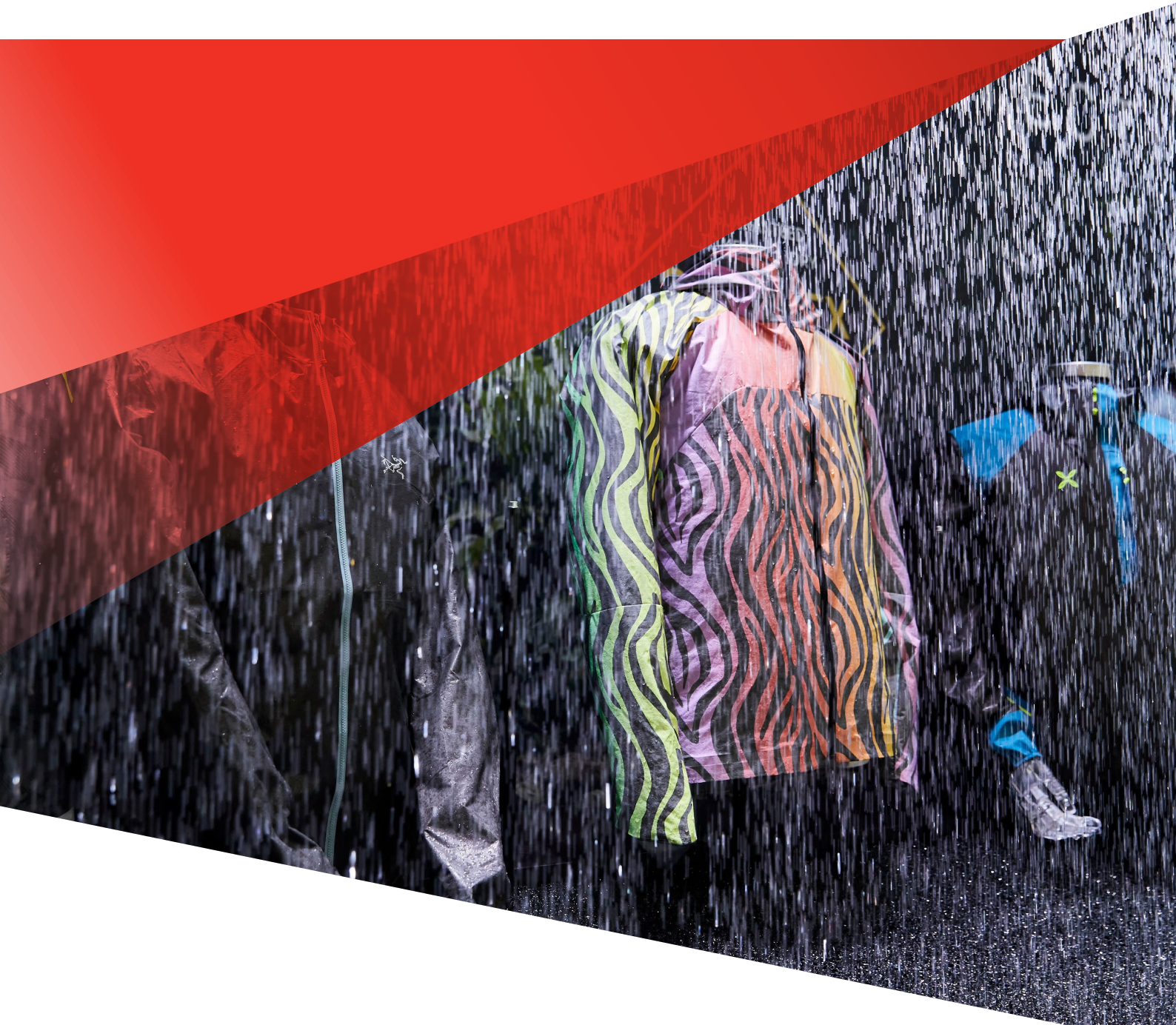
Together, improving life

GORE FABRICS DIVISION RESPONSIBILITY UPDATE 2019



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EDITORIAL

In 2019, again change seemed to be the only constant in life. While the world is already confronted with major social and environmental challenges like Global Warming, additional political, economic and societal issues continue to pile on. Equally for us at Gore, 2019 was a year full of opportunities and challenges – some triggered internally, others identified by collaborating with our external stakeholders.

In order to seize these opportunities, we continued working hard against the goals we have published already, but also assessed what other actions we might need to take. Understanding our Carbon Footprint and accelerating its reduction is an obvious example.

Like in the past years, this Responsibility Update 2019 will give a brief overview of what we have done to improve our impact on our environment, the people we work with and on our society.

Read about the advancements on our roadmap for eliminating PFCs of Environmental Concern (PFC_{EC}) from the lifecycle of our consumer products, for example publishing a PTFE incineration study and implementing a new hazard assessment approach for new materials. Learn about how we collaborate with a materials expert company in California's Silicon Valley to support this roadmap to further improving our environmental impact while creating high performing, durable products.

Learn also about further progress on bringing our "Guidelines for Social Responsibility" to life, working with OEKO-TEX® and bluesign® and collaborating with Higg on most up-to-date data on PTFE. Read about our new versatile GORE-TEX 3-Layer products with a PFC_{EC} free DWR and solution dyed backer made from recycled polyester, the completion of ISO 14001 certification of our plants, our Wash & Care pilot project as well as how a GORE-TEX athlete turned eco-friendlier.

I hope you enjoy reading our Responsibility Update 2019 and will stay in touch with Gore, watching out for more sustainability news to come in 2020 and beyond!

Kind regards,

Bernhard Kiehl

Bernhard Kiehl, Gore Fabrics Division Sustainability Leader

SIGNIFICANT PROGRESS MADE TOWARDS GORE FABRICS DIVISION'S PFC GOAL

Annual update on the "Gore Fabrics Division Goal and Roadmap for Eliminating PFCs of Environmental Concern" shows: key milestones achieved, some actions still delayed

In February 2017, Gore announced its Goal and Roadmap for Eliminating PFCs of Environmental Concern (PFC_{EC}) from the lifecycle of its consumer fabrics products following an intense and fruitful discussion with Greenpeace. This has led to an ambitious research and development (R&D) program for Gore that stretches over several years to 2023.

This program will allow Gore to develop new consumer outdoor products targeting the optimal combination of performance and improved environmental footprint. As Gore wants to make sure that its customers, end consumers and the broader public stays with it on this journey, Gore publishes regular updates on the progress the company is making in achieving its goals.

The latest progress report as of January 2020, that is accessible via Gore's website, includes the following milestones and related achievements:

Key:

Completed on time

On track

Delayed

Milestones	Status	Progress Made 2019
1. Eliminate PFC_{EC} from laminates that correlate with **85%** of finished consumer product units (jackets, shoes, gloves and accessories) by end of 2020, **100%** by 2023	Gore is currently dedicating more than 15 innovation projects within its fabrics and core technology divisions to develop new fluorinated and non-fluorinated technology over the coming years, making this a priority in our R&D portfolio. Although we are working very hard together with our suppliers on delivering against our plan, we have to accept that true innovation is nothing that can be guaranteed. Due to technical challenges we have met, we are currently working towards first shipments to customers. Complete elimination of PFC_{EC} is projected by the end of 2023.	
2. Gore introduces **new, non-fluorinated DWR** for A/W 2018 collection in Q2 2018	The new non-fluorinated Durable Water Repellency (DWR) was selected after a thorough screening and field test phase which demonstrated that this PFC_{EC} free DWR meets our performance standards for our general outdoor product range. It has also undergone hazard assessment. >50% of our general outdoor product portfolio transitioned in 2018 to this new PFC_{EC} free DWR. In 2019, we further increased this percentage.	

Significant Progress Made Towards Gore Fabrics Division's PFC Goal

Milestones	Status	Progress Made 2019
3. **Product labeling** that allows consumers to connect Gore progress to the fabrics products available in the retail market	We have developed a new product labeling framework, starting with PFC_{EC} free DWRs, and successfully implemented the framework with brand and retail partners.	
4. New ePTFE barriers made **without** using **PFC_{EC}** as polymerization aids	We and our suppliers were successful in developing new PTFE grades for fabrics that no longer require PFC_{EC} in their manufacturing. In late 2017, we began prototyping efforts with these new PTFE grades. We are currently making progress on developing initial products with the new PTFE grades made without PFC_{EC}. Commercial scale polymer availability is expected in 2021.	
5. **Alternative** membrane **materials** that are not based on fluorinated materials	We have been actively pursuing alternative materials at pace, in addition to ePTFE solutions. Following the evaluation of a range of options, we now have a focused effort on the most promising development paths. Major technical uncertainties have been addressed, but there is still technical work to do and this suggests a slightly longer timeline than we had originally anticipated.	
6. **PFC_{EC} free DWR** for the most technically challenging uses	The development of PFC_{EC} free DWR for highly demanding end-uses is a significant challenge ahead, but with close external collaboration we have narrowed our work to the most promising routes and are on track to achieve our goal.	

The achievement of two further milestones of the Gore Fabrics Division Goal and Roadmap for Eliminating PFCs of Environmental Concern (PFC_{EC}) – the publication of the PTFE incinerations study results as well as the implementation of a new approach to the standardized hazard assessment of chemicals – is described separately and in more detail on the following pages.

MILESTONE #7 ON GORE FABRICS DIVISION'S ROADMAP: PTFE INCINERATION STUDY RESULTS

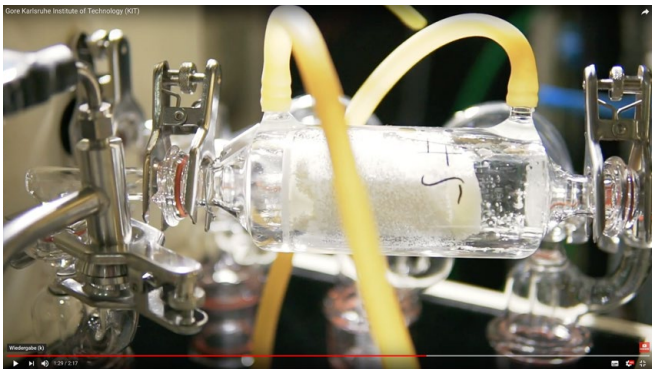
KIT and Gore published scientific study showing that combustion of apparel containing PTFE in municipal waste incinerator is environmentally safe

To examine what happens to PTFE (polytetrafluoroethylene), the core material of GORE-TEX products, at the end of its life – when it's thrown away and ends up in a municipal waste incinerator – and to investigate the possible generation of a broad range of PFCs of Environmental Concern (PFC_{EC}) under these conditions, Gore evaluated scientific resources world-wide and commissioned the Institute of Technical Chemistry at the Karlsruhe Institute for Technology (KIT), a world-renowned, government funded research university in Germany, to conduct a PTFE incineration study in its pilot size municipal incineration plant.

Karlsruhe Institute of Technology

A variety of stakeholders provided input on the draft of the study plan, and an independent third-party laboratory was selected to perform sample analyses. After a series of validation campaigns in 2017 and 2018, the experimental campaign at the KIT itself was carried out in February 2018. The scientists tested the PTFE by burning PTFE pellets supplied by Gore with natural gas, wood pellets and air in a pilot incinerator that recreates the conditions of a typical municipal incinerator at a city waste facility and at a scale exponentially larger than laboratory experiments.

A short video on the making of the study can be viewed online at www.youtube.com/watch?v=2u1pgUzCN9Q&feature=youtu.be



Milestones #7 and #8 on Gore Fabrics Division's Roadmap

To summarize the findings of the study: none of the PFCs of Environmental Concern (PFC_{EC}) investigated during the combustion of PTFE under standard municipal incineration conditions could be detected at significant levels above ubiquitous background concentrations. PTFE, under standard municipal waste incineration, is essentially transformed to carbon dioxide and hydrogen fluoride. Consequently, municipal incineration of PTFE using best available technologies should be considered an acceptable form of waste treatment and would not pose an environmental concern.

To make these findings available to a broader audience, in 2019, KIT and Gore published the study in Chemosphere, Volume 226, July 2019, Pages 898-906, a peer-reviewed, international scientific journal.

Chemosphere Journal

The full paper is available online at
https://doi.org/10.1016/j.chemosphere.2019.03.191

MILESTONE #8 ON GORE FABRICS DIVISION'S ROADMAP: NEW APPROACH TO THE ASSESSMENT OF CHEMICAL HAZARDS

Gore developed and implemented a new standardized approach to the hazard assessment of chemicals to make better material choices and improve product safety

Beyond its long-standing work with the bluesign® system and the STANDARD 100 by OEKO-TEX®, Gore has always looked for ways to further improve its way of managing chemicals that are used in its supply chain and for the production of GORE-TEX garments.

In order to rapidly screen the properties of new materials that result from Gore's current innovation program, in 2019 Gore's product safety and chemical compliance experts evaluated a range of emerging methodologies, which allowed them to develop and deploy additional protocols for Gore's fabrics portfolio. Gore's Fabrics Division started to implement this new standardized hazard assessment approach, that has also been reviewed by third party experts, already in December 2018.

Milestones #7 and #8 on
Gore Fabrics Division's Roadmap

Interview with Jon Hammerschmidt, Gore Fabrics Division Sustainability Technical Champion

Jon Hammerschmidt

Why, in essence, did Gore work on a new standardized hazard assessment approach?

JH: We see the early identification and assessment of inherent human health and environmental hazards as integral to the new product development process and the progression towards better material selection. By making informed material choices early in the process, we can focus on innovation knowing the materials involved will deliver performance and product safety.

What does the implementation of this new approach mean to Gore?

JH: We commit to early assessment of inherent hazard so that innovators have the knowledge to make informed material selection. Providing feedback on the assessment to suppliers may also encourage alternative material provision to Gore. This new tool empowers Associates to become more aware of the materials with which they work. Combining the early hazard assessment with the independent third-party comprehensive hazard assessment prior to commercialization of a new consumer-oriented fabrics material should provide end users of our products with increased confidence in the safety of our products.

Why is the assessment of chemical hazards so important to the outdoor industry?

JH: New product development provides opportunity for innovation and continuous improvement. By assessing the inherent hazard of materials, we can select materials that perform as intended and minimize hazard. We seek to avoid "regrettable substitutions" by systematically down-selecting innovative materials that provide product performance and comparatively selecting materials presenting the best inherent hazard profile when new materials are first introduced. In so doing, we prospectively select the best performing materials with the best inherent hazard profiles. This is the future of new product development that will enhance our product portfolio and positively impact chemical risk management.

GORE FABRICS DIVISION INCREASED NUMBER OF PRODUCTS CERTIFIED BY OEKO-TEX® AND BLUESIGN®

Key goal in chemical management reached ahead of time: 85% of Gore's consumer laminate volume bluesign® approved

An essential element of Gore Fabrics Division's sustainability strategy and product promise is using chemicals responsibly and safely to protect workers, consumers, and the environment. The company has been leveraging independent validation for more than 25 years. To ensure the highest quality and safety of its products, Gore in particular works with two credible third-party schemes: the bluesign® system and the STANDARD 100 by OEKO-TEX®.

Gore has defined ambitious goals in eliminating PFCs of Environmental Concern from its products as well as obtaining respected third-party safety certification of its products. In 2017, the Gore Fabrics Division publicly announced its intention to achieve bluesign® approval for 85% of the laminate volume sold into consumer garments, and 100% of that volume to be certified according to STANDARD 100 by OEKO-TEX® certification, not later than 2020.

And Gore delivered against these goals ahead of time: by early 2019, already 95% of Gore's consumer garment laminates were certified according to the STANDARD 100 by OEKO-TEX®, and the rest manufactured according to its requirements. The goal of obtaining bluesign® approved status for 85% of Gore's consumer garment laminate volume was met in March 2019 yet – far more than a year ahead of the original timing.

"We are extremely proud that we achieved 85% bluesign® approval of our consumer garment laminate volume well ahead of the 2020 deadline. This is strong evidence for the commitment of our suppliers as well as of Gore towards continuous improvement in responsible manufacturing and product safety. It also supports our confidence that our second goal is near: having 100% of our consumer garment laminates certified according to STANDARD 100 by OEKO-TEX®."

Kilian Hochrein, Product Stewardship

Gore Fabrics Division Increased Number of Products Certified by OEKO-TEX® and bluesign®

About the bluesign® system

The bluesign® system is a profound and comprehensive chemical management, environmental, safety, and certification scheme for the textile industry. bluesign® also acts as trusted source for sustainability expertise along the distributed textile supply chains. Confidentiality allows bluesign® to access and assess chemical information that is otherwise considered proprietary. As a result, textile companies can choose safer chemistries from the thoroughly reviewed "white list", called the bluesign® finder. The chemicals listed here have also been recognized for highest level of conformance with requirements of the Zero Discharge of Hazardous Chemicals (ZDHC) gateway.

In 2010, all manufacturing sites of Gore's Fabrics Division were successfully audited to partner in the bluesign® system. Since then, Gore has been working with its partners to promote and implement the bluesign® system throughout the entire supply chains, aiming at providing "bluesign® approved" Gore laminates to its brand partners. A cornerstone of this certification is that it only allows using chemicals of traceable origin which have been recognized as safe, based on comprehensive, trustworthy information.

For more information visit www.bluesign.com

About OEKO-TEX® and its STANDARD 100

The OEKO-TEX® consortium consists of 18 independent textile testing and research institutes in Europe and Asia. Together, they are continuously developing test methods and limit values for the textile and leather industry. This provides incentives or innovation and development of high-quality products. Its mission is to create trust in textiles and leather. This trust is supported by testing for a wide array of harmful substances, ensuring that products are safe to wear.

Gore started working with OEKO-TEX® in the early nineties and obtained its first certificate around Gore's line of functional fabrics in 1996. Gore has since adopted the STANDARD 100 by OEKO-TEX® as its product safety baseline.

For more information visit www.oeko-tex.com

NEW HIGG DATA LOWER ENVIRONMENTAL IMPACT SCORE OF PTFE

New Higg dataset measured by its Material Sustainability Index reflecting modern manufacturing techniques significantly lowers PTFE's score and makes textile selection the key driver for the environmental impact of Gore laminates

Gore is a founding member of the Sustainable Apparel Coalition (SAC) that – among other activities – develops and promotes the Higg Index, a suite of tools that enables brands, retailers, and facilities of all sizes – at every stage in their sustainability journey – to precisely measure and score a company or product's sustainability performance. The Higg Index delivers a holistic overview that empowers businesses to make meaningful improvements that protect the well-being of factory workers, local communities, and the environment.

Interview with Ben Bowers, Product Environmental Footprint Specialist

How did Gore contribute to the further development of the Higg Index in 2019? Is there any specific outcome that you would want to highlight?

BB: In 2019 Gore worked with the SAC to update the dataset being used to score the environmental impact of PTFE in the Material Sustainability Index (MSI). The previous PTFE dataset was based on outdated manufacturing processes. The update brought the data used to score PTFE in line with current manufacturing practices and lowered the overall impact of the PTFE as measured by MSI significantly.

Gore has also been instrumental in finalizing the framework for the upcoming Higg Product Footprint Module and the new MSI website. Gore continues to participate on the Higg Index Product Advisory Council which provides feedback and oversight to the SAC on the product tools of the Higg Index.

Ben Bowers

New Higg Data Lower Environmental Impact Score of PTFE

Why is the update of the PTFE dataset so important? And what does it mean to Gore and GORE-TEX products?

BB: This change represents an improvement in the MSI specifically with regards to modern manufacturing techniques. The update of PTFE is the first round of an overall update to all the datasets in the MSI which will bring them all in line with more modern manufacturing techniques. This means that overall the scores will become more accurate as the process which they represent will now be more likely to reflect the current state of manufacturing.

From a Gore perspective, this will significantly reduce the environmental impact score of our membranes as a portion of our overall laminate score. This means that the textile selections which will be the key drivers for environmental impact in our laminates.

Furthermore, for the GORE-TEX INFINIUM™ line, the additional impact of the film is further reduced due to the light weight nature of the film. This means that this line is able to add additional technical functionality to a textile with minimal additional environmental impact.

Which further progress do you expect in 2020?

BB: 2020 will be an exciting year for the SAC and Higg. In 2020 the SAC will be launching their product environmental footprint tool as well as a new MSI website. The new Higg product module is being designed to cover the cradle-to-grave impact of products taking important factors such as durability into account. 2020 will also see an update of the MSI database to more recent data as well as adding additional functionality to the interface of the tool.

For more information on SAC and the Higg Index visit https://apparelcoalition.org/the-higg-index/

The Higg Product Modul (PM) will measure the environmental impact a product makes throughout its life-cycle. This can include how much water a product uses, how much energy it consumes, even how it affects the overall global climate. By assessing life-cycle impact, brands, retailers, and manufacturers can make improvements to produce apparel, footwear, and textiles more responsibly.

The Higg PM will help companies assess the full life-cycle impact of a final product for a fraction of the time and cost life-cycle assessment tools typically require. The tool will show how products in any category compare to one another and what life-cycle stages or production processes contribute the most impact. The tool will also have the potential for integration with a business' own internal systems for measuring and generating analytics.

Expected to launch in 2020, the Higg PM will allow users to calculate environmental impacts for numerous apparel, footwear, and textile products when produced at industrial scale. This is a critical step toward future product labeling and potential environmental legislation.

FURTHER GORE-TEX PRODUCTS WITH IMPROVED ENVIRONMENTAL FOOTPRINT LAUNCHED

Gore presented new versatile GORE-TEX 3-Layer products with PFC_{EC} free DWR and a solution-dyed backer made from recycled polyester

With the launch of a new versatile GORE-TEX 3-Layer laminate at the ISPO fair in Munich in February 2019, Gore made another key step on its journey to develop fit-for-use performance fabric offerings that improve the environmental footprint of outdoor apparel, while meeting expectations regarding durable comfort and protection.

The versatile, durably waterproof, windproof and breathable outdoor jackets, made with the new GORE-TEX 3-Layer laminates, feature a new recycled and solution-dyed polyester backer, and a durable water-repellent treatment (DWR) of the face fabric that is free of PFCs of Environmental Concern (PFC_{EC} free DWR).

The new 3-Layer garments engineered with GORE-TEX product technology provide everyday versatility by delivering the right level of durable protection and comfort for a wide range of urban and general outdoor activities. These range from camping, hiking and adventure travelling, to golfing, skiing, and other sporting activities. The new 3-Layer jackets are waterproof and come with the GORE-TEX GUARANTEED TO KEEP YOU DRY™ promise.

Ryder Pingry, Product Specialist at Gore's Fabrics Division, explains: "Our latest innovation is extremely versatile for everyday use and offers a lot of benefits. Certainly, it is durably waterproof, windproof and very breathable with a comfortable touch and feel. The new 3-Layer versatile hard shells provide an optimal combination of performance and improved environmental footprint."

The new PFC_{EC} free DWR has been thoroughly tested by Gore with excellent results and has been on the market with GORE-TEX 2-Layer products since the autumn/winter season 2018. The selected PFC_{EC} free DWR is approved by bluesign® system and meets the criteria set forth in the STANDARD 100 by OEKO-TEX®.

To evaluate and compare DWR chemistries, Gore utilizes proprietary test methods. These tests are conducted in Gore's labs and rain room, which simulate consumer usage conditions. In addition to Gore's lab tests, extensive field trials in Scotland and the USA with general outdoor users

Further GORE-TEX Products with Improved Environmental Footprint Launched

(hiking, outdoor walking, casual outdoor, outdoor working, and urban commuting) have demonstrated that more than 90% of the test users are satisfied with the performance of the new PFC_{EC} free DWR featured in 3-Layer GORE-TEX garments.

Gore worked for more than a year with its supply chain to develop a completely new, recycled and solution-dyed yarn, resulting in the lowest denier it has ever produced. Approximately 4.000 recycled plastic bottles are used to make 1.000 meters of the new backer textile.

Solution dyeing is a yarn-dyeing technology with a simple, but smart difference to conventional dyeing techniques. During the solution-dyeing process, dyestuffs are mixed with the nylon or polyester pellets prior to spinning into yarn. The resulting yarn is permanently, deeply colored and ready to be woven into fabrics. This process saves about 96% of Global Warming Potential and 88% of Water Scarcity compared to conventional jet dying (according to the Higg Material Sustainability Index).

"From a sustainability perspective, the new GORE-TEX 3-Layer is a key product. It comes with a PFC_{EC} free DWR plus a backer made from recycled and solution-dyed materials."

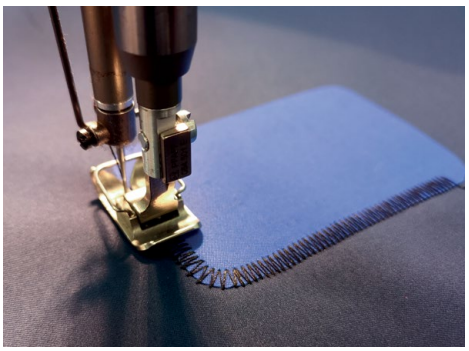
Bernhard Kiehl, Gore Fabrics Division Sustainability Leader

GORE FABRICS DIVISION ENCOURAGES CONSUMERS TO PROPER WASH AND CARE OF OUTDOOR APPAREL

Through proper wash, care and repair, also consumers can take their share of responsibility, since prolonging the functional performance and useful life of outdoor gear is the best way to reduce its environmental footprint

Sustainability is a journey that can only be successful if everyone – from manufacturers and retailers to the end users of outdoor apparel – is aware and takes responsibility to make it a success. Through proper care of their garments, consumers can take their share of responsibility for protecting the environment since good routine care, in particular of the Durable Water Repellency (DWR), will maintain excellent performance and thus can extend the useful life of GORE-TEX gear, which remains the most effective way to reduce its environmental footprint. This has been proven by scientific Life Cycle Assessment (LCA) studies that Gore made to assess the entire lifespan of a finished GORE-TEX product from "cradle to grave."

Gore wishes to reinforce the importance of proper garment cleaning and care, and seeks support with its brand partners and retailers to educate consumers on the recommended wash and care requirements of GORE-TEX garment. This initiative not only helps consumers optimize the performance of their outdoor gear, but also prolong its useful life, resulting in a lower environmental footprint. Gore offers detailed advice on proper care – as well as on repair – of GORE-TEX gear via a variety of sources, such as Gore websites, videos on YouTube and ongoing activities on several social media platforms.



Gore Fabrics Division Encourages Consumers to Proper Wash and Care of Outdoor Apparel

Caring for GORE-TEX fabrics and repeatedly restoring its water repellency is easy. In general, users should follow the manufacturer's wash instructions for their product to remove dirt and sweat from the garment, then dry the garment. Once it's dry, it should be tumbled dry for a further 20 minutes. Applying heat to the garment reactivates the DWR treatment and both water repellency and comfort are improved. The same procedure should be applied to any brand-new GORE-TEX jacket, or other outerwear to activate its DWR properly prior to being used outside for the first time.

For outdoor enthusiast looking for professional services that help prolong the useful life of their gear, in 2018, Gore launched a "Wash & Care" pilot project, available in Germany and Austria. The pilot project was delivered in partnership with external washing experts to assess the opportunity for Gore of providing a professional care and reproofing service for GORE-TEX garments to consumers. Services on offer included washing and drying as well as refreshing the durable water repellent (DWR) treatment. Consumers could register online, post their gear to the team, and it was returned only two working days later. Having successfully finished the pilot phase, Gore is currently working on plans to establish its "Wash & Care" project permanently in Germany and Austria, and will consider expanding its reach to other key markets in Europe, and beyond.

In case a GORE-TEX garment got damaged, Gore offers easy-to-use Fabric Repair Kits to outdoor enthusiasts that need a temporary solution to a tear or hole in their gear. These patches allow users to make instant repairs that ensure their outerwear stays waterproof until permanent repair of their gear is possible. For professional solutions to a damage, consumer can then follow-up with one of the 25 Gore-authorized Repair Centers around the world, or with the manufacturing brand directly. In order to meet the increasing demand for professional repair, in 2019 Gore expanded its network of authorized Repair Centers by adding eight new addresses to its list.

The list of Gore-authorized Repair Centers around the world is available at www.gore-tex.com/support/repairs

"Our Wash & Care service does address a real consumer need. And consumers appreciated the quality and convenience of the service. This encourages us to establish the care service as a permanent offer and look into opportunities to expand to other markets."

Tobias Höreth, Consumer Experience Specialist

GORE TO EXPLORE INNOVATIVE PERFORMANCE MATERIALS TOGETHER WITH EXTERNAL EXPERTS

Gore Innovation Center and Checkerspot announced collaboration on high performance textiles

In November 2019, W. L. Gore & Associates announced a new collaboration between Checkerspot, a materials startup company, headquartered in Berkeley, California, and the Silicon Valley-based Gore Innovation Center. This collaboration will bring together Checkerspot's expertise in bio-based polymers and biotechnology with Gore's decades of experience in high performance apparel. Together, both companies will explore innovative materials development with the goal of delivering high performance textile coatings with improved environmental profiles.

Checkerspot's team leverages biotechnology and industrial fermentation processes to deliver unique materials not previously accessible at commercial scale. The company unlocks and expands nature's molecular palette of novel building blocks to produce new materials with superior performance characteristics.

Linda Elkins, leader, Gore Innovation Center, said: "We are excited to forge a relationship with Checkerspot and look forward to exploring opportunities with other like-minded organizations in the future."

This collaboration will also include expertise from Beyond Surface Technologies (BST), a Swiss company whose mission is to create textile finishes with the lowest environmental impact, causing no unnecessary harm without compromising on performance. BST is currently developing renewable plant-based finishes as alternatives to conventional per-fluorinated compounds (PFC) and is a partner of Checkerspot.

Mike Magyar, Technical Scout, Gore Innovation Center, commented: "Targeting specific use cases and applications, we design, prototype and test new materials with Gore's state-of-the-art facilities while leveraging the expertise and capabilities of our Fabrics Division. Our material science expertise and decades of industry experience help pioneering startups like Checkerspot turn concepts into realities and achieve mutually beneficial goals."

Charles Dimmler, CEO, Checkerspot, said: "We are excited about this collaboration. Our goal is to commercialize best-in-class performance materials developed with sustainability as a key consideration and promote similar change across industries beyond apparel."

Gore to Explore Innovative Performance Materials Together with External Experts

About Checkerspot

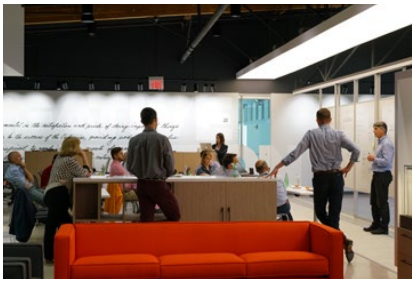
Checkerspot designs performance materials at a molecular level. It does this by optimizing microbes to bio-manufacture unique structural oils produced in nature, but not previously accessible at commercial scale. Checkerspot's first materials are next generation polyurethanes and textile finishes designed to improve the performance of consumer products. The company is currently commercializing a performance composite engineered into skis and sold through the brand WNDR Alpine, as well as algal oil formulated into miDori® BioWick and sold in partnership with Beyond Surface Technologies. Checkerspot's mission is to expand the palette of molecular building blocks for high performance and sustainable materials.

CHECKERSPOT

For more information visit
https://checkerspot.com/

About the Gore Innovation Center

The Gore Innovation Center is an 11.000 square feet co-innovation space and lab, located in California's Silicon Valley. There, startups, researchers, corporations and customers can collaborate with Gore innovators on difficult advanced materials challenges in Medical, Fabrics, Automotive, Aerospace, Industrial, Electronics, and Digital Health applications to create new business opportunities and value for all partners. The mission of the Gore Innovation Center is to seek out and integrate complementary emerging technologies that expand Gore's capabilities and create new product opportunities. It is part of Gore's efforts to reinvigorate innovation, a key initiative of the Gore Enterprise strategy that was introduced in 2015.



For more information visit
www.gore.com/innovation-center

"The Gore Innovation Center is proud to contribute to Gore Fabrics Division's efforts to apply material science and engineering expertise to improve the environmental profile of outdoor apparel."

**Linda Elkins, Leader,
Gore Innovation Center**

"By engaging directly with product developers and collaborating with socially responsible partners, we are able to design and bring to market superior products with better, more sustainable materials."

**Charles Dimmler, CEO,
Checkerspot**

"We continuously strive to optimize the combination of performance and sustainability credentials within our fabrics products."

**Mike Magyar, Technical Scout,
Gore Innovation Center**

NOW ALL PLANTS OF THE GORE FABRICS DIVISION WORLDWIDE CERTIFIED ACCORDING TO ISO 14001

Big step forward in Gore's environmental management efforts: also manufacturing plant for fabrics products in Putzbrunn achieved ISO 14001 certification

In November 2019, Gore's fabrics manufacturing plant in Putzbrunn, Bavaria, has been certified according to the environmental and quality management standard ISO 14001. With this certification, all three Gore-owned plants around the world that manufacture fabrics products are now compliant with this globally accepted standard for environmental and quality management systems.

Bernhard Kiehl, Gore Fabrics Division Sustainability Leader says: "This ISO 14001 certification emphasizes our commitment to comply with the same high standards, partly going beyond legal requirement, in all plants of our Fabrics Division worldwide – for a smaller environmental footprint and safe working conditions."

Bernhard Kiehl, Gore Fabrics Division Sustainability Leader (right) and Stefan Glowacz, adventure climber and member of the GORE-TEX athlete team, during a visit to the Putzbrunn plant

ISO 14001 was presented by the International Organization for Standardization (ISO) in 1996. It specifies worldwide accepted requirements for environmental management systems that enable organizations to improve its environmental footprint, comply with legal and other duties, and achieve its environmental goals. This international standard focusses on the concept of "continuous improvement", based on the "plan-do-check-act" process cycle.

Now All Plants of the Gore Fabrics Division Worldwide Certified According to ISO 14001

Environmental protection, together with social aspects, play a key role in the sustainability strategy of Gore's Fabrics Division. Worldwide accepted standards of environmental management, such as ISO 14001, help establish internationally consistent processes at the plants in order to identify potential improvements within Gore's environmental management system and support its implementation.

Daniel Eckardt, Regional Quality Leader Europe at Gore's Fabrics Division and in charge of the ISO 14001 introduction in Putzbrunn, says: "I am glad that we received this important certification. Our team did an excellent job, and I am proud of the fact that we at PU3 – that's how we call this plant internally – completed the range of ISO 14001 certified fabrics manufacturing plants of Gore's Fabrics Division around the world."

In 2010, Gore began establishing management systems at their manufacturing plants for fabrics products inspired by the ISO standard. In order to obtain ISO standard 14001 certification, the plant in Putzbrunn was asked to fulfill a range of specific tasks and requirements similar to the Gore manufacturing plants for fabrics products in Elk Mills, US and Shenzhen, China:

- Identify significant environmental impacts such as gas or electrical energy usage and the waste from plants;
- Monitor energy usage to achieve sustainable energy reductions;
- Measure environmental impact through greenhouse gas emissions;
- Track projects to show progress;
- Comply with all legal requirements relating to the environmental performance of Gore's people, processes, plant and products (4Ps); an example would be meeting the requirements of Gore's environmental permit;
- Follow operational controls, meaning that Gore follows proper procedures for handling and storage of chemicals, and has trained Associates for emergencies in place.

Daniel Eckardt shares the team's high motivation to work hard on preparing for the audit and certification in Putzbrunn, and also knows about its reasons: "Ensuring that our impact on the environment becomes transparent was one of the most important steps to make all Gore Associates understand and accept the true value of our activities for improving our environmental footprint."

CERTIFICATE

This is to certify that

W.L. Gore & Associates GmbH
Geschäftsbereich Textillaminate
Hermann-Oberth-Straße 24
85640 Putzbrunn
Germany

has implemented and maintains an **Environmental Management System**.

Scope:
Development, production and distribution of textile laminates and inserts

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 14001 : 2015

Certificate registration no. 003566 UM15
Valid from 2019-11-15
Valid until 2022-11-14
Date of certification 2019-11-15

DQS GmbH

Markus Bieker
Managing Director

Accredited Body: DQS GmbH, Augsburger Straße 21, 85423 Pfaffenhofen am Mein, Germany

Daniel Eckardt (far right) and the members of the Putzbrunn project team (from left): Andreas Schneider, Beate Stiff, Christian Schwab, Elena Holzwarth, Michael Klaerner. Not pictured: Lisa Kretzberg.

MANIFOLD GSR ACTIVITIES PRODUCING PROGRESS THROUGHOUT GORE FABRICS DIVISION'S SUPPLY CHAIN

Verification of Higg Facility Social & Labor Module at Gore plant in Shenzhen, China, marks key milestone in Gore's Social Responsibility Program 2019

As a responsible company, Gore is committed to conducting its business with integrity, both legally and ethically. In support of these values, aligned with broadly accepted industry-specific standards, Gore has adopted Guidelines on Social Responsibility (GSR) – as a "Code of Conduct".

Interview with Evre Kaynak and Kenan Ercel, Gore Social Responsibility Experts

Which have been the key activities of Gore's GSR program in 2019?

EK: Our GSR program covers three different segments of the supply chain:

The first includes Gore's own manufacturing facilities: in August 2019, Gore fabrics manufacturing facility in Shenzhen, China underwent a Higg Facility Social & Labor Module (FSLM) verification for an independent assessment of its social compliance performance. In line with our commitment to transparency, the results have been published on the Higg Portal, available for review by our business partners. Our manufacturing plants in Putzbrunn, Germany and Elk Mills, USA are in the process of completing the FSLM self-assessment with a view to verification.

The second segment includes our suppliers where Gore's own direct-to-consumer brands are produced: Gore Fabrics' direct-to-consumer business for runners and bikers, branded GORE WEAR®, became affiliates of the Fair Labor Association (FLA) in 2012 and earned FLA accreditation in 2017.

In 2019, GORE WEAR® also joined over 140 apparel and footwear brands in endorsing the Commitment to Responsible Recruitment, an industry effort, driven by the American Apparel & Footwear Association (AAFA) and the Fair Labor Association, to address potential forced labor risks for migrant workers in the global supply chain.

Evre Kaynak

For more information on the Commitment to Responsible Recruitment visit
https://www.aafaglobal.org/AAFA/Solutions_Pages/Commitment_to_Responsible_Recruitment

Manifold GSR Activities Producing Progress Throughout Gore Fabrics Division's Supply Chain

And finally, the third segment includes GORE-TEX customers (Trademark Licensees) and their production facilities. We've been pushing forward with our 3-step GSR program engaging with our Trademark Licensees with the overarching goal of fair labor conditions along the value chain.

Having completed the first step with our consumer-oriented fabrics licensees, where the goal was aligning on an equivalent Code of Conduct, we are now in the second step of the program, aiming at gaining confidence that our customers have a management system in place to monitor compliance with that Code of Conduct in their Gore-applicable facilities making finished products. With our technical-oriented fabrics licensees, we are at the first step of the GSR program and have achieved Code of Conduct alignment with more than half of these customers.

Is there any specific GSR project, that you would personally want to highlight?

KE: No matter how good you might think your labor practices are, you cannot know that for sure without an independent third-party verification. Self-assessment, while an indispensable part of any good management system, is incomplete and potentially misleading without an independent external assessment. This is why the Higg Facility Social & Labor Module (FSLM) verification at our Shenzhen manufacturing plant in 2019 was an important milestone in Gore's social compliance journey.

Kenan Ercel

Two experienced auditors from a Higg-certified, reputable service provider, visited the facility and conducted extensive document review and interviews with employees and management in addition to a thorough inspection of the production areas. Overall, the results were quite satisfactory, demonstrating adherence to fair labor standards, including some best practices such as full employer contribution to the Housing Provident Fund – regrettably, still a rare occurrence in China.

However, the verification also identified some opportunities. To make the most of this learning opportunity, we opted for all three levels of the FSLM tool, including "Above & Beyond", which covers practices that go beyond national and international standards and seek to elevate workplace well-being and community impact.

On a personal level, the verification process was both gratifying and humbling. On the one hand, it is very satisfactory when auditors confirm that our social compliance performance meets and sometimes exceeds industry standards. On the other hand, the experience can be quite humbling when we do not meet the auditor's expectations. This triggers a healthy conversation how industry best practices might be reflected in Gore's special culture of flat hierarchies, matrix organization and freedom for the individual.

Manifold GSR Activities Producing Progress Throughout Gore Fabrics Division's Supply Chain

We will be working to address the opportunities identified in the verification with goal of improving our scores the next time around. In the meantime, we are happy to share the verified Higg FSLM results with our business partners in line with Gore's commitment to industrywide collaboration and transparency.

What will be the next steps that Gore is planning to make in its GSR program?

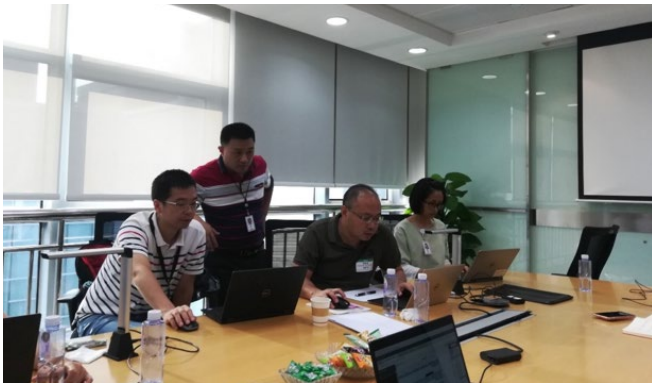
EK: Using the same supply chain segmentation mentioned earlier, our GSR activities in 2020 will include the following:

For Gore's own manufacturing facilities, we are planning for Higg FSLM verification in both our plants in Germany and the US. And we anticipate to repeat this exercise in all three facilities in the following years for the sake of continuous improvement.

In 2020, GORE WEAR® will be taking steps toward disclosing its cut-and-sew suppliers publicly as per a new transparency initiative that the Fair Labor Association has rolled out for its affiliates.

As far as Gore's trademark licensees are concerned, we will continue our efforts to engage with our customers to promote healthy working conditions in finished goods manufacturing. It is pretty unique for a textile supplier like the Gore Fabrics Division, to engage about the working conditions downstream in the supply chain, but we want to be proud of the finished products made from our GORE-TEX fabrics and believe in respect and fairness to be important principles that should guide our and our partners' business conduct.

Gore's Guidelines on Social Responsibility (GSR) can be found online at
https://www.gore-tex.com/sites/default/files/assets/Gore-Fabrics_Guidelines_Social_Responsibility.pdf



Auditor (second from the left) reviewing policy and procedure documentation with help from Gore staff

Auditor (second from the left) inspecting the production area

GORE-TEX ATHLETE GREG HILL TALKS ABOUT HABITS AND HOW HE CHANGED HIS LIFE

The famous ski mountaineer and sustainability enthusiast explains how everybody can make his or her outdoor life eco-friendlier

Greg Hill

Nurtured and cared for a long time, but hardly ever questioned habits become convenient and smoothly functioning routines – but that alone does not make them ideal. Canada's record-breaking ski mountaineer and member of the GORE-TEX athlete team, Greg Hill talks about habits and explains how he managed to transition from a record-fixated to an environmentally conscious outdoor athlete:

"It's very easy to have eco-anxiety as we watch the world change before our eyes. To me the best way to beat this anxiety is to act and make personal changes.

The first step is easy: Start caring and become conscious of your impacts. A great way to explore this is to use a carbon calculator which will point out where your environmental footprint is the heaviest.

Typically travelling less is a key step and recognizing that backyard adventures are where it's at. I have found local adventures to be the most rewarding because the memories are always triggered when you see that peak, and are reminded of the excursion.

And: the more human powered you can be, the better. Believe me, the fitness, the challenges and then the rewards are so much bigger when it's earned with a heartbeat and heavy breathing.

The good news is that there are more and more options available, eco-hotels, eco-adventures, eco-travel. All these are conscious choices but so worthwhile. The same trip, executed with an environmental twist becomes more rewarding.

Once you start questioning your habits regarding the environment, you see a lot of things that you could do better. At first it all seems hard, but after a while it feels completely normal like you've never done it differently. So, these changes become habits and then they are simply a way of living.

You only need to make small changes to protect what you love. You just have to get started and then push through – good for you, good for the environment!"

GORE-TEX Athlete Greg Hill Talks About Habits and How He Changed His Life

In essence, Greg's approach to making outdoor life eco-friendlier can be summarized by the following five tips:

1. Check yourself!
2. Keep it local!
3. Trust your muscle power!
4. Adjust your goals!
5. Change small things and turn them into habits!

For listening to Greg's explanations, visit https://youtu.be/7XTIHaBwEoM

Greg Hill is a ski mountaineer living in Revelstoke, British Columbia, Canada. Sponsored by the GORE-TEX brand, he has traveled the world seeking adventure. With the recent climate crises, from wildfires to hurricanes, he has become aware of how the emissions from his air and car travel are negatively impacting the environment. Greg has since dedicated himself to seeking new ways to adventure that do not contribute as much to climate change.

ABOUT GORE

W. L. Gore & Associates is a global materials science company dedicated to transforming industries and improving lives. Since 1958, Gore has solved complex technical challenges in demanding environments – from outer space to the world's highest peaks to the inner workings of the human body. With more than 10,500 Associates and a strong, team-oriented culture, Gore generates annual revenues of $3.7 billion. **www.gore.com**

ABOUT FABRICS DIVISION

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

CONTACT

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