



SUSTAINABILITY AND COMMUNITY IMPACT REPORT

2020

OUR VALUES, OUR COMMITMENT.

We are an inclusive global team that trusts and cares for each other, our partners, the community, and the environment. We are dedicated to keeping our precious planet healthy, our community thriving, and our athletes dialed in and performing at their peak. Our mission to becoming a more sustainable business without compromising quality starts with our internal practices and extends to the work we're doing to protect the environment. We have big ambitions, and always plan to remain transparent in our efforts.

DO MORE WITH LESS.

We are reducing our use of virgin plastics in our products and packaging through a combination of waste reduction, and optimizing our designs and production processes.

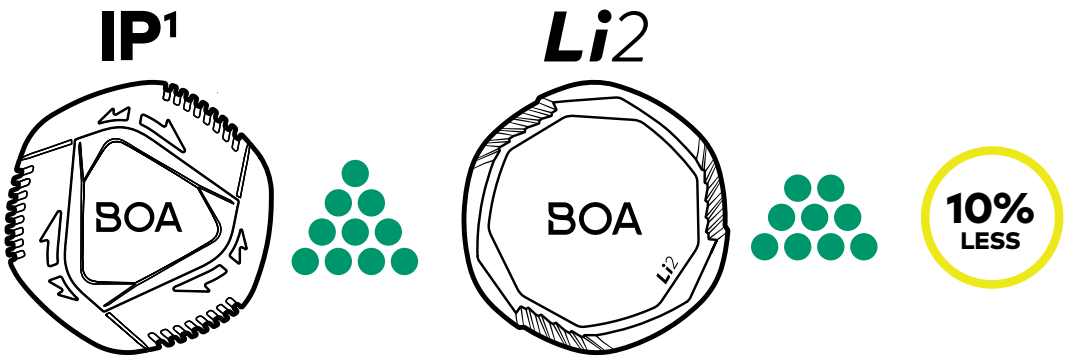
RECENT GAINS

In 2020 we launched Li2 - one of our most advanced dial platforms to hit the market. Developed with sustainability at the forefront of design, Li2 uses less plastic than its predecessor, IP1, without compromising quality, precision, or fit.

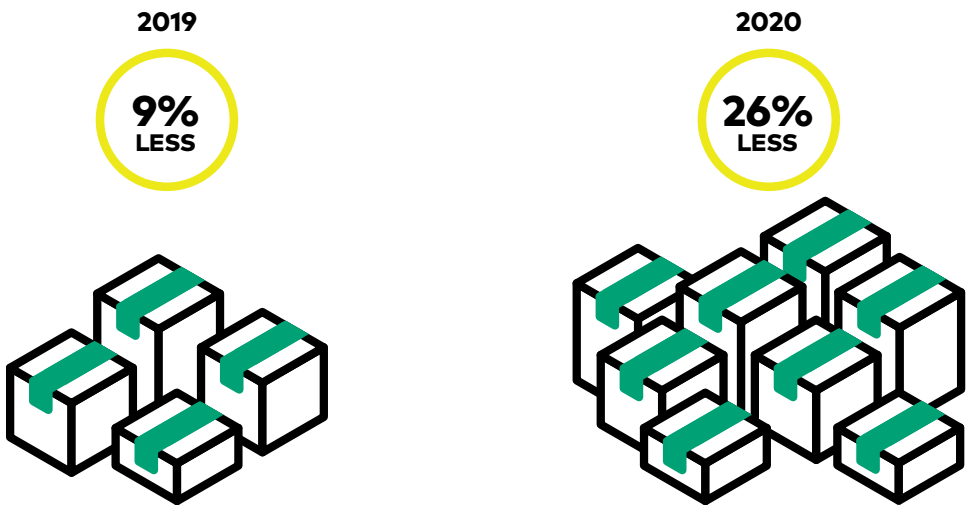
MATERIAL IMPROVEMENTS

We completely overhauled our systems in 2018, reducing our total packaging by 32 metric tons by optimizing how product is bundled, simplifying the sizes of our boxes, and ultimately reducing the number of boxes we ship.

REDUCING PLASTIC IN Li2

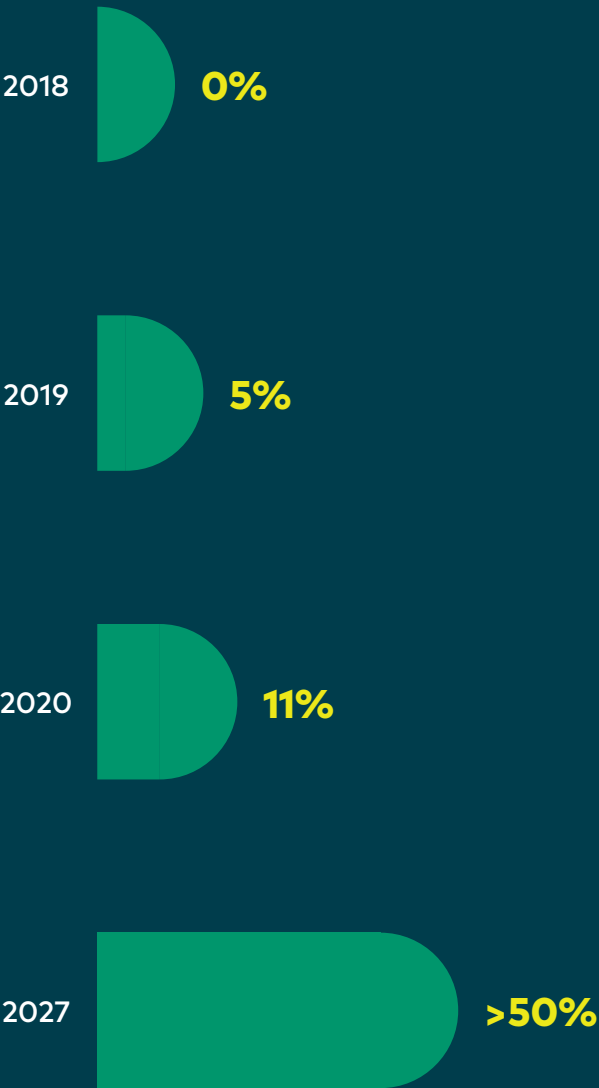


REDUCTION IN OVERALL PACKAGING MATERIALS



GOALS:
Reduce the use of virgin plastic by at least 50% by 2027.

% VIRGIN PLASTIC REDUCTION IN PRODUCT AND PACKAGING MATERIAL



REUSE AND RENEW.

RECYCLING PRODUCTION MATERIALS

The majority of our products are manufactured using injection molds. Throughout this process, there is a percentage of material that doesn't make its way into the final product. To reduce our waste, we take that excess material, break it down, and combine it back into our products.

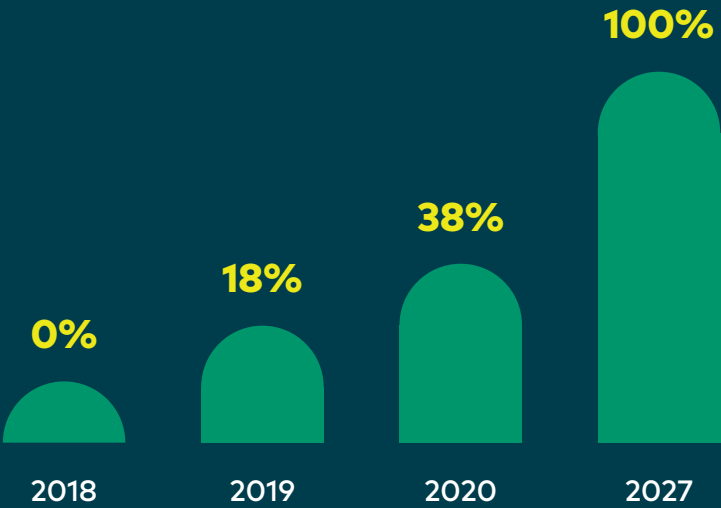


Li2 incorporates recycled production materials into the manufacturing process.

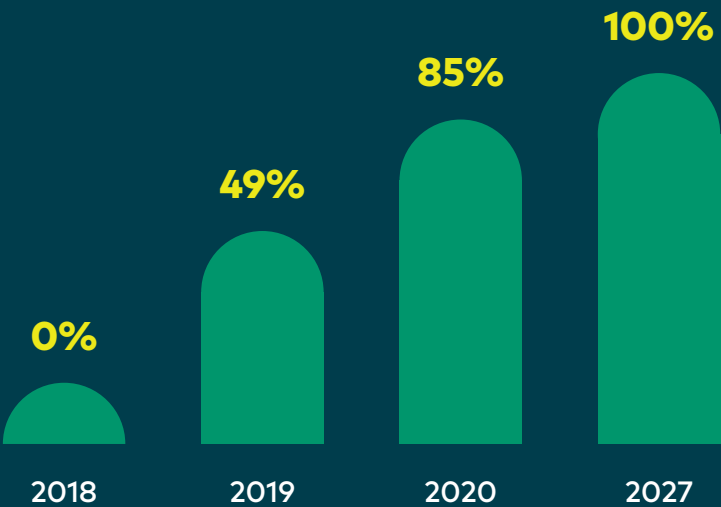


GOAL:
Incorporate recycled or renewable sourced materials into 100% of our products and packaging by 2027.

PRODUCT WITH RECYCLED OR RENEWABLE SOURCED MATERIALS:



PACKAGING WITH RECYCLED OR RENEWABLY SOURCED MATERIALS:



COMMUNITY IMPACT.

We believe in supporting our community, the environment, and each other. We partner with nonprofits large and small to help drive sustainable change and create a lasting impact.



DIVERSITY, EQUITY, AND INCLUSION.

In 2020 we started our journey to become a more diverse, equitable, and inclusive organization. We are deeply committed to transparent communication as we strive towards making continuous progress.

BIG BROTHERS BIG SISTERS

Our DEI work is grounded in partnerships that provide opportunities, access, and education. Together with Big Brothers Big Sisters of Colorado, BOA is offering four people (Littles) a paid internship for eight weeks, commencing in June 2021, and the opportunity to access a scholarship. The goal of our program is to inspire and inform interns about career possibilities in the Outdoor and STEM Industries, and help them to access further education.



**Big Brothers
Big Sisters**
OF COLORADO



