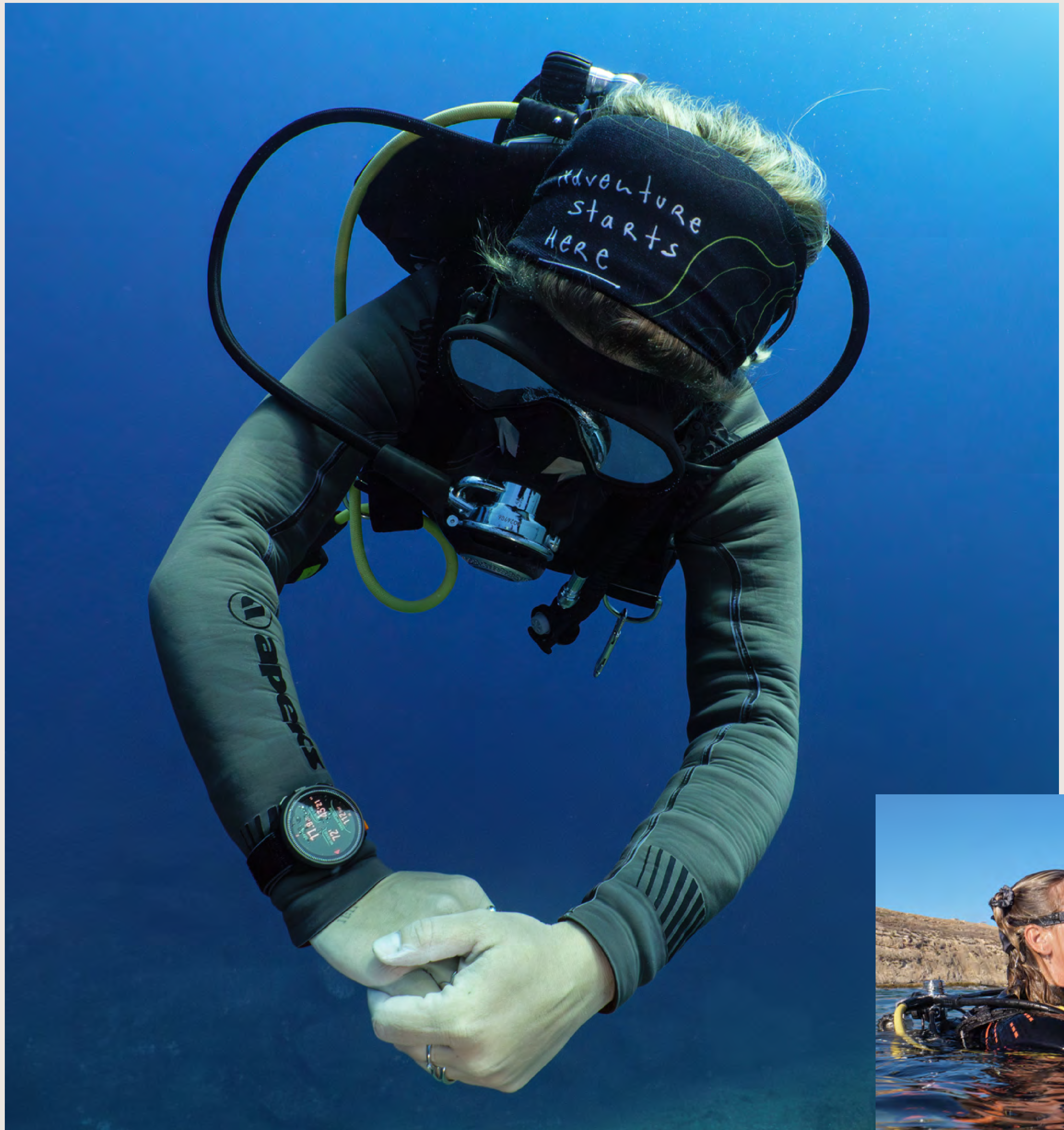
0.7

7 GOVERNANCE METRICS

7.1 GOVERNANCE AT SUUNTO

Suunto's management is dedicated to promoting a responsible and compliant operating culture. The company's commitment to good governance, along with its social and environmental responsibilities, forms the foundation for long-term value creation and stable business operations, making them essential for success. Good governance is vital for building trust and transparency among our customers, partners, end-users, employees, and the broader public. Good governance is not only about compliance but also about creating a culture of integrity and accountability that benefits all stakeholders.

Suunto's heritage, strong brand, and the trust of our stakeholders are incredibly important for us. We are devoted to ethical operations to preserve these assets. The company policies supporting our daily business activities and relations are presented in chapter 4.



7.2 ANTI-BRIBERY AND ANTI-CORRUPTION

Suunto maintains a zero-tolerance stance towards any form of bribery and corruption within our operations or business relations. We have identified potential risks and established a clear, written policy on anti-bribery and anti-corruption, which has been approved by the company leadership. This policy outlines the principles, roles, and responsibilities associated with preventing bribery and corruption. It has been communicated to all employees, customers, and partners. Anti-bribery and anti-corruption are also included in our Code of Conduct, which was renewed in 2025 and all employees were guided to familiarise with it.

During the reporting period, the company had no convictions and no fines related to violations of anti-corruption or anti-bribery laws.

7.3 DIGITAL RESPONSIBILITY

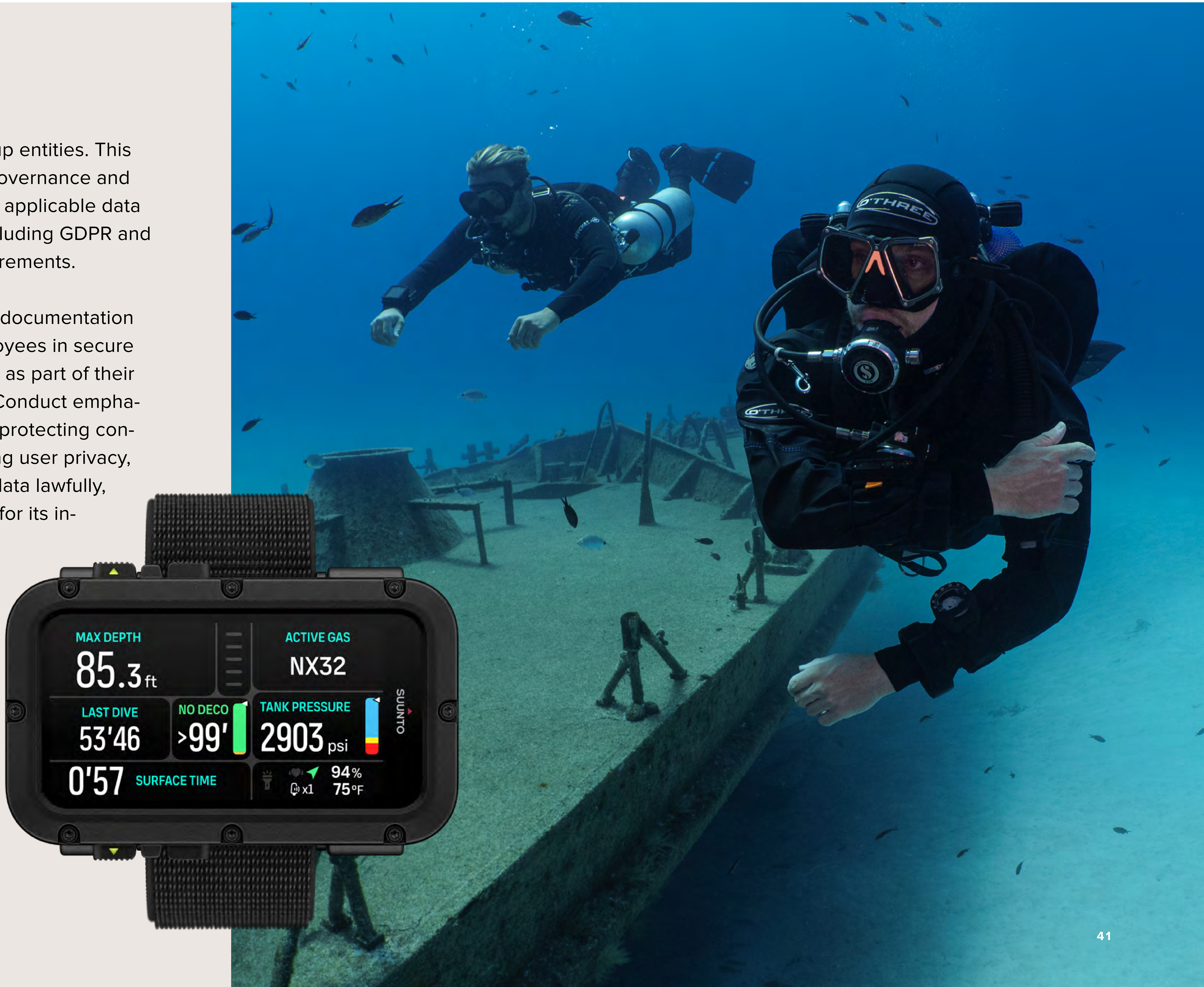
In 2025, we continued to strengthen our practices on digital responsibility by further embedding data protection, transparency, and accountable governance into our global operations. Our approach remained focused on safeguarding personal data, maintaining trust, and ensuring responsible use of digital systems across jurisdictions.

We continued to operate our reporting mechanisms aligned with the EU Digital Services Act (DSA), supporting the identification and handling of potential digital risks and reinforcing platform accountability. Our Responsible Disclosure Policy remained in place throughout the year, providing a structured and secure channel for external stakeholders to report potential security vulnerabilities and supporting the resilience of our digital systems.

During the year, we further applied and clarified our intra group data responsibility framework, ensuring that roles and responsibilities for data collection, processing, and protection are clearly defined and consistently implemented across group entities. This supports effective data governance and ongoing compliance with applicable data protection legislation, including GDPR and other relevant local requirements.

Our internal data privacy documentation continued to guide employees in secure and ethical data handling as part of their daily work. Our Code of Conduct emphasizes our commitment to protecting consumer data and respecting user privacy, for processing personal data lawfully, confidentially, and solely for its intended purposes.

Digital responsibility remains an integral and continuously developing element of our corporate governance, supporting a secure digital environment for our customers, partners, and other stakeholders.



VSME DISCLOSURE INDEX 1/2

VSME DISCLOSURE INDEX 2/2

VSME DISCLOSURE INDEX		CHAPTER	OMISSIONS	PAGE
COMPREHENSIVE MODULE				
GENERAL INFORMATION				
C1	**Strategy: Business model and sustainability-related initiatives**	Chapter 4		16-17
C2	**Description of practices, policies and future initiatives for transitioning towards a more sustainable economy**	Chapter 4		15
ENVIRONMENTAL METRICS				
	Consideration when reporting on GHG emissions under B3 (Basic Module)	Chapter 5		24-26
C3	**GHG reduction targets and climate transition**	–	No formal targets set; targets will be developed in 2026 in alignment with SBTi.	–
C4	**Climate risks**	–	Climate risks to be assessed in 2026 in the context of SBTi target-setting.	–
SOCIAL METRICS				
C5	**Additional (general) workforce characteristics**	–	During the reporting period, the company did not report self-employed workers without personnel working exclusively for the undertaking or temporary workers provided by undertakings primarily engaged in employment activities.	–
C6	**Additional own workforce information – Human rights policies and processes**	Chapter 4		18, 21
C7	**Severe negative human rights incidents**	Chapter 4		18
GOVERNANCE METRICS				
C8	**Revenues from certain sectors and exclusion from EU reference benchmarks**	Not material for Suunto	Suunto Oy does not operate in controversial sectors related to weapons, tobacco, fossil fuels, or pesticide and agrochemical production and does not generate revenues from such activities.	–
C9	**Gender diversity ratio in governance bodies**	Chapter 6		38


SUUNTO
WWW.SUUNTO.COM/SUSTAINABILITY