



***DIALED IN.
PRECISION FIT.***

SUSTAINABILITY & SOCIAL RESPONSIBILITY

**BOA® TECHNOLOGY IMPACT REPORT
APRIL 2023**



VISION

INSPIRING AND ENABLING PEAK PERFORMANCE.

VALUES

WE ARE PIONEERS.

Continuously redefining the limits of human performance.

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.

TRANSPARENT. SUSTAINABLE. CONNECTED.

We operate with excellence and purpose in everything we do.

MISSION

DISRUPTIVE. INNOVATIVE. HIGH QUALITY.

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

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!

FOCUSED. CONFIDENT. FEARLESS.

BOA Inspires you to get "Dialed In" – focused, confident, and fearless to go further.



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A LETTER FROM OUR CEO.

At BOA, our vision is to Inspire and Enable Peak Performance. It is realized through elite athletes pushing the limits of human performance, our employees pursuing their professional and personal aspirations, our brands, suppliers, and factory partners achieving their goals, and our community partners paving an equitable path for everyone to realize their dreams.

Our vision is underpinned by our BOA values which include the statement – We are an inclusive global team that trusts and cares for each other, our Partners, the Community, and Environment.

What does this mean for Sustainability and Social Responsibility at BOA?

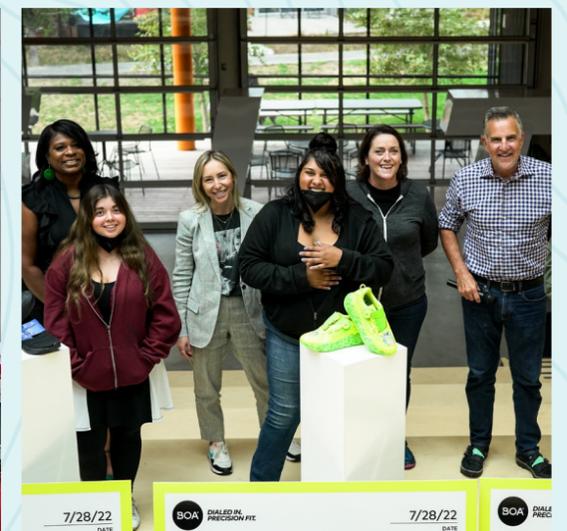
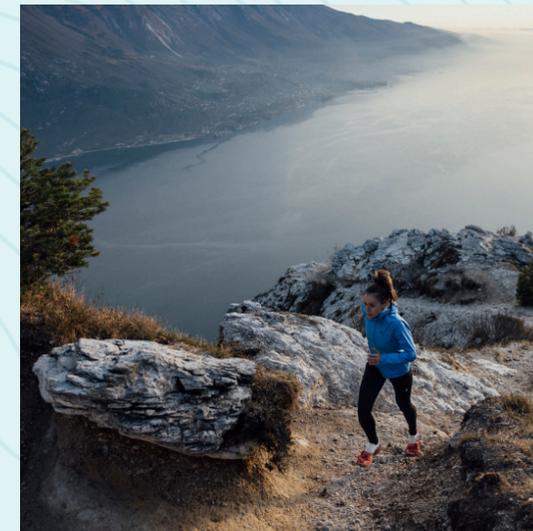
While we are still early in our Sustainability journey, I am proud of our team's progress - dramatically reducing our overall plastic usage and making significant progress toward a shift to renewable and recycled materials and energy. That said, we are not satisfied and will continue challenging ourselves and our partners to reduce our carbon footprint while pushing the boundaries of human performance.

Our approach to Social Responsibility is based on making a positive difference for BOA employees, our manufacturing partners, underserved people in the communities where we

work and live, and the environment. Similar to Sustainability, we are still early in the process of building a more inclusive extended ecosystem, but we are making good progress. We are working closely with our manufacturing partners to meet/exceed standards in health and wellness, compensation and benefits, and work-life balance for all their employees. We have also created strong relationships with non-profit groups including Big Brothers Big Sisters of Colorado, Chill Foundation, POW (Protect our Winters), Colorado Village Cooperative, Gingko House, Ansan Multi-Cultural Child Care Center, and the Denver Scholarship Foundation to give more people access to the Outdoors, Education, and Career Possibilities.

At BOA, we are committed to being respectful stewards of our fragile planet and socially responsible leaders of those directly and indirectly in our ecosystem. I am grateful and appreciative of your interest in our journey and for our team at BOA, who are passionate, caring, and deeply committed to Sustainability and Social Responsibility.

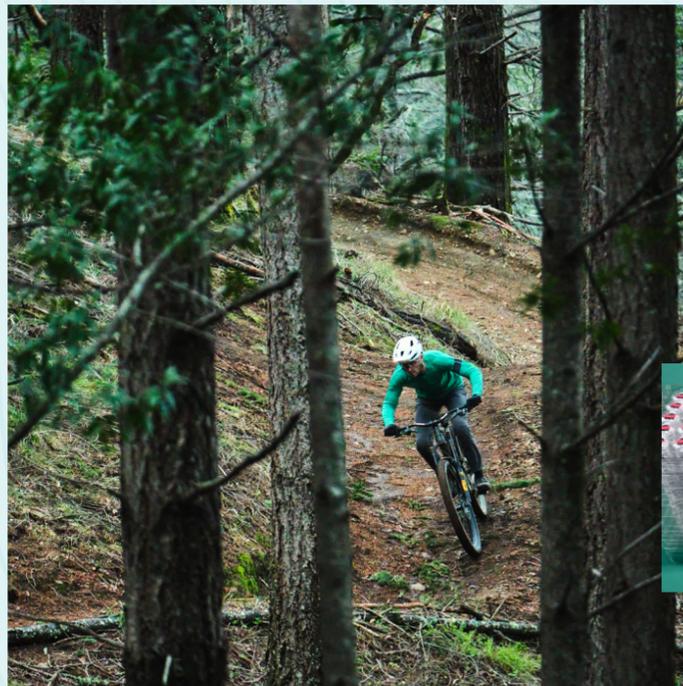
R. Shawn Neville
CEO BOA Technology



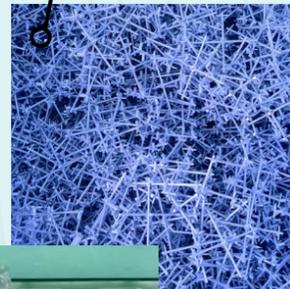
SUSTAINABILITY IMPACT

DOING MORE WITH LESS

BOA was born in the mountains, and our deep connection to the outdoors guides our mission to be good stewards of the environment for future generations.



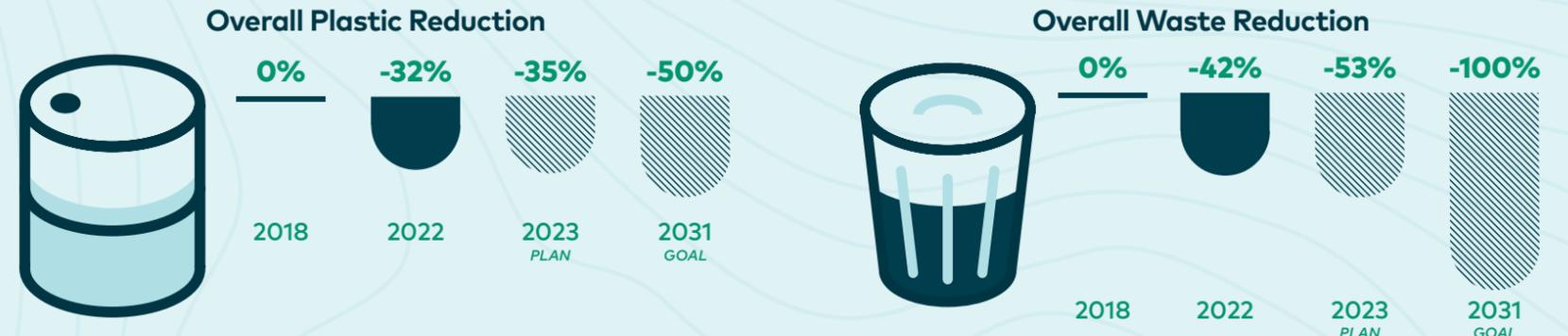
REUSE INJECTION SCRAP VIA REGRIND TO MAKE NEW DIAL COMPONENTS.



BLISTER PACKAGING
 • 100% POST-CONSUMER RECYCLED POLYESTER
 • 100% RECYCLABLE

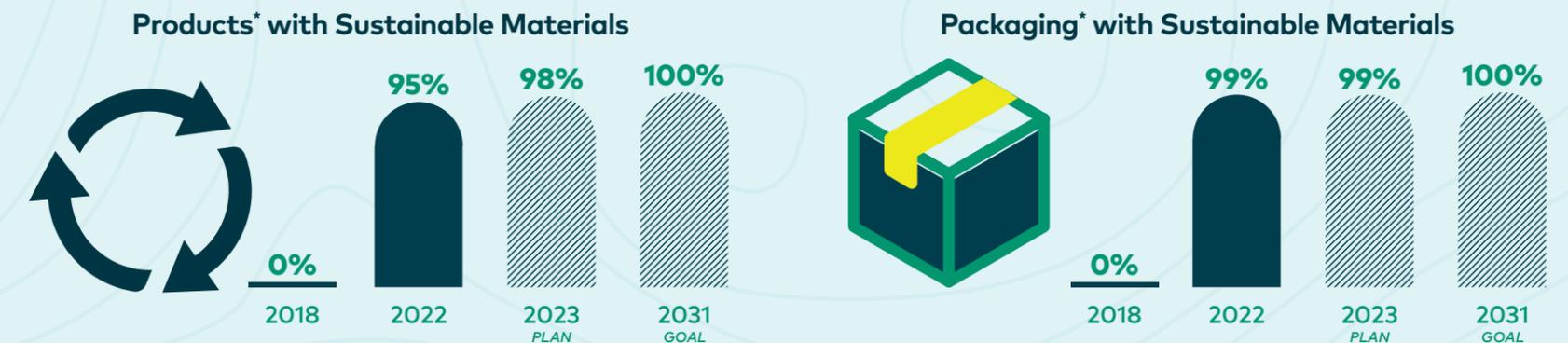
PLASTIC AND WASTE REDUCTION

In 2022 **BOA used 32% less plastic and reduced production waste by 42%** vs. 2018. This resulted in more than 700 tonnes of plastic material diverted from landfills. BOA is optimizing its product and packaging designs, investing in high-efficiency production equipment, and reusing production scrap. In 2022, BOA reused over 267 tonnes of plastic scrap material. The plan is to continue to invest and focus in these areas while concurrently improving the product quality and performance benefits of our systems.



INCREASED RECYCLED AND RENEWABLE MATERIALS USAGE

95% of BOA Fit Systems and 99% of BOA packaging included recycled or renewably sourced materials in 2022. BOA blister packaging uses 100% post-consumer recycled polyester and is 100% recyclable. In addition, 100% of our modern dial and guide platforms use recycled materials.



*Packaging & Product R/RS Material % was 25% and 15% respectively in 2022, with goal of 100% by 2031.



SOCIAL RESPONSIBILITY

EMPOWERING AND ENABLING A STRONGER FUTURE ACROSS OUR GLOBAL COMMUNITIES

BOA focuses on our employees, suppliers, our broader community, and the planet.



EMPLOYEES

Building a strong and diverse community starts internally with our global team. With an ongoing focus on communication, physical and mental well-being, personal and professional development, and inclusion, we are proud of our consistently high levels of employee engagement and satisfaction.



SUPPLIERS

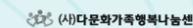
BOA works closely with our supply partners to deliver high-quality products and ensure that all of their employees have fair wages and benefits, health and wellness, and opportunities to grow. We conduct annual third party audits with each key supply partner and create joint plans to meet/exceed social responsibility standards.



COMMUNITY

BOA engages worldwide with community partners committed to creating possibilities for individuals to live better lives.

Our employees are given opportunities to donate their time and knowledge to organizations that are consistent with our values and mission.



PLANET

BOA empowers employees to be environmental stewards and advocates through our community partnerships and events. We remain deeply committed to protecting the outdoors and the lifestyles we value.

BOA employees have dedicated 570 hours to preserving trails, beaches, and walkways.





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