



Together, improving life

W. L. GORE & ASSOCIATES | 2024

SUSTAINABILITY UPDATE EXECUTIVE SUMMARY

PUBLISHED JULY 2025

Our Progress on Sustainability

At Gore, improving our world through innovation is more than a guiding principle — it’s our purpose. We deliver on our promise of *Together, improving life* through the materials we develop, the workplaces we create, and the communities we serve.

With a legacy of fairness and integrity and approximately 12,600 Associates in more than 25 countries, our global presence comes with a responsibility we embrace every day. As we share this year’s Enterprise Sustainability Update, I’m proud to reflect on the progress we’ve made in advancing our purpose by deepening our dedication to environmental and social responsibility.



In 2024, we made meaningful progress across key areas of our enterprise:

- We advanced over 80 innovation projects aimed at improving human wellbeing, and another 70 projects focused on environmental sustainability.
- Our commitment to clean energy took a major step forward when the Glover Creek solar field in Kentucky came online, supplying renewable energy equivalent to approximately 90% of the electricity needs for our Delaware and Maryland manufacturing facilities.
- We increased the share of renewable electricity used in our manufacturing operations to 75% in 2024, up from 44% in 2023, and we remain on track to reach 100% in 2025.

- We achieved our 50% carbon reduction (Scope 1 and 2) milestone one year ahead of our target.
- Our tradition of giving continues to thrive. In 2024, Associates in the U.S., U.K., and Germany contributed more than 20,850 hours of volunteer time through Gore’s philanthropy programs.
- In the U.S., we raised over \$1 million for the United Way giving campaign, including Gore’s matching contribution — a testament to the generosity and community spirit of our Associates.

These milestones reflect the dedication of our Associates and the strength of our long-term vision. By innovating to improve life, we’re creating lasting value for people and the planet.

I’m energized by what’s ahead. Together, we’ll keep driving meaningful progress — one step at a time.

A handwritten signature in blue ink that reads "Bret Snyder". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Bret Snyder
President and CEO

Gore at a Glance

Founded in 1958 by Bill and Vieve Gore, we are a global materials science company with more than 3,100 unique inventions — from high-performance fabrics to implantable medical devices and products that reduce emissions, explore space, and solve other complex challenges.

\$5.3B

Annual Revenue

12,600

Associates Worldwide

25+

Countries

With \$5.3 billion in annual revenues and approximately 12,600 Associates, Gore is recognized by Forbes magazine as one of the U.S.'s 200 largest privately held companies. Our Associates work across more than 25 countries, including in research and manufacturing operations in the United States, Germany, the United Kingdom, the Netherlands, China, and Japan.

Our Enterprise & Our Businesses

Our businesses are organized into four groups based on the industries they serve.



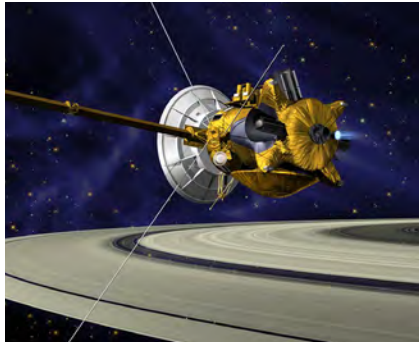
Medical

Our medical devices treat a range of cardiovascular and other complex health conditions, with more than 55 million implanted over 50 years.



Fabrics

After revolutionizing the outerwear industry with waterproof, breathable GORE-TEX® Fabric more than 45 years ago, we continue to break new ground with innovative fabrics that provide comfort and protection in the consumer, defense and safety industries. We also produce finished garments through our GOREWEAR and SITKA® Brands.



Performance Solutions

We create solutions that make our customers' products and processes safer, cleaner, more reliable, more durable, and more efficient across industries — including aerospace, automotive, mobile electronics, semiconductor, and more.



Specialty

Our Specialty Group includes clean energy solutions, pharmaceutical processing and life science technologies, the GORE® Cover System for organic waste treatment, and our leading brand of ELIXIR® Guitar Strings.

In addition, we have small, centralized enterprise teams and a Gore Business System that drive the common tools and frameworks we use across Gore. We also have teams focused on whitespace¹ innovation.

¹ Whitespace innovation refers to the process of identifying and developing new opportunities in areas not currently served by existing products, services, or business models. It involves venturing into uncharted or underexplored markets, creating novel solutions that fulfill unmet customer needs.

Our Approach to Sustainability

Gore was built with a purpose: to improve lives and industries through innovation. Our promise of *Together, improving life* drives everything we do. Sustainability is an expression of this promise to Associates, customers, and communities. We strive to make a positive economic and societal impact and to operate responsibly, with respect for people and our planet.

Our Focus Areas

Our aspiration is that the value our innovations bring to society is bigger than the potential impact of our products and operations in terms of environmental or social footprint over their life cycle.

Our strategy, therefore, is built around two strategic pillars that capture topics of material impact and importance to our businesses and stakeholders.

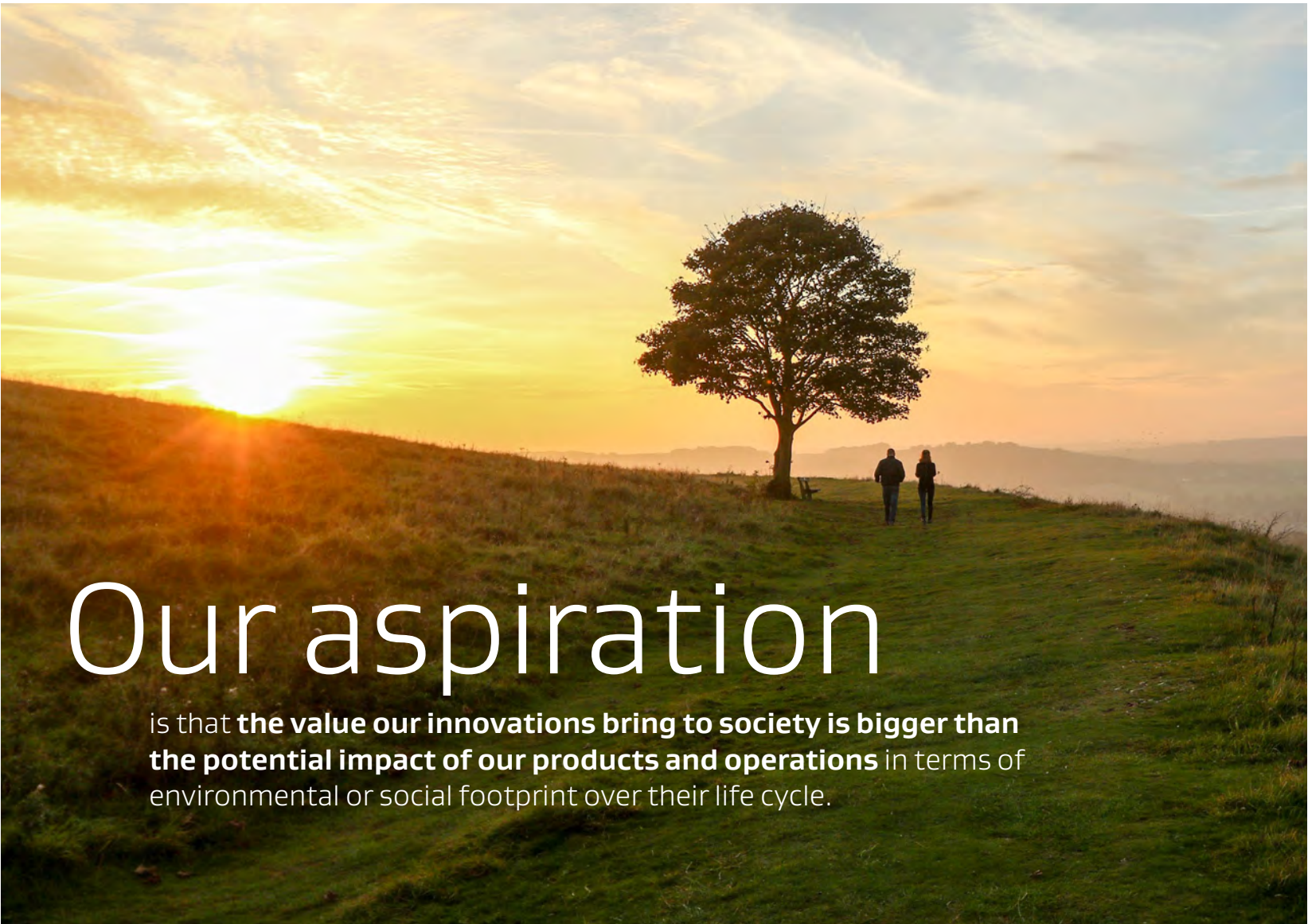
Strategic Pillars



1. Purposeful Innovation: We create innovations that deliver value to society — addressing global sustainability challenges, improving human wellbeing, and transforming industries.

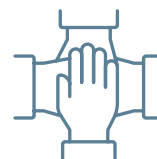


2. Products & Operations: We continuously seek ways to minimize the footprint of our products and the potential impacts of our operations on people and the environment.



In 2020, our first materiality assessment engaged key internal and external stakeholders including customers, Associates, board members, regulators, non-governmental organizations, and local communities. Their insights helped us identify topics of greatest interest and importance to our stakeholders, our business, and society:

- Innovation
- Greenhouse gas (GHG) emissions
- Product stewardship and chemicals management
- Talent recruitment, retention, and engagement
- Employee and supplier inclusion
- Transparency



As we continue to develop our approach to assessing materiality, insights from this work — along with customer engagement, market trends, and participation in industry groups — confirm the ongoing importance of these topics.

Sustainability Governance

Shared Framework, Targeted Action

At Gore, the enterprise sets an overall strategic framework for sustainability — vision, goals, policies, standards, and key performance indicators (KPIs) — for topics that require consistency across the organization.

Building on this foundation, business groups tailor strategies and targets based on their markets, value chains, and regulatory requirements. Our sustainability efforts vary across the organization to best fit each industry we serve.

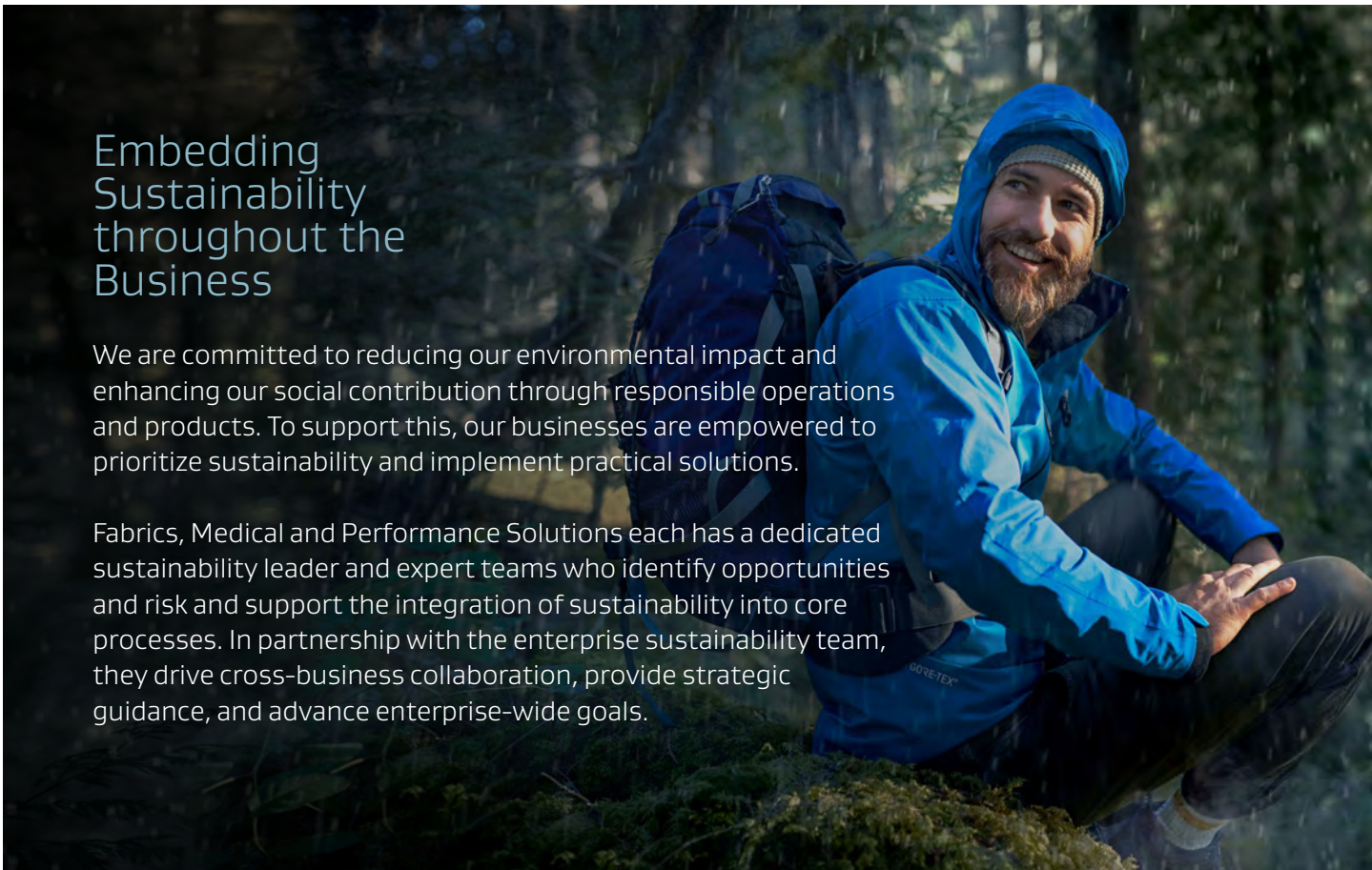
Powered by People

We empower Associates to integrate sustainability into their daily work by innovating with purpose, operating responsibly, and engaging with relevant industry groups. Our Grassroots Sustainability Associate Network drives further action — connecting passionate Associates to advance Gore’s sustainability initiatives through local activities. See page 29 for an example.

Embedding Sustainability throughout the Business

We are committed to reducing our environmental impact and enhancing our social contribution through responsible operations and products. To support this, our businesses are empowered to prioritize sustainability and implement practical solutions.

Fabrics, Medical and Performance Solutions each has a dedicated sustainability leader and expert teams who identify opportunities and risk and support the integration of sustainability into core processes. In partnership with the enterprise sustainability team, they drive cross-business collaboration, provide strategic guidance, and advance enterprise-wide goals.



The UN Sustainable Development Goals (SDGs)

We use the UN SDGs as a framework to clearly and transparently communicate our sustainability priorities. Our contribution to relevant goals is highlighted throughout this report.

Related UN SDGs:



Our Sustainability Goals Table

Purposeful Innovation



RELATED MATERIAL TOPIC	GOALS	STATUS
Materials Innovation	Eliminate PFCs of environmental concern from the vast majority of our consumer fabrics products by the end of 2025	●

Products and Operations ENVIRONMENT



Climate Change ² & Energy	Achieve 50% reduction in Gore's scope 1 & 2 carbon emissions by 2025 as a step toward meeting the 2030 goal	●
	Achieve 60% reduction in Gore's absolute scope 1 & 2 carbon emissions by 2030	●
	Achieve 35% reduction in scope 3 carbon emissions in our Fabrics business group by 2030	●
	Work toward carbon neutrality by 2050 (scope 1 & 2 emissions)	●
Environment, Health and Safety (EH&S)	Implement Environmental and Occupational Safety and Health (EOSH) Management Systems that are externally certified to ISO 14001 and ISO 45001 in all Gore manufacturing facilities by end of fiscal year 2027	●

Products and Operations SOCIAL









Our Workforce	Achieve at least 80% favorable response rate annually in the Gore Associate Engagement Index of our Culture Survey of Gore Associates.	●
	Achieve at least 80% favorable response rate annually in the Gore Associate Leadership Capability Index of our Culture Survey of Gore Associates.	●
Safe, healthy workplaces	Implement EOSH Management Systems that are externally certified to ISO 45001 and ISO 14001 in all Gore manufacturing facilities by end of fiscal year 2027	●
	Improve global DART injury/illness rate by 5% in 2024 vs. 2023 baseline.	●
	Improve global DART injury/illness rate by 5% in FY2026 vs. FY2025 baseline ³ .	●



● Goal achieved ● In progress ● Not achieved

² Baseline year is 2016
³ Now moving from referenced to a Fiscal Year (FY) reporting year instead of Calendar Year. Our FY is April-March.

2024 Highlights of the Year

<div><div>Purposeful Innovation</div><div></div></div>	<div>70+</div> <div>innovation projects focused on environmental sustainability</div>	<div>80+</div> <div>innovation projects focused on improving human wellbeing</div>	<div>80%+</div> <div>of our research across the organization focused on new materials</div>	<div>FIRST</div> <div>off-the-shelf endovascular device approved in the U.S. for treating complex aneurysmal disease in the visceral aorta</div>	
<div><div>Products and Operations Environment</div><div></div></div>	<div>-54%</div> <div>Scope 1 and 2 emissions reduction, achieving our 50% Carbon Reduction Milestone one year ahead of our target</div>	<div>75%</div> <div>renewable electricity used in our manufacturing facilities, up from 44% in 2023</div>	<div>-7%</div> <div>reduction in Fabrics' Scope 3 emissions compared to 2023</div>	<div>SCOPE 3</div> <div>standardized accounting practices developed across our Gore Businesses</div>	
<div><div>Products and Operations Social</div><div></div></div>	<div>FIRST</div> <div>partnership with a Veterans Affairs Medical Center on a Gore clinical study</div>	<div>-7%</div> <div>decrease in global DART rate, exceeding our target of 5% year-on-year reduction</div>	<div>+\$1 MILLION</div> <div>raised for the U.S. United Way giving campaign after Gore's matching contribution</div>	<div>~95%</div> <div>of Associates completed the anti-harassment training in 2024</div>	

About this Update

This document summarizes Gore's performance across operations⁴ in calendar year 2024 (January 1 – December 31) unless otherwise noted — for example, when figures relate to a fiscal year. Gore's fiscal year runs from April 1 to March 31. Unless otherwise stated, we also use the calendar-year approach when referencing goal timelines and baseline years. No external validation was conducted; the presented figures reflect our internal controls. All currency figures are presented in U.S.\$. 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. As a privately held corporation, Gore does not publish detailed financial data.

Published in July 2025. For any queries about this Update, contact enterprise_sustainability@wlgore.com

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⁴ In general, environmental data encompass our manufacturing plants. And social data, mostly Human Resources information, has a broader scope, including sales offices and remote Associates.





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