



# SUSTAINABILITY & SOCIAL RESPONSIBILITY IMPACT REPORT

APRIL 2026



## 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**<sup>®</sup>

**DIALED IN.  
PRECISION FIT.**

# WORDS FROM OUR CEO.

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



# SUSTAINABILITY.

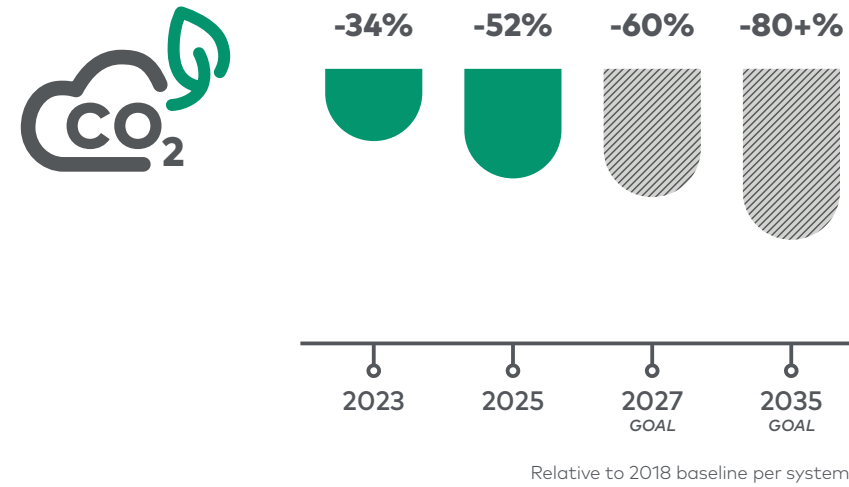
## DOING MORE WITH LESS IMPACT ON THE EARTH.

BOA® started its formal Sustainability journey in 2018, when we set forth to simply do more with less impact on our precious planet. In the eight years of our journey, we have made solid progress, reducing our material carbon footprint by over 50% (per system). This has been achieved through the following key initiatives.

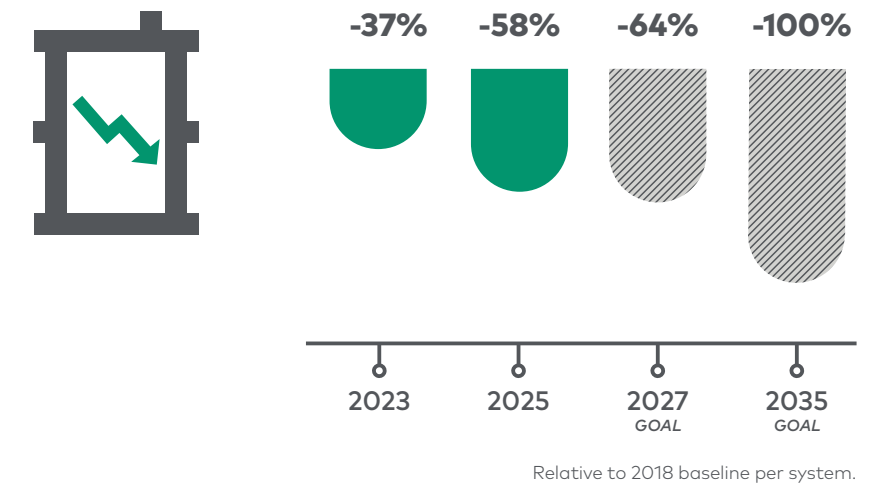
- **BOA® reduced virgin plastic usage by 58%**, avoiding the use of more than 3,100 tonnes of virgin plastic and reducing overall plastic usage by 38% since 2018. This was done through a combination of dramatically reducing production waste through recycling and manufacturing efficiencies, as well as improving the design and engineering of new product platforms.
- **99% of BOA® products and packaging now utilize recycled or renewably sourced plastics**, up from 0% in 2018. Today, more than 46% of our total plastic materials are recycled or renewable, with a goal of reaching 100% by 2035.
- **BOA®'s use of energy from renewable sources has increased from 29% in 2021 to 44% in 2025.** We are currently in the process of assessing long-term goals in partnership with our key supply partners.

We are pleased with our progress, but not satisfied, as we are still early in our journey to do more with less impact on this precious planet.

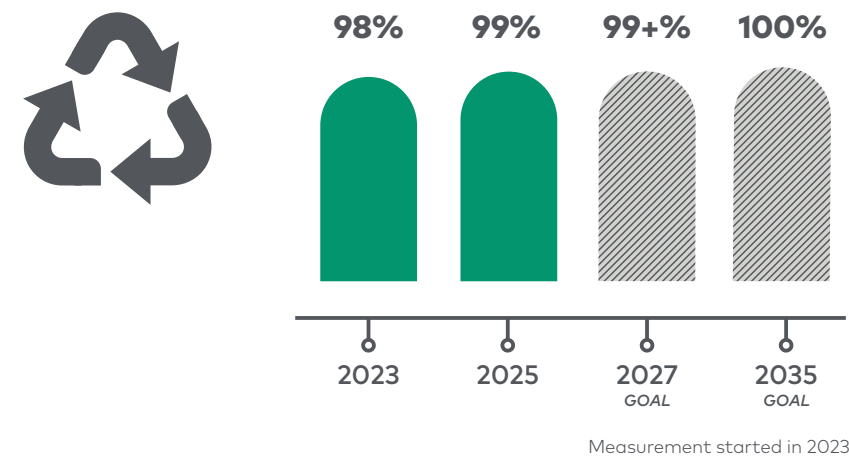
## MATERIAL CARBON FOOTPRINT REDUCTION:



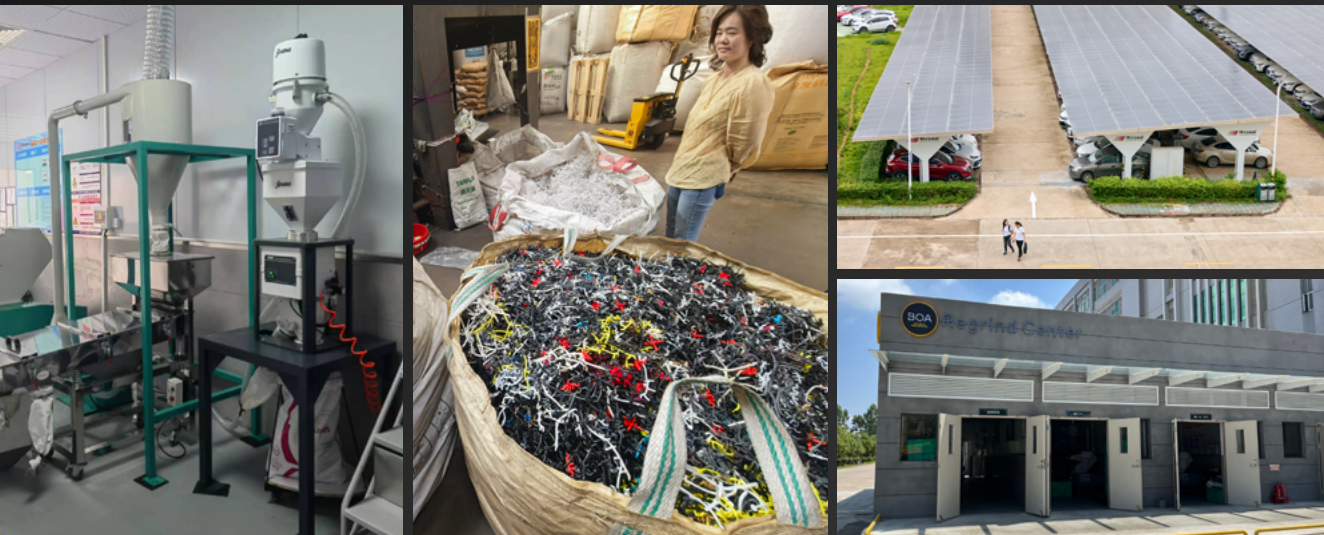
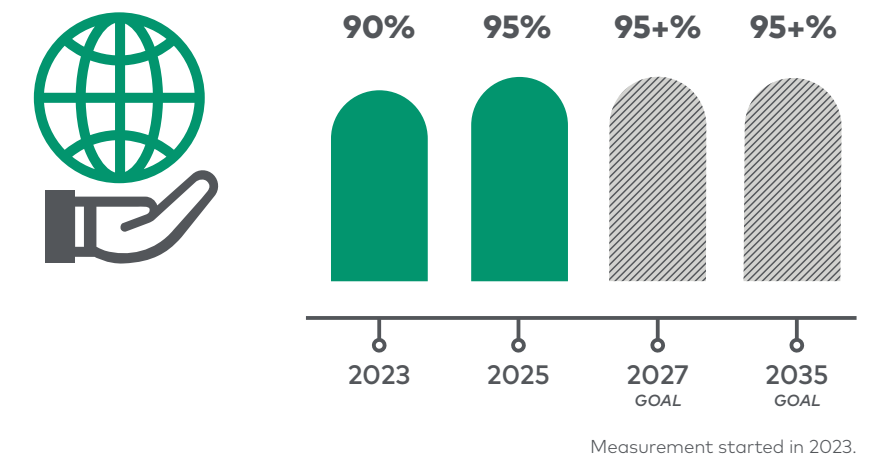
## % VIRGIN FOSSIL PLASTIC REDUCTION:



## PRODUCT + PACKAGING WITH RECYCLED & RENEWABLE MATERIALS:



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



# SOCIAL RESPONSIBILITY.

## GLOBAL, INCLUSIVE, CARING.

BOA®'s values are rooted in building a globally inclusive team that trusts and cares for one another, our partners, the community, and the environment. These values come to life through our commitment to improving the lives of everyone in our ecosystem.

• **EMPLOYEES** – We create a caring and inclusive environment through health and wellness programs, educational opportunities, and community engagement initiatives. This is reflected in the high percentage of employees who believe BOA® is an inclusive company, as well as the strong participation of BOA® employees volunteering in their communities.

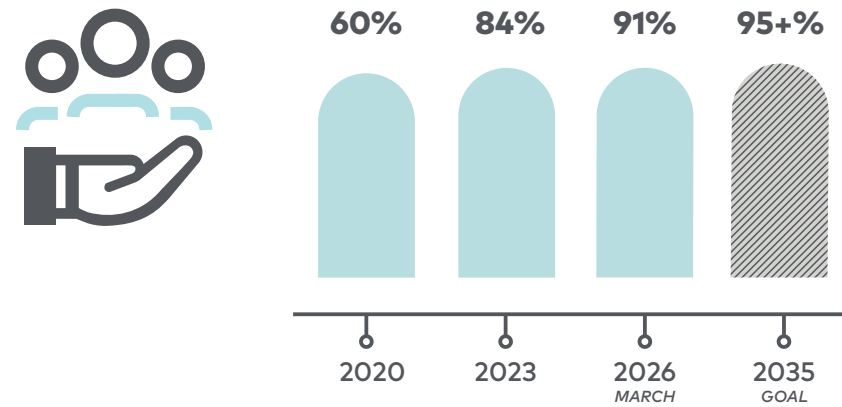
• **SUPPLY PARTNERS** – We work closely with our Tier 1 Supply Partners to support the health, well-being, and fair pay and benefits of their employees. This partnership has contributed to significant improvement in our annual third-party social responsibility audits, with 100% of facilities earning an A grade for the first time in 2025.



• **COMMUNITY PARTNERS** – We partner with more than 12 community organizations worldwide to help create pathways to a better life through education, career opportunities, and access to the outdoors. Over the last five years, these partnerships have helped inspire and enable more than 15,000 individuals.

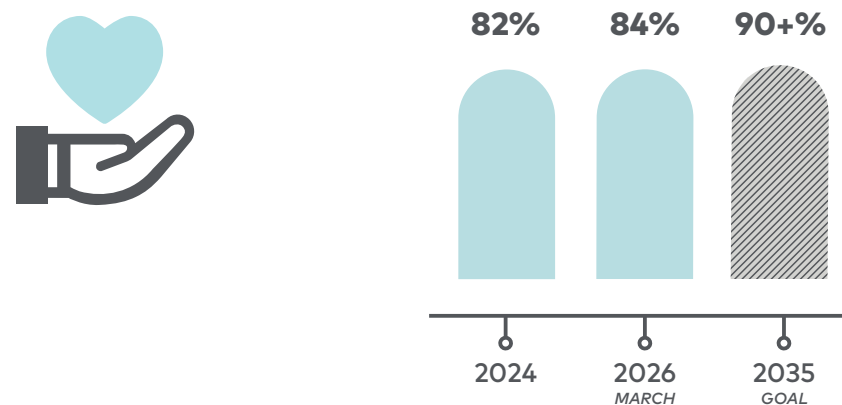


## % EMPLOYEES BELIEVE THAT BOA® IS AN INCLUSIVE COMPANY:



Measurement started in 2020.

## % EMPLOYEES PARTICIPATING IN COMMUNITY VOLUNTEERING:

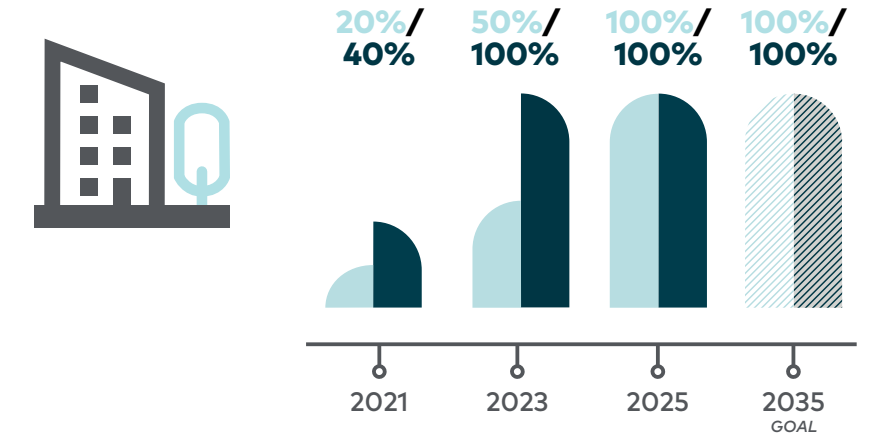


Measurement started in 2024.

“Our investment within our global communities reflects our commitment to advancing access to the outdoors, education and careers, and preserving the places that keep us exploring in our backyard. This work is powered by the passion and values of our people, and progress is possible thanks to the collaborative partnerships we have with nonprofits and schools around the world.”

-ELISSA BANKER BROWN, BOA® DIRECTOR OF COMMUNITY DEVELOPMENT AND PARTNERSHIPS

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



A-grade facilities demonstrate exceptional performance in environmental sustainability practices, worker safety measures, and ethical standards. Measurement started in 2021.

“One of my most eye-opening experiences came during a tour of the BOA Technology facility. Once I saw how technology was embedded in every step of their design process, I was hooked. That visit completely changed how I viewed technology. It's not just ones and zeros; it's creativity with purpose. It's using innovation to solve real-world problems.”

-DENVER SCHOLARSHIP FOUNDATION SCHOLAR, UNITED STATES



“From clearing and mowing trails to installing markings and signage, building steps and bridges, and transporting materials, BOA employees are gradually becoming experienced trail workers. The partnership with BOA has become an essential pillar of our trail work. Their commitment has been truly outstanding.”

-MANFRED HISCH, PRESIDENT ALPINE CLUB MONDSEE, AUSTRIA



“This initiative is fantastic—it's a great experience for both the school and the students. We can really tell how much thought and care you've put into it, and how committed you are. It speaks volumes about your sense of social responsibility. The fact that you've kept this going for so many years means a lot to us, and we're truly grateful.”

-INDUSTRIAL PARK SCHOOL, GREATER CHINA



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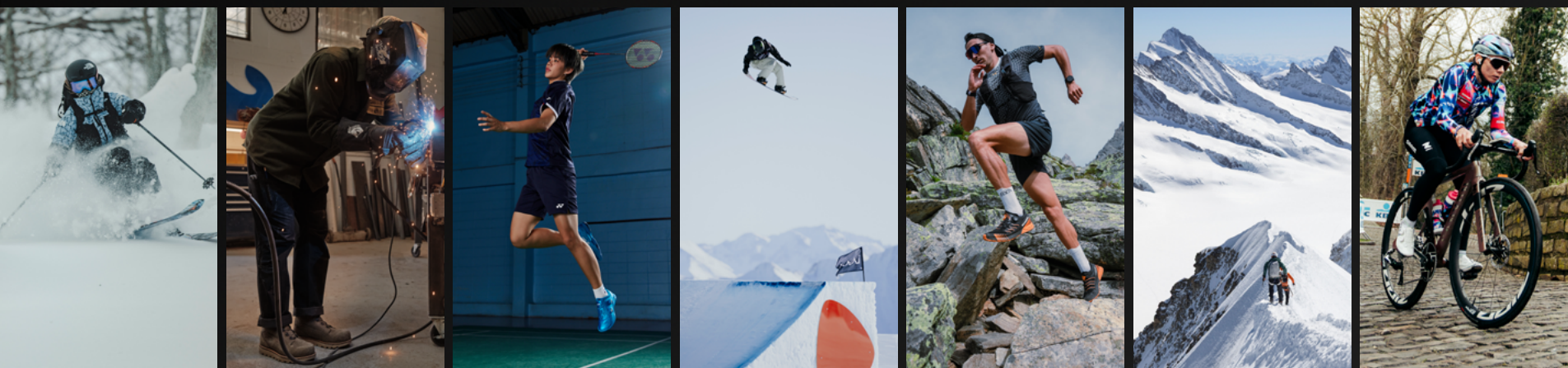
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