



# ENVIRONMENTAL POLICY

**RevolutionRace AB**  
(Registration Number 556938-2913)

Document name/number	Environmental policy	Issue number	003
Prepared by	CEO	Issue date	June 2025
Document owner	CEO	Information classification	External
Document pre approver	Audit Committee	Approved by	Board of Directors 2025-06-25



## Table of content

1. Environmental Policy .....	2
2. Compliance with applicable legislation and commitments to voluntary standards .....	2
3. Commitments .....	2
3.1 Climate change mitigation and adaptation .....	2
3.2 Pollution .....	3
3.3 Water .....	3
3.4 Resource use and circular economy .....	3
3.5 Biodiversity protection .....	3
4. Responsibility and implementation .....	4
5. Reporting concerns .....	4
6. Roles and responsibilities .....	4
7. Related documents .....	4
8. Version history .....	4



## 1. Environmental Policy

At RevolutionRace, we are committed to environmental protection. Climate action, resource conservation, waste and pollution reduction, and water stewardship are important to us and our stakeholders. We commit to upholding our principles, setting ambitious targets, and continuously improving our practices.

This policy aims to ensure transparency for stakeholders, engage employees and supply chain partners, and support continuous improvement throughout our operations.

The policy applies to all operations of RVRC Holding AB (publ) ("**RevolutionRace**") and its subsidiaries, collectively referred to as the "**company**" or "**we**."

The policy is based on regular due diligence of environmental matters. It is our responsibility to identify, prevent and mitigate negative environmental impacts and contribute to sustainable development. We continuously review our impacts through thorough analysis and engagement with our stakeholders.

We pay particular attention to our supply chain, where most of our environmental impacts occur. Our value chain includes direct garment suppliers (Tier 1) and logistics partners, as well as indirect partners such as dye-houses, trim and fabric mills (Tier 2), spinning mills (Tier 3), and fibre producers.

Our supply chain partners must meet our environmental standards, and our sourcing decisions increasingly consider suppliers' environmental management practices and impacts.

## 2. Compliance with applicable legislation and commitments to voluntary standards

RevolutionRace and its supply chain partners must, at a minimum, comply with all applicable local and international environmental laws and regulations.

In accordance with the precautionary principle, uncertainty or lack of scientific consensus shall not delay preventive action.

Our climate commitments, including our validated science-based targets, are aligned with the Paris Agreement. This policy also draws on the EU Green Deal and relevant legislation.

Our environmental due diligence is guided by the OECD Due Diligence Guidance for Responsible Supply Chains in the Apparel and Footwear Sector, as well as the double materiality framework defined in the EU Corporate Sustainability Reporting Directive (CSRD).

To maximise impact, we engage in several well recognized voluntary initiatives and standards, including AFIRM, ZDHC (Zero Discharge of Hazardous Chemicals), the PFAS Movement, and the Fur Free Alliance. We request environmental reporting from suppliers via the Higg Facility Environmental Module (FEM). We also collaborate with organisations such as the Science Based Targets initiative and bluesign®.

## 3. Commitments

While the direct environmental impact of our operations is small, our value chain has actual and potential negative environmental impacts. Our commitments reflect material topics identified through our double materiality assessment.

### 3.1 Climate change mitigation and adaptation

RevolutionRace's primary impact on climate change stems from upstream GHG emissions. We aim to mitigate our impact through ambitious reduction targets and initiatives. We address climate adaptation, especially the geographic diversification of suppliers, through our Responsible Sourcing Strategy.

Our targets have been validated by the Science Based Target initiative (SBTi), where RevolutionRace commits to:

- Reduce absolute scope 1 and 2 GHG emissions 50% by FY2030 from a FY2022 base year
- Reduce scope 3 emissions 52% per sold unit by FY2030 from a FY2022 base year

To meet our targets in scope 1 and scope 2:

- We must reduce energy consumption from company cars and offices.
- We purchase electricity from renewable sources.

To meet our targets in scope 3 we have defined principles related to our transportation choices, upstream supply chain and material choices.

In our transportation choices:

- We minimise air transportation. We primarily transport by sea and only use air transportation as an exception.
- We minimise transportation through the optimal location of warehouses.
- We give preference to low-impact transportation solutions
- We reduce returns to lower transport-related emissions.

In our upstream value chain:

- Garment and wet-process suppliers must report their energy consumption and sources preferably through Higg FEM from Cascale or alternatively through bluesign® or RevolutionRace environmental reporting.
- We encourage garment suppliers and especially wet-process suppliers to phasing out coal fired boilers, transitioning to renewable energy, improving energy efficiency, and adopting low-energy technologies.

On material choices, RevolutionRace shall source materials in line with our Preferred Material Guideline.

### 3.2 Pollution

Environmental impacts related to water and soil pollution, hazardous substances, and microfiber shedding primarily stem from wet processing. We aim to prevent or mitigate these impacts through principles for thoughtful design and supply chain collaboration. To meet our objectives we take the following actions: **Pollution of water and soil**

- Wet-process suppliers shall implement and document best-practice chemical management and wastewater management.
- We must source cotton from producers with robust pesticide and fertilizer management-

#### Substances of concern

- All direct suppliers must implement digital management and compliance documentation aligned with RevolutionRace's RSL (Restricted Substances List) based on EU REACH and AFIRM guidelines.
- We recommend all suppliers performing chemical treatments adhere to the MRSL (Manufacturing Restricted Substances List) of the ZDHC (Zero Discharge of Hazardous Chemicals) and to transition to lower-impact alternatives.
- We encourage bluesign® partnership among suppliers with wet processes.
- We prohibit the use of PFAS treatments.

#### Microfibre or fibre fragmentation

- We conduct regular product-level testing for microfiber shedding.
- Wet-process suppliers must adopt best practices to minimise microfiber release.

### 3.3 Water

RevolutionRace uses the Aqueduct Water Risk Atlas to evaluate if its suppliers are in geographical locations with water stress, all our suppliers are. Key potential negative impacts arise from water withdrawals in wet-processing and cotton farming. We commit to prevent or mitigate these impacts through principles for thoughtful design and supply chain collaboration.

To meet our objectives,

- Wet-process suppliers must implement and document best-practice water management (through Higg FEM from Cascale or bluesign®)
- We shall prioritize fabrics dyed with low-water or water-less technologies.

We will source cotton from producers with responsible water management practices.

### 3.4 Resource use and circular economy

We recognise the actual and potential negative environmental impacts of raw material extraction and waste. Our approach emphasises sustainable sourcing, design for circularity, and waste minimisation.

#### Input

We aim to reduce our environmental impacts through our Preferred Material Guideline, which defines preferable materials and processes and sets quantitative targets.

To meet our objectives,

- We aim to source cotton, polyester and polyamide sustainably
- We seek sustainable colourings and finishes
- We aim to source our packaging sustainably

#### Output

Our Circularity Guideline outlines principles to minimise product lifecycle impact.

To meet our objectives,

- We design durable, high-quality products
- We design for long and frequent use
- We maintain strong quality control to prevent defects
- We offer repair kits to extend product life
- We promote proper care through informative labels
- We will increasingly design for recyclability

#### Waste

We aim to generate as little waste as possible from our own operations and from our supply chain partners.

To meet our objectives,

- We avoid overproduction by constantly aiming to meet demand
- We optimise return handling to maximise resale
- We limit the number of physical samples
- We request our Supply Chain partners to implement and document waste reduction and recycling measures

### 3.5 Biodiversity protection

RevolutionRace recognises biodiversity as essential to healthy ecosystems. While our direct impacts are limited, our actual and potential impacts on climate, pollution, water, and land use indirectly affect biodiversity. The measures outlined in previous sections address these areas.

#### 4. Responsibility and implementation

The CEO and the Management Team of RevolutionRace hold overall responsibility for environmental protection and are accountable for the implementation of this policy.

The Sustainability Manager is responsible for the development, implementation, and monitoring of relevant processes, initiatives and controls.

Managers are responsible for ensuring their teams understand and adhere to this Policy. Regular employee training supports this goal.

Employees with questions about this Policy or its implications are encouraged to contact the Sustainability Manager.

#### 5. Reporting concerns

All RevolutionRace employees and partners shall report any suspected breaches of this Policy to their manager, a trusted colleague, or through one of the channels outlined in our Whistleblower Instruction.

We do not tolerate retaliation against individuals who raise genuine concerns. Any retaliation constitutes a violation of our Code of Conduct.

#### 6. Roles and responsibilities

Role/Title	Responsibilities
Board	Approves the policy and any deviations or changes to the policy.
CEO	Responsible for the company's compliance with the Environmental policy
Sustainability Manager	Prepare the policy, ensuring compliance, and following up on its implementation and effectiveness.

#### 7. Related documents

Document	Content
Supplier Code of Conduct	
Restricted substance list	
Animal Welfare policy	

#### 8. Version history

This policy shall be reviewed annually and updated as necessary, or when there are major change to the work or regulation linked to our environmental policy.

Version	Change description
001	New policy
002	Updated Policy
003	Updated policy, Updated our climate targets and other sustainability-related objectives, alongside enhancing our approach to resource use and the circular economy.