

1000 Skis. "Keep the Culture Moving"

Fiscal Year 2024/2025 (1 July 2024 to 30 June 2025)

Foreword

Welcome to our first Impact Report.

When we started 1000 Skis in 2021, our now Head of Sustainability, Magnus, said he would only jump onboard if sustainability was the foundation of what we do. Everyone agreed. But as we grow, so does our impact. We are producing more skis, shipping them further, and seeing them ridden until they cannot be skied anymore. We want to be straightforward about what that means. This report is written to give you an honest look at the work we are doing, the hurdles we are hitting, and how we plan to make better choices for us and the skiing community.

Vision

We are trying to build skis with as little harm as we can manage, and to be straight about the harm that is left. Sustainability is led by Magnus Granér, who is also listed as an ambassador by POW Sweden.

Launching a ski brand in 2021 gave us a unique advantage: we get to embed sustainability into every aspect of what we do right from the start. We have signed the Race to Zero initiative through SME Climate Hub, committing to halve our emissions intensity per unit of revenue by 2030 and reach net zero by 2050.

We are part of the Winter Sports Sustainability Network, a collective that brings together a large majority of the ski and snowboard industry. Together we share best practices, unify our voice towards suppliers, and set a positive example for other industries.

We love skiing. The feeling, the community, the mountains. It is how we all met over ten years ago and what shaped our futures leading to 1000 Skis. This vision, a company making high performance skis while moving the culture forward, is now a reality for us. From the get-go we knew we wanted to do things differently, our own take on what a ski company is and can be. We want to make skis that we love, skis that enable anyone who rides them to realise their vision on the hill. We believe in a world where humans and nature live in a beautiful symbiosis.

Introduction

This impact report provides a transparent overview of 1000 Skis' work for the period 1 July 2024 to 30 June 2025. We cover what we accomplished during the fiscal year, our emissions, and our plans for the future.

As a small company we are not currently required to report under CSRD or ESRS. We publish this report to create a clear baseline, support continuous improvement, and communicate consistently with our stakeholders. We had previously done a simple emissions report via SME Climate Hub and wanted to develop something broader to help us and our stakeholders in the future.

1000 Skis was founded in 2021 by six friends who met in the ski scene. Today we are still a tight, independent team, relying on a solid network of independent creatives, athletes and partners to keep the brand going. We are based in Sweden with an office in Stockholm and team members working from places including Portugal and the United States. While our riders are all over the world, we keep our physical footprint close to home, with 100% of our ski production happening at Åre Ski Factory. At the end of the day our goal is pretty simple: build great skis that keep the culture moving, without trashing the winters we depend on.

THE UN SUSTAINABLE DEVELOPMENT GOALS

We use the UN Sustainable Development Goals as a practical framework to guide our sustainability work and keep it focused. The SDGs help us identify where our business has the biggest influence, both in terms of positive contribution and potential risk, and turn ambition into measurable action. We recognise that all the Goals matter, but we have chosen to focus on the areas most relevant to our organisation today.

SDG 3: Good Health and Well-Being

At its core, skiing is a prime example of health in action: it gets people outside while doubling as physical exercise. Because our product is inherently tied to well-being, our goal is simply to inspire more people to get out there and ski.

What we are doing today

- **Getting people outside.** Through our events and brand marketing we actively push the narrative of getting outside, staying active and enjoying the mountains. We educate our community by running workshops and releasing online tutorials to help build skills on the mountain.

SDG 5: Gender Equality

Freeskiing and extreme sports have historically been a male-dominated space driven by old and outdated norms. Working toward a more equal field, where everyone feels welcome and free to explore their potential in the sport, is a must.

What we are doing today

- **Supporting female-led platforms.** We put our support behind people willing to work toward equality. We back initiatives like GRAB Collective and Solina Sessions, run by women, for women. These create safe, dedicated platforms that actively encourage and support women joining and progressing in the sport.
- **Measuring our own make-up.** We publish the gender balance of our board, our workforce and our pro team every year. The numbers are in the Social Responsibility section below, including the ones that do not flatter us.

SDG 8: Decent Work and Economic Growth

As a company operating with a complex value chain, decent working conditions, fair compensation and ethical business practices are fundamental to how we operate. SDG 8 is particularly relevant given our reliance on suppliers, contractors and partners across production, logistics and operations.

What we are doing today

- **100% European supply chain.** We made a conscious choice to keep all of our Tier 1 and Tier 2 suppliers within Europe, which costs more than sourcing further afield and keeps our suppliers close enough to visit. The skis are produced at Åre Ski Factory in Sweden.
- **Independent Contractor Policy.** The freeski industry runs on the passion of a lot of freelance filmmakers, photographers and athletes. Our Independent Contractor Policy sets the standard that contractors are paid at or above the local living wage, and ensures anyone working with us long-term is offered a proper employment contract so they are not misclassified.
- **Code of Ethics.** Across our entire value chain we maintain a strict zero-tolerance policy for forced, bonded and child labour.

SDG 9: Industry, Innovation and Infrastructure

The standard ski manufacturing process is historically resource heavy and slow to evolve. We believe in building better infrastructure, starting with how and where the skis are pressed and what goes into them.

What we are doing today

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- **Local and renewable production.** We keep our production local and powered by 100% renewable electricity (93% hydro, 5% wind, 2% bioenergy), and we work with RISE on continuous product development, researching and testing preferred materials. As part of the WSN we work alongside the industry to further sustainability work for everyone involved.

SDG 12: Responsible Consumption and Production

Our largest sustainability impacts in production are closely tied to product design, material choices, production processes, packaging and end-of-life handling, making SDG 12 central to improving our footprint and reducing waste over time.

What we are doing today

- **Not designed to go out of date.** We do not think skis should go out of style after one season just because the graphics change. We deliberately make all our skis red, and will continue to. We do not participate in seasonal sales or discounts; the pricing is set to be fair all year round.
- **Single skis.** If you snap or lose one ski, buying a single replacement means you do not throw away a perfectly good other half. We offer single skis directly on our website for every model we make, and singles were 2.21% of every individual ski we sold this year.
- **Materials and data.** We continuously work to reduce harmful substances and improve how materials and waste are handled in production, without compromising performance. We have partnered with RISE to develop bio-based materials for our skis and have further projects planned. We have measured our company footprint, and RISE produced a 2021 screening analysis of a conventional ski construction, described later in this report.

SDG 13: Climate Action

Climate change directly affects winter conditions and the environment skiing depends on. At the same time our emissions come from materials, manufacturing, transport, travel and distribution, making climate action core to our business.

What we are doing today

- **Race to Zero.** 1000 Skis has signed the Race to Zero initiative, making a public commitment to halve our emissions intensity per unit of revenue by 2030 and to reach net zero by 2050.
- **Mapping the footprint.** We partnered with GoClimate, connecting our accounting system directly to their platform to track Scope 1, Scope 2 and Scope 3 emissions. Doing this showed us that transportation and distribution is by far our biggest climate hurdle, which gives us a target.
- **Climate financing.** We know that buying credits should not be the first line of action on emissions. During this fiscal year we worked with FightCOtwo to finance biodiversity and carbon credits through Boreal Mix. More detail below.

SDG 15: Life on Land

Healthy ecosystems and resilient landscapes are foundational to winter sports. Our business can affect land and biodiversity through material sourcing, transport emissions and broader climate impact, but we also have an opportunity to support nature protection by making better choices and investing in projects that directly help.

What we are doing today

- **The wax we use.** Skis should not leave a chemical trail in the snow. Our skis leave the factory waxed with Holmenkol Natural Skiwx Bar, which its safety data sheet shows is not classified as hazardous under CLP, contains no PBT or vPvB substances and is rated non-hazardous to water. About 0.2 grams goes on a pair, so this is a small thing. We mention it because it is one of the few chemical choices we control, not because it moves our footprint.

- **Forest preservation.** We invest locally to protect land through our partnership with FightCOTwo, funding the protection of Swedish old-growth forest to support local biodiversity.

WHERE WE STAND: KPIS AND GOALS

There are two lists here, and the difference between them matters.

The KPIs are things we can put a number to right now, with a method we can explain. We will publish the same rows every year so it is possible to see whether anything is actually changing.

The goals come in two kinds, and we have separated them, because writing an intention next to a commitment in the same table makes both look like the same thing.

Two of them are commitments in the proper sense. We lodged them publicly with a named organisation, they have dates, and there is a plan behind them. Everything else is something we are working towards. Some of those have no deadline yet, because a date the board has not agreed to is not a commitment, and filling the column in to make the table look finished would be the wrong kind of tidy.

One thing to say plainly before the tables. **None of this is verified by anyone outside the company.** We are seven people and we do not have the budget for third-party assurance of our emissions figures or our progress against these goals. Every number here is self-reported, calculated with the methods named in the KPI table. That is a real limitation, not a formality, and it is the reason we describe most of the list below as goals rather than commitments.

KPIs, FY2024/25

KPI	Unit	FY24/25	How measured
Emissions intensity	t CO2e per MSEK revenue	3.8	Spend-based, GoClimate, against audited revenue
Total company emissions	t CO2e	40.0	Spend-based, GoClimate, market-based
Share of footprint in Scope 3	%	99.6	GoClimate
Freight share of total footprint	%	51	GoClimate
Product footprint, conventional ski construction	kg CO2e per pair	30.5	2021 RISE screening, Swedish grid mix, not a current model
Raw materials share of product footprint	%	85	Cradle-to-gate screening with RISE
Emissions climate financed	%	91	FightCOTwo, verified by Intertek and EY
Renewable electricity in ski production	%	100 (93 hydro, 5 wind, 2 bioenergy)	Åre Ski Factory supply data
Tier 1 and Tier 2 suppliers within the EU	%	100	Supplier records
Bio-based polyamide, topsheet	%	approx 50	IsoSport data sheet, issue 08/21
Bio-derived epoxy, New Era Materials prepreg	%	20	NEM data sheet v2.0, Feb 2026

KPI	Unit	FY24/25	How measured
Recycled content, topsheet and steel edge	%	Withheld	See the note below
Women on the pro team	count of 6	3	Company records
Women in the workforce	count of 7	1	Self-identified, 6 of 7 reporting
Women on the Board	count of 6	0	Self-identified, 6 of 6 reporting
Self-identification response rate	% of people asked	Board 100, workforce 86	Forms returned
Single skis as a share of skis sold	%	2.21	Shopify sales records. Counted as individual skis: pair products x 2 plus single skis x 1.
Contractors paid at or above local living wage	%	100	Independent Contractor Policy

A note on numbers we removed, and the two we got back. Earlier versions of our material pages carried figures for bio-based content in the topsheet, recycled content in the topsheet, and recycled content in the steel edge. We took all three out when we found we held no written substantiation for any of them.

Since then our factory has sent supplier documentation, and it settles some of it. The topsheet's bio-based polyamide content is confirmed at approximately 50% on IsoSport's current data sheet, so that figure is back. We have also documented 20% bio-derived epoxy in the New Era Materials prepreg, which we had never published.

The other two are still out. The 10% recycled content in the topsheet appears on no data sheet, and our factory said so when they sent the file. The 26% recycled steel figure is backed by a document from a steelmaker that is not the supplier we name, which is a question we have to resolve before we publish anything. Details are in the material sections below. We would rather explain this than quietly republish the numbers.

Commitments we have made publicly

These two are lodged with SME Climate Hub under the UN Race to Zero campaign, which means they are on a public register rather than only in this report. Our Climate Action Plan (2.1) sets out how we intend to get there. Progress against them is self-reported and not independently verified.

Commitment	Target	By	Where it is lodged	Status
Halve emissions intensity	1.88 t CO ₂ e per MSEK revenue	2030	SME Climate Hub, Race to Zero	Baseline set this year at 3.8
Net zero	Net zero	2050	SME Climate Hub, Race to Zero	Plan in Climate Action Plan 2.1

Measured per krona of revenue, not in absolute tonnes. If we grow, we can meet that target while our total emissions still rise. We chose an intensity target because it is the honest way to measure a company that intends to grow, but it is not the same as emitting less, and we publish the absolute figure beside it so you can see which one is happening.

What we are working towards

These are goals, not commitments. Several have no agreed date. None of them is verified by anyone outside the company, and we are not presenting them as though they were.

Goal	What it would take	By	Where we are
Climate finance all residual emissions	100% financed	To set	At 91%. Financing is money spent outside our value chain. We do not deduct it from our footprint and it does not cancel our emissions.
Remove air freight	0% of orders	To set	Ocean freight to the USA in place. Baseline still to establish.
FSC-certified wood cores	100% of pairs	To set	Supplier discussion under way
Single skis as a share of skis sold	Increase year on year	Ongoing	Baseline 2.21%
Laboratory durability testing with Createk, Université de Sherbrooke	Publish results	To set	Committed in writing by both sides. Pushed to winter 2027 because our R&D capacity went to other work ahead of the sales season.
Warranty claims per 1,000 pairs	Track and publish once seasons mature	FY28/29	Internal tracking from FY26/27
Travel emissions per person per day	Establish baseline, then reduce	FY26/27	KPI in development
1% for the Planet membership	Join and allocate 1% of revenue, with a share to POW	FY28/29	Goal set. No funding given to date.
Policy advocacy	Take part in at least one EU-level advocacy action a year and report it	Ongoing	Brand Advocacy Day, Brussels, September 2026. Signed POW Europe's sustainable transport position paper, September 2026.
Gender balance on the pro team	Hold 50/50	Ongoing	Reached. Three women, three men.
Gender balance in the workforce	50/50	To set	Currently 1 of 7
Equal pay for equal work	Salary mapping completed	To set	Per ILO Convention 100
Living wage across Tier 1 and Tier 2	100% verified	To set	Baseline to establish

Goal	What it would take	By	Where we are
Grievances resolved within 30 days	100%	Ongoing	Mechanism published. Log reviewed every second month.

CIRCULARITY, DESIGN AND MATERIALS

Product responsibility and design philosophy

Single skis. We offer single skis on our website for every model we make. If something happens to one ski, you do not need to buy a whole new pair, and the undamaged one stays in use. This extends the working life of a pair and cuts down on both emissions and consumption. Single skis were 2.21% of every individual ski we sold this year. We will keep publishing that share, because each single ski sold is a pair that stayed in use instead of being thrown out.

Timeless red. Kept in good condition, high quality skis should last years, and one reason they do not is new graphics. As you might have noticed, our approach to graphics is a bit different, because there is little point in buying a ski only for it to go out of style after a year or two. We have deliberately made our skis plain red and will continue to do so, to avoid the fast-fashion phenomenon responsible for overconsumption in the industry. We want people to feel included whether their 1000 Skis are five years old or brand new.

Discounts. We do not offer discounts on our skis, because we set our prices once, to reflect what the skis cost us to make the way we make them. Our prices represent the performance, quality and materials of our skis. It would not be fair to change prices throughout the year, as that would mean one of the prices is not truthful. By maintaining consistent pricing, our customers can trust that they are always getting a fair deal.

The anatomy of a ski: material overview

Building skis takes plastics, steel, wood, fibreglass and epoxy. We list all of it because you should be able to find out what is in the skis you ride and where each part came from. We keep our Tier 1 and Tier 2 suppliers in Europe and work with RISE to look into lower-impact material options.

Pre-preg epoxy. Pre-preg is a system that allows the glass fibres in each ski to be mechanically laced in epoxy. Compared with a hand lay-up, this distributes the epoxy evenly and uses less of it per ski, which also reduces weight. We do not have a measured figure for the difference, so we are not putting a number on it.

Core

- Supplier: Tartak
- Material: Poplar and beech wood
- Website: <https://tartakolczyk.pl/>

Topsheet

All 1000 Skis topsheets are made using a hybrid construction, part bio-based and part conventional.

In September 2026 our factory sent us the current IsoSport data sheet, issue 08/21, which states that the content of bio-based polyamide is approximately 50%. That figure is now documented. Two things about it are worth saying plainly. The data sheet says bio-based polyamide, not castor beans. Castor oil is the usual feedstock for this kind of polyamide, but the document does not say so, and we have stopped writing castor beans until the supplier confirms it. And the data sheet we had been linking publicly was the older 01/16 issue, which does not mention bio-content at all, so for a period we were pointing at a document that did not support our own claim. That is now corrected.

The recycled content in the topsheet remains unsubstantiated. Our factory tells us it is around 10% and comes from IsoSport's own internal production scrap, but it does not appear on any data sheet, and the factory said as much when they sent the file. We are not publishing a figure for it.

- Supplier: IsoSport
- Model: ICP 8210 000 RED
- Material: Modified polyamide, part bio-based
- Bio-based polyamide: approximately 50%, per IsoSport data sheet issue 08/21
- Recycled content: present according to the factory, percentage withheld, no supplier documentation
- Production: IsoSport held a certificate for 100% renewable electricity from EAA Austria covering 2021 and 2022. That certificate has expired and we have asked for the current one. Until it arrives we make no claim about their electricity.
- Website: <https://www.isosport.com/en/>

Pre-preg glass fibre

The business that supplies our Carve laminate is no longer Hexcel. The Neumarkt site in Austria was bought out by its management and now trades as Danutec, and the products have been renamed. What we used to list as HexPly M78.1-LT is now part of Danutec's Nature Range and carries a different product code. We had the old name in print for some time after the change.

Supplier 1: Danutec, formerly Hexcel (Carve ski)

- Product: MLK-PG G-LBB790 40 Bio, Nature Range, fully impregnated prepreg
- Material: E-glass with a partially bio-derived, solvent free epoxy
- Bio-derived content: the data sheet, TDS 161 dated 10 November 2025, states only "partially bio-derived" and gives no percentage. Our factory has quoted 12% to us verbally. We are not publishing that figure until it is documented.
- A note on the name: the 40 in the product code is the resin content, not the bio content. It is easy to misread.
- Danutec: <https://www.danutec-composites.com/>

Supplier 2: New Era Materials (All Mountain, Park, Powder and Freeride skis)

- Product: NEMpreg.BIO20 ply7040
- Material: E-glass with a bio-derived epoxy resin system
- Bio-derived content: 20%, stated on the data sheet, version 2.0 dated 16 February 2026
- New Era Materials: <https://neweramaterials.com/en/about/>

Which laminate goes into which ski is changing. Our factory expects Park, All Mountain, Powder and Freeride to run on New Era Materials glass fibre, and Carve on roughly 70% Danutec and 30% New Era Materials. We are waiting on written confirmation of that split.

Titanal reinforcement

- Supplier: AMAG Rolling
- Model: AMAG_SP_T_557266
- Material: Titanal
- Data sheet: https://drive.google.com/drive/u/0/folders/1SgrlY_6-MGjFsq7re7cv_vMw-VfXkqWM
- AMAG sustainability page: <https://www.amag-al4u.com/en/our-values/sustainability>

Steel edge

Our edges come extra thick as standard, and contain recycled steel. We are still not publishing a percentage, and the reason is worth explaining.

We asked our factory for substantiation of the 26% figure we used to publish. What came back was a LEED statement from Těšínské železářny, a Czech steelmaker also known as Moravia Steel. It says their steel products contained approximately 26.73% recycled material, 8.76% pre-consumer and 17.97% post-consumer, based on 2021 production. So a number close to the one we published does exist on paper.

The problem is that we name Wälzholz as our edge supplier, and this document is from a different company. Either our supplier changed without us noticing, or the wrong document was sent. Until we know which, we cannot honestly attach either company's figure to our edges. The document is also five years old and covers that steelmaker's output in general rather than ski edges specifically.

- Supplier: listed as Wälzholz, under verification
- Model: ski151
- Material: Steel NV4 coated
- Recycled content: present, percentage withheld. Documentation received refers to a different steelmaker.
- Data sheet: <https://drive.google.com/drive/u/0/folders/1tc3SZgcDcUsb2l6BdECuXx8ZJ7IDlztT>
- Wälzholz sustainability page: <https://www.waelzholz.com/en/sustainability.html>

Sidewall, nose and tail

- Supplier: IsoSport
- Model: ID 2500 012 RED
- Material: Polyethylene
- Production: According to IsoSport, produced in Austria using 100% renewable energy
- Data sheet: https://drive.google.com/drive/u/0/folders/1q5zPQmOztEhM10-H-CwGr_3AYYTPv414
- Website: <https://www.isosport.com/en/>

Base

Our bases consist of thick thermoplastic material.

- Supplier: IsoSport
- Model: IS 7200 329 RED 2G2GV
- Material: UHMW-PE
- Data sheet: <https://drive.google.com/drive/u/0/folders/1DIOJYUxTUPwQcENElneKii28Ealkl0ah>
- Website: <https://www.isosport.com/en/>

Wax

As skis glide across the snow they leave behind PFAS, artificial chemicals that do not break down and persist in the environment for decades. As snow melts it carries these forever chemicals into the watershed and eventually into drinking water, contributing to adverse effects on humans including cardiovascular disease, liver damage, hormone disruption and cancer. That is the reason we care what goes on the base, even in tiny quantities.

- Supplier: HOLMENKOL GmbH, Ludwigsburg, Germany
- Model: Natural Skiwx Bar, article 25002

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- Applied by: Åre Ski Factory, as the factory wax on every pair
 - Quantity: approximately 0.2 g per pair, measured by the factory
 - Safety data sheet: no hazardous ingredients listed, not classified under CLP, no PBT or vPvB substances, no substances of endocrine concern above legal limits, water hazard class nwg (non-hazardous to water)
 - Website: <https://www.holmenkol.com/de/en/Natural-Skiwax-Bar/25002>

We used to use MountainFLOW wax and said so in earlier material. Åre Ski Factory moved to Holmenkol in 2023 after testing several bio waxes, partly on performance and partly because it ships from Germany rather than the United States. We were slow to update our own documents, and this report corrects that.

A note on what we are not claiming. Holmenkol sells this as a natural wax, and the only document we hold on it is a safety data sheet, which says nothing about biodegradability or bio-based content. So we do not call it biodegradable or bio-based. If we get substantiation from Holmenkol we will publish it here. Until then, what we can evidence is what is listed above.

Durability

Every kilo of CO₂e in a pair of skis gets divided by the number of days those skis are ridden. Double the days and you halve the footprint per day. So durability does more for our impact than almost anything else we could change, and it is also the area where we have the least data of our own.

We took part in SKI:DURE, a global study of ski lifespan run by Yessica Kurock and Prof. Alexis Lussier Desbiens at Createk, Université de Sherbrooke, which grew out of a workshop at the Ski Industry Climate Summit in 2024. It collected answers from 1,217 skiers in 41 countries covering 4,755 skis, plus 130 rental shops covering 174,024 skis.

Three of the findings are directly relevant to us.

Park skis break more than any other category. 57% of park skiers said a broken ski or a failure was one of their reasons for replacing a pair. That is the highest figure in the survey, ahead of new technology at 42% and edge wear at 36%. We build park skis, so this is not a comfortable statistic for us to publish, and it is the main reason we are publishing it.

Half of the skiers surveyed said they would pay more for skis they knew would last longer. What they wanted in exchange was evidence: measurements, a better warranty, and the ability to repair rather than replace. Not claims.

Skis do not last as long as skiers want them to, and the gap grows the further out you look. Around 80% of skiers get at least 60 to 90 days out of a pair. Around 90% want at least 90 to 120.

What we are doing about it. We do not have systematic data on how long our own skis last, and we would rather say that than estimate. We are working towards laboratory durability testing with Createk at Université de Sherbrooke, together with the WSN durability working group, covering the failure modes the survey picked out: breakage, delamination, edge and topsheet wear, impact damage and binding retention. The aim is to find out where our skis actually fail, fix those things, and publish the results either way.

Source: Kurock, Y. and Lussier Desbiens, A. (2026). SKI:DURE. From first glide to last ride: unpacking ski lifespan. Createk, Université de Sherbrooke.

Recycling and waste

Sweden has strong legislation when it comes to waste and chemical management. While manufacturing our skis we use the facilities offered at Åre Ski Factory to limit the waste produced. The factory packages and separates

materials such as plastic, coloured plastic, cardboard, rubber and wood scraps. These are compressed into high-density packages that are collected by Lundstams AB.

Lundstams then divides the bulk waste from Åre Ski Factory, organising it by recyclability and chemical composition, broken down into four priority steps: first, minimising the waste in size to avoid transporting air; second, reusing materials; third, recycling materials; fourth, recovering the energy, which feeds central heating for towns and cities. The material is then shipped to different recycling plants around Sweden to complete its life cycle.

However, recycling is still very much a grey area in the sustainability world, and we would hate to make claims we cannot back up. While we are actively taking steps to reduce the waste we produce at Åre and to improve transparency on where all the material ends up, we do not have exact detail on this information.

CARBON FOOTPRINT

How we measure

We started tracking our greenhouse gas emissions in 2022/23 through SME Climate Hub. It gave us our first honest look at the footprint, but as the company grew we needed something more robust. This year we moved to GoClimate, which connects directly to our accounting software.

Because of that integration our emissions are calculated on a spend basis: the cost of a purchase multiplied by an emission factor. It is good for setting a consistent baseline and it catches spending that would otherwise be missed, but it is less precise than an activity-based method. We are being upfront about that. For now it gives us a workable picture across the whole company.

We calculate our emissions according to the GHG Protocol, which categorises emissions into three scopes.

Scope 1 covers emissions from sources owned or directly controlled by the company, for instance company vehicles. We do not have any such assets, so our Scope 1 emissions are zero.

Scope 2 covers emissions from the generation of purchased energy that we consume, and can be reported two ways. Unless otherwise stated we present totals using the market-based approach, to reflect our purchasing choices.

- Market-based: 178 kg CO₂e
- Location-based: 213 kg CO₂e

Scope 3 covers indirect emissions across our value chain, upstream and downstream. These are the categories we currently calculate:

Category	kg CO ₂ e
1. Purchased goods and services	7,709
2. Capital goods	5,265
3. Upstream fuel and energy	62
4. Upstream transportation and distribution	20,401
5. Waste generated in operations	30
6. Business travel	6,333
Scope 3 total	39,800

Total company emissions FY24/25: 39,978 kg CO2e (Scope 1 zero, Scope 2 market-based 178, Scope 3 39,800). Source: GoClimate Klimatrapport for 1 July 2024 to 30 June 2025, issued 1 October 2026. On a location-based basis Scope 2 would be 213 kg rather than 178. Biogenic CO2 outside the scopes was 491 kg.

Emissions intensity FY24/25: 3.8 tonnes CO2e per MSEK revenue. That is 39,978 kg CO2e against revenue of 10,515,879 SEK for the fiscal year ending 30 June 2025. This is the baseline against which our 2030 target is measured. Both figures cover 1000 Skis AB, which was the whole company during this reporting period. Our US entity, 1000skis Inc., was established in FY25/26 and will be included from that year onward.

Scope 3 is 99.6% of the total, so almost everything that matters sits outside our own four walls.

Freight is the single largest line, at 20,401 kg, or 51% of everything we emit. It is larger than every material we buy put together. Travel is next at 6,704 kg, of which flights alone are 5,366.

A word on that travel figure, because the obvious reading of it is wrong. GoClimate benchmarks it per employee against other service companies, and on that measure we look like heavy flyers. But most of those flights were not bought for the three or four of us running the company. They were bought for the skiers we sponsor, to get them to shoots, events and competitions. Other service companies in that comparison do not have a team to fly, so the per-head comparison is not like for like and we are not going to hide behind it either. The emissions are ours, we booked them, and they belong in our account. What the number actually tells us is that sponsoring a travelling team has a climate cost we had not been measuring, and that is a question about how we run the team rather than about office travel policy.

What this measurement does not cover. The inventory reaches Scope 3 categories 1 to 8, excluding category 7, employee commuting. Downstream categories 9 to 15 are not included, so nothing after our skis leave us is counted: no use phase, no end of life. Several inputs are modelled rather than metered. Electricity and heating for our premises are estimated from floor area rather than taken from meter readings, and the model assumes the electricity is renewable rather than evidencing it. Food emissions assume 70% of purchased meals are vegetarian. Per-employee figures in the GoClimate report are calculated on four employees, which is about right for this period. We were roughly four people and closer to three full-time equivalents during the year in question. The company has grown since.

Historical data

Previous years, measured with different tools:

- **2022/2023:** Scope 2: 2.08 tonnes CO2e. Scope 3: 135 tonnes CO2e. Measured with the Normative carbon calculator. Upstream transportation and distribution accounted for 87.5% of that figure, driven by air freight.
- **2023/2024:** Scope 2: 2.76 tonnes CO2e. Scope 3: 72.36 tonnes CO2e.

A note on the old data. The numbers from our earlier reporting years are higher than this year's, even though the company is bigger and produces more skis. That is down to the tools we were using and our own learning curve with carbon accounting rather than a real drop of that size. We are including the old figures anyway, because leaving them out would tidy up a mess we think is worth showing. From here on the years will be comparable.

There is a straightforward thing to say about growth. As we scale up and make more skis, our absolute emissions will most likely go up, and we are not going to promise otherwise while that is true. What we do commit to is cutting our emissions intensity per unit of revenue, and bringing absolute emissions down over time as well. GoClimate has given us the baseline to work from. We have already switched shipping to the USA to consolidated ocean freight, and we are looking at rail for the final leg there.

Race to Zero

Part of publicly joining the WSN required us to make a concrete plan not only to reduce our emissions but to erase them entirely. The Race to Zero initiative is a UN-backed global climate campaign focused on aggressively reducing CO2 emissions through non-state actors: companies, cities, regions and schools. All Race to Zero members are required to reduce emissions by approximately 50% by 2030 and reach net zero by 2050.

1000 Skis has made a public Race to Zero commitment to reach a 50% reduction in emissions intensity per unit of revenue by 2030, and net zero by 2050. As a small company growing quickly, we measure against intensity rather than absolute emissions so the target still means something as the business changes size. Absolute emissions may rise while we grow. We would rather say that plainly than pick a target that flatters us, and we are working to bring both numbers down.

Our commitment is made through SME Climate Hub, a non-profit focused on climate action. You can see our commitment and read our climate report here: <https://smeclimatehub.org/our-smes/?search=1000+skis>

Climate financing

Buying carbon credits should not be anyone's first move when trying to lower emissions, and we want to be clear that it is not ours. This has long been a complex area, often associated with greenwashing and weak climate claims. In some cases credits are used to create the illusion of climate neutrality without real emissions reduction, which delays the transition to effective long-term solutions such as reducing fossil fuel use and improving energy efficiency. Our climate work starts within our own organisation, value chain and production. Reducing emissions at the source is our top priority.

We work with FightCOTwo for our climate financing, in line with the SBTi Beyond Value Chain Mitigation framework. Their work supports both biodiversity and climate action in Sweden through the long-term management of healthy forest ecosystems. When it comes to carbon capture, nature is the true pro, and these ecosystems form the foundation of FightCOTwo's projects.

We support Boreal Mix, which combines biodiversity credits, carbon credits and social values into one product. By purchasing this type of climate credit we contribute to the protection of old-growth forest in Sweden.

During FY24/25 we financed an estimated 36 tonnes CO2e and 36 biocredits through Boreal Mix, protecting 7.2 hectares of Swedish forest.

Read more about FightCOTwo at <https://www.fightcotwo.com/>

Product-level emissions

We have one product-level carbon figure, and we want to be exact about what it is, because we have not always described it accurately ourselves.

In December 2021 RISE carried out a screening analysis as part of BioSkiBoard, a research project testing whether flax fibre could replace the glass fibre used in skis. To measure the flax prototypes against something, RISE modelled a reference ski built the standard way at Åre Skidfabrik, with the glass fibre epoxy prepregs in use there at the time. In their model that reference is called "Conventional Ski". The result was **30.5 kg CO2e per pair on the Swedish electricity mix**.

That is the number, and these are its limits:

- It describes a conventional glass fibre ski construction as built in 2021. It is not a measurement of any single model in our current range.
- It is a screening estimate using generic database data, not a certified ISO 14040/44 Life Cycle Assessment.
- A 5% cut-off was applied, so contributions below 5% of the total are not shown separately.

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- No written LCA report was ever produced. The results exist as charts from the project's closing presentation, and the underlying model sits in RISE's software.
 - Comparisons with other companies' products are not possible from this data, because no standardised PEFCR methodology was used. The industry is working on a PEFCR, and until one exists no ski brand can make that comparison honestly, including us.

What the study does tell us is where the emissions sit. Raw materials dominate, which is why our material work matters more than anything we could do in the factory.

What we got wrong. We have published this figure as 28.8 kg CO₂e, describing it as the footprint of a pair of 1000 Skis, and in places as the footprint of a specific model. That was not accurate. The 28.8 figure came from swapping the electricity input for renewable power, and we have not yet put the supporting documentation for that on file. Presenting either number as the measured footprint of a ski we sell today went further than the study supports. We have corrected it here and we are removing it from our product pages.

What happens next. We have asked RISE to confirm exactly what was modelled and to quote for a proper written report. Our preference is a new life cycle assessment of a ski we actually sell, with a stated functional unit, system boundary and data sources. Until one of those exists, 30.5 kg CO₂e per pair for a 2021 conventional construction is the only product figure we can stand behind, and we would rather publish that with its limits attached than a rounder number without them.

RISE

The Research Institutes of Sweden, or RISE, is the country's innovation partner. Through collaboration with industry, companies and academics, RISE focuses on developing technologies for a sustainable future.

We have worked with RISE since winter 2021, across three granted research projects and several further applications that did not receive funding. Together we are developing a lower-impact alternative to the glass fibre layups used in modern skis, and RISE carried out the 2021 screening analysis described above. Our next project, starting in 2026, looks at recycled carbon fibre in skis.

SOCIAL RESPONSIBILITY

Stakeholder engagement

We engage with a diverse network of stakeholders across our value chain, including factory workers, industry peers, local communities and our customers. We engage our community mainly through social media, newsletters, events and while skiing. We take our customers behind the scenes and discuss our environmental footprint openly. We gather input through Instagram polls and our customer support service.

Winter Sports Sustainability Network

1000 Skis has partnered with the Winter Sports Sustainability Network, a collective of industry brands working together to push various aspects of sustainability. The WSN focuses on knowledge sharing and collaboration to tackle the challenges faced by the industry. It is structured around two annual in-person gatherings and monthly meetings across six working groups, featuring topical discussions and insights from invited industry experts.

Together we become a strong unified voice towards our joint Tier 2 suppliers, we share best practices, and we save considerable cost through the network. Most importantly, we speed up the process towards a sustainable ski industry.

WSN website: <https://www.winter-sports.net/>

Policy and advocacy

Everything else in this report is about our own footprint, and our own footprint is small. Forty tonnes of CO2e a year is a rounding error next to the emissions that will decide whether there is still a season in Åre in thirty years. Those emissions are settled by energy policy, transport policy and building regulation, not by which topsheet we pick. A ski brand that only ever talks about its own materials is quietly avoiding the larger half of the problem.

That is why we work with Protect Our Winters, and why advocacy sits in this report rather than in a separate press release.

Who POW are. Protect Our Winters was founded in 2007 by the snowboarder Jeremy Jones. It is a climate policy advocacy organisation, not a conservation charity and not an offsetting scheme. It does not plant anything on our behalf and it does not sell us carbon credits. What it does is organise the outdoor community to push for climate policy. POW Europe is a separate organisation, registered in Austria and listed on the EU Transparency Register under ID 771110337973-66, with ten national chapters including POW Sweden, more than 150,000 supporters and over 200 athlete ambassadors. Our Head of Sustainability, Magnus Granér, is a POW Ambassador.

POW Sweden. POW Sweden is the Swedish chapter, and it is the part of POW closest to us. Magnus Granér is listed as one of its ambassadors on POW Sweden's own site. In September 2026 POW Sweden gave us written permission to use their logo in this report. We use it here and nowhere else, and that is the whole of what was granted. It is not a certification, it does not make us a sponsor, and nobody should read it as POW endorsing our skis. If you want to back the work directly rather than through us, POW Sweden takes members at protectourwinters.se/bli-medlem.

Brand Advocacy Day, Brussels, September 2026. We spent 10 September 2026 in Brussels at POW Europe's Brand Advocacy Day, which puts outdoor brands in a room with policy staff and parliamentarians and teaches them how the EU actually works. The morning was a working session on where a brand's voice carries and where it does not. The afternoon was in the European Parliament, with a keynote from the skier Nikolai Schirmer and a roundtable with Lena Schilling MEP.

The policy focus this year was the VAT reform on travel and tourism, which governs how passenger transport is taxed across Europe and is one of the levers deciding whether the train to the mountains costs more or less than the flight. That is not abstract for us. Transport is the single largest part of our footprint and the part we can do least about on our own. We can move our own freight to ships and put our team on trains, and we are doing both. We cannot make the train cheaper than the plane for the people who buy our skis. That one is policy.

Ride Bike Climb Vote. Ahead of the 2024 European Parliament elections, POW Europe ran Ride Bike Climb Vote, a non-partisan campaign asking outdoor people to vote with the climate in mind and putting a manifesto to candidates across the political spectrum. We backed it and carried the message to our own audience. We do not endorse parties or candidates, and neither does the campaign.

It is worth being specific about what that manifesto asks for, because a fair amount of it is uncomfortable for brands. Binding phase-out dates for fossil fuels. Rail prioritised over aviation for long-distance travel. Environmental reporting made mandatory for businesses rather than voluntary. A stronger Green Claims Directive, built on life cycle assessment standards. The last two would turn a document like this one from a choice into a legal obligation, and would make every sentence in it harder to write. We support them anyway. Rules that make it harder to say something vague are good for anyone doing the work properly, and bad only for the people who were never doing it.

Mobility Month. POW Europe's annual low-carbon travel campaign, which asks people to choose trains, buses, bikes and multi-modal trips to get to the outdoors, and to talk about it publicly. We take part and push it through our own channels. Getting to the snow is the emissions problem the ski industry discusses least and causes most of.

Ski Fossil Free. In January 2026 we put our name to Ski Fossil Free, a petition started by the Norwegian skier Nikolai Schirmer asking the International Ski and Snowboard Federation and the International Olympic Committee to publish a report on whether fossil fuel sponsorship belongs in organised winter sport, before the 2026/27 season begins. It is worth being precise about the target, because the name invites a different reading. The campaign is not about diesel in snow groomers or the electricity running the lifts. It is about which companies get to put their logo on the sport.

The argument is not complicated. In 2024 the FIS cancelled twenty-six World Cup events because it was too warm, and the same sport carries advertising for the industry causing it. We are not neutral on that, and we said so.

We signed as a brand, alongside Protect Our Winters, Houdini, Icebug, Northern Playground and others, and we ran the petition through our own channels. The post we made on 12 January 2026 reached around 47,000 likes, which is the largest audience we have ever put behind a policy ask and the most useful thing a company our size can contribute to something like this. Three of the people who ski for us signed in their own names as athletes: Magnus Granér, Alex Hackel and Fien Van Zwieten.

The petition was delivered to the IOC in Milan on 4 February 2026, two days before the Games opened, carrying more than 21,000 signatures. The IOC did not commit to the review. The FIS said it welcomed campaigns of this kind and noted that no fossil fuel company is a partner of its own World Cup or World Championships. As we write this, no report has been published. We are recording that plainly rather than filing the campaign as a win, because the deadline the petition set is now weeks away and the thing it asked for has not happened.

What this is, and what it is not. We give these campaigns our platform, our team's time and our name. We have given POW no money, and we would rather say that here than let a logo imply otherwise. One of our goals is to become a 1% for the Planet business by the 2028/29 season, with a share of that going to POW, and we would like to start sooner than that. Until money actually moves, the honest description of this relationship is campaign support, not funding, and that is the word we use. We make no political donations, to POW, to Ski Fossil Free or to anyone else. POW does not publish binding criteria that a brand has to meet to work with it, so nobody should read our involvement as a certification of anything, and we are not presenting it as one.

POW Sweden logo used with permission of Protect Our Winters Sweden, September 2026.

Our own rules for policy work are set out in our Responsible Lobbying Policy (7.2). We will not lobby against environmental or social protections, directly or through any organisation we belong to. If a body we are part of takes a position against them, we will raise it inside that body and say so publicly if it is not resolved. Belonging to an organisation is not an endorsement of everything it does, but staying silent would be.

B Corp

We are a certified B Corporation. We began the process in 2022 and were certified on 8 November 2025, meaning we met the standards of social and environmental performance set by B Lab at that time. Our certification runs until November 2028. The core idea behind the movement is that companies should consider their impact on all stakeholders, not only shareholders.

B Lab has since replaced the assessment we certified under with a new set of standards, backed by independent third-party auditing. Among the reasons for that change is the EU's Empowering Consumers for the Green Transition Directive (Directive (EU) 2024/825), which became applicable on 27 September 2026 and sets stricter rules on environmental claims and sustainability labels, including requirements that certification schemes have transparent criteria and independent third-party verification.

Every certified company has to be assessed against the new standards. We made our submission in July 2026 and the audit is running now, carried out by To-Cert Pte Ltd. It has not concluded, so we are not claiming a result

from it. We will report the outcome once we have it, whatever it is.

Working through the B Impact Assessment forced us to write down things we had only ever talked about, and to turn them into actual policies. Several of those are published alongside this report.

Diversity and inclusion

1000 Skis was founded by six men from similar backgrounds. We know we have a distance to travel and we treat that honestly as a starting point for action rather than a reason for inaction. Our full JEDI statement and action plan is published separately.

We measure three groups across three social identities: gender, nationality and cultural background, and socioeconomic and educational background. These are the numbers as they stand.

Gender

	Women	Men
Pro team (6 riders)	3	3
Workforce (7 people)	1	6
Board of Directors (6 people)	0	6

The team we sign is an even split, in a discipline that has been overwhelmingly male for as long as it has existed. The company we built is not. We would rather put both numbers on the same page than only the one that looks good.

Background. Most people across our board and workforce grew up working class, and around half finished their education at upper secondary school. Between seven people in the workforce there are six nationalities. None of that is what we would have assumed before we asked, which is a decent argument for asking.

We report counts rather than percentages, because in groups this small a percentage points straight at one person. Everything here is self-identified and voluntary, and we publish only totals, never anyone's individual answers.

Community and grassroots support

Our commitment to the culture extends beyond financial sponsorships. Our team actively volunteers time, contributing to local communities through grassroots events. We run **Snobben Open**, **Hike And Hang** and **FAM week**, aimed at strengthening the community, and we have travelled across the USA and Europe to meet skiers and offer free demos.

A major part of our community engagement is our support for the **Jib League**, a rider-driven event we really value. We also offer pro-bono time, photography and marketing support to organisations making a tangible impact in the space.

Because the park skiing scene has historically been heavily male-dominated, we actively support initiatives working to change that. This includes **GRAB Collective**, a Swedish female-driven community working to boost visibility, community and progression for women in park skiing, and **Solina Sessions**, a Finnish event focused on creating dedicated, inclusive spaces for women and underrepresented riders.

Our work with **Protect Our Winters** is climate policy advocacy rather than grassroots community support, so it has its own section above.

Supply chain and ethics

There are a lot of steps, materials and people involved in making skis. We include this section to show what we are doing about the people involved at each step, from the crew pressing the skis to the freelancers filming on the mountain.

Internal culture and independent workers. The freeski industry relies heavily on the passion of freelancers, photographers and creatives. To outline expectations and ensure fair compensation we work from an Independent Contractor Policy. Under this policy our standard is that independent contractors are paid at or above the local living wage. To prevent worker misclassification, our policy states that any contractor engaged for more than 20 hours a week for over six months is offered an employment contract. Looking ahead to FY25/26 we are also finalising a Travel Policy to guide our team in making lower-impact choices on the way to, on and off the mountain.

100% EU-based production. Producing skis involves a complex supply chain. For us the decision was to keep 100% of our Tier 1 and Tier 2 suppliers in Europe. EU and Swedish law on working conditions, hours and wages applies to every company producing here, so that is not something we can take credit for. What is ours is the choice to stay close, and what we do with it: we visit our suppliers, we ask questions, and we monitor the chain rather than assuming the law does the work for us.

Åre Ski Factory. Our relationship with our factory in Åre goes far beyond a traditional manufacturing contract. They are our closest supplier and were a cornerstone in bringing 1000 Skis to life. The proximity allows us to be hands-on with production and collaborative with their team. This award-winning facility runs on 100% renewable electricity, 93% hydro, 5% wind and 2% bioenergy, and features a ventilation system that captures excess heat generated by the ski presses to warm the building, which has cut their heating consumption substantially.

Code of Ethics. We work from a strict Code of Ethics and maintain a zero-tolerance policy for forced labour, bonded labour and child labour. We advocate for the payment of a living wage rather than just minimum legal standards across our value chain.

Collabs

Building a ski brand is about community. While our main focus is making the best skis we can, skiing extends beyond the skis themselves. This year we wanted to expand our ecosystem by teaming up with independent, likeminded brands who share our commitment to design, culture and responsibility.

Kang. Based just up the road from our factory in Åre, working with lower-impact materials with sustainability at the core of the company. According to Kang, their aluminium poles are made with 100% recycled alumina, which cuts emissions by 90% compared to virgin material.

Chimi. Another Swedish brand, for a line of goggles and sunglasses. A straightforward project: gear that fits our aesthetic and performs on the mountain, for both mid-winter whiteouts and spring park laps.

Capeesh. Freeskiing has always been about style as well as skiing. We linked up with the Capeesh crew to make custom belts and beanies, everyday staples that keep the culture moving even when you are not on the slopes.

LOOKING FORWARD

This report is a baseline, not an achievement. Here is what we are working on next.

Climate action and emissions

- **Halve our emissions intensity by 2030.** Measured per unit of revenue against our FY24/25 baseline, with net zero by 2050, in line with our Race to Zero commitment.

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- **100% climate financed.** While we work on reducing emissions across the company, we will always have some residual emissions from our operations. We aim for all of them to be climate financed. To be clear about what that does and does not mean: this is money spent outside our value chain. We do not deduct it from our footprint and it does not cancel our emissions.

Smarter logistics

- **Cutting air freight.** Transportation is our biggest climate hurdle. We have moved to consolidated ocean freight for the USA and our goal is to reduce air freight to 0% of our shipments.
- **Travel Policy.** Our Travel Policy will be released to guide our team and athletes in making lower-impact choices, such as prioritising trains in Europe.
- **Backing the policy that makes trains the obvious choice.** Through POW Europe we are supporting the VAT reform work on passenger transport. Our own travel policy only goes as far as our own team. The tax treatment of a train ticket reaches everyone who comes to the mountains.

Materials and circularity

- **FSC-certified wood cores.** In the long term we are working towards only FSC-certified wood cores in our skis.
- **Recyclable and recycled.** We are working with the WSN on ski recyclability. Nobody has solved this properly yet, including us.
- **Recycled carbon fibre.** Our next RISE project, starting in 2026.

Social responsibility and ethics

- **Gender balance on the pro team.** Hold the even split of three women and three men as the team grows.
- **Board and workforce diversity.** Zero women on the board and one in seven in the workforce. We will publish these numbers every year, moved or not.
- **Living wage across Tier 1 and 2.** Verify that 100% of workers at our Tier 1 and Tier 2 suppliers are paid at or above the local living wage.
- **Community investment.** Continue and deepen our support for GRAB Collective, Solina Sessions, Jib League and the wider grassroots scene, and track the value of donated time, photography and marketing.

Collabs

We will keep working with people who want the same things we do. In FY25/26 we are rolling out a collaboration with Haglöfs focused on high-performance responsible gear, teaming up with FabPatch to help our community repair their outerwear, and working with Ocean Bottle to fund the collection of ocean-bound plastics.