

SUSTAINABILITY AND COMMUNITY IMPACT REPORT

APRIL 2022



DIALED IN.™

MISSION, VISION, VALUES.

WE ARE PIONEERS.

Passionate, Creative, Disciplined, and Driven.

ACROSS INDUSTRIES. ACROSS THE WORLD.

We are an inclusive global team that trusts and cares for each other, our partners, the community, and the environment.

DISRUPTIVE. INNOVATIVE. HIGH QUALITY.

We create disruptive, high-quality, sustainable products and solutions that transform fit and performance.

FOCUSED. CONFIDENT. FEARLESS.

BOA inspires you to get "Dialed In" to perform at your peak: focused, confident, and fearless to go further.

MAKING THE BEST GEAR EVEN BETTER.

We are deeply committed to our brand partners, collaborating to imagine and develop high performance fit solutions. Together we make the best gear even better!

TRANSPARENT. SUSTAINABLE. CONNECTED.

We operate with excellence and purpose in everything we do.

A LETTER FROM OUR CEO.

The past few years were unprecedented on many levels and reinforced the fragility of our planet and global communities. Each of us has a responsibility to do everything possible to reduce the impact of climate change and create more inclusivity in our organizations and communities, enabling everyone, no matter their background, situation, or orientation, to imagine and realize their dreams.

At BOA, we started our formal journey four years ago with an initial concentration on sustainability efforts to dramatically reduce overall material usage and waste in our products, packaging, and global facilities. Additionally, we focused on quickly shifting to more sustainable materials and processes. I am pleased with the progress we've made so far, as outlined in this report, and want to share the good news that we're on track for further reductions in 2022. A few highlights include:

- **90%** of our systems (combination of reel, lace, guides) include renewably sourced/recycled materials, up from 0% in 2018.
- **99%** of our packaging is made with renewably sourced material, up from less than 10% in 2018. This is in addition to a **27%** overall reduction in packaging material (as a % of total unit sales).
- Virgin fossil fuel-based plastics usage has declined **~20%** (as a % of unit volume) since 2018 due to a combination of improved design, engineering of new products, and instituting a program to reconstitute our plastic waste into new products. As a result, we have reduced manufacturing waste percentage by **24%** versus our 2018 baseline, and we are on pace this year to reduce our virgin fossil fuel-based plastic usage by **28%** and manufacturing waste percent reduction by **41%** through 2022.

We know there's more work to be done to significantly reduce our impact. Our 2031 goals are clear and challenging. Our goal is to completely eliminate fossil fuel-based plastics and energy usage across our internal and supplier eco-systems and manufacturing waste.

Our community efforts start with our internal community at BOA and our supply partners. We are committed to continuing to build more inclusive environments, excellent working conditions, fair wages and benefits, and opportunities for all to grow and develop.

In the communities where we serve and live, we accelerated our investments, donating over \$.5M and 1000 hours of volunteering, across several organizations. These include Big Brothers Big Sisters of Colorado, Colorado Village Cooperative, Denver Scholarship Foundation, POW (Protect our Winters), and the International Rescue Committee.

I would like to thank all our passionate and dedicated employees and the brand, factory, and supply partners that supported our investments. Together we worked tirelessly to build more sustainable products, processes, and communities. We are still early in our journey and remain deeply committed to doing more with less and creating more inclusive, inspired, and enabled communities internally and externally.

BOA is "*Dialed In*"!



R. Shawn Neville
CEO BOA Technology

SUSTAINABILITY IMPACT.

JOURNEY TO ZERO.

At BOA, we believe the outdoors is ours to protect, both for ourselves and future generations. We have a responsibility to ensure our practices, products, and advocacy supports environmental sustainability.

In 2021, we made good progress in achieving our goals, including creating a dedicated Sustainability team. They are pioneering new products focused on sustainable materials and investing in more sustainable equipment, putting us on track for further reductions in 2022.

OUR GOAL IS ZERO BY 2031.

We are making ambitious goals around how we operate.

- Eliminate fossil fuel-based plastics and energy usage internally and across supplier eco-systems.
- Eliminate manufacturing waste.
- Reduce material usage through innovative design and engineering and lean process improvements.
- Minimize our office waste and divert it from landfills.

2021 SUSTAINABILITY IMPACT.

OUR PROGRESS



90% of BOA Fit Systems featured recycled or renewably sourced materials in 2021.



In 2021, 99% of BOA packaging was made with recycled or renewably sourced materials.



BOA reduced production waste percent by 24%.



BOA products used only 80% of the virgin fossil fuel plastic in comparison to what they used in 2018.

SYSTEMS WITH RECYCLED/RENEWABLE MATERIAL



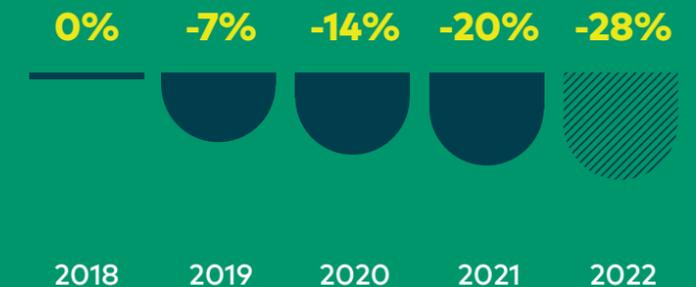
PACKAGING WITH RECYCLED/RENEWABLE MATERIAL



WASTE PERCENT REDUCTION



VIRGIN FOSSIL PLASTIC USAGE



COMMUNITY IMPACT.

CREATING INCLUSIVE, INSPIRED, COMMUNITIES

A GLOBAL APPROACH WORKING TOWARDS A MORE INCLUSIVE FUTURE.

We want to live in a world that inspires and empowers better possibilities. We realize we need to contribute to the change we want to see, and we identified the primary areas of focus:

- Create an inclusive space and lasting impact within the STEM-related fields and the outdoor industry.
- Improve accessibility through equity, hands-on experience, and mentorship.
- Increase our investment across global organizations by donating over \$.5M and over 1000 hours of volunteering.

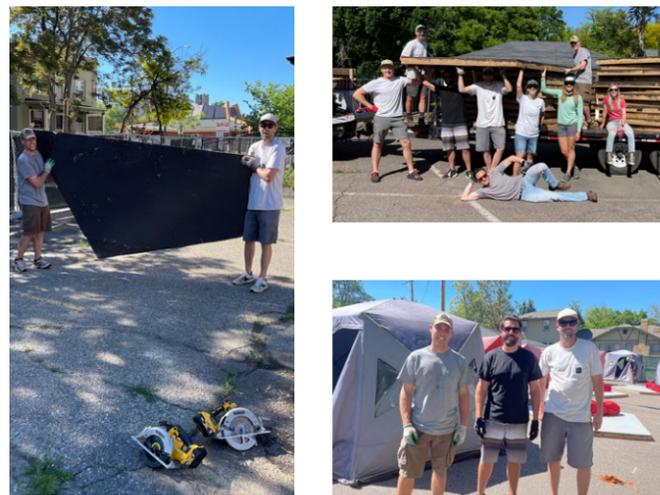
In 2021, we established a focused budget and formed a Community Development and Partnerships team dedicated to a global program that builds and supports environmental and social advocacy. Through investment in educational justice, mentoring, and outdoor preservation, BOA commits to creating meaningful and sustainable change.



2021 COMMUNITY IMPACT.

COLORADO VILLAGE COLLABORATIVE

We deepened our partnership with the Colorado Village Collaborative, a nonprofit dedicated to creating and operating transformational housing communities in collaboration with people coming from homelessness. BOA funds the cost of constructing tiny homes and offers employees the opportunity to volunteer on workdays to help build safe spaces.



BIG BROTHERS BIG SISTERS CAREERS POSSIBILITIES PROGRAM

Launched in 2021, this paid internship exposes youth from low-income and marginalized communities to career possibilities. Upon completion, our interns received a scholarship to support further education. 50% are seeking an undergrad degree in STEM.



AIDING UKRAINIAN REFUGEES

After Russia's invasion of Ukraine, our Austrian team, led an initiative to bring much-needed food to refugees at the Poland-Ukraine border. Every cent contributed by BOA made maximum impact, as individuals personally traveled to the distribution point.



OUR GLOBAL COMMUNITY

BOA offers company-funded grants to nonprofit organizations that our employees either volunteer for or where they demonstrate a passion for their mission and impact. Here are several of the organizations BOA supported in 2021:





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