




GORE FABRICS BUSINESS

Responsibility Update | 2023

Together, Improving Life



SINCE 1958—

A HISTORY OF INNOVATION

Founded in 1958, W. L. Gore & Associates (Gore) is a global materials science company with more than 13,000 Associates spanning five continents and thousands of products across industries to help solve some of humanity's most complex challenges.

The Fabrics Business provides apparel and fabrics for a range of activities and conditions. Along with apparel, footwear, gloves and accessories, we also supply fibers that are integrated into outdoor fabrics.

The challenge for Fabrics to solve is as simple as it is difficult: improve product sustainability without sacrificing textile

durability and performance. Our innovation process—rooted in ideating, rigorously testing, piloting, and scaling solutions—allows us to continuously refine our products while making strides toward sustainability. This update walks through our progress in addressing this challenge, showing how each phase of our innovation approach contributes to more sustainable outcomes.

All progress highlighted covers the full year 2023 (January – December) of action carried out by the Fabrics organization in line with its sustainability strategy.

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

ABOUT FABRICS

Since its founding, Gore has strived to foster a highly collaborative, inclusive, and team-oriented work environment where innovation and creativity can thrive. As Associates and shared owners in the Enterprise, we are empowered to make decisions that drive meaningful impact. Associates 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.

4 FOUR GUIDING PRINCIPLES

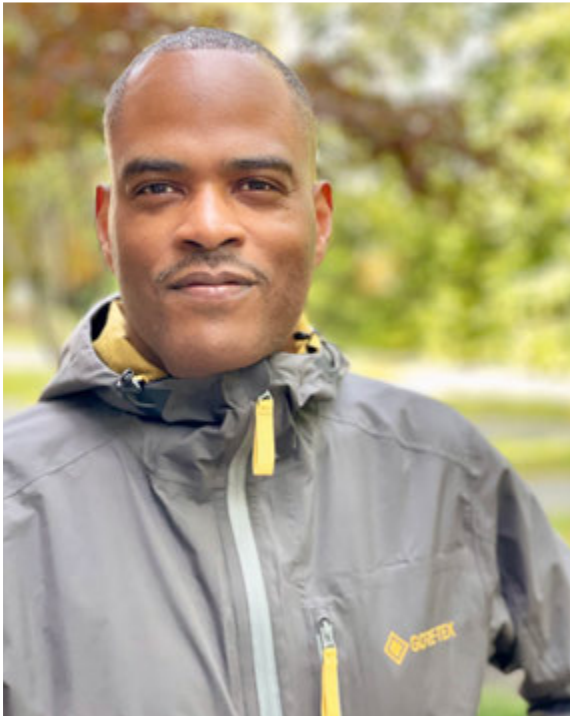
FREEDOM
FAIRNESS
COMMITMENT
WATERLINE

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 business, and our customers — and pave the way for innovations that will break new ground and contribute to society.



MAKING THE IMPOSSIBLE POSSIBLE

I am pleased to share our 2023 Responsibility Update for Fabrics. This Update is evidence of our ongoing commitment to developing fabrics that push the boundaries of comfort, protection, and sustainability for current and future generations.



Within Fabrics, we strive to make the impossible possible. This sounds cliché but is directly evidenced in the amazing feats people achieve while wearing our products – from saving lives to installing clean energy to scaling the world’s highest mountains and more, facing new challenges with the confidence of protection no matter what the task, no matter what the environment.

This year we continued to focus on our internal transformation within Fabrics, with evolutions in our strategic plans and creating new ways of working that continue to embed sustainability throughout our organization. Throughout all of this, we remain committed to sustainability at the core of our mission and strategies, seeing it as both a risk to be managed and a business opportunity to be maximized.

Jacques René
Leader | Fabrics

Part of this strategy is amplifying the ‘and’, by being comfortable in a world where duality is not contradictory, but part of being a 21st-century business:

- We manufacture goods using non-renewable resources, and we are a responsible entity that seeks to minimize excessive resource use
- We wish to further reduce our carbon footprint and also grow so more customers can enjoy the protection, safety and comfort our high-performance products provide in even the harshest environments
- We believe in building durable products that last, and also acknowledge that solutions for managing our products at their end of life must be done so responsibly.

This duality commits us to continue to produce products of very high quality, performance, and durability, while striving to minimize their environmental impact across their entire life cycle. As a company where science meets performance, we embrace this challenge. Yet innovation at this scale, with such high standards and goals, takes time. We must test, explore, and scale innovations, using our scientific rigor and innovative approach to ensure our products remain at the cutting edge of performance *and* sustainability.

At the root of all action is our commitment to transparency and accountability. Publishing our annual update is a part of this commitment, an opportunity to share achievements and challenges with honesty and humility. As a science-driven company, we are not afraid to test, trial, pilot, and fail, and it is with this humility and transparency that we can tackle these new, difficult challenges in earnest.

We recognize that the world is not an easy place to live right now, but it is our obligation and opportunity, as a responsible entity, to help create the world in which we want to live. I am proud of our team's work this year, and know there is still more to do. In the next 12 months, we will accelerate action by setting more ambitious goals, allocating more resources, and focusing on identifying and delivering a positive impact across our entire business. As a team of problem-solvers, solution-finders, and game-changers, I know we have the right team in place to make the impossible possible.

Sincerely,



Jacques René | Leader | Fabrics

“Part of this strategy is amplifying the ‘and’, by being comfortable in a world where duality is not contradictory, but part of being a 21st-century business.”



FROM MITIGATION TO OPPORTUNITY

As the multiple crises our world faces become more and more apparent, it is with great pride that I introduce the Fabrics Responsibility Update. We know that action on environmental and social crises is vital, and therefore Fabrics is committed to transforming our business to help lead our industry toward a regenerative future. We believe we can be an essential industry collaborator to help solve big market challenges facing the high performance apparel industry, pair that with a legacy of market leadership and an innovative mindset to help realize our goals and we think we have a winning formula to help lead our industry forward.

This year has been a lot of growth and change, which included elevating sustainability as one of our priority goals in our core business strategy. Moving forward, Fabrics will strive to enable more circular business models and elevate sustainability from risk mitigation to an opportunity and inspiration for our business and the wider industry. This is all a part of our ongoing commitment to deliver high-performing, quality products that are good for our customers and our planet and wider society.

I am therefore incredibly proud of our successes this year, including our continued collaboration in the outdoor apparel industry's Durability project, testing the durability of outdoor jackets (including our own) and examining the causes of failure in a systematic manner to identify a methodology to measure durability. This work not

only allows us to share our expertise with other brands and academia, but will also help to raise the longevity of clothing across the technical performance apparel industry, delivering the systems-level transformation that we need. It will also inform our innovation processes, ensuring we continue to pilot, test, and scale to make Gore fabrics that balance protection, comfort and sustainability.

Our commitment to enabling more circular business models is evidenced in the growing success of our 'Outerwear on Demand' offering - providing high-quality, durable ski gear to rent. This new business model of usership rather than ownership enables new consumers to benefit from the high quality of the GORE-TEX Brand's products - a success for the business and the planet.

Silke Kemmerling
Global Sustainability Leader | Fabrics



“Fabrics sits within a unique position in the supply chain. We want to leverage this position, using our voice to support industry-wide initiatives that benefit people and the planet.”



We acknowledge that Fabrics sits within a unique position in the supply chain. We want to leverage this position, using our voice to support performance apparel industry initiatives that benefit people and the planet. That is why I'm proud to share our work this year integrating human rights into the supply chain due diligence processes - an example of how we utilize our unique position to identify and improve human and labor rights throughout the fabric supply chain.

From piloting new business models, formalizing our Human Rights Due Diligence, and innovating game-changing technologies, our actions this year evidence our continued aspiration to be at the forefront of change for the global apparel industry. Working with one another within our

Fabrics organization, and beyond with our peers and other industry leaders, we are building new collaborations to foster and accelerate circular solutions that bring benefit to all.

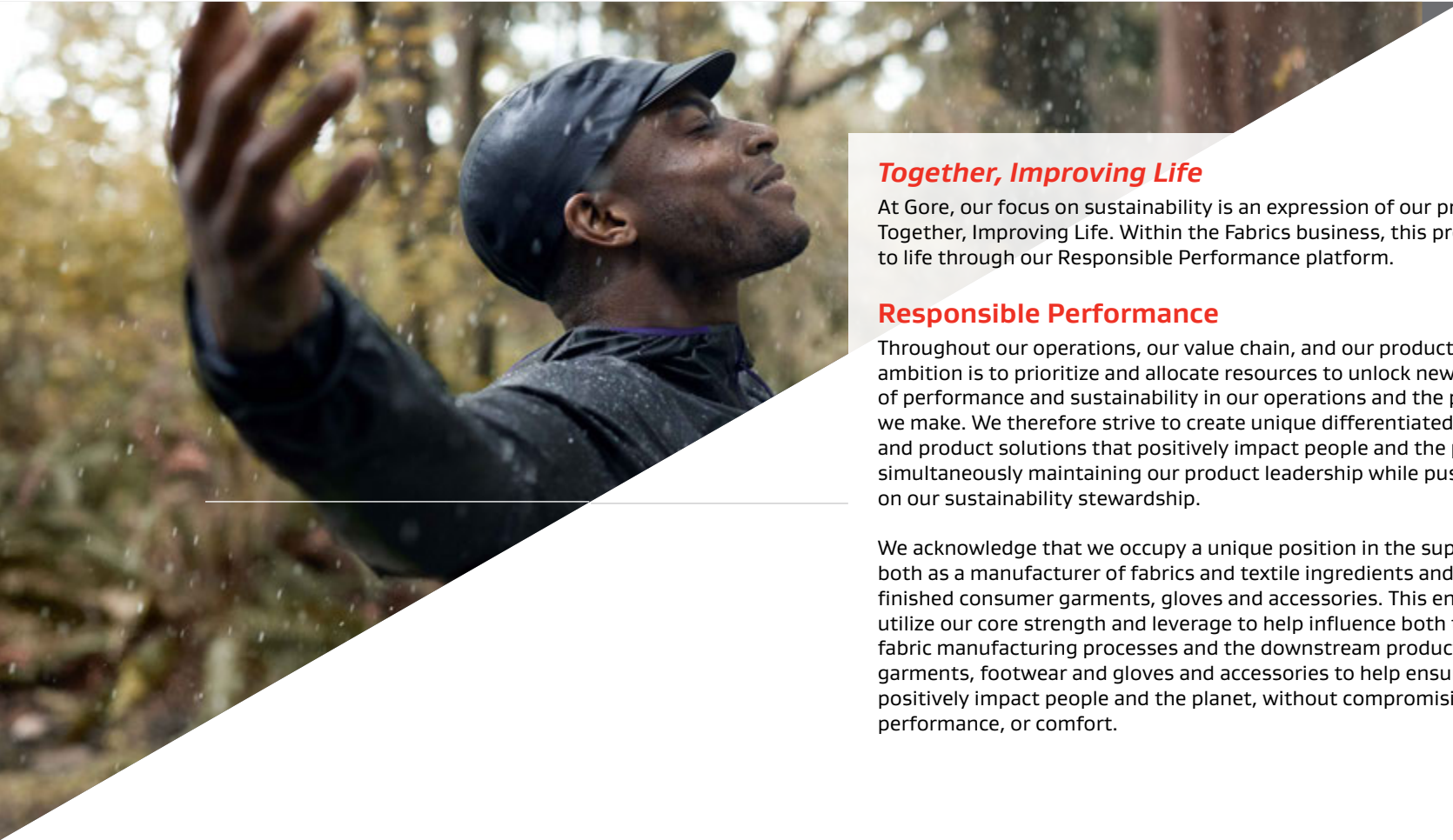
However, we know we have much more to do - we are still at the early stages of improvements for a more circular end-of-life solution for our fabrics, and we must continue to reduce our direct and indirect carbon emissions to balance our growth plans with our decarbonization ambitions. We must accelerate action to deliver on our ambitious goals. As we undergo deep internal transformation in the coming years, I know that our legacy, our approach, and our people will ensure we remain on track to fulfill our ambitious targets.

Sincerely,

A handwritten signature in black ink that reads "Silke Kemmerling". The signature is written in a cursive, flowing style.

Silke Kemmerling
Global Sustainability Leader | Fabrics

INTRODUCING OUR SUSTAINABILITY STRATEGY



Together, Improving Life

At Gore, our focus on sustainability is an expression of our promise — Together, Improving Life. Within the Fabrics business, this promise comes to life through our Responsible Performance platform.

Responsible Performance

Throughout our operations, our value chain, and our products, our ambition is to prioritize and allocate resources to unlock new levels of performance and sustainability in our operations and the products we make. We therefore strive to create unique differentiated material and product solutions that positively impact people and the planet by simultaneously maintaining our product leadership while pushing forward on our sustainability stewardship.

We acknowledge that we occupy a unique position in the supply chain, both as a manufacturer of fabrics and textile ingredients and supplier of finished consumer garments, gloves and accessories. This enables us to utilize our core strength and leverage to help influence both the upstream fabric manufacturing processes and the downstream production of garments, footwear and gloves and accessories to help ensure they positively impact people and the planet, without compromising quality, performance, or comfort.

Developing Sustainable and Durable Products

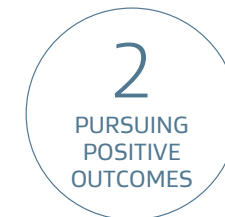
We use a science-driven approach to explore and scale solutions that are both sustainable and durable, providing products that our customers can use and rely on throughout their lives. Central to this is our innovation process—ideating, testing, piloting, and ultimately scaling solutions that push the boundaries of comfort, protection and sustainability. This often involves a ‘test & learn’ approach to innovation, piloting new technologies to learn and pivot from failures to reach our ambitious targets and deliver transformative results for people and the planet.



TO ACHIEVE OUR GOAL OF RESPONSIBLE PERFORMANCE, WE DIVIDED OUR ACTION INTO THREE AREAS THAT ENCOMPASS THE ENTIRE FABRICS BUSINESS:



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



In our pursuit of sustainable material solutions, we're driven by science to innovate and deliver tested, proven, and meaningful outcomes that can help maximize our positive impact on the planet.



We strive to find the ideal balance of sustainability, durability, comfort and performance in our products, by continuously innovating and improving to deliver enduring value over the long term.

RESPONSIBLE PERFORMANCE STRATEGIC FRAMEWORK

PURSUING POSITIVE OUTCOMES

PROTECTING PEOPLE

PURPOSEFUL PERFORMANCE

FOUR KEY AREAS OF ACTION

1

Respecting Human Rights

2

Reducing Carbon Footprint

3

Transparently Managing Our Chemical Footprint

4

Enabling a Circular Economy

Attributes of Our Actions Guide Our Behavior

Continuous improvement

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

Science-based

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

Holistic

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

Collaboration

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

Transparency

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

GOVERNING SUSTAINABILITY

Throughout Fabrics, we uphold our legacy of integrity through trusted relationships, sound business practices, 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 Business Leader, with specific initiatives sitting with members of the Fabrics Leadership team.

We also have a dedicated Fabrics Futures team that explores new business models and opportunities for the business. One of their overarching goals is to develop opportunities that increase circularity and sustainability, with work this year including developing rental options for some core products as its first business-to-consumer business. (read more on page 36).

Action throughout Fabrics is coordinated through a collaborative network of Sustainability Champions, overseen by the Fabrics Global Sustainability Leader. Sustainability Champions reside throughout the business, including in our product-focused and ingredient-focused business units.

Throughout the Fabrics organization, many Associates, including Leaders, also have sustainability goals explicitly written into their Performance and Development plans. These goals ensure accountability across the organization, with individualized priorities depending on job commitment and specific product goals.



GRASSROOTS SUSTAINABILITY ASSOCIATES NETWORK

59
EMPLOYEE IDEAS SUBMITTED



GOVERNANCE

Empowering Action Throughout the Organization - the Grassroots Sustainability Action Network

The Grassroots Sustainability Action Network (GSAN) is dedicated to uniting Associates from across Fabrics and the broader Gore Enterprise to drive sustainability initiatives within their local regions, communities, and job functions. On Earth Day this year, teams from across the globe carried out several initiatives including in Germany, where a campaign effort crowdsourced suggestions on how to make Gore Plants and operations more sustainable. Fifty-nine ideas were submitted including community gardening, enhancing green transport options, and energy efficiency measures. A number of these ideas have been implemented, including setting up beehives at three sites in Germany and installing two new bicycle service stations and shelters.

"Internal crowdsourcing is a way of untapping the enormous potential of our Associates' community and benefit from their collective knowledge. Each participant helped to make a difference by sharing their creative ideas and inspiring action."

- Martin Hottner, Fabrics Associate

PROTECT PEOPLE

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PROTECTING PEOPLE

Protecting people is at the heart of what we make and how we work which drives our commitment to fairness, integrity, and compassion. Conducting business in a fair and ethical manner, as well as our commitment to the well-being of our Associates and neighbors in the communities in which we work and live are paramount for our Fabrics organization.

35K

We were able to distribute 35,000 GORE-TEX Jackets to Ukrainian refugees, helping to keep them warm during the winter months.

25% U.S. DART REDUCTION

This year, we significantly reduced our U.S. DART rate by 25% from 3.0 to 2.9, greatly surpassing our 5% reduction target.

RELATED MATERIAL TOPICS:

Gore Talent Recruitment, Retention and Engagement

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

Safe and Healthy Workspaces

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

Value Chain Due Diligence

- Begin the roll out of ongoing mandatory training on preventing forced labor for all procurement associates, including those dedicated to Gore Fabrics;

- Implement regular risk assessment in our downstream and upstream supply chain;
- Continue improving working conditions in our downstream supply chain;
- Start monitoring upstream supply chain in addition to downstream supply chain;
- Integrate human rights due diligence into our quality management systems in our Fabrics plants;
- Continue educating SME customers on human rights; and
- Continue training suppliers in achieving sustainability credentials e.g. Global Recycling Standards



Talent Recruitment, Retention, and Engagement

Achievements Against Our Targets

This year, the Fabrics Associate Engagement Index achieved a 75% favorable response rate, slightly under our target, for the Gore Annual Culture Survey. Notably, 91% of Fabrics Associates expressed confidence in our strong commitment to zero tolerance for any form of discrimination at Gore. This reflects our dedication to fostering an inclusive workplace where everyone feels valued and respected.

Other key results from Fabrics Associates who participated in Gore's Annual Culture Survey* include:

1. 76% indicated they have a healthy work/life balance
2. 79% indicate a high level of trust among team members
3. 57% indicated reduced organizational complexity would positively impact their overall contribution

* The survey was completed by 92% of Gore Associates across the Enterprise, including Fabrics Associates.



RELATED GOAL

80%

80% of Fabrics respondents indicated they feel Gore and their leader fosters a culture of "inclusion" throughout the organization

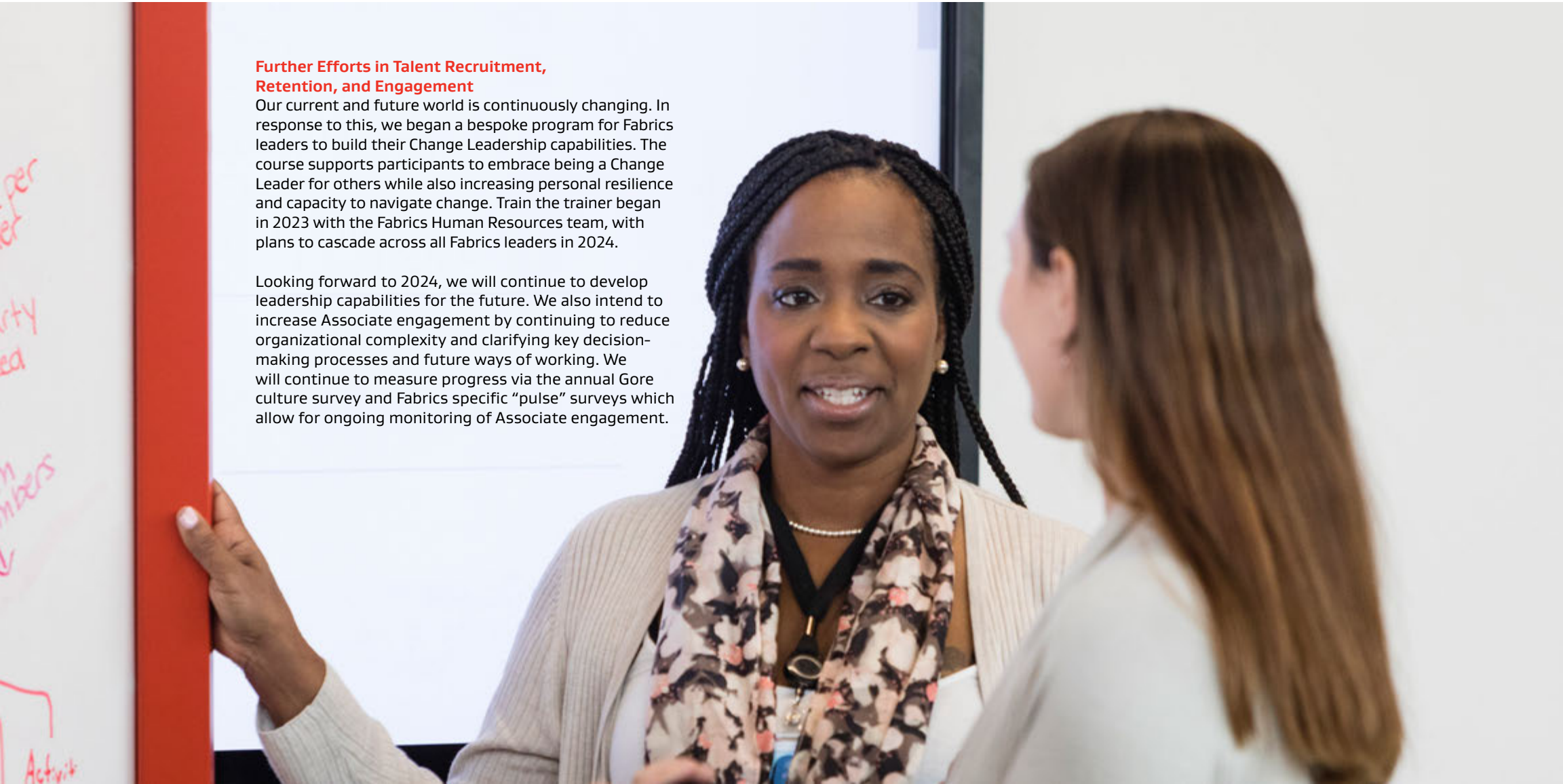
57%

57% of Fabrics respondents indicated they understand Fabrics overall business strategy and future direction

Further Efforts in Talent Recruitment, Retention, and Engagement

Our current and future world is continuously changing. In response to this, we began a bespoke program for Fabrics leaders to build their Change Leadership capabilities. The course supports participants to embrace being a Change Leader for others while also increasing personal resilience and capacity to navigate change. Train the trainer began in 2023 with the Fabrics Human Resources team, with plans to cascade across all Fabrics leaders in 2024.

Looking forward to 2024, we will continue to develop leadership capabilities for the future. We also intend to increase Associate engagement by continuing to reduce organizational complexity and clarifying key decision-making processes and future ways of working. We will continue to measure progress via the annual Gore culture survey and Fabrics specific “pulse” surveys which allow for ongoing monitoring of Associate engagement.



Better Together

We also updated the Fabrics 'Better Together' initiative, designed to facilitate more in-person collaboration to reduce organizational and functional silos, make better decisions and increase connectivity with one another. The benefits of working together are particularly true for manufacturing Associates and in our key offices across the world. Coming together as a community is also an essential component of our unique culture - enabling personal connections and lattice-building, collaboration, and meeting of minds, in a physical space.

Associate Diversity

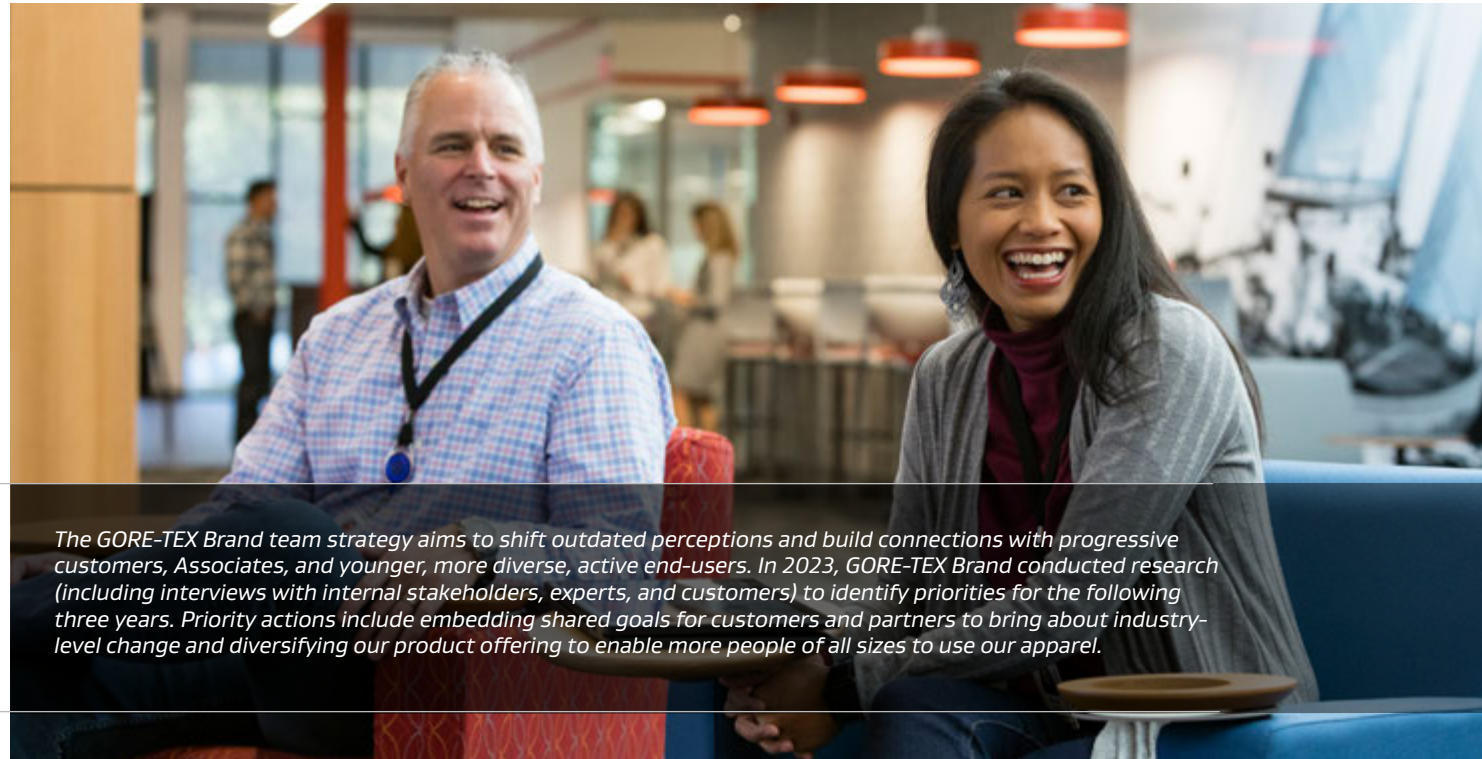
Further Efforts to Increase Associate

We remain committed to diversity and inclusion throughout Fabrics and seek to create and sustain an environment where all Associates feel valued, included, and encouraged to do their best work every day, regardless of their age, disabilities, gender identity, nationality, race, religion, sexual orientation or any other personal identifier that is important to an individual.

Our commitment to diversity, equity and inclusion is demonstrated in our achievements this year in the Annual Culture Survey (p15), although we acknowledge there is more to do in this area.

We focus our efforts, and promote diversity through:

- 1. Developing a diverse talent pipeline** - we strive to develop a diverse talent pipeline by offering unconscious bias training and workshops for Fabrics leaders and teams and offering diversity mentoring programs and diverse associate networks.
- 2. Our Brands** - we continue to promote Diversity, Equity, and Inclusion within the GORE-TEX brand.



The GORE-TEX Brand team strategy aims to shift outdated perceptions and build connections with progressive customers, Associates, and younger, more diverse, active end-users. In 2023, GORE-TEX Brand conducted research (including interviews with internal stakeholders, experts, and customers) to identify priorities for the following three years. Priority actions include embedding shared goals for customers and partners to bring about industry-level change and diversifying our product offering to enable more people of all sizes to use our apparel.

“Returning to the office has been a refreshing change for me. Coming to the office means random encounters, quick in-person resolutions, and spontaneous brainstorming sessions that simply weren’t possible over video calls. Face-to-face interaction has allowed me to get to know team members across different functions, building strong relationships and a sense of camaraderie.”

- Nicole Kochems
Associate



KEY HIGHLIGHTS



PUSHING BOUNDARIES

This year we partnered with Sole4Souls, a U.S.-based non-profit, to support refugees fleeing from the ongoing conflict in Ukraine. We were able to distribute 35,000 GORE-TEX Jackets to Ukrainian refugees, helping to keep them warm during the winter months.



Fabrics Associates in Germany also used out-of-specification WINDSTOPPER material to create blankets, which were then distributed in Türkiye and Syria in early 2023 following the catastrophic earthquake in the region. Two pallets of GORE-TEX Brand materials were also donated for the construction of tents in Turkey.

Safe & Healthy Workspaces

We are dedicated to providing a safe and healthy working environment, and we aspire to be an injury-free workplace as part of our commitment to enabling our Associates to thrive. To ensure progress toward these goals, leaders are required to regularly evaluate performance and set targets as part of our Environmental and Occupational Safety and Health (EOSH) Policy. Throughout the Fabrics organization, we investigate every injury, incident or near miss and put in place corrective measures to prevent recurrence; we review injury and illness severity and track improvements using our days away, restricted, or transferred (DART) rate.

Achievements Against Our Targets

This year, we significantly reduced our U.S. DART rate from 3.0 to 2.9, surpassing our 5% reduction target, evidencing our continued commitment to ensuring safe working conditions across all sites.



U.S. DART RATE
REDUCED
to 2.9

GLOBAL
DART RATE
in 2023—
1.7

For the first time, we also expanded our DART rate to be global - including our EMEA and APAC factories. In 2023, the global DART rate was 1.7. Moving forward, we are focused on achieving a 5% year-on-year global reduction across all regions.



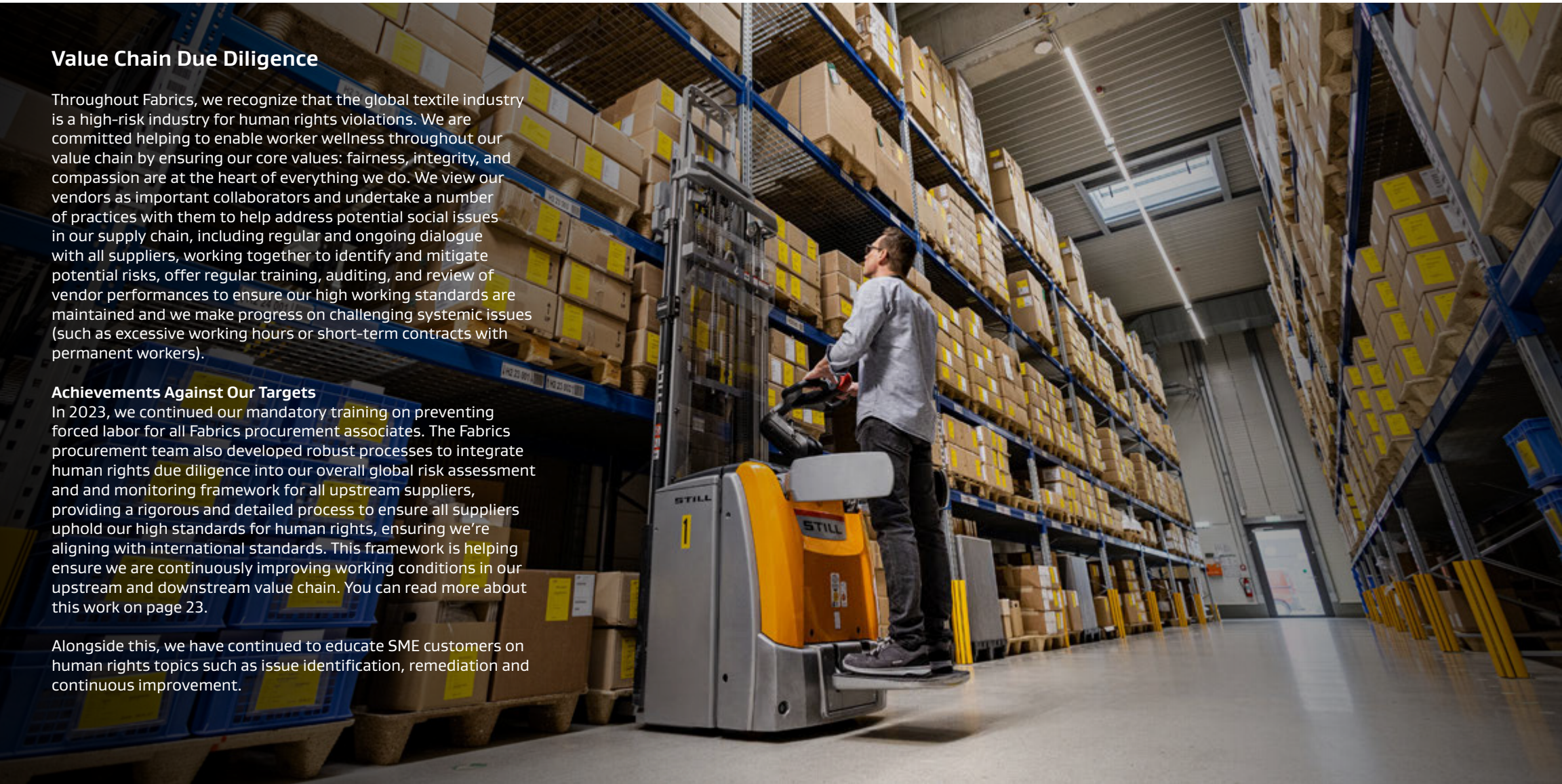
Value Chain Due Diligence

Throughout Fabrics, we recognize that the global textile industry is a high-risk industry for human rights violations. We are committed helping to enable worker wellness throughout our value chain by ensuring our core values: fairness, integrity, and compassion are at the heart of everything we do. We view our vendors as important collaborators and undertake a number of practices with them to help address potential social issues in our supply chain, including regular and ongoing dialogue with all suppliers, working together to identify and mitigate potential risks, offer regular training, auditing, and review of vendor performances to ensure our high working standards are maintained and we make progress on challenging systemic issues (such as excessive working hours or short-term contracts with permanent workers).

Achievements Against Our Targets

In 2023, we continued our mandatory training on preventing forced labor for all Fabrics procurement associates. The Fabrics procurement team also developed robust processes to integrate human rights due diligence into our overall global risk assessment and monitoring framework for all upstream suppliers, providing a rigorous and detailed process to ensure all suppliers uphold our high standards for human rights, ensuring we're aligning with international standards. This framework is helping ensure we are continuously improving working conditions in our upstream and downstream value chain. You can read more about this work on page 23.

Alongside this, we have continued to educate SME customers on human rights topics such as issue identification, remediation and continuous improvement.



Gore is a founding member of the Sustainable Apparel Coalition (recently rebranded as Cascale), which developed the Higg Index to drive transparency of fair labor conditions and environmental management within the value chain for the apparel industry.

The Gore Fabrics business uses the Higg Index for assessing and sharing the sustainability performance of our manufacturing units through third-party independent verification. In addition, two of our plants have been certified to the Global Recycle Standard, which provides third-party certification of recycled content, social and environmental practices, chemical restrictions and chain of custody.

Further Efforts in Supply Chain Due Diligence

1. Independent Certification and Verification in Fabrics' Own Operations:

Fabrics uses the Higg Index for assessing and sharing the sustainability performance of our manufacturing units through third-party independent verification. We use the Higg Facility Social & Labor Module (FSLM) to assess our labor and occupational health and safety performance across our three Fabrics manufacturing sites. In 2023, all three manufacturing plants completed the FSLM self-assessment.



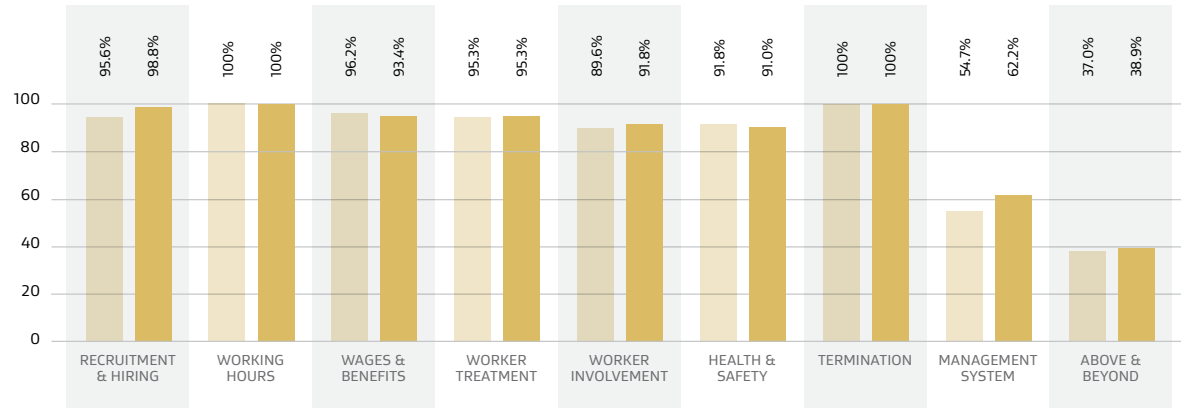
ELK MILLS V, USA



SHENZHEN, CHINA

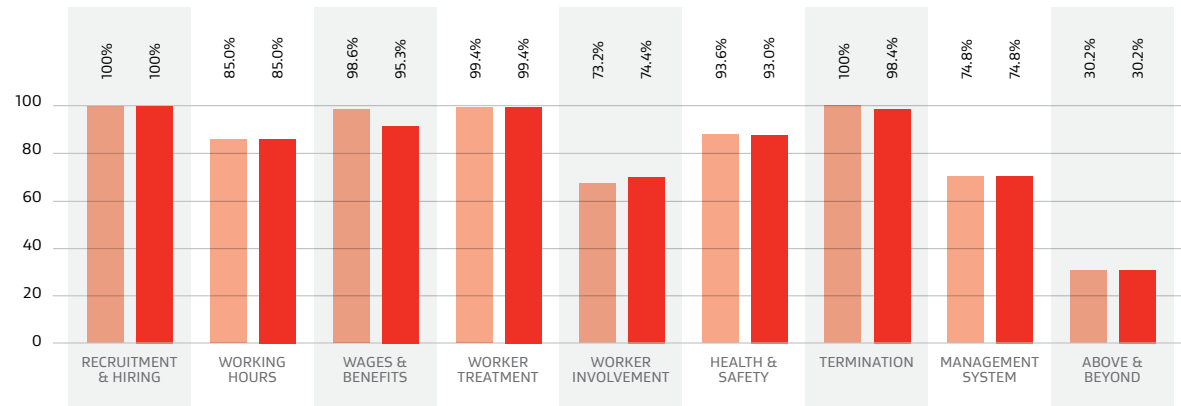
USA (ELK MILLS V) PLANT SCORES OF VERIFIED HIGG FSLM

(Reporting year 2022 and 2023)



CHINA (SHENZHEN) PLANT SCORES OF VERIFIED HIGG FSLM

(Reporting year 2022 and 2023)



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

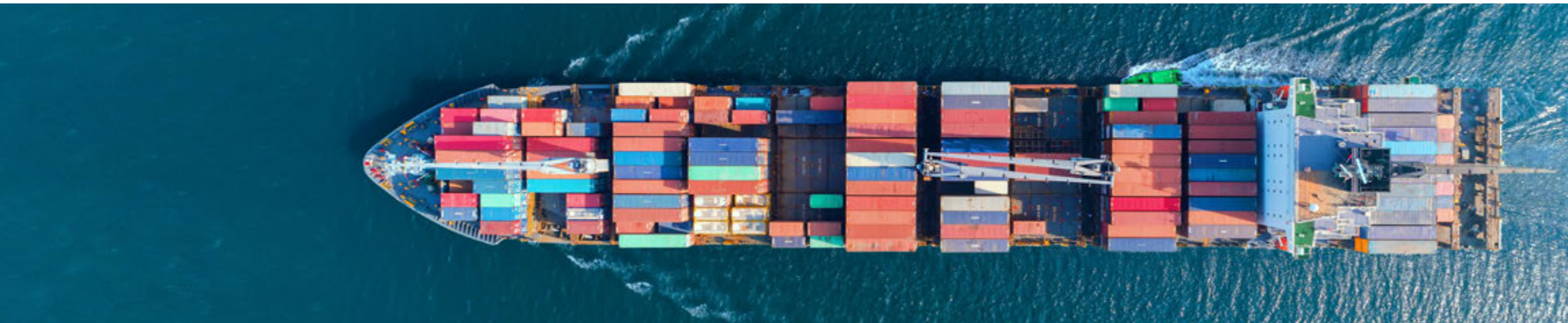
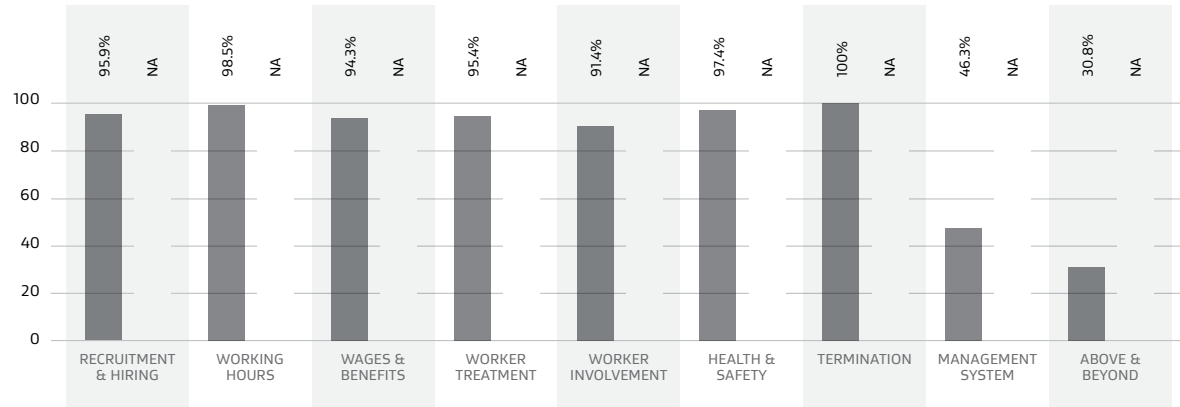
Our Putzbrunn plant was unable to have scores verified due to limitations for verification in Germany. These limitations and the Putzbrunn plant’s involvement in public procurement in Europe, we are seeking to achieve a social compliance management system certification in the coming years. Plants located in the U.S.A. and China will continue using Higg FSLM. We anticipate all three plants will have their scores verified in future years.



PUTZBRUNN, GERMANY

GERMANY (PUTZBRUNN) PLANT SCORES OF UNVERIFIED HIGG FSLM

(Reporting year ♦ 2022)



2. Our Consumer Brands:

GOREWEAR and SITKA® Gear

Our Fabrics consumer brands, GOREWEAR and SITKA® Gear, are accredited members with the Fair Labor Association (FLA), and have adopted the FLA's Workplace Code of Conduct for social compliance in garment manufacture, which also requires supplier facilities to conduct business in alignment with the code. These are two of only 31 brands achieving FLA accreditation – a rigorous, multi-year process that evaluates companies' systems to protect workers throughout global supply chains. This year, both brands renewed their commitment to the Responsible Recruitment pledge, a joint initiative by the American Apparel and Footwear Association (AAFA) and FLA aimed at protecting foreign workers' rights. Alongside other FLA-accredited brands, they are utilizing their collective leverage to carry out joint audits, align priorities, and remedy arising ethical concerns, collaborating to tackle a sector-wide issue.



TWO DAYS REDUCED TO 15 MINUTES

UTILIZING INNOVATIVE TECHNOLOGIES TO ADVANCE SOCIAL ACTION

Fabrics has a large downstream supply chain including 684 apparel and footwear facilities located in 37 countries across the globe. Assessing the workplace and labor conditions at this scale has been a challenge. To address this challenge, in 2023 Fabrics continued to work at the cutting edge of new technologies, piloting the use of Artificial Intelligence technology to standardize and harmonize results from a variety of downstream suppliers and identify major social issues.

The use of AI reduced the time spent analyzing data from two days to 15 minutes, removing human error, and freeing up time previously spent analyzing data to address issues identified and work to improve social conditions. This is one example of the Fabrics organization continuously exploring, testing, and deploying at scale new technologies and innovations to advance responsible business processes.



Identifying and mitigating human rights and immediate environmental risks throughout our supply chain

Conducting due diligence on human rights and environmental risks across the Fabrics value chain requires collaborating and engaging with key players across the supply chain to track, measure, and improve working conditions in a variety of different contexts.

In 2023, we developed new processes, informed by OECD and UN guidelines, to incorporate human rights components into monitoring processes and requirements of our global upstream suppliers. We began by assessing the risk of human rights violations within our suppliers, using a combination of external data and internal knowledge. We then ran the monitoring process as a pilot with a small number of suppliers and adjusted the feedback, before embedding it into existing supply chain procurement processes and policies. Our initial assessment of our upstream pilot suppliers found 0% to be high-risk, 55% to be medium-risk, and 45% to be low-risk according to our scoring system.

This process enabled us to deepen our working relationship with key suppliers and utilize our collective knowledge, and partnerships to address human rights. This work demonstrates Fabrics' commitment to responsible business practices, leaning into challenges and working with our suppliers and network to better understand how we can collaborate to identify solutions that benefit both parties and help to bring wider sectoral change.

Looking forward to 2024, we plan to roll out this process across the entire supply chain. Alongside the Supplier Code of Conduct and Human Rights policy, we will also continue to train our Associates to ensure this topic is embedded within all elements of our due diligence processes.

“The purpose of the human rights due diligence program is not about identifying the risk areas and removing our business from those areas. It is about identifying the risks and implementing effective remediation to improve the lives of workers who are impacted by the risks.”

Evre Kaynak,
Human Rights Due Diligence
Subject Matter Expert – Fabrics



IN PURSUIT OF POSITIVE OUTCOMES

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IN PURSUIT OF POSITIVE OUTCOMES

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

Our approach—ideating, testing, piloting, and scaling solutions—ensures that we not only address today's challenges but also lead where we can have the greatest influence. By demonstrating transparent management of our chemical footprint and driving intense carbon reduction efforts, we strive to lead the global apparel industry in mitigating climate change and delivering lasting, scalable results.



RELATED MATERIAL TOPICS:

Product Stewardship and Chemicals Management

- Memorialize a formal policy for the responsible and safe management of chemicals and materials in our products and operations
- Eliminate PFCs of Environmental Concern across the vast majority of our consumer products by the end of 2025

Greenhouse Gas (GHG) Emissions

- Achieve a 40% reduction in Fabric's Scope 1,2 and 3 absolute carbon emissions by 2023
- Achieve a 50% reduction in Gore's scope 1 & 2 carbon emissions by 2025 as a step toward meeting the 2030 goal

- Achieve a 60% reduction in Gore's absolute scope 1 & 2 carbon emissions by 2030
- Achieve a 35% reduction in scope 3 carbon emissions in our Fabrics Division by 2030
- Work toward carbon neutrality by 2050 (scope 1 & 2 emissions)

Environmental Safety and Health

- Implement EOSH Management Systems that are externally certified to ISO 14001 and ISO 45001 in all Gore manufacturing facilities by the end of fiscal year 2027

Product Stewardship and Chemicals Management

We aim to deliver products that help to expand the boundaries of performance, comfort and sustainability while meeting our customers' expectations. Living up to this standard requires a deep commitment to science and a fundamental understanding of our products. In 2021, Fabrics formalized its policy for the responsible and safe management of chemicals and materials in our products and operations. As the policy states, Fabrics is committed to improving practices and implementing tools to manage chemicals and chemical information as part of our continual improvement efforts. We remain committed to eliminating perfluorinated chemicals (PFCs) of environmental concern across across the vast majority of our consumer fabrics products by the end of 2025. Specifically, as per best practice, this means eliminating Per- and Polyfluoroalkyl Substances (PFAS) from the vast majority of our consumer fabrics products. We therefore amended the wording of our target late this year with a rollout in late 2024 to provide this additional layer of detail and specificity.

Achievements Against Our Targets

We are now implementing a consistent global tool for managing safety data sheets across all Gore manufacturing plants. Rollout

was completed in the U.S. during 2023 and is scheduled for completion in remaining locations by mid-2024. The global tool also enables all Fabrics facilities to capture regulatory requirements across the countries where we operate in a single system, streamlining the compliance management process and setting a standardized framework for collecting reporting data from our suppliers moving forward.

This tool and its requirements are now fully integrated into the innovation and development process, enabling us to scale the development of products that provide the optimal performance, without compromising our environmental commitments.

In our consumer brands, GOREWEAR and SITKA, we developed a Preferred Materials strategy for our Vertical Business Unit, a roadmap that specifies which materials are to be used within our product design and production processes, taking into account environmental management considerations and carbon footprint in materials selection. You can read more about this work on p32.

The Fabrics business has been leveraging independent certification of its suppliers for more than 25 years. Today, we are working with two credible, internationally recognized third-party certifications.

Within our consumer fabrics business, more than 96% of the total laminate meters shipped in 2023 were bluesign® APPROVED and 99% met the OEKO-TEX STANDARD 100 certification.

96%
bluesign®
APPROVED

99%
MET THE
OEKO-TEX
STANDARD
CERTIFICATION



Greenhouse Gas (GHG) Emissions

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

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

We are actively pursuing unique value chain partnerships and material innovations to reduce our carbon footprint significantly. As a result of our hard work, we are on track to meet our goals ahead of schedule. In line with our commitment to environmental stewardship, we therefore plan to increase our Scope 1 and 2 Fabrics carbon reduction targets from 60% to 80% in 2024. **The new 80% targets will go beyond the current science-based targets and will inspire us to further reduce carbon emissions across our value chain.**

DECREASED CO₂e
EMISSIONS BY
11%

55MW
OF NEW RENEWABLE
ELECTRICITY ADDED

50%
OF POLYESTER
PURCHASED WAS
RECYCLED

Achievements Against Our Targets

The carbon target for Fabrics is to reduce our total emissions by 40% by 2030, that's 171 kilo tons CO₂e from a baseline of 280.2 kilo tons CO₂e in 2016. Our Scope 1 and 2 reduction targets, a 60% reduction from the 2016 baseline by 2030, are aligned with a 1.5°C trajectory - this means reducing our fair share of Scope 1 and 2 carbon emissions to keep the global temperature rise to 1.5oC'. Fabric's Scope 3 reduction targets, absolute reduction of 35%, are in alignment with the ambition of well below 2°C.

This year, despite an increase in volume of products produced, we decreased our overall

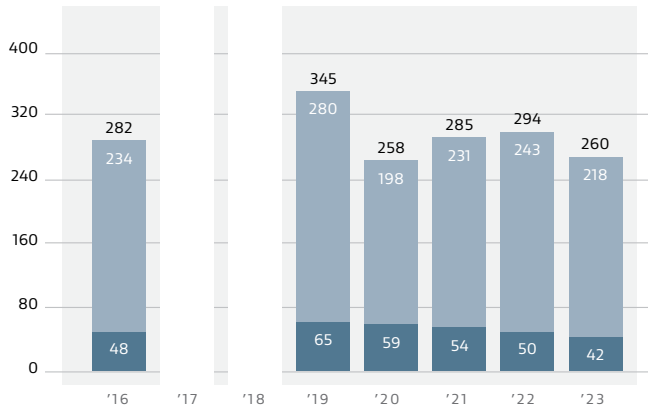
emissions by 11%, from 293kTCO₂e in 2022 to 259.5kTCO₂e in 2023. This was in part due to a significant reduction in our direct emissions (Scope 1 and 2), which reduced from 49.6kTCO₂ to 41.7kTCO₂. This is a 16% year-on-year reduction and a 14% decrease from our 2016 baseline, meaning that we are well on track to reach our Scope 1 and 2 reduction targets (both 2025 and 2030 targets). However, our intensity emissions (the emissions produced per volume of fabric) did increase from 4.5 to 4.9kTCO₂e/m due to decreases in volume of fabric produced this year and a shift to more woven, heavier textile raw materials that required more energy to produce.



IN LINE WITH OUR COMMITMENT TO ENVIRONMENTAL STEWARDSHIP, WE THEREFORE PLAN TO INCREASE OUR SCOPE 1 AND 2 FABRICS CARBON REDUCTION TARGETS IN 2024. THE NEW TARGETS WILL GO BEYOND THE CURRENT SCIENCE-BASED TARGETS AND INSPIRE US TO FURTHER REDUCE CARBON EMISSIONS ACROSS OUR VALUE CHAIN.

TOTAL CO₂e (kT CO₂e)¹

◆ SCOPE 1&2 | ◆ SCOPE 3



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

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

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

Further Efforts in Greenhouse Gas Emissions Reduction

Reducing Emissions From Our Direct Operations

In 2023, we continued on our carbon reduction strategy, aggressively reducing the Scope 1 and 2 Carbon Emissions we control. This included pursuing energy efficiency in our own operations and beginning the process of electrification of our manufacturing processes. In China, we installed a new, high-efficiency chiller and heat pump that enabled us to shutdown the existing natural gas hot water boiler and reduce natural gas consumption by more than 40% at the facility.

In Germany, we shut down a centralized natural gas steam boiler and installed smaller, point-of-use electric steam generators where they are needed throughout the plant. We also began constructing our new electric processing equipment to replace our current fossil fuel equipment. Installation will begin in mid-2024.

To support our switch to renewable energy, construction continued on the Glover Creek Solar Power Plant in Kentucky, which will add 55 MWh of new renewable electricity to our largest manufacturing region and enable Fabrics operations to run on 100% renewable electricity in all of Gore's Eastern

USA operations, including Fabrics facilities. The Glover Creek Solar Power Plant is on track to begin generating power in Spring of 2024. We also established energy performance KPIs for our Fabrics manufacturing facilities. These new KPIs enable us to measure and improve total energy efficiency in addition to reducing absolute fossil fuel use, ensuring we are reducing our overall energy use where possible, and not using more than our fair share of renewable energy.

REDUCING SCOPE 3 CARBON EMISSIONS

IN WORKING TOWARD OUR SCOPE 3 CARBON EMISSIONS REDUCTION GOAL, FABRICS HAS IDENTIFIED THE FOLLOWING PRIORITIES:

1

DECARBONIZATION
THROUGH
COLLABORATION

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

2

OPTIMIZING
MATERIALS AND
DESIGN

Continuously optimize product design and material choice.

3

IMPROVING
TRANSPARENCY

Increase data quality and transparency across the value chain by using and promoting Cascale's Higg facility tools (Higg FEM and FSLM) and Higg product tools (Higg MSI and PM).



1. Decarbonization Through Collaboration

In 2023, we continued to collaborate with European Outdoor Group’s Supply Chain Decarbonisation Project, a group of ten brands with shared suppliers using their collective leverage to sponsor suppliers through a carbon reduction plan. This year we broadened the program to include the wider EMEA supply chain. We also continued to be active members of the Outdoor Industry Association (OIA)’s Climate Action Corps, co-funding research projects to explore how technology, such as electric heat pumps, and builders can reduce reliance on fossil fuels (a particular challenge for textile manufacturers in the APAC region).

We convened and participated in several collaborative events, including hosting a new sustainability event with the Outdoor Industry Association and joining the TED Future Forum. Both events brought together stakeholders from across the industry to raise ambition levels and help transform the global economy.

2. Optimizing Materials and Design

We continued to switch from virgin to recycled or alternative materials that have a lower carbon footprint. This year, 50% of polyester bought was recycled, whilst the amount of recycled nylon purchased more than doubled compared with 2022. We also increased the share of recycled and solution-dyed fabrics in our product portfolio, reducing carbon and water footprints

while maintaining our high quality and performance standards.

Our efforts to reduce Scope 3 carbon emissions also included a series of workshops within our Workwear & Industrial, Defense, and Fire & Safety Fabrics teams, focused on in-depth carbon reduction education and collaborative action. Involving a cross-functional team, the sessions proved valuable both in terms of building capabilities and expertise within the team and enabling carbon emission measurement and management within our product plans and roadmaps.

3. Improving Transparency

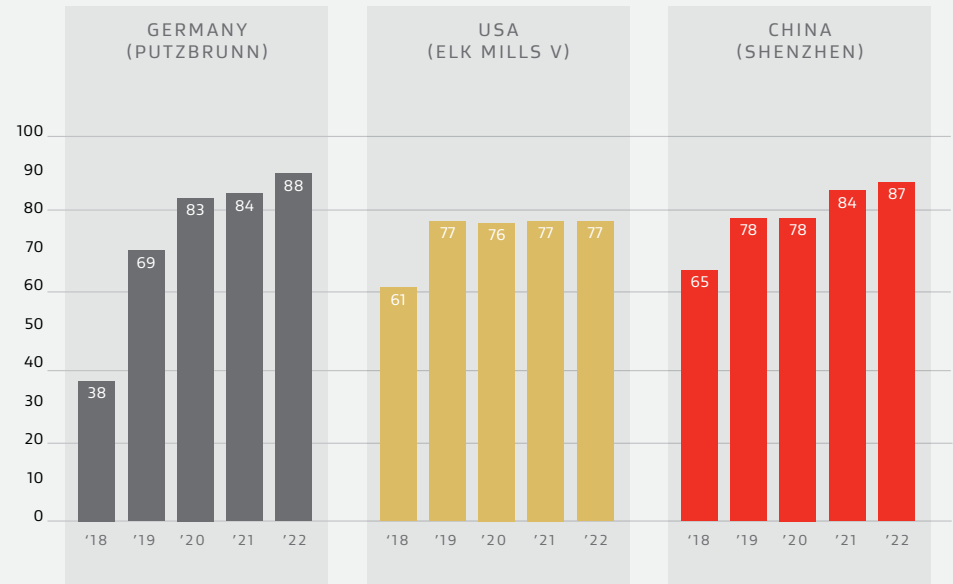
Monitoring and understanding the environmental impact of product manufacturing at our facilities and increasing our supply chain transparency continues to be a core attribute of our sustainability efforts. The Higg Facility Environmental Module (FEM) verification is an important piece of those efforts, and helps us to track and monitor performance.

In 2023, we verified the 2022 results. In general, 2022 performance was above expectations, with marked increase in scores that were above target for our manufacturing plants in China and Germany. However, our score for our U.S. plant remained the same as in 2021, and was below target at 77% vs 80% target, which we aim to improve in future years. Looking to 2024, we are reviewing the

requirements for the latest version of the FEM, which will be far more detailed and rigorous than previous years. We expect performance to be lower than previous years, but the additional rigor will help us to better understand areas for improvement to ensure we are effectively managing environmental topics across our manufacturing sites.

OVERVIEW OF HIGG FEM SCORES

GORE FABRICS VERIFICATION (FEM) 2022-2018



Environmental Safety and Health

Achievements Against Our Targets

In 2023, all Fabrics plants were ISO14001 certified. The standard supports the systematic gathering of data, including on energy consumption, that can be used to set KPIs for individual facilities as part of our overall carbon reduction efforts, as well as supporting initiatives to manage water consumption and waste generation.

We are also on track for all of Fabrics plants to attain ISO45001 certification by the end of 2027. This will improve our ability to set goals, implement activities, and measure the impact of our efforts to ensure the workplace is safe for all employees.

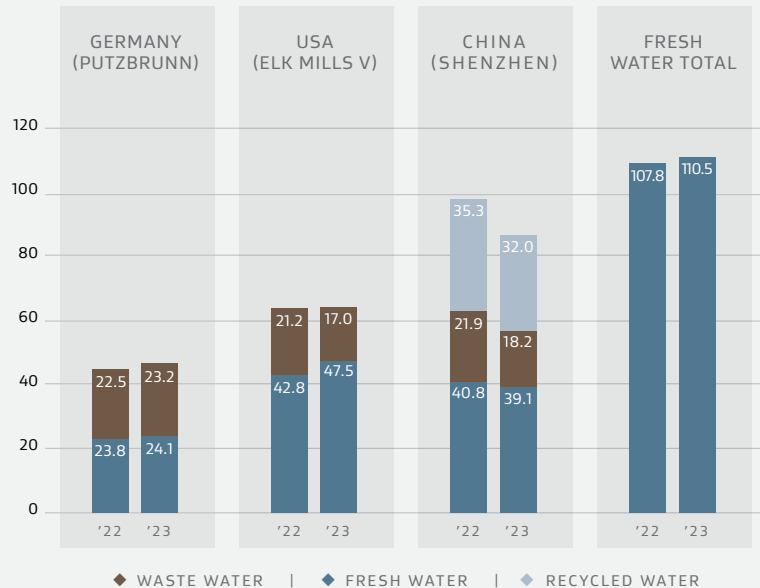
Environmental Safety & Health



This year, our water consumption increased by 2% from 2022, from 107,833m³ to 110,525m³. This was mainly due to increased consumption at our U.S. plant.

WATER CONSUMPTION DATA

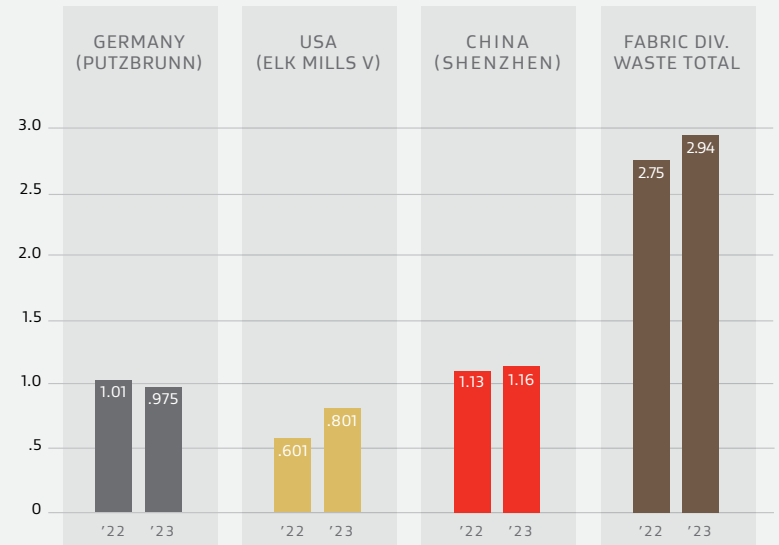
(m³ IN THOUSANDS) (2023-2022)

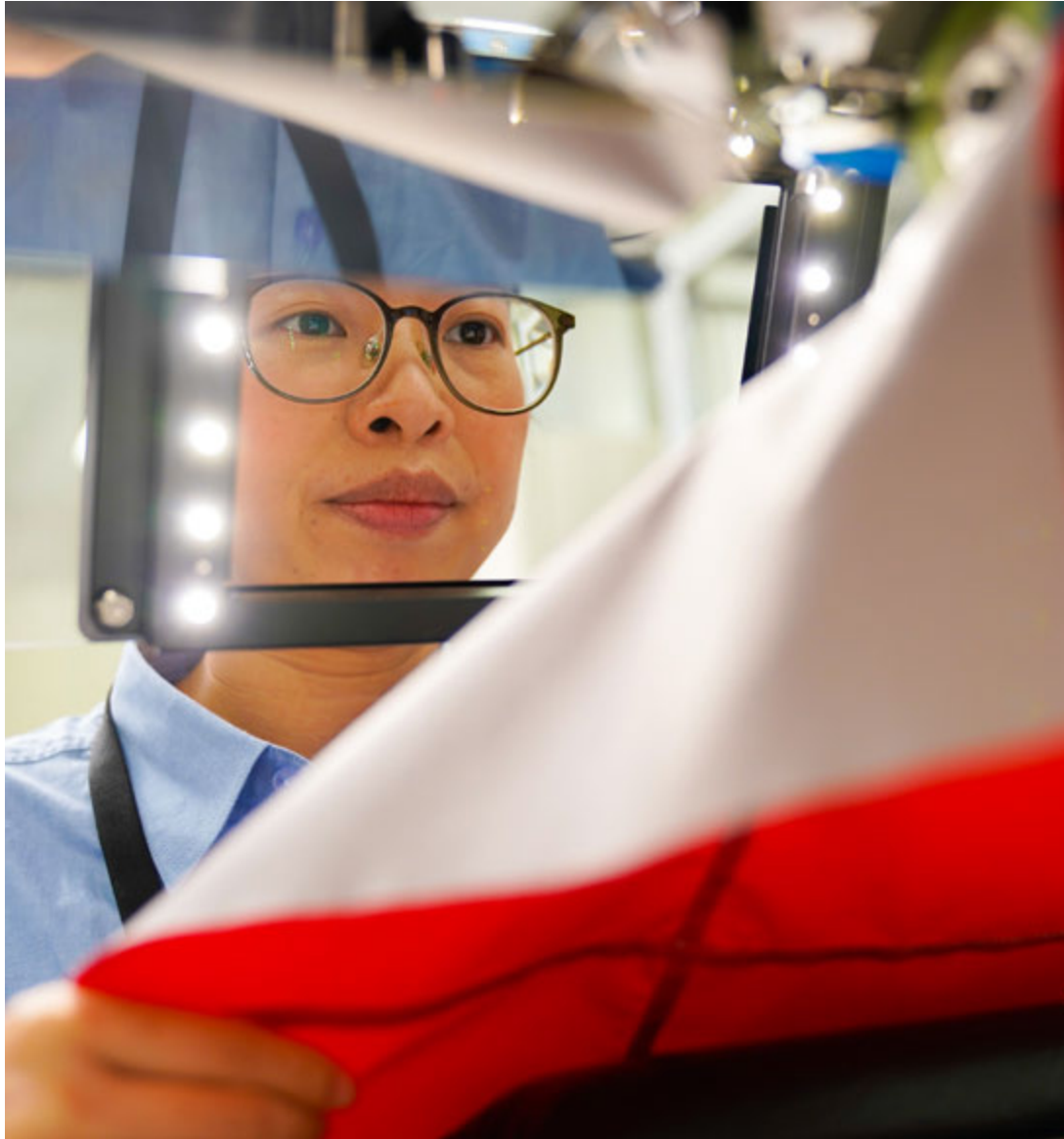


In 2023, our waste production increased by 7% from 2022, from 2.75t to 2.94t. This was predominantly due to increases at our U.S. plant.

WASTE PRODUCTION DATA

(KG IN MILLIONS) (2023-2022)





Preferred Materials Strategy

Within our GOREWEAR and SITKA brands, one of our greatest areas of impacts is the materials we use, and the processes we follow to create our high-quality products. To address this comprehensively, the brands needed to develop a strategy that defines what materials and processes we should be prioritizing when developing all of our products. We also needed to form a view on which areas we should be focusing our research and development efforts in order to continue to improve material choices and continue to develop products that are of the highest quality and performance.

By the end of 2023, we had researched and developed a more comprehensive understanding of the full life cycle of our products across the SITKA and GOREWEAR brands. This information is vital for us to then identify and prioritize areas for improvement (informing future

research and development focus areas) and specify the preferred materials we expect to be used across the entire product development life cycle. By the end of 2023, we had researched and comprehensively understood our impact across our entire Fabrics product portfolio.

Using our scientific approach to innovation, we ran multiple small-scale trials and samples to test what solutions can deliver the best results, without compromising quality or performance. In 2024, we will use this information to develop an action plan for our brands in 2025. With this approach, we are confident that our Preferred Materials strategy is thorough, in line with best-practice and will be implemented with the scientific approach that we follow in all of our work.

PERFORMANCE WITH PURPOSE

PRODUCT

Performance With Purpose	34
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Promoting Longevity – Developing A Common Method For Measuring And Evaluating Durability	38

PERFORMANCE WITH PURPOSE

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

RELATED MATERIAL TOPICS:

- Expand ePE in our Fabrics business as a complementary material



Achievements Against Our Targets

Our ePE membrane continues to be incorporated into new and existing products across the Fabrics organization. In 2023, we introduced ePE-based products for more demanding uses, including mountaineering and free-riding. Twenty garment customers, 15 footwear customers, and 20 glove customers are now using products. In 2023, three customers introduced the first ePE-based GORE-TEX Performance Products for extreme and extended end uses.

The ePE membrane was included in Gear Junkie's Gear of the Year list for 2023, with reviewers heralding it as an "industry sea change". The list recognizes and celebrates innovative design, cutting-edge technology and sustainable engineering in the outdoor gear industry.



'INDUSTRY
SEA CHANGE'
— GEAR JUNKIE

CONCURVE WINS ISPO AWARD, LAUDED FOR RESPONSIBILITY AND FUNCTIONALITY

The new GOREWEAR GORE-TEX CONCURVE jacket for runners also won an ISPO award for combining responsible performance with functional innovation. The new jacket, designed and developed in 2023, features GORE-TEX Fabric consisting of the ePE membrane, recycled face textile, recycled and solution-dyed backer textile, as well as recycled zips.



Further Efforts in Innovation

Developing New Business Models - Outerwear on Demand

This year, the Fabrics' Futures team continued to develop new business opportunities that increase circularity and sustainability across the business. One such opportunity, included expanding our 'Outerwear on Demand,' garment fleet rental service, and providing GORE-TEX Garments for rent at a growing number of ski resorts & retailers across North America.

The service is growing in popularity and has expanded. It has also brought a number of environmental and social benefits. Firstly, the offering encouraged usership rather than ownership and consumption of less-used, high-quality products. This provides Fabrics with a business model that prioritizes durability, with our products requiring to be fit for continuous reuse and repair. The Outerwear on Demand program also enables new customers - infrequent skiers who would benefit from the comfort and protection of our high-performance gear on the slopes - more attainable entry to GORE-TEX Products due to a more favorable price than individual ownership.

In an effort to reduce the environmental impact of cleaning our products between use, the team has also developed a consolidated maintenance service which has reduced inefficiencies throughout the process. The service is part of our commitment to accelerating circular business models, continuously enhance the durability of our products, and deliver our high-performance fabrics to existing and new markets, whilst also striving to minimize our overall impact.



"We are thrilled with the product and quality of the service, & our customers have been very happy with this option to get out on the hill & have a great experience in great gear."

- Matt Hupperts
Head of Rentals - EVO

Exploring New Solutions

In 2023, we applied our scientific rigor to identify possible opportunities to chemically recycle our products at their end-of-life. Our products are designed to be durable, which is one of the many reasons consumers ask for our products by name, but material utilization should still be considered at the end of product life. As we continue to balance our aspiration of expanding the boundaries of comfort, protection and sustainability, we recognize finding an end-of-life solution as an important initiative for our teams. Chemical recycling offers the opportunity for constituent materials to be reused and we believe Gore's technical capabilities can uniquely contribute to solving this industry-wide problem. Technical Associates in Fabrics have therefore spent over a year assessing what technologies are available for chemical recycling of laminates, and which are aligned with our values, strategic ambitions, materials and commercially viable. We will look to test and pilot different options in 2024, and explore scaling our actions in future years.

3,000 GARMENTS MAXIMIZED THROUGH SITKA'S REVIVE & REPAIR STORE

Collaborating With Others

This year, we collaborated with research partners and other brands to accelerate sustainable innovation across the sector:

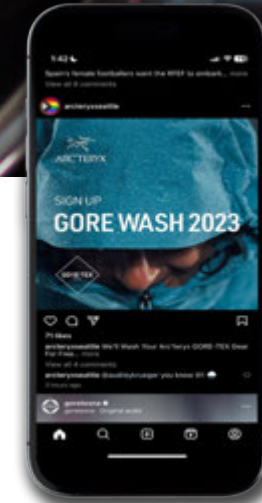
1. Our procurement team continued to collaborate with Fashion for Good to understand the pros and cons of chemical textile recycling, and to participate in Durability Research with University of Sweden and MISTRA sports & outdoors program (see more on p38).
2. Our Sitka Gear store offered repair of garments at its Revive & Repair Center, repairing over 3,000 garments to date as part of its commitment to maximize the life of its products.
3. We also scaled activity with the Arc'teryx brand, collaborating on approximately 50 wash and care weeks globally.



ARC'TERYX AND GORE TEAM UP TO CLEAN UP

We scaled activity with the Arc'teryx brand, collaborating on approximately 50 wash and care weeks globally.

Collaborating with leading brands helps us innovate for the future. A few years ago, we collaborated with adidas TERREX to distribute temporary repair patches with new GORE-TEX gear. While this program has ended, it highlights the opportunity we have to emphasize care and repair with our Customers and end users.



Promoting Longevity - Developing A Common Method For Measuring And Evaluating Durability

Globally, with the growth of fast fashion, the industry is producing more and more garments that are less durable and are used less, with the UN Convention on Climate Change predicting emissions from textile manufacturing alone are likely to rise by 60% by 2030. This mass production leads to increasing resource use, waste, pollution and generation of GHG that contribute to global warming. Designing garments that are more durable and promoting the extended use of fewer garments is vital if we are to conserve natural resources. In fact, it has been shown that prolonging the use of garments is the single most important factor to lower climate impact, reducing the carbon footprint of garments by an average of 49%.

However, there is currently no sector-wide methodology to measure product durability. An agreed methodology is vital to ascertain the condition of a garment, prolong garment life, and increase consumer confidence in the performance of resold/reused garments.



Fabrics is committed to the highest performance standards for all our products, with the durability of our products and textiles paramount to maintaining the highest quality standards for all of our products. In line with our commitments, the Fabrics organization is a key member of a collaborative research approach to pilot a common freely accessible industry standard measurement for product-specific durability. The measurement aims to account for garments function and performance, developing a standard that can be replicated for other clothing categories. Our involvement will also inform our innovation processes, ensuring we continue to pilot, test, and scale to make Gore fabrics with maximum durability as well as performance.



Research is led by the Sports Tech Research Centre at Mid Sweden University to ensure independence of the research outputs.

The project has received overwhelming interest from more than 45 organizations, including other sports apparel companies, public institutions, and environmental agencies around the world. Interest was far more than anticipated, highlighting the cross-industry interest in this topic and its relevance to a variety of stakeholders. Over 650 second-hand jackets were donated by a range of outdoor brands for visual inspection, over 6x more than expected.

Following the visual inspection of jackets and identifying common causes of failure, results will be verified using lab testing, before conducting a multi-stakeholder review of findings. If successful, the research group will then publish a standard proposal for durability measurement. This measurement can inform future regulation, Life-Cycle Assessment (LCA) calculations, improve product durability, inform circular design, and help companies like Gore to better understand the reuse potential of used clothing.

"The pilot project is an exciting opportunity to use Fabrics' experience in durability and high performance to contribute to accelerating the industry's understanding and action on designing products that are built to last. The methodology will enable a range of partners - from civil society, industry, and government - to extend the lifespan of garments."

- Marie Måve
Sustainability Stakeholder Engagement | Fabrics















45 | 650 | 6X

45 ORGANIZATIONS
650 JACKETS
6X MORE THAN EXPECTED



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

GORE SUSTAINABILITY GOALS¹

SECTION	RELATED MATERIAL TOPIC	GOALS	UN SDGs
ENVIRONMENTAL STEWARDSHIP	Product stewardship and chemicals management	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 our Fabrics Division by 2030. ● Work toward carbon neutrality by 2050 (scope 1 & 2 emissions). ●	 
	Environmental safety & health	Implement Environmental and Occupational Safety and Health (EOSH) Management Systems that are externally certified to ISO 14001 and ISO 45001 in all Gore manufacturing facilities by end of fiscal year 2027. ² ●	 
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. ● Achieve at least 80% favorable response rate in the Gore Associate Leadership Capability Index of our Culture Survey of Gore Associates. ●	 
	Employee & supplier diversity	Achieve year-over-year increases in our Medical Division annual spend with diverse suppliers. ●	 
	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 2027. ² ● 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. ● Improve global DART injury/illness rate by 5% in 2024 vs. 2023 baseline. ●	 
	Supply chain due diligence	Establish Supplier Code of Conduct by end of 2022 and drive contractual alignment with direct suppliers. ³ ●	 

● Goal achieved ● In progress ● Not achieved

¹ Last year's table included figures setting out our ambitions for the proportion of sustainability projects within our Innovation Portfolio. We have removed this from the table due to the dynamic nature of the portfolio and because we view it as an ambition, rather than a fixed goal.

² Note that this deadline has been extended by two years to allow time for our divisions to transition to our new organizational structure.

³ 100% alignment with contractors identified as high risk is now a regular business process.

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ABOUT THIS RESPONSIBILITY UPDATE

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

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

As cited, much of the data refers to Gore & Associates which includes Fabrics. This update covers the full year 2023 (January – December) of action carried out by Fabrics 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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