CARBON UPDATE 2020

W. L. Gore & Associates

Together, improving life

About the report

This document is the first effort to report our activities related to carbon reduction of W. L. Gore & Associates, which provides a summary of Gore's performance in calendar year 2020 (January 1 – December 31), unless otherwise noted. For the purposes of this report, references to "our," "we," "us," "the enterprise" or "Gore" refer to the entity W. L. Gore & Associates, Inc., and its consolidated subsidiaries. The scope of this report includes facilities owned and operated by Gore and excludes sales offices.

"Carbon emissions", "GHG emissions" and "scope 1, 2, 3 emissions" refer to the sum of emissions (measured as equivalents of Carbon Dioxide [CO_2e] as defined by the Greenhouse Gas (GHG) Protocol Corporate Standard). The report was prepared with reference to the Global Reporting Initiative (GRI) Standards (GRI 302: Energy 2016 and GRI 305: Emissions 2016). A GRI Content Index is available at the end of the report. No external validation was conducted, the presented figures reflect our internal controls. Due to rounding, numbers presented throughout this document may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

About Gore

W. L. Gore & Associates is a global materials science company dedicated to transforming industries and improving lives. Founded in 1958, Gore has solved complex technical challenges in the most demanding environments — from outer space to the world's highest peaks to the inner workings of the human body.

Our advanced materials science capabilities produced through our Core Technology group are at the center of the products and innovations from our Fabrics, Medical Products and Performance Solutions Divisions which are found in more than 15 industries — apparel, industrial processing, implantable medical devices, and more. Today, with $3.8 billion in annual revenues, the enterprise is privately owned. Gore has more than 11,500 Associates with manufacturing facilities in the United States, Germany, United Kingdom, Japan and China, and sales offices around the world.

A Message from Our President, CEO and Chair

In 1958, my grandparents, Bill and Vieve Gore founded W. L. Gore & Associates because they believed they could make a positive contribution to the world. From our earliest days as a wire and cable company supporting the nascent computer industry in connecting societies across the globe, we have always been an Enterprise dedicated to improving life. This ethos is alive today in our diverse portfolio of products that safeguard our environment, protect first responders and improve patient outcomes.

Today, as the world faces the unprecedented challenges of climate change, we recognize that how we operate is just as critical to contributing to a better world as what we produce. And so, I am proud to introduce our first public report on our progress toward promoting a low-carbon economy with this 2020 Carbon Update.

Two years ago, we approved a set of ambitious goals to reduce Gore's carbon footprint in alignment with the Paris Agreement and Goal 13 of the United Nations Sustainable Development Goals. As an Enterprise, we have targeted a 60% reduction in scope 1 & 2 facility-related emissions by 2030 and carbon neutrality in our operations by 2050. In November of last year, we sharpened our focus with a milestone goal of a 50% reduction in our scope 1 & 2 emissions by 2025 to ensure we remain on track to achieve our 2030 goal. Our Fabrics Division has set an additional goal of a 35% reduction in scope 3 product-related carbon emissions by 2030.

I'm also proud to point to our commitment over the last fifty years of innovating solutions that enable our customers to operate in an environmentally responsible way. Filtration technologies allow our industrial customers to attain near-zero-emissions and neutralize hazardous gaseous molecules found within industrial flue gas. Fuel cell technology that facilitates clean energy solutions. And vents that protect solar panels and other equipment that make clean energy possible. We have and will continue to invest in solutions to complex environmental problems. And we will approach our efforts to reduce our environmental impact with the same energy and enthusiasm, standing behind those goals as we stand behind our product claims.

This work results from the tireless work of a passionate team of Associates from around the world, and I want to thank them for their dedication in coordinating our efforts and putting this report together to highlight how we are doing our part to mitigate the effects of climate change. Looking ahead, as we continue to progress towards our goals, it will require even more effort and we will undergo even more change. But we are at our best when faced with a complex problem. My grandfather used to say that "we are confronted with insurmountable opportunities" because, within the challenge, we see possibility.

I look forward to working with our Associates, business partners, customers and communities around the world to achieve our collective goals of a healthy planet that accommodates us all in a sustainable and just way so that together, we can improve the lives of future generations.

Sincerely,

Bret A. Snyder
CEO, W. L. Gore & Associates, Inc.

Introduction

The threat of global climate change is one of the most pressing challenges of our time and businesses cannot afford to ignore the environmental impact they leave on the societies and communities they serve. Customers expect more from their suppliers. Employees — or in our case, Associates — expect more from their employers. And the general public, including the communities with whom we have relationships, expects more from business.

Gore is committed to responsible business practices, doing the right thing for people, our communities and the environment. We aim to make a positive difference in the world, which is reflected in our shared promise, *Together, improving life*, and guided by creating exceptional Associate experiences, customer experiences and business outcomes. At the same time, we carefully consider the effects of our products and operations on the environment, as well as on the health and well-being of all people.

For over fifty years we have applied our materials science expertise to deliver innovative solutions to environmental challenges for our customers, but we recognize the responsibility to do our fair share in the transformation of our own operations to contribute to a decarbonized economy. Gore's broader sustainability strategy is focused on two tracks with specific goals and targets: operations and innovations. The operations track is the basis for our first carbon update report, which supports our progress in managing our environmental footprint and the social impacts of our value chains.

Carbon Reduction: Goals

Sustainability-focused initiatives have been conducted across our organization for many years, supporting our commitment to responsible business practices and respect for the environment. In recent years, we recognized the need to advance these efforts, and in 2018 we formed a team to connect these existing initiatives and create a holistic and accelerated enterprise-wide sustainability program.

The team first conducted a materiality analysis aligned with the United Nations (UN) Sustainable Development Goals (SDG) of 2015. Goal 13 of the UN SDG on Climate Action, which the UN defines as taking "urgent action to combat climate change and its impacts," quickly emerged as a focus area for further development. The team worked with external experts to define a methodology for establishing carbon reduction goals for Gore and presented Gore leadership with a proposal to set specific targets for reducing our carbon emissions.

In 2020, the Enterprise Leadership Team and the Board of Directors approved carbon reduction goals for the Gore enterprise:

- 60% reduction in absolute carbon-scope 1 & 2 (facility-related) emissions no later than 2030;
- Work to achieve carbon neutrality by 2050 (scope 1 & 2 emissions).

The target reduction percentages are based on our consumption levels in the 2016 calendar year, which represents a typical annual level of energy consumption for Gore. In November 2021, our CEO and Enterprise Leadership Team approved an enterprise carbon reduction milestone of a 50% reduction of our scope 1 & 2 emissions by 2025 to ensure we are set up to meet the 2030 goal.

Gore has adopted a science-based approach to adequately address our fair share reduction of greenhouse gas emissions. Our carbon reduction goal is also aligned with the commitment of the Paris Agreement to limit global temperature rise by no more than 1.5°C. We follow the Greenhouse Gas (GHG) Protocol Corporate Standard to calculate greenhouse gas emissions, and location-based emissions derive from International Energy Agency (IEA) protocols.

In addition to our enterprise-wide carbon reduction goals, recognizing the specific high share of upstream carbon emissions in its business model, our Fabrics Division has set a goal for product-related (scope 3) carbon emissions:

- Reduce the Fabrics Division's absolute product-related carbon emission of its GORE-TEX Products[1] (scope 3) by 35% by 2030[2].

Learn more about our Fabrics Division's goal on page 5.

[1] GORE-TEX Products refers to all products sold by our Fabrics Division.
[2] The established scope 3 goal is consistent with reductions required to keep global warming well-below 2° Celsius.

Carbon Reduction: Strategy

Improving Gore's carbon footprint means utilizing systems that allow us to measure impact, set goals and systematically work towards these goals through implementation of a broad portfolio of activities spanning our enterprise. Our sustainability strategy and goals are approved by our Board of Directors and initiatives are supported by our CEO and Enterprise Leadership Team. At the enterprise level, we have established an Enterprise Carbon Reduction Team to support our strategy and internal activities, focused on energy-related GHG scope 1 & 2 emissions.

Sustainability leaders and teams in each of our three divisions — Fabrics, Medical and Performance Solutions — address specific customer and business needs and support our enterprise carbon goals. The divisions are supported by Associates from a range of functions such as procurement, facilities, environmental, and health and safety, to drive broad collaboration across and within our divisions. We continue to implement management systems (according to ISO 14001 and ISO 45001) in all manufacturing plants that allow the divisions to set and execute specific operational goals.

We seek to achieve our goals by improving equipment and process efficiencies, generating renewable energy onsite, and increasing our purchases of electricity from renewable sources. Our teams are focused on four identified fields of action to address scope 1 & 2 emissions and energy consumption:

- **Data**: Projects to improve and standardize data collection regarding electricity and fuel consumption, including establishing a GHG Inventory based on energy billing and measured data.
- **Efficiency**: A globally coordinated approach to improve equipment and process efficiencies including energy audits and implementation of plant energy teams. Smaller, plant-specific opportunities, such as air handling and building envelope improvements, are also managed locally.
- **Renewables**: Generating renewable electricity on site. We have installed solar PV (photovoltaic) systems in Putzbrunn, Germany and in Phoenix, Arizona.
- **Purchasing**: Sourcing renewable electricity whenever is possible and when it cannot be generated on site. By 2020 we had successfully completed contracts to purchase renewable electricity for facilities in Germany and the United Kingdom and continue to pursue purchasing agreements supply renewable electricity to facilities in China, Japan and the United States.

Energy Initiatives: Scope 1 & 2

How we use our energy is as important as where we get it. Across the globe we have initiated projects and programs to ensure we source and consume energy in an efficient and responsible way, including:

- Piloting an Energy Data Management System in the Europe, Middle East, and Africa (EMEA) region.
- Launching several local projects to improve compressed air systems, Heating, Ventilation, and Air Conditioning (HVAC) systems, heating & cooling systems, and lighting systems in the EMEA region based on the results of EN 16247 energy audits conducted in 2019.
- Instituting a program to implement the installation of solar PV systems globally.
- Evaluating the results of audits conducted by plant energy teams and planning new projects based on those results. In 2021, we carried out energy audits of seven of our highest energy consuming plants in the U.S., China, and Japan (the audited plants contributed 40% of our total scope 1 & 2 CO_2e emissions baseline from 2016). These audits help us better understand how our plants consume energy and identify opportunities for energy reduction. The projects planned for 2022 execution include plant-specific projects as well as thematic projects which offer improvements across our facilities.

In 2020, our total energy consumption was just over 475,000 MWh, a figure representing an approximate 3% decrease in the average energy consumed in each of the previous four years (**Figure 1**). Most of this decrease was the result of replacing or refurbishing older equipment through several larger changes of production operations. For example, across our U.S. East locations, we consolidated production from three locations to one resulting in a decrease of 9,600 MWh, respectively, though these were offset by an increase in production at another facility in Maryland, which increased consumption by 4,500 MWh.

To date, the majority of our efforts around reducing energy consumption have focused on electricity usage. In 2020, 224,000 MWh of electricity was consumed, including purchased and consumed steam, heating and cooling. Approximately 24% of that came from renewable sources, with 76% from non-renewables. Through the efforts outlined above, this ratio will change significantly over the next few years as we work to source more renewable electricity from external suppliers worldwide and continue to invest in self-generated renewable electricity, namely through the installation of PV panels in our individual facilities.

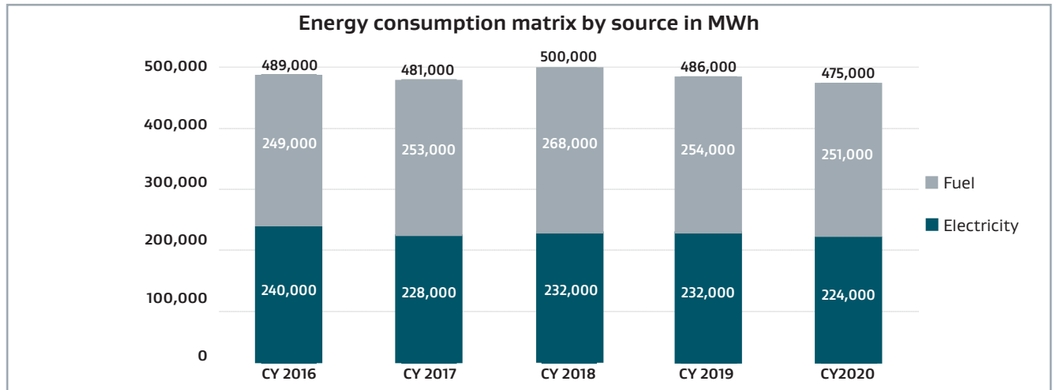

Figure 1: *Energy consumption by source for the years 2016–2020.*

Fuel consumption presents an opportunity for additional progress. We currently do not source any of our fuel from renewable sources, due to limited availability. In 2020, nearly 251,000 MWh of energy consumed was sourced by fossil fuels, the vast majority from natural gas (**Figure 2**).

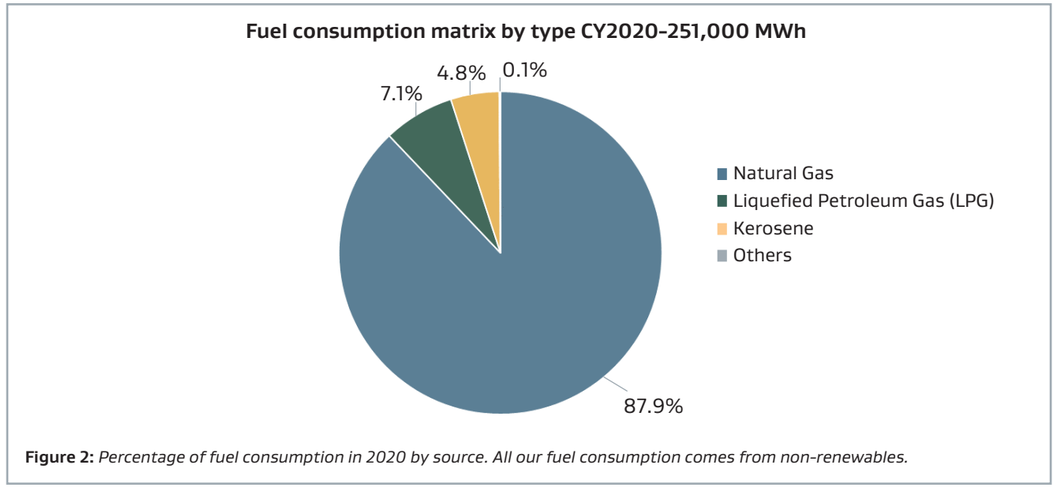

Figure 2: *Percentage of fuel consumption in 2020 by source. All our fuel consumption comes from non-renewables.*

Carbon Emissions: Scope 1 & 2

To focus on the majority of our carbon emissions, we started by looking at energy usage related to Gore-owned or controlled sources of emissions (scope 1) and power-generation emissions (scope 2). We currently track more than 95% of our total scope 1 & 2 emissions and plan to address further greenhouse gas emissions from additional sources, such as those from process-related auxiliaries, gasoline/diesel consumption from company vehicles, energy consumption from sales offices and refrigerants from chillers.

We track several different key performance indicators (KPIs) to measure our progress towards our carbon and energy reduction goals. Facility-related carbon reduction goals at an enterprise level for scope 1 & 2 emissions are tracked against our 2025, 2030 and 2050 reduction goals from our 2016 baseline. Each of our divisions measure energy consumption and have established KPIs to track their progress towards our 2025 and 2030 goals.

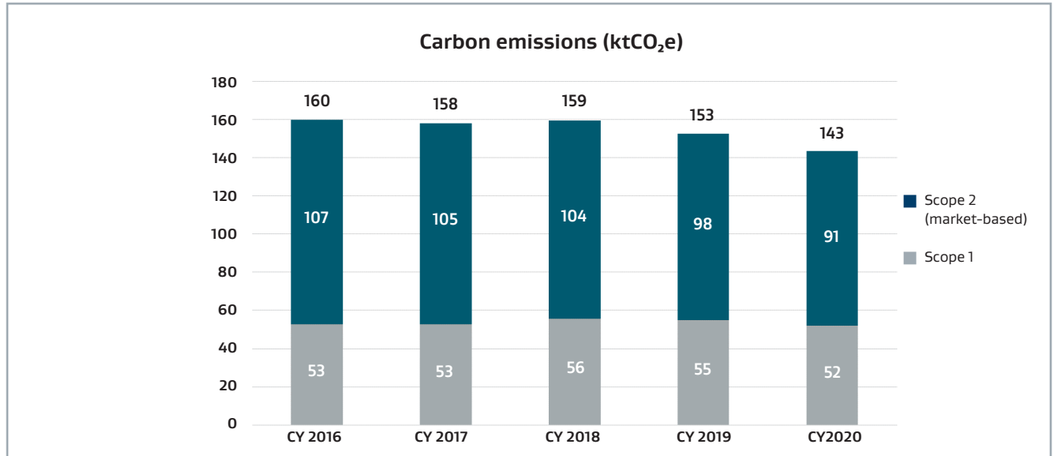

Figure 3: *Carbon emissions by scope for the years 2016–2020. Scope 1 refers to direct emissions from owned or controlled sources. Scope 2 reflects indirect emissions from the generation of purchased electricity (and purchased heat, steam and cooling) consumed by the company.*

In 2020, as a result of the initiatives described above, our CO_2e emissions dropped about 10% from the average amount of emissions over the previous four years (**Figure 3**). This is equivalent to roughly 143 metric kilotons of CO_2e generated by our facilities, which is equivalent to the amount of carbon that 184,400 acres of forest — slightly larger than the city of Chicago — can sequester in a year to compensate for that impact (U.S. EPA Greenhouse Gas Equivalencies Calculator). The reduction in our scope 1 & 2 carbon emissions was not significantly impacted by the pandemic since our status as an essential manufacturer ensured that our operations carried on with increased health and safety measures.

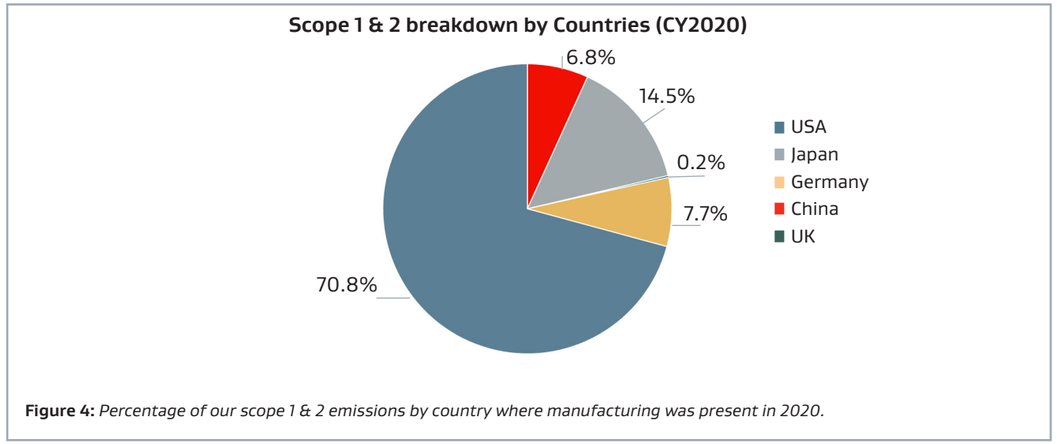

Figure 4: *Percentage of our scope 1 & 2 emissions by country where manufacturing was present in 2020.*

Gore manufacturing plants located in the U.S. generated the largest percentage of our scope 1 & 2 carbon emissions in 2020 (**Figure 4**). This is primarily the result of the higher number of facilities located in the U.S. where our facilities and equipment are in average older than in other countries. By contrast, Gore operates fewer facilities in Germany, and is also home to one of our newest and most modern plants which was designed to be the first GHG-emission-free facility in the enterprise from 2022 on.

Fabrics Division Carbon Emissions: Scope 3

In 2020, Gore's Fabrics Division completed a thorough evaluation of its carbon footprint and established a scope 3 carbon emission reduction goal, in addition to the enterprise-level scope 1 & 2 goals. Using the year 2016 as the baseline, our Fabrics Division followed a rigorous science-based methodology in line with the GHG Protocol Corporate Standard and the 'Science Based Target initiative's Apparel and Footwear' Guidance.[3] Our Fabrics Division is dedicated to reduce its absolute product-related carbon emission of its GORE-TEX Products[4] (scope 3) by 35% by 2030[5].

To achieve the absolute carbon reduction goals, as set in 2020, our Fabrics Division defined several key action areas:

- Reducing energy consumption at manufacturing sites and, as quickly as possible, switching to 100% renewable electricity supply
- Optimizing product design by deploying lower footprint, durably performing materials
- Working with the supply chain to lower energy consumption, phase out fossil fuels for onsite power generation — with coal as primary focus — and develop pathways to switching to renewable electricity supply to reduce their plants' emissions, switching from fossil fuel to renewable energy use while increasing efficiency
- Increasing data quality and transparency across the value chain through using and promoting the Sustainable Apparel Coalition's Higg facility tools (Higg FEM and FSLM) and Higg product tools (Higg MSI).

[3] Gore's Fabrics Division worked with a renowned external consultant and used the (Science Based Target initiative) SBTi methodology, but has not yet submitted its approach to SBTi for verification.
[4] GORE-TEX Products refers to all products sold by our Fabrics Division.
[5] The established scope 3 goal is consistent with reductions required to keep global warming well-below 2° Celsius.

Our Fabrics Division reported its carbon footprint scope 3 emissions in 2016 and 2019. According to the evaluation of the 2020 scope 3 emissions, our Fabrics Division recorded, in absolute figures, total emissions of 188 kilotons (kt) carbon dioxide equivalent (CO_2e). Compared to the year before, carbon emissions in 2020 declined by some 30 percent, primarily driven by a decrease in production volumes resulting from the COVID-19 pandemic. Also changes in work processes, such as a rise in remote work and a decline in business travel, contributed to the reduction of carbons emissions in 2020 (**Figures 5 and 6**).

Measuring footprint reductions, particularly for raw materials sourced from suppliers, remains challenging, and the carbon footprint of our Fabrics Division is currently still strongly correlated with production volumes. Since volumes have bounced back considerably throughout 2021, Fabrics believes it will see a corresponding increase of the 2021 footprint. Our Fabrics Division remains convinced that — despite the expected increase of its 2021 footprint — it is still in a good position for reaching its 2030 carbon reduction goal.

For more information about our Fabrics Division's specific efforts, please read the Gore Fabrics Division Responsibility Update (**on gore-tex.com**).

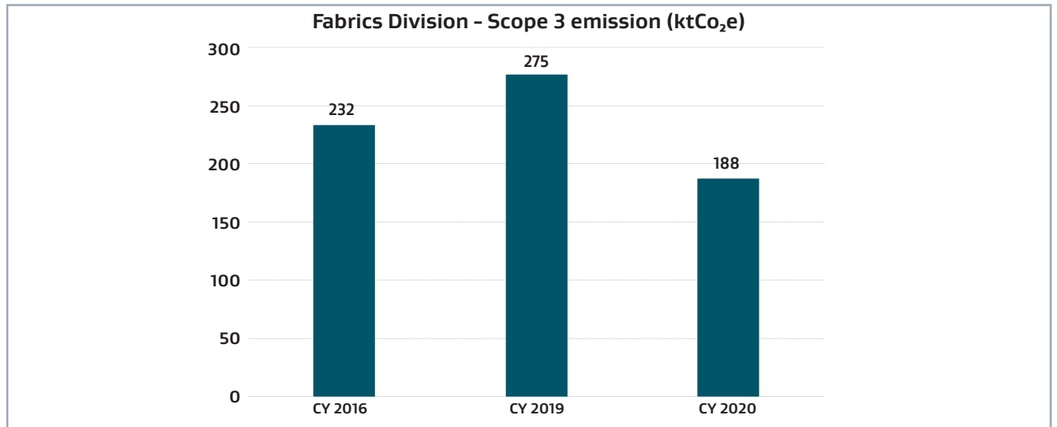

Figure 5: *Levels of scope 3 CO_2e emissions by metric ton for the years 2019 and 2020 within our Fabrics Division.*

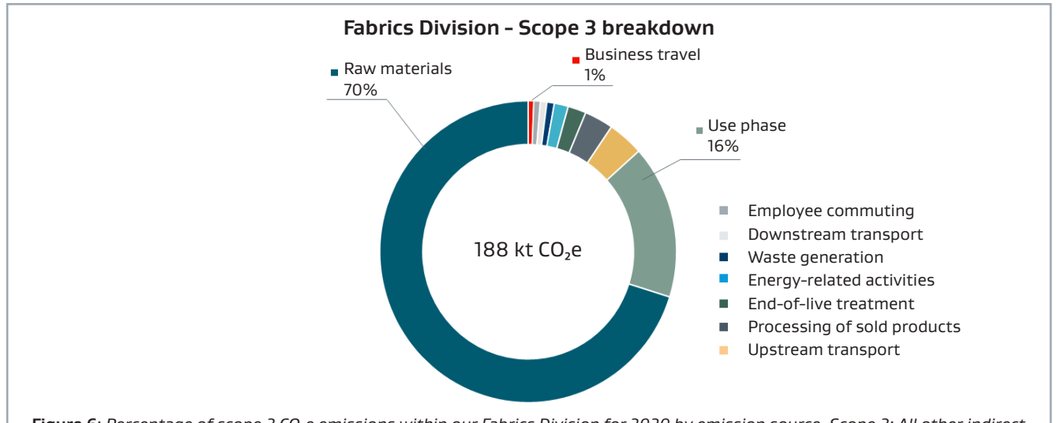

Figure 6: *Percentage of scope 3 CO_2e emissions within our Fabrics Division for 2020 by emission source. Scope 3: All other indirect emissions that occur in a company's value chain. Our Fabrics Division focusses on the following three upstream categories:*

- *Raw materials: Primarily textiles purchased by the operation for manufacturing its products*
- *Business travel: Not the biggest area of impact, but an area that every Gore Associate can influence directly*
- *Use phase: Emissions generated from maintaining final products, like running a washing machine or tumble dryer*

Responsible Innovation

In addition to our operations-based carbon reduction activities, we are working to build ways to include carbon-related measures and improvements into all areas of our business — from new exploration to mature portfolios. Understanding that our materials and technologies have the power to make a tangible difference in mitigating complex climate and environmental problems, we have begun to develop more holistic strategies towards sustainability-focused innovation. Climate change-related opportunities are considered part of the strategy for new business development as well as specific product areas such as clean energy, filtration, performance apparel and e-mobility.

In June 2021, our Performance Solutions Division formed a Clean Energy Business group specifically to invest in opportunities to pursue innovations aligned with our shared promise, *Together, improving life*. We maintain an innovation Center of Excellence (iCOE), which is exploring carbon-related innovation such as Carbon Capture Utilization and Storage and seeking additional external partnerships through our Innovation Center in Silicon Valley. Finally, we are working to expand our ability to assess the environmental impacts of our products through Life Cycle Assessments, something which our Fabrics Division has been doing for several decades now.

Through our Fabrics Division, Gore launched a new ePE membrane, which offers a range of sustainability attributes. It has been engineered for durable performance to provide a long product life. It leverages high strength-to-weight ratio to create extremely lightweight and thin composites that are still mechanically robust, but allow for reduced material usage, contributing to improved resource efficiency. As measured by the Higg Materials Sustainability Index (MSI), the ePE raw material and its consequently low membrane mass together result in a lower carbon footprint, compared to the equivalent ePTFE membranes. For more information about the new ePE membrane, please visit gore-tex.com.

Innovative Solutions to Environmental Challenges

As we continue to work on addressing the impact of our operations on our carbon footprint, we remain committed to using our materials science expertise to help our customers mitigate their own carbon footprint.

Since the early 1970s, we have leveraged our materials capabilities to create innovations that solve complex environmental challenges. Gore's technology uses the distinct properties of fluoropolymers and other complementary materials to enable manufacturers across a broad range of industries to reduce emissions, improve efficiency, and meet the most stringent environmental standards.

Our products operate in numerous industries across several markets related to both energy and GHG emissions:

Alternative Energy: Co-creating clean, sustainable energy solutions that drive positive change for the world.

- GORE® Fuel Cell Technologies

Energy Efficiency: Helping our customers reduce their energy consumption, which means decreased emissions and a lower carbon footprint.

- GORE® Turbine Filters
- GORE® LOW DRAG Filter Bags

Harsh Environments: Protecting the equipment that make clean energy possible.

- GORE® Protective Vents for Solar Energy Systems, Wind Turbines and Energy Grid Control + Monitoring Devices

Waste Management: Helping communities to divert, recycle and reuse organics economically, which is recognized as the best available encapsulated technology to control greenhouse gas and odor emissions.

- GORE® Cover

To learn more about our products, please visit gore.com

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Scan for Gore Environmental Products

An Ongoing Commitment

We will continue to share our progress toward the goals laid out in this report and look forward to continuously improving our carbon performance, working toward carbon neutrality on a science-based path in line with the Paris Agreement and the UN Sustainable Development Goal 13 (SDG13). With the help of our passionate and committed Associates, and the support of our partners and external stakeholders, this work will help us fulfill our shared promise of *Together, improving life* and live up to the belief of our founders who said that "The most fundamental and critically important aspect is the conviction that what you're doing is important, that it's worthwhile. . .and that the things you're doing and the things you're planning to do, change the world and make it a better world."[6]

[6] Bill Gore, "How Gore Works," 1985

GRI Content Index

Statement of use	W.L. Gore has reported the information cited in this GRI content index for the period [1st January to 31st December 2020] with reference to the GRI Standards.
GRI Standard	GRI 1: Foundation 2021

GRI Standard	Disclosure	Year (CY)	Gore's disclosure	Page(s)	Additional comments
ENERGY					
GRI 302: Energy 2016	3-3 Management of material topics	2020	-	3	-
302-1	Energy consumption within the organization	2016	Electricity: 240,000 MWh Fuel: 249,000 MWh	4	In 2020, 24% of Gore's electricity consumption came from renewable sources Gore does not currently source any biofuels or other non-renewables. All our fuel consumption comes from non-renewables.
		2017	Electricity: 228,000 MWh Fuel: 253,000 MWh		
		2018	Electricity: 232,000 MWh Fuel: 268,000 MWh		
		2019	Electricity: 232,000 MWh Fuel: 254,000 MWh		
		2020	Electricity: 224,000 MWh Fuel: 251,000 MWh		
302-3	Energy intensity	2016	48.8 MWh / FTE	-	Full-time employees (FTE) on the 31st of December of each year
		2017	49.8 MWh / FTE		
		2018	47.8 MWh / FTE		
		2019	41.9 MWh / FTE		
		2020	40.1 MWh / FTE		
302-4	Reduction of energy consumption	2017	7,600 MWh of energy saved as a result of conservation or efficiency improvement initiatives.	-	2016 as a base year for the calculations
		2018	No energy saved as a result of conservation or efficiency improvement initiatives.		
		2019	2,700 MWh of energy saved as a result of conservation or efficiency improvement initiatives.		
		2020	13,900 MWh of energy saved as a result of conservation or efficiency improvement initiatives and COVID-19 impact on production volumes in single business units.		

GRI Standard	Disclosure	Year (CY)	Gore's disclosure	Page(s	Additional comments
EMISSIONS					
GRI 305 Emissions 2016	3-3 Management of material topics	2020	-	4	-
305-1	Direct (scope 1) GHG emissions	2016	53 $ktCO_2e$	4	-
		2017	53 $ktCO_2e$		
		2018	56 k tCO_2e		
		2019	55 k tCO_2e		
		2020	52 k tCO_2e		
305-2	Energy indirect (scope 2) GHG emissions	2016	Location-Based: 107 $ktCO_2e$ Market-Based: 107 $ktCO_2e$	4	-
		2017	Location-Based: 101 $ktCO_2e$ Market-Based: 105 $ktCO_2e$		
		2018	Location-Based: 100 $ktCO_2e$ Market-Based: 104 $ktCO_2e$		
		2019	Location-Based: 99 $ktCO_2e$ Market-Based: 98 $ktCO_2e$		
		2020	Location-Based: 96 $ktCO_2e$ Market-Based: 91 $ktCO_2e$		
305-3	Other indirect (scope 3) GHG emissions	2016	232 $ktCO_2e$	5	Data related only to our Fabrics Division
		2017-2018	No data available		
		2019	275 $ktCO_2e$		
		2020	188 $ktCO_2e$		
305-4	GHG emissions intensity (scope 1 & 2)	2016	0.016 $ktCO_2e$/ FTE	-	FTE on the 31st of December of each year
		2017	0.0016 $ktCO_2e$/ FTE		
		2018	0.015 $ktCO_2e$/ FTE		
		2019	0.013 $ktCO_2e$/ FTE		
		2020	0.012 $ktCO_2e$/ FTE		
305-5	Reduction of GHG emissions	2017	1.9 $ktCO_2e$	-	2016 as a base year for the calculations
		2018	0.5 $ktCO_2e$		
		2019	7.3 $ktCO_2e$		
		2020	16.6 $ktCO_2e$		

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