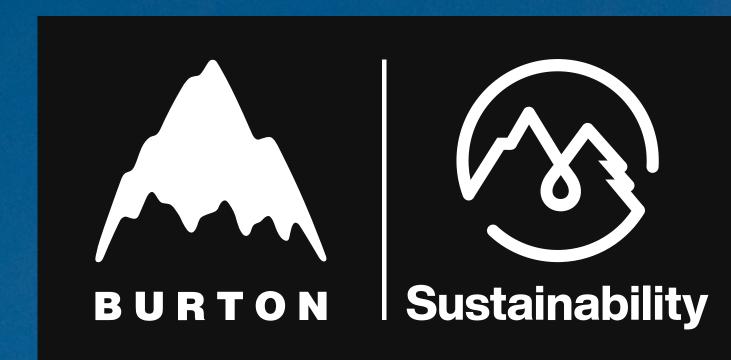
Our Path Forward, Together.



While we're aware of the long hike ahead of us, we're proud of our progress so far. See where we landed with our 2025 Goals, and follow us forward as we continue on our sustainability journey.





Our 2025 People & Planet Impact Goals

We can't succeed as a business without succeeding at sustainability. And true sustainability isn't just about climate, either—it's entwined with our wellbeing, social justice, and human rights. That's why, back in 2021, we set ambitious 2025 Sustainability Goals that reached across many aspects of our business.

Protecting all people, our planet, and our lifestyle.

Our goals included a wide range of categories so we could improve our impact across the board: from manufacturing, to packaging, office energy usage, and our fair labor standards. Making these goals a reality is hard work, but the health of all people, our planet, and our sport depends on it. We all have a role to play.

In 2021, we measured our comprehensive carbon footprint and set an ambitious plan to target reduction, in line with the latest climate science from the IPCC.





Climate Positive

We aim to be climate positive by reducing our emissions in line with a science-based target, removing the emissions we can't yet eliminate on our own, and advocating for system-level change.

REPORTING PERIOD: FY22

reduction in absolute emissions from Burton facilities & operations by 2030

reduction in scope 1 & 2 emissions from baseline

55%

reduction in supply chain emissions per unit of value added by 2030

Supply chain decarbonization takes time. Pilot projects are underway & building momentum!

Eco-Friendly Materials

Ensure our materials are sourced responsibly. Use safer chemistry & fewer resources. Responsibly design our packaging & eliminate single use plastic.

REPORTING PERIOD: WINTER 2023

1 Product

bluesign®

65%

Making Progress!

1000 nominated suppliers participating in the Higg FEM

nominated suppliers

We're learning more about environmental mgmt in our supply chain!

67%

500 Recycled Polyester

Almost there, let's go! 4400

renewable energy for Scope 2 greenhouse gas emissions

Let's go!

100%

Organic or Recycled Cotton

100%

Responsibly Sourced Down

100% Achieved, and now it's our standard!

Sourced Wool

Responsibly

Supply chain issues impacted our wool sourcing. We'll be back on track next season!

trims, & boot leather certified to a clean

soft good materials, trims, & boot leather chemistry standard

bluesign® & Leather Working Group approved fabrics 88%

10000 PFC-Tree Durable Water Repellency

Almost there! Still working on outerwear & gloves. 84%



Eco-Friendly Materials (CONT.)

1000 paper-based packaging FSC certified

78%

On track!

wood core materials from verified responsibly managed forests

We're in the process of reverifying our wood core supply chain!

1006 Recycleu packagii & designed to be landfill free

recycled packaging

Recycled Content 93%

Recyclable 73%

Plastic-Free Retail Packaging

We're coming for you, polybags! 73%

Circularity

All products are designed and manufactured with function and the full lifecycle in mind. Increase the volume of recycled materials in softgoods, hardgoods, and retail accessories.

REPORTING PERIOD: FY22

50%

of Global Product Warranty Claims Repaired

31%

Over halfway there!

Reimaging product ownership through circular business models

Stay tuned for some exciting new services we have underway!

Responsible Sourcing

Improve social responsibility performance and traceability across Burton's supply chain.

REPORTING PERIOD: FY22

Tier I (finished good) suppliers meet Fair Labor **Association and Burton** standards for sustainability

84%

Supply Chain Mapped
Through Tier II

Tier 1: 100%

Tier 2: 34%

Fair Compensation

Fair & equitable pay for Burton employees, contractors, and factory workers.

REPORTING PERIOD: FY22

the people who make

Burton products

Fair & equitable pay for Burton products

63%

1006 Fair & equitable pay for Burton employees & contractors

PENDING