

DIGITAL MAIL

9 PAGES

5 SPREADS

**ace & tate**

# Climate Action Plan 1.0

Product Drop  
Campaign Launch  
Brand Deck

HR Handbook  
Responsibility Report  
~~Climate Action Plan 1.0~~

Author's Address & Postcode

Ace & Tate  
Singel 258  
Amsterdam  
1016 AB  
NETHERLANDS

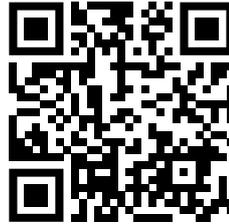


Table of Contents

Weight (words)

- 1. Introduction
- 2. Commitment to limit global warming to 1.5 °C
- 3. Targets and potential actions
  - 3.1. Strategy
  - 3.2. Ways of working
  - 3.3. Products
  - 3.4. Suppliers
  - 3.5. Transport and operations
  - 3.6. Business models
  - 3.7. Offsetting
  - 3.8. Biodiversity
- 4. Resource allocation
  - 4.1. Human
  - 4.2. Technical
  - 4.3. Material
  - 4.4. Financial
- 5. Stakeholder engagement

1,778

Total

1,778

## 1. Introduction

Climate change is a complex topic. At Ace & Tate, our ambition is to drive our emissions to zero. We do this with a data-driven approach, investing in projects, systems, and tools that maximise our potential for positive impact.

This Climate Action Plan was completed in 2026 by the Ace & Tate Responsibility team and has been officially adopted by the board of Ace and Tate Holding B.V. We measure our environmental impact and Scope 1, 2, and 3 emissions annually in collaboration with our greenhouse gas accounting partner [Vaayu](#). We acknowledge that focusing exclusively on carbon can have harmful unintended impacts on nature, which can have negative effects for communities if the environment is not safeguarded (e.g. electric vehicle batteries). Therefore, we focus on six additional impact indicators<sup>1</sup> beyond carbon:

- Water scarcity;
- Abiotic depletion of fossil fuels;
- Abiotic depletion of metals;
- Marine eutrophication;
- Freshwater eutrophication;
- Freshwater ecotoxicity.

## 2. Commitment to limit global warming to 1.5 °C

Ace & Tate is committed to supporting the global ambition to limit global warming to 1.5 °C. As part of this commitment, we plan to make a commitment with the Science-Based Targets initiative ([SBTi](#)) in 2026 and submit our short-term and long-term targets for validation within one year of committing.

<sup>1</sup> The definitions of the additional impact indicators can be found on page 43 of our [2024 Responsibility Report](#).

## 3. Targets and potential actions

As part of our Climate Action Plan, we have set targets on actions we want to take on our decarbonisation journey and on our road to reaching the SBTi and European net-zero target by 2050. The short-term targets and actions are outlined in our Responsibility calendar, whereas the longer-term actions will be outlined in our decarbonisation roadmap, which will be developed in collaboration with all internal teams and a consultancy firm in 2026. The below list shows a starting, but not final list of targets and actions.

### 3.1. Strategy

- Complete a Climate Risk Assessment in Q1 2026 to understand potential disruptions to our operations by climate-related events;
- Bridge the gap between high-level science and daily operations through the establishment of an internal Climate Working Group, workshops, and additional sessions with a sustainability consultant;
- Commit publicly to SBTi in Q2 2026;
- Submit short-term and long-term targets with SBTi by Q2 2027;
- Develop a departmental decarbonisation roadmap and Climate Transition Plan by Q3 2026; and,
- Conduct a scenario analysis with Vaayu in Q1 2026 to identify the reduction potential of our planned decarbonisation measures.

### 3.2. Ways of working

- Establish a Climate Working Group (with members from, among others, the Legal, Product, Design, Retail, Supply Chain and Logistics teams) with clear responsibilities for decarbonisation in January 2026.
- Organize breakout sessions with our direct suppliers focused on the Climate Transition, providing them a platform and voice to contribute their perspectives to the Climate Action Plan and the broader transition journey.

### 3.3. Products

- Reduce the climate change (CO<sub>2</sub>e) impact of the frame materials stage by switching our main frame materials (acetate and metal) to more sustainable alternatives (e.g. bio-based or recycled materials) by 2027.

### 3.4. Suppliers

- Reduce the impact of the frame manufacturing stage by engaging with our direct (Tier 1) frame and lens suppliers in a supplier decarbonisation programme focussed on 100% renewable energy (on-site solar and International Renewable Energy Certificates (I-RECs<sup>2</sup>) and energy efficiency improvements by Q4 2026;
- Continue our webinar series with frame, lens and material suppliers to educate and engage them on climate impact and reduction (e.g. renewable energy, energy efficiency, etc.).

### 3.5. Transport and operations

- Reduce our Scope 1 impact by having 90% of stores without gas heating by 2030;
- Reduce our Scope 2 impact by achieving 100% of stores with renewable electricity contracts by engaging with our landlords by 2030;
- Reduce our Scope 1 and Scope 2 impact by implementing energy efficiency measures at our stores by 2030;
- Minimise the waste disposed of at HQ and stores, through mapping the different waste streams to reduce residual waste and increase recycled waste streams (e.g. plastic, paper, organic, ...) by 2030;
- Reduce our impact from upstream transport through piloting inbound sea shipments;
- Reduce our impact from distribution through discussing possibilities with the relevant stakeholders, such as for example renewable energy contracts and/or on-site renewable energy at our warehouses;
- Reduce our impact from Purchased Goods and Services not for resale<sup>3</sup> and Capital Goods (e.g. CAPEX) by working on data improvements internally and with Vaayu to move from spend-based to activity-based calculations. This shift allows for the calculation of emissions per actual goods and services purchased, instead of per Euro spent, which is more accurate.

<sup>2</sup> I-RECs: certificates that verify the generation of electricity from renewable sources.

<sup>3</sup> Products purchased or acquired by the company that are not for resale. This includes goods (e.g. store furniture, optician equipment, etc.) and services (intangible products).

### 3.6. Business models

- Reduce our use phase impact by educating customers on the impact of their actions and promoting more environmentally friendly cleaning methods, through our [Care Guide](#), FAQ, social media posts and email newsletters;
- Reduce our end-of-life impact by implementing a take back programme in all stores, which allows recycling of used frames instead of incineration or landfill disposal;
- Explore and pilot circular business models, such as 'Lease a frame', where products are provided as a service (i.e. products are leased for a monthly fee and can be returned, swapped, or kept at the end of the lease).

### 3.7. Offsetting

- Explore GHG emissions removals through the purchase of carbon credits outside of our value chain by February 2027.

### 3.8. Biodiversity

Ace & Tate recognises that biodiversity and climate change are interconnected issues and that climate action alone is not enough if impacts on nature are not taken into account.

At the moment, there is no widely adopted, standardised tool that enables us to accurately measure our direct impact on biodiversity, which makes precise measurement and target-setting challenging at this stage. Even so, we are committed to taking a careful and responsible approach to limiting our impact on biodiversity within our direct operations.

As a first step, Ace & Tate will focus on better understanding potential biodiversity impacts linked to our stores and offices. This includes impacts related to energy and water use, as well as waste generation and management. In parallel, we aim to further structure our approach and develop a dedicated biodiversity strategy by 2030.

We will follow developments in biodiversity measurements and management through industry networks, guidance from organisations such as [WWF](#), and emerging networks like [TNFD](#). As tools and best practices become clearer and more widely adopted, we will apply them where relevant to strengthen our approach over time.

## 4. Resource allocation

This section specifies how we will allocate human, technical, material, and financial resources for implementation of this Climate Action Plan.

### 4.1. Human

The Responsibility team, consisting of the Responsibility manager, Sustainability specialist, and Responsibility intern, and reporting to the CFO, is responsible for the implementation of the Climate Action Plan. The Responsibility calendar shows the topics, objectives and key results regarding climate action and transition that we are working on in 2025 and 2026, and assigns topic owners and supportive roles to members of the team.

A Climate Working Group will be established, consisting of internal employees from various departments. This committee will assign clear decarbonisation responsibilities to members within their respective areas, such as Legal, Product, Design, Retail, Supply Chain and Logistics, to move from ambition to action, to identify and implement changes.

The Responsibility team will maintain its collaboration with Vaayu to measure the company's annual greenhouse gas emissions and run decarbonisation scenarios on Vaayu's platform to identify emissions hotspots and areas for decarbonisation.

To support the calculation of the company's science-based targets, submission and validation of targets with SBTi, the support of a consultancy partner will be consulted.

We established working groups with our frame and lens suppliers to promote education and engagement on topics like climate change and climate action. These interactive sessions bring the stakeholders together and ensure that they can contribute their diverse perspectives on the subject. Sessions take place at least twice a year and topics can, for example, be renewable energy, energy efficiency, etc.

## **4.2. Technical**

One of the technical resources that will be used in the implementation of this Climate Action Plan is our partner Vaayu's dashboard. The dashboard shows our annual carbon emissions and data and allows us to get detailed insights into our footprint and reduction opportunities. It also allows us to make a scenario analysis and identify which decarbonisation measures are likely to be most successful in terms of emissions reductions.

## **4.3. Material**

Material resources can support the implementation of this Climate Action Plan on multiple levels. At a production level, such resources include bio-based or recycled raw materials, more energy efficient machinery and tooling, and solar panels. At a store level, examples include resources to increase the sustainability and energy efficiency of our stores, such as HVACs and smart meters.

## **4.4. Financial**

Financial resources are allocated to the climate strategy and action plan, including measuring the company's annual footprint and scenario modelling with Vaayu and working with a consultancy firm on decarbonisation and SBTi target submission and validation.

## 5. Stakeholder engagement

The implementation of this Climate Action Plan will require engagement and work with many stakeholders. For a successful implementation of the plan and progress on our targets, we will work and engage closely with:

- Leadership team and shareholders;
- Colleagues at HQ and stores, to identify and implement company-wide decarbonisation measures;
- Stakeholders in the value chain (e.g. suppliers, customers), to improve their climate impact through mentoring programs and information sharing and support;
- External partners and consultants (e.g. Vaayu), to know where to improve our climate impact and how to meet our SBTi targets;
- Companies, via Vaayu and through the B Corp Fashion Circle, to discuss and learn from their climate strategy.

Presently, we are not yet working with the following stakeholders, but would like to start working with them:

- Industry peers (e.g. other eyewear companies), as it is difficult to get in touch with them and exchange any knowledge and insights;
- Industry alliance for eyewear, as this is currently not available, but there are signs that one will take shape in the near future (Frame the Future).

**ace & tate**