

# 2023 Scorecard

## Employees

Key Performance Indicator (KPI)	2020	2021	2022	2023
<sup>1</sup> % Workforce – BIPOC	20.8%	22.8%	25.1%	25.2%
<sup>2</sup> % Workforce – Female	46.5%	45.5%	46.5%	46.6%

<sup>1</sup> Please visit the [Employee Representation](#) section for more in-depth workforce demographics.

<sup>2</sup> REI acknowledges the difference between sex assignment and gender identity, and our internal system honors how employees identify in both regards. Please visit the [Employee](#) section for more in-depth workforce demographics.

## Governance & Board of Directors

Key Performance Indicator (KPI)	2020	2021	2022	2023
% Board seats – BIPOC				30%
% Committee chairs – BIPOC				25%
% Board seats – Female		38.5%	40%	40%
% Committee chairs – Female		50%	50%	50%
% Board seats – Independent		100%	100%	90%
Are vendors or suppliers required to follow a code of conduct		Yes	Yes	Yes

[Click here](#) for more information about the REI Board of Directors.

# 2023 Scorecard

## Path Ahead Ventures

Key Performance Indicator (KPI)	2020	2021	2022	2023	Goal or Target
% of brands in assortment owned or led by founders of color	2.3%	2.9%	4.8%	6.4%	15% by 2030

## Community & Government Affairs

Key Performance Indicator (KPI)	2020	2021	2022	2023	Goal or Target
Number of individuals engaged in systemic change via the Cooperative Action Network		21,000	78,000	215,000	1.1 million by 2030
Dollars invested in strategic non-profit partners	\$6.3M	\$7.1M	\$6.9M	*\$3M	

\*This number does not take into account REI's continued commitment to supporting the REI Cooperative Action Fund, a separate 501(c)3 nonprofit organization. See The Cooperative Action Fund annual report [here](#).

# 2023 Scorecard

## Product Sustainability

Key Performance Indicator (KPI)	2020	2021	2022	2023
<sup>1</sup> Percentage of brands (as a % of prior year sales) that measure their greenhouse gas footprint and have science-aligned emissions reduction targets in place			28%	63%
<sup>2</sup> Percentage of all products (as a % of sales) REI retails with a low-carbon attribute	18.9%	23.5%	31.8%	41.0%
<sup>3</sup> Percentage of REI Co-op Brands products (as a % of sales) REI retails with a low-carbon attribute	36.5%	49.3%	55.6%	69.4%

<sup>1</sup> REI retails over 1,000 brands. We have set expectations for our external brand partners to measure greenhouse gas emissions and set emissions reduction targets, with a priority focus on our most strategic brand partners.

<sup>2</sup> REI retails thousands of different product styles each year. We track brands' efforts to reduce the climate impacts of products using credible practices and third-party certifications.

<sup>3</sup> REI's own REI Co-op brand products are designed and tested by the co-op with the input of our members to help connect everyone to the outdoors. We aspire that every product we create has a low-carbon attribute beyond status quo.

## Eliminating Waste

Key Performance Indicator (KPI)	2020	2021	2022	2023	Goal or Target
<sup>1</sup> Percentage of operational waste diverted from landfill	78%	83%	84%	86%	90% by 2025

<sup>1</sup> REI tracks tonnes of materials sent to recycling, compost, or landfill across our stores, distribution centers, and offices. Our target is to divert over 90% of materials from landfill by 2024

# 2023 Scorecard

## Energy

Key Performance Indicator (KPI)	2020	2021	2022	2023
<sup>1</sup> Total standard utility service electricity consumption (MWh)	59,468	58,822	63,357	65,251
<sup>2</sup> Total green tariff electricity consumption (MWh)	10,382	11,088	10,810	12,112
<sup>3</sup> Total on-site solar electricity generated (MWh)	5,766	4,600	5,378	5,236
<sup>4</sup> Total electricity consumption (MWh)	75,616	74,510	79,544	82,600
<sup>5</sup> Electricity intensity (total MWh /\$MM revenue)	27	20	20	21

<sup>1</sup>Grid power purchased electricity reflects REI’s use of electricity to operate our stores, distribution centers, and offices from standard or default utility service.

<sup>2</sup>Some electric utilities offer green or renewable tariff programs to support customers like REI in procuring renewable energy through the utility. REI seeks to utilize these programs where available.

<sup>3</sup>REI operates solar arrays on 21 stores and 3 distribution centers. These numbers vary as we open and close stores. The total generation is reported for transparency.

<sup>4</sup>Total electricity reflects REI’s use of electricity from local utilities (both standard utility service and green tariff programs) and our owned on-site generation.

<sup>5</sup>Electricity intensity provides a normalized view of total electricity per million dollars of revenue. We report this for transparency but set climate targets based on absolute emissions and not normalized emissions.

# 2023 Scorecard

## Emissions

Key Performance Indicator (KPI)	2020	2021	2022	2023	Goal or Target
<sup>1</sup> Scope 1 greenhouse gas emissions (tonnes CO <sub>2</sub> eq)	3,995	4,663	5,862	5,951	2,408 by 2030 (-47% vs. 2019, SBTi methodology)
<sup>2</sup> Scope 2 emissions – location-based (tonnes CO <sub>2</sub> eq)	26,762	26,201	24,985	27,124	Maintain market-based emissions of zero while increasing our portfolio of more local and accessible projects
<sup>3</sup> Scope 2 emissions - market-based (tonnes CO <sub>2</sub> eq)	0	0	0	0	Maintain market-based emissions of zero
<sup>4</sup> Scope 3 emissions SBTi absolute reduction target (tonnes CO <sub>2</sub> eq)				271,260	164,014 by 2030 (-47% vs. 2019, SBTi methodology)
<sup>4</sup> Scope 3 emissions (% engagement)				42%	41% by 2025 (% of Purchased Goods & Services emissions, from suppliers with a science-based target)
<sup>5</sup> Total emissions (tonnes CO <sub>2</sub> eq)	1,071,884	1,217,392	1,319,197	1,185,496	564,676 by 2030 (55% reduction target)
<sup>6</sup> Emissions intensity (tonnes CO <sub>2</sub> eq/\$MM revenue)	389	327	332	303	564,676 by 2030 (55% reduction target)

<sup>1</sup> Scope 1 greenhouse gas emissions are from sources that REI owns or controls—company vehicles, building furnaces, HVAC refrigerant leakage, etc. They're emissions over which we have direct control.

<sup>2</sup> Scope 2 location-based greenhouse gas emissions are associated with the purchase of electricity and other energy sources. REI is primarily reliant on local utilities for energy. This measure reflects the emissions intensity of those utilities.

<sup>3</sup> Scope 2 market-based greenhouse gas emissions reflects actions we take beyond the local utilities to decarbonize our energy supply. We purchase the rights to clean energy from projects across the country to operate at 100% renewable.

<sup>4</sup> Scope 3 greenhouse gas emissions are the result of activities not owned or controlled by REI in our value chain. Our SBTi target, approved in 2023, covers two-thirds of our Scope 3 emissions and includes an engagement target for external brand partners and an absolute target for remaining emissions.

<sup>5</sup> Total greenhouse gas emissions (scopes 1, 2, 3, from product manufacturing to customer use and disposal of products and all corporate assets) represent an estimate of the global emissions that can be attributed to REI in pursuit of our longstanding, enterprise commitment to more than halve our footprint by 2030.

<sup>6</sup> Emissions intensity provides a normalized view of total greenhouse gas emissions per million dollars of revenue. We report this for transparency but set climate targets based on absolute emissions and not normalized emissions.