



RESPONSIBLE
PERFORMANCE

GORE FABRICS
RESPONSIBILITY UPDATE **22**



SINCE 1958—

A HISTORY OF INNOVATION

Founded in 1958, W. L. Gore & Associates (Gore) is a global materials science company with more than 12,800 Associates spanning five continents and thousands of products across industries — from fiber and textile development to implantable medical devices and products that reduce emissions, explore space and solve other complex challenges.

Gore's Fabric Division* provide apparel and fabrics for a range of activities and conditions. Along with apparel, footwear, and accessories, we also supply fibers that are integrated into textiles like ropes, filtration bags, and outdoor fabrics.

The challenge for the Fabrics Division to solve is as simple as it is difficult: improve sustainability without sacrificing textile performance.

This update walks through our progress addressing this challenge. All progress highlighted covers the full year 2022 (January – December) of action carried out by the Fabrics Division in line with its sustainability strategy.



*also identified throughout the document as the Fabrics Division and the Division

ABOUT GORE AND GORE'S FABRICS DIVISION

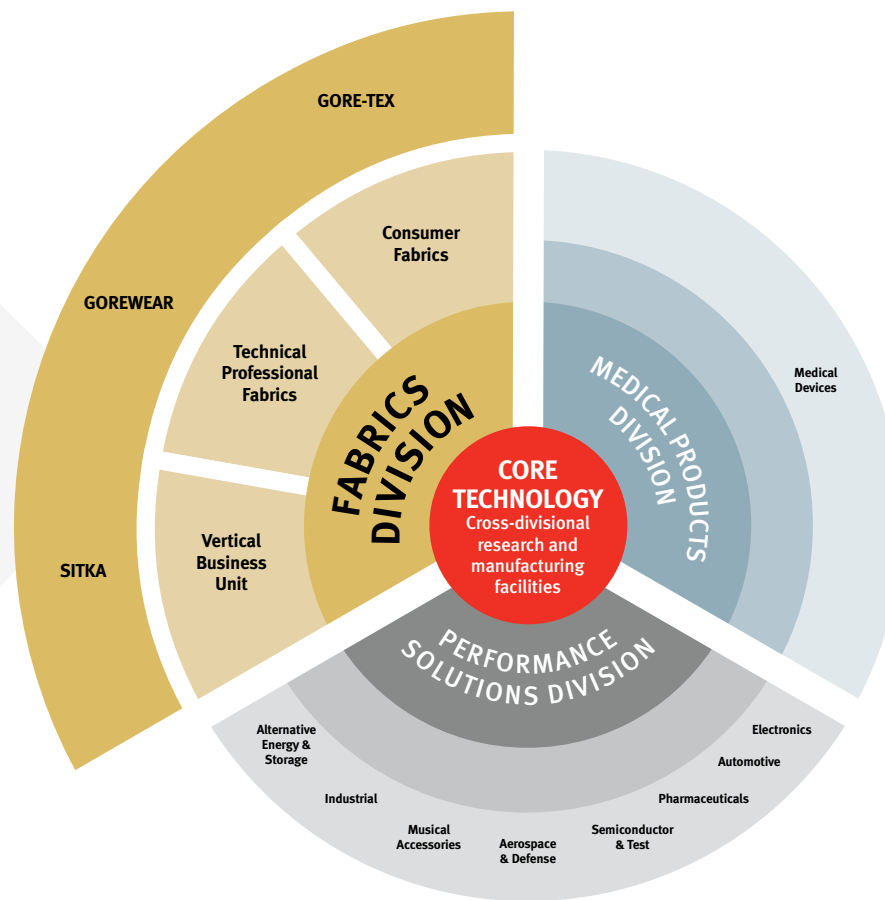
Since our founding, Gore has strived to foster a highly collaborative, inclusive and team-oriented work environment where innovation and creativity can thrive.

Each division uses science to develop specialized solutions that help solve some of the biggest challenges facing our world today. Within the Enterprise, there are three distinct and separate divisions: Medical Products Division, Performance Solutions Division and the **Fabrics Division**.

As Associates and shared owners in our enterprise, we are empowered to make decisions that drive meaningful impact. We work together in a “lattice” organizational structure — one that involves direct communication, self-commitment and building connections without the constraints of traditional chains of command.

This visual represents W. L. Gore & Associates structure by the closure of the 2022 calendar year.

[Read more about Gore's sustainability and responsibility efforts in the 2022 Enterprise Sustainability Update.](#)



FABRICS DIVISION

Products that provide comfort and protection in challenging environments and everyday life with purposeful performance advantages



MEDICAL PRODUCTS DIVISION



PERFORMANCE SOLUTIONS DIVISION



OUR FOUR GUIDING PRINCIPLES

- ◆ FREEDOM ◆ FAIRNESS
- ◆ COMMITMENT ◆ WATERLINE

With these principles as our foundation, we unleash the innate potential that our founders saw in all individuals. When we do this well, we open new possibilities for ourselves, our fellow Associates, our enterprise and our customers — and pave the way for innovations that will break new ground and contribute to society.

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BOLD ASPIRATIONS



Throughout the Fabrics Division, we strive to make the impossible possible. Our mission is to push the boundaries of comfort, performance, and sustainability for current and future generations. We aspire to help lead the global apparel industry toward a more regenerative future – where our people, communities, and planet thrive.

At the heart of our efforts lives the belief of our founders, as strong today as it was 65 years ago, that science can change the world and should be used for the betterment of humankind.

Today and every day, we are setting our sights on helping solve the greatest challenge facing our planet, global climate change – not just how it affects the world in which we live, but also those who are most vulnerable to the impacts created by our changing climate.

Within Gore's Fabrics Division, our role in bettering the world centers around sustainable textile innovations – products, services, new business models, and more.

We are an organization undergoing intense transformation.

We are quickly becoming a company whose products are differentiated by low footprint and high performance. We are

striving to leverage our unique place in the industry ecosystem to develop services and supply networks that help enable our industry to finally let go of “take, make, waste” business models and embrace product durability and circularity as standard modes of operation.

We have bold aspirations and as you read the following pages, you will see we are proud of how far we have come. You will also see we acknowledge we have more work to do, especially as we grapple with finding the equilibrium of growth while reducing our overall impacts.

We don't have all the answers for the road that lies ahead of us. We do have our team of passionate and dedicated Associates committed to being a part of the global climate solution. Thanks to our team, I am more confident than ever about the future and our ability to better humankind.

Sincerely,

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

Jacques René | Divisional Leader | Fabrics Division



Our mission is to push the boundaries of comfort, performance, and sustainability for current and future generations.





Dr. Silke Kemmerling
Global Sustainability Leader | Fabrics Division

2022 A PIVOTAL YEAR

2022 will be considered a pivotal year in our Responsible Performance journey despite an unsettled global landscape. The daily barrage of natural disasters and social conflict affecting people and destroying our communities continues to reaffirm my belief that global climate change is the greatest issue facing humanity and that we must use our businesses to restore, renew, and grow the world around us.

In my first year as the Sustainability Leader for the Fabrics Division, I am eager to share our progress in our Responsible Performance journey. I am proud of the way our organization pushed the work forward despite unprecedented challenges. And, because of this, we are looking at the future with a sense of hope and optimism.

This year, many of our products, programs, and initiatives made measurable impacts and helped our organization fully embody our values. We focused on those areas where we believe our business and operations can have the greatest impact and influence, such as carbon reduction, chemical footprint, social compliance and product durability.

We unveiled our Enterprise Human Rights policy that memorializes our long-held belief in conducting business fairly and ethically while supporting all people our business

touches. We are now formulating a detailed plan for its execution, which will be implemented throughout the Division in 2023. Through this effort, we bolstered our human rights due diligence program that addresses four main areas: upstream supply chain, the Fabrics Division's manufacturing plants, downstream supply chain, and our customers.

We drafted our roadmap to carbon neutrality and established internal absolute fossil fuel annual goals for the Division and our business units. We are on track to transition all Gore Manufacturing Facilities to 100% renewable electricity by 2025 through Power Purchase Agreements (PPA) and retail contracts with our electricity suppliers. Combined with new, all-electric manufacturing equipment upgrades, we are making significant strides toward carbon-neutral manufacturing processes.



We focused on those areas where we believe our business and operations can have the greatest impact and influence, such as carbon reduction, chemical footprint, social compliance and product durability.



We expanded our complementary materials platform with the launch of our new ePE membrane technology, our first Fabrics membrane made with expanded Polyethylene (ePE). The ePE membrane offers a reduced carbon footprint and provides a high-performance solution for customers looking for GORE-TEX technology without per and polyfluorinated substances. The products were well-received and generated numerous accolades and awards.

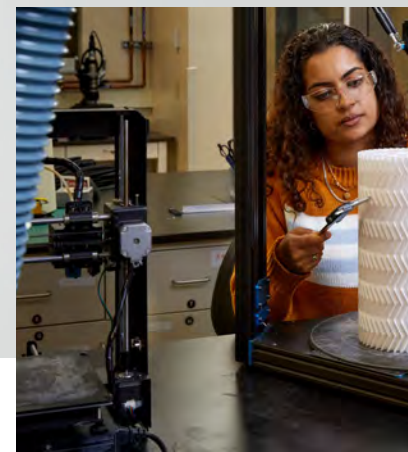
We're also using our unique place within the value chain to help drive systemic change up and down our operations. Through first-of-their-kind collaborations ranging from conducting industry research to partnering on solar energy to creating innovative pilot projects, we are leveraging our business ecosystem to deliver meaningful impact, which we believe will have positive ripple effects throughout our industry and beyond.

As a material science innovator with continuous improvement at its core, we are in a constant state of transformation. We have more work to do as we transform to help lead our industry toward a regenerative future. Our aspiration is bold and not without its challenges, yet we believe our actions outlined on the following pages demonstrate our commitment and ability to deliver on our goals.

Sincerely,

Dr. Silke Kemmerling

Global Sustainability Leader | Fabrics Division



INTRODUCING OUR SUSTAINABILITY STRATEGY



OUR ACTIONS ARE DIVIDED BETWEEN THREE TOPICS THAT ENCOMPASS THE FABRICS DIVISION VALUE CHAIN:

Together, Improving Life

At Gore, our focus on sustainability is an expression of our promise — *Together, Improving Life*. Within Gore's Fabrics Division, this promise comes to life via our Responsible Performance platform.

Responsible Performance

Throughout the Division, our ambition is to prioritize and allocate resources to unlock new levels of performance

and sustainability in our operations and the products we make. We therefore strive to create specialized fabric solutions that positively impact people and the planet by simultaneously increasing the durability of our products and minimizing the resources we consume. As a leader in the global apparel industry, we believe we are responsible for finding the solutions that lead to a better way of business tomorrow.

1 Protecting People

Protecting all people is at the heart of what we make and how we work. Our legacy is rooted in family, which drives our commitment to fairness, integrity and compassion.

2 Pursuing Positive Outcomes

In our pursuit of sustainable textile solutions, we're driven by science to innovate and deliver holistic, meaningful outcomes that help us maximize our positive outcomes for the planet.

3 Purposeful Performance

We are purposeful in the products we make. We strive to put sustainability on par with durable, high performance products, continuously innovating and improving what we make to deliver enduring value over the long term.

RESPONSIBLE PERFORMANCE STRATEGIC FRAMEWORK

Protecting People

Pursuing Planet Positive Outcomes

Purposeful Performance

Five Key Areas of Action

Protecting
Human Rights

Reducing
Carbon Footprint

Transparently
Managing our
Chemical Footprint

Reducing Water
Footprint

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 shared accountability to drive industry-wide change.

Transparency

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

GOVERNING SUSTAINABILITY

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

Goals and strategies related to sustainability are overseen by our Fabrics Division Leader, with specific initiatives sitting with members of the Divisional Leadership team.

Action throughout the Fabrics Division is coordinated through a collaborative network of Sustainability Champions, overseen by the Fabrics Division Global Sustainability Leader. Sustainability Champions reside in Consumer Oriented Fabrics, Technical Oriented Fabrics, and the Vertical Business Units.

Many Fabrics Division Leaders and Associates also have sustainability goals explicitly written into their Performance and Development plans. This ensures accountability across the Division, with individualized priorities depending on job role and specific product goals.



GOVERNANCE

Empowering Action Throughout the Organization – The Grassroots Sustainability Associates Network

Our governance is intentionally structured so all Associates live our common value to together, improve life with a sense of responsibility and ownership to take hands-on action on issues pertinent to their job role. The Grassroots Sustainability Associates

Network was founded in the Fabrics Division and launched as a global group on Earth Day 2022, has united more than 250 Associates from all functions and regions across Gore to drive sustainability within their workplace and communities.





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PROTECTING PEOPLE

Protecting all people is at the heart of what we make and how we work. Our legacy is rooted in family, which drives our commitment to fairness, integrity and compassion.

Conducting business in a fair and ethical manner, as well as improving the communities in which we work and live is paramount for Gore and the Fabrics Division. We believe in collaborating with our value chain partners to improve the lives of those workers that help make our textile products.

Related Material Topics and Goals



PEOPLE

Gore Talent recruitment, retention and engagement

- Achieve at least 80% favorable response rate in the Gore Associate Engagement Index

Safe and healthy workspaces

- Continue to assess labor and occupational health and safety performance across all Fabrics Division manufacturing sites via the Higg Facility Social & Labor Module (FSLM)

Supply chain due diligence

- Establish a Gore Human Rights Policy by the end of 2022
- Establish Supplier Code of Conduct by end of 2022 and drive contractual alignment with direct suppliers

Talent Recruitment, Retention and Engagement a Key Focus Throughout Gore

Achievements against our Goals

This year, Gore's Associate Engagement index recorded **83% favorable responses**, exceeding Gore's 80% target, while Gore Leadership Capability index scored a 78% favorable rating.

Other key results from the annual global, anonymous Gore Culture Survey for 2022 include:

- Some **88% of Gore Associates reported feeling confident** that our policies and procedures are creating healthy and safe working environments.
- The Associate Engagement index recorded **83% favorable responses**, exceeding our 80% target, while Gore's Leadership Capability index scored a 78% favorable rating.
- **97% favorable response** for pride in the products Gore creates

- **91% favorable response** for Gore Associates feeling they have the flexibility to balance work demands with their personal lives
- **81% favorable for feeling** optimistic about Gore's future
- **77% favorable for feeling** that teams consider social and environmental sustainability in the work they do

The 2022 survey was completed by 86% of Gore Associates worldwide, including Fabrics Division Associates.

Retaining Talent and Further Recruitment

In 2022, Gore expanded its network of partner colleges for primary talent recruitment efforts, emphasizing diversity in gender, ethnicity, and geographic representation. Gore also intensified engagement with student and professional organizations dedicated to promoting diversity, equity and inclusion.

[Read more about Gore's Talent Recruitment, Retention and Engagement efforts in the 2022 Enterprise Sustainability Update.](#)



RELATED GOAL

88%

GORE ASSOCIATES FEEL OUR
POLICIES AND PROCEDURES ARE
CREATING HEALTHY AND SAFE
WORKING ENVIRONMENTS

97%

FAVORABLE RESPONSE
FOR PRIDE IN THE
PRODUCTS GORE CREATES



One such program is our mentorship program with Camber Outdoors, which pairs Fabrics Division leaders with diverse talent in the U.S. outdoor industry. The program helps to equip future leaders with the skills and best practices to achieve workplace diversity, equity, and inclusion and ensure a thriving outdoor industry.



Our overall Enterprise global attrition rate (defined as the departure of Associates from Gore for any reason) went from 7.2% in 2021 to 6.6%, a positive result. The Enterprise also initiated a comprehensive review and update of our Associates' Standards of Ethical Conduct (ASEC), embracing a global Anti-Discrimination, Anti-Harassment, and Anti-Retaliation Policy, while introducing Preventing Workplace Harassment Training for all our U.S. non-manufacturing Associates, which is where many of the Fabrics Division Associates reside. Looking forward to 2023, we will further extend this training to encompass all U.S. manufacturing Associates, with plans for a global rollout to all non-U.S. Associates later in the year.

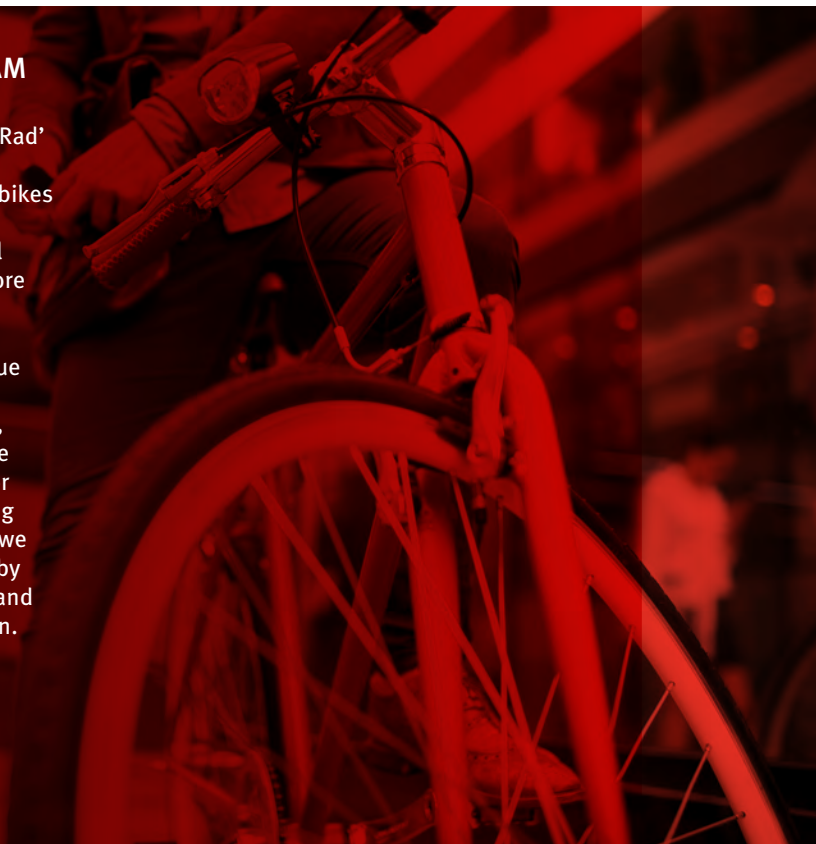


Key Highlights

'JOB RAD' BIKE LEASING PROGRAM

In our German cluster of offices, the 'JobRad' leasing program, introduced in 2021, continues to enable Associates to lease bikes of their preference through manageable monthly payments, alleviating the initial financial burden while encouraging a more sustainable commuting alternative.

With this bike-lease program, we continue to build upon existing Work Life Balance programs – all initiated from Associates, for Associates. We strongly believe in the additional benefit of the new program for our Associates – for pleasure, commuting or increasing fitness. Last but not least, we are hoping to create meaningful impact by decreasing the environmental footprint and increasing our sustainability contribution.



ACHIEVEMENTS

RECOGNITION OF GORE'S OUTSTANDING CULTURE

A Great Place to Work in Italy (#4), France (#7), Germany (#10) and the U.K. (#24)

Ranked #9 in **Best Workplaces in Manufacturing and Production** in the U.S. and #3 in Germany

Center of Excellence in Wellbeing award from the Great Place to Work Institute in the U.K.

Among the 20 **Best Workplaces for Women** by the Great Place to Work Institute in Italy

Best Employers for Women and **Best Employers for Diversity** by *Forbes magazine*



[Learn more in the 2022 Enterprise Sustainability Update](#)



Responsible Recruitment

The SITKA and GOREWEAR® brands have committed to the American Apparel Footwear Association and the Fair Labor Association's Apparel & Footwear Industry Commitment to Responsible Recruitment. A critical part of this ongoing effort is working together to eliminate conditions that can lead to forced labor in the countries from which we source products. Through this, we pledge to collaborate with our Tier 1 global garment supply chain partners to create conditions so that:

- No workers pay for their job;
- Workers receive a timely refund of fees and costs paid to obtain or maintain their job;
- Workers retain control of their travel documents and have full freedom of movement; and
- All workers are informed, in a language they understand, of the basic terms of their employment before leaving their country of origin.

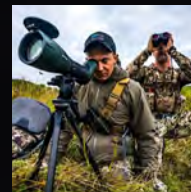
Supporting Local Communities around the World

We are committed to supporting local communities around the world, and helping organizations that are most meaningful to our Fabrics Division Associates. This year, in response to the Ukraine conflict, the Fabrics Division donated 25,000 GORE-TEX jackets from Mammut and Outdoor Research to Ukrainian refugees in Poland, providing essential protection and warmth during the challenging times.

SITKA

CUSTOMIZING GEAR FOR SITKA VETERAN

In 2022, we had the honor of linking Sitka Ambassador Cole Kramer, Sitka Revive and Repair specialist Colleen Tretter, and Jonathan Blank, a former recon marine and scout sniper, who lost both legs in Afghanistan. Jonathan had aspirations of exploring the outdoors but struggled to find fit for use gear that allowed him to do so safely. With assistance from our product developers and gear repair specialist, Jonathan obtained a custom-fitted specialized solution that ensured unparalleled comfort and effectiveness, enabling him to conquer the mountains of Alaska.



Supply Chain Due Diligence

Within the Fabrics Division, we recognize the global apparel industry is a high-risk industry regarding human rights. We are committed to enabling worker wellness throughout our supply chain by keeping our core values: fairness, integrity and compassion at the heart of everything we do.

Achievements against our Goals

In 2022, Gore unveiled its comprehensive Human Rights Policy across the Enterprise and is currently in the process of formulating a detailed plan for its execution, which will be implemented in 2023.

Together with the Enterprise, in 2022 the Fabrics Division also developed the Gore Supplier Code of Conduct, which sets more specific expectations on labor standards to our suppliers, replacing the Gore Guidelines on Social Responsibility (GSR).

Other key actions to ensure worker wellness in our upstream (raw materials) supply chain, downstream supply chain, across our own manufacturing sites, and with our customers, include:

Upstream

In 2022, with the Supply Chain Team, the Fabrics Division invested in a comprehensive framework on risk assessment, monitoring, remediation and continuous improvement. This included updating our supply chain sustainability roadmap to start communicating our expectations related to transparency, monitoring and remediation.

Downstream

Gore products are made into finished garments and footwear in 600 Gore certified factories in 56 countries across the globe. Human rights due diligence has been a part of our certification processes for over 5 years now.

In 2022, we continued to work with garments and footwear factories in assessing the labor and health and safety conditions in their facilities, supporting suppliers in doing root cause analyses, as well as developing and implementing remediation plans. Our regular monitoring program for certified manufacturers in the garment industry in APAC continued throughout 2022. Fabrics helped identify and address more than 100 threshold issues in our downstream supply chain in this industry and region, which has one of the highest risks of human rights abuses.

Supply chain due diligence for our consumer businesses, GOREWEAR and SITKA GEAR

This year, the Fabrics Division launched the Quality & Compliance Manual for our Vertical Business Units to complement a new packet of contracts that help set expectations with suppliers on social and product compliance requirements.

The Fabrics Division participated in a collaborative Enterprise taskforce to develop a supply chain due diligence program that will identify, prevent, mitigate or eliminate human rights and immediate environmental risks. As part of this work, we conducted hands-on workshops on supply chain due diligence and the requirements of the forthcoming German Supply Chain Due Diligence Act.

RELATED GOAL

600 | 56

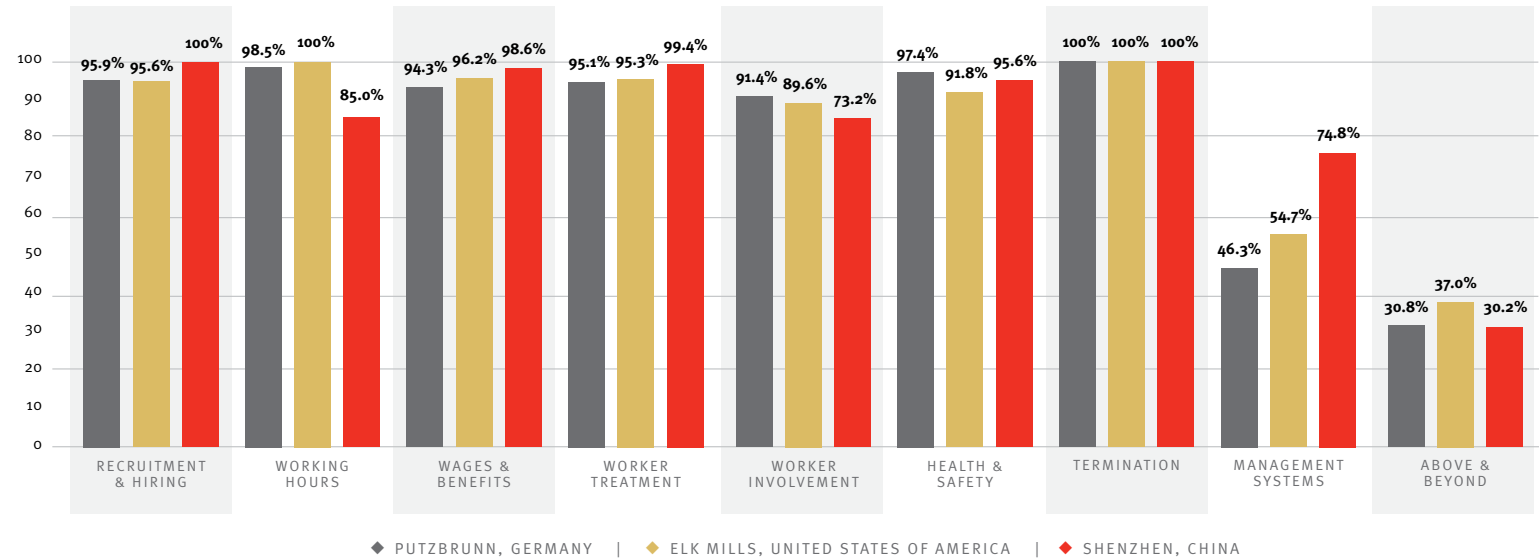
OVER THE PAST SIX YEARS, THE FABRICS DIVISION HAS WORKED WITH 600 GORE-CERTIFIED DOWNSTREAM FACTORIES IN 56 COUNTRIES TO ASSESS THE LABOR, HEALTH AND SAFETY CONDITIONS IN THEIR FACILITIES.

Gore Manufacturing Sites

The Fabrics Division incorporates the Social & Labor Convergence Program (SLCP)'s Converged Assessment Framework via the Higg Facility Social & Labor Module (FSLM) to assess our labor and occupational health and safety performance across our three Fabrics Division manufacturing sites. In 2022, our Shenzhen facility completed its fifth Higg FSLM verification, highlighting Fabric's continued investment in ensuring safe labor conditions.

GORE'S FABRICS DIVISION PLANTS' TOTAL SCORES OF VERIFIED HIGG FSLM

(Reporting year 2021, verified during 2022)

**DIVISION PLANS****LOOKING TO 2023,
THE FABRICS DIVISION
PLANS TO:**

Continue the rollout of mandatory training on preventing forced labor for all procurement Associates, including those dedicated to the Fabrics Division

Integrate human rights due diligence into our quality management systems in the Fabrics Division's plants

Implement regular risk assessment in our downstream and upstream supply chain

Continue educating small and medium sized customers on human rights

Continue improving working conditions in our downstream supply chain

Continue training suppliers in achieving sustainability credentials e.g. Global Recycling Standards

Start monitoring upstream supply chain in addition to downstream supply chain

*Protecting People in Action –
Stronger Thread, Greater Good Partnership with Bionic*

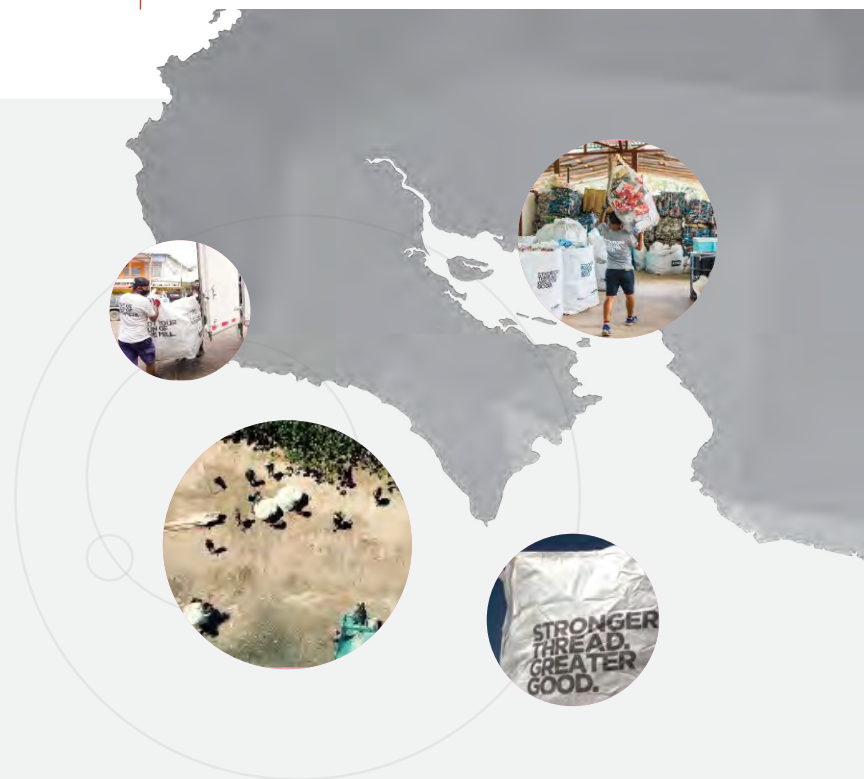
Plastic waste poses a dire threat to communities in the Global South, particularly coastal regions like Costa Rica's Nicoya Peninsula. With limited waste management infrastructure, plastic pollution jeopardizes sensitive ecosystems, and threatens biodiversity and local livelihoods. To address these challenges, the Enterprise and the Fabrics Division established a partnership with Costa Rican communities and Bionic – a materials engineering company innovating traceable, high-grade textiles and functional polymers made with ocean bound recovered plastic waste.

In alignment with our commitment to drive meaningful impact through strategic partnerships, we collaborated with Bionic to develop and scale a recycling ecosystem to explore the potential for creating novel materials connected with a social mission.

The Bionic-Gore effort incorporated precision engineering to produce high-performance textiles and specialized solutions from upcycled polymers that helped stem the flow of single-

use plastics into the world's oceans. The collaboration engaged coastal communities and went beyond material creation; it fused technical expertise, local commitment, and sustainable production to produce a range of commercially offered GORE-TEX laminates featuring BIONIC recycled yarns derived from Nicoya Peninsula's plastic waste. This project highlights each entity's common values and strengths, resulting in plastic pollution reduction and local economic investment.

By the end of 2022, this initiative helped collect 89,820 kg of plastic waste, 51,704 kg of metal, 605,474 kg of glass, and 15,397 kg of multilayered carton packages. More importantly, the collaboration created meaningful impact through employment opportunities within the local community. The effort also created supply chain demand and enabled the recycling ecosystem to flourish, while keeping plastic waste out of landfills and the ocean. As expansion to new areas and territories is being studied, this initiative serves as a model of collaborative innovation against plastic pollution.



IMPACT

WASTE COLLECTED THROUGH THE GREATER GOOD PARTNERSHIP WITH BIONIC TEXTILE

89,820 kg

PLASTIC

51,704 kg

METAL

605,474 kg

GLASS

15,397 kg

MULTILAYERED CARTON
PACKAGES

PLANET

PURSuing POSITIVE OUTCOMES

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WE PURSUE POSITIVE OUTCOMES

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

We strive to lead in the areas where we can have the greatest impact and influence, leading the performance fabrics industry through demonstrating transparent management of our chemical and water footprint and in helping mitigate climate change through intense carbon reduction efforts.

Related Material Topics and Goals



Product Stewardship and Chemicals Management

- Adopt a formal policy for the 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.

Greenhouse Gas (GHG) Emissions

- Achieve 50% reduction in Gore's scope 1 & 2 carbon emissions by 2025 as a step toward meeting the 2030 goal.
- Achieve 60% reduction in Gore's absolute scope 1 & 2 carbon emissions by 2030.
- Achieve 35% reduction in scope 3 carbon emissions in Fabrics Division by 2030.
- Work toward carbon neutrality by 2050 (scope 1 & 2 emissions).

Environmental Safety and Health

- 100% Fabrics Division manufacturing plants externally certified to ISO 14001

Product Stewardship and Chemicals Management

Throughout the Enterprise and Fabrics Division, responsible chemical management is critical to our business.

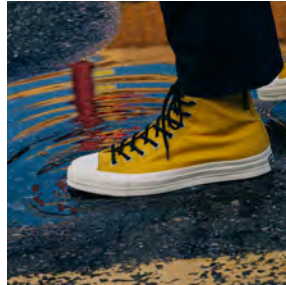
Achievements against our Goals

Led by our Product & Chemical Stewardship (PaCS) team, in 2022 we began implementing a consistent global tool to manage safety data sheets throughout our manufacturing facilities, as well as increase traceability and transparency across our global business.

Aligning to Industry Standards

For more than 30 years, the Fabrics Division has collaborated and advocated for a sustainable industry through several industry associations. Gore's Fabrics Division continues to align to industry standards such as bluesign® and OEKO-TEX®. Within our consumer fabrics business, more than 90% of the total shipped product volume in 2022 were bluesign® APPROVED and more than 99% met the OEKO-TEX STANDARD 100 certification.

90%



IN 2022, MORE THAN 90% OF OUR CONSUMER ORIENTED PRODUCTS WERE bluesign® APPROVED



Greenhouse Gas Emissions (GHGs)

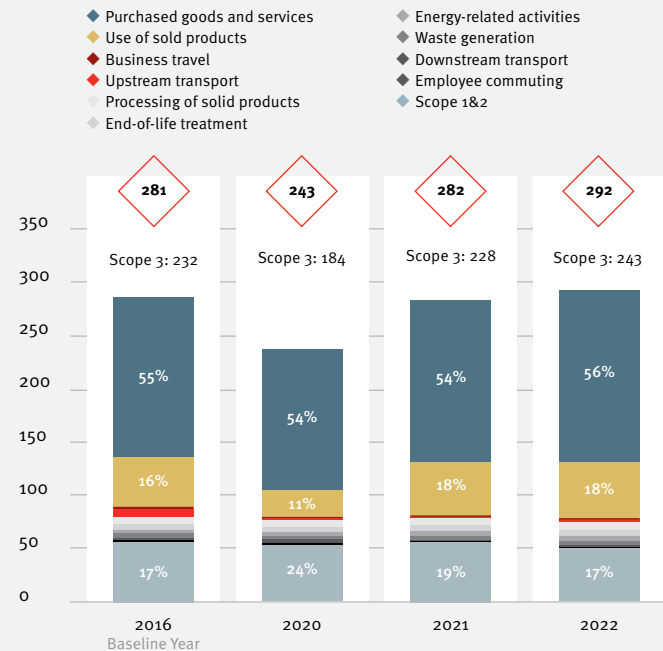
Gore's Fabric Division understands its position within the performance apparel industry to help collectively reduce the industry's greenhouse gas emissions.

Throughout the Division, we are dedicated to partnering with industry leaders to enable meaningful impact 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 Division's 2030 goals. We are not waiting for regulation but instead are actively pursuing unique value chain partnerships and material innovations to reduce our carbon footprint significantly while unlocking additional, differentiation potential.

In line with our commitment to environmental stewardship, Gore and the Fabrics Division set ambitious targets for carbon reduction across our supply chain. The carbon target for the Fabrics Division is to reach 171 kilo tons CO₂e, from a baseline of 280.2 kilo tons CO₂e in 2016. Gore's Scope 1 and 2 reduction targets, 60% reduction from 2016 baseline, are aligned with a 1.5°C trajectory. Our Scope 3 reduction targets, absolute reduction of 35%, in alignment with the ambition of well below 2°C.

FABRICS DIVISION TOTAL
CARBON EMISSIONS (kt Co₂e)



Note: Use phase emission factors have been updated for 2022 using GaBi, and retrospectively changed for previous years. This reduces figures for the "Use of sold products" category from 31kt Co₂e to 27kt Co₂e in 2022 and from 58kt Co₂e to 51kt Co₂e to in 2021. "Purchased good and services" data was also updated from 174kt Co₂e to 152kt Co₂e. The new method splits MSI values for the individual textile processing steps rather than aggregating it.

Achievements against our Goals

This year, although Gore's Fabrics' divisional emissions per meter (i.e. our intensity) vs 2021 decreased by 6%, the volume of products produced increased by 12%. This caused our overall footprint to increase by 4% (from 282 to 292ktCO₂e).

Although the reductions made can be celebrated, we acknowledge that this is not in line with our targets. However, the significant changes made to our processes this year will create more long-term carbon reductions in the latter part of the decade that will bring us in line with our 2030 and 2050 goals.

2030 CARBON TARGET

60%
REDUCTION IN
SCOPE 1 AND 2
EMISSIONS

35%
REDUCTION
IN SCOPE 3
EMISSIONS

Reducing Emissions from our Direct Operations

As an effort to make change inside and outside our organization, 2022 was a foundational year for our carbon reductions efforts that established the groundwork for much of the Division's future emissions reductions efforts as we strive for carbon neutrality. Starting in our own backyard, we moved aggressively to reduce the Scope 1 and 2 Carbon Emissions we are in direct control of. In 2022, our combined Scope 1 and 2 Carbon Emissions decreased by 9.4%.

For our Scope 1, we drafted our roadmap to carbon neutrality and established internal absolute fossil fuel annual goals for the Division and its business units. To help increase visibility to progress throughout the year, we created a carbon dashboard that enables both Enterprise and Divisional leadership real-time views of the Division's carbon reduction progress. In addition, Fabrics Division leadership now include carbon reduction KPIs in their Performance & Development plans. As we continuously improve capabilities and modernize facilities, teams will build new, all-electric equipment to process the new Fabrics ePE membrane, which will reduce our demand for the previous fossil fuel-based manufacturing equipment. When combined with our transition to 100% renewable electricity we are taking additional steps towards carbon neutral manufacturing processes.

For Scope 2, we were able to support our transition to 100% renewable electricity for all of Gore's manufacturing facilities globally by 2025. By forming Power Purchase Agreements (PPA) and retail contracts with our electricity suppliers. This helped reduce our Scope 2 emissions by 32% against our baseline (2016).

Reducing Emissions in Manufacturing our Products

In 2022, the Division continued to switch from virgin materials to lower carbon footprint recycled, alternative process materials, and explored specialized solutions that could further reduce the carbon footprint of our products. Specifically, this included increasing the share of recycled textiles for our consumer products by another 8% and employing innovations in weight, processing and material dyeing. In 2022, our lamination process changes resulted in saving over 200 tonnes of carbon per year.

Our Shenzhen and Putzbrunn III Gore's Fabrics Division plants, located in China and Germany respectively, have become the first Gore's facilities to be certified to the Global Recycled Standard (GRS), providing greater transparency and

building trust with buyers, customers and end users. GRS is an international, voluntary, full product standard for third-party certification of recycled content, social and environmental practices, chemical restrictions and chain of custody.

Further examples include the Soft GORE-TEX Shell jacket, released this year, where we used the Higg MSI to determine the best ways to minimize the footprint of our products with an emphasis on sustainability and durability. By utilizing recycled textiles, knitting processes, and solution dyeing, these laminates achieved a 54% carbon reduction, as well as 64% less water consumption.*

*These results were calculated using the Higg Materials Sustainability Index (Higg MSI) V3.5 updated December 2022 developed by the Sustainable Apparel Coalition (SAC). They were calculated by Gore and are not verified.

KENTUCKY SOLAR FARM TO GENERATE 110,000MWH OF RENEWABLE ELECTRICITY EACH YEAR

Our Glover Creek Solar PPA in Kentucky will add 55 MWh of new renewable electricity to the electrical grid that powers our largest manufacturing region. The Glover Creek solar farm covers 320 acres and will produce over 110,000MWh of renewable electricity every year, sufficient electricity to power more than 6,000 homes; reducing our carbon footprint by nearly 35,000 tonnes and will ensure that all of Gore's Eastern USA operations run on 100% renewable electricity. It is on track to begin generating power in spring of 2024.



Reducing Emissions across our Supply Chain

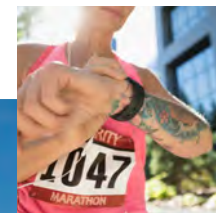
In 2022, we collaborated with 10 European outdoor brands to drive decarbonisation across our key suppliers. As a founding member of European Outdoor Group's Supply Chain Decarbonization Project, Gore Fabrics helped establish an outdoor industry stakeholder collaboration to engage suppliers in carbon reduction efforts. Read more on our action [here](#) on p30.

As a member of the Outdoor Industry Association's (OIA) Climate Action Corps, Gore Fabrics partnered on an industry-first feasibility study on the electrification of the textile and apparel industry. The study, *Electrification of Heating in the Textile Industry: A Techno-Economic Analysis* for China, Japan, and Taiwan, explored the potential energy savings, CO₂ emissions reductions, and costs for electrification technology pathways and highlighted the impact of working together to improve lives.



REDUCING EMISSIONS ACROSS OUR SUPPLY CHAIN

IN 2022 WE COLLABORATED WITH 10 EUROPEAN OUTDOOR BRANDS TO DRIVE DECARBONISATION ACROSS OUR KEY SUPPLIERS.



Environmental Health and Safety

Gore's Environmental and Occupational Safety and Health (EOSH) policy, which is aligned with ISO 14001 and 45001, sets out standards for environmental health and safety, including water protection and waste management, across all areas in which we operate.

Achievements against our Goals

As of 2022, 100% of the Fabrics Division plants have been certified to ISO 14001. In addition, the Fabrics Division aims to continuously improve its environmental performance with the help of the Higg Facility Environmental Module. We are proud to report that each of the Fabrics Division facilities improved their scores over prior year.

Other Key Highlights this Year Include:

Managing our Water

Our 2021 water consumption assessment highlighted that, while water usage is not a substantial component of Gore's Enterprise manufacturing activities, it plays a notable role in Gore's Fabrics Division. This is due to our reliance on water-based manufacturing technologies.

Consequently, in 2022, Gore's EH&S team formulated a comprehensive Global Water Protection Standard. This standard delineates the protocols for evaluating and mitigating risks associated with water extraction and discharge. Gore mandates that all facilities measure and monitor their water usage and discharges in accordance with both enterprise-wide and local standards.

Managing our Waste

At Gore, to maintain high standards in waste management, all plants adhere to the minimum performance requirements outlined in Gore's Global Waste Management Standard. Additionally, Gore has established various internal checks and balances in many of our facilities, including:

- Routine internal inspections of storage areas, waste labeling and collection processes
- Undergoing third-party audits for compliance or ISO conformance
- Partnering with reputable waste brokers to ensure the waste is handled properly when it leaves Gore's facilities



RESTORING OUR ECOSYSTEMS



During the past year, SITKA has provided grants to over 40 organizations for projects that improve the state and function of an ecosystem, allow for the growth of the hunting experience through access and education, and create opportunities for collaborative conservation. These partnerships illustrate SITKA's perspective that humans are an integral part of nature and that extraordinary impacts can be made not only by large organizations but also by grassroots efforts led by passionate individuals.

CONTINUOUSLY IMPROVING OUR ENVIRONMENTAL PERFORMANCE AND SUPPLY CHAIN TRANSPARENCY FOR OUR FACILITIES

Monitoring and understanding the environmental performance of our fabric plants and increasing our supply chain transparency continues to be a core attribute of our Fabrics sustainability efforts. The Higg Facility Environmental Module (FEM) verification is an important piece of those efforts. In 2022, the Fabrics Division completed its fourth annual cycle of the Higg FEM assessment process, including independent verification of the results in all the plants.

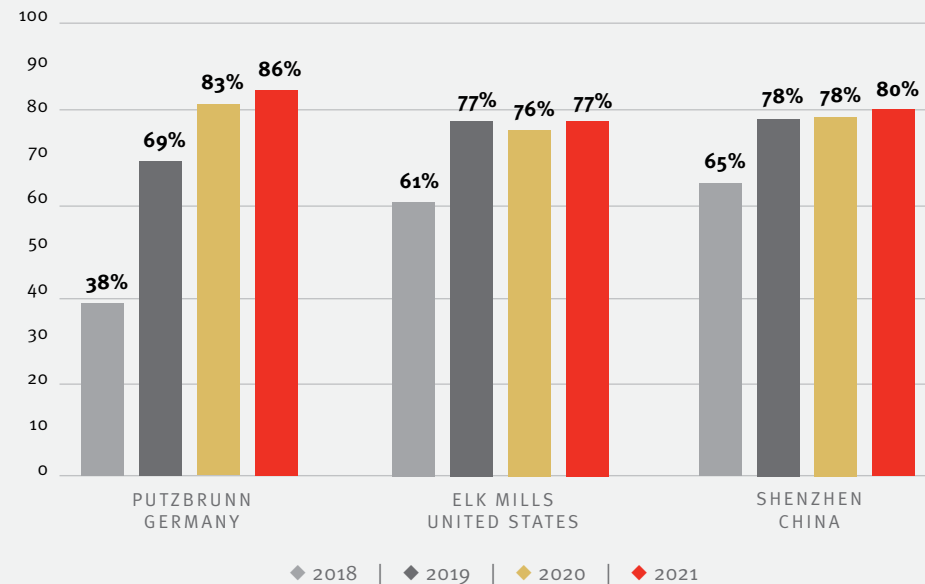
As illustrated by the chart, all Fabrics Division manufacturing sites slightly improved their environmental performance versus the previous year.

We are proud of the great progress each facility made this year and we recognize there is more work to be done where opportunities for improvement were highlighted in the assessment process.

The Fabrics Division aims to continuously improve its environmental performance with the help of the Higg FEM and will continue to make its progress transparent. The latest Higg FEM verification reports (2020/2021) for all three Gore fabrics manufacturing sites are accessible at www.gore-tex.com/sustainability/protect-the-planet

GORE'S FABRICS DIVISION PLANTS' TOTAL SCORES OF VERIFIED HIGG FEM

(Reporting years 2018, 2019, 2020 and 2021, verified during years 2019, 2020, 2021 and 2022)



ASSESSMENT CERTIFICATION STATUS OF THE GORE FABRICS DIVISION PLANTS

**Elk Mills, United States of America**

- ISO 14001 certified
- bluesign® system partner
- Higg FEM self-assessed & verified
- Higg FSLM self-assessed & verified

**Putzbrunn, Germany**

- ISO 14001 certified
- bluesign® system partner
- Higg FEM self-assessed & verified
- Higg FSLM self-assessed & verified
- GRS

**Shenzhen, China**

- ISO 14001 certified
- bluesign® system partner
- Higg FEM self-assessed & verified
- Higg FSLM self-assessed & verified
- GRS

**The Higg Facility Environmental Module (FEM)**

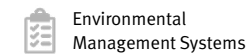
The Higg FEM informs manufacturers and brands about the environmental performance of their individual facilities, assesses impacts, such as energy and water consumption, air emissions and use of chemicals, and helps identify and prioritize opportunities for sustainability improvements.

The Higg FEM belongs to the group of Higg Facility Tools, a set of industry wide tools, promoted by the Sustainable Apparel Coalition (SAC), 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.

For more information visit

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

The Higg FEM Assesses

Environmental Management Systems



Energy Use & Greenhouse Gas Emissions



Water Use



Waste Water



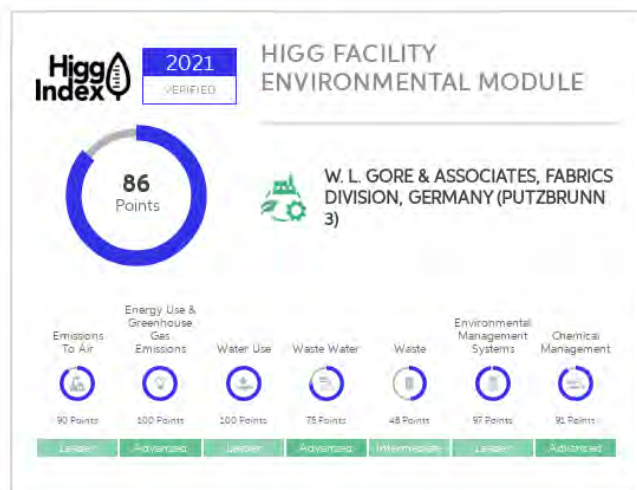
Emissions to Air



Waste



Chemical Management



Our Putzbrunn plant showed an overall improvement with a 3% increase in the total score in 2021.

The area of greatest improvement relates to water use, with the score for this area increasing 25%, from 75% to 100%. The Putzbrunn plant is now recognized as a leader in this section. The improvement particularly related to the level 3 area of water intake, usage, and output analysis. The verifier acknowledged the significant improvements made during the year in the mapping of water meters, processes, and intake /discharge points. Recognizing we are on a journey of continuous improvement; future work will focus on the expansion of sub-metering of water discharge / output points.

Despite strong efforts during the year, the Putzbrunn plant received a slight decline in the areas of emissions to air and chemicals management, both areas being 3% lower than the previous year.

Within the emissions to air section, the driver for the decline related to a refrigerant leakage and resulting refill.

Updated requirements in the chemical management section regarding frequency of training were not met. This resulted in the slight decline in scores, along with some improvements needed regarding chemical inventory data. Corrective action has been put in place for both areas identified during the verification.

The areas of energy use & greenhouse gas emissions, waste water, waste and environmental management systems achieved the same score levels as the previous year.



Our Elk Mills plant demonstrated a stable total performance in 2021, with a 1% increase in total score.

The areas of air emissions, energy use and greenhouse gas emissions, water use, waste water, waste and environmental management systems achieved the same score levels as the previous year. During the year, particular focus was given to the areas of energy use and greenhouse gas emissions and air emissions. Although the work undertaken did not drive additional scoring in the Higg FEM verification during the reported calendar year, the work was essential for our longer-term journey of improvement in these critical areas.

Within chemicals management, the Elk Mills plant demonstrated a 1% increase in scoring. The increase was linked to the level 3 area of extended collaboration with our chemical suppliers, ensuring that alternative chemicals were identified and assessed throughout the year.



The Shenzhen plant also saw an improvement in the total score increasing by 2%.

The improvements being driven by the energy use and greenhouse gas emissions, waste and chemicals management sections. The other sections: emissions to air, water use, waste water and environmental management system maintained a stable score from the previous year.

The energy use and greenhouse gas emissions increased by 10%, in 2021 receiving a score of 100% and being recognized as advanced in the section. The improvements were driven by a reduction in natural gas consumption (3% lower) and a reduction in electricity consumption (15% lower), when

compared to the 2016 baseline. In addition, the share of renewable electricity also increased significantly by 51%.

In 2020, several issues had been detected that required improvement in the waste storage area. Some of the improvement opportunities have been realized in 2021 which led to a 5% score increase in the waste section. Positive improvements related to improved hazardous waste storage. Some issues remained in this area, regarding the type of storage containers used and labeling system adopted. The overall performance of the waste section remains an area with improvement potential.

The chemicals management area showed a 2% increase. The increase was related to ensuring that the chemical storage was marked as per the Higg FEM guidelines.



POSITIVE OUTCOMES IN ACTION*Supply Chain Decarbonisation Project*

The apparel and footwear industry is estimated to be responsible for 2-10% of annual global carbon emissions. The majority of these emissions reside in the value chain of fashion retailers – particularly in the sourcing of fabrics and manufacturing of apparel for sale. Action to reduce carbon emissions resulting from the supply chain is therefore a key area of investment for Gore Fabrics.

Gore's ambition is to lead the performance apparel industry to help mitigate climate change. These means being proactive; working beyond regulatory requirements and partnering with organizations that share our common values to accelerate action on carbon reduction. In line with our peers, a large proportion (approximately 60%) of our total carbon footprint resides within our supply chain. We also know that we cannot reduce these emissions on our own; collaboration is vital to address this area of our carbon footprint.

In light of this, in 2022, we co-founded the Supply Chain Decarbonisation project, facilitated by the European Outdoor Group. This group involved ten brands who utilized shared suppliers in our manufacturing. The group collaborated with

approximately 20 mutual suppliers, and sponsored them through the Carbon Leadership Program, facilitated by the Apparel Impact Institute, to help them reduce their carbon footprint.

Suppliers in the program received support to not only track their current emissions and measure their baseline performance, but to also set science-based targets that ensured they were making their fair contribution to global carbon reduction efforts.

This pilot project was such a success that it will now be applied to the brands' wider European supply chain. The actions taken through this collaborative partnership between suppliers and brands provide the framework for significant carbon reductions in the future.



SUPPLY CHAIN
DECARBONISATION PROJECT



CARBON
REDUCTION
PROJECT

PRODUCT

PURPOSEFUL PERFORMANCE

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PURPOSEFUL PERFORMANCE

We are purposeful in the products we make.

We are driven to continuously push boundaries as we seek to create the ideal combination of comfort, performance and sustainability in high-performance products that protect people when they need it most. Throughout the Division, we continuously innovate and improve what we make to deliver enduring value over the long term.

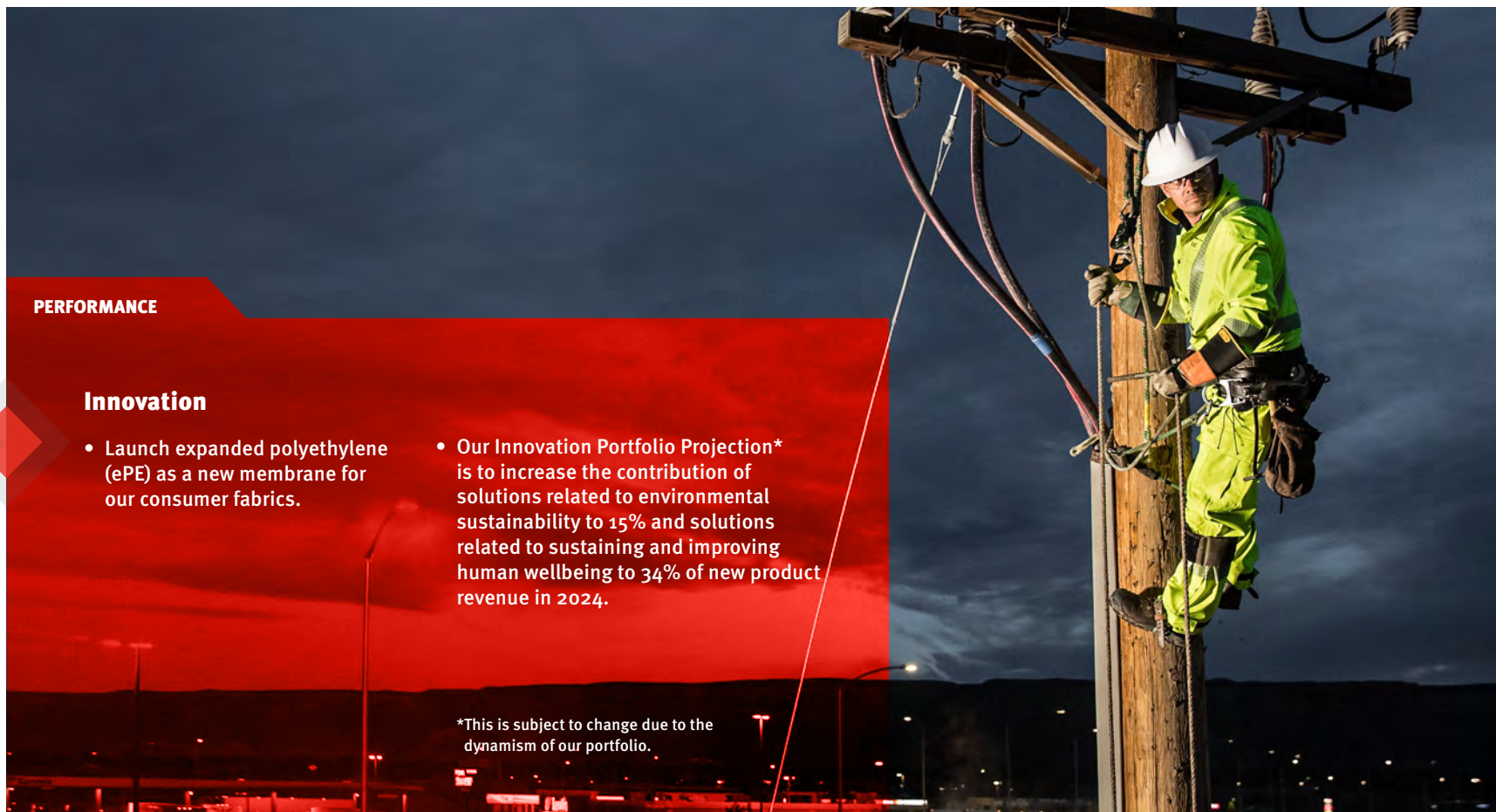
Related Material Topics and Goals

PERFORMANCE

Innovation

- Launch expanded polyethylene (ePE) as a new membrane for our consumer fabrics.
- Our Innovation Portfolio Projection* is to increase the contribution of solutions related to environmental sustainability to 15% and solutions related to sustaining and improving human wellbeing to 34% of new product revenue in 2024.

*This is subject to change due to the dynamism of our portfolio.



Innovation - Complementary Materials Platform

Within Gore's Fabrics Division, our goal is to offer a solution to any garment, footwear and accessory protection request for work and play.

To do this, currently our primary materials are based in either ePTFE or our newest membrane, ePE.

Each product serves a unique customer and end-user need:

- ePE membrane provides waterproof, windproof, breathability and durability benefits that customers want from the Fabrics Division, combined with a reduced carbon footprint and is made of expanded polyethylene, without intentionally-added per and polyfluorinated substances.
- ePTFE offers a high degree of protection in any scenario, including those that require highly specialized protection found in some personal protective gear.

Similar to how we advanced the capabilities and uses of ePTFE over many years, we anticipate that the potential of our ePE technology and other complementary materials will also grow as we strive to expand the boundaries of comfort, performance and sustainability.

While the next several years are a transition, the Fabrics Division aims to have the complementary materials platform fully embedded throughout the Division by 2032.

A Word About the Broad Group of PFAS Chemicals

Given the variety of chemistries in the broad category of per- and polyfluoroalkyl substances (PFAS), we believe it is important to note not all PFAS are the same. The category's chemistries are as different and varied as their end-use; making it an incredibly complex topic. As a company rooted in science-based innovation, Gore believes it is important to consider the distinct differences in chemical and physical properties through the lens of science.

Gore uses a fluoropolymer, ePTFE (an expanded form of PTFE, polytetrafluoroethylene) for the thin waterproof

and breathable membranes at the heart of many GORE-TEX products. PTFE does meet the very broad definition of a 'PFAS'. However, there are significant distinctions between the chemical and physical properties of fluoropolymers like PTFE and other materials most often associated with the term PFAS. For example, PTFE is insoluble in water, durable, and extremely stable. In addition, we believe PTFE meets the definition of a polymer of low concern as defined by the Organization for Economic Co-operation and Development (OECD).

Gore believes fluoropolymers like PTFE are valuable materials with unique properties that enable high-performing products across a range of industries and end uses.



FOR MORE THAN 60 YEARS, GORE HAS APPLIED ITS DEEP UNDERSTANDING AND EXPERTISE IN WORKING WITH PTFE TO DEVELOP PRODUCTS OF HIGH SOCIETAL VALUE THAT DEMONSTRATE OUR BRAND PROMISE:

TOGETHER, IMPROVING LIFE

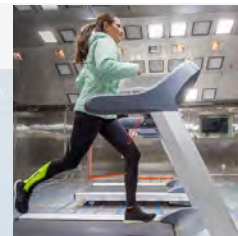
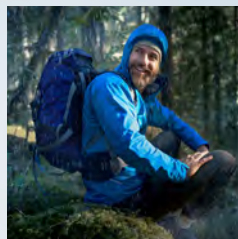
ACHIEVEMENTS AGAINST OUR GOALS

After nearly a decade of intense research and development, in Autumn/Winter 2022, we launched our innovative expanded Polyethylene (ePE) membrane. Our ePE membrane is bonded with thoughtfully selected face and backer textiles, resulting in GORE-TEX laminates designed for enduring use.

The benefits of ePE include:

- Waterproof, windproof, breathability and durability that we know our customers desire
- ePE is the Fabrics Division's first membrane made without intentionally added per and polyfluorinated substances for use in the apparel industry
- It has a lower material mass, contributing to a reduced carbon footprint per the Higg MSI

The launch of the new ePE membrane helps to advance Gore's Fabrics Division goal of eliminating PFCs of environmental concern from the vast majority of its consumer fabrics products by 2025, a goal that the Fabrics Division is on track to meet.



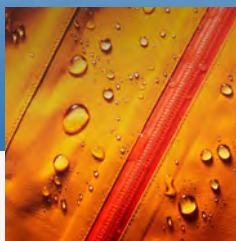
THE LAUNCH OF THE ePE MEMBRANE
ACHIEVED SIGNIFICANT RECOGNITION FOR ITS
INNOVATION THROUGHOUT THE INDUSTRY:

1

Recognized in the Sports & Outdoor category of U.S. magazine *Popular Science's* 2022 Best of What's New awards.

2

Patagonia's Storm Shift jacket and Untracked Bib featuring ePE were listed among the most innovative products of the year by ISPO.



Lowering the Impact of our Tags

In 2022, the Fabrics Division began a program to use sugar cane stalks as a lower impact paper alternative for apparel, footwear, glove and accessory hang tags made from trees. Within the first half of 2023, we successfully crafted approximately 26 million clothing hang tags made from repurposed sugarcane stalks.

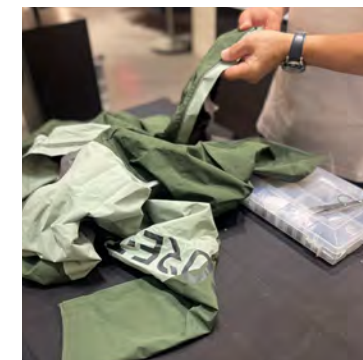
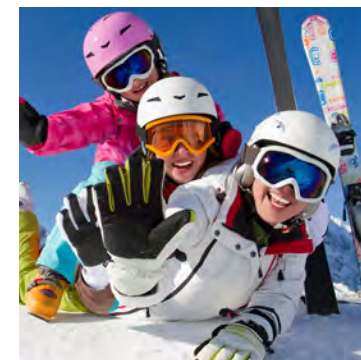


Incorporating Recycled, Undyed and Solution-dyed Yarn into our Products

In 2022, the consumer garments team worked heavily with our supply chain to develop a recycled and solution-dyed yarn, resulting in the lowest denier recycled fiber we have ever produced. In general, our recycled nylon is made from post-industrial waste, and our recycled polyester is made from post-consumer PET bottles.

Providing Outerwear On Demand

Gore's Fabrics Division is committed to helping enable the apparel industry to embrace business models where product durability and circularity are standard modes of operation. We created GORE-TEX Outerwear On-Demand for the increasing number of environmentally conscious consumers who love the comfort and protection of GORE-TEX garments, yet increasingly think in terms of 'usership' rather than of 'ownership'. Available exclusively at our partner resorts, the GORE-TEX jackets and pants in the program were designed specifically for the unique demands of rental use and encapsulate engineered designs and technological advances from the GORE-TEX brand that aren't available to purchase.



As of 2022, the program is available at 12 ski resorts across North America and has become an ideal resource for the eco-conscious consumer, as well as new snow sports enthusiasts, those who travel light, and the infrequent enthusiast – all of whom look for the latest in premium protection for their annual ski trips.

Love it Longer

We believe the longer a product is in use, the smaller its ultimate environmental footprint. As a team, the Fabrics Division is dedicated to creating durable, high-quality products. To help consumers maximize the lifecycle of their garments, in 2022, our teams traveled throughout Europe to connect with customers and repair cherished, worn-out GORE-TEX garments at no cost. The pilot was supported by a social media campaign designed to raise awareness and educate consumers about the importance of caring for their garments correctly. The campaign generated 6 million views.

Designing for Longevity

One of our key design pillars in the Fabrics Division is considering our footprint from production to product end-of-life. Apparel industry studies approximate that 80% of a product's footprint comes from its production and distribution process. To minimize this footprint, we focus on product durability and longevity.

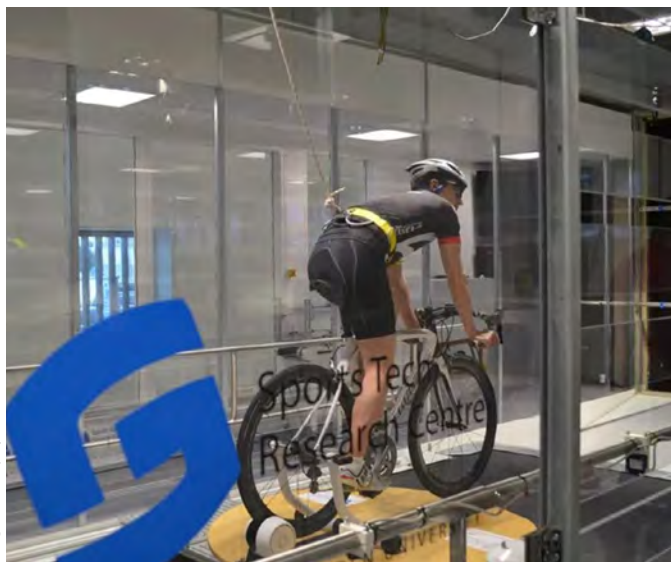


Image Courtesy Sports Tech Research Centre

Sports Tech Research Centre at Mid Sweden University wind tunnel within the materials testing labs for additive manufacturing and applied mechanics.

Understanding the need to create industry change through collaborative impact, in 2022 we embarked on a number of initiatives to extend the life of our products and their materials. *This included:*

- Partnering with the **Sports Tech Research Centre at Mid Sweden University** and the **MISTRA Sports & Outdoors Project** to establish a universally accessible industry standard for gauging product durability, across the entire lifespan of the garment. Initial results will be received in 2023 with the project completion in 2025.
- Partnering with **Fashion for Good** in order to explore the positive and negative impacts on the business and the planet of chemical textile recycling.



Image Courtesy Fashion for Good

Fashion for Good is an innovation platform – where connections are made for those working on sustainable innovation with brands, retailers, manufacturers and funders to bring new ideas and technologies from niche to norm.

RELATED OUTCOME

SITKA REPAIR & REVIVE CENTER

The launch of the SITKA Revive & Repair Center renewed the brand's focus and belief in helping consumers keep their products in the field longer, repairing damage caused by normal wear and tear or accidents at reasonable costs to consumers. In 2022, nearly 2,000 garments were revived by the Center.



PERFORMANCE WITH PURPOSE IN ACTION – GORE-TEX EXTRAGUARD FOR PROFESSIONAL APPAREL

At Gore, we embrace our role as pioneers in developing innovative, sustainable, specialized fabric solutions with manufacturing processes that help curb carbon emissions and reduce chemical usage while delivering unparalleled performance. Guided by our unwavering commitment to responsible performance, we aim to lead the way in advancing materials that advance our goals.

EXTRAGUARD stands as a testament to how we prioritize sustainability with precision engineering. This innovative product is uniquely designed with a chromium-free upper material and was developed as a replacement for the leather upper in safety footwear. It was not just pioneering in terms of chemical use for safety footwear; it conserved water and minimized CO₂ emissions.

EXTRAGUARD's production requires fewer chemicals, consumes less water, and significantly diminished CO₂ emissions compared to conventional materials. A 40% weight reduction, as opposed to leather*, enhanced user comfort and practicality. With a consistent, quality supply and reduced need for inspection upon arrival, it streamlined processes and slashed material waste. EXTRAGUARD has played a pivotal role in diminishing the environmental impact in safety footwear while maintaining peak efficiency and unwavering durability.

















*compared with full grain leather. Thickness measurement calculated in accordance with DIN 53326



EXTRAGUARD'S PRODUCTION
REQUIRES FEWER CHEMICALS,
CONSUMES LESS WATER, AND
SIGNIFICANTLY DIMINISHED CO₂
EMISSIONS COMPARED TO
CONVENTIONAL MATERIALS.



GORE SUSTAINABILITY GOALS

SECTION	RELATED MATERIAL TOPIC	GOALS	OUR STATUS	UN SDGs
Purposeful Innovation	Innovation	Launch expanded polyethylene (ePE) in our Fabrics Division as a new complementary material platform for consumer fabrics. Increase the contribution of solutions related to environmental sustainability to 15% and sustaining and improving human wellbeing to 34% of new product revenue in 2024, with the overall goal of 80% total product revenue by 2031.	Met In progress	   
Environmental Stewardship	Product stewardship & chemicals management	Adopt a formal policy for the 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.	Met In progress	 
	Greenhouse gas (GHG) emissions	Achieve 50% reduction in Gore's scope 1 & 2 carbon emissions by 2025 as a step toward meeting the 2030 goal. Achieve 60% reduction in Gore's absolute scope 1 & 2 carbon emissions by 2030. Achieve 35% reduction in scope 3 carbon emissions in our Fabrics Division by 2030. Work toward carbon neutrality by 2050 (scope 1 & 2 emissions).	In progress In progress In progress In progress	 
	Environmental safety & health	Implement EOSH Management Systems that are externally certified to ISO 14001 and ISO 45001 in all Gore manufacturing facilities by end of fiscal year 2025.*	In progress (*In cross-divisional manufacturing facilities by end of fiscal year 2026)	 
Enhancing our Social Impact	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.	Met/Ongoing	 
	Safe, healthy workplaces	Implement EOSH Management Systems that are externally certified to ISO 45001 and ISO 14001 in all Gore manufacturing facilities by end of fiscal year 2025.* 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.	In progress (*In cross-divisional manufacturing facilities by end of fiscal year 2026) In progress In progress	 
	Supply chain due diligence	Establish enterprise Human Rights Policy by end of 2022.* Establish Supplier Code of Conduct by end of 2022 and drive contractual alignment with direct suppliers.*	Met (*Rollout completed in 2023) Met/Ongoing (*100% alignment with contractors identified as high risk)	 

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About this Responsibility Update

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 Division, herein identified as the Fabrics Division.

This impact update provides an overview of the Fabrics Division's progress in fulfilling their 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 the Fabrics Division's.

This update covers the full year 2022 (January – December) of action carried out by the Fabrics Division in line with its sustainability strategy.

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

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