



Gore Fabrics

Responsibility Update | 2024

Together, improving life

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This update is in line with the requirements of the parent company, W. L. Gore & Associates Limited, herein identified as Gore or the Enterprise, to showcase the impact of Gore’s Fabric Business, herein identified as Fabrics or we.

ABOUT THE FABRICS BUSINESS

Our purpose at W. L. Gore & Associates is to solve some of the world's greatest challenges and make discoveries that others can't, all in service of our promise: *Together, improving life*. This purpose is what drives Associates, and it's brought to life every day through the unique culture and structure.

Within Fabrics, one of Gore's three key pillars of business, this means tackling the difficult challenge of improving sustainability in high-performance, technical apparel, footwear, accessory products, and facilities without sacrificing the durability our customers rely on. We foster an environment where Associates, as shared owners, are empowered to make decisions that drive this meaningful work. We call this our lattice network. This highly collaborative organizational structure, based on direct communication and self-commitment, enables us to work together seamlessly to consistently deliver on our shared promises.

OUR MISSION:
PUSH THE BOUNDARIES
IN THE COMBINATION OF
COMFORT, PROTECTION,
AND SUSTAINABILITY, FOR
CURRENT AND FUTURE
GENERATIONS.

*Together,
improving life*

OUR GUIDING PRINCIPLES

With these principles as our foundation, we unleash the innate potential that our founders saw in all individuals. When we do this well, we expand the boundaries of what's possible for ourselves, our fellow Associates, our enterprise, and our customers — and foster innovations that will break new ground and contribute to society.

1 FREEDOM

2 FAIRNESS

3 COMMITMENT

4 WATERLINE

SINCE
1958-

WHAT WE DO

We believe that innovation and responsibility go hand-in-hand. Nearly 50 years ago, we revolutionized the outdoor industry with the invention of the GORE-TEX® Fabric, setting a new standard for high-performance, technical apparel. Today, we apply that same spirit of innovation to a greater challenge: pushing the boundaries of comfort, performance, and sustainability for current and future generations.

Our action on sustainability is rooted in a science-led approach and a commitment to transparency. We understand that durability is one of the most powerful tools against waste, and we continue to engineer products designed to last.



As an ingredient
direct-to-consumer brand

The Markets
we operate in

GOREWEAR	 S I T K A	 Consumer	 Defense	 Safety	 Workwear
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A LETTER FROM THE FABRICS LEADER

Reflecting on our journey within Fabrics, one thing stands out: the dedication of our Fabrics team to pushing boundaries and tackling challenges head-on empowers us to transform the seemingly impossible into remarkable achievements. Whether fostering an inclusive culture, advancing sustainability in our business choices, or driving unprecedented product innovation, we are committed to finding solutions for some of our industry's biggest challenges.



Jacques René
Leader | Fabrics

This update serves as both a celebration of our collective achievements and a glimpse into the new frontiers we are poised to explore.

We take immense pride in our work, but what truly sets us apart is how we work to accomplish our goals. I am honored to share that our internal Gore culture survey results affirmed that 91% of our Associates believe their teams operate with the utmost ethics and integrity – a true reflection of our culture and the support we offer one another.

We recognize that the global apparel industry presents challenges, particularly regarding human rights. By prioritizing people, we celebrated a milestone in 2024, achieving all our targets for value chain due diligence. We also implemented mandatory forced labor prevention training and made strides in enhancing working conditions across our value chain.

In the face of growing global climate challenges, we stepped up to tackle what felt impossible a few short years ago. I am proud that our Fabrics business achieved its carbon reduction and renewable energy goals ahead of schedule while continuing to grow the Fabrics organization.

Additionally, we transitioned our consumer brand portfolios – GOREWEAR® and SITKA® – to the innovative ePE membrane in just two seasons, helping us to create lower carbon solutions that don't compromise performance and protect people when it matters most. We are excited to continue our material transition across our Fabrics portfolio in 2025.

We recognize the world is growing increasingly complex. The commitment to making the impossible possible has never been more crucial.

We are working smarter by expanding our use of AI and digital tools to enhance compliance, boost product transparency, and

accelerate innovation. These advancements will empower us to meet evolving regulatory requirements while exceeding customer expectations.

We also acknowledge the rising importance of end-of-life solutions. In 2025, we intend to explore further a new textile-to-textile recycling pathway aimed at converting our own laminate and textile scrap into new fabrics for GORE-TEX® Laminates. Regardless of the outcome, we will learn and move one step closer to achieving our first fully circular solution.

Thank you to the Fabrics team for your passion, resilience, and determination. Your efforts prove that the impossible is merely a starting point. Together, we are not just meeting our goals; we are redefining our future.

Sincerely,

A stylized, handwritten signature in black ink, appearing to read 'Jacques René'.

Jacques René | Leader | Fabrics

SUSTAINABILITY LEADER Q&A

What is the overarching sustainability vision and aspiration for Gore's Fabrics business?

Our vision for sustainability is deeply intertwined with our brand promise: *Together, improving life*. As a product leadership company, we understand the interplay between product, profits, and purpose. Our mission compels us to create high-performing, durable products, which in turn drive our profits and support our purpose.

Guided by our Responsible Performance platform, we aim to harmonize sustainability with product excellence and process, making tangible progress on multifaceted challenges. Our goal is to achieve new heights of performance and sustainability across our operations and products, with a positive impact on both people and the planet, all while upholding our standards of quality, protection, and comfort.

What are the biggest challenges currently facing our Fabrics sustainability teams?

One of our primary challenges lies in managing the complexity and scale of our global supply chain while effecting meaningful change. With hundreds of apparel and footwear facilities spanning 37 countries, evaluating and enhancing workplace and

labor conditions necessitates robust systems, ongoing engagement, and innovative tools, including leveraging artificial intelligence for social due diligence and compliance.

We acknowledge the heightened expectations we've placed on ourselves by once more increasing our scope 1 and 2 carbon reduction targets for FY2031 while working to grow our business, continue our materials transformation, and help create transparency across all operations. Additionally, we have observed changing performance, market, and regulatory expectations, all of which increase the demand for science-based and holistic solutions. As leaders guided by science, this is beneficial for us, but it can also complicate our journey. Nevertheless, our teams remain fully committed to pushing boundaries in the products we create that can drive positive impacts.

What is next on the horizon for Fabrics sustainability efforts?

While the complexity of our supply chain is a challenge, it is also one of our greatest opportunities. By adopting advanced technologies and collaborating with industry leaders, NGOs, and academic institutions, we can pioneer cutting-edge solutions for circularity, decarbonization, and responsible

product stewardship. Our capacity to pilot, test, and scale these innovations via our unique position within the broader high-performance technical apparel industry helps enable us to spearhead industry-wide change, achieve measurable outcomes, and establish new standards for sustainability in technical apparel. This culture of collaboration and relentless improvement empowers us to convert challenges into positive solutions that drive impact and elevate our contributions to improving life.

You've held your role for three years now. How have the sustainability efforts for the Fabrics business evolved under your leadership?

Since taking on the role of Global Sustainability Leader, my focus has been on integrating sustainability across all facets of our business strategy and operations. I am really proud that we expanded our sustainability team by establishing a dedicated Climate team, a first for the Enterprise, to propel carbon reduction and climate action throughout our organization and supply chain.

Our strategy now emphasizes cross-functional collaboration, transparency, and evidence-based decision-making. Initiatives like our latest product governance program

will enhance the clarity and consistency of our sustainability claims, and our Grassroots Sustainability Action Network empowers Associates to spearhead local initiatives. By embedding sustainability goals within individual performance plans and enhancing training on vital skills, we've cultivated a culture of accountability and continuous improvement, positioning our Fabrics business as a catalyst for change — within our business, our communities and beyond.



Silke Kemmerling

Global Sustainability Leader | Fabrics



OUR RESPONSIBILITY AND SUSTAINABILITY STRATEGY

Together, improving life

At W. L. Gore & Associates, the focus on responsibility is an expression of the brand promise — *Together, improving life*. Within the Fabrics business, this promise comes to life through our Responsible Performance framework.

Responsible Performance

For the Fabrics organization, Responsible Performance means finding that ideal balance in delivering on our commitment to both sustainability and product leadership. Throughout our operations, our value chain, and our products, our ambition is to prioritize and allocate resources to unlock new levels of performance and sustainability in our operations and our products.

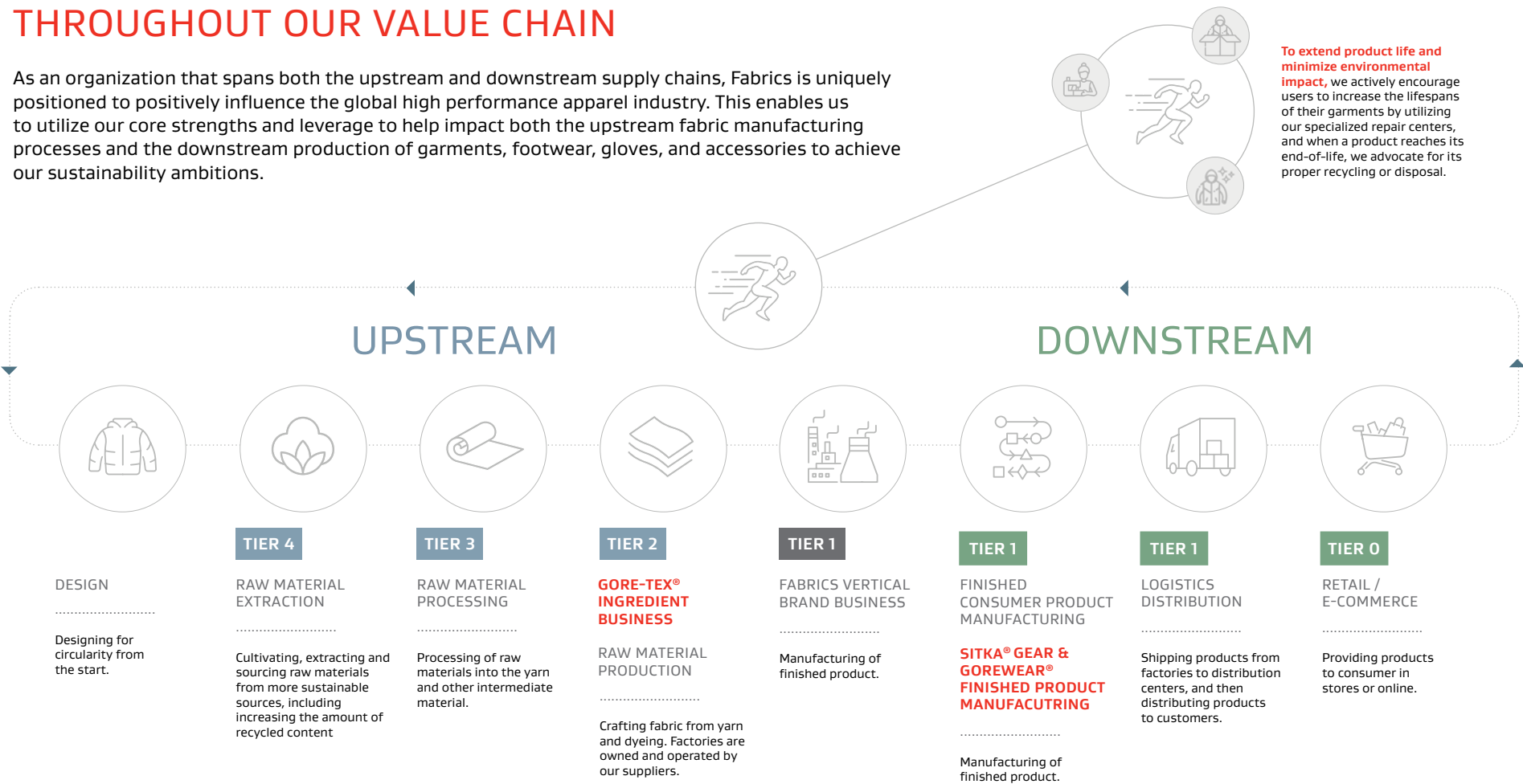
We act with purpose and scientific grounding, making measurable progress through complex challenges. This enables us to create high-performing products that support people and contribute to a more responsible future for the planet.



RESPONSIBLE PERFORMANCE THROUGHOUT OUR VALUE CHAIN

As an organization that spans both the upstream and downstream supply chains, Fabrics is uniquely positioned to positively influence the global high performance apparel industry. This enables us to utilize our core strengths and leverage to help impact both the upstream fabric manufacturing processes and the downstream production of garments, footwear, gloves, and accessories to achieve our sustainability ambitions.

To extend product life and minimize environmental impact, we actively encourage users to increase the lifespans of their garments by utilizing our specialized repair centers, and when a product reaches its end-of-life, we advocate for its proper recycling or disposal.



Our Approach to More Sustainable Innovation

Our Responsible Performance framework results in sustainability innovations throughout the value chain. We use our testing capabilities and a science-driven approach to pilot, explore, and scale solutions that offer high performance and meaningful outcomes for people and the planet. From exploring opportunities for material circularity and reformulating chemicals to ensuring people across our value chain are treated fairly and with respect, our innovation process pushes the boundaries of comfort, protection and sustainability.

This science-based cycle of innovation delivers outcomes that are both ambitious and achievable, providing products that consumers can use and rely on throughout their lives.



OUR STRATEGIC FRAMEWORK

WE FOCUS OUR EFFORTS ACROSS THREE PILLARS:

1
PROTECTING PEOPLE

We strive to protect people through every process, decision, and business relationship.

2
PURSUING POSITIVE OUTCOMES

Our approach remains grounded in what matters: science and impact.

3
PURPOSEFUL PRODUCT

Our products are designed to protect people when they need them the most.

RESPONSIBLE PERFORMANCE STRATEGIC FRAMEWORK

PROTECTING
PEOPLE

PURSUING
POSITIVE OUTCOMES

PURPOSEFUL
PERFORMANCE

FOUR KEY AREAS OF ACTION

1

Respecting
Human Rights

2

Reducing
Carbon Footprint

3

Managing our
Chemical Footprint

4

Enabling a
Circular Economy

Attributes of Our Actions Guide Our Behavior

Continuous improvement

Strive for continuous improvement in all areas of our business as we expand the boundaries of performance, comfort, and sustainability.

Science-based

Use science and data to inform our approach and measure comprehensive impact.

Holistic

Pursue solutions that seek to improve the entire system impacting people, planet, and the performance of our products.

Collaboration

Work closely with our diverse partners, with a shared commitment to drive industry-wide change.

Transparency

Be transparent about our progress and acknowledge where there is still more work to do.

GOVERNING SUSTAINABILITY

Throughout Fabrics, we uphold our legacy of integrity through trusted relationships, sound business practices, and our core principles, such as environmental stewardship, that drive our decision-making and a deep sense of responsibility to our customers, suppliers, and each other.

From Enterprise to Fabrics Business

At Gore, the Enterprise sets an overall strategic framework for sustainability—vision, goals, policies, standards, and key performance indicators (KPIs)—for topics that require consistency across the organization. The Enterprise Sustainability Leadership Team develops and agrees upon the above, informed by four Centers of Excellence.

Building on this foundation, Fabrics tailors goals and targets based on our markets, value chains, and regulatory requirements. In this way, our sustainability efforts vary to best fit the industry we serve. The Fabrics Leadership Team holds overall accountability for the Fabrics Strategy, including its approval and deployment across all business areas.

The Fabrics Steering Committees establish strategic direction for the defined focus areas and foster cross-functional collaboration across businesses and functions.

Business Unit Integration and Execution Committees—such as the GORE-TEX® Sustainability Integration Committee and the Consumer Brand Sustainability Integration Committee—translate strategic priorities into operational action, ensuring consistent implementation and performance oversight.

From Leadership to Action on the Ground

The Fabrics Sustainability Team delivers thought leadership and subject matter expertise across the value chain, driving shared value creation and measurable impact for people, the planet, the business, and the broader industry. Fabrics Sustainability is represented in the Fabrics Leadership Team through the Sustainability Leader.

Our experts specialize in critical areas, including materials innovation, carbon reduction, and sustainability reporting. This team drives cross-business collaboration, provides strategic guidance, and works alongside existing teams to advance our goals. This effort is complemented by our Fabrics Futures Team which is focused on new business models and opportunities to enable circularity.



ENHANCING OUR PRODUCT CLAIMS

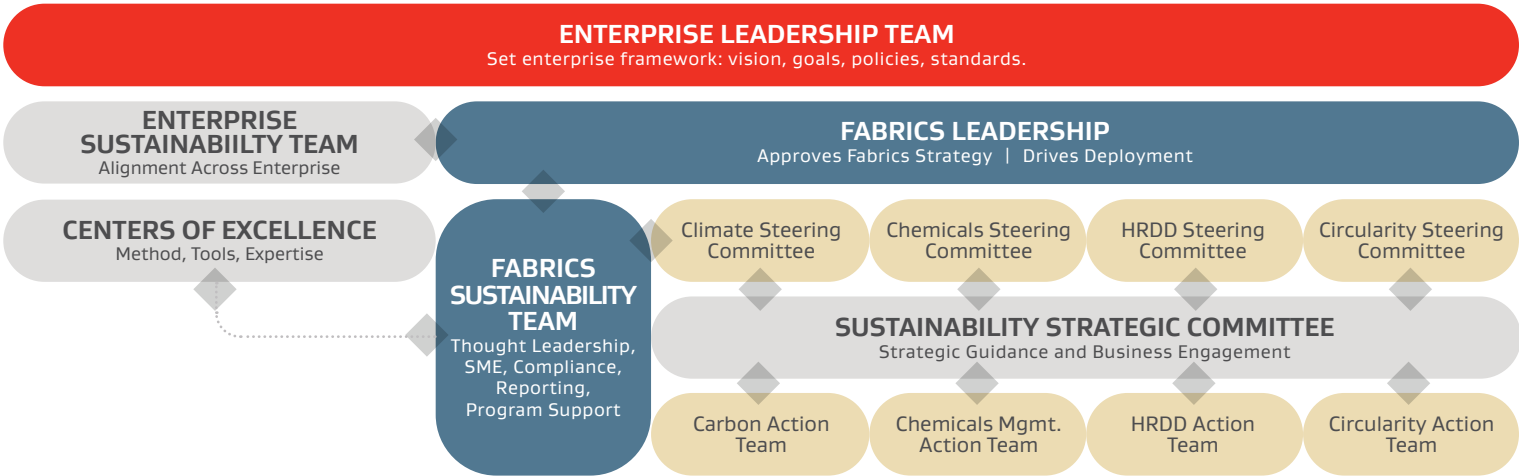
Our new initiative is designed to make it easier for Associates to access and manage claims, helping the organization govern our product claims and continue to communicate our impact and progress against our commitments transparently and fairly. While currently in pilot mode, it will become mandatory for all relevant claims in the future.

Over the past year, we have significantly expanded our sustainability team across Fabrics. This expansion included the creation of a Climate team, a dedicated function within Fabrics that enables meaningful carbon reduction and the embedding of climate action throughout our organization and value chain.

In 2024 we piloted a program to better govern our product claims to bring greater clarity and consistency to how sustainability-related product claims are developed and communicated. The program's shared framework for generating, verifying, and documenting green claims focuses on specific, quantifiable environmental attributes and encourages cross-functional collaboration. While currently in pilot mode, it will become mandatory for all relevant claims in the future.

SUSTAINABILITY GOVERNANCE

Sustainability is integral to our FABRICS vision and integrated into business strategies



Beyond the core team, our sustainability agenda is amplified by action across all business units, including sales, procurement, supply chain, and innovation, who integrate sustainability into their daily work. This is amplified by a collaborative network of Sustainability Champions. This network, embedded within the business units, focuses on turning our sustainability

goals into actions. In 2024, key work of the Sustainability Integration Champion for the GORE-TEX® Brand was to evaluate and set up a structure to drive progress in our four key areas of action.

To ensure accountability and drive action at every level, a significant number of Associates and Leaders now have

sustainability goals explicitly integrated into their Performance and Development plans. These individualized goals reflect specific job functions and product commitments. To support this, we have increased training on essential sustainability skills and tools, further embedding these practices throughout the organization.

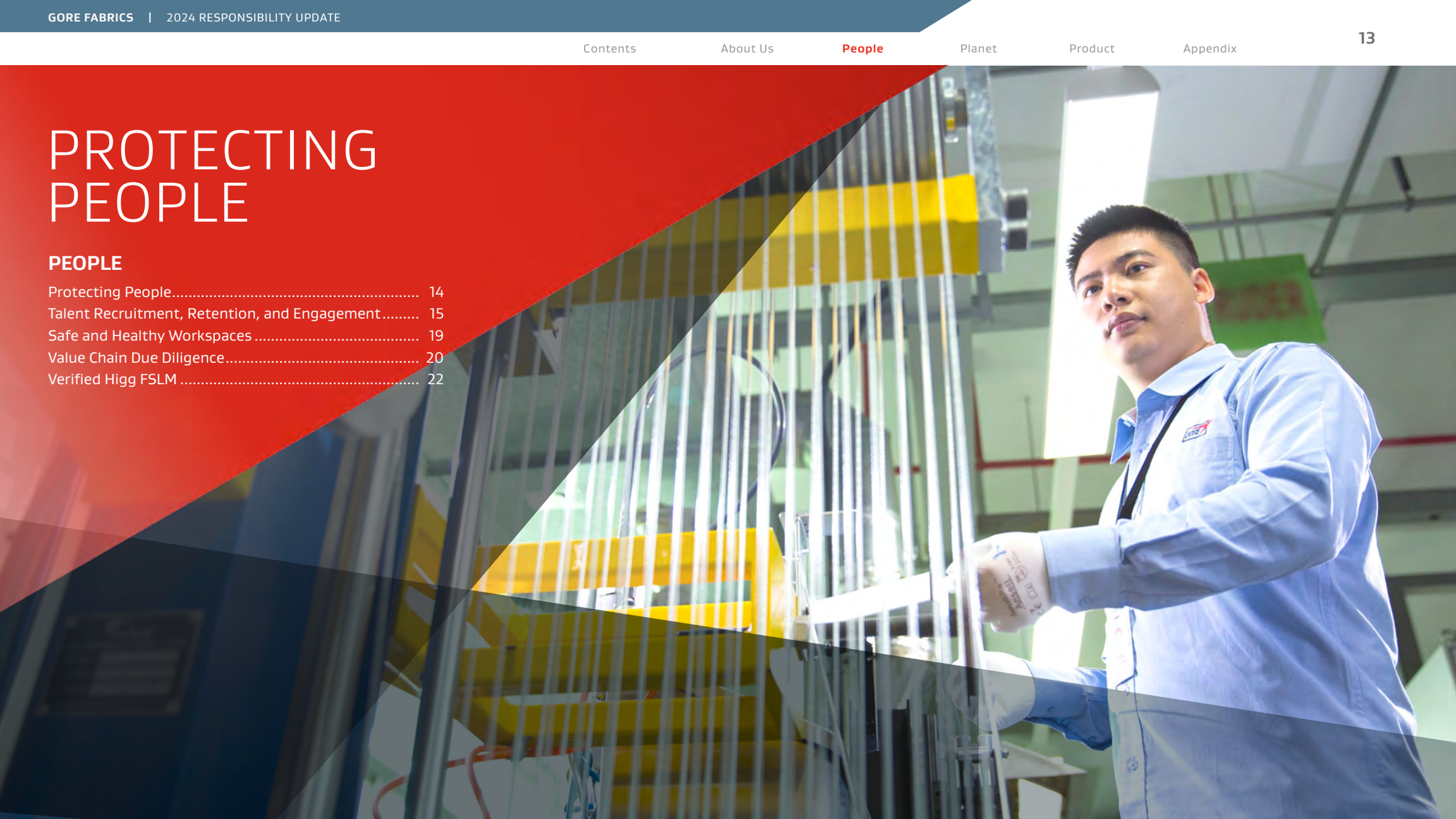
The Grassworks Sustainability Action Network (GSAN)

Our commitment to sustainability is also powered by grassroots efforts. The Enterprise-wide Grassroots Sustainability Action Network (GSAN) unites Associates from across the Fabrics Division and the broader Gore Enterprise. This network empowers employees to implement and lead sustainability initiatives within their local regions, communities, and job functions. For Earth Day 2024, the GSAN organized a week of hands-on environmental action and learning. Highlights from the initiative included a local cleanup, a sustainability-themed exhibition in Putzbrunn, Germany, featuring Fabrics materials, and GORE-TEX® Garment repair workshops. Outside of Earth Day, Associates also continued to work with the Casa Yohana foundation, supporting children with disabilities, women, and families in the Peruvian Andes; participated in local events such as a Reading Buddy program at the local library; and ran outings to Christmas markets for senior citizens in local retirement communities.

PROTECTING PEOPLE

PEOPLE

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PROTECTING PEOPLE

Protecting people is at the heart of what we make and how we work, driving our commitment to fairness, integrity, and compassion.

Conducting business in a fair and ethical manner, along with our commitment to the well-being of our Associates and neighbors in the communities in which we work and live are paramount to our Fabrics organization.

RELATED MATERIAL TOPICS:



Talent Recruitment, Retention, and Engagement

- Achieve at least 80% favorable response rate in the Gore Associate Engagement Index of our Culture Survey of Gore Associates.



Safe and Healthy Workspaces

- Improve U.S. DART injury/illness rate by 5% in 2023 vs. 2022 baseline.
- Expand DART injury/illness data tracking to capture APAC/EMEA performance in 2024.



Value Chain Due Diligence

- Commence ongoing mandatory training on preventing forced labor for all procurement Associates, including those dedicated to the Fabrics Business;
- Implement regular risk assessment in our downstream and upstream supply chain;
- Improve working conditions in our downstream supply chain;
- Commence monitoring upstream supply chain in addition to downstream supply chain;
- Integrate human rights due diligence into our quality management systems in our Fabrics plants;
- Educate SME customers on human rights; and train suppliers in achieving sustainability credentials e.g. Global Recycling Standards.

Talent Recruitment, Retention, and Engagement

Progress Against Our Goals

This year, we're proud to report that all indices for the Fabrics business improved compared to 2023, with our Fabrics Associate Engagement Index achieving a 79% favorable response rate, a 4 percentage point increase from the previous year. This positive trend extends to several key areas:

93%

of Fabrics Associates understand how their work contributes to the success of the Enterprise, marking a 4 percentage point increase.

91%

believe their team operates with the highest level of ethics and integrity.

78%

of Fabrics Associates now have a clear understanding of our overall business strategy and future direction - a 20% jump in clarity regarding our business strategy.

These results reinforce the Enterprise commitment to fostering a strong, engaged, and ethically-minded culture as we continue to work with leaders and human-resource partners to address areas for future focus. By continuing to be a great place to work that is professionally and personally satisfying, we provide all Associates with the capacity to fulfill our Responsible Performance ambitions and positively impact the world around us.



Other Key Highlights

Bringing More Associate Support to Fabrics

Our freedom principle is based on the belief that all individuals have the potential for success and that Associates should continuously grow their knowledge, skills, and contributions while supporting each other's development.

The W. L. Gore Enterprise offers all Associates a variety of formal programs and resources to foster growth and leadership development, including classroom, virtual, e-learning, and blended solutions. In 2024, the average Associate completed 8.9 hours of professional development training, excluding functional and technical training, which is tracked separately at the business level.

Throughout Gore and the Fabrics business, we have made supporting our people a key priority. Fabrics continues to provide recruitment and employee

development support, including specific resources for our growing Fabrics teams. In 2024, our focus was to hire expert talent and provide specialized training to deepen our expertise in critical areas like climate and materials science. With dedicated HR Associates for much of the Fabrics team, we are ensuring our Associates are prepared and equipped to achieve the strategic ambitions of our business and sustainability commitments.

Further Training Opportunities

We foster a culture of shared success at W. L. Gore & Associates, consistently delivering on our promises to customers and each other. We build leadership capabilities and talent by providing foundational learning, enhancing talent management tools, and offering targeted development at key career stages. In 2024, this included:



- Actively participating in the rollout of the 'New Leader Onboarding Program' for leaders joining Gore or transitioning into leader roles for the first time. Content areas included leadership responsibilities and expectations, leading in Gore's culture, developing a Gore leader mindset, and navigating people processes.



- Developing the "The Leading People Academy" to empower leaders at W. L. Gore & Associates through a blend of foundational training and experiential learning. Participants engage in peer learning groups and work with seasoned learning coaches, fostering a culture of shared knowledge and support. Fabrics leaders have also taken part in the program, contributing their perspectives and strengthening leadership across the Enterprise.



- Rolling out the "Change Leadership Training" to all Fabrics leaders in 2024. Beginning in 2024, the course encouraged participants to embrace being a Change Leader for others while also increasing personal resilience and capacity to navigate change. As a part of this, HR Business Partners participated in a dedicated Train-the-Trainer initiative, which enabled them to guide and support all Fabrics leaders through the program. This effort is ongoing, with additional HR facilitators joining and newly appointed leaders being onboarded continuously.

Better Together

In 2024, we continued our Better Together initiative, designed to facilitate more in-person collaboration to improve relationships among Associates, to build connectivity by increasing connectivity. This included returning to our culture of bringing people together in person to enhance engagement. This started with smaller team meetings including our first ever Growth Summit that empowered Associates to engage in our new business ideation process. The Summit and subsequent events helped to align our messages across all regions, as well as facilitate team cohesion across multiple teams.

From this continued initiative, we have found that our teams are feeling more connected to each other and our business. When our teams connect in real, genuine ways, we see the ethos of our culture and the power of small teams shine.

Associate Diversity

We strive to create an enterprise at W. L. Gore where all Associates feel valued, included, and encouraged to do their best work every day, regardless of their age, disability, gender identity, nationality, race, religion, sexual orientation, or any other personal identifier that is important to an individual.

Gore's commitment to treating all Associates as individuals worthy of respect, regardless of background or other characteristics, began more than 65 years ago. As shared owners and Associates with a capital "A," we create an environment of respect, tolerance, and appreciation for what we each bring. The strength of our teams is derived from the mix of people and experiences within them. We continue to advance our hiring practices to help ensure a healthy environment of talent and knowledge.



BRINGING INCLUSIVE SIZING AND INDUSTRY-LEVEL CHANGE TO ALL GORE-TEX® PRODUCTS

IN 2024, THE GORE-TEX® BRAND TEAM BEGAN IMPLEMENTING PRIORITY ACTIONS STEMMING FROM THE 2023 CONDUCTED RESEARCH (INCLUDING INTERVIEWS WITH INTERNAL STAKEHOLDERS, EXPERTS, AND CUSTOMERS). THESE ACTIONS INCLUDED EMBEDDING SHARED GOALS FOR CUSTOMERS AND PARTNERS TO BRING ABOUT INDUSTRY LEVEL CHANGE AND DIVERSIFYING OUR PRODUCT OFFERING TO ENABLE MORE PEOPLE OF ALL SIZES TO USE OUR APPAREL.

PEOPLE

PUSHING BOUNDARIES

TRANSCONTINENTAL JOURNEY WITH GOREWEAR®

On March 1, 2024, Paul Johnson commenced a life-changing challenge, presented by GOREWEAR®: running 3,000 miles across the United States. Covering the distance in just 51 days, he endured extreme weather, relentless fatigue, and a constant battle of consuming enough calories to sustain multiple daily marathons. When he is not running, Johnson is a retired Officer in the Navy. Having served and experienced firsthand the stresses and strains of military life, Johnson understands the importance of physical and mental health. His challenges inspire those within and beyond the military and veteran community to recognize the transformative potential of physical activity for improving mental health and overall well-being.



\$597K

RAISED FOR
TEAM RED, WHITE
& BLUE

The transcontinental journey raised awareness and funds for Team Red, White & Blue (RWB), a nonprofit dedicated to enriching the lives of veterans through physical activity. Despite facing sandstorms, brutal winds, and an insurmountable caloric deficit, Johnson crossed the finish line in Times Square with over \$597,000 raised for the cause. The experience solidified his belief in the power of endurance and raised awareness of Team RWB's work to provide support, resources, and a sense of community to those who served in the military.

Safe & Healthy Workspaces

We are dedicated to providing a safe and healthy working environment, and we aspire to be an injury-free workplace as part of our commitment to enabling our Associates to thrive. To ensure progress toward these goals, leaders are required to regularly evaluate performance and set targets as part of our Environmental and Occupational Safety and Health (EOSH) Policy.

Throughout the Fabrics organization, we investigate every injury, incident or near miss and put in place corrective measures to prevent recurrence; we review injury and illness severity and track improvements using our days away, restricted, or transferred (DART) rate.

Progress Against Our Goals

This year, we adjusted our 2023 DART rates following Enterprise restructuring that led to the inclusion of additional sites now residing within Fabrics.

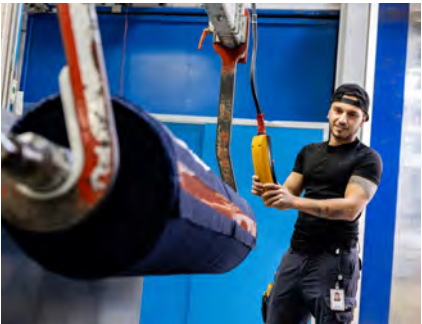
As a result, our Global DART rate in 2023 was revised from 1.70 to 1.94. This means that our 2024 Global DART rate (1.21) represents a 38% decrease from the previous year.

Moving forward, we will no longer be reporting the U.S. DART rate, as this was an interim measure before the Global DART rate was accurately reported. We have also set a new target for Global DART rate which we will report performance against in future reports.

Global DART Goal

<1.00

Reduce our Global DART injury/illness rate to no greater than 1.00 by FY2026



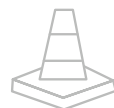
Value Chain Due Diligence

The U.S. Department of Labor “List of Goods Produced by Child Labor or Forced Labor” notes that garments, textiles, and footwear are at-risk sectors. We are committed to helping enable fairer and safer working conditions throughout our value chain by ensuring our core values – fairness, integrity, and compassion – are at the heart of everything we do.

We view our vendors as collaborators and undertake practices to help address potential social issues in our supply chain, such as poor occupational health and safety conditions or issues related to wage and benefit entitlements, and ensure our high working standards are maintained through:

- Conducting regular and ongoing dialogue with all suppliers
- Working together to identify and mitigate potential risks
- Offering regular training, assessments
- Reviewing vendor performances

100%
2024 TARGETS
ACHIEVED



Progress Against Our Goals

In 2024 we achieved all of our targets for the year:

- Commenced ongoing mandatory training on preventing forced labor for all procurement Associates, including those dedicated to the Fabrics Business;
- Implemented regular risk assessment in our downstream and upstream supply chain;
- Improved working conditions in our downstream supply chain;
- Commenced monitoring upstream supply chain in addition to downstream supply chain;
- Integrated human rights due diligence into our quality management systems in our Fabrics plants;
- Educated SME customers on human rights; and Trained suppliers in achieving sustainability credentials e.g. Global Recycling Standards.

These targets were achieved through a number of initiatives that were conducted across all stages of the Fabrics value chain; from suppliers of textile materials and manufacturing (upstream) to our own facilities and through to our customers and consumer brands (downstream).

Looking forward, our goals for 2025 that we will report progress against next year are

- Continue regular mandatory training on preventing forced labor for all procurement Associates;
- Continue to implement regular risk assessments for upstream and downstream suppliers;
- Scale monitoring in our downstream supply chain, using AI technology to include more regions and types of facilities;
- Scale our monitoring program and improve working conditions for a greater number of our upstream suppliers;
- Work closely with the manufacturing organization for effective regular monitoring and improvement in the Fabrics Business plants;
- Continue educating SME customers on human rights.

Expanding Our Monitoring and Risk Assessment of the Majority of Our Textile Material and Manufacturing Suppliers

In 2024, following a successful pilot in 2023, we rolled out a comprehensive structure to assess risks and monitor, report, and improve human rights and other key environmental and social issues for the vast majority of Fabrics suppliers of textile materials and manufacturing (known as upstream suppliers). This process, informed by the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and International Labor Organization (ILO) standards, now forms part of our overall global risk assessment and monitoring framework.

To support Fabrics’ efforts, we collaborated with the global risk intelligence company, Verisk Maplecroft, to conduct an abstract risk assessment, helping to quickly and comprehensively identify potential environmental and social risks based on supplier location and type. This assessment was then followed with individual engagement with all addressable spend suppliers to understand and

address real-world impact, including a targeted questionnaire weighted against the potential and actual materiality of certain topics.

In future years, we plan to expand the number of suppliers being assessed both by Maplecroft and individually to ensure all risks are correctly captured and addressed.



Continually Monitoring Labor and Occupational Health and Safety Performance at Our Facilities

The Fabrics business uses the Higg Index for assessing and sharing the sustainability performance of our manufacturing units through third-party independent verification. We use the Higg Facility Social & Labor Module (FSLM)¹ to assess our labor and occupational health and safety performance across our three Fabrics manufacturing sites.

Higg FSLM results in 2024

In 2024, all three manufacturing plants completed the FSLM self-assessment but our Putzbrunn plant was unable to go through a verification due to limitations for verification in Germany.

To note, we experienced an expected decrease in the Worker Involvement category stemming from the Higg FSLM introduced three new questions to the subcategory. Since there are no established, independent unions on-site, our answers to these new questions were "not applicable," which decreased our scores.

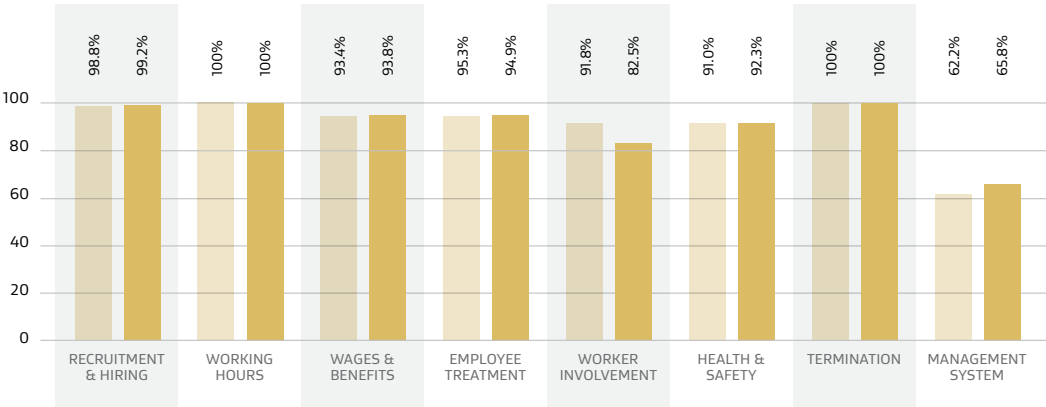
- In China, Shenzhen Plant, significant changes included:
- Scores in the Worker Involvement topic decreased from 91.8% in 2023 to 82.5%.
 - Scores in the Management Systems topic increased from 62.2% in 2023 to 65.8% due to compliance with a new question regarding policies and procedures being endorsed by Senior Management (CEO).

- In the US Elk Mills plant, significant changes included:
- Scores in the Worker Involvement topic decreased from 74.4% in 2023 to 65.8%.
 - Scores in the Working Hours topic increased slightly from 85.0% in 2023 to 93.3% due to compliance with three new questions concerning worker leave provision, application, and approval.

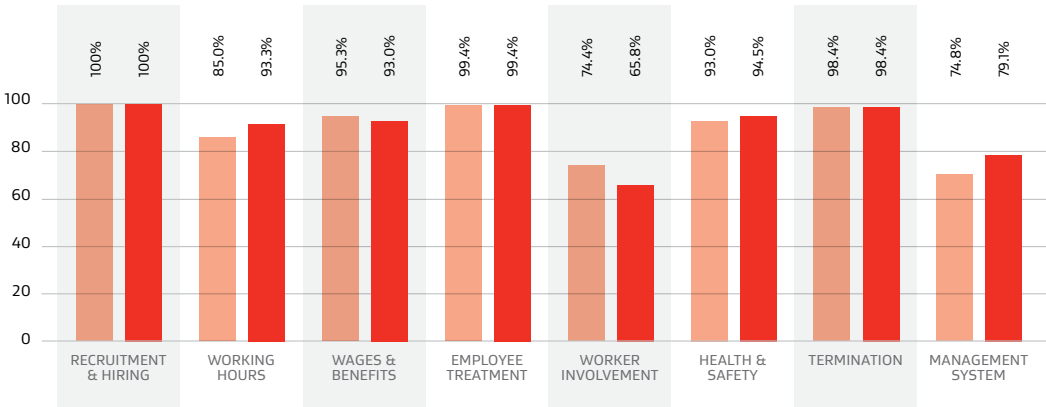
We anticipate all three plants will complete verifications in 2025.

Organization changes impacted the data verification process for the “Above & Beyond” category in 2024 and therefore it has been excluded. Future reporting options are under review.

USA (ELK MILLS V) PLANT SCORES OF VERIFIED HIGG FSLM
(Reporting year 2023 and 2024)



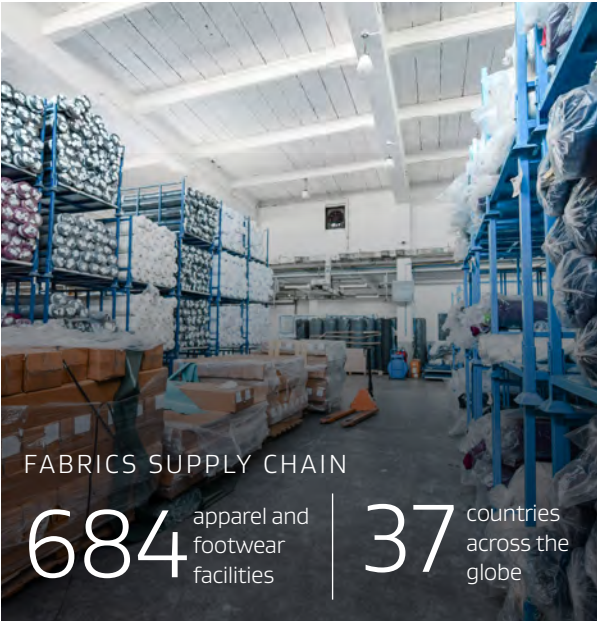
CHINA (SHENZHEN) PLANT SCORES OF VERIFIED HIGG FSLM
(Reporting year 2023 and 2024)



¹ The FSLM uses the Social & Labor Convergence Program (SLCP)’s Converged Assessment Framework (CAF) which means all verified FSLM assessments can also be shared via the SLCP Gateway. By adopting the CAF, Cascal is reducing audit fatigue and driving industry alignment to accelerate performance improvement. Visit the SLCP website for more information.’

Scaling Innovative Solutions to Support Supply Chain Action

Fabrics has a large supply chain using its innovative materials in their products, consisting of 684 apparel and footwear facilities located in 37 countries across the globe. Assessing and addressing the workplace and labor conditions at this scale has always been a challenge, requiring us both to understand actual and potential risks, and engage with our customers and downstream suppliers to co-create plans to address risks and improve overall conditions.



Leveraging Artificial Intelligence (AI) with Elm AI

This year, we built on our successful 2023 pilot by fully integrating the Elm AI platform to streamline our social compliance process. This powerful tool has enabled us to efficiently review the performance of 40% of our certified manufacturing suppliers, helping us identify and address potential risks. By using the platform to standardize all data, we can create detailed action plans for each supplier and establish a consistent cadence for compliance and continual improvement.

Finding by Category

In total, nine types of actual or potential risks were identified. As shown in the figure below, the most common risks identified were concerning Emergency Preparedness (23%), Building & Safety (14%), and Employee Protection (13%).

The benefits of working with Elm AI are clear:

- **Automation:** The platform allows us to collect, process, and analyze data in a consistent, scalable, and timely manner.

- **Interoperability:** We can seamlessly review multiple audit schemes and formats, mapping them against our own benchmarks to act on data in a consistent and meaningful way.
- **Agility:** We have improved our ability to quickly detect, adapt to, and respond to emerging human rights and labor risks.
- **Reporting:** We can now track quantitative and qualitative data in a timely and credible way, helping us fulfill both internal and external disclosure requirements.

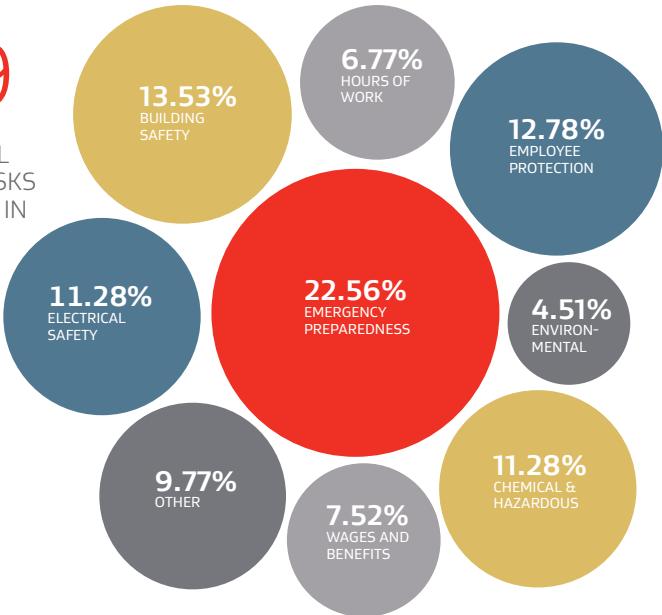
This technology has dramatically reduced the time Fabrics Associates spend collecting and analyzing data, which frees up time to directly engage with suppliers to improve social conditions. Our work with the platform has created a powerful monitoring framework that not only ensures swift remediation but also helps prevent future risks.

Looking ahead, we plan to expand our use of this system to more of our supply chain. By the end of 2025, we will have enrolled two-thirds of Fabrics suppliers, with 100% of our manufacturers and suppliers enrolled by the end of 2026.

133 | 9

133 TOTAL ACTUAL OR POTENTIAL RISKS WERE IDENTIFIED IN 9 CATEGORIES

(Data generated by Elm AI)



Continued Commitment to Fair Labor and Human Rights by Our Consumer Brands

Our Fabrics consumer brands, GOREWEAR® and SITKA® Gear, are accredited members with the Fair Labor Association, and have adopted the Fair Labor Association's Workplace Code of Conduct for social compliance in garment manufacture, which also requires supplier facilities to conduct business in alignment with the code. GOREWEAR® and SITKA® Gear are included in the only 30 brands achieving Fair Labor Association accreditation - a rigorous, multi-year process that evaluates companies' systems to protect workers throughout global supply chains.



Our Commitment to Preventing Modern Slavery Across our Business

In 2024, Transparentem, a non-profit organization dedicated to improving human rights practices in global supply chains, contacted SITKA® Gear to raise concerns regarding labor practices in textile mills in Taiwan, alleging potential forced labor risks in some of the mills supplying textiles to more than 50 brands. Transparentem's findings revealed risks aligned with indicators of forced labor defined by the International Labor Organization (ILO). While relatively few ingredients come from these manufacturers, we took the claim seriously and conducted further internal investigation. The result was increased collaboration with AAFA, Fair Labor Association, and the other brands to address and remediate the risks. Fabrics will continue to closely monitor facilities in countries with significant populations of migrant workers to prevent and mitigate similar issues in the future.

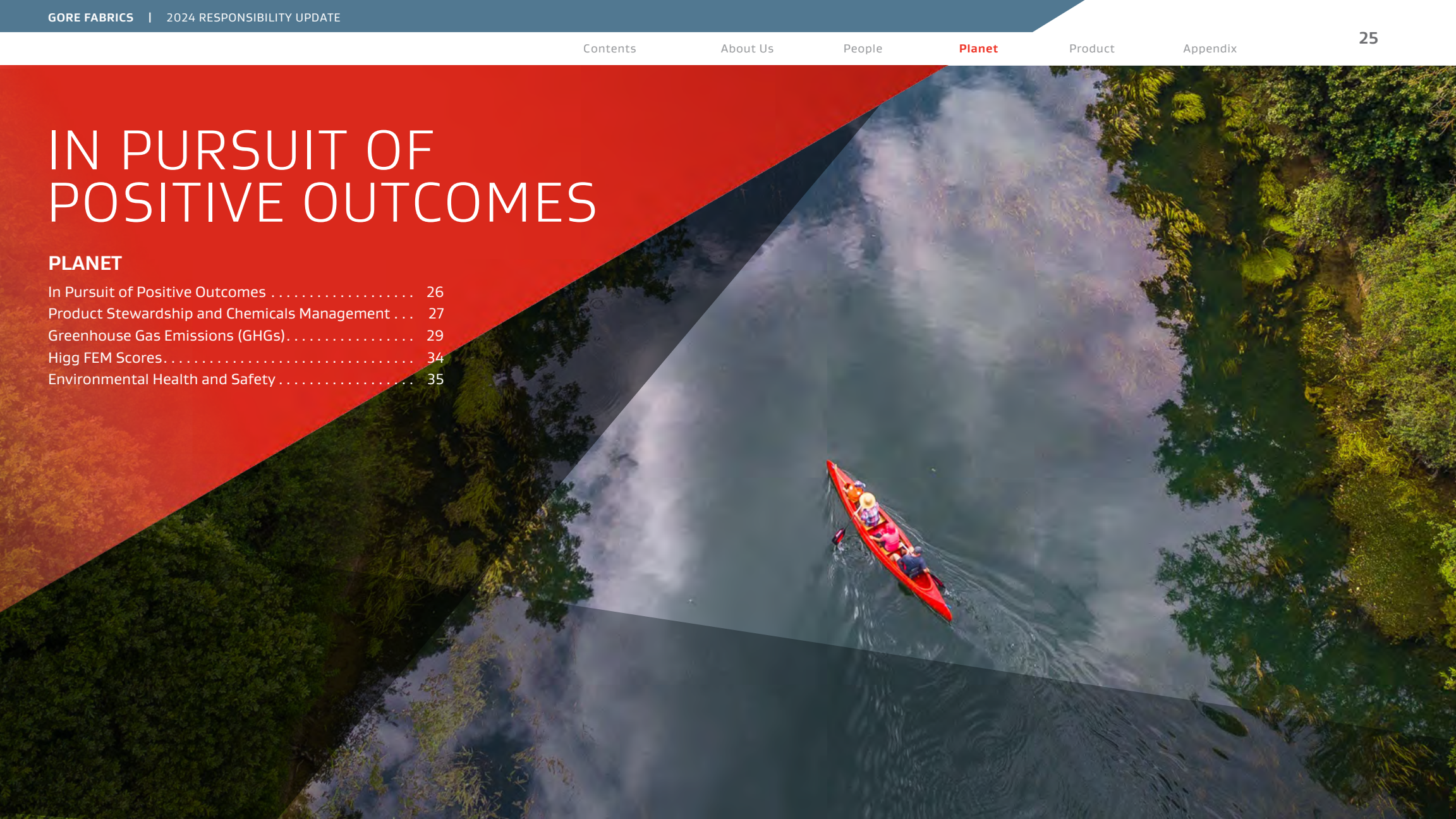


GOREWEAR® AND SITKA® GEAR ARE INCLUDED IN THE ONLY 30 BRANDS ACHIEVING FLA ACCREDITATION - A RIGOROUS, MULTI-YEAR PROCESS THAT EVALUATES COMPANIES' SYSTEMS TO PROTECT WORKERS THROUGHOUT GLOBAL SUPPLY CHAINS.

IN PURSUIT OF POSITIVE OUTCOMES

PLANET

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IN PURSUIT OF POSITIVE OUTCOMES

In our pursuit of continuous improvement, we're driven by science to innovate and deliver meaningful impact that maximizes positive outcomes for the planet.

Our approach — ideating, testing, piloting, and scaling solutions — ensures that we not only address today's challenges but also lead where we can have the greatest influence. From standardizing the process for managing chemical use and reporting this information for all suppliers in our value chain to driving intense carbon reduction efforts, we strive to lead the global apparel industry in helping mitigate climate change and delivering lasting, scalable results.

RELATED MATERIAL TOPICS:



Product Stewardship and Chemicals Management

- Memorialize a formal policy for the continuous responsible and safe management of chemicals and materials in our products and operations.
- Eliminate PFCs of environmental concern from the vast majority of our consumer fabrics products by the end of 2025.



Greenhouse Gas (GHG) Emissions

- Achieve a 40% reduction in Gore's Scope 1, 2, and 3 absolute carbon emissions by 2030 (2016 baseline year).
 - Achieve 50% reduction in Gore's scope 1 & 2 carbon emissions by 2025 as a step toward meeting the 2030 goal (2016 baseline year).
 - Achieve 100% Renewable Energy for Scope 2 by 2025.
- Achieve 80% reduction in Gore's absolute scope 1 & 2 carbon emissions by 2030 (2016 baseline year).
- Achieve 35% reduction in scope 3 carbon emissions in our Fabrics Business by 2030 (2016 baseline year).



Environmental and Occupational Safety and Health

- Implement Environmental and Occupational Safety and Health (EOSH) Management Systems that are externally certified to ISO 14001 and ISO 45001 in all Gore manufacturing facilities by the end of fiscal year 2027.

Product Stewardship and Chemicals Management

We aim to deliver products that help to expand the boundaries of performance, comfort and sustainability while meeting our customers’ expectations. Living up to this standard requires a deep commitment to science and a fundamental understanding of our products.

Progress Against Our Goals

We remain committed to eliminating perfluorinated chemicals (PFCs) of environmental concern across the vast majority of our consumer fabrics products by the end of 2025. We remain on track to achieving this goal next year.

Other Key Highlights

In 2024, to streamline compliance management and improve ease of access to health and safety information, we completed the global rollout of a mechanism to improve management of safety data sheets across all Fabrics manufacturing plants. This supports a standardized chemical management process for reporting data from all suppliers in our value chain.

Alongside this, we have also fully integrated these tools and information into our innovation and development process, using assessment tools to guide new product development.

In 2025 we will introduce a new system to improve the capture of detailed substance-level product information, improving focus and management of data at the product level, with completion expected in 2026.



At Fabrics, we have been leveraging independent certification of our suppliers for more than 25 years. Today, we are working with two credible, internationally recognized third-party certifications. Within our consumer fabrics business, 98% of the total laminate meters shipped in 2024 were bluesign® APPROVED and 100% met the OEKO-TEX STANDARD 100 certification.

98%
bluesign®
APPROVED

100%
met the
OEKO-TEX
STANDARD 100
certification

PLANET

Preferred Materials Strategy for Consumer Brands

Our Preferred Materials strategy for our consumer brands, GOREWEAR® and SITKA® Gear, continued in 2024, defining what materials and processes we should be prioritizing when developing our products, accounting for environmental and social impact.

Following a comprehensive portfolio-wide impact assessment in 2023, we began integrating preferred materials into our design and production processes. This included a shift toward recycled polyester, helping reduce reliance on virgin materials and lower the carbon footprint of our products.



Developing a Preferred Materials Strategy for Cotton

Our approach to preferred materials is iterative and science-based. Cotton is one of the most frequently used materials in our consumer products—second only to polyester-based materials. Yet growing and manufacturing cotton has a significant impact on people and the planet, including soil erosion and degradation, intense water use and contamination from agrochemicals. Recognizing this, we launched an in-depth study in 2024 to develop a Preferred Materials strategy for cotton, applying our scientific approach to assess various cotton suppliers—organic, regenerative, and region-specific—to understand their impact and the opportunities to source our cotton more responsibly. This work required significant investment in time and resources, including:

- Mapping the full cotton supply chain—from spinners to weavers to manufacturers.
- Considering environmental and social impacts across different cultivation methods.
- Ensuring that any alternative cotton sources meet our high standards for quality and performance.

As a result of this work, we strive to use traceable cotton supply chains across GOREWEAR® and SITKA® Gear. This level of supply chain transparency enables us to collaborate directly with suppliers to continuously improve standards and prevent exploitation. We aim to apply the same rigor to other high-impact materials in future years, ensuring that every product we make reflects our commitment to Responsible Performance—balancing durability, sustainability, and social responsibility.

After thorough research and rigorous assessment, we are now committed to using traceable cotton as part of our Preferred Materials strategy at GOREWEAR® and SITKA® Gear. Knowing the cotton supply chain in detail is not a normal practice. By knowing all suppliers, we can work with them to continuously improve social and environmental standards and ensure no exploitation or malpractice is taking place. In future years, we will be applying the same scientific and rigorous approach to develop a preferred material strategy for other materials with a large impact.



Greenhouse Gas (GHG) Emissions

We understand our opportunity within the performance apparel industry to help reduce the industry’s greenhouse gas emissions. Throughout our organization, we are dedicated to partnering with industry leaders to create meaningful change on the global apparel industry’s impacts on climate change.

Reducing our carbon footprint is a key element to our business strategies and material innovation efforts (Scope 3) as well as in operating our plants (Scopes 1 & 2), giving us a credible path to the Fabrics 2030 and long-term goals.

We are actively pursuing unique value chain partnerships and material innovations to reduce our carbon emissions across the business, setting ambitious targets that are aligned with science.

About Our Goals

The carbon target for Fabrics is to reduce our total emissions by 40% by 2030. That’s 171 kilo tons CO2e from a baseline of 282 kilo tons CO2e in 2016. Our Scope 1 and 2 reduction targets, an 80% reduction from the 2016 baseline by 2030, contribute to the global ambition to keep the global temperature rise to far below 1.5oC, a more ambitious target that goes beyond the global target agreed by scientists and policymakers. Fabric’s Scope 3 reduction targets, absolute reduction of 35%, are in alignment with the global ambition of keeping global temperature rise well below 2°C.

PLANET

A NEW, AMBITIOUS CARBON TARGET



This year, we adjusted our Scope 1 and 2 reduction target from 60% (aligned to a 1.5oC scenario) to 80% reduction from our 2016 baseline by 2030, a target that sits alongside our company revenue and profit goals. This reflects our commitment to meaningful decarbonization, going above and beyond what is expected and doing what we know is right for people and the planet.

Progress Against Our Goals

In 2024, Fabrics’ total carbon footprint was 237 (kt) CO₂e, a 10% decrease from 2023 and a 16% decrease from the baseline emissions in 2016. Although a significant reduction, we acknowledge there is still more to do to reach our 40% total emissions reduction by 2030.

Therefore, we are intensifying our efforts across our supply chain, investing in energy efficiency, renewable power, and material innovation to accelerate progress toward our 2030 and longer-term goals.

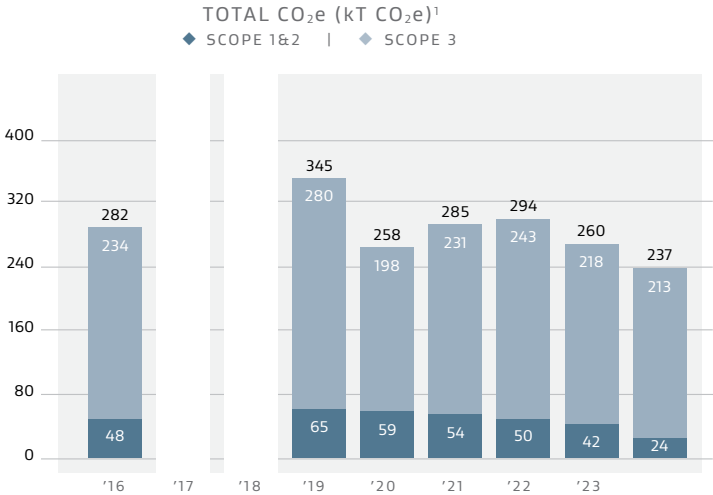
- Scope 1 emissions reduced from 18.3kt CO₂e, (2023) to 17kt CO₂e, (2024), a 7% decrease from 2023.

- Scope 2 emissions decreased from 13.8kt CO₂e, (2023) to 6.5kt CO₂e, (2024), a 53% decrease from last year.
- Combined Scope 1 and 2 emissions have decreased by 55% from our 2016 baseline.
- Our calculated Scope 3 emissions decreased from 230.3 ktCO₂e, (2023) to 213.0 (2024) ktCO₂e, a 7% decrease from 2023.

In 2024, we cut fossil fuel use in our own plants, completed the switch to 100% renewable electricity, increased our use of lower-carbon materials, and deepened collaboration with key suppliers.



FABRICS’ TOTAL CARBON FOOTPRINT DECREASED 10% FROM 2023 AND 16% FROM THE BASELINE 2016 EMISSIONS.



FABRICS CARBON SCOPE 1,2 AND 3 EMISSIONS (kt CO₂e)

	Scope 1&2	Scope 3	Total CO ₂ e	Scope 1&2 YoY%	Scope 3 YoY%	Total CO ₂ e YoY%
2016	48	234	282	—	—	—
2017	—	—	—	—	—	—
2018	—	—	—	—	—	—
2019	65	280	345	—	—	—
2020	59	198	258	-9%	-29%	-25%
2021	54	231	285	-8%	17%	10%
2022	50	243	294	-7%	5%	3%
2023	42	218	260	-16%	-10%	-12%
2024	24	213	237	-55%	-7%	-10%

¹ Purchased goods and services¹ figures were updated in 2023 to include data from our vertical business units’ consumer-facing brands GOREWEAR® and SITKA® Gear, and retrospectively changed for previous years. For the first category we also updated use phase emissions factors.

Other Key Highlights

These meaningful carbon reductions were achieved through several actions within our direct operations and our value chain.

Emissions Reductions

In 2024, we continued to aggressively reduce our Scope 1 and 2 carbon emissions within our direct control. This included agreeing to a roadmap with senior leadership to continue to phase out remaining fossil fuels at each manufacturing site, ensuring this commitment aligned with and was embedded within the business strategy. This included moving from gas to electric energy for steam generation at the Putzbrunn facility, with installation of new electric processing equipment during 2024.

District Heating

District Heating in Putzbrunn is a municipal energy infrastructure project operated by the city of Munich. Gore Germany is connected to this system, with the production and office site WERK3 – a key site for the Fabrics organization – actively participating and supporting the transition to a fossil-free economy.

The system uses district heating (Fernwärme), a centralized heating solution where thermal energy is generated at a central facility and distributed to buildings via underground insulated pipes. It is considered a climate-friendly alternative to conventional heating, especially when powered by renewable sources or recovered industrial heat. It will reduce CO₂ emissions by 50%, improve energy efficiency, and support long-term decarbonization goals.

While this initiative itself is a Gore-led initiative, Fabrics' involvement through WERK3 reflects its commitment to reducing operational emissions and supporting local sustainability efforts. The initiative was also featured during the 2025 Earth Day panel discussion, where associates shared perspectives on its environmental impact and relevance to Gore's broader climate goals.

PLANET

100% RENEWABLE ELECTRICITY

As of June 2024, after years of work, 100% of our facilities use electrical energy sourced from renewable sources – a year ahead of schedule. The completion of the solar power plant in Kentucky was the final part of this project, bringing 55MWh of additional renewable electricity to our largest manufacturing region.



Reducing Emissions From Our Value Chain

In working toward its scope 3 carbon emissions reduction goal, the Fabrics business has identified the following priorities:

1 DECARBONIZATION THROUGH COLLABORATION

Work with the supply chain to lower energy consumption and develop pathways to switch from fossil fuel to renewable electricity supply while increasing efficiency and reducing plant carbon emissions.

2 OPTIMIZING MATERIALS AND DESIGN

Continue to optimize product design and material choices to lower environmental impact. Over the past few years, we've significantly expanded our use of recycled textiles across our entire product portfolio, including consumer garments, footwear, gloves, accessories, and performance apparel for safety and defense. As of this year, 40% of the textiles we use are recycled (measured by meters), marking a 15% percentage point increase over the previous year.

3 IMPROVING TRANSPARENCY

Increase data quality and transparency across the value chain by using and promoting Cascale's Higg Facility Environmental Module (Higg FEM), Higg FSLM, and Materials Sustainability Index (Higg MSI).



Decarbonization Through Collaboration

In 2024 we continued to collaborate with European Outdoor Group's (EOG) Supply Chain Decarbonisation Project, a group of brands with shared suppliers using their collective leverage to sponsor suppliers through a carbon reduction plan. This year, we collaborated with Aii and Bluwin to widen our regional scope beyond the Asia Pacific region and supported suppliers in Europe to measure their carbon footprint and set targets for reduction. In 2025, we will add suppliers in Japan to measure and set carbon reduction targets, together with the EOG project group.

We remain active members of the Outdoor Industry Association's (OIA) Climate Action Corps, co-funding research projects to explore how technology, including electric heat pumps and boilers, can reduce reliance on fossil

fuels. This year, together with a group of brands facilitated by OIA and Global Efficiency Intelligence (GEI), we launched an open-source tool available to all, providing specific recommendations to suppliers to electrify equipment according to their circumstances.

We also convened and participated in several collaborative events, sharing best practices at the Cascale Annual meeting, the OIA Catalyst Conference and the European Outdoor Summit. We hosted an event focused on collective carbon reduction efforts with global customers of our fabrics, engaging with them on the importance of carbon reduction and using our leverage and relationships to explore opportunities to accelerate collective action on this topic.

Optimizing Materials and Design

We continued to switch from virgin to recycled or alternative materials that have a lower carbon footprint. This year, 40% of our purchased polyester was recycled. We also transitioned more products from ePTFE to ePE membrane, our light and thin, yet strong membrane that is without per and polyfluoroalkyl substances and has a reduced carbon footprint. These fabrics offer excellent performance and durability and a reduced carbon footprint as per Higg MSI. We also continued to collaborate with our suppliers to ensure they maintained a Global Recycling Standard (GRS) certification, with 75% of relevant suppliers holding certification in 2024.

40%

40% of our purchased polyester in 2024 was recycled

75%

of relevant suppliers are holding Global Recycling Standard (GRS) certification in 2024



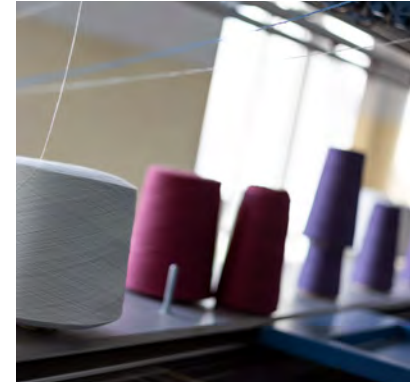
Improving Transparency

Monitoring and understanding the environmental impact of product manufacturing at our facilities and increasing our supply chain transparency continue to be core attributes of our sustainability efforts. In 2024, we continued to engage with suppliers to measure and disclose their own emissions. This includes requiring direct suppliers identified as higher contributors to the Fabrics carbon footprint to provide data on their own suppliers' footprint via the Higg FEM framework. With these suppliers, we also request that they set their own scope 1 & 2 targets and from 2025 onwards, have a carbon reduction roadmap in place. We also have put in place an action plan to eliminate coal use by our direct suppliers by 2030, which, due to focused efforts, we are on track to achieve ahead of schedule next year.

Higg Facility Environmental Module Results

The Higg FEM verification is an important piece of our efforts to monitor and understand the environmental impact of our product manufacturing across our supply chain. In 2024 an updated version of the Higg FEM assessment, version 4.0, was introduced by Cascale. The scale of evolution in FEM 4.0 is significant and necessary to drive meaningful environmental performance improvement across manufacturing facilities in the apparel, footwear, and textile industry.

As a result, 2023 results are not directly comparable to previous years (using version 3.0), and we are using them as a forward-looking baseline for continuous improvement. As per Cascale's interim communication guidance for CY2023 in the FEM 4.0 transition, total module scores may not be communicated publicly because verification is only partial; accordingly, we report Level 1 section scores only in this update. We will use these verified insights to steer our actions over the next three years, focusing on measurable, system-level improvements at each plant.



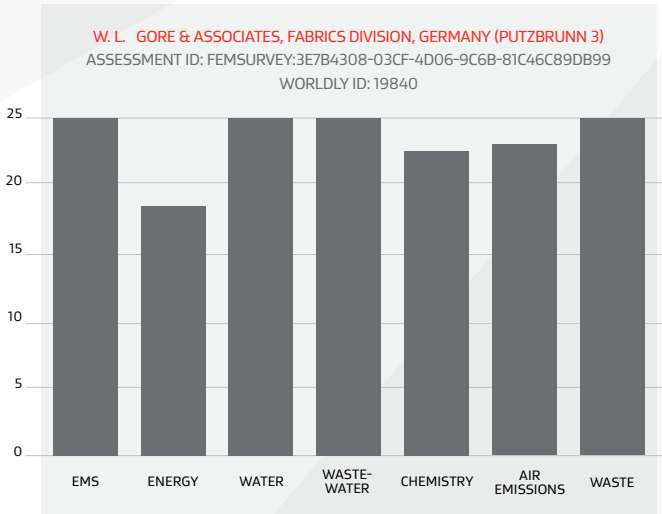
FEM 2023 Performance Under Version 4.0

In our first year of reporting against the new FEM 4.0, we achieved a full Level 1 at all three sites in environmental management systems, a solid foundation for continuous improvement. In the operational sections (energy, water, wastewater, waste, and air emissions), most sites achieved full Level 1, with a small number of sections per site remain just below full Level 1, which are targeted for closure. For chemicals, Level 1 performance was only partially met across all sites under the stricter FEM 4.0 requirements, which is now a priority area for improvement over the coming years.

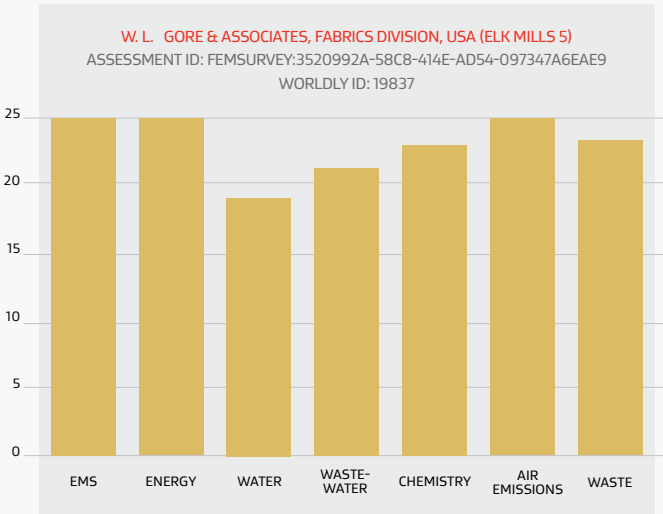
OVERVIEW OF HIGG FEM SCORES

GORE FABRICS VERIFICATION (FEM) 2018-2023

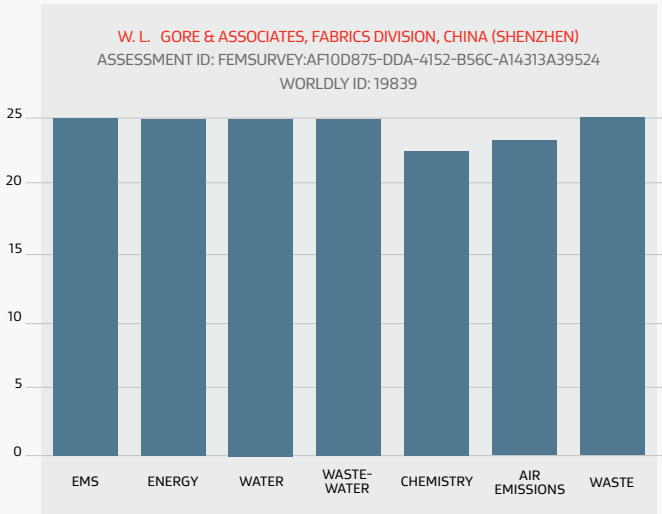
GERMANY



USA



CHINA



Environmental Health and Safety

Progress Against Our Goals

The ISO14001 standard supports the systematic gathering of data, including on energy consumption, that can be used to set KPIs for individual facilities as part of our overall carbon reduction efforts, as well as support initiatives to manage water consumption and waste generation.

In 2023, we reported that all plants within Fabrics had been ISO14001 certified. Since then, two further facilities were added under Fabrics control, which are not currently certified. Therefore in 2024, three out of a new total of five facilities are ISO14001 certified, representing 60% of our total facilities. We will be focusing our efforts to put in place an environmental management system at the two remaining facilities in order to remain on target to achieve 100% ISO 14001 certification by 2027.

Fabrics is on track to achieve ISO 45001 certification for all plants by the end of 2027. This will enhance their ability to set goals, implement safety activities, and measure workplace health and safety performance

In 2024, all Fabrics facilities in Germany began implementing ISO 50001 energy management systems under a single multi-site certification. Full implementation and certification are expected to be completed in 2025, supporting the ongoing identification and systematic execution of energy-saving measures.



On track for
100%
ISO 45001
certification
for all plants
by the end
of 2027.

Water and Waste Management

This year we did not measure and report on water or waste management across our facilities. This was due in part to Enterprise restructuring, leading to facility progress being collected and tracked differently to previous years. Therefore, a like-for-like comparison of performance was not possible. We will agree internally on what can and should be tracked and reported for both of these topics following the double materiality assessment that the organization is currently undertaking.

Despite this, we continued to innovate to better manage our water use and waste. For example, we installed laser cleaners in our Chinese, US, and German facilities for cleaning the rolls used when developing our GORE-TEX® Laminates. The laser cleaner eliminates the need for water and solvent use when cleaning equipment, helping to reduce both water and waste on-site.



TRANSFORMING PLASTIC WASTE INTO HIGH-PERFORMANCE TEXTILES: OUR PARTNERSHIP WITH BIONIC

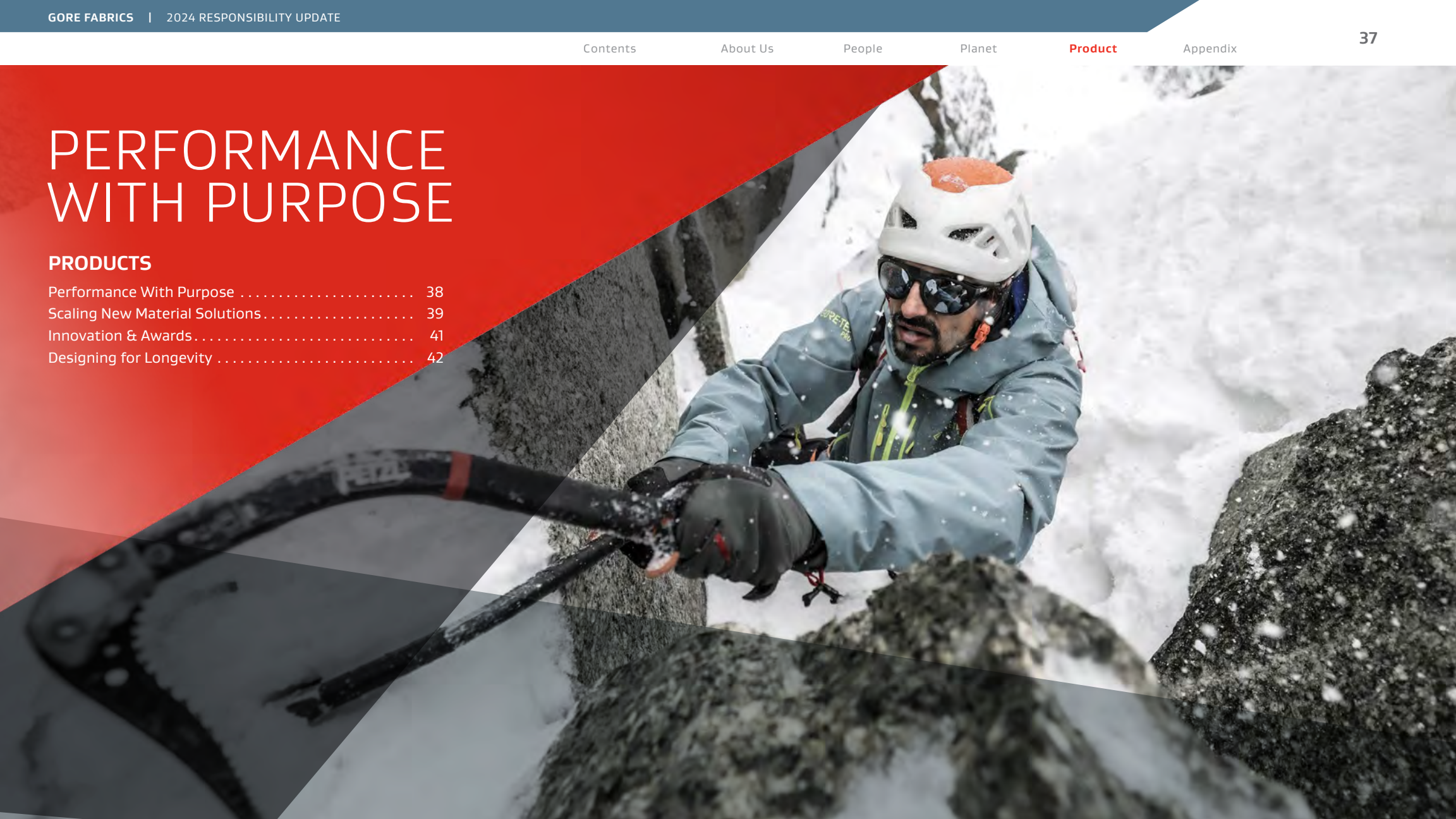
Fabrics' partnership with Bionic continues to gain momentum, transforming coastal plastic waste into high-performance textiles. Following the successful launch of Patagonia's Stormshadow jacket in AW23, new collaborations with brands like Stone Island and Acronym have expanded the reach of GORE-TEX® Laminates made with recycled Bionic® textiles.

BIONIC plays a central role by collecting plastic waste — primarily from coastal communities in Costa Rica — and processing it into yarn that becomes part of the laminate's face textile. With over 214,000 kilos of plastic collected and a growing team on the ground, Bionic impact is tangible: cleaner coastlines, scalable supply chains, and a shared commitment to reuse of existing materials. More brands, including North Face Japan, are planning to join in 2025, reinforcing Fabrics' role in driving sustainable innovation across the industry.

PERFORMANCE WITH PURPOSE

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PERFORMANCE WITH PURPOSE

We strive to find the ideal balance of comfort, protection, and sustainability by continuously innovating and improving what we make to deliver enduring value over the long term. This is embedded in our entire product development cycle, from ideation through to the end-of-life, as well as across the entire value chain involved in manufacturing and selling our products. Using a science-based approach, we evaluate all aspects of our products and use a test, pilot, and scale model to continuously explore new solutions to ensure we find the best possible solutions for people and the planet.

RELATED MATERIAL TOPICS:

- Launch expanded polyethylene (ePE) membrane in our Fabrics Division as a new complementary material platform for consumer fabrics, and continue to roll this innovative material out across the Fabrics portfolio.



Scaling New Material Solutions

Our ePE membrane continues to be incorporated into new and existing products across the Fabrics organization, and we expanded our goal to reflect our intention to not only launch this product, but also incorporate it into more of the Fabrics portfolio. In 2024 we transitioned the vast majority of our consumer brands' product portfolio (including our GOREWEAR® and SITKA® Gear products) to ePE membrane. To transition in one year was a significant undertaking and was made possible with our Associates' commitment to excellence. By leaning into challenges encountered on the way, all products transitioned to contain ePE membrane within two seasons.

We're also evolving our Fabrics materials portfolio to include innovative textile materials that move beyond the use of intentionally added per and polyfluoroalkyl substances and are designed to meet evolving performance, end user, market, and regulatory expectations. These new solutions are built on deep scientific expertise along with decades of field-proven durability yet engineered to deliver the same trusted protection and comfort to meet the future demands of the industry – for garments, footwear, and accessories.



PRODUCT

Scaling Our New Material Solutions

We introduced the first ePE membrane Workwear for DHL Deutsche Post Workforce. A longtime GORE-TEX® Brand customer, DHL Deutsche Post began testing the ePE membrane in their three-layer GORE-TEX® Jackets in 2024 — marking our first workwear application of the ePE membrane. The new workwear includes GORE-TEX® ePE membrane laminates that have a reduced chemical and carbon footprint. A field trial confirmed that the new jackets met their comfort and waterproof protection needs for the specific intended end-use, paving the way for expansion across DHL Deutsche Post's workforce in the coming years.

91%

PREFERRED BY
FIREFIGHTERS
FOR COMFORT
& BREAK-IN

We also conducted a year-long field trial of GORE-TEX CROSSTECH® EXTRAGUARD Boots for Firefighters. The new boots feature EXTRAGUARD technology, designed to be significantly lighter than leather, even when wet, offering durability, comfort and reduced fatigue. After the trial, 91% of firefighters preferred the boots for the comfort and zero break-in time.



WINNING AWARDS FOR RESPONSIBLE PERFORMANCE

We also continued to win awards for our new products, combining responsible performance with functional innovation.



THE GOREWEAR® CONCURVE WINDSTOPPER® INSULATED HOODED JACKET

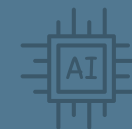
won the ISPO Award, offering weather protection, comfort and utilizing recycled materials with a PFAS-free DWR coating.



THE GOREWEAR® SPINSHIFT GORE-TEX® JACKET

earned recognition at the prestigious Euro bike 2024 awards for combining 'sustainability and functionality while complying with a high ecological standard'. The jacket was also the winner of the Design and Innovation award, both a seal of approval and the benchmark achievement for the bike industry's highest-performing products.

PRODUCT



LEVERAGING ARTIFICIAL INTELLIGENCE (AI) WITH GORE-TEX®

In 2024, GORE-TEX® Team began piloting the use of AI to improve and accelerate the design of personal protective equipment (PPE). With the use of this technology, the team were able to:

- Optimize trim and material selection and performance prediction;
- Create inclusive design ideas;
- Simulate scenarios to improve safety and comfort.

The use of AI also helped match materials to user requirements, predict fabric longevity, and ensure better fit – addressing both safety and wearability concerns.

Designing for Longevity

At Fabrics, we are committed to extending the life of our products and collaborating with partners to promote enduring value across the industry. This year, we continued multiple initiatives centered around promoting durability, launched new services to expand access to our products, and identified ways to ensure a second-life for our products at their end-of-life.

Promoting Durability

In 2024, Gore Fabrics joined forces with Mid Sweden University's Sports Tech Research Centre and a group of 45+ brands and manufacturers to research a new, common method for measuring garment durability. This year, the university led a study of over

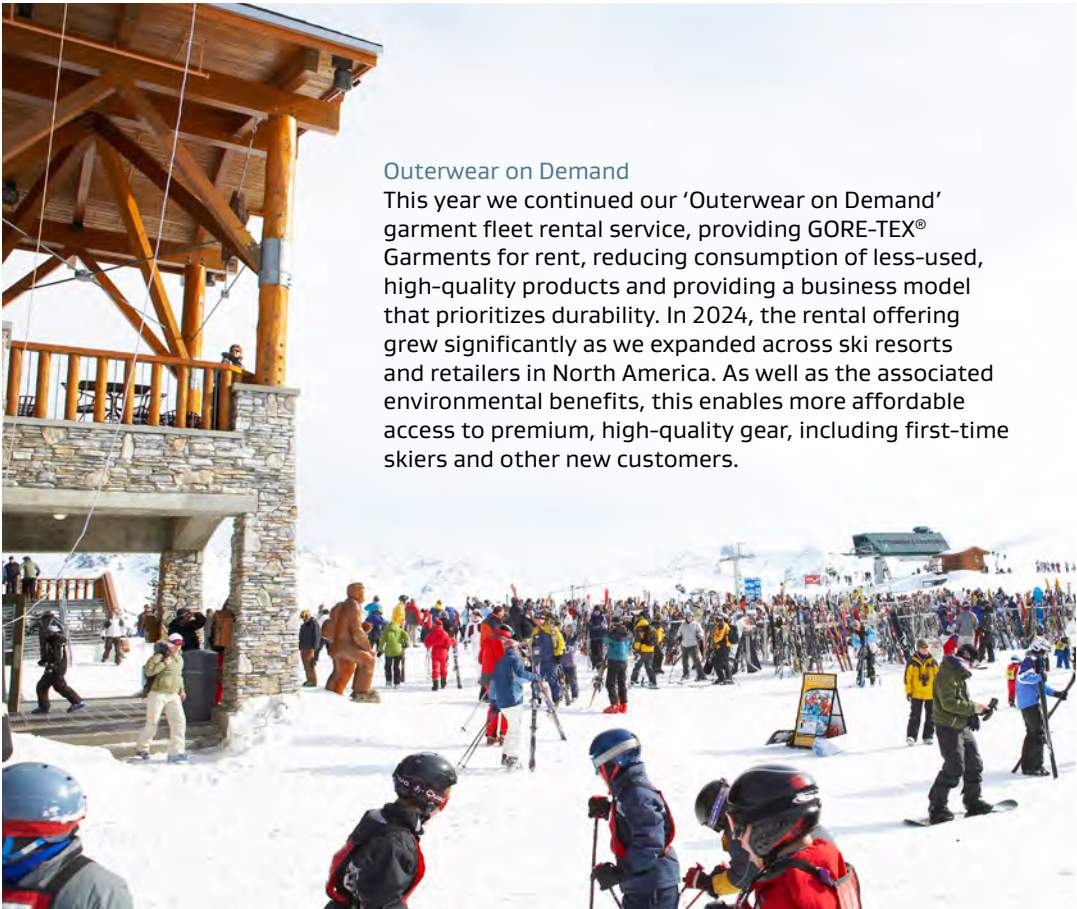
650 donated second-hand jackets from multiple brands, with a focus on identifying common failure points.

The research found that jacket construction, along with the quality of materials used for laminates and seams, were the most frequent reasons for failure. It also indicated that a lack of garment maintenance can contribute to accelerated failure. These findings highlight the critical role of materials and care in an outdoor jacket's overall lifespan. The university will continue to develop a full report of its findings in 2025, with a draft of the new testing methodology to follow in 2026.



Sports Tech Research Centre is a multidisciplinary research centre with a focus on applied science within the field of sports and product development. The centre works closely with partners in different fields, from hospitals and outdoor manufacturers to international engineering industries. Left: Tear tests being performed in the Sports Tech Research Centre lab.

45+ | 650 | 45+ ORGANIZATIONS
650 JACKETS



Outerwear on Demand

This year we continued our 'Outerwear on Demand' garment fleet rental service, providing GORE-TEX® Garments for rent, reducing consumption of less-used, high-quality products and providing a business model that prioritizes durability. In 2024, the rental offering grew significantly as we expanded across ski resorts and retailers in North America. As well as the associated environmental benefits, this enables more affordable access to premium, high-quality gear, including first-time skiers and other new customers.



A Trusted Approach to a New Segment

Recognizing that children quickly outgrow clothing and that high-performance gear can be a significant investment, Fabrics is exploring models that extend product life and reduce cost-per-wear. This includes designing garments that maintain durability across multiple wearers and supporting resale and repair options through partner collaborations. The initiative also aims to keep products in use longer, helping families make more conscious choices without compromising on comfort or protection. Kidswear provides a useful space to explore how textile performance and circular design principles might support more practical, family-friendly solutions while offering early insights into new business opportunities in a fast-moving category.

Partnering to Advance Circularity

Whether with NGOs, academic institutions, or industry groups, we co-create tools, standards, and frameworks — because we believe leadership requires transparency and collective progress. The Fabrics organization continues to support circular textile systems through our partnership with Fashion for Good. In 2024, our collaboration included the Innovation Program, which supported 10 innovators advancing chemical and enzymatic recycling for key materials like nylon and PET. We also leveraged research from the Chemical Recycling Landscape Report and contributed to initiatives focused on scaling solutions for polyester recycling through the Full Circle Textiles Project. Furthermore, our work with the Sorting for Circularity USA Project addressed the foundational challenge of textile waste sorting, a vital step toward a truly circular supply chain. These efforts highlight our commitment to fostering a more sustainable and resource-efficient future for the apparel industry.



SITKA's Revive and Repair Center®

At Fabrics, we're rethinking systems to embed circularity across our products. This is perfectly embodied by SITKA's Revive and Repair Center. This program has successfully extended the life of thousands of pieces of gear, keeping them in use and out of landfills. In 2024, the center completed an estimated total of over 9,000 repairs (9,223), with our Bozeman Retail Depot alone contributing 618 of those.

PRODUCT

EXPLORING RECYCLING OPPORTUNITIES FOR END-OF-LIFE GORE-TEX® LAMINATES

Guided by our purpose and grounded in science, the Fabrics organization is committed to finding other uses for our products and introducing circularity into our business model. This is not easy for technical outdoor products, but with our scientific rigour and innovative capabilities, we are committed to exploring new solutions to an industry-wide problem.

Since 2022 we have been assessing the potential for textile-to-textile recycling to enable reuse of our laminate materials at the end of useful life. This has involved a technical assessment of different advanced recycling technologies available, a review of



current and future regulatory requirements, customer interest and business viability of this work, and a value chain assessment to identify our role in the multistage process of recycling laminates. In 2024 we completed our review and discussed the implications of our findings with strategic leaders at Fabrics.

Initial lab-scale trials with chemical recycling partners have demonstrated that it is feasible to recover the textiles from GORE-TEX® Laminates. Work continues to determine the opportunity to scale up these efforts. By transforming an end-of-life laminate into recycled textile, we are building as we go, understanding the challenges and opportunities within this complex process, demonstrating technical feasibility, understanding future product requirements, and determining potential for future commercial use.

Designing the Future of Protection: Fabrics x Schneeberg

For over two decades, Fabrics has partnered with the University of Applied Sciences Zwickau, Faculty of Applied Arts Schneeberg, to explore the future of garments. This collaboration gives fashion design students hands-on experience with advanced materials and technologies, helping them create visionary prototypes.

The 2024 fashion show focused on “Future of Workwear.” Standout designs included jackets with integrated airbags, high-visibility suits for railway electricians, and ocean rescue coats with built-in life vests. These garments were not only imaginative but also grounded in real-world needs, reflecting the students’ deep engagement with safety, performance, and social relevance.

Our collaboration continues in 2025 with the theme “The New Outdoors.” The upcoming fashion show will feature garments made with ePE material, blending comfort, protection, and style. Expect designs that reimagine how we experience the outdoors.



The HighVis Jacket: Engineered for railway electrical technicians, it provides ultimate protection from collisions, burns, and falls. The integrated airbag and PRYAD(R) material were developed using real-world insights from a student’s father, a seasoned professional in the field, whose insights ensured the jacket addresses real-world challenges with precision and practicality.

PROTECTING PEOPLE

IMPACT PROGRESS AGAINST TARGETS AND DATA

	WE SAID (TARGETS FOR 2024)	WE DID (OUR ACHIEVEMENTS IN 2024)	WE WILL (TARGETS FOR 2025 AND BEYOND)
Talent Recruitment, Retention and Engagement	Achieve at least 80% favorable response rate in the Gore Associate Engagement Index of our Culture Survey of Gore Associates.	79% favorable response rate (↑ 4pt from 2023).	Achieve at least 80% favorable response rate in the Gore Associate Engagement Index of our Culture Survey of Gore Associates.
Employee and Supplier Diversity	Achieve year-over-year increases in our annual spend with diverse suppliers.	Progress efforts tracked, focus on expanding inclusivity in hiring and procurement	Achieve year-over-year increases in our annual spend with diverse suppliers.
Safe and Healthy Workspaces	Improve U.S. DART injury/illness rate by 5% in 2023 vs. 2022 baseline.	Tracked globally, therefore no longer tracking U.S.-specific rate.	No target for US-specific DART rate
	Expand DART injury/illness data tracking to capture APAC/EMEA performance in 2024.	Global DART rate: 1.21 (↓ 38% from 2023).	Global DART rate ≤ 1.00 by 2026.
Value Chain Due Diligence	Begin the rollout of ongoing mandatory training on preventing forced labor for all procurement Associates, including those dedicated to Fabrics.	Commenced ongoing mandatory training on preventing forced labor for all procurement Associates, including those dedicated to Fabrics.	Continue regular mandatory training on preventing forced labor for all procurement Associates.
	Implement regular risk assessment, and start monitoring activities in our upstream supply chain.	Implemented regular risk assessment in our downstream and upstream supply chain.	Continue to implement regular risk assessments for upstream and downstream suppliers.
	Continue monitoring and improving working conditions in our downstream supply chain.	Improved working conditions in our downstream supply chain.	Scale monitoring in our downstream supply chain, using AI technology to include more regions and types of facilities.
	Start monitoring upstream supply chain in addition to downstream supply chain.	Commenced monitoring upstream supply chain in addition to downstream supply chain.	Scale our monitoring program and improve working conditions for a greater number of our upstream suppliers.
	Integrate human rights due diligence into our quality management systems in our Fabrics plants.	Work closely with the manufacturing organization for effective regular monitoring and improvement in Gore Fabrics plants.	Work closely with the manufacturing organization for effective regular monitoring and improvement in Fabrics plants.
	Continue educating SME customers on human rights.	Continued educating SME customers on human rights.	Continue educating SME customers on human rights.
	Continue training suppliers in achieving sustainability credentials e.g. Global Recycling Standard	Trained suppliers in achieving sustainability credentials e.g. Global Recycling Standards	

IN PURSUIT OF POSITIVE OUTCOMES

IMPACT PROGRESS AGAINST TARGETS AND DATA

	WE SAID (TARGETS FOR 2024)	WE DID (OUR ACHIEVEMENTS IN 2024)	WE WILL (TARGETS FOR 2025 AND BEYOND)
Product Stewardship and Chemicals Management	Memorialize a formal policy for the continuous responsible and safe management of chemicals and materials in our products and operations.	We remain on track to achieving this goal next year.	Memorialize a formal policy for the continuous responsible and safe management of chemicals and materials in our products and operations.
	Eliminate PFCs of Environmental Concern from our consumer Fabrics portfolio by 2025.	We remain on track to achieving this goal next year.	Eliminate PFCs of Environmental Concern from our consumer Fabrics portfolio by 2025.
Greenhouse Gas (GHG) Emissions	Achieve a 40% reduction in Gore’s Scope 1,2, and 3 absolute carbon emissions by 2030 (2016 baseline year).	Total carbon footprint was 237 (kt) CO2e, a 10% decrease from 2023 and a 16% decrease from the baseline emissions in 2016.	Achieve a 40% reduction in Gore’s Scope 1,2, and 3 absolute carbon emissions by 2030 (2016 baseline year).
	Achieve 50% reduction in Gore’s scope 1 & 2 carbon emissions by 2025 as a step toward meeting the 2030 goal.	Combined Scope 1 and 2 emissions have decreased by 55% from our 2016 baseline.	Achieve 50% reduction in Gore’s scope 1 & 2 carbon emissions by 2025 as a step toward meeting the 2030 goal.
	Achieve 100% Renewable Energy for Scope 2 by 2025.	Achieved 100% Renewable Energy mid-2024.	Achieve 100% Renewable Energy for Scope 2 by 2025.
	Achieve 80% reduction in Gore’s absolute scope 1 & 2 carbon emissions by 2030 (2016 baseline year).	Combined Scope 1 and 2 emissions have decreased by 55% from our 2016 baseline.	Achieve 80% reduction in Gore’s absolute scope 1 & 2 carbon emissions by 2030 (2016 baseline year).
	Achieve 35% reduction in scope 3 carbon emissions in our Fabrics Division by 2030 (2016 baseline year).	Scope 3 emissions decreased from 230.3 ktCO2e, (2023) to 213.0 (2024) ktCO2e, a 7% decrease from 2023.	Achieve 35% reduction in scope 3 carbon emissions in our Fabrics Division by 2030 (2016 baseline year).
Environmental and Occupational Safety and Health	Implement Environmental and Occupational Safety and Health (EOSH) Management Systems that are externally certified to ISO 14001 and ISO 45001 in all Gore manufacturing facilities by the end of fiscal year 2027.	Two further facilities were added under Fabrics control, which are not currently certified. Therefore in 2024, three out of a new total of five facilities are ISO14001 certified. On track to achieve ISO 45001 certification for all plants by the end of 2027.	Implement Environmental and Occupational Safety and Health (EOSH) Management Systems that are externally certified to ISO 14001 and ISO 45001 in all Gore manufacturing facilities by the end of fiscal year 2027.

PERFORMANCE WITH PURPOSE

IMPACT PROGRESS AGAINST TARGETS AND DATA

	WE SAID (TARGETS FOR 2024)	WE DID (OUR ACHIEVEMENTS IN 2024)	WE WILL (TARGETS FOR 2025 AND BEYOND)
Innovation	Launch expanded polyethylene (ePE) membrane in our Fabrics Division as a new complementary material platform for consumer fabrics, and continue to roll this innovative material out across the Fabrics portfolio.	Continued to incorporate our ePE membrane into new and existing products across the Fabrics organization. Expanded goal to reflect our intention to not only launch this product, but also incorporate it into more of the Fabrics portfolio.	Continue to roll expanded polyethylene (ePE) membrane out across the Fabrics portfolio.



ABOUT THIS RESPONSIBILITY UPDATE

This update is in line with the requirements of the parent company, W. L. Gore & Associates, herein identified as Gore or the Enterprise, to showcase the impact of Gore's Fabric Business, herein identified as Fabrics.

This impact update provides an overview of Fabrics' progress in fulfilling its sustainability ambitions through the key workstreams, detailing actions to address environmental and social topics material to the business.

As cited, much of the data refers to Gore & Associates which includes Fabrics. This update covers the full year 2024 (January – December) of action carried out by Fabrics in line with its sustainability and responsibility strategy.

This update does not have external assurance. All progress has been transparently communicated against company-agreed targets and performance indicators.

Forward-Looking Statement

This report contains forward-looking statements regarding Fabrics' sustainability initiatives, goals, and anticipated outcomes. These statements reflect current expectations and projections about future events and performance, including—but not limited to—our efforts to reduce greenhouse gas emissions, expand recycled content in product lines, and strengthen supplier engagement through the Global Recycling Standard (GRS). Actual results may differ materially due to evolving regulatory landscapes, technological developments, supply chain dynamics, and stakeholder feedback. We undertake no obligation to update these statements, which are intended to provide transparency and context for our strategic direction.

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