

The background of the report cover is a photograph of a lush green forest. In the foreground, a green and grey tent is pitched on a grassy area. To the right of the tent, a bicycle is leaning against a tree. In the background, a calm lake reflects the surrounding trees, and a large tree trunk is visible on the left side of the frame. The scene is bathed in warm, golden light, suggesting late afternoon or early morning.

IMPACT REPORT 2024

INSPIRED BY THE GRI FRAMEWORK

OASE
OUTDOORS

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“WE ARE DRIVEN TO OPTIMISE
AND SEEK OPPORTUNITIES
THAT MAKE A DIFFERENCE”

1. CEO-STATEMENT ⁽¹⁰²⁻¹⁴⁾

In recent years, sustainability has evolved from a corporate buzzword to a strategic imperative. At Oase Outdoors, however, sustainability is not just a strategic goal. It is a continuous journey that we pursue across teams and departments. We believe every effort adds up and matters.

Each year, our employees work together to deliver high-quality camping and outdoor equipment to our customers, with a strong focus on product excellence, quality, and environmental responsibility.

2024 marks an important milestone, as we have taken significant steps to strengthen our sustainability efforts. We entered into a partnership with Maalbar to measure and register our CO₂ emissions across scope 1, 2, and 3. We have also committed to the Science Based Target initiative (SBTi) via Ratos AB, going forward our reduction targets for scope 1 and 2 will be validated by SBTi. This means that 2024 will serve as a baseline for the years to come. Transparency in our environmental impact throughout the value chain remains a key priority. These commitments will give us qualified data and insights to support our decision-making for future reduction initiatives towards long-term sustainable solutions.

Removing PFAS from our products while still ensuring quality that consumers can trust has been a core focus for us. We began this journey in 2018 by mapping products containing PFAS. In 2020, we launched PFAS-free sleeping bags and mats, and

in 2024 we proudly introduced PFAS-free tents and vehicle awnings under the Outwell Caring Choice and Robens Our Promise initiatives.

With our suppliers registering products in the same system, we initiated a thorough evaluation of packaging types and volumes. One of the most tangible outcomes has been a reduction in plastic packaging. We have successfully eliminated most plastic strips from polybags, contributing to a more sustainable product presentation. Most importantly, this allows us to work with even greater professionalism when selecting packaging materials going forward.

At our HQ in Give, Denmark, our test facility has been updated with a recycling tank that collects and reuses used water. We continue to optimise the water collection system to make recycling even more efficient. Solar panel electricity is another key element, and we have now completed an installation on the warehouse roof.

Workplace safety and employee well-being are integral to our culture at Oase. In 2024, we welcomed many new colleagues, and ensuring a strong cultural match during recruitment has remained a priority.

Henrik Arens
CEO, OASE OUTDOORS APS

2. ABOUT OASE OUTDOORS – AND THE REPORT

Oase Outdoors at a glance

Oase Outdoors was founded in 1984 by Mogens Arens in Vejle, Denmark and, while part of the Ratons group since 2016, it is today run by a professional CEO, from the company head office in Give, Denmark. The company specialises in the innovation and development of tents and equipment for camping and outdoor life. As a house of brands Oase Outdoors is the home of Outwell®, Robens®, and easy camp®.

The products are sold through a network of dealers and agents in 45 countries, with main markets being the Nordic countries, UK, Netherlands, Germany and Czech republic. It currently has 75 employees, with showroom in Give, and its own office in Shanghai and Bangladesh.



OUR VALUES



INTEGRITY

We strive to be valuable and trustworthy partners in business. We are accountable, and we stick to our agreements.



INNOVATION & DESIGN

We always challenge the standards to create the future within our business.



COMMERCIAL MINDSET

We always optimize commercial terms and seek opportunities. We are never complacent.



WE MAKE IT HAPPEN

There is a short way from idea to action.



ATTENTION TO DETAIL

We emphasize professionalism through attention to detail, precision and follow-up.



ENGAGEMENT

We engage ourselves, we have a 'can do' mentality and we strive to make Oase Outdoors a place where people thrive and develop.



PASSION

We are passionate about Outdoor Living.



SUSTAINABILITY

We care and commit to protect our planet and deliver on tomorrow's sustainable agenda

2.1. VALUES, PRINCIPLES, STANDARDS AND NORMS OF BEHAVIOUR ⁽¹⁰²⁻¹⁶⁾

Oase Outdoors is proud to endorse and maintain the highest business ethics with integrity and our core values at the very heart of everything we do.

Alongside our work on the selected topics here, we are active member of a number of organisations, including EOG (www.europeanoutdoorgroup.com/), EOCA (www.eocaconservation.org), Maalbar (<https://www.maalbar.dk/>), and we help to bring sustainable development to the top of the European Outdoor agenda.



2.2. ACTIVITIES (102-2)

We believe everyone should experience the enjoyment of outdoor living at least once in their lifetime. Each of our brands is targeted to encourage different kinds of outdoor pursuits and categories of campers.

- Outwell – Explore the outdoors
- easy camp - Seek the adventure
- Robens – Outdoor passion

We offer a broad range of camping and outdoor products, including:

- Tents
- Vehicle awnings
- Camping furniture
- Sleeping bags
- Sleeping mats and airbeds
- A comprehensive range of camping accessories

Our in-house design team creates and develops our products, which we manufacture in China, Vietnam and Bangladesh. The consumer plays a significant role in our design and development process. Via product tests from campers covering a wide range of our segments, social media engagement and surveys, we strive to maintain consistent focus, always involving consumer needs and perspectives in the development of the camping and outdoor products of tomorrow.

We have numerous patents and innovative IP-protected registrations. Oase Outdoors is one of the market leaders in functional, innovative and easy-to-use camping and outdoor products.

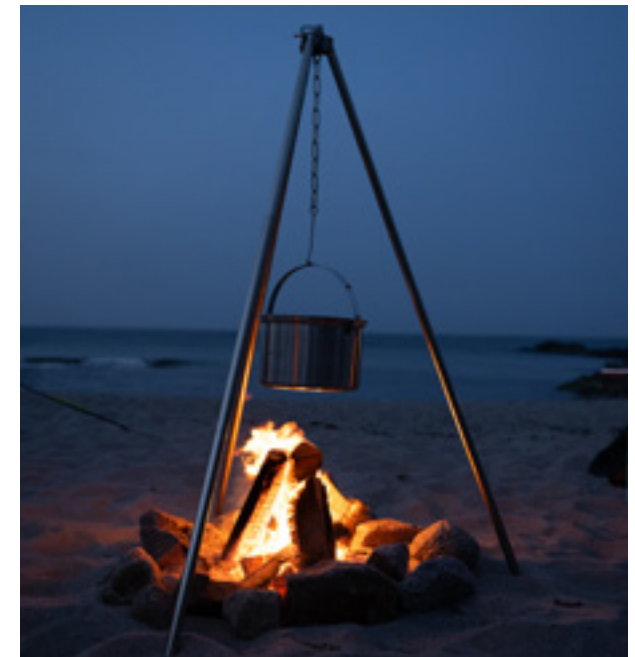
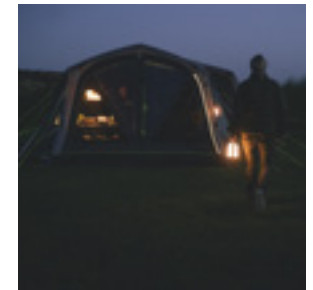
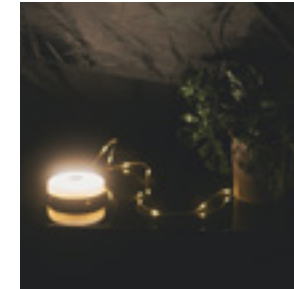
2.3. LOCATION (HQ AND OPERATIONS)

(102-3, 102-4)

Our main office is located at Kornvej 9, DK-7323 Give, Denmark – not far from Billund Airport in West Denmark, which allows us to offer our customers and business partners easy access to our facilities. Our 10,000m² premises houses our highly competent R&D, purchasing, sales, marketing, quality, compliance/sustainability and operations teams. Along with our offices and warehouse facilities, we have an inspirational 2,500m² showroom and large outdoor display areas. Our products are tested both in the Far East and at our own R&D facilities in Denmark, where we operate one of Europe's best test centres. In addition to our headquarters in Give, we have sales offices in several European countries and an office in Shanghai, and one in Chattogram, Bangladesh, these help us ensure close collaboration to our suppliers. Our Shanghai office has been operational for more than 20 years and is staffed by our own employees.

2.4. Ownership structure / governance (102-5)

Oase Outdoors ownership structure sees Ratos with a 78 per cent interest and the balance spread between Arens and one senior member of the management team. The company is overseen by a Board of Directors comprising three members.



2.5. Markets (102-6)

Oase Outdoors is currently active in 45 countries, with the seven core markets being Denmark, Sweden, Norway, Germany, the Netherlands, Czech Republic and the United Kingdom. Each marketplace has a unique retail network that reflects each of the Oase Outdoors brand's target audience and the outlets available to effectively service the product portfolios.

2.6. Value chain perspective

(102-9, 102-10)

While all products are designed at the company's Danish head office, production is carried out in China, Vietnam and Bangladesh. Our Far East network comprises just over 100 suppliers, but with a large concentration of purchase at a top five level. We use the Qarma tool to ensure accurate documentation, consistent quality, and thorough evaluation from our suppliers. Given our relationship with our suppliers, it is here that we have the greatest positive social and environmental impact on our surroundings and we have had no recent significant changes in our supply chain that could negatively affect our position.

2.7. Scale of the organization

(102-7, 102-8, 102-41)

In 2024, Oase Outdoors employed 75 permanent positions with a 58/42 split between male and female, plus ten seasonal part time workers. Employees outside the Danish head office comprised three in the UK, one in the Netherlands, one in Czech Republic, four in Germany, two in Shanghai, China, and one in Chattogram, Bangladesh. We keep 1,600 Stock Keeping Units each season. Annual net sales for 2024 were 257 million dkr.



3. ABOUT THE REPORT

This is Oase Outdoors' seventh annual sustainability report and covers the 2024 fiscal year. This report references GRI 101: Foundation 2016, GRI 102: General Disclosures 2016 (most disclosures on level Core, see GRI index), Disclosures 103-1, 103-2 and 103-3 from GRI 103: Management Approach 2016, Disclosure 205-2 from GRI 205 Anti-corruption 2016, Disclosure 414-2 from 414: Supplier Social Assessment 2016. The report has not been reviewed in full by a third party. Additional information about our ownership structure, financials and governance can be found on the RatOS website, ratos.se

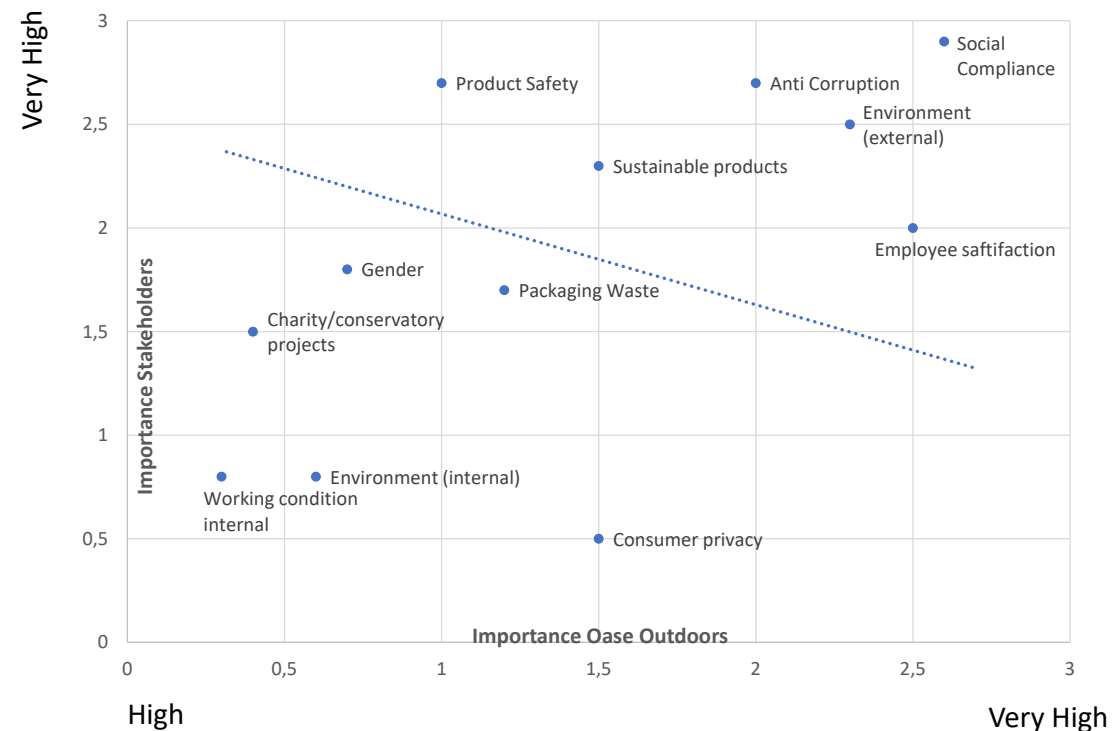
3.1. Process

We aim to live up to the ten reporting principles (see GRI framework for more information about these ten principles). This being our seventh report, we are unable to report on all KPIs, but work to address these areas has started and will continue. One of the key areas found in the material analysis is Product Safety. We have since 2016 worked with specialised companies within this area to make sure that our products and procedures comply to the legal requirements in our markets. Product safety is omitted from this sustainability report due to resource constraints. But over the last few years we have had a great focus on working with this within our entire range.

Our Compliance & Sustainability department comprises three employees, all working to ensure that our products comply with current legislation. In 2024, the team, with support from Maalbar, conducted LCA screenings as part of our product assessments. This forms the foundation of our Scope 3 baseline. It is vitally important to us that processes, standards and laws are observed and complied with throughout our supply chain and across all departments in our organisation. We first conducted a stakeholder analysis, including a small consultation process with

customers and employees. We then analysed our own context to define the key areas in the value chains for us to investigate the impact of our footprint and sustainability. Finally, we targeted the critical areas that lie above the dotted straight line in the Material Analysis diagram below, for comprehensive action. We did not include all stakeholders. Packaging waste is also more important. Our purchasing department closely monitors our use of packaging and is continuously in the process of cutting down consumption where possible without compromising quality.

Material Analysis - grid of importance





3.2. Stakeholders

(102-40, 102-42, 102-43 and 102-44)

Given we operate in markets with extended risk, preventative anti-corruption and social compliance initiatives are essential. Our customers and end-users also have elevated expectations of Oase Outdoors as a valued partner and home to premium brands.

3.3. Scope

The boundaries of this report are limited to the most important part of our value chain. We are focusing on our suppliers (amfori BSCI) and our own employees (anti-corruption and employee satisfaction level).

List of stakeholder groups and stakeholder engagement

OASE OUTDOORS STAKEHOLDERS AND FORM OF DIALOGUE

Stakeholder	Form of Dialogue	Key topic raised by stakeholder	Topics incl. Yes/No
Employees	Annual employee satisfaction survey with information shared internally the intranet	Motivating and developing employees Safe and healthy work environment Reduce climate impact	Y Y Y
Customers	Ongoing part of dialogue in the future	Product safety Reduced climate impact	Y Y
Suppliers	Dialogue, audits, quality control visits and visit from head office staff	Not included in stakeholder analysis	n.a.
Ratos	Board of Directors	Compliance issues Anti-corruption training Wish for Sustainable product category	Y Y Y
Authorities	Working with several different consultancy agencies providing guidance and advice to ensure all legal requirements are fulfilled on products	Product safety Anti-corruption	N Y

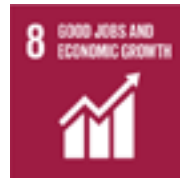
3.4. Important subjects

Three key topics have been selected after the materiality assessment (see boxes). Although not measured to the UN Sustainable Development Goals (SDG) we find it relevant to see our topics in a broader world perspective. Our key topics support among others the below four SDGs.

UN Sustainable Development Goals:



Oase Outdoors KPIs on Sustainability



Related to SDG 8.5

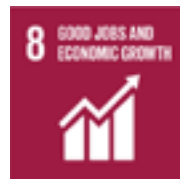
High Risk suppliers (determined by internal risk assessment) to be included in the Business Social Compliance Initiative (BSCI) framework under amfori BSCI.
Our KPI is to ensure that 80% of our turnover is audited within the BSCI framework.
This target covers approximately 22 suppliers operating across 24 factories.

Relevant GRI Standard, Disclosure and chosen indicator(s):

GRI Standard: GRI 400-Social

GRI Disclosure: 414-Supplier Social Assessment

GRI Indicator(s): 414-2: Negative social impacts in the supply chain and actions taken



Related to SDG 8.3

Employee satisfaction min. 80 per cent, measured as Trust Index from the Great Place to Work (GPTW) survey.

Relevant GRI Standard, Disclosure and chosen indicator(s):

GRI Standard: None

GRI Disclosure: Own disclosure

GRI Indicator(s): Own indicator: Trust Index for 2024 in per cent



Related to SDG 12.4 & 13.2

The environment (climate) is being addresses by addressing our CO2 footprint in scope 1,2 and 3 and by a reduction of CO2 each year going forward.

Relevant GRI Standard, Disclosure and chosen indicator(s):

GRI Standard: GRI 200-Environmental

GRI Disclosure: 308-Supplier Environmental Assessment

GRI Indicator(s): 308-2: Negative environmental impacts in the supply chain and actions taken.



Related to SDG 16.5

Compilation of an anti-corruption policy and implementation of a learning program. Minimum 90 per cent of relevant employees to complete a learning program with the result 'pass', based on a 'Pass/Fail' basis.

Relevant GRI Standard, Disclosure and chosen indicator(s):

GRI Standard: GRI 200-Economic

GRI Disclosure: 205-Anti-Corruption

GRI Indicator(s): 205-2: Communication and training on anti-corruption policies and procedures

4. SUSTAINABILITY SUBJECTS

4.1. Anti-corruption

4.1.1. Why relevant

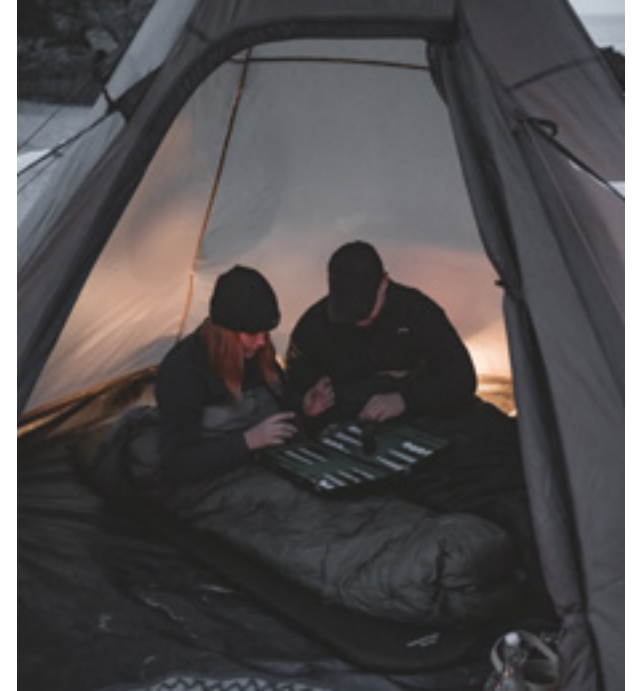
Not only is the implementation of an anti-corruption policy an ownership requirement by Ratos and a part of the compliance of doing business. It is vital to business success as the long-term sustainability of our business depends on our ability to maintain the highest standards of personal and collective integrity.

4.1.2. Scope

Given the need to protect its position as a trusted business partner, relevant Oase Outdoors employees who act under the Oase name will be regulated by this policy.

4.1.3. Management approach

We have developed a strong judicious approach to this area and have started the implementation. A set of directives and FAQs for employees have been made and has now also been stated in our



Employee staff handbook. We have also introduced a whistle-blower system where infringements can be reported in confidence.

4.1.4. Activities

The anti-corruption training is now running at full speed and is being evaluated each year. The HR department is undertaking the training annually and when onboarding new employees.

4.1.5. Results

The anti-corruption policy is in place. 87% of relevant employees have completed and passed the training.

4.1.6. Indicators

205-2: Communication and training on anti-corruption policies and procedures. Share of relevant employees (31) that annually complete the anti-corruption training course is set to 90 per cent.



4.2. Supplier Social Assessment

4.2.1. Why relevant

Mirroring working issues, our biggest social impact is made by sourcing a diverse range of products, often from suppliers located in high risk countries.

4.2.2. Scope

The assessment will include our high, medium and low risk direct suppliers.

4.2.3. Management approach

The Business Social Compliance Initiative (BSCI) is a leading supply chain management system that supports companies drive social compliance and improvements within the factories and farms in their global supply chains. Amfori BSCI implements the principle international labour standards protecting workers’ rights. We follow the amfori BSCI framework with commitment and in accordance to the amfori BSCI set up, overseen by a Compliance & Sustainability Department member of staff.

4.2.4. Activities

The goal of getting 80% of our total buying volume conducted through the amfori BSCI framework is still applicable. Every year we evaluate and update our risk analysis amongst our direct supplier base, which this year counts of 99 suppliers. This gives us a clear picture on where to put our focus and efforts to reach the most effective outcome.

4.2.5. Results

During 2024 we managed to onboard one additional supplier to our supply chain on the amfori BSCI platform. We now have the responsibility of total 22 suppliers which account for 24 factories which is a realistic and very

satisfying level to cover. The percentage share of turnover has increased satisfactorily in 2024, from a level of 74% in 2023 to 76.26% in 2024. In 2024, we had estimated that 80% of our revenue would be audited. Unfortunately, we did not fully reach this target, as revenue within our tent category, which accounts for a significant portion of the projected 80%, fell short of expectations. Nevertheless, we achieved a satisfactory result of 76.26%, representing an improvement from 74% in 2023 through the amfori BSCI platform in 2024.

4.2.6. Indicators

414-2: Negative social impacts in the supply chain and actions taken.

Determined by an internal risk assessment, we have included the suppliers that will have a significant actual and potential negative social impact if not living up to a framework.

Number	Name	Country revenue	Risk	Category of products category	Risk
9872	Supplier XX	China	M	Mats, Flocks, Airbeds	M
9860	Supplier XX	Vietnam	M	Awnings, Drive Aways, Acc., Tents	H
9799	Supplier XX	China/Bangladesh	H	Tents	H
9845	Supplier XX	China	M	Furniture, Acc., Sleeping bags	M
9792	Supplier XX	China/Bangladesh	M	Utility Tents	H
9672	Supplier XX	Bangladesh	M	Shelters	M
9745	Supplier XX	China	M	Sleeping bags, Acc.	M
9864	Supplier XX	China	M	Furniture, Acc., Pumps, Tables	M
9825	Supplier XX	China	M	Flock Mats, Furniture	M
9973	Supplier XX	China	L	Cool boxes, Cool bags	M
9975	Supplier XX	China	L	Tents	H
9752	Supplier XX	Bangladesh	L	Tents	H
9686	Supplier XX	China	L	Cool boxes	M
9604	Supplier XX	China	L	Furniture, Acc.	M
9764	Supplier XX	China	L	Sleeping bags	M
9776	Supplier XX	China	L	Furniture	M
9968	Supplier XX	China	L	Furniture	M
9797	Supplier XX	China	L	Sleeping bags	M
9659	Supplier XX	China	L	Furniture	M
9942	Supplier XX	China	H	Vehicle Awnings, Acc., Tents, Sleeping bags	H
9665	Supplier XX	China	L	Pumps	H
9788	Supplier XX	China	L	Sleeping bags	M

High risk = H, Medium risk = M, Low risk = L

Risk revenue: according to size of business - Risk category: according to strategic importance to us

4.3. Climate Action

4.3.1. Why relevant

When considering all aspects of our business, our largest environmental impact lies primarily within Scope 3 – We use the scope 1,2 and 3 classification system to manage and reduce our greenhouse gas emissions.

4.3.2. Scope

We are climate neutral for our own Denmark emission (scope 1+2). We are doing this by CO₂ reduction initiatives and offsetting residual emissions. We will actively work **towards reducing the emissions from our entire value chain**

(Scope 3), primarily those at our suppliers. Our main emissions – and therefore our main focus – are from our material consumption. We will actively explore alternative product designs and material choices. In 2024 we entered the Science Based Targets (SBTi) via Ratos.

4.3.3. Management approach

We will follow ambition to take positive climate action with commitment and set up in accordance to this, overseen by the Sourcing Department.

4.3.4. Activities

We are offsetting our CO₂ impact at our Danish headquarters. We work with Danish company, Klimate, to source and analyse global carbon

removal projects to find the best solutions to build on our Scope 1 and 2 reductions. With its help, we have combined different suppliers and projects in portfolios that include forestry, enhanced weathering and Aquatic Biomass Sinking to balance CO₂ removal with our emissions. Our aim is to annually monitor this baseline and use the data to set new initiatives aimed to further improve results throughout the full supply chain.

In 2024, we continued to advance our work on product impact. This has been framed under Outwell Caring Choice and Robens Our Promise, where we maintained our focus on using recycled materials and minimising the use of chemicals in our products.

We introduced these new developments in our SS25 collection, with 27% of new products manufactured using the approaches outlined above. Across all three brands, we have also worked towards eliminating the use of PFAS in our tents and vehicle awnings. Ensuring quality has been an important part of this journey, and in SS25, 58% of our tents and awnings were PFAS-free. This will remain a key focus area, and in 2025 we will take the next steps to fully phase out the use of PFAS in our production. In addition, we are continuing to reduce the use of single-use plastic in our packaging materials.

We have updated our testing facilities with a water recycle system, that allows us to re-use the water when water testing our tents.

4.3.5. Results

We have compensated 146 tons of CO₂ and have achieved CO₂ neutrality at our Danish HQ in Give. We are now able to decide Scope 1+2 activities for the coming period and have geared the organization to take on further sustainability initiatives towards Scope 3 emission going forward.



4.3.6. Indicators

CO₂ offsetting of 146 tons.

308-2: Negative environmental impacts in the supply chain and actions taken.

The CO₂ baseline has been assessed and this will be repeated on a yearly basis. Based on the emission we will set goals for further reductions in all three scopes.

4.4. Employee Satisfaction

4.4.1. Why relevant

Besides our specialist knowledge, our most valuable resource is our employees and it is in our DNA as a family-started and family-run business to foster this special relationship and nurture our workforce.

4.4.2. Scope

Our Employee Satisfaction survey encompasses active full-time employees only and who have worked for Oase Outdoors for one month and who is not on leave for more than six months.

4.4.3. Management approach

The survey is conducted in October 2024 by an external independent party and anonymity is guaranteed. Departments with a minimum of five employees receive a separate report.

4.4.4. Activities

The current survey was conducted by Great Places to Work in October 2024 and the data was presented in November. All employees have had input on the results at departmental level to help make Oase Outdoors an even greater place to work. The high engagement and impact of

the results in each department provide a good indicator for managerial action.

4.4.5. Results

95% participated in the 2024 employee satisfaction survey, and the overall trust index result is 92%. This is a very satisfying result. It has been possible to maintain the high score from previous years, and the certification as "Great Place to Work" in the category for companies with 50-499 employees.

4.4.6. Indicators

The overall trust index is based on five dimensions. A great workplace is one where employees trust the people they work for, have pride in the work they do and enjoy the people they work with. See the five dimensions and average result in the table below.

GREAT PLACE TO WORK OASE OUTDOORS 2024		Oase Outdoors 2020	Oase Outdoors 2021	Oase Outdoors 2022	Oase Outdoors 2023	Oase Outdoors 2024
	CREDIBILITY AVERAGE	81%	85%	91%	92%	93%
	RESPECT AVERAGE	76%	83%	89%	89%	88%
	FAIRNESS AVERAGE	85%	89%	92%	91%	90%
	PRIDE AVERAGE	85%	88%	93%	92%	91%
	CAMARADERIE AVERAGE	95%	97%	97%	98%	97%
	Trust Index © average	83%	87%	92%	92%	92%

5. SUSTAINABILITY REPORT CONTACT (102-55)



**For further information
or clarification about any aspect
of our impact report
please contact us at:**

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Fax +45 7022 8505**

**Visit our corporate website at:
www.oase-outdoors.com**

**Or visit our brandsites:
www.outwell.com
www.easycamp.com
www.robens.de**



6. GRI INDEX ⁽¹⁰²⁻⁵⁵⁾

We have not had the report audited. There are some limitations to the scope. Further, our materiality analysis is based on a limited

number of customers and employees. However, a substantial amount of internal work has been completed to ensure we target critical areas.

GRI CONTENT INDEX				
GRI 101: Foundation 2017 (does not include disclosures)				
GRI 102: General Disclosures 2017 (core)				
Number of Disclosure	Disclosure	Comment	Page number (s) and/or URL(s)	Other comments
Organizational Profile				
102-1	Name of the Organisation		Section 2 - Article 2.1	
102-2	Activities, brands, products and services		Section 2 - Article 2.2	
102-3	Location of headquarters		Section 2 - Article 2.3	
102-4	Location of operations		Section 2 - Article 2.3	
102-5	Ownership and legal form	https://www.ratos.com/en/companies/oase-outdoors/	Section 2 - Article 2.4	
102-6	Markets served		Section 2 - Article 2.5	
102-7	Scale of the organization	See also https://www.ratos.com/en/investors/reports-and-presentations/	Section 2 - Article 2.7	
102-8	Information on employees and other workers	See also https://www.ratos.com/en/companies/oase-outdoors/	Section 2 - Article 2.7	
102-9	Supply chain		Section 2 - Article 2.6	
102-10	Significant changes to the organisation and its supply chain		Section 2 - Article 2.6	
102-11	Precautionary Principle or approach			X
102-12	External initiatives			X
102-13	Membership of associations	europeanoutdoorgroup.com & eocaconservation.org	Section 2 - Article 2.6	
Strategy				
102-14	Statement from senior decision-maker		Section 1 - CEO statement	
Ethics and Integrity				
102-16	Values, principles, standards and norms of behaviour		Section 2 - Article 2.1	

Governance				
102-18	Governance structure		Section 2 - Article 2.4	
Stakeholder engagement				
102-40	List of stakeholder groups		Section 3 - Article 3.2	
102-41	Collective bargaining agreements	none	Section 2 - Article 2.9	
102-42	Identifying and selecting stakeholders		Section 3 - Article 3.2	
102-43	Approach to stakeholder engagement		Section 3 - Article 3.1	
102-44	Key topics and concerns raised	See also https://sustainabledevelopment.un.org	Section 3 - Article 3 & 3.4	
Reporting practice				
102-45	Entities included in the consolidated financial statements		Section 3 - Article 3.3	
102-46	Defining report content and topic Boundaries		Section 3 - Article 3.1 & 3.3	
102-47	List of material topics		Section 3 - Article 3.1	
102-48	Restatements of information			x
102-49	Changes in reporting	none		
102-50	Reporting period		Section 3 - Article 3	
102-51	Date of most recent report		Section 3 - Article 3	
102-52	Reporting cycle		Section 3 - Article 3	
102-53	Contact point for questions regarding the report		Section 5	
102-54	Claims of reporting in accordance with the GRI Standards		Section 3 - Article 3	
102-55	GRI content index		Section 6	
102-56	External assurance		Section 3 - Article 3	none
Material Topics				
Economic standards				
GRI 103: Management Approach 2017 and GRI 205: Anti-corruption 2017				
103-1	Explanation of the material topic and its Boundary		Section 4.1 - Article 4.1.1 + 4.1.2	 Related to SDG 16.5
103-2	The management approach and its components		Section 4.1 - Article 4.1.3	
103-3	Evaluation of the management approach		Section 4.1 - Article 4.1.3	
205-2	Communication and training on anti-corruption policies and procedures		Section 4.1 - Article 4.1.6 & 4.1.6	

Environmental standards				
GRI 103: Management Approach 2017 and GRI 308: Supplier Environmental Assessment 2017				
103-1	Explanation of the material topic and its Boundary		Section 4.2 - Article 4.2.1 + 4.2.2	 Related to SDG 12.4 & 13.2
103-2	The management approach and its components		Section 4.2 - Article 4.2.3	
103-3	Evaluation of the management approach		Section 4.2 - Article 4.2.3	
308-2	Negative environmental impacts in the supply chain and actions taken		Section 4.2 - Article 4.2.6	
Social standards				
GRI 103: Management Approach 2017 and GRI 414: Supplier Social Assessment 2017				
103-1	Explanation of the material topic and its Boundary		Section 4.3 - Article 4.3.1 + 4.3.2	 Related to SDG 8.5
103-2	The management approach and its components		Section 4.3 - Article 4.3.3	
103-3	Evaluation of the management approach		Section 4.3 - Article 4.3.3	
414-2	Negative social impacts in the supply chain and actions taken		Section 4.3 - Article 4.3.6	
Own Indicators				
103-1	Explanation of the material topic and its Boundary		Section 4.4 - Article 4.4.4 + 4.4.2	 Related to SDG 8.3
103-2	The management approach and its components		Section 4.4 - Article 4.4.3	
103-3	Evaluation of the management approach		Section 4.4 - Article 4.4.3	
Other	Employee satisfaction min. 80%, measured as Trust Index from Great Place To Work (GPTW) survey.		Section 4.4 - Article 4.4.6	





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