



**DIALED IN.  
PRECISION FIT.**

# SUSTAINABILITY & SOCIAL RESPONSIBILITY.

BOA® TECHNOLOGY IMPACT REPORT  
APRIL 2025





## 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.

We inspire you to get "Dialed In"—focused, confident, and fearless to go further.

**BOA®**

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# A LETTER FROM OUR CEO.

The BOA® team is deeply committed to living by our vision, mission, and values, which are rooted in being Sustainable and Socially Responsible in everything we do.

Our vision is to “inspire and enable peak performance.” We manifest this through elite athletes pushing the limits of human performance, our employees pursuing their professional and personal aspirations, our brand, supplier, and factory partners achieving their goals, and our community partners paving an equitable path for everyone to achieve a brighter future. This vision is underpinned by BOA®’s core values, including:

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

What does this mean for BOA®’s Sustainability and Social Responsibility goals and focus areas?

**SUSTAINABILITY** – It is simply doing more with less, using the most sustainable materials and energy sources available. We started this journey in 2018 and have reduced our overall plastic usage on average by over 34% vs. our 2018 baseline, and concurrently increased products and packaging with sustainable materials from 0% to 99%. Although we are pleased with our progress, we are not satisfied. We set ambitious goals five years ago to dramatically reduce our carbon footprint by reducing our overall plastic usage by over 50% (on average per dial system), eliminating virgin fossil fuels in our products and packaging, and eliminating waste to landfills through our global supply chain. Although very challenging, we are confident that by working closely with our supply partners, these goals are achievable.

Our commitment to Social Responsibility is underpinned by our efforts to help create a better life for everyone in our ecosystem—including BOA® employees, supplier partner employees, and people in underserved communities where we work and live. Over the past several years, we believe we have made meaningful improvements and support all three constituents, including:

**BOA® EMPLOYEES** – We continue to invest in inclusive recruiting and operating practices through a variety of approaches, including partnerships with external organizations to broaden candidate pools, improving our employee benefits locally and globally, enabling volunteering, offering targeted career development, as well as well-being workshops throughout the workday that focus on physical, social, financial, and mental well-being.

**BOA® SUPPLY PARTNER FACILITIES AND EMPLOYEES** – Our annual Tier 1 supplier audit program, which commenced five years ago, has resulted in significant improvement in our partners’ sustainable business practices and their employees’ health, safety, environment, and overall welfare. 100% of our six factory partner facilities have received a B or above in their most recent audit, and 5 out of 6 have received the top rating of A.

**BOA® COMMUNITY** – We have continued to deepen our partnerships with organizations that are dedicated to inclusively expanding access to the outdoors, education, and career possibilities. We are proud to partner with leading organizations, including Big Brothers Big Sisters of Colorado, Denver Scholarship Foundation, The Chill Foundation, Protect Our Winters, and schools within our supply partners’ communities.

In closing, BOA® is deeply dedicated to being a good steward of our precious planet and to improving the lives and opportunities of everyone in our ecosystem. Thank you for taking the time to read our report and for your interest in our journey. It is deeply appreciated.

**R. SHAWN NEVILLE**  
CEO BOA® Technology



[WATCH OUR VISION, VALUES, AND MISSION VIDEO](#)



**BOA® TECHNOLOGY | IMPACT REPORT 2025**  
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# SUSTAINABILITY.

## DOING MORE WITH LESS IMPACT ON THE EARTH.

Rooted in its mountain heritage, BOA® strives to be positive environmental stewards committed to the well-being of our precious planet for future generations. The reduction of plastic and transition to more sustainable materials is significantly reducing BOA®'s CO<sub>2</sub>e emissions and impact on the earth.



## PACKAGING AND PRODUCT MAKEUP.

In 2025, BOA® transitioned to 100% post-consumer recycled polycarbonate, raising the amount of recycled and renewable content in products and packaging to greater than 50%. More than 85% of all BOA® plastic packaging is derived from post-consumer recycled materials.

[LEARN MORE](#)

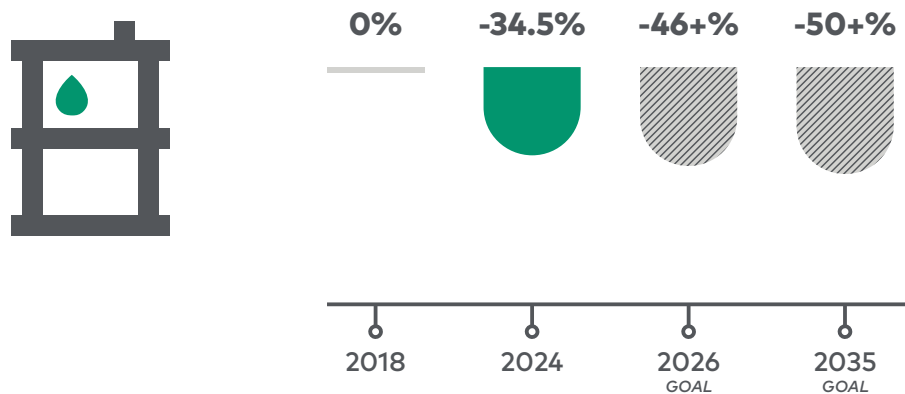
BOA® is reducing our carbon footprint by using less plastic and transitioning to recycled and renewably sourced materials. Initiatives to improve production efficiency, reuse production scrap, and optimize part design have put BOA® on pace to reduce overall plastic use by 39% in 2025 and reduce BOA®'s use of virgin fossil fuel plastic by more than 3,400 tonnes.

BOA® is partnering with globally leading resin suppliers to source and implement more sustainable plastics. More than 98% of BOA®

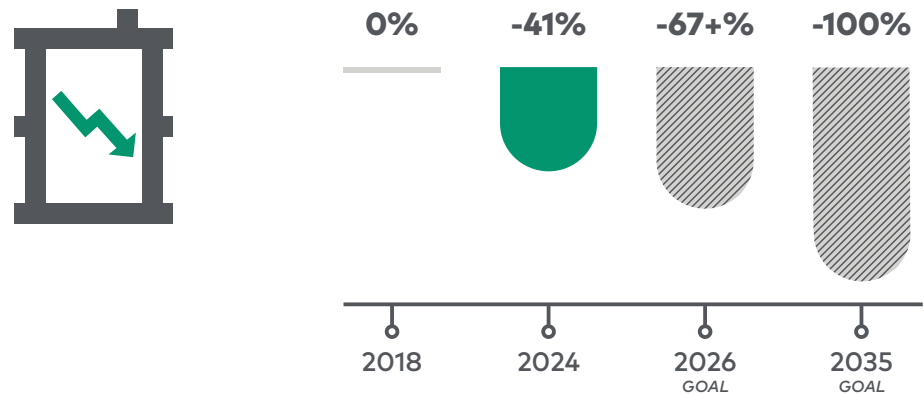
products and packaging contain recycled or renewably sourced plastic. In 2025, more than 50% of all BOA® plastic comes from recycled or renewable sources.

Through reduced use of plastic and use of more sustainably sourced materials, BOA® is on pace for a 60% reduction of our material carbon footprint in 2025, with a target of more than 80% by 2035.

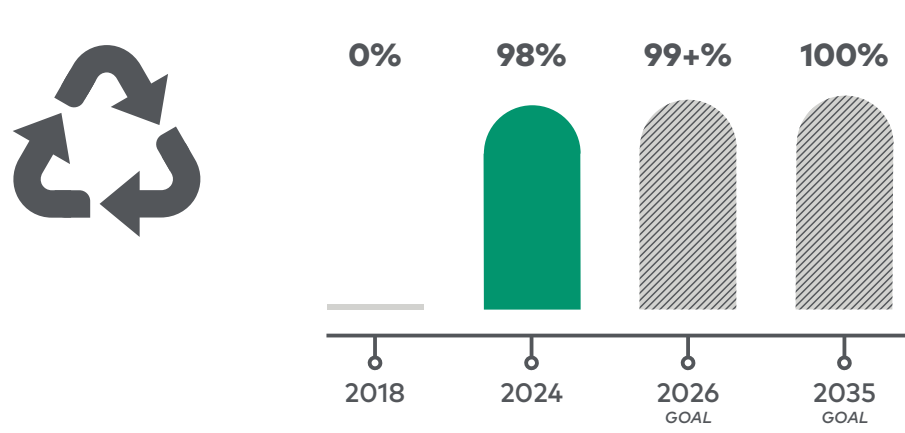
### \*% OVERALL PLASTIC REDUCTION:



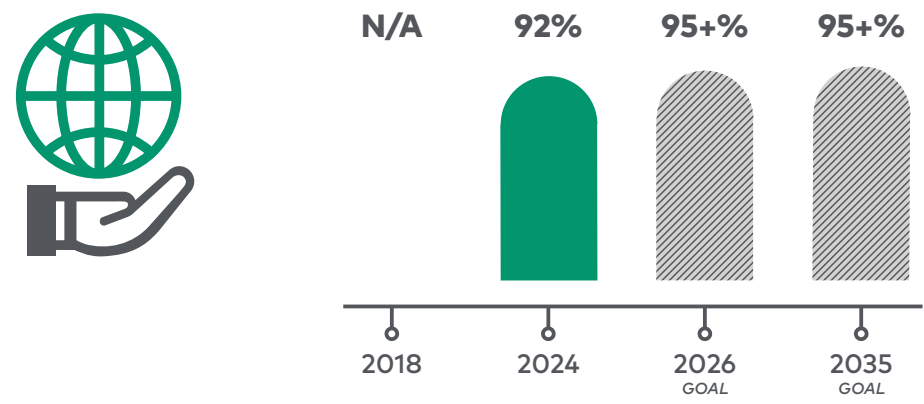
### \*% VIRGIN FOSSIL PLASTIC REDUCTION:



### \*% RECYCLED PRODUCT + PACKAGING WITH RECYCLED & RENEWABLE MATERIALS:



### % OF BOA BRAND AND FACTORY PARTNERS WHO BELIEVE BOA IS COMMITTED TO SUSTAINABILITY AND SOCIAL RESPONSIBILITY:



\*Relative to 2018 baseline per system  
Metrics shown for 2024 Calendar Year

# SOCIAL RESPONSIBILITY.

## INCLUSIVE, CARING, TRUSTWORTHY.

BOA® is an inclusive global team that trusts and cares for its employees, partners, the community, and the environment. Our values drive our investment towards advancing Social Responsibility within our communities and regions around the world.

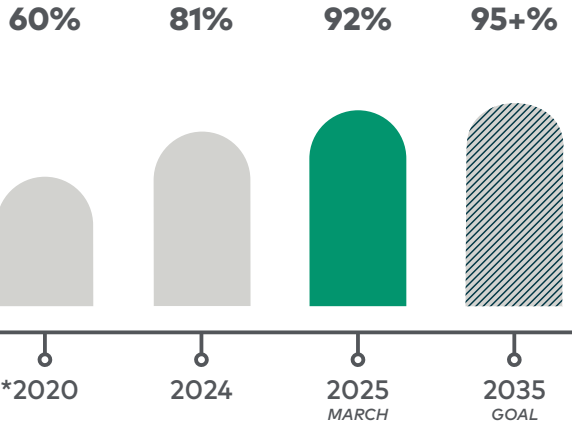


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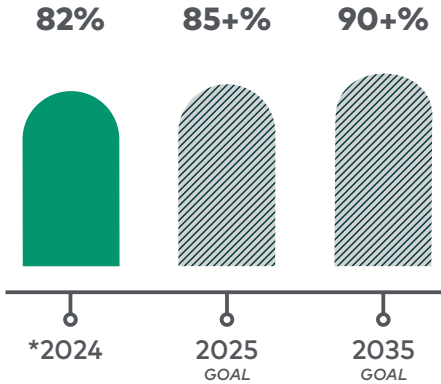


Our employees are engaged and passionate about BOA®'s commitment to Social Responsibility and its impact on our global community. Our high volunteer rate reflects the flexibility and access to diverse volunteer opportunities throughout the workday. Employees believe in the

### % EMPLOYEES BELIEVE THAT BOA® IS AN INCLUSIVE COMPANY:



### % EMPLOYEES PARTICIPATING IN COMMUNITY VOLUNTEERING:



### BOA® COMMUNITY PARTNERS

12,500 individuals impacted through BOA®'s community partnerships—expanding access to the outdoors, education, and careers.



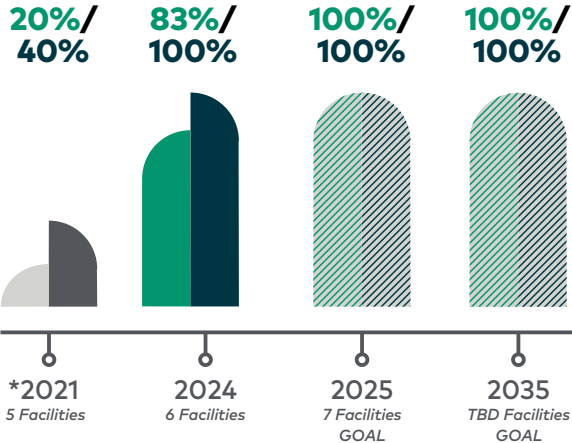
### BOA® KEY SUPPLIER PARTNERS



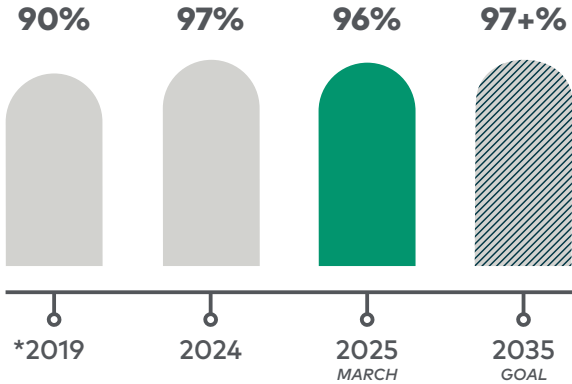
\*Data collection start date

company's initiatives to advance inclusion and diversity and build connections across regions. This also extends to our supplier community, where we are committed to ensuring that their employees' health and welfare, safety, and wage practices meet or exceed established standards.

### % KEY SUPPLIER FACILITIES ACHIEVING GRADE A/B & ABOVE:



### % EMPLOYEES BELIEVE IN BOA'S MISSION, VISION, AND VALUES:







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## **BOA® TECHNOLOGY FACILITIES AND CONTACT DETAILS**

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