

Into the Wild Green

SUSTAINABILITY STORY 2026



About this Sustainability Story

Just so there's no confusion – all the numbers and insights in this sustainability story are from 2025. Sure, we're in 2026 now, but this is all about what we achieved last year. Let's dive into the highlights of our sustainability journey!



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A Responsibility Rooted in the Forest

Climate change is one of the greatest challenges of our time, and businesses have an important role to play in the transition to a low-carbon future. Research shows that global greenhouse gas emissions must be reduced by around 50% by 2030 and reach net zero by 2050 to limit global warming.

As part of our commitment through the SME Climate Hub, Pinewood has adopted climate targets aligned with this ambition. Using 2024 as our baseline year, we have established Scope 1 and Scope 2 emissions baselines and set reduction targets to guide our progress. During 2025, we also initiated the mapping of Scope 3 emissions, starting with transportation and distribution.

Over the past few years, we have invested in solar energy, renewable electricity, charging infrastructure, and the gradual electrification of our company vehicle fleet. These initiatives form the foundation of our climate transition.

Our next step is to further strengthen our climate strategy by reducing emissions across our value chain, where the majority of our climate impact occurs. We see this transition as a natural part of building a stronger Pinewood for the future and creating long-term value for customers, employees, and future generations.

This Sustainability Story highlights the steps we have taken during the past year, the lessons we have learned, and the areas where we continue to improve.

Thank you for following our journey.

Andreas Esbjörnsson

CEO, Pinewood



The Pinewood Story

Pinewood is a family-owned company from Småland, born in the forest and raised with fresh air in our lungs. Since 1996, we've been creating clothing and gear for those who love to hike, hunt, fish, and spend time with their four-legged friends – helping more people embrace an active lifestyle that promotes well-being.

Our heart beats in Värnamo, where the forest starts at our doorstep and inspiration never runs dry. Every garment is sketched, tested, and fine-tuned with persistence, curiosity, and a good dose of Småland ingenuity. We do things properly – so they last.

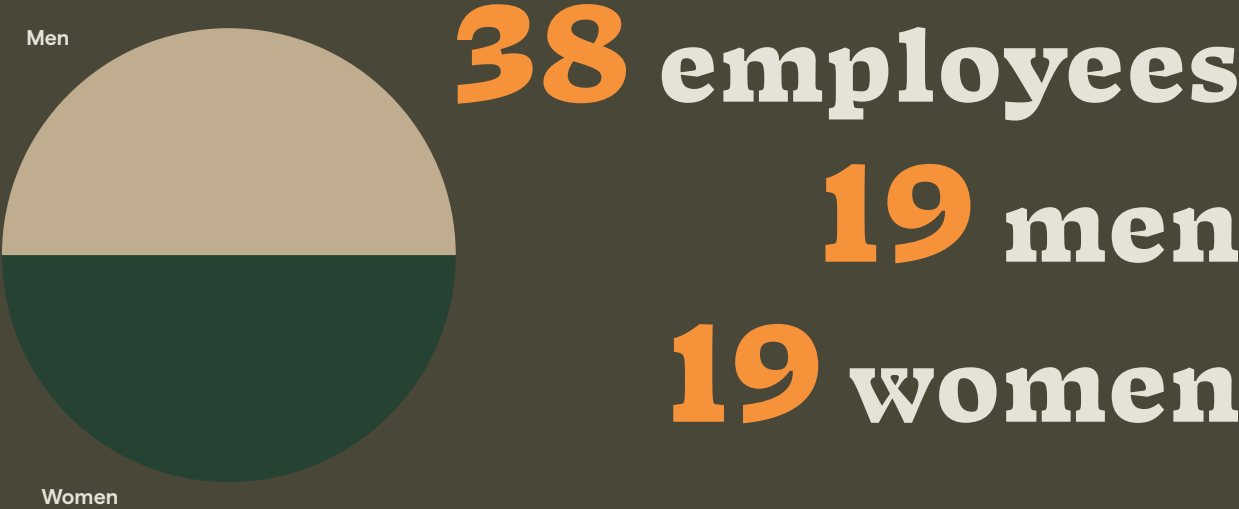
Our goal? To make nature the go-to meeting place, whether it's a quick cof-

fee in a sunny clearing or a full day out in the rain with your best friends. With us, you should feel safe, free, and comfortable – every day, in every season, in any weather.

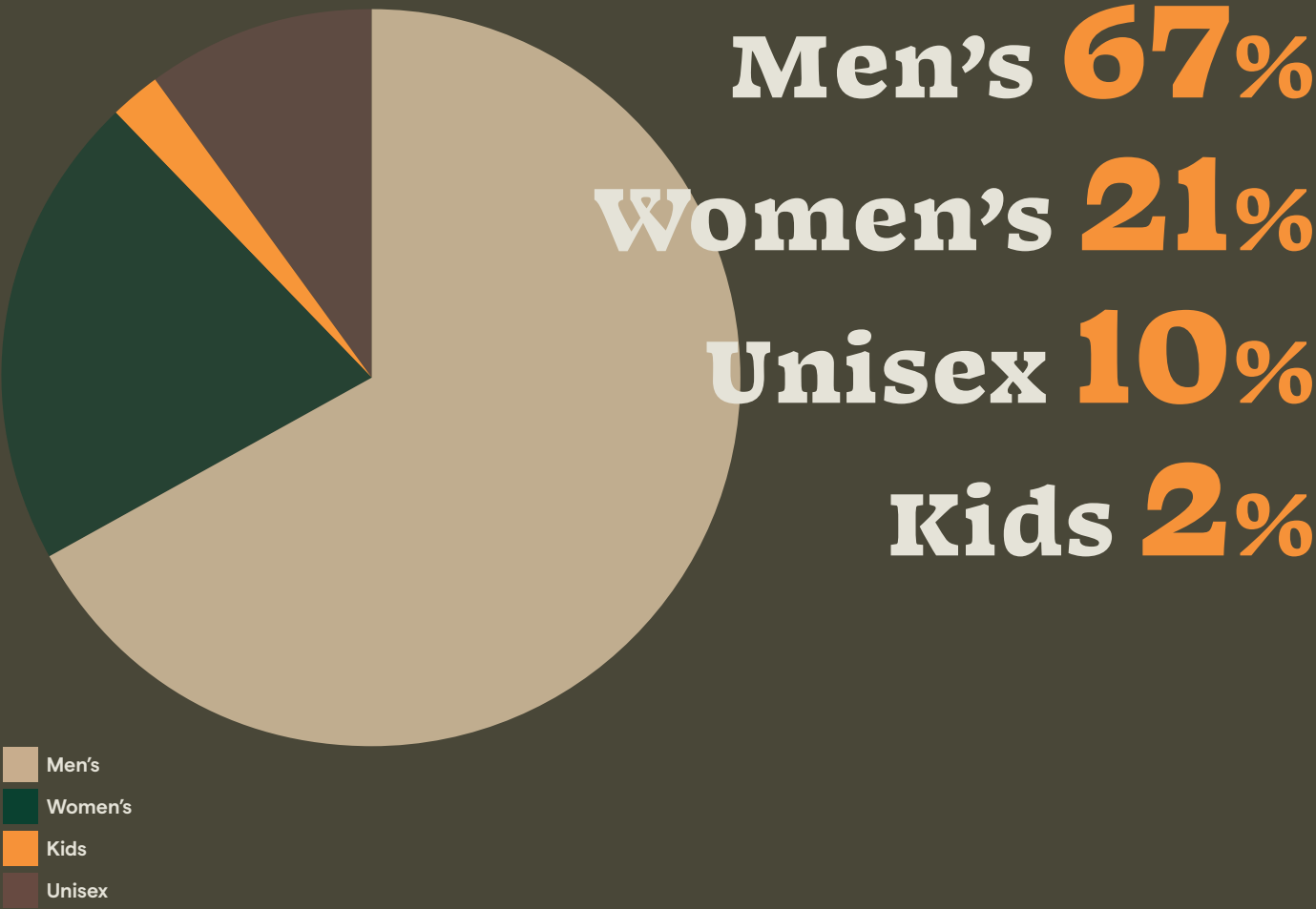
We believe in simplicity, honesty, and thinking long-term – because good choices should be as natural as breathing in fresh forest air. Taking responsibility for our impact isn't just a checkbox; it's woven into everything we do. From carefully chosen materials to smarter production methods, we want to make sure every step forward is one that respects nature. Just like packing extra socks for a hike, it's about being prepared, thinking ahead, and making sure what we leave behind is something we can be proud of.

Pinewood in Numbers 2025

Markets
38



Sales by Gender



EU Green Deal

The Green Deal is the EU's plan to become climate-neutral by 2050. The European consumption of textiles has the fourth largest impact on the environment and climate change, following food, housing, and transportation. The goal is to transition from a linear to a circular economy, and for this to succeed, companies must undergo green transformations.

Currently, the textile industry lacks infrastructure for on-site recycling, but with the Green Deal, the plan is to extend the lifespan of products and ensure that all textile garments are recycled according to the Waste Hierarchy. All products sold within the EU will be mapped with a product passport. This passport will provide authorities and consumers with information about the materials, processes, CO₂ emissions, manufacturing methods, transportation, and recycling instructions.

A garment consists of an extremely high number of components, and the work on the product passport has made us at Pinewood realize the importance of working more directly with material suppliers. By reducing the number of intermediaries, we gain better insight into the processes and can ensure that the right materials are used. Material production occurs in multiple stages – from spinning to weaving/knitting to dyeing

– and each step affects the environment. We strive to collaborate with vertical suppliers that manage the entire production chain, as this provides us with better control and transparency. The deeper we can go in the value chain, the greater our ability to ensure that the right processes are implemented.

“The smallest environmental impact comes from wearing a garment for a long time. That’s why we consider longevity from the design stage.”

We acknowledge that our value chain is complex and that there is room for improvement. We must rethink and find new ways to develop our products. In 2025, we have started to increase our supplier requirements and gradually phase out those who do not meet them. At the same time, we are actively working to find new partnerships and solutions. Every department within the company will be affected, and we must work together to transition successfully. Long-term sustainability is our focus.

– The smallest environmental impact comes from wearing a garment for a long time. That’s why we consider longevity from the design stage. It’s important to think carefully about purpose and use. Pinewood is committed to long-term sustainability, not fast fashion. Thoughtfully curated collections with timeless garments that pair well with other pieces in our assortment. For us, it’s essential to create products that are meant to be used – frequently and for a long time. If they remain in the closet, they serve no purpose, and valuable resources have been wasted for nothing, says Isabel Turesson, Sustainability manager at Pinewood.



Isabel Turesson

Sustainability manager, Pinewood

Mission

**Making people
feel more at
home in the
outdoors**



Core Values

Passionate

Working with passion helps us to be more professional – and always stay playful.

Honest

Say how it is. Honesty lasts the longest and builds credibility and attraction.

Confident

If we keep it simple and believe in our way of doing things, we will become a magnet that draws like-minded people to us.

Durable

We don't innovate for the sake of innovation. We focus on the most important thing – to be durable.



THIS IS A SWEDISH
FALUKORV

KAFFE

Global Goals: We tackle the world's to-do List



THE GLOBAL GOALS
For Sustainable Development

The United Nations Sustainable Development Goals (UN SDGs), also referred to as Agenda 2030, is a global framework aimed at all countries, companies and individuals with the goal to end extreme poverty, fight inequality and injustice, and protect our planet from harm.

The 17 Goals are meant to act as guidance and inspiration for us to change our ways for the better.

At Pinewood we are committed to take responsibility and have selected three global goals that form the basis of our sustainability work. We believe that these three goals are most relevant to us and our business.

- Good health and well-being (UN Goal No. 3)
- Decent working conditions and economic growth (UN Goal No. 8)
- Sustainable consumption and production (UN Goal No. 12)



Our Priorities Within the 17 SGDs



Reduce illnesses and death from hazardous chemicals and pollution (3.9)

By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination with developed countries taking the lead.

How Pinewood works with this sub-goal

- Clearer chemical requirements for suppliers/factories
- Complies with EU chemical legislation, REACH
- Increase the proportion of products that are more sustainable



Improve resource efficiency in consumption and production (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.

End modern slavery, trafficking and child labour (8.7)

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

How Pinewood works with this sub-goal

- Pinewood is actively working on goal 8.7 through amfori BSCI



Sustainable management and use of natural resources (12.2)

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

Responsible management of chemicals and waste (12.4)

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

How Pinewood works with this sub-goal

- Clearer chemical requirements for suppliers
- Complies with EU chemical legislation, REACH

Sustainability Key Initiatives



Climate – Our Journey Towards Net Zero

The purpose of this reporting is to increase the understanding of what is driving the company’s greenhouse gas emissions and set targets to reduce them on the journey towards net zero.

In 2025, we made an official climate commitment to reduce our greenhouse gas emissions by 2030, achieve net zero by 2050 at the latest, and report our progress annually. Using 2024 as our baseline year, we have established Scope 1 and Scope 2 emissions base-lines and set reduction targets to guide our progress.

To achieve these goals, our long-term focus is on reducing emissions from our own operations (Scope 1 and Scope 2) through energy efficiency improvements, increased electrification, and the use of renewable energy sources. Through continuous investments and operational improvements, we are working to gradually lower the climate impact of our facilities, energy con-

sumption, and company vehicle fleet. At the same time, we are strengthening our understanding of emissions across our value chain to identify future reduction opportunities beyond our direct operations.

In connection with this, we have joined the SME Climate Hub, an initiative focused on climate calculations that aims to support and assist all members in their work. This initiative is fully aligned with the EU Green Deal, our customers’ expectations, and our ambition to be a responsible player in the outdoor and textile industry.

This climate report has been developed in accordance with the GHG protocol corporate standard covers Pinewood’s scope 1 and scope 2 emissions for the year 2024 and 2025. The GHG protocol defines emissions into three scopes; scope 1, scope 2 and scope 3. Total greenhouse gas emissions are quantified in carbon dioxide equivalents (CO₂e), which takes into consideration that different greenhouse gases have different global warming factors. The emissions factors come from DEFRA, supplemented with specific emissions factors when significant.

Greener Car Policy

At Pinewood, we are committed to reducing the climate impact of our operations. As part of this effort, we have introduced a new company car policy and started replacing fossil-fueled company cars with fully electric vehicles where practically possible. Our long-term ambition is to continue the transition towards a more electrified company fleet over time.

To support this transition, we have invested in 32 charging stations at our headquarters, making it easier for employees to charge their vehicles and contribute to a more fossil-free future.

Solar Energy System

The installation of solar panels at our headquarters in 2021 marked an important milestone in our sustainability journey. By producing renewable electricity on-site, we reduce emissions associated with our operations and strengthen our commitment to long-term environmental responsibility.



Actions Taken

✓ FLEET TRANSITION

Transitioned from fossil fuel-powered company vehicles to electric vehicles and plug-in hybrid electric vehicles

✓ RENEWABLE POWER

Purchased 100% renewable electricity for headquarters and warehouse operations

✓ SOLAR PANELS

Installed solar panels on the roof of the headquarters and warehouse in 2021

✓ EV CHARGING

Installed electric vehicle charging stations at headquarters in 2024

Future

LOW-EMISSION FLEET

Continue the transition to a low-emission vehicle fleet

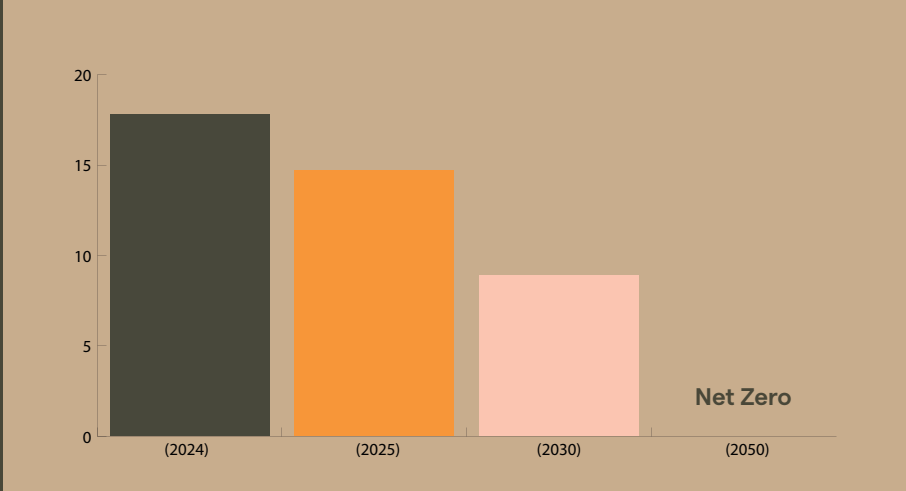
SUPPLIER DATA

Strengthen collaboration with suppliers to improve climate data quality and transparency

SCOPE 3

Continue mapping and assessing Scope 3 emissions across the value chain to identify key emission hotspots and reduction opportunities

Scope 1 & 2
-17,4%
Lowered CO₂e
emissions



Area	Base year	Baseline value	2025	2030	2050
Scope 1	2024	17,8 tonnes CO ₂ e	-17,4 %	-50 %	Net Zero
Scope 2	2024	0 tonnes CO ₂ e	Maintain 0	Maintain 0	Net Zero
Scope 3	Will follow once mapping is complete and clear targets have been set.				

Scope 1 - Direct

Scope 1 emissions are direct emissions from company-owned and controlled resources. Scope 1 includes the emissions from our company vehicles. In 2021 we installed a solar energy system at our headquarters in Värnamo; a renewable energy source that helps us reduce our carbon footprint.



Company facilities



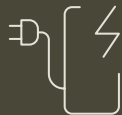
Company vehicles

2025 Total Scope 1 CO₂e emissions (tonnes): 14,7

2024 Total Scope 1 CO₂e emissions (tonnes): 17,8

Scope 2 - Indirect

Scope 2 covers indirect emissions associated with purchased electricity consumed by our operations. Pinewood purchases 100% renewable electricity for its headquarters in Sweden, which means our market-based Scope 2 emissions are reported as zero tonnes CO₂e.



Purchased electricity, steam and cooling for own use

2025 Total Scope 2 CO₂e emissions (tonnes) market-based: 0

2024 Total Scope 2 CO₂e emissions (tonnes) market-based: 0

Scope 3 - Indirect

Scope 3 includes indirect emissions that occur throughout the value chain but are not owned or directly controlled by Pinewood. These emissions include impacts associated with the production of materials and products, as well as transportation and distribution before products reach our own operations.

In 2025, we began mapping our Scope 3 emissions, starting with transportation and distribution of purchased goods from suppliers to our warehouse. The data currently covers approximately 95% of all inbound transportation to our warehouse, providing us with a strong foundation for understanding and reducing emissions within our supply chain.

For many companies, Scope 3 is the most complex category to measure due to the large number of actors and processes involved across the value chain. Building a complete and accurate picture requires close collaboration with suppliers, logistics partners, and other stakeholders. While our work is still ongoing, this mapping marks an important step towards greater transparency and a better understanding of our overall climate impact.



Purchased goods and services



Capital goods



Fuel & energy related



Transportation & distribution



Waste from operations



Business travel



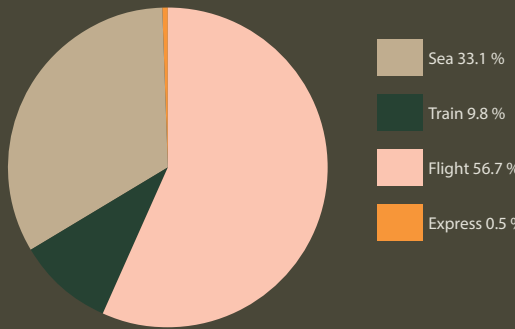
Employee commute



Leased assets

Upstream activities

Transportation & distribution CO₂e emissions (tonnes): Total: 172,5 (Flight 97,7; Train 16,8; Sea 57,0; Express flight 0,8)



Scope 3 - Indirect



Investments



Franchises



Leased assets



End-of-life treatment of sold products



Use of sold product



Processing of sold products



Transportation & distribution

Downstream activities

Material & Technologies

Our ambition is to use more durable materials and by gradually improving quality we secure a better longevity in our products. We only use water repellent impregnations that are PFC-free* and we work consistently to increase our use of recycled materials.

We require all material suppliers to at least comply with the EU's chemical legislation. We are a member of amfori BSCI, the leading global business organization for open and sustainable trade, and encourage our suppliers to be amfori BSCI audited for fair and safe working conditions. We are constantly developing new ways to be better, more transparent and fair at all levels.

Our ambition is to constantly get better, and our work never stops. Below are some examples of what we have achieved so far.

Fluorocarbon-free products

Since years now, we have switched to fluorocarbon-free impregnation on all of our fabrics. Fluorocarbons are difficult to handle and take a long time for nature to break down. Fluorocarbons have also been shown to be able to affect the immune system, to be endocrine disruptors, and are suspected of being carcinogenic in humans but also in other mammals.

Bionic-Finish® Eco

We work with Bionic-finish Eco® - a fluorocarbon PFC-free* water repellent treatment that helps keep the outer fabric of functional garments dry. The treatment ensures that the garment retains its breathability and original weight, regardless of whether it is with or without a membrane.

**No intentionally added PFAS*

Polycotton The Base of Pinewood

Since 2022 the virgin polyesters are gradually exchanged into recycled polyesters supplied by Repreve® which are producing polyester yarns from recycled PET bottles.

Since 1997 we have supplied functional products made in a mix of polyesters and cotton. Within the Pinewood world it is our base, it is our TC-range. A unique construction of double twisted yarns resulting in a versatile and durable fabric suitable for a multitude of consumer activities, weather and climates.

TC-Lite

Soft to the touch and constructed for high air permeability and hardwearing.

TC-1200

Double-coated fabric from both the inside and outside. Extra hardwearing and windproof.

TC-Stretch

Our popular TC-Lite with elastane giving added stretching features.

TC-Wax

A versatile fabric with added wax treatment for higher durability, water repellency and windproofness.

Durable Fibres

We define durable materials as fabrics that have documented lower environmental impact, are from a recycled or renewable resource, organic or in other ways certified fabrics.



Recycled polyester

Man-made fibre

Polyester yarns made from recycled PET-bottles.

Benefits: Strong, durable, fast drying. Lower carbon footprint than virgin polyester.

Hemp

Natural fibre

The hemp plant is naturally resistant to pests, fungi and diseases which means no or less herbicides or pesticides are needed. When the plant is grown it also needs very little water and requires no fertilizers.

Benefits: Strong, durable, fast drying. Lower carbon footprint than virgin polyester.

Organic cotton

Natural fibre

Grown without using toxic and persistent pesticides and synthetic fertilizers.

Benefits: Soft, breathable, biodegradable and renewable fibre.

Biosynthetics

Man-made fibre

Ultramid® Biomass Balance Polyamide. 100% Bio-mass nylon fabric made from castor oil and organic waste.

Benefits: Bio-based fibre, not fossils, renewable fibre. Lower carbon footprint than conventional polyamide, 3 x less green house gas emissions.

Recycled cotton

Natural fibre

Recycled cotton fabrics use pre- and post consumer waste and less virgin cotton. It reduces the negative impacts of cotton farming, like water consumption, CO₂ emissions, intensive land use, and gives a new life to textile waste.

Benefits: Soft, breathable, biodegradable and renewable fibre. Reduces usage of natural resources, reduces consumption of water and chemicals.

Recycled polyamide

Man-made fibre

Recycled polyamide from pre- and post-consumer waste. Post-consumer usually comes from used and discarded products as well as fishing nets collected from the ocean.

Benefits: Strong, durable, fast drying. Good for outdoor clothes. Lower carbon footprint than virgin polyamide.

Wool

Natural fibre

Wool fibre from animals, sheep.

Benefits: Natural warmth and water repellency. Natural and breathable. Renewable and bio-degradable fibre, "self cleaning".

Linen (Flax)

Natural fibre

Flax is a bast fibre and fast and easy growing. In the growing process it requires few chemicals.

Benefits: Durable, natural and breathable, biodegradable and renewable fibre, fast growing.



Get Woolly Wild with lavalan®

The future of outdoor gear is here: lavalan® – Swedish wool insulation for durable adventures all year round.

Pinewood proudly presents our first products with lavalan® wool insulation. This material stands out as a durable and high-performing alternative to synthetic fibres or down. Crafted from virgin wool and corn, this insulation is natural and renewable. Wool's exceptional breathability ensures consistent warmth and regulates body temperature effectively, making it ideal for various climates. Additionally, its natural ability to neutralize odours contributes to longer use without unnecessary washing. Wool warms even when damp and can absorb up to 36 % of its own weight in moisture without feeling wet. This makes lavalan® the perfect insulation material for outdoor adventures in both summer and winter climate.

The wool for lavalan® made from Swedish wool comes from Gotland and the southern Swedish mainland. Sheep farming here is very traditional. The farms operate on a small scale and serves to preserve the landscape, and practices such as mulesing are prohibited. The collection and sorting are carried out by the company Ullkontoret and its owners Jenny and Hans, who have made it their mission to give Swedish wool back the value it deserves. Before there has often been no use for the wool. A key feature of Swedish wool-based lavalan® is that it undergoes washing directly in Sweden. This approach not only supports the local economy but also minimizes environmental impact by reducing transportation. The Swedish wool, once washed and baled, is transformed into lavalan® insulation by the family-run company Baur Vliesstoffe in Dinkelsbühl, Germany.

lavalan®
THE WOOL INSULATION

Made from
**Swedish
wool**


Pinewood's introduction of lavalan® wool insulation marks a significant step towards more responsible outdoor gear. By utilizing Swedish wool, Pinewood not only supports traditional sheep farming practices but also promotes a local production process. This collaboration between Swedish farmers, Ullkontoret, and Baur Vliesstoffe underscores Pinewood's commitment to quality, durability, and innovation. Whether you're exploring winter landscapes or embarking on summer adventures, you can trust that with lavalan® insulation, you are well-equipped for any journey.

The Dyeing System of the Future

e.dye® is an environmentally friendly and sustainable system for dyeing textiles. It is a waterless dyeing system where the dye is integrated directly into the fibres before they are spun into yarn.

The current industrial process for dyeing fabric uses water, chemicals and high heat. It was created 250 years ago to dye cotton and wool but is not adapted for synthetic fibres. e.dye® is an innovative and more efficient way of dyeing textiles and is in line with today's demands for sustainability.

Conventional dyeing processes use 22 litres of water to dye 2 metres of fabric, while e.dye® does not use a single drop. In addition to saving water, the e.dye® process requires less energy consumption, reduces CO₂ emissions and uses less chemicals compared to traditional processes.



No colour variations

Because the dye is inside the yarn, as opposed to the outside as with the traditional dyeing processes that uses water, the e.dye® colour is permanent. This means that the colours do not fade or bleed on to adjacent colours when washed. In addition to significant water savings, e.dye® products have a superior finish and a wider colour range with over 5000 colours.

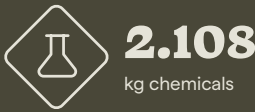
The colours have been developed with mathematically derived pigment and dye formulas. This allows e.dye® to recreate the exact same colour over and over again, from prototype to bulk production. The colour you see in the sample is the same as you will see in the fabric. This is not the case with any other conventional colouring system, where there is a greater chance of colour variation. e.dye® has scientifically reduced that risk with its industrial colour production process.



For each garment in our Småland Forest range we produce, we save about 50 litres of water, while using 50% less energy and reducing CO₂ emissions with over 60%.

A big step forward in our long-term environmental sustainability work!

In total we have saved:



The environmental footprint figure was calculated based on EPD-S-P-01440 with its average material which is the comparison between dope dye and water dye process.

TENCEL™

From Wood to Clothing

TENCEL™ fibres have a high breathability and make the fabric 20% cooler than e.g., wool. The fibres also have a high moisture absorption capacity, the same level as wool. TENCEL™ is also minimally static and soft to the touch and skin. Unlike cotton, polyester, and synthetics, TENCEL™ is a hostile environment for bacteria. The fabric contains nanofibrils that act as a network of canals that conduct moisture away from the surface. When the fibres absorb moisture it makes it difficult for bacteria to grow on the fabric as the fibre surface stays dry during higher activity or humidity. Studies have shown that TENCEL™ fibres reduce odour formation. The fabric was tested with armpit patches during both in- and outdoor training and the difference was noticeable.

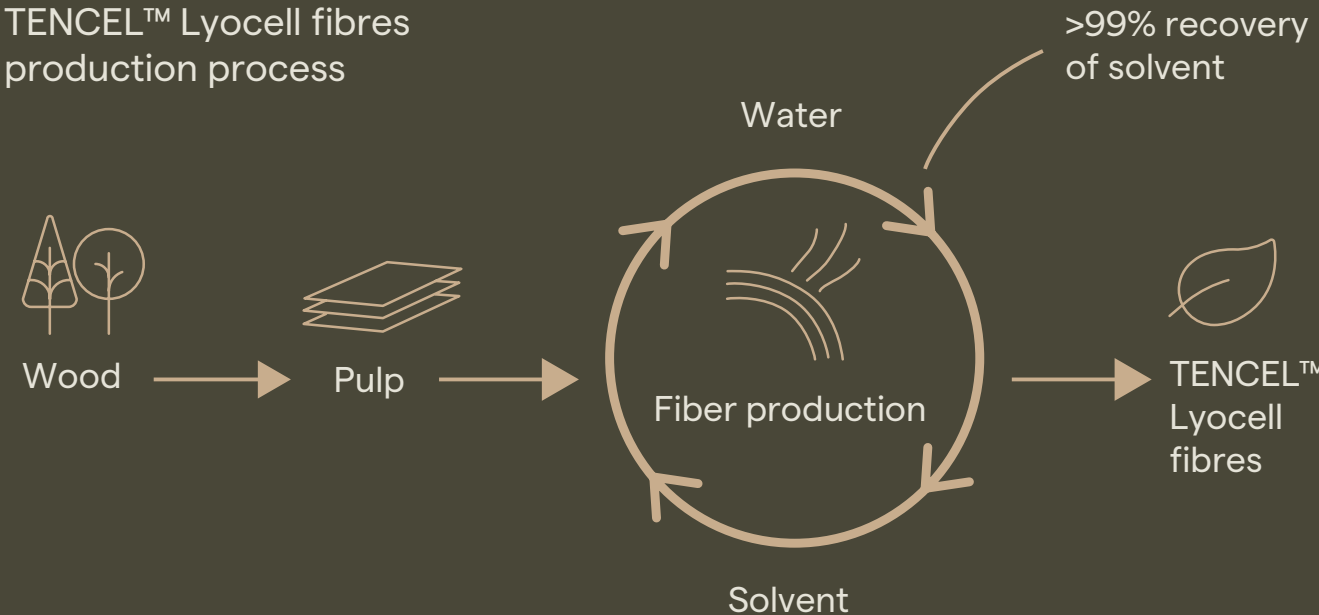
Lowest environmental impact

TENCEL™ is made from wood from natural forests as well as sustainable forest plantations. It has gained high reputation for its environmentally responsible manufacturing process that recycles water and reuses the solvent with a recovery rate of 99%. Compared to ordinary lyocell, viscose and cotton, TENCEL™ has the lowest environmental impact, a whole six times lower than cotton. Our Nydala Grouse shirt contains TENCEL™. It is soft, easy to care for and has a practical hidden buttoning. It's just as suitable for hunting as for other outdoor activities and is available in both men's and women's.

Many advantages

TENCEL™ is interesting as it is extracted from cellulose and comes from certified forestry, which suits us well as we are a brand that protects the forests. TENCEL™ has many advantages as it feels soft and comfortable against the body and transports moisture, which is important for us as an outdoor brand. TENCEL™ is also produced in a closed system, so compared to viscose it has many advantages from a sustainability perspective, it means that you can recycle the chemicals used and that toxic chemicals aren't released into nature.

TENCEL™ Lyocell fibres production process





OEKO-TEX® Standard 100

OEKO-TEX® Standard 100 is a global labelling scale that limit values for known harmful chemical substances. Despite previous European chemical legislation, OEKO-TEX® Standard 100 have higher demands on many of these substances and also puts their own boundaries on multiple dangerous substances that are not yet part of the legislation.

A product can be certified in four different product grades, that are based on the person who is meant to wear the product and how close to the skin the product will come into contact. It requires that all parts of the product meet the set standards in order for it to fulfil the demands for a certain grade.

When applying for a certification, this is controlled by an authorized test institute, and they might also do unannounced spot-checks to make sure that the products are fulfilling the demands. Since every product receives a unique certificate number marked on the product, you can check that the label is valid at the OEKO-TEX® website www.oeko-tex.com. Several of the Pine-wood products meet the OEKO-TEX® Standard 100 demands, and these are marked with a hangtag and a label at the fabric care label.

We are constantly working with developing this assortment.

OEKO-TEX® STANDARD 100

This garment is produced in accordance with OEKO-TEX® STANDARD 100 and has been tested for harmful substances. This means that every component of this garment, i.e. every thread, button and other accessory, has been tested for harmful substances.



Did you know
it takes over
11,000 l
of fresh water to grow
1 kg of cotton?



Save Water Collection

Our “Save Water” collection is made of recycled fabric from Pure Waste®. This production process uses 99 % less water and 50 % less carbon dioxide emissions than similar fabrics.

The products are made from recycled materials, where the cotton – making up 60% – comes entirely from textile

scraps, also known as “leftover scraps” from clothing production. The remaining 40% consists of recycled polyester made from PET bottles, meaning no virgin raw materials have been used – to reduce resource consumption and make use of what would otherwise go to waste.

Pure Waste® is a Finnish company breaking new ground in textile recycling. This is one step for us at Pinewood trying to change how we affect the nature, for next generation.

Read and learn more about Pure Waste at purewaste.com.



By choosing Pure Waste we have in 2025 managed to reduce our footprint by



7,062,300

litres of water

That's equal to the basic daily water requirements of

94,164 people



4,956

kg CO₂ emissions

This equals to average CO₂ emissions of driving an average size passenger car.

35,578 km

Numbers calculated via impactreport.app/purewaste.

Together we can Make a Change

Since 2016 Pinewood AB is a member of the amfori BSCI, an organization that helps us improve our social work in our supply chains. Our membership in amfori helps us connect with other companies and together we can make a bigger impact and achieve better and safer working conditions in our supply chain. For sustainable development,

we all need to work together – companies, governments, authorities, manufacturers, suppliers, distributors and customers. amfori BSCI currently has over 2,000 members. All members are auditing according to the same Code of Conduct. The amfori BSCI Code of Conduct refers to international conventions such as the Universal Declaration of Hu-

man Rights, the Children’s Rights and Business Principles, UN Guiding Principles for Business and Human Rights, OECD Guidelines, UN Global Compact, and International Labour Organization (ILO) Conventions and Recommendations relevant to improve working conditions in the supply chain.



amfori BSCI Code of Conduct
Our enterprise agrees to respect the following labour principles set out in the amfori BSCI Code of Conduct.

amfori BSCI Principles
 The Rights of Freedom of Association and Collective Bargaining
Our enterprise respects the right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.

Ethical business behaviour
Our enterprise does not tolerate any acts of corruption, extortion, bribery or kickbacks.

Fair remuneration
Our enterprise respects the right of workers to receive fair remuneration.

Occupational health and safety
Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.

Special protection for young workers
Our enterprise provides special protection to any workers that are not yet adults.

No bonded labour
Our enterprise does not engage in any form of bonded, servitude, trafficked or non-voluntary labour.

No discrimination
Our enterprise provides equal opportunities and does not discriminate against workers.

Decent working hours
Our enterprise observes the law regarding hours of work.

No child labour
Our enterprise does not hire any worker below the legal minimum age.

No precarious employment
Our enterprise hires workers on the basis of documented contracts according to the law.

Protection of the environment
Our enterprise takes the necessary measures to avoid environmental degradation.

amfori BSCI Approach
 Code Observance
Our enterprise is obliged to protect workers' rights as mandated by the law and the amfori BSCI Code.

Supply Chain Management and Cascade Effect
Our enterprise asks the amfori BSCI Principles to influence other business partners.

Workers' Involvement and Protection
Our enterprise keeps workers informed about their rights and responsibilities.

Grievance Mechanism
Our enterprise provides a system to collect complaints and suggestions from employees.

www.amfori.org

Code of Conduct:

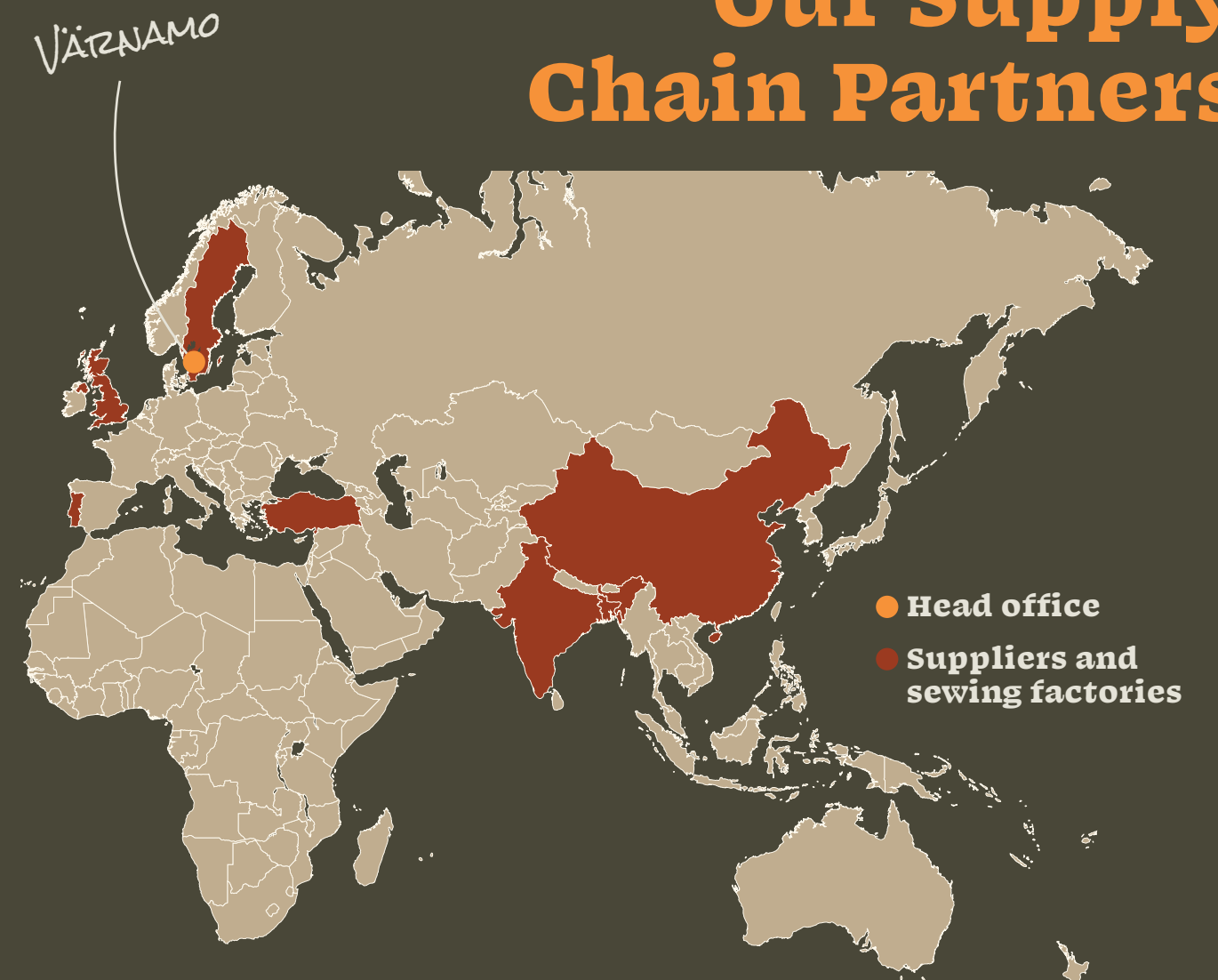
- Workers Involvement and Protection
- The Rights of Freedom of Association and Collective Bargaining
- No Discrimination, Violence or Harassment
- Fair Remuneration
- Decent Working Hours
- Occupational Health and Safety
- No Child Labour
- Special Protection for Young Workers
- No Precarious Employment
- No Bonded, Forced Labour or Human Trafficking
- Protection of the Environment
- Ethical Business Behaviour

All Pinewood AB’s suppliers must accept the amfori BSCI Code of Conduct.

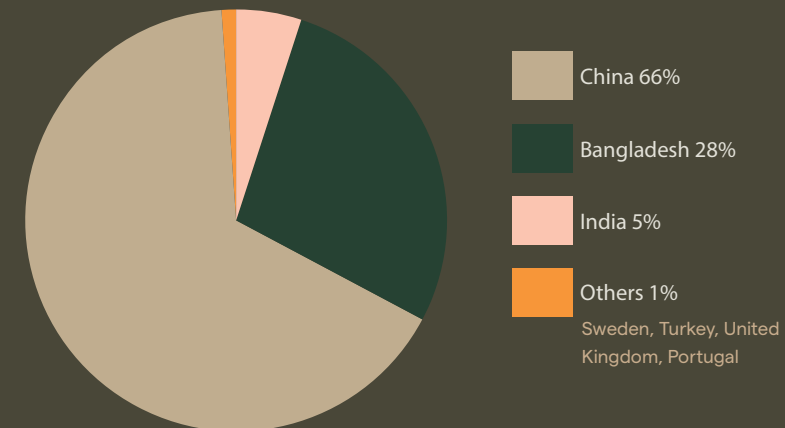


Supplier's
Guide
100%
signed

Our Supply Chain Partners



Supply Chain - Countries



Tier 1 - Producing Countries

Pinewood currently works with 18 suppliers and 43 sewing factories. All our suppliers that we work with have signed our Supplier's guide, which contains amfori BSCI code of conduct and chemical requirements.



amfori 
Trade with purpose

**Our partner
factory Shijiazhuang
Hua Dian Garments Co.
Ltd. has been audited
within amfori BSCI
since 2017, and became
GRS and ISO 9001 certified
in 2024.**

Long-term Relationship

At Pinewood we have a different approach to production compared to many of our outdoor colleagues. We do not buy our core production through agents nor buying offices, we avoid consulting third party quality control inspection teams. Instead, we have the setup in-house, we own the processes which guarantees product quality over time.

Persons being part of our own 10 people strong QC team, based in our partner Shijiazhuang factory, remains on site during the full production process also at outsourced factories. Not just at the start, mid and end but through the complete process omitting all sorts of potential production mistakes that can occur.



There are two factories, with a total of 300 people, making garments for Pinewood all year around.



Our Collaborations

We are committed to contributing to a better future, and we believe that working together is the key to success. That's why we participate in several initiatives, working together with

other companies towards sustainable development. By joining forces, we can create a meaningful change and make a difference.



SME Climate Hub

In 2025, Pinewood joined the SME Climate Hub and made an official climate commitment to reduce greenhouse gas emissions by 2030, achieve net zero emissions by 2050, and report progress annually. The SME Climate Hub supports small and medium-sized businesses in measuring, managing, and reducing their climate impact. This action complements our commitment through the Scandinavian Outdoor Group Climate Commitment, which supports the goals of the Paris Agreement and the global ambition to limit warming to 1.5°C.



Chemact

Pinewood is a member of the ChemAct network since 2021. ChemAct is a tool that helps us to identify risks and hazardous chemicals in our products. ChemAct also helps us to be informed regarding new upcoming risk chemicals and laws.



Teko

Pinewood is a member of TEKOs which is the Swedish trade and employers' association for companies working in the textile and fashion industry. TEKOs represent the sector, both nationally and internationally, in all questions of common interest and inform customers, suppliers, media, the public and the government about the Swedish textile and clothing industry, its companies and its products. An important task is to supply information and service to its member companies. The market, the European Union, national and European legislation, CSR and environmental issues, intellectual property rights, contract areas and labour law are the core of TEKOs operations.



Textilimportörerna

Pinewood is a member of the organization Textile importers. The organization helps us being informed regarding trades in our business and keeps us updated on upcoming laws. We get information regarding upcoming laws and they helps us to be informed.



Keep Sweden tidy foundation

Pinewood collaborates with the Keep Sweden Tidy foundation (Håll Sverige Rent) and is a member of Corporates against litter. The Keep Sweden Tidy Foundation is a non-profit organization that promotes recycling and combats litter through public awareness campaigns and environmental education. They are working to change people's behaviour and strengthen the norm that littering is not okay.



Scandinavian Outdoor Group

Scandinavian Outdoor Group, or SOG, is a group of more than 70 outdoor brands from Scandinavia, with Scandinavian heritage and traditions. Like us at Pinewood, all members are manufacturers of premium outdoor products, with innovations born out of the challenges of our demanding nature. We all strive to do good, for people and for nature. We do this with passion and joy and together in this group we can exchange experiences.



Pinewood ♥ Swedish Scouts

Pinewood collaborates with the Swedish Scouts and is the proud supplier of the official Scout trousers in Sweden.

Pinewood shares the Scouts' values of sustainability and their ambition to actively contribute to greater well-being. With core values like passion and credibility, this partnership aligns perfectly with the Scouts' mission.

Just like the Scouts, Pinewood works to lower the threshold for stepping out into nature. We want more people to take that step and explore the outdoors. Actively experiencing nature increases knowledge, understanding, and care for animals and the environment – an essential aspect of a sustainable future.

Every four years, the Jamboree is held – a national Scout camp focused on developing both individuals and the world around them. At Jamboree22, the theme was "The Dream of a Sustainable World," with an emphasis on finding solutions for a greener future. During the event, the official Scout trousers, produced by Pinewood, were launched.

Pinewood also supports the Scouts' activities by being a Kårkompis, a program that allows companies to actively contribute to giving more children and young people the opportunity to experience adventure, make friends, and grow as individuals at their own pace.



Embrace Life

In our campaign against cancer, **#EmbraceLife**, we want to celebrate life.

We wish to encourage more people to embrace both nature and life in all its forms. The fresh air, forest, and the healing power of nature can aid recovery and improve mental well-being, especially during times of stress and challenge. Whilst we at Pinewood can't cure cancer, we can help by inspiring people to experience and embrace nature's restorative qualities. **#EmbraceLife** is an initiative that highlights the power of nature as a part of recovery, reflection, and positive mental health. Nature has a unique ability to bring us together.

Like many others, we too have felt the relentless force of cancer. Several members of our Pinewood family have faced the disease head-on, either as patients or standing beside loved ones in their battle. That's why we are committed to acting and making a difference. During the month of October, we have for years donated the profit from all purchases via our Swedish e-commerce at pinewood.eu to cancer research.

For several years now, we have joined the battle against cancer by supporting the Children's Cancer Foundation, as well as starting the concept Pink Hunt for the benefit of cancer research. Together, we can ensure that fewer are affected and that more people survive cancer.



*"After the cancer
I don't take anything
for granted."*



Together We are Strong

The total amount donated
566,000 SEK

Equivalent to approximately
€ 51,200

Based on the average exchange rate of 11.06772 SEK per € for 2025, as reported by the Swedish Central Bank.

The SEK amount has been rounded down to the nearest thousand, and the euro amount to the nearest hundred.

Pinewood nominated for The Scandinavian Outdoor Award with

Innovative Renewable Biobased Polyamide from Plantbased Oils and Food Waste



Pinewood's premium product, the Abisko Pathfinders 3L jacket, was nominated for The Scandinavian Outdoor Award (2022), where the best outdoor products in Europe are awarded. The competition for the Scandinavian Outdoor Award is being held since 2005 to support product and design innovations from Scandinavia, and an international jury awards the best products based on functionality, quality, innovation, design, and sustainability.

The Abisko Pathfinders 3L Jacket is Pinewood's greenest and most advanced jacket ever designed. This is a unique product made of a brand new material that was created in close collaboration with the fabric supplier. During the development focus lied on making an exceptional environmentally sustainable garment in waterproof fabric with high breathability.

Significant smaller footprint

This is a hard-shell jacket made from innovative renewable 100% biobased polyamides extracted from plantbased oils and food waste, leaving a significant smaller footprint in the production process, e.g., 3 x less greenhouse gas emissions compared to normal polyamides. Fully PFC-free* water repellence

treatment in combination with electrospun membrane creates a long-life partner in the outdoors with superior soft hand feel, great breathability and waterproofness.

For passionate outdoor people

The advantages of this premium product are many. It has a high breathability which is perfect for trekking, hiking or other activities with a higher motion level. It is lightweight and is therefore excellent to bring in the backpack. This is a product for passionate outdoor loving people who are environmentally conscious and values function, comfort and quality, to use for all hiking and everyday adventures in changing weather. The jacket has been developed using high quality fabrics and zippers to last the adventures of it for many years. Pinewood is in a development phase on our durable product development journey. Through different initiatives we continuously take steps towards new products and collections that are designed and produced in a more and more sustainable manner, bringing the Pinewood brand to the next level in our commitment to decrease our environmental footprint.

**No intentionally added PFAS*

