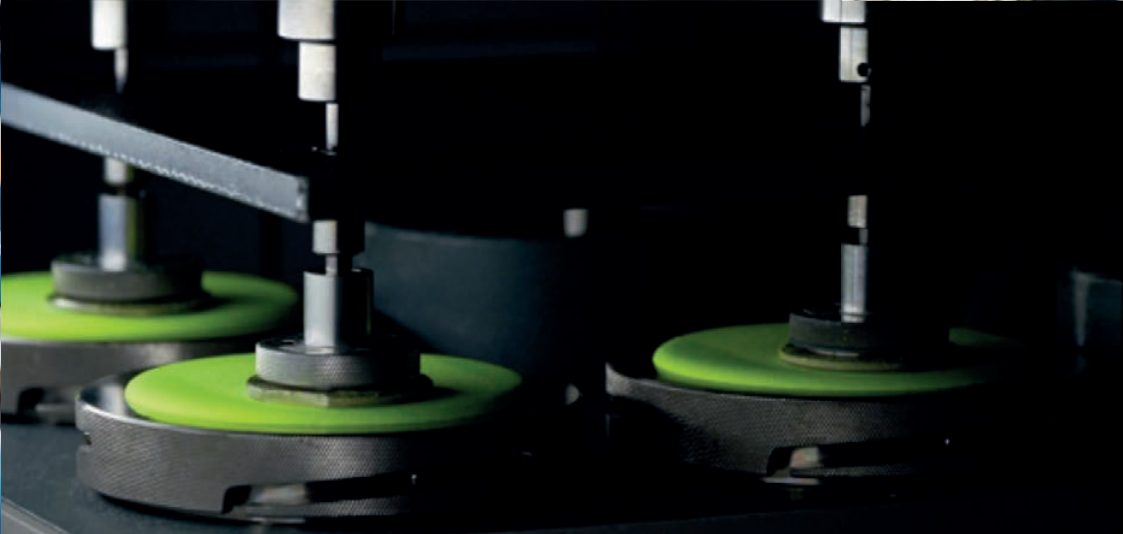


GORE FABRICS DIVISION RESPONSIBILITY UPDATE 2020



Together, improving life



Editorial



Dear Readers,

The COVID-19 pandemic has emphasized how vulnerable and interconnected our societies are and highlights the need to work together to overcome the global challenges we all face. Against this backdrop, the need to address diversity and equality around the world has never been clearer coupled with the grave consequences of environmental change becoming ever more obvious.

A very challenging year

As with many businesses around the world, the Gore Fabrics Division's business and its supply chain partners have been put under considerable strain, but we are proud of the work we have done supporting our Associates, customers, partners and communities around the world through these challenges. We have supported numerous efforts to use GORE-TEX products to make protective apparel for medical teams and many other community-based initiatives. In addition, our consumer products are enabling more people than ever to explore the outdoors in these critical times.

The world we live in has been changed irreversibly in the last year. The responsibilities we all have in protecting our planet and the people that live on it are clearer than ever, and I am VERY proud of the work we are doing in the Gore Fabrics Division.

I would be remiss if I did not also take this opportunity to acknowledge the healthcare workers, first responders and workers at essential businesses that are continuing to serve our communities around the world during this time. They are truly heroes, and I sincerely thank them.

Sustainability is key to our future

As a material innovation company with a world view based on sound science, the Gore Fabrics Division has been on a sustainability journey for almost 35 years, continually making changes to adjust our footprint on the world AND support diverse communities. In 2020, we updated our strategy and launched a Sustainability Framework which is informed by market trends, customer needs and the United Nations Sustainable Development Goals.

This sets the stage for an ambitious, measurable program of work, linking our sustainability aspirations to all aspects of our business. We have expanded our definition of performance: committing to protect people and planet while prolonging the longevity of our products and promoting the well-being of people. Our commitment to sustainability grows ever stronger, and we now see it as a key part of our future business success and the personal legacy of everyone who works in the Gore Fabrics Division.

An example of this are our Carbon Goals that we introduced in 2020, working with industry partners to reduce the footprint of global textile supply chains. Beyond this, there are numerous internal and external initiatives you can learn more about in these pages.

Gore products have innovation at their heart. We want to continue to marry the highest protection and comfort performance possible with a low holistic footprint, all delivered by a business that champions social responsibility. We believe our innovative spirit, understanding of performance requirements, material expertise and commitment to sound science gives us the unique ability to develop new, highly valuable materials solving end-user problems. I am very excited about what is coming in the future.

In addition, with our long-lasting heritage in materials science, we are keen to explore new ways of doing business that leverage the properties of our products and result in a lower footprint experience for all. Our garment rental pilot programs this year come from this vein, maximizing the use of apparel and thereby significantly reducing its net footprint per user.

We recognize our challenges

We pride ourselves on producing products with the highest possible performance, in many cases these provide protection from life threatening situations. In these circumstances, we need to ensure the best performance possible, and that means making balanced choices regarding the performance and sustainability criteria of the materials we use. We have made many significant changes over the years, and we continue to relish the challenge of reducing our material footprint over the full product lifecycle and developing new solutions that still deliver the best-in-class performance across all our fabrics businesses. We are committed to transparent updates along this journey as we unlock new levels of performance and sustainability.

Looking forward – working together

The Gore Fabrics Division is committed to using its materials science expertise to push the envelope regarding what is possible in performance and sustainability, delivered through a business we are proud to work for. We want to champion durable performance and diligent material understanding to produce products with a truly low holistic footprint.

As we look to a world beyond COVID-19, we hope to come together as an industry, recognizing the value of diversity, championing global social responsibility and ensuring we are proud of the world we leave for future generations. We want to play a big role in our collective future: please join us on a journey to a more sustainable fabrics industry.



Jacques René

Contents of the Responsibility Update 2020

Sustainability Strategy	3
Sustainability Framework	4
Sustainability Journey	5
Business Perspective	6
Carbon Goals	9
Resource Efficiency	11
Chemical Footprint	13
Environmental & Social Responsibility	15
Supply Chain Sustainability	17
Stakeholder Engagement	18

Gore Reinforces Sustainability as Top Priority

The environmental and social challenges that today's world is facing are severe. To make a positive difference in the world, Gore as well as its Fabrics Division have made sustainability a top priority and a strategic business lever.

Acting responsibly, reducing its impact on the environment, treating people fairly and improving its effects on society, has always been an integral part of Gore's DNA.

Gore's commitment to sustainability is deeply rooted in its culture and directly aligned with its values. It is an expression of its brand promise: *Together, improving life*. Gore's expectation is that the value of its innovations is greater than the environmental and social impact of its products and operations.

In line with the Gore Enterprise strategy, in 2020, the Gore Fabrics Division also defined sustainability as a strategic business imperative, shifted up gears and, thus updated its strategy. For this, Gore will continue to leverage its three key principles:

■ Sound Science & Lifecycle View

Gore believes in the application of sound science, and in the lifecycle approach for assessing the environmental footprint of products from cradle to grave.

■ Transparency

Gore recognizes the need to openly share information, contribute to and utilize emerging standards to drive its business and the industry forward.

■ Partnerships

For Gore, sustainability is a team sport. That's why Gore relies on close cooperation with its partners throughout the value chain.

The Gore Fabrics Division's updated commitment to sustainability is informed and fueled by several internal and external influencing factors. These include Gore's Enterprise and divisional strategies, the strategies of its most important customers, global trends, and the United Nations Sustainable Development Goals (UN SDGs), a worldwide accepted framework that is leveraged by many global companies as a "blueprint" to achieve a better world.



"At the Gore Fabrics Division, we strongly believe that a healthy planet and society are the foundation of our business.

We are committed to minimize the impacts our operations and products have on the environment. And we want to drive change in our industry by applying our deep materials science expertise and our passion for innovation to create solutions that perform in the most challenging environments and address global sustainability issues."

Ross MacLaine

Sustainability Leader of the Gore Fabrics Division



The six UN SDGs identified as most relevant

From the UN SDGs, the Gore Fabrics Division identified six as most relevant. These reflect the key global challenges in the apparel and footwear industry and correspond with the issues that are important to Gore's customers. They also allow the Gore Fabrics Division to make a real difference, since they represent key areas where Gore has the necessary expertise and resources to set and pursue concrete, measurable goals.

Reflecting this, the sustainability strategy of the Gore Fabrics Division follows two tracks:

- A commitment to improve the impact that its operations and products have on both people and the planet.
- Creation of societal value through sustainable innovations. Delivering low footprint, highly durable performance products and supporting services to meet the needs of its most progressive customers, while also addressing the wider sustainability challenges of the premium functional apparel and footwear industry.

To support the implementation of its sustainability strategy, in 2020, the Gore Fabrics Division developed and implemented a strategic Sustainability Framework that visualizes and explains its sustainability approach in an easy-to-understand and compelling way. For a closer look at the new Sustainability Framework see next page.



"Our commitment to sustainability is an expression of our Gore brand promise: *Together, improving life*.

I am very glad to see that our Fabrics Division has set clear sustainability priorities, keeps passionately working on solutions that provide an optimized combination of performance and improved environmental footprint, and continues to make substantial progress in many key areas, such as working towards a more circular economy and reducing carbon emissions to address severe global societal problems for generations to come."

Bernhard Kiehl

Sustainability Leader of Gore Enterprise

New Framework Helps the Gore Fabrics Division Sharpen Focus on Sustainability

Having made significant progress on its sustainability journey, in 2020, the Gore Fabrics Division developed and implemented a new tool – its Sustainability Framework – to formalize and visualize its approach, helping reinforce sustainability as central lever to its business strategy and performance.

PROTECT
people & planet



PROLONG
product life &
well-being of people



PERFORM
for individuals, society,
business & environment

The new Sustainability Framework that was introduced on the occasion of Earth Day 2020, defines the Gore Fabrics Division's sustainability ambition and gathers all relevant goals and initiatives under one roof. In short, it reflects the evolved sustainability strategy of the Gore Fabrics Division, and can be described by a simple equation:

Protecting people and planet combined with prolonging product life and well-being of people results in the performance Gore delivers to the benefit of the environment, individuals, society and its business, at the same time.

That is performance redefined – beyond technical product features and financial results. Gore is committed to measure its performance by these abilities.

On the journey to a more sustainable future, the framework helps set direction and facilitates prioritization of efforts and resources on the most impactful initiatives.

The new framework of the Gore Fabrics Division also drives the integration of sustainability into its businesses and their numerous day-to-day activities. While the framework reflects the key topics of the Gore

Fabrics Division, providing overall strategic direction, both Gore's Consumer Oriented Fabrics (COF) and Technical Oriented Fabrics (TOF) businesses use the tool to derive their individual priorities and focus on specific initiatives within the framework, depending on individual product and market requirements.

Finally, the new framework provides a strong basis for engagement with internal and external stakeholders, enabling them to understand the sustainability strategy and journey of the Gore Fabrics Division "at a glance".

"Our new Sustainability Framework is a visible expression of our strategy that provides guidance and orientation in an easy-to-understand way. It guides our way of thinking, helps us prioritize, and provides a compelling narrative of our sustainability journey for engaging with our stakeholders."

Anja Herberg
Global Sustainability Communications Champion
of the Gore Fabrics Division

What does the Sustainability Framework mean in practice?

Protecting people

Protection is the GORE-TEX brand heritage and its original reason for being. With its Technical Oriented Fabrics, Gore provides high-performance apparel and footwear that protects and enables professionals to perform at their best, when it matters. With its Consumer Oriented Fabrics, Gore has set standards for durably waterproof, windproof and breathable high-performance textiles that protect people from the elements.

When talking about protection, Gore certainly also means the people it works with. Through the Gore Guidelines on Social Responsibility (GSR), its Code of Conduct, Gore aims to promote social compliance, ensuring that its Associates and those who work in the Gore supply chain, enjoy safe and fair working conditions.

Protecting the planet

But, at Gore, protection stands for more: Gore is also committed to protect the planet from the impact that its operations and products have on the environment. Gore does this by reducing its carbon emissions, managing its chemical footprint and ensuring the most efficient use of resources.

Prolonging product life and well-being

Prolong stands for a simple truth: the longer a product is in use, the better for the environment. Durability and longevity have always been important features of GORE-TEX products. As key drivers of its sustainability strategy, Gore will continue to leverage these to the benefit of its users as well as of the environment.

Finally, this area also stands for prolonging the well-being of people. This means extending the time, textiles keep people comfortable and safe, allowing them to experience more, living a healthier life, or doing a better job, when in service – often even under life-threatening conditions.

"Our new Sustainability Framework brings our strategy to life. I'm excited about the positive feedback we got as it enables stakeholders to understand our approach and our focus areas, and how they can contribute."

With our four key strategic areas that address the most pressing issues in our industry, we give very clear guidance in particular to our Associates, brand-partners and consumers, and thus contribute to long-term growth."

Ross MacLaine
Sustainability Leader of the Gore Fabrics Division

Within its new Sustainability Framework, the Gore Fabrics Division will focus on the following key strategic areas:

- Reducing its carbon emissions
- Managing its chemical footprint
- Ensuring most efficient use of resources
- Further promoting social compliance

Driving sustainability within the industry

The new Sustainability Framework of the Gore Fabrics Division is another great achievement on its sustainability journey that will help drive the implementation of its evolved strategy and join forces with its partners, striving to make sustainability an undisputed driving force for the functional apparel industry.

Visit also www.gore-tex.com/sustainability



Protecting people



Protecting the planet



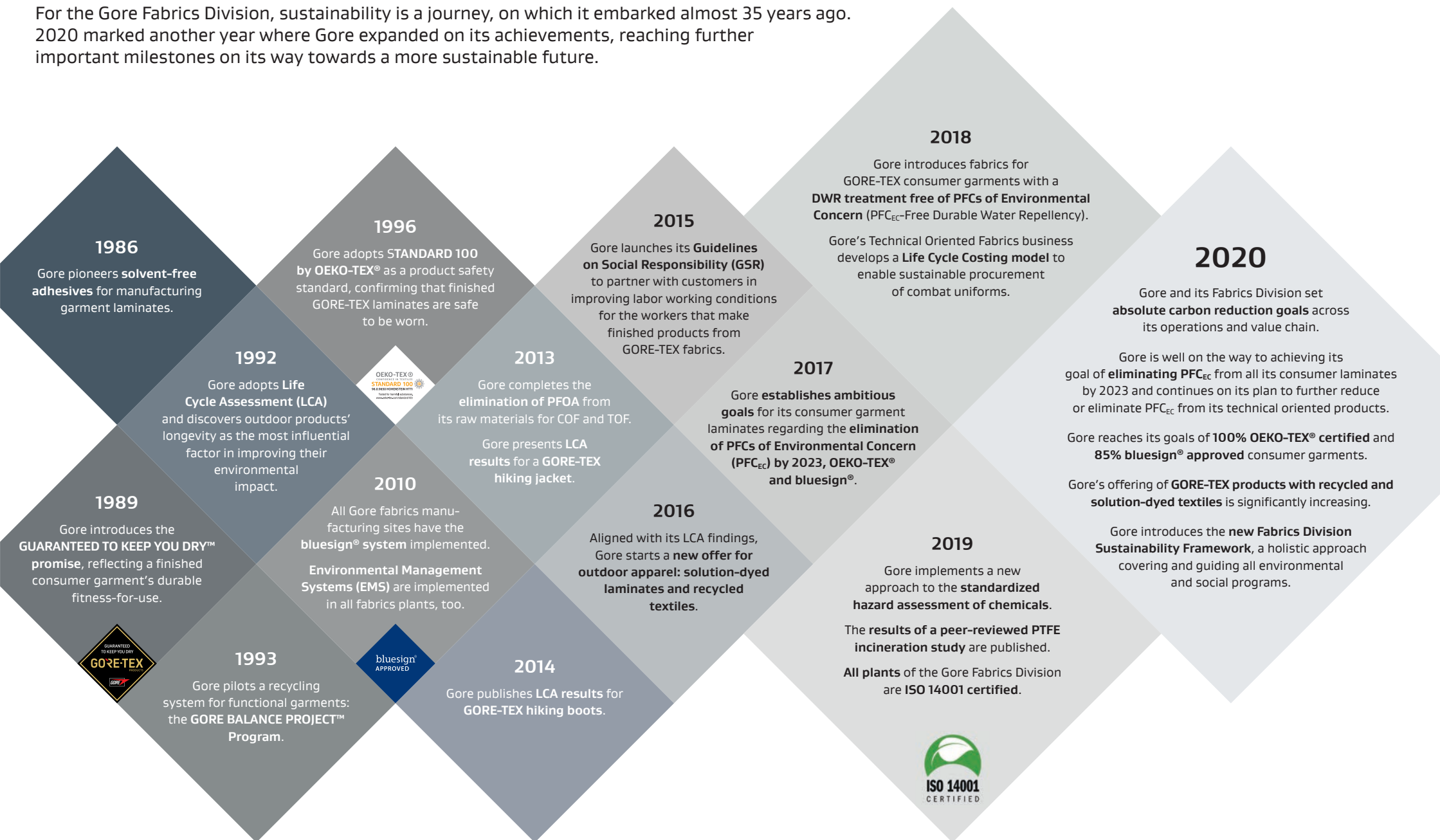
Prolonging product life



Prolonging well-being

Further Key Achievements Made on Gore's Sustainability Journey

For the Gore Fabrics Division, sustainability is a journey, on which it embarked almost 35 years ago. 2020 marked another year where Gore expanded on its achievements, reaching further important milestones on its way towards a more sustainable future.



Sustainability in Action at the COF & TOF Businesses of the Gore Fabrics Division

For the Gore Fabrics Division, a leader in the premium technical apparel and footwear industry, sustainability is a clear priority and a key pillar of its strategy. In the following conversation, the Leaders of both Gore business units for Consumer Oriented Fabrics (COF) and Technical Oriented Fabrics (TOF), Achim Löffler and Dave Welch, share their thoughts on what sustainability in practice means for their individual businesses and industries.



Achim Löffler
Leader of Gore's Consumer Oriented Fabrics Business



Dave Welch
Leader of Gore's Technical Oriented Fabrics Business

Q: Achim and Dave, let's start with a personal question. What does sustainability mean to you? Which practical role does it play in your lives?

ACHIM: Well, sustainability is certainly a pressing topic for all of us. Just look at climate change, where we are probably the last generation that is able to do something about it. So, I see it as our joint responsibility to ensure that our world is moving towards a sustainable future.

Personally, I try to contribute by being more conscious in my personal life: using my bike instead of my car, buying glass bottles and not plastic, using renewable energy at home and – maybe most important – teaching my kids, what we all can do to protect our planet.

DAVE: I echo Achim's words. We are at a critical juncture and have a duty to future generations to significantly change the load we are placing on the planet. I am more conscious of my personal footprint choices than ever before and the changes we all need to continue to make.

Sustainability for me also goes well beyond protecting the planet; social and racial injustices have been particularly highlighted this year. We all need to play a role in fostering a more equitable world such that there are broad opportunities for all. History will measure our generation for our ability to do what is right for the planet and our ability to create cohesive societies that can address our biggest issues. We have no option but to succeed.

Q: Has the Corona pandemic changed your view on sustainability?

ACHIM: I'd say the pandemic has made people realize how vulnerable and interconnected we all are. Now, people may value a healthy environment even more, and the opportunity to be active outside spending time with others. Personally, I enjoy the time spent outside with my family these days – it helps me keep my body fit and my mind stable. And: I never cycled as much as in 2020!

From a business perspective, we know that the functional apparel and footwear industry will not be the same after the pandemic. The Corona virus crisis has accelerated the rate of change in our industry.

We see strong signals from customers and end-consumers that sustainability is getting even more important. And I also believe that the pandemic presents a unique opportunity to rethink our current business.

"The functional apparel and footwear industry will not be the same after the pandemic. The Corona virus crisis accelerates the rate of change in our industry."

ACHIM

DAVE: The importance of sustainability has been growing in recent years, and I also see Corona acting as a significant accelerant. Society, businesses and governments around the world have been given an incentive to work together, we can harness that across the broad spectrum of sustainability. In TOF, we have a history of more than 30 years of social and environmental responsibility.

In the last months, we have seen more and more customers asking questions about our sustainability programs which is evidence of the broad desire to understand and improve footprints around the world.

Corona has not made us question our commitment to sustainability – if anything, it has emboldened us to push harder.

"We protect people who put themselves in harm's way to protect and serve others. We are committed to meet the needs of these users and deliver that with the lowest footprint possible."

DAVE

Q: As business leaders, how would you describe what the Gore Fabrics Divisions updated sustainability strategy will mean for your business and for your industry?

DAVE: I think, the renewed sustainability strategy is a great opportunity for our entire Fabrics Division. Our world class products protect people as they work and enjoy the outdoors. Our aspiration to produce products and services that have the lowest environmental impact possible while delivering this protection is clear. This gives direction to our innovation efforts and guides how we interact with the wider industry.

The new Sustainability Framework of the Gore Fabrics Division, introduced in 2020, provides a great view of what you can expect in TOF, examples include: the expansion of the use of independent certification schemes such as OEKO-TEX® and bluesign®; a commitment to transparent management of our chemical footprint, which includes further reducing or eliminating PFCs of Environmental Concern; and above all, our strong commitment to producing long lifetime performance products as the best way to ensure a low holistic environmental footprint.

ACHIM: For our consumer oriented business, we strive to lead the premium technical apparel and footwear industry by providing the highest performing, sustainable GORE-TEX solutions.

To do so, we need to innovate and create product solutions that are highly durable and perform in the best possible way, last long and have the smallest possible environmental footprint.

Long-term, our view on sustainability should be a holistic one: in addition to products, this may include new services to come with current products, supply chain innovations, but also entirely new business models to lead us towards a much more circular economy.

“My personal long-term vision is to have sustainability fully integrated in our entire business, where all our Associates think and act accordingly to drive the necessary changes everywhere.”

ACHIM

Q: What role does sustainability play in the work of the teams in your consumer business?

ACHIM: Sustainability has taken a central position in our business, and our strategy is being constantly filled with life, making sustainability relevant to all teams and functions.

For example, we created a Sustainability Champion for our business unit who oversees and connects all activities. This starts with our team of product specialists who are integrating sustainability into their concepts for future products, continues with our sales team that gets more and more familiar

with sustainability and sees the combination of performance and sustainability as a differentiating factor, and ends with the GORE-TEX brand and marketing team that recognize sustainability as an important asset that our brand wants to embody.

My personal long-term vision, however, is to have sustainability fully integrated in our entire business, where all our Associates think and act accordingly to drive the necessary changes everywhere.

Q: You mentioned the circular economy, which is clearly an urgent topic. What does it mean for Gore right now? And what would it mean in future?

ACHIM: Luckily, more and more people understand that we have only one planet and that we must stop wasting its natural resources. A circular economy is definitely a promising framework for a more sustainable future.

For the time being, we are trying to better understand the concept and what it means for all areas of our business; for example through our engagement in the Ellen MacArthur Foundation’s Make Fashion Circular initiative. Highly durable products are certainly needed in the circular economy.

“We have a great opportunity to take a leadership position in helping our industry create a circular economy.”

ACHIM

This area is also creating new business possibilities. We are experimenting with a garment rental program at the moment. Also wash, care and repair services play an important role in our efforts to help expand the durability and longevity, and hence the sustainability of our products.

However, we need to understand what our role as ingredient brand should be. How do we best support the sustainability needs of our customers, our consumers and our planet? Do we want to take a lead, leverage the GORE-TEX brand and build own capabilities? Or do we prefer cooperating with partners and build a project upon their resources and expertise?

Q: Dave, how does sustainability come alive in the TOF business?

DAVE: Currently the key topics in our sustainability strategy are durability, the use of lower footprint textiles and the continuous improvement of our chemical footprint.

End-users expect durable products that protect them as they perform, even in the most challenging situations. Just think about fire fighters or emergency responders who regularly put themselves in life-threatening situations and need equipment they can rely on.

“We will reduce the footprint of our products, but will not lower performance or accept less durable products.”

DAVE

From our Life Cycle Analysis work, we know that ensuring products last for a very long time is a key driver for a low holistic footprint. Durability is central to the way all our teams develop, position and sell our products. This is why our focus here will not change, but you can expect us to connect this much more clearly to sustainability and footprint.

The emerging circular economy shows the need for durability but also raises important questions about circular material streams. We are working to understand where material circularity can bring the biggest benefits in our products and where we need to make adjustments.

In TOF, our teams are bringing recycled materials into some of our products, starting in the workwear business. We will continue to expand this offer, but in many applications, we currently see some durable performance limitations that we need to address first.

Q: Achim, when you think about GORE-TEX products, what are the most important levers to make GORE-TEX a power behind sustainability?

ACHIM: Well, for the COF business I see four priorities, where we can clearly make a difference in the short-term: integrating our carbon goals in our product strategies by using standardized industry tools, such as the LCA or the Higg Index, further eliminating PFCs of Environmental Concern by developing a new membrane material platform, continuously lowering the environmental footprint of our products, and shifting-up gears in communicating and educating about sustainability.

In the long run, I believe, we have a great opportunity to take a leadership position in helping our industry create a circular economy. Due to our role, working together with many partners in the value chain, like brands, factories or textile suppliers, we are in a pretty unique position to catalyze broad change. So, I am looking forward to 2021, to see how we can leverage both our new sustainability approach and aspiration to lead for the benefit of our COF business as well as the premium technical apparel and footwear industry as a whole.

Q: Dave, TOF provides professionals with world leading protective and comfortable products for a wide range of applications. What are the most important sustainability drivers for TOF?

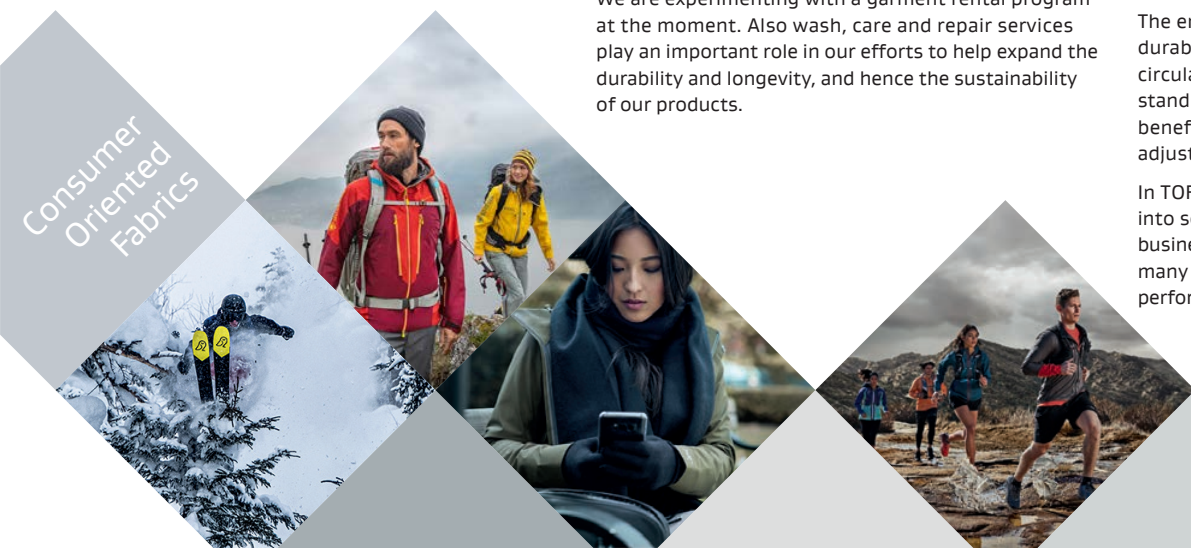
DAVE: Our products provide reliable protection and comfort, meeting the needs of personnel across broad industries, enabling users to perform in their jobs well. End-users rely on the durable performance of our products to protect them when it really matters.

“We know that providing durable protection is a key driver for a low environmental footprint.”

DAVE

We are committed to reducing the environmental footprint of our products, but in doing so we still strive to exceed the expectations of end-users and will not lower performance or accept less durable products.

The key to a sustainable product of the type we offer, is ensuring it performs and is used for a long period of time. In this way, its manufacturing footprint is distributed over many years, and there is no need to replace failed products prematurely with the consequent significant footprint penalty.



Consumer
Oriented
Fabrics

Alongside performance and durability, our customers continue to expect more across a very broad spectrum: diligence in managing the chemicals we use, measuring and lowering the footprint of our raw materials, reporting on and driving improvements in carbon footprint as well as understanding realistic end-of-life possibilities.

Q: Achim, are there any recent product or material innovations in COF that you would want to highlight?

ACHIM: A great innovation is our GORE-TEX PRO, which is a perfect example of a product with an optimized combination of performance and sustainability. It is our most durable product and at the same time comes with recycled and solution-dyed materials which makes it a genuinely sustainable offer.

“Sustainability has taken a central position in our business and our strategy is being constantly filled with life.”

ACHIM

Q: Dave, can you share examples, where TOF is making progress with product sustainability?

DAVE: As mentioned before, we started to launch the first laminates containing recycled materials. And more products using recycled yarns are planned. We also introduced laminates that are dyed with a new technology, so-called solution-dyeing. The process reduces CO₂ emissions and water consumption compared to conventional jet dyeing.

In addition, we continue to implement STANDARD 100 by OEKO-TEX® certified and bluesign® approved Gore laminates into our product portfolio. And ultimately, we are looking into measures on how to support the carbon goal, announced by the Gore Fabrics Division in 2020.

Q: Dave, the COF business set a public goal around the elimination of PFCs of Environmental Concern. How does this impact the TOF business?

DAVE: Following the successful material changes in the COF business, we are now accelerating the efforts in TOF to further reduce or eliminate PFCs of Environmental Concern without compromising any area of performance.

Gore scientists are working on a complementary material strategy in TOF, including membrane and coatings, with the goal to provide a further optimized

combination of critical personnel protection, comfort in use, and environmental impact. This will be a multi-year journey but is another example of the Gore Fabrics Division’s business commitment to lowering its footprint while maintaining durable performance.

Q: Let’s look ahead. What are your businesses working on in these areas that you are really excited about?

ACHIM: Personally, I am excited about the new PFC_{EC}-Free laminates that our consumer business is on the forefront of developing. Having assessed multiple options over the years, after promising lab and field test results, we have selected a second membrane material platform to develop further for our GORE-TEX laminate portfolio. We have an exceptional team working hard to bring this material into our business, and to address the uncertainties typical with new innovations of this nature.

DAVE: I am most excited by the holistic approach we are taking as we bring technology and sound science into this area, and work in partnership with our customers.

Alongside our internal changes, we have an opportunity to work together to define industry priorities and collaborate on the most meaningful changes. In this way, we can have a multiplying impact and really contribute to a future low footprint technical fabrics industry.

Q: Finally, Dave and Achim, in five years from now: what do you want to be most proud of from Gore’s journey towards a sustainable future?

ACHIM: When looking back in 2025, I hope to be proud of two major achievements. First is having successfully developed and introduced a new PFC_{EC}-Free membrane material.

“I am excited about the new PFC_{EC}-Free laminates that our consumer business is on the forefront of developing.”

ACHIM

Second is a substantial contribution to a circular economy concept for the apparel and footwear industry. This needs to go beyond the outdoor industry – and I’d love to know that we played an important role in making this change happen.

DAVE: By 2025, sustainability will touch every aspect of our TOF business. We will have taken major further strides on our TOF complimentary material journey bringing new value to the market while still delivering the performance we are known for!

“I am excited by our holistic approach, bringing in technology and sound science, and working in partnership with our customers.”

DAVE

Alongside this, we will have built an industry consensus behind science based, transparent measurement of holistic lifetime footprint that allows the industry to move towards a more circular future. Lots of work, but exciting times ahead!



Technical Oriented Fabrics



Gore Fabrics Division Set Carbon Reduction Goals for its GORE-TEX Brand

A key initiative within the sustainability strategies of both Gore as Enterprise and its Fabrics Division is to reduce carbon emissions. The ambitious and science-based goals, set in 2020 to cut-back emissions substantially by 2030 and working towards carbon neutrality by 2050, reflect Gore's commitment to support the global fight against climate change.

Climate change and its wide consequences belong to the most pressing challenges that our world is facing. Governments, academia, civil society and industries are working hard on making steps towards the goal of limiting global warming to well below two degrees Celsius, as set by the 2015 Paris Agreement, a legally binding international treaty on climate change.

As a good corporate citizen that has always taken its responsibility for people and planet seriously, Gore is committed to join the global response to this huge issue by contributing its fair share to mitigating climate change.

"De-carbonization of our economy is absolutely essential in order to minimize climate change and its dramatic consequences. That's why we are setting absolute, science-based carbon goals for our GORE-TEX brand, and are working towards carbon neutrality by 2050."

Ross MacLaine
Sustainability Leader of the Gore Fabrics Division

Therefore, as a key element of its Enterprise and Fabrics Division's sustainability strategy, Gore set itself absolute carbon reduction goals and proudly announced them to the public in June 2020.

Prior to setting these concrete goals, the Gore Fabrics Division completed a thorough evaluation of its carbon footprint to more precisely understand the size and scope of its impact on the climate. Using the year 2016 as its initial baseline, Gore followed a rigorous science-based methodology in line with the Greenhouse Gas (GHG) Protocol Corporate Standard.



Proud founding member of OIA's Climate Action Corps

Reducing the environmental footprint of outdoor apparel requires joint efforts and dedication across the entire value chain – from yarn manufacturers all the way down to retail.

Led by this collaborative spirit, in April 2020, the Outdoor Industry Association (OIA), the membership-driven US trade organization for the outdoor industry, founded its Climate Action Corps to drive collective action to reduce carbon emissions across the outdoor industry. Still in its early stages, in August 2020, the Climate Action Corps already set first guardrails for the industry to measure, plan and reduce greenhouse gas (GHG) emissions and share its progress annually.

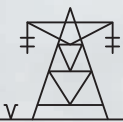
As a long-standing member of the OIA and leading voice in the industry, the Gore Fabrics Division with its GORE-TEX brand is proud of being a founding member of the OIA's Climate Action Corps, and is committed to support its activities through Gore's vast technological expertise.

"With our unique role as an ingredient brand, we have a clear responsibility to lead by example. As a founding member of OIA's Climate Action Corps, we are pleased to help create broad, industry wide action."

Nora Stowell
Global Sales & Marketing Leader
of the Gore Fabrics Division

Carbon goals of Gore and its Fabrics Division

↓ **60%**
Emissions



by **2030**

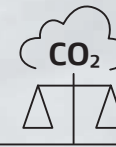
Reduce absolute carbon emissions originating in Gore's manufacturing sites and offices (scopes 1 & 2) by 60%.

↓ **35%**
Emissions



by **2030**

Reduce absolute product related carbon emissions of its GORE-TEX products (scope 3) by 35%.



by **2050**

Gore is aiming to achieve carbon neutrality.

To achieve the absolute carbon reduction goals, as set in 2020, the Gore Fabrics Division defined three initial key action areas:



Reducing energy consumption and continuing to introduce renewable energy at Gore's manufacturing sites



Optimizing product design, balancing durable performance with lower footprint materials while maintaining fitness-for-use



Working with suppliers to reduce their plants' emissions, switching from fossil fuel to renewable energy use while increasing efficiency



Led by the three strategic levers above, the Gore Fabrics Division started to make first significant improvements in the second half of 2020. While the implementation of new long-term initiatives for reducing scope 3 emissions will take time before becoming effective, the acceleration and expansion of existing initiatives allowed for some short-term achievements.

These initiatives include, for example, ramping up the portfolio of GORE-TEX products containing lower footprint materials, optimizing product design with a focus on durability and a long product lifetime, as well as establishing new ways of sharing relevant data and insights with Gore's brand partners (see also pages 11 and 12).

Shift to renewable energy supply

For reducing its scope 1 and 2 emissions, Gore in 2020 invested significant resources in shifting – over the coming years – the majority of the energy supply for its manufacturing plants in North America and Europe from conventional, fossil fuel generated energy to renewable energy. To reduce carbon emissions from energy production, Gore is also committed to explore further strategies, such as establishing own photovoltaic generation capacities or leasing renewable energy plants.

As a tangible step forward in 2020, Gore, for example, completed the installation of a rooftop photovoltaic system with a capacity of 250 kW at its German fabrics manufacturing cluster near Munich.

"If there is one true bandwagon, everybody should be jumping onto, it is the collective challenge of reducing our industry's carbon footprint. It's about how we make products, how we sell them, and how they are used. We are committed to leveraging our deep technological expertise to achieve a science-based 2030 reduction goal and carbon neutrality by 2050."

Markus Wieser

Carbon Champion of the Gore Fabrics Division



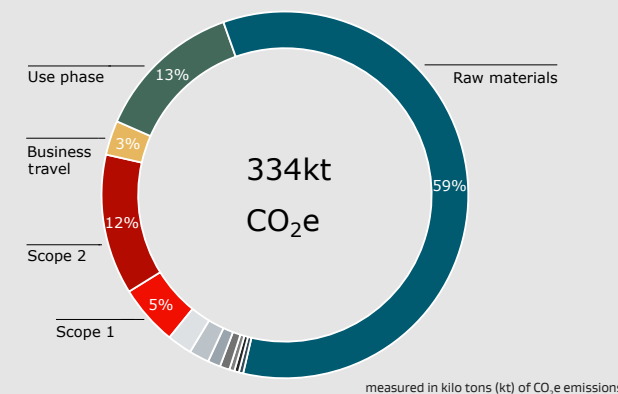
Rooftop photovoltaic system at the fabrics manufacturing cluster in Putzbrunn, Germany

Assessment of 2019 carbon footprint

In order to identify key levers and better target its carbon emission reduction activities for the years to come, in late 2020, the Gore Fabrics Division followed up on its plans and completed a thorough evaluation of its 2019 total carbon footprint. Again, the calculation followed the Greenhouse Gas Protocol and included scope 1, 2 and 3 emissions (as shown in the chart below).

According to this first update evaluation, in absolute figures for 2019, the Gore Fabrics Division recorded total emissions of 334 kilotons (kt) carbon dioxide equivalent (CO₂e). Compared to the initial baseline, emissions in 2019 increased, exceeding those in 2016 by 20%. This increase was primarily driven by higher volumes of raw material purchased and processed than anticipated. Based on the improved assessment approach and a better understanding of the underlying numbers and dynamics, Gore is convinced that it will reach its 2030 target despite the current increase.

Gore Fabrics Division 2019 total carbon footprint



Scope 1: Direct emissions from Gore's fabrics plants.

Scope 2: Indirect emissions occurring at power plants generating electricity for Gore.

Scope 3: Focus categories:

- (1) **Raw materials:** primarily textiles the operation purchased for manufacturing its products
- (2) **Use phase:** emissions generated from maintaining GORE-TEX products, like operating a washing machine or tumble dryer
- (3) **Business travel**

More Sustainable Choices Through Increased Transparency

In line with a Gore key principle, transparency, in 2020, its Fabrics Division expanded on its commitment to measuring and sharing environmental footprint data of its materials through the Higg MSI. The aim is to help Gore's Associates and brand customers make smarter, more informed materials choices that result in the creation of more sustainable GORE-TEX products.

Since 1992, Gore has been using the Life Cycle Assessment (LCA) methodology, a complex scientific cradle-to-grave approach for studying the impact of the different stages of a product life on its total environmental footprint. To share its findings with the industry, in 2013, Gore had presented LCA results for a typical GORE-TEX hiking jacket, followed by results for GORE-TEX hiking boots in 2014. Both studies detected a long use phase as key influencing factor for a low environmental footprint, which confirms Gore's focus on product durability as key asset within its sustainability strategy.

Gore shares footprint data via Higg MSI

In 2020, the Gore Fabrics Division met a further important milestone on its sustainability journey with regard to transparency as trigger for choosing more sustainable materials. As one of the first ingredient brands in the apparel and footwear industry, Gore started sharing environmental footprint data of its own materials with its customers through the Higg Materials Sustainability Index (Higg MSI).

In 2020, for its collection book for AW 2022, the Gore Fabrics Division has

85% of GORE-TEX consumer garment laminates represented on the Higg Materials Sustainability Index (MSI).

The updated Higg MSI serves as a neutral reference that helps Gore and its brand customers get a clearer picture of the different factors building the footprint of a GORE-TEX garment, better calculate product-related carbon emission, and make more informed material choices in product design. The Higg MSI also provides objective criteria that allow customers to compare GORE-TEX products with those from other suppliers.

"The Higg MSI provides great insights into material footprints. For example, it clearly shows that the textile components of a GORE-TEX laminate account for the vast majority of its footprint."

Ben Bowers

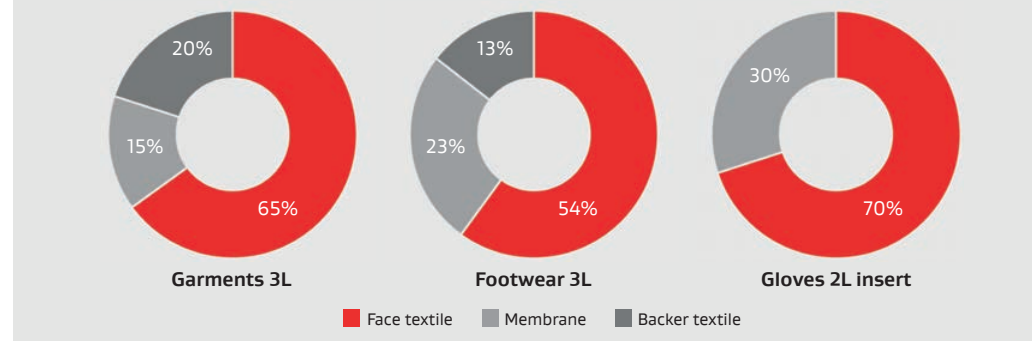
Product Environmental Footprint Specialist of the Gore Fabrics Division

cradle-to-gate view on Gore laminates is limited, as it ends with their shipment to a manufacturer and does not reflect on the importance of a product's lifetime, yet.

Full cradle-to-grave picture needed

For the time being, Life Cycle Assessment remains Gore's preferred methodology for getting a holistic view on a product's impact over its entire lifecycle from cradle-to-grave, and the scientific foundation for Gore's sustainability strategy.

Shares of total Higg MSI scores by laminate components in GORE-TEX products



Textiles drive footprint scores

As shown in the chart, the membrane of a 3-layer GORE-TEX laminate, for example, stands for approx. 15% of the product's total footprint. The face textile makes the vast majority, 65%, of the Higg MSI footprint, with another 20% for its backer textile. This indicates that working on more sustainable textiles is a very promising option for the apparel and footwear industry when aiming at a further reduction of its carbon emissions.

Gore's customers have signaled clear appreciation for this increase in transparency and the reliable data provided through the Higg MSI. However, the MSI

Gore is, however, glad to see that Higg has plans for taking the customer use phase of a product, and therefore its lifetime into account in the future. According to Higg, from 2021 onwards, an update to its current Higg Product Module (PM) will assess the cradle-to-grave impacts, too.

Gore is looking forward to seeing how this extended Higg Tool will help to even better understand how durability and longevity can influence the footprint of GORE-TEX apparel.



The Higg Materials Sustainability Index

The Gore Fabrics Division is a founding member of the **Sustainable Apparel Coalition (SAC)**, the apparel, footwear, and textile industry's leading alliance for sustainable production. One of SAC's key activities is offering and maintaining the **Higg Materials Sustainability Index (MSI)**.

The Higg MSI is a neutral tool to measure and score the environmental impacts of materials from cradle-to-gate. Apparel, footwear, and textile industry designers and product developers can use the Higg MSI to assess and compare the impacts of different materials to make better informed decisions in apparel design through apple-to-apple material comparisons.

The Higg MSI uses data submitted from the industry and LCA databases to calculate environmental impacts and translate them into comparable, aggregated Higg MSI scores, taking into account five key categories for sustainability performance.

The Higg MSI measures

- Global warming potential
- Nutrient pollution in water (eutrophication)
- Water scarcity
- Fossil fuel depletion
- Chemistry

For more information on the Higg MSI visit

<https://apparelcoalition.org/higg-product-tools/>

Number of GORE-TEX Product Solutions With Low Footprint Textiles Tripled Over Past Three Years

In 2020, the Gore Fabrics Division made substantial progress in developing and delivering innovative product solutions with a lowered environmental footprint, ensuring the most effective use of resources.

As demonstrated by the Higg MSI scores, the face textiles and backer materials used for Gore’s laminates have a much bigger impact on the environment than the GORE-TEX membrane. These findings make clear, that textiles with a lower environmental footprint offer great opportunities for further achievements in reducing Gore’s carbon emissions within scope 3 to protect the planet.

Over the past decade, Gore has devoted a lot of effort into looking for textiles that are able to leverage two key innovations that Gore has chosen to help ensure the most effective use of resources: recycled and solution-dyed materials.

Recycled and solution-dyed textiles

Solution-dyed textiles provide many environmental benefits, such as less water usage, less chemical use, and lower carbon emissions. Recycled textiles support the ongoing fight against plastic waste by avoiding that, for example, used PET-bottles end up in landfills, in incineration, or in any of the world’s oceans.

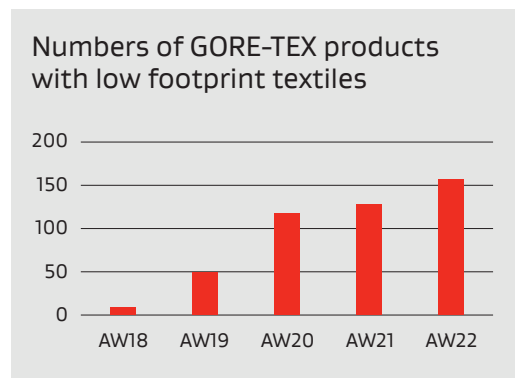


Solution-dyeing also improves yarn’s color-fastness

Strong increase in low footprint textiles

Driven by the Gore Fabrics Division’s garments strategy to constantly increase the share of recycled and solution-dyed textiles in the GORE-TEX laminate portfolio, Gore has made substantial progress over the last years.

As shown below, the number of GORE-TEX products with low footprint textiles has increased significantly, reaching a new all-time-high in 2020.



Over the past three years, Gore managed to more than triple the number of its laminates made with low footprint textiles – from 50 in its offering for the AW 2019 collection to more than 150 for the 2022 collection – which reflects Gore’s product portfolio by 2020.

While Gore is proud of these achievements, it remains committed to work hard on further progress towards its aspirational goal of shifting all its backer materials to solution-dyed and recycled materials to further increase the total amount of low footprint textiles in GORE-TEX products in the future.

First footwear laminates with recycled yarns

In addition to the increasing number of products with a lowered footprint for outdoor apparel, in 2020, Gore also managed to launch the first two footwear laminates with recycled yarn for the AW collection 2021.



New GORE-TEX footwear laminate with recycled yarns

First Technical Oriented Fabrics with recycled content

In 2020, also Gore’s Technical Oriented Fabrics (TOF) business included laminate products with recycled content into their offering. Due to the high protective requirements in this industry segment, before launch, these new low footprint textiles had to go through extensive testing to ensure product performance even under the most extreme conditions.

Overall, in both COF and TOF, more products are planned with low footprint materials such as recycled yarns. Gore will, however, continue to take every effort to avoid compromising product quality, as this may lead to shorter lifetimes and create a higher environmental footprint – which is exactly the opposite of Gore’s approach to increase the sustainability of fit-for-use GORE-TEX products by prolonging their durability and longevity.



Gore and Bionic® Yarn collaborate on recycled textile development aimed at stemming the tide of ocean-plastic

In 2020, Gore announced a collaboration with Bionic® Yarn, a mission-driven company focused on the up-cycling of ocean and ocean-bound plastic. Together, they are working to develop high-performance textiles made from recycled coastal and marine plastic.

This collaboration brings together BIONIC’s traceable supply of recycled polymers with Gore’s deep understanding of materials science and performance requirements across a range of applications and industries, such as high-performance fabrics, consumer electronics, aerospace, automotive and life sciences among many others.

“Over the past decade, BIONIC has built an environmentally and socially impactful supply chain from coastline to end products. While our initial efforts will focus on the development of a fully-traceable supply chain for high performance textiles made from plastics collected from coastal communities, we also see potential in incorporating BIONIC’s recycled polymers in other aspects of our diverse product portfolio.”

Ed Rubin
Project Champion, Gore Enterprise Innovation Team

Promising Progress Made in Managing Gore's Chemical Footprint

The Gore Fabrics Division continues to recognize its responsibilities to holistically understand and minimize the impact its operations and products have on people and planet. A key element of Gore's sustainability strategy and product promise is leveraging the positive properties of chemicals while ensuring these are used responsibly and safely to protect workers, consumers, and the environment.

Gore is committed to meet or exceed applicable health, safety, and environmental regulations and standards, and has been continuously striving to improve its own processes and work together with its partners to find solutions for the entire industry.

For example, in all of its fabrics plants, Gore voluntarily implemented industry leading environmental control technologies. All fabrics plants worldwide are ISO 14001 certified, which means that manufacturing processes are guided by a globally accepted standard for environmental management systems. And Gore's plants have several Higg Tools in use that allow for continuous improvements through increased transparency of environmental and social impacts.

To ensure the Gore Fabrics Division meets demanding environmental and safety standards, it has been leveraging independent verification of its efforts for 25 years by now. To do this across its businesses, Gore works with two credible third-party schemes:

- The bluesign® system
- The STANDARD 100 by OEKO-TEX®



The bluesign® standard is a tool for verifying a company's commitment to sustainable textile production, including the use of chemicals. bluesign® certified products are made responsibly in respect to the environment and the safety of workers throughout the supply chain. See also www.bluesign.com.



The OEKO-TEX® STANDARD 100 certification is a product safety standard of the International OEKO-TEX® Association.

It requires testing of finished textiles for harmful substances to ensure they are safe to be worn. See also www.oeko-tex.com.

In 2017, Gore publicly announced its intention to achieve bluesign® approval for 85% of the laminate volume sold into consumer garments, and 100% of that volume to be certified according to STANDARD 100 by OEKO-TEX® certification, not later than 2020.

The Gore Fabrics Division is proud to confirm that, in 2020, it met these goals with:

100% of consumer garments materials certified according to the STANDARD 100 by OEKO-TEX®.

85% of consumer garments laminates with bluesign® approved status.

Beyond its commitment to continuously expand OEKO-TEX® certification and bluesign® approval across its broad product range, including its Technical Oriented Fabrics, the Gore Fabrics Division has sought diligently to reduce its chemical footprint also in other areas.



Gore has put forward a definition of PFCs of Environmental Concern (PFC_{EC}), which can be found on the GORE-TEX website at www.gore-tex.com/sustainability/protect-the-planet/reduce-chemical-impacts. With this definition in mind, Gore is continuing its full lifecycle approach to reducing or eliminating, whenever possible, the use of PFC_{EC} from its products and supply chain.

This requires weighing the benefits that a material brings for end-users, meeting industry specifications, with its environmental footprint over the whole lifecycle of the product. Across its entire business, Gore applies the following guiding principles:

1. Where the use of PFC_{EC} is necessary for providing critical product performance such as personal protection and/or meeting industry specifications, Gore will clearly identify the critical functionality that the PFC_{EC} provides and the loss of performance that would result from its removal.
2. If a PFC_{EC} is used today, and Gore is no longer able to demonstrate its unique role in providing end-user benefit and/or meeting industry specifications, Gore commits to a timebound material change to remove or reduce the use of the PFC_{EC}.

3. Even where a PFC_{EC} is used today in delivering critical performance, Gore is committed to developing improved alternatives, over time further reducing or eliminating the use of PFC_{EC} wherever possible in its products.

Given these commitments, Gore currently has an extensive program of research and development, targeting novel PFC_{EC}-Free materials for its membranes and durable water repellency (DWR) treatments.

Progress with independent certification, enactment of its PFC_{EC} commitments, and realisation of its new materials and transition timings are informed by the needs of the consumers and markets Gore serves across its highly diverse businesses.

To find new approaches and solutions to reducing the environmental footprint of its products, the Gore Fabrics Division is working together with its partner in several multi-stakeholder initiatives:

- Gore is a founding member of the **Sustainable Apparel Coalition (SAC)**, and supports the further development and implementation of the **Higg Tools** (see also pages 11 and 15).
- Gore is part of the **Sustainability Working Group** and the **Chemicals Management Working Group** of the **Outdoor Industry Association (OIA)**.
- Gore is a member of the **Sustainability Working Group** of the **European Outdoor Group (EOG)**.
- Gore also works with **non-governmental organizations** to find ways for lowering the environmental footprint of its products.

Evolving the Materials the Gore Fabrics Division Uses in its Products

In 2020, both Gore's Consumer and Technical Oriented Fabrics businesses made progress in understanding the functional performance and chemical footprint of the materials they use. Along with exploring new material options, this plays a key role in Gore's efforts to reduce the holistic impact of its products on people and planet.

Gore Consumer Oriented Fabrics (COF) business PFC_{ec} commitment progress

In 2017, the Gore Fabrics Division announced a commitment to the elimination of PFCs of Environmental Concern (PFC_{ec}) from the entire lifecycle of its consumer products by the end of 2023. Gore is proud of its significant progress on this journey, with the following key achievements:

- PFC_{ec}-Free DWR treatment now used on more than 50% of Gore's consumer garment laminates.
- PFC_{ec} based treatments eliminated from Gore's entire footwear laminate portfolio.
- Significant progress made in the development of a complimentary membrane material platform (see section below on "New membrane material platform").
- Progress made on a PFC_{ec}-Free DWR for highly demanding consumer applications, requiring oil repellency and extended durability water repellency.
- Incineration study results confirmed that none of the PFC_{ec} investigated during the combustion of PTFE under

standard municipal incineration conditions could be detected at levels above background concentrations.

- New standardized Hazard Assessment Approach implemented as a more formal process for new materials development.

Gore established an interim goal to have 85% of its consumer laminate volume converted to PFC_{ec}-Free platforms by the end of 2020. While making great progress since then, Gore encountered setbacks in its product development work that meant it was unable to meet this goal. However, Gore is still working towards achievement of its ultimate 2023 goal.

A full update of the progress the Gore Fabrics Division made on its way to the elimination of PFC_{ec} from its consumer products, as well as an overview of other achievements in line with Gore's updated sustainability strategy can be found on the GORE-TEX website at www.gore-tex.com/sustainability

Gore Technical Oriented Fabrics (TOF) business progress

Gore's Technical Oriented Fabrics (TOF) business provides products that protect professionals in many harsh and potentially life-threatening situations. As such, Gore has a responsibility to ensure its products perform when it matters. This challenge means that Gore must be very diligent in ensuring it meets all appropriate industry standards with the choices of materials used in its products.

Gore is expanding the use of STANDARD 100 by OEKO-TEX® certifications and bluesign® approval for certain TOF laminates, building on the approach of its COF business.

Alongside this, Gore continues to focus on leveraging the unique properties of fluorinated materials to deliver safety-relevant, durable performance, allowing Gore to meet industry standards and end-user needs.

In line with the commitments of the Gore Fabrics Division, and following the extensive progress in its COF business, the TOF business continues its journey

to further reduce or eliminate the use of PFC_{ec} without compromising end-use performance. At the current time Gore is working to:

- Articulate a clear time-bound roadmap to further reduce or eliminate the use of PFC_{ec} in its TOF product portfolio while maintaining performance and its ability to meet industry specifications.
- Assess the potential use of alternative material platforms to deliver on evolving performance and sustainability needs.

It is a complex challenge to develop new materials capable of delivering the necessary combination of breathability, durability, and protection, offered by Gore's current portfolio. Together with suppliers, Gore is committed to developing new options that ensure Gore continues to meet required specifications and the needs of end-users.



New membrane material platform

As part of its commitment to lowering its footprint and pursuing new functionality, Gore – as a world leader in materials science and engineering – is constantly exploring material advancements for its many businesses.

- In addition to the existing PTFE platform, Gore is developing an entirely new membrane material platform for its Consumer Oriented Fabrics business and is increasingly excited about the huge progress it is making.
- This complementary PFC_{ec}-Free material platform is showing very promising lab and field test results in consumer applications, which makes Gore excited about both the performance and the environmental footprint of this new material.



Driving Progress in Environmental Management and Social Responsibility at Gore's Fabrics Manufacturing Sites Around the World

Taking social and environmental responsibilities in its fabric plants seriously plays a key role in Gore's holistic sustainability strategy. To protect its Associates as well as the planet, Gore uses state-of-the-art tools in its plants worldwide to assess and improve their impact on people and environment.

For assessing its compliance, impact and performance, as well as reporting and making the continuous improvements of its environmental and social performance in its fabrics plants transparent, the Gore Fabrics Division uses two modules of the Higg Facility Tools:

- The Higg Facility Environmental Module (FEM)
- The Higg Facility Social & Labor Module (FSLM)



The Higg Facility Tools

Another key activity of the **Sustainable Apparel Coalition (SAC)** is to develop and promote the adoption of the **Higg Facility Tools**, a set of industrywide tools that enable facilities to assess their social or environmental impacts.

The standardized assessments facilitate conversations among value chain partners to socially and environmentally improve every tier in the global value chain.

The **Higg Facility Environmental Module (FEM)** informs manufacturers and brands about the environmental performance of their individual facilities, assesses impacts, such as energy and water consumption, air emissions and use of chemicals, and helps identify and prioritize opportunities for sustainability improvements.

The **Higg Facility Social & Labor Module (FSLM)** promotes safe and fair social and labor conditions for value chain workers. Facilities can use the scored assessment to understand hotspots and reduce audit fatigue.

For more information visit

<https://apparelcoalition.org/higg-facility-tools/>

Gore applying the Higg Facility Environmental Module (FEM)

After completion of the first full Higg Facility Environmental Module (FEM) verification cycle in all Gore fabrics plants in 2019, in 2020, the Higg FEM became one of Gore's key levers for implementing its holistic sustainability strategy in its manufacturing facilities worldwide.

Although travelling and conducting on-site audits were a challenge in 2020 due to the COVID-19 pandemic, Gore managed to conduct on-site verifications in both its plants in Putzbrunn (Germany) and Shenzhen (China). For its facility in Elk Mills (USA), an off-site verification was conducted via virtual review.

The Higg FEM tool used by the Gore Fabrics Division is a self-assessment which facilities complete annually to assess their practices in seven environmental areas, and a verification.

The Higg FEM assesses

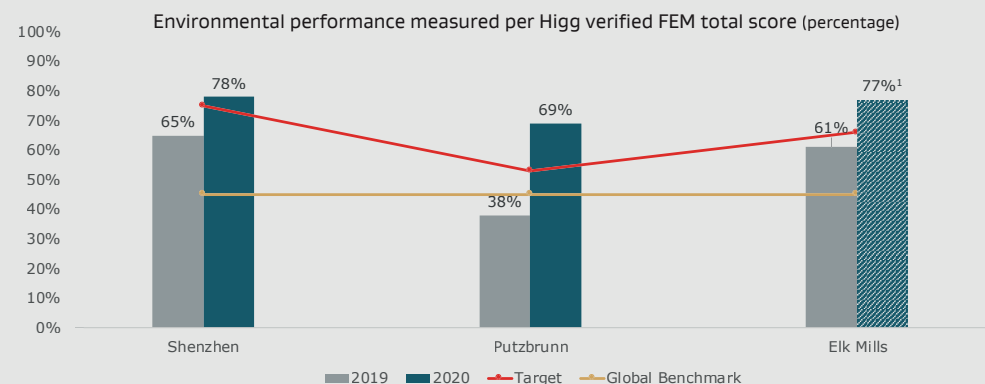
- Environmental management systems
- Energy use and greenhouse gas emissions
- Water use
- Wastewater
- Emissions to air (if applicable)
- Waste management
- Chemical management

During the verification process, accuracy and correctness of the self-assessment results are checked by an independent third-party. After each Higg FEM assessment and verification cycle, Gore's plants agree on corrective actions to continuously improve their environmental performance in all relevant areas.

Overall, the Gore Fabrics Division's efforts in 2020 resulted in total scores for its three manufacturing plants that are all well above the verified Higg FEM benchmark value for lamination facilities, which was 47% in 2019 (as of January 8, 2021; shown as yellow line in the chart below).

In line with one of Gore's key principles, transparency, the latest Higg FEM verification reports for the Gore fabrics manufacturing sites in Shenzhen (2018/2019), Putzbrunn (2018/2019) and Elk Mills (2018¹) are accessible via the GORE-TEX website at www.gore-tex.com/sustainability/protect-the-planet

Total fabrics plant scores of verified Higg FEM conducted in 2020 (reporting cycle 2019)



¹ Due to the COVID-19 pandemic the Elk Mills verification was conducted off-site. So, for the reporting cycle 2019, there is no environmental module report available on the GORE-TEX website. The Elk Mills score shown in the chart is based on the off-site results.

2020 Higg FEM verification certificates of Gore's fabrics plants (reporting cycle 2019)



Results exceed Higg benchmark and Gore's own assessment targets

Gore's results for the reporting cycle 2019 did not only exceed the Higg benchmark, all three Gore fabrics plants even exceeded their self-defined targets for the Higg verified FEM scores (shown as red line in the chart on page 15) that had been derived from improvement potentials identified during previous third-party verifications.

“Our manufacturing plant in Putzbrunn made huge progress in 2020. We integrated bluesign® and the Higg FEM into our management system. The Higg FEM is a great tool that helps us track environmental performance and make our efforts visible and transparent to our customers. I am particularly proud of our total Higg FEM score, that we improved by 31% in 2020.”

Elena Holzwarth

Gore Fabrics Division Plant Leader Putzbrunn

A good example for substantial improvement is the certification of the Putzbrunn plant according to the environmental management standard ISO 14001 in 2019, which let the Higg FEM environmental management system section score increase by 87% (from 13% to 100%).

As Gore, for the first time, had set itself reporting baselines for plant related resource consumption, all sites also improved their scores for energy use and greenhouse gas emissions, water use, and waste. Gore's ability to calculate scope 3 emissions was recognized as a level 3 best practice in all three Higg FEM verifications.

Range of local environmental projects

In addition to global activities and projects, in 2020, also local projects contributed to the increased scores.

Key achievements include a project to reduce domestic water use for cleaning processes in Putzbrunn, the reduction of energy use due to heat recovery and improved insulation upgrades in Elk Mills, and the reduction of laminate scrap in Shenzhen.

In 2020, two minor non-compliances in the Shenzhen plant were detected by the auditors, which led to a drop in the plant scores for waste and chemical management in 2019. Both were successfully remedied through the installation of a new roof, protecting the non-hazardous waste area from the weather, as well as a new secondary containment in the chemical warehouse.

For 2021, Gore aims to further improve its environmental performance with the help of the Higg FEM, and will continue to make its progress transparent and available to its customers by posting its self-assessment and verification results on Higg.org.

Gore applying the Higg Facility Social and Labor Module (Higg FSLM)

While the Higg FEM supports Gore in protecting the planet, the Higg Facility Social and Labor Module (FSLM) helps Gore protect people by constantly measuring and improving its performance on fair labor standards, and workplace health and safety.

In 2020, all three Gore plants completed a Higg FSLM self-assessment. While the plant in Shenzhen completed its verification audit in December 2020, the verification in Elk Mills could not be completed due to the lock downs and quarantine requirements during the COVID-19 pandemic in the US.

The plant in Putzbrunn is not yet part of the Higg FSLM verification program. However, Gore has plans for 2021 to have an offline verification conducted by an independent third-party, accredited by Higg.

The Higg FSLM assesses

- Recruitment and hiring
- Working hours
- Wages and benefits
- Employee treatment
- Employee involvement
- Health and safety
- Termination
- Management systems
- Empowering people and communities

“By using the Higg tools, we were able to streamline our sustainability auditing efforts. Instead of conducting multiple social and environmental audits, our manufacturing plants focus alongside our bluesign® and ISO certifications on one tool that helps monitor our social and environmental impacts, and identify opportunities for improvement. By sharing our performance and progress with stakeholders on Higg.org and on our website, we continue to build trust through transparency.”

Lisa Kretzberg

Supply Chain Sustainability Champion of the Gore Fabrics Division

“Gore's use of the Higg FEM and Higg FSLM serves as a great example of how to best leverage the Higg Index to drive measurable improvements. By measuring their impacts, verifying the results, and addressing opportunities for improvement, Gore and other companies in the industry can scale positive impacts across the value chain, helping both people and the planet at a time when it's needed most. The SAC congratulates Gore on its progress to date and its commitment to improving environmental and social manufacturing practices.”

Amina Razvi

Executive Director of the Sustainable Apparel Coalition

Assessment and certification status of the Gore Fabrics Division plants

- S Shenzhen**
 - ISO 14001 certified
 - bluesign® system partner
 - Higg FEM self-assessed & verified
 - Higg FSLM self-assessed & verified
- P Putzbrunn**
 - ISO 14001 certified
 - bluesign® system partner
 - Higg FEM self-assessed & verified
 - Higg FSLM self-assessed
- E Elk Mills**
 - ISO 14001 certified
 - bluesign® system partner
 - Higg FEM self-assessed & verified
 - Higg FSLM self-assessed



Gore Continued to Drive GSR Program to Foster Supply Chain Sustainability

In 2020, the Gore Fabrics Division also continued to engage with its external partners across the value chain. The Gore Guidelines on Social Responsibility (GSR) Program promotes decent working conditions for those people that make consumer and professional GORE-TEX apparel and footwear.

Gore's GSR program includes working with its customers to improve due diligence to identify, prevent, and mitigate social compliance risks in Gore's downstream value chain. Achievements in 2020 included the alignment on its GSR standards with a significant number of new customers, the verification of compliance with the GSR standards at over 60 of the Gore certified garments and footwear manufacturers from its complex global value chain network (see map), as well as working closely with them to address relevant issues.

Gore's Guidelines on Social Responsibility (GSR), its Code of Conduct, aims to provide clarity and guidance on workplace standards across the Gore value chain. Since ensuring working conditions are fair and safe across the entire value chain is not a goal that Gore can achieve on its own, the Gore Fabrics Division developed a GSR Program, seeking enhanced engagement of its business partners in a progressive manner.

For details on Gore's GSR Program please see https://www.gore-tex.com/sites/default/files/assets/GoreFabrics_GSR_Guidebook.pdf

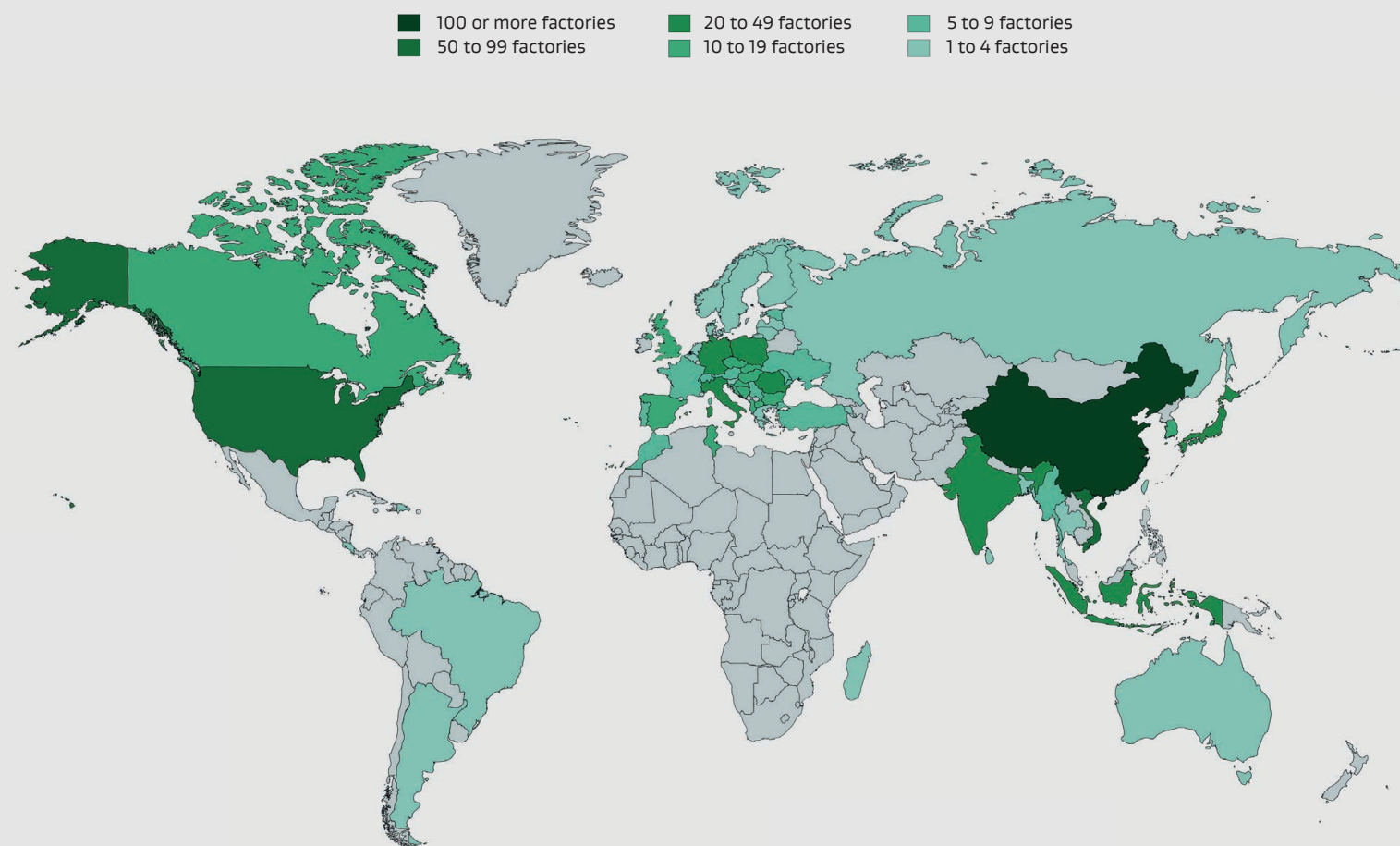
"The health and well-being of people has always been a priority for us. Since, in 2020, the COVID-19 crisis has disrupted businesses and revealed major vulnerabilities of our global economy and supply chains, we will continue to do our very best to uphold this commitment despite the uncertainties that lie ahead.

Going through this pandemic, we are aware of its challenges for our industry, and will improve our GSR program to address these together with our partners. This includes protecting the rights of most vulnerable groups such as migrant workers and women in our value chain."

Evre Kaynak

Social Responsibility Champion of the Gore Fabrics Division

Global overview of Gore certified manufacturing facilities for GORE-TEX products



Created with mapchart.net

Joining Forces for Driving Change Towards a Sustainable Future

Sustainability is a team sport, and working together is key to achieving great results. As an active member and supporter of many industry organizations, associations, and foundations, in 2020, the Gore Fabrics Division again contributed to several of their activities, among them the following three.

Gore supports Ellen MacArthur Foundation's new Vision of a Circular Economy for Fashion



As a lever for driving change towards a more circular future, in November 2020, the Ellen MacArthur Foundation's Make Fashion Circular initiative introduced its new Vision of a Circular Economy for Fashion. The Gore Fabrics

Division is excited to be among the leading organizations from the industry that contributed to the development of this new vision, inspiring further action. In particular, Gore helped with its knowledge around product life-cycles and its extensive expertise in making truly durable and long-lasting products.

Find the new Vision of a Circular Economy for Fashion at www.ellenmacarthurfoundation.org/assets/downloads/Vision-of-a-circular-economy-for-fashion.pdf

Gore has been engaged in the Make Fashion Circular initiative since 2018 to join forces with other global brands in a commitment to develop and promote the idea of a circular economy. The initiative works with, and inspires, business, academia, policymakers, and institutions to mobilize systems solutions at a global scale. Its mission is to accelerate the transition to a new, circular textile economy, based on products that are:

1. Used more
2. Made to be made again
3. Made from safe and recycled or renewable inputs

Both Ellen MacArthur Foundation's mission and new vision align well with Gore's aspiration to deliver an optimized combination of high performance and low environmental footprint, allowing for durably performing products and longer usage of apparel and footwear.

For more information visit www.ellenmacarthurfoundation.org/our-work/activities/make-fashion-circular/participants

Gore signed S.O.S. SOIL Manifesto to help Save Organics in Soil



As an example of joining forces with others to protect our planet, in 2020, Gore's Solid Waste Treatment Team signed the Manifesto of the international initiative S.O.S. SOIL – Save Organics in Soil.

This initiative aims to highlight the importance of soil organic matter to encourage policy makers to develop instruments to move Europe towards implementing sustainable, climate proof soil management practices.

Gore welcomes this initiative, that is led by the European Compost Network (ECN) and the Italian Composting and Biogas Association (Consorzio Italiano Compostatori, CIC), and has not only signed S.O.S. SOIL's Manifesto to demonstrate support, but also contributes through its GORE® Cover business solutions to the initiative's goals.

High quality composts play an essential role in maintaining, improving, and also recovering soil health and substitute synthetic fertilizers. As a major component of Covered Aerated Static Piles (CASP) Systems, GORE® Cover System Technology enables operators of more than 300 installations in 30 countries around the globe to convert more than 4,5 million tons of organic waste into high quality compost, including organic farming grades.

GORE® Cover is recognized as Best Available Technique under the European Emissions Directive and through its business, Gore helps make composting a more attractive waste treatment option for communities and private companies.

For more information on GORE® Cover visit www.gore.com/products/gore-cover-for-organic-waste-treatment

For more information on the S.O.S. SOIL initiative visit www.saveorganicsinsoil.org/

Gore complements work of The Microfibre Consortium



As a responsible company, the Gore Fabrics Division is aware of the issue of potential fiber release from textile manufacturing and product lifecycle. To get a better understanding of its drivers and help find viable solutions

to it, Gore is an active member of The Microfibre Consortium (TMC). Founded by the Outdoor Industry Association (OIA), this organization facilitates the development of practical solutions for the textile industry to minimize fiber fragmentation and release to the environment.

Due to the lack of accepted standard methodologies for the evaluation of textiles regarding fiber release, Gore supports TMC's mission and on-going efforts to develop and promote a broad adoption of relevant methods within the apparel industry.

To better understand microfiber shedding across its own consumer laminate portfolio, in 2020, Gore conducted scientific testing in collaboration with the renowned Hohenstein Institute, an independent organization for textile testing, certification, and research. Test results indicate that the majority of GORE-TEX laminates exhibit only very low fiber release.

Gore will, however, continue to be supportive of deepening the understanding of microfiber release from products and in manufacturing through the work of The Microfibre Consortium and others. Gore is also committed to continue to seek opportunities to minimize the impact of its products on the environment in total, with an emphasis on producing highly durable and long-lasting products.

For more information on TMC visit www.microfibreconsortium.com/



For more information visit www.gore-tex.com/sustainability/partnerships





About Gore

W. L. Gore & Associates is a global materials science company dedicated to transforming industries and improving lives. Since 1958, Gore has solved complex technical challenges in demanding environments – from outer space to the world’s highest peaks to the inner workings of the human body. With more than 11,000 Associates and a strong, team-oriented culture, Gore generates annual revenues of \$3.8 billion. For more information, visit www.gore.com.

Contact

www.gore-tex.com/support/contact-us

Together, improving life

About the Gore Fabrics Division

Gore revolutionized the outerwear industry with waterproof, breathable GORE-TEX Fabric more than 40 years ago and remains a leading innovator of performance apparel. Gore fabrics products provide comfort and protection in challenging environments and in everyday life, enabling wearers to safely and confidently achieve and experience more. From hiking in downpours to defense operations and fighting fires, Gore’s deep understanding of consumer and industry needs drives development of products with meaningful performance advantages. For more information, visit www.gore-tex.com and www.goretexprofessional.com.

© 2021 W. L. Gore & Associates GmbH. GORE-TEX, GTX, SURROUND, C-KNIT, PACLITE, OPTIFADE, GORE-SEAM, GORE WINDSTOPPER, GUARANTEED TO KEEP YOU DRY, GORE and designs are trademarks of W. L. Gore & Associates. All other trademarks are properties of their respective owners.

