

W. L. GORE & ASSOCIATES | 2023 |

SUSTAINABILITY UPDATE

EXECUTIVE SUMMARY



Together, improving life



Gore at a Glance

Gore is a global materials science company with thousands of products across a wide range of fields, from high-performance fabrics to implantable medical devices and products that reduce emissions, explore space and solve other complex challenges.

- Founded in 1958 by Bill and Vieve Gore
- Almost \$5 billion in annual revenues
- More than 3,500 unique inventions worldwide
- Nearly 13,000 Associates across 25-plus countries
- One of the largest U.S. privately held companies
- Manufacturing operations in the U.S., Germany, the U.K., Netherlands, China and Japan
- Consistently recognized as a Great Place to Work[®]
- Recognized by Fast Company as one of the most innovative workplaces

OUR BUSINESS DIVISIONS



Medical

Our medical devices treat a range of cardiovascular and other complex health conditions, with more than 55 million implanted over more than 45 years.



Performance Solutions

We create solutions that make our customers' products and processes safer, cleaner, more reliable, durable and efficient across industries, including aerospace, automotive, mobile electronics and more.



Fabrics

After revolutionizing the outerwear industry with waterproof, breathable GORE-TEX[®] fabric more than 45 years ago, we continue to break new ground with innovative fabrics that provide comfort and protection in challenging environments and everyday life.

NEW IN 2024



Specialty

Our Specialty group includes businesses focused on clean energy solutions, pharmaceutical processing and life science technologies, and Gore's leading brand of ELIXIR[®] consumer guitar strings.

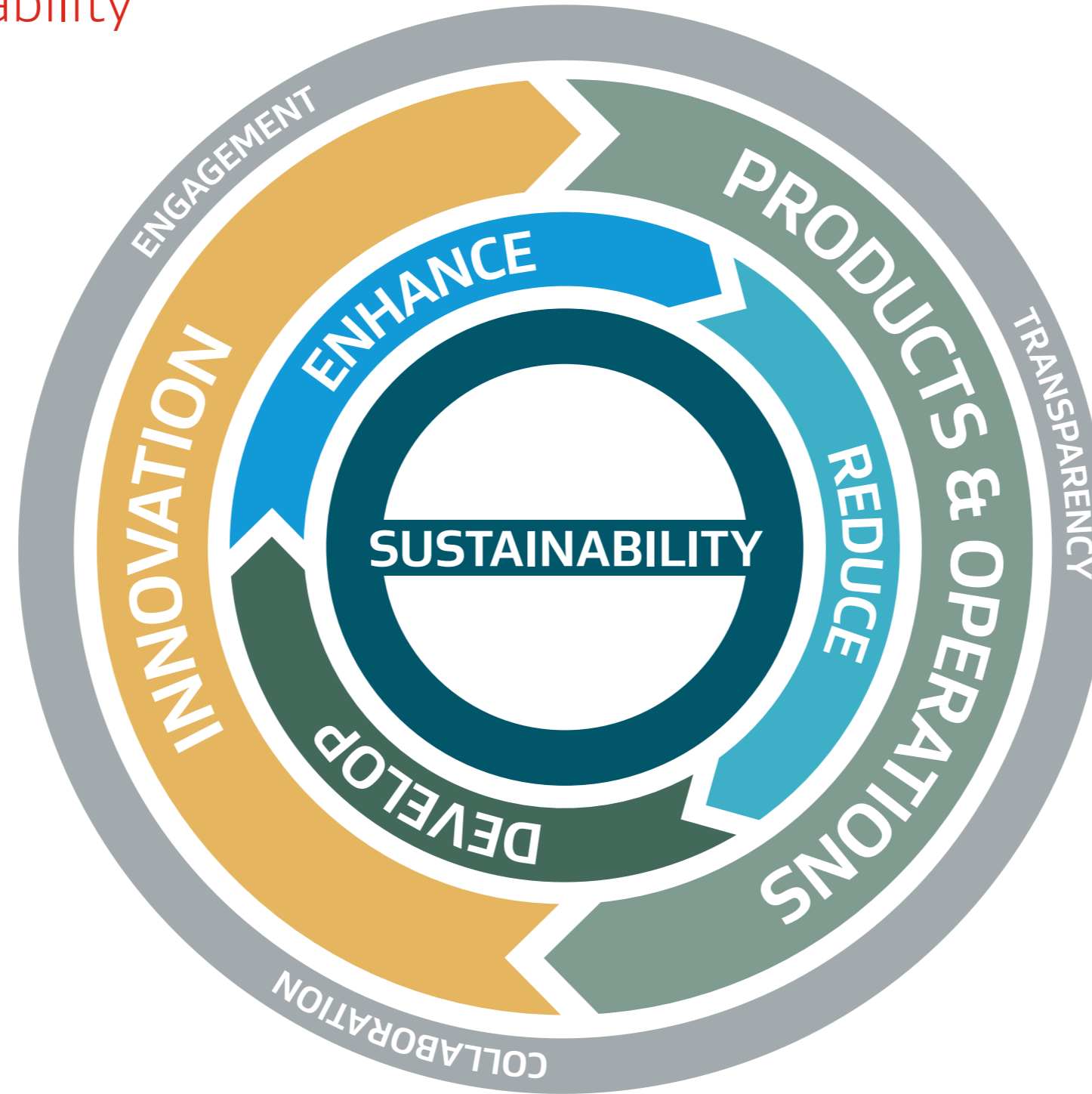
A new chapter

Historically, we have organized our businesses in three divisions, Medical, Performance Solutions and Fabrics, which are the basis for our reporting in this Update. In late 2023, we began shifting to a new organizational structure that embeds our core technology and support teams into the four groups shown in this table to simplify how we innovate and collaborate. The updated structure will be reflected in future reporting.

Our Approach to Sustainability

Our aspiration is that the value our innovations bring to society is bigger than the potential negative impact of our products and operations in terms of environmental or social footprint over their life cycle. Our strategy is therefore built around the following strategic imperatives:

- Innovation: Create meaningful innovations that maximize value to society by addressing global sustainability challenges.
- Products & Operations: Continuously seek ways to minimize the footprint of our products and potential negative impacts of our operations.



DEVELOP

Develop solutions to address global sustainability challenges, add value and drive growth

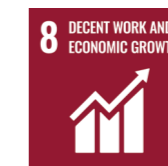
REDUCE

Reduce environmental impact of our products. Leverage technology and circularity




ENHANCE

Enhance positive social impact, build sustainability culture and nurture talent















Related UN SDGS



2023 Highlights of the Year

<p>Purposeful Innovation</p> 	<p>100+ innovation projects under way focusing on sustainability</p>	<p>55%-60% of current R&D investment focused on projects to enhance wellbeing</p>	<p>14% of current R&D investment focused on environmental sustainability</p>	<p>25+ years of experience in proton exchange membranes (PEM) leveraged in development of our new PEM for water electrolysis</p>	<p>1st off-the-shelf single-branch thoracic endoprosthesis (TBE) for U.S. patients: the GORE® TAG® TBE, just one of many medical breakthroughs</p>
<p>Environmental Stewardship</p> 	<p>21% reduction in scope 1 & 2 emissions, driven by new renewable energy contracts in U.S. West and Japan</p>	<p>44% of our electricity now comes from renewable sources, up from 26% in 2022</p>	<p>11% reduction in Fabrics scope 3 emissions</p>	<p>44% of our manufacturing plants certified to ISO 14001, including all our Fabrics Division plants and all but one in our Performance Solutions Division</p>	<p>100% of countries where we have manufacturing plants now gathering and disclosing data on waste</p>
<p>Enhancing our Social Impact</p> 	<p>100% score on the Human Rights Campaign Corporate Equality Index</p>	<p>12 average hours of professional development training per Associate</p>	<p>1,600 new e-learning courses on topics including leadership, collaboration and AI</p>	<p>1st year for which we can provide global DART rates, the industry standard metric for workplace incidents</p>	<p>\$1.3 million donated to the U.S. United Way employee giving campaign, plus more than 18,200 hours' volunteer time</p>

Our Sustainability Goals¹

PILLAR	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. ●	
Environmental safety & health	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.

Key Sustainability Metrics¹

PILLAR	RELATED MATERIAL TOPIC	METRIC	CY2021	CY2022	CY2023	
ENVIRONMENTAL STEWARDSHIP	Greenhouse gas (GHG) emissions	Scope 1	59 ktCO ₂ e	58 ktCO ₂ e	56 ktCO ₂ e	
		Scope 2 (market-based)	87 ktCO ₂ e	77 ktCO ₂ e	51 ktCO ₂ e	
		Scope 1&2 (total)	146 ktCO ₂ e	135 ktCO ₂ e	107 ktCO ₂ e	
		Fabrics Division: scope 3	231 ktCO ₂ e	243 ktCO ₂ e	218 ktCO ₂ e	
	Energy	Energy consumption (fuel)	281,000 MWh	277,000 MWh	268,000 MWh	
		Energy consumption (electricity)	229,000 MWh	227,000 MWh	225,000 MWh	
		Energy consumption (total) ²	513,000 MWh	507,000 MWh	496,000 MWh	
	Environmental safety & health	ISO 14001 plants certified	33%	39%	44%	
		Waste (hazardous)	n/a	21%	18%	
		Waste (non-hazardous)	n/a	79%	82%	
		Waste (total) ³	n/a	5,090 metric tons	8,400 metric tons	
	ENHANCING OUR SOCIAL IMPACT	Employee & supplier diversity	Associates (male)	60%	59%	58%
			Associates (female)	40%	41%	42%
Associates (total)			~12,000	~12,800	~13,000	
Safe, healthy workplaces		U.S. DART	3.3	3.9	3.6	
		Global DART	n/a	n/a	2.8	



Find out more about our work to put sustainability at the heart of our operations and read our full Sustainability Update at [gore.com](https://www.gore.com)
www.gore.com/resources/enterprise-sustainability-update-2023

¹ Due to rounding, numbers presented on this table may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

² Includes steam (around 1% of the total).

³ Waste is categorized as hazardous or non-hazardous according to country legal definitions and GRI Standard guidance. Waste data for CY2022 does not include Japan and U.K.