



ENVIRONMENTAL • SOCIAL • GOVERNANCE

2025 IMPACT REPORT

Columbia
Sportswear Company



 Columbia

 SOREL

MOUNTAIN
HARD
WEAR 

prAna

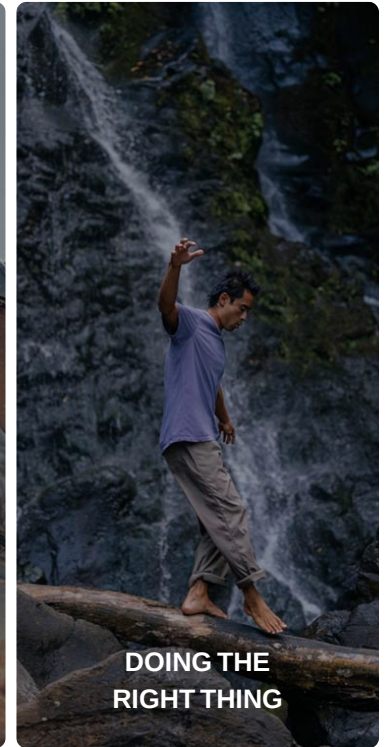
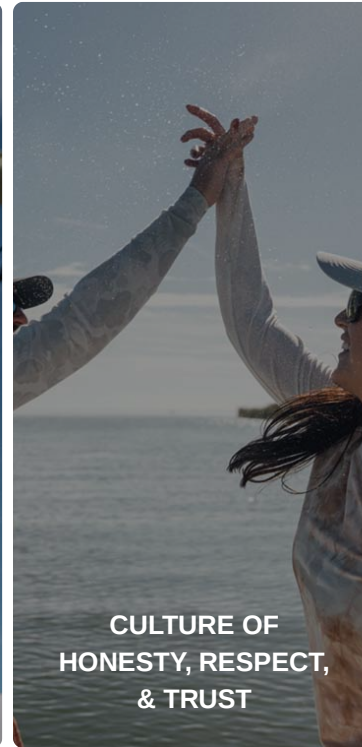
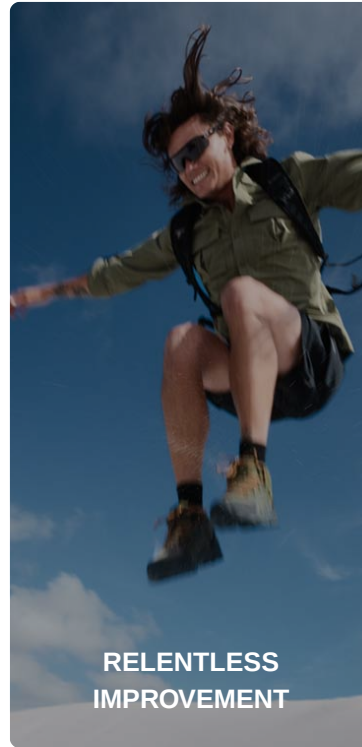
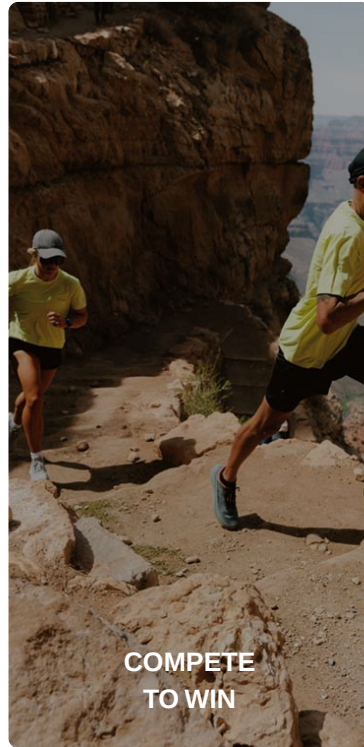
Table of Contents

	About Us & 2025 Highlights Our mission, core values, brands, CEO message, scope & scale, impact governance, 2025 highlights, and industry partnerships.	3
	Empowering People Employee wellbeing, talent development, Employee Resource Networks, community in action, brand partnership spotlights, and donations.	10
	Sustaining Places Climate & environmental management, manufacturing, packaging, chemical management, preferred & certified materials, and product repair.	35
	Responsible Practices Ethics & compliance, supply chain traceability, social responsibility programs, manufacturing scorecard, audits & assessments, and health & safety.	57
	Appendices About this report, SASB index, workforce data, GHG emissions methodology, audit & assessment types, and CR scorecard ratings.	69

OUR MISSION

**We Connect Active People
With Their Passions**

Our Core Values



Our Brands



Founded in 1938, our Columbia brand's mission is to unlock the outdoors for everyone. The Columbia brand offers authentic, high-value outdoor apparel, footwear, accessories and equipment products suited for hiking, trail running, snow, and fishing and hunting activities, as well as everyday outdoor activities.



Acquired in 2000, our SOREL brand has evolved from a men's utility boot brand into a contemporary lifestyle brand, bringing style to the outdoors. SOREL leverages its rich heritage, innovation and style to offer distinct, compelling, and unexpected footwear to consumers around the world.



Acquired in 2003, our Mountain Hardwear brand's mission is to encourage and equip people to seek a wilder path in life. With over 30 years of wild wisdom, Mountain Hardwear continues to offer essential, premium apparel, accessories and equipment products for climbers, mountaineers, skiers, snowboarders, and trail athletes.

prAna®

Acquired in 2014, our prAna brand's mission is to inspire an active lifestyle lived with mindfulness and originality. For more than 30 years, prAna has paired style and functionality to craft versatile apparel for those who want the freedom to explore ways of moving and being, encouraging individuals to live the experience every day.

MESSAGE FROM OUR CEO

“Doing the right thing has always been core to who we are at Columbia Sportswear Company. It shapes how we support our communities, care for the outdoors, and run our business. This report highlights our continued focus on empowering people, sustaining places, and acting with responsibility.”

Tim Boyle, Chairman & CEO

2025 Scope & Scale*

4 Primary Brands	1938 Founded in Portland, Oregon
~9,620 Full-time & Part-time Employees	\$3,397 Million Net Sales in 2025
565 DTC Brick-and-Mortar Retail Stores	115 Countries in Which Product is Sold

*As of December 31, 2025

Impact Governance

Our Board of Directors (the Board) shares in the oversight of our impact efforts. The Talent and Compensation Committee considers human capital management issues, while the Audit Committee reviews periodic reporting on environmental, social, and governance (ESG) matters. The Nominating and Corporate Governance Committee considers ESG issues, including potential long- and short-term trends and impacts on Columbia Sportswear Company's (CSC) business. Each committee reports to the full Board with respect to their specific responsibilities. The Board is also informed of supply chain oversight and related risks. CSC management views ESG as a company-wide effort, with collaboration and commitment throughout the supply chain. For more information, please visit our [Investor Relations website](#) for our Board Committee Charters. In 2021, the Company created an ESG Steering Committee comprised of senior leaders in various different functions.

2025 Highlights



Empowering People

- Hosted our inaugural WEAVES: Threads of Culture and Belonging event with over 150 team members joining sessions across three days.
- Welcomed A.B.L.E. (Advocates for a Barrier-Free Living and Empowerment) to our community of Employee Resource Networks.
- Columbia has partnered with the National Park Foundation's [Open Outdoors for Kids](#) program since 2019, helping connect over two million kids with National Parks around the country.



Sustaining Places

- Received limited assurance on our 2025 Scopes 1 and 2 emissions inventory.
- 100% renewable energy was allocated for CSC's Taipei office, with approximately 91 RECs retired to cover the office's 2025 electricity consumption.
- The Company celebrated 10 years of partnership with the Energy Trust of Oregon and achieved a 5% absolute electricity-consumption reduction in 2025 compared to 2022 operations at its Oregon headquarters and distribution center.
- 5,300 Mountain Hardwear products were repaired through the in-house [Repair Over Replace](#) program.



Responsible Practices

- RISE and CSC completed programming at three third-party manufacturing vendors in Vietnam.
- Our [Supply Chain Transparency Map](#) website continued to showcase our global network of Tier 1 and Tier 2 third-party manufacturing vendors' facilities.
- CSC worked with 330 Tier 1 finished goods third-party manufacturing vendors, 97% of which completed at least one audit or assessment during the year.

Industry Partnerships & Memberships





Empowering People

Supporting and uplifting the communities where we live, work, and play remains at the heart of what we do. By empowering our people across the globe and deepening our engagement with local partners, we continue to invest in the wellbeing and resilience of our communities.

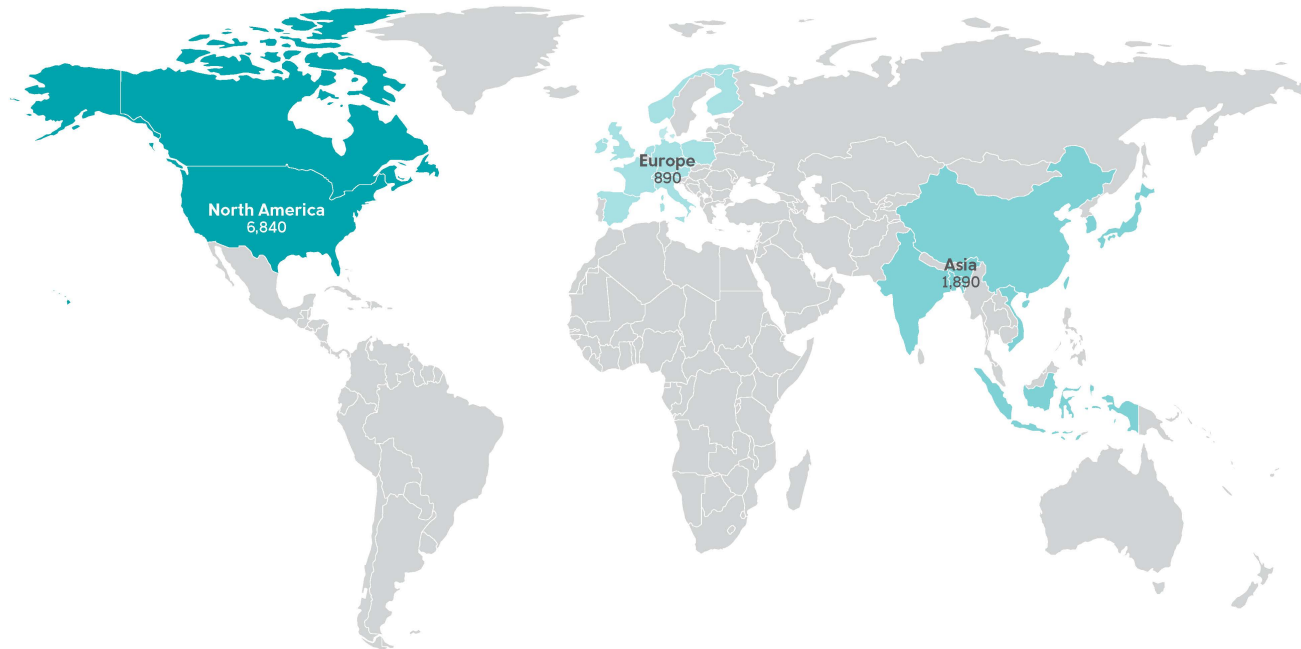
Empowering our people means supporting their wellbeing, investing in their growth, and creating a culture where everyone has the opportunity to thrive.

— Jana Humble, SVP, Chief HR Officer

Our Employees

Our Workforce Around the World

Our global workforce powers our business to help make the outdoors accessible to everyone.



Employee Wellbeing

Columbia Sportswear Company's (CSC) wellbeing program is designed to support employees in every aspect of their life – both inside and outside of the workplace. While benefits vary by region and country, many employees have access to offerings such as paid disability leave, paid parental leave, family and medical leave, and paid time off.

To support our global workforce, CSC's wellbeing philosophy is centered around five pillars: physical, social/emotional, financial, career, and community.



Physical



Social/
Emotional



Financial



Career



Community

Physical Benefits in Action

Our robust benefits support employees' good health across their daily lives through benefits such as medical, dental, vision, mental health, voluntary benefit programs, and more.

Club 1938: China

Club 1938 is an outdoor program for our employees based in China, providing a virtual hub for sharing tips and ideas to increase knowledge about the outdoors and enable outdoor accessibility.

The first event of the year took place in Huizhou, South China, where more than 140 Club 1938 members came together for an 11km coastal hike. Employees enjoyed sweeping shoreline views while helping preserve the landscape by collecting trash along the route.

The second event of the year was a three-track outdoor day that brought together more than 140 participants from Shanghai, Beijing, and Guangzhou. Attendees chose their own adventure: a 10km creekside hike, a 25km bike ride along the Yangtze, or a day of lure fishing.



Sports Days: Vietnam

Over the course of several weeks, employees in Vietnam engaged in a variety of activities aimed at promoting health, wellness, and togetherness.

The team organized a series of engaging team activities — including pickleball, badminton, virtual team walking, and bowling — to promote an active lifestyle and a spirit of togetherness. Staying active as a team creates opportunities for personal growth and stronger connections.



Acha Mountain Field Day: Korea

The Columbia Sportswear team in Korea hit the trails again in fall 2025 to collectively embrace their connection with the outdoors. As autumn brought crisp air and vibrant foliage, the team hiked Acha Mountain—taking in the scenery, enjoying time together, and seeing our products in action. Experiences like this prove that collaboration doesn't stop at the office door—it grows wherever we come together.

Employee 5K: U.S. & Canada

Each year, our Portland HQ hosts an Employee 5K on campus, giving employees the option to walk or run a course around the campus. Our Canada office also hosted their own 5K event. Employees based outside of the Portland or Canada HQs had the opportunity to participate in a virtual 5K, choosing their own route wherever they were.



Social & Emotional Benefits in Action

We believe in fostering connections and collaboration across our global workforce through both onsite and virtual gatherings and activities.

Employee Assistance Programs

Columbia Sportswear Company supports employee wellbeing through EAP+ in the U.S., giving employees access to Canopy—a free, confidential resource. This benefit was previously only available to full- and part-time U.S. employees; in October 2025, eligibility expanded to include all U.S. full-time, part-time, seasonal, and temporary employees and their families. The program offers professional coaching and counseling in-person, virtually, or by phone. EAP+ also provides practical life resources, including caregiving support, legal and identity theft services, financial coaching, and digital therapy tools.

We also support whole-person wellbeing with comprehensive mental health resources offered through our insurance providers, Regence BCBS and Kaiser Permanente, which eligible employees can choose to enroll in.

In Canada, employees can access TELUS Health for confidential support across mental, financial, physical, and emotional wellbeing. Whether navigating stress at work or at home, parenting challenges, financial questions, or health concerns, CSC Canada employees have a trusted resource for personalized guidance.

Advancing Global Cultural Awareness

In 2025, we strengthened our commitment to embedding cultural awareness and collaboration across our global business through a more intentional, internationally focused approach.

Leaders and teams across the U.S., Vietnam, and Japan participated in cross-cultural collaboration workshops designed to foster understanding, trust, and alignment. These sessions emphasized cultural humility as an ongoing practice and encouraged a shift from a headquarters-centered mindset to a more globally inclusive approach that values co-creation and multiple perspectives.

In November, we introduced WEAVES: Threads of Culture and Belonging, our inaugural in-person gathering focused on education, connection, and celebration. Held at our Portland headquarters, the three-day event welcomed more than 150 employees and featured sessions on communication, psychological safety, change management, and outdoor stewardship.



Employee Resource Networks

Columbia Sportswear Company's seven Employee Resource Networks (ERNs) are employee-led communities that foster connection across our global workforce and support the business. Open to all employees, the seven ERNs include Advocates for Barrier-Free

Living (A.B.L.E.), Black Employee Network & Friends (BEN), Bringing Representation and Valor to the Outdoors (BRAVO), Coalition of Asian and Pacific Islanders (CAPE), Pride, Vamos Unidos, and Women's Leadership Initiative (WLI).

In addition to our ERNs, our Europe team and our Mountain Hardwear and prAna brands maintain their own community and culture groups to develop programming tailored to their teams.

ERN SPOTLIGHT: A.B.L.E.



Launched in 2025, A.B.L.E. (Advocates for a Barrier-Free Living and Empowerment) is our seventh ERN, expanding opportunities for connection and learning across our workforce. Focused on advancing accessibility and inclusion for people of all abilities, A.B.L.E. works to identify and remove barriers in both workplace and outdoor environments. Through advocacy, education, and community engagement, the network supports employees and fosters a culture where everyone feels welcomed, valued, and able to thrive.

Career Benefits in Action

Employees are empowered to take charge of their careers through learning and development opportunities and resources that support a high-performance culture and ongoing growth.

Career Connections: Europe

In 2025, our European Talent Team introduced the Career Connections pilot, a bold initiative designed to spark internal mobility and strengthen professional networks across Europe. Over the course of one dynamic week, employees joined 45-minute sessions to explore roles and business areas that piqued their curiosity. With overwhelmingly positive feedback, participants praised the opportunity to connect, learn, and envision new career paths.

Leadership Excellence Acceleration Program (LEAP): Global

The Leadership Excellence Acceleration Program (LEAP) serves as CSC's global leadership development initiative, designed to elevate high-potential people managers. In 2025, the program ran from March through October as a fully virtual global cohort, with hybrid options at CSC's Portland HQ.

Participants completed 25 workshops, 35 peer coaching circle meetings, and 46 senior leader connection sessions, supported by both external partners and CSC leaders. Learners also engaged heavily with the MasterClass platform.

In total, 45 managers from multiple CSC brands and regions participated. Feedback highlighted LEAP's immediate usefulness, its encouragement of self-reflection, and its practical application in daily work.

The Amazing Race Development Program: China

The Amazing Race program empowers leaders to build and advance high-impact business cases that drive decisive outcomes. The program uses an integrated approach to cultivate strategic business acumen through commercial sandbox simulations and sharpen data-driven reporting capabilities. This approach enables leaders to translate market insights into actionable plans, secure organizational buy-in, and successfully implement business strategies.

Annual Store Leadership Conference

All North America store leaders converged at our Portland Headquarters ahead of the busiest time of the retail year for a week full of connection, strategy, and celebration. From a surprise fashion-show kickoff to powerful leadership development, cross-functional collaboration, and breakout sessions that sparked fresh ideas across regions and districts, the week left retail leaders feeling inspired, aligned, and ready to lead.



Financial Benefits in Action

CSC supports eligible employees in managing their financial wellbeing through competitive compensation programs, retirement benefits with a generous company match, paid parental leave, life and disability insurance, and a range of financial tools and education resources.

myWellbeing Program

For the second year in a row, the U.S. myWellbeing program provided full-time employees with reimbursement opportunities for a wide range of activities that support personal wellbeing. In response to employee feedback, the program shifted from a quarterly model of \$100 to a single annual reimbursement of \$400 per full-time employee.

In 2025, over 1,600 full-time U.S. employees participated, submitting reimbursements for activities such as:

- Campsites
- MasterClass subscriptions
- Community Supported Agriculture (CSA)
- Massage therapy
- Fitness equipment

401(k) Matching

We invest in our employees' financial futures. Our U.S. retirement program offers a competitive company match for eligible employees—dollar-for-dollar up to 4% of compensation, plus 50 cents on the dollar up to 6%, for a maximum match of 5%. Employees contributing at least 6% receive the full match, with contributions made each pay period.

Donation Matching

Through Columbia Sportswear Company's Community Impact Program, employees' eligible nonprofit donations are matched dollar-for-dollar, amplifying our collective impact in the communities where we live and work. Employees' contributions may be matched up to \$1,000 USD per calendar year.

Community in Action

We foster engagement in the communities where we live and work through social responsibility, volunteering, and matching for cash and product donations. Our Community Impact strategy focuses on Conservation (Protect the Places Where We Adventure) and Access (Making the Outdoors More Accessible to all). We drive impact through employee giving and volunteering, brand and nonprofit partnerships, and consumer engagement.

Employee Volunteering

At Columbia Sportswear Company, we believe supporting our communities starts with empowering our employees to show up where it matters most. Our Volunteer Time-Off program provides U.S. full-time employees with 16 hours of paid time each year to give back to causes they care about. Employees consistently tell us this benefit enables them to make a meaningful difference while feeling supported by the business.

In 2025, our teams logged more than 6,100 volunteer hours. We also support giving in other ways by offering all full-time employees up to \$1,000 annually in matched donations to nonprofit organizations of their choosing, including employee-championed in-kind product donations.

Trans Canada Trail

Our Canada team was proud to serve as the primary sponsor of the [Trans Canada Trail](#) event for the third year in a row. In addition to championing this initiative, 50 employees contributed company-paid volunteer hours to clean and maintain local trail sections. Beyond sponsorship and volunteer support, Charity Checkout donations from retail customers provided additional funding to help sustain the trail for communities across Canada.

Green Team Trail Restoration

Our employee giving and Volunteer Time-Off programs empower employees to pursue the initiatives that inspire them. As a passionate group of employees dedicated to advancing sustainability and environmental stewardship, Columbia Sportswear Company's Green Team helps employees get outside with the Volunteer Time-Off program. In July, the Green Team partnered with the Forest

Park Conservancy in Portland, Oregon, for a public trail stewardship event in Forest Park. Over the course of three hours, our employees—alongside other community members—restored and maintained over a mile of trail, helping preserve one of the city's most loved natural spaces.



PROSCI for the Community

Two of our PROSCI®-certified team members took their passion for change management beyond the office and into the community. Using their volunteer hours, they facilitated a free workshop at our Portland, OR World Headquarters for local nonprofit organizations,

helping them navigate change with confidence and clarity. Their expertise helped strengthen the ability of these organizations to navigate the constant change they face.

Brand Partnership Spotlights

Columbia



Columbia and [Conservation International](#) have a longstanding partnership. Specifically since 2022, the Columbia brand has been working with Conservation International to help protect 1.7 million trees by 2027. In 2025, Columbia also continued its support of the [National Park Foundation](#) and the Open Outdoors for Kids program, collectively expanding access for two million kids to experience National Parks. In addition, through our partnership with the [Land Trust Alliance](#), we helped protect 1.45 million acres of land across 30 Land Trusts located near our retail stores. For more information on the Charity Checkout program, see the Donations section below.

Partnership in Action

In celebration of Earth Month, we highlighted Conservation International in a special edition of the [Tough Mother Outdoor Guide](#), showcasing our shared commitment to conservation and the work we are doing together through this partnership.

SOREL



In 2025, SOREL announced a [collaboration with Ocean Conservancy](#) to protect our ocean, keep Arctic waters clean, and support the health of vital wildlife and ecosystems. In recognition of National Ocean Month in June, SOREL invited communities to join this effort by supporting Ocean Conservancy, pledging to match donations up to \$50,000 to amplify the collective impact. With the help of our communities, we exceeded the match goal.



Partnership in Action

SOREL team members volunteered alongside [Oregon SOLVE](#), a local chapter of the International Coastal Cleanup network, to restore a key waterway at St. Johns Cathedral Park in Portland, Oregon. During the cleanup, volunteers removed more than 600 pounds of litter, helping prevent waste from entering shared waterways and contributing to healthier marine ecosystems.



Mountain Hardware



Mountain Hardware maintains an ongoing partnership with [Leave No Trace](#), a nonprofit dedicated to teaching people how to protect and enjoy the outdoors responsibly. Through this collaboration, the brand supports education and practices that help minimize human impact and preserve natural spaces for future generations.

Partnership in Action

In celebration of Earth Day on April 22, Mountain Hardware launched a special Leave No Trace apparel collection featuring artwork by [Extra Vitamins](#). Inspired by natural textures found in rock formations and forests, the collection reflects the shared passion for climbing and the outdoors held by Extra Vitamins' founders, Julia Belamarich and Kyle Warfield. Throughout the year, Mountain Hardware team members also participated in several Leave No Trace volunteer events, as part of the brand's commitment to responsible recreation.

In partnership with the [American Mountain Guides Association \(AMGA\)](#), Mountain Hardwear offered 12 scholarships in 2025 for the annual LGBTQIA2S+ Single Pitch Instructor Course. Designed to meet the specific needs of participants, these courses provide the training and support required to succeed in climbing instruction. By prioritizing inclusivity and representation, Mountain Hardwear and AMGA aim to encourage more people from diverse backgrounds to engage in climbing and pursue leadership roles within the sport. This work helps build a more inclusive and representative climbing community.



Mountain Hardwear also offers six annual scholarships to [Open Aperture](#), a photography clinic established in 2019 for underrepresented groups within the outdoor community. Each year, participants have the opportunity to develop their skills and support one another in showcasing their perspectives, guided by professional adventure photographer and MHW Team Athlete Nikki Smith.

prAna



Protect America's Climbing

prAna partners with two nonprofits—[Access Fund](#) and the [Surfrider Foundation](#)—whose work reflects a shared commitment to environmental conservation, community engagement, and the long-term protection of the outdoor spaces we all enjoy. Access Fund works to keep U.S. climbing areas open and preserved through land stewardship, advocacy, and education. The Surfrider Foundation is dedicated to the protection and enjoyment of the world's ocean, waves, and beaches by advancing clean water, reducing plastic pollution, defending beach access, protecting coastlines, and building climate



resilience. Together, these partnerships strengthen prAna's commitment to conservation, community, and long-term environmental stewardship.

Partnership in Action

As part of these partnerships, prAna is supporting Access Fund and the Surfrider Foundation through both donations and hands-on collaboration. This includes fundraising initiatives, awareness campaigns, and volunteer events such as trail restoration projects and beach cleanups. prAna participated in one of the Surfrider Foundation's largest community volunteer events with the San Diego Chapter, where more than 250 volunteers collected over 200 pounds of trash. Check out prAna's recap below.

To further celebrate the climbing community, prAna hosted a special event at its Boulder, Colorado, retail store in partnership with Access Fund, featuring legendary climber and longtime prAna ambassador Chris Sharma. Check out the recap video below.

To learn more about each brand's community impact initiatives and nonprofit partnerships, check out their websites:

- [Columbia](#)
- [SOREL](#)
- [Mountain Hardwear](#)
- [prAna](#)

Donations

Charity Checkout Program

In 2025, the Charity Checkout program, which allows customers to donate at the register, continued to make an impact on the outdoors across the United States and Canada.

U.S.

The Charity Checkout program raised more than \$450,000 in partnership with consumers in U.S. stores and through a match from our payment partner, Adyen. These funds supported critical outdoors programming, including:

- **NATIONAL PARK FOUNDATION:** Supporting the [Open Outdoors for Kids](#) program, which helps thousands of kids experience the outdoors every year.
- **LAND TRUST ALLIANCE:** The [Columbia Retail Store Grant program](#) raised more than \$325,000 for 30 land trust grantees across 26 states, supporting the protection of 1.45 million acres of land.
- **CENTER FOR DISASTER PHILANTHROPY:** Providing disaster response following the Los Angeles wildfires in January and the Texas floods in July.

Retail Grant Program

In 2025, we launched the Columbia Sportswear Retail Grant Program, connecting our stores and customers to conservation efforts nationwide through the Charity Checkout campaign. By promoting reusable bags across 20 retail locations, we reduced waste while raising critical funds for land preservation.

During its first year, the program supported 30 land trusts, providing unrestricted grants that empower local partners to protect what matters most in their communities.

Canada

From June to November 2025, all Columbia retail stores in Canada supported Trans Canada Trail, a nonprofit that connects Canadians and visitors to nature and to one another through accessible and inclusive outdoor activities. Together with consumers, Columbia raised 100,000 Canadian dollars in cash and product to help ensure the Trail remains protected and accessible for years to come.

prAna

prAna supported its partners Access Fund and Surfrider Foundation through a Charity Checkout program at its Boulder and Portland stores. They also matched all consumer donations made on giving Tuesday to support Access Fund's work in protecting climbing areas and expanding access.

Employee Store Community Cares Program

Through the Employee Store Community Cares Program, we partner with local nonprofits by inviting their supporters to shop at our exclusive Employee Stores. This special access allows them to purchase products from our family of brands—Columbia Sportswear, SOREL, Mountain Hardwear, and prAna—at a discounted price. Ten percent of the total net sales from these visits is then donated back to the nonprofit, helping strengthen community programs and local impact.

Disaster Relief

Columbia is committed to supporting disaster relief efforts in the regions where we operate and sell our products. In January 2025, Columbia retail stores across the United States came together to support those affected by the devastating wildfires in Los Angeles. Through the generosity of our customers, we successfully raised over \$42,000 to aid relief efforts. In July 2025, we temporarily switched our Charity Checkout to support relief efforts for the central Texas floods. To support disaster relief for both California and Texas, we took the following actions:

- **Nonprofit Donation:** Monetary contributions were made to the Center for Disaster Philanthropy's California Wildfires Recovery Fund and Central Texas Flood Relief Fund.
- **Columbia Charity Checkout:** Consumer donations made in all Columbia U.S. retail stores through the end of January supported the California Wildfires Recovery Fund. Consumer donations made in all Columbia U.S. retail stores through the end of July supported the Central Texas Flood Relief Fund.
- **Employee Giving Opportunity:** Employees were encouraged to donate to both funds through our employee giving platform, with all contributions matched by the Company.
- **Product Donation:** Columbia partnered with trusted nonprofit organizations to donate product to those that lost their belongings in the fires.

In Fall 2025, catastrophic floods swept through the upland communes of Dai Hong, Dai Lanh, and Duy Xuyen in Vietnam, near two of Columbia's manufacturing partners. To support relief efforts, Columbia made a monetary donation to the Vietnamese Red Cross and launched a fundraiser on our employee giving platform, encouraging employees to use their donation-matching benefit.

CSC Clean Drinking Water Program



To combat the global water crisis and expand access to clean drinking water, we continue our partnership with [Planet Water Foundation](#), a U.S. nonprofit that builds AquaTowers—water filtration systems—in areas where CSC products are made.

Planet Water AquaTowers provide numerous benefits:

- Access to safe drinking water for communities where our products are made
- Clean water for up to 1,800 people per tower, per day
- Hygiene education for students at each installation site
- Team-building opportunities with our manufacturing partners

Our goal: Provide clean drinking water to 100,000 people daily by 2028.

Progress to date: In 2025, we built two additional AquaTowers, bringing the total to 49. With these two new installations, we have reached over 88% of our goal to provide clean water access for 100,000 people per day.



Collegiate Outdoor Recreation Program

Columbia, prAna, and Mountain Hardwear continue to support the Collegiate Outdoor Recreation Program—helping students access the clothing and equipment they need to safely and comfortably experience the outdoors. For many students, cost, limited storage, and accessibility can be significant barriers to participation. By donating product to campus outdoor programs, our brands help remove those barriers, opening the door to experiences ranging from remote mountain climbs to neighborhood park explorations.

In 2025, we expanded the program to 18 universities, adding Georgia Tech and Texas A&M, and brought our presence to life through Welcome Week activations at 16 campuses. Through product giveaways, interactive quizzes with trackable coupons, and on-the-ground engagement, we connected directly with students and introduced them to our brands in meaningful, memorable ways.

Campus outdoor recreation programs, including [Duke's Outdoor Adventures](#), play a critical role in creating access and building community. These programs organize activities such as hiking, skiing, and climbing, while also offering student employment, access to high-quality gear, and opportunities to form lasting connections with peers who share an interest in the outdoors.

Sustainability is a core component of this work. Gear rental models promote reuse, while hands-on education in care and repair helps extend product life and reduce waste. Together, these efforts support a more sustainable approach to outdoor recreation and foster

a lifelong appreciation for nature. With a focus on unlocking outdoor access for all, we are helping more students step outside, try something new, and build lasting connections to the outdoors.

CAMPUS ENGAGEMENT HIGHLIGHT

Each year, Duke students camp out on the front lawn of campus for a month to secure highly coveted tickets to the University of North Carolina vs. Duke basketball game. In support of this annual tradition, we provided Columbia tents for students to camp out in.

Sustaining Places

In partnership with global third-party manufacturing vendors, we remain committed to continuously evaluating and pursuing opportunities for improved environmental efficiencies across our operations. Seeking to preserve the environments where we live, work, and play helps to ensure a healthy planet for future generations to come.

We make products that protect people in the outdoors. Minimizing our environmental impact on outdoor spaces is an extension of our purpose and ethos.

— Richelle Luther, EVP, Chief Administrative Officer and General Counsel

Sustaining Places

Climate & Environmental Management

Global climate change requires collective, systemic action to protect international communities, ecosystems, and outdoor participation. To further our global mission of unlocking the outdoors for all, we have established the following climate commitments:

- CSC commits to evaluating energy-efficiency opportunities and, where appropriate, alternate energy sources at its largest owned distribution center, global headquarters, and all of its other owned and operated Oregon locations.¹ This includes benchmarking current performance and developing a 10-year capital improvement plan.
- CSC commits to procuring 100% renewable electricity for the Company's liaison office in Taipei through 2028.
- CSC commits to publishing assured Scope 1 and 2 global emissions for 2025 in 2026, and intends to publish certain Scope 3 emissions categories in 2027.
- CSC will publicly report progress toward these commitments, including emissions-reduction data where available.

Greenhouse Gas Emissions

The Company is proud to publish its 2025 Scope 1 and Scope 2 greenhouse gas (GHG) emissions totals with limited assurance. 2025 marks the first year CSC has obtained limited assurance over the Company's Scope 1 and Scope 2 GHG emissions totals.

CSC continues to improve the measurement of direct (Scope 1) and indirect emissions from purchased electricity (Scope 2). Again in 2025, the Company increased its use of primary energy consumption data; real electricity consumption data continues to inform the majority of Scope 2 calculations.

For non-U.S. locations where primary data are unavailable, CSC estimates energy consumption based on regional climate type and principal building activity—an approach that accounts for operational differences across offices, retail stores, and distribution centers.

Scope 1 and 2 Emissions Overview^{2 3}

GHG EMISSIONS (metric tons CO₂e)

	2025
Scope 1	10,585
Scope 2 (LB)	20,666
Scope 2 (MB)	21,350

These FY2025 emission disclosures are aligned with California's Climate Corporate Data Accountability Act (SB 253) reporting requirements for 2026.

For additional details regarding the Company's GHG emissions-inventory methodology and limited assurance of 2025 emissions, please see Appendix D.

100% Renewable Energy for CSC's Taipei Office

As part of the Company's climate commitments, CSC retired approximately 91 RECs to cover 100% of its Taipei office's 2025 electricity consumption. This REC-procurement milestone represented significant internal learnings and resource capacity building. Ongoing collaboration with the Taipei office's property-management group enabled a successful first year of the office's green-energy lease.

CSC Global HQ is Green Business Leaders Certified

The Company's global headquarters is located in Washington County, Oregon. CSC's internal Green Team completed another year of earning gold status for the Washington County [Green Business Leader](#) certification. CSC has pursued this annual certification since 2021, partnering with County officials to highlight environmental stewardship initiatives across campus and build momentum for local environmental impact efforts.

Energy Trust of Oregon Partnership

Columbia Sportswear Company and the Energy Trust of Oregon celebrated 10 years of partnership in 2025, while reaching new milestones in energy efficiency and resource management. Through the co-developed Strategic Energy Management program—which includes the Company's Portland world headquarters and largest distribution center—natural gas and electricity consumption were measured to monitor controls, efficiencies, and progress toward resource-reduction goals.

In partnership with public-utility providers, the Company achieved 0.5% natural gas and 5% electricity-consumption reduction in 2025 compared to 2022 operations at its world headquarters and Oregon distribution center.

Blaine Garrigues, Director of Corporate Facilities, shared: "Year over year, Columbia continues to make incremental improvements to our energy consumption at our owned facilities, thanks to our continued collaboration with the folks at the Energy Trust of Oregon."

Carbon Neutral Program Collaboration

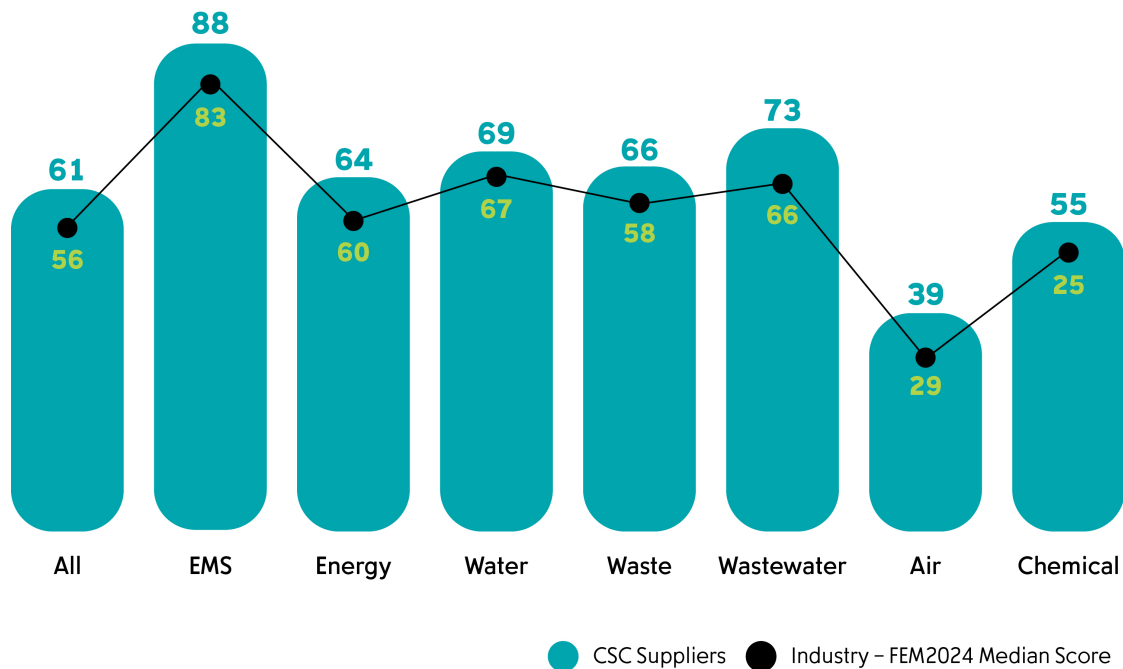
Through participation in the UPS® carbon neutral program, Columbia Sportswear funded the mitigation of over 2,100 metric tonnes of CO₂e in 2025 associated with all UPS ecommerce shipping to U.S. destinations. Aligning with and supporting partners' climate commitments enables both expanded environmental impact and shared learnings.

Manufacturing

Using industry tools to collect standardized manufacturing data helps CSC and its third-party manufacturing vendors make continuous improvements over time. The Higg Facility Environmental Module (FEM), managed by Cascale, measures the environmental performance of third-party finished-goods vendors (Tier 1) and third-party raw-material vendors (Tier 2).

In 2025, CSC completed its 12th consecutive annual reporting cycle using Higg FEM, with consistently high third-party manufacturing vendor engagement. By measuring key impact areas, the tool helps the Company prioritize improvements in environmental management while tracking overall environmental impacts. Higg FEM data—along with other metrics—informs CSC's internal corporate scorecards and supports the Company's broader manufacturing strategy.

HIGG FEM Industry Score Comparison



The Higg FEM self-assessment ranks third-party vendors on a three tier structure—good, better, best—allowing third-party manufacturing vendors to achieve a maximum score of 100 points across seven impact areas. To strengthen transparency and reliability, the Higg FEM verification process requires that third-party vendors confirm their understanding of assessment questions and provide accurate responses.

In the table above, “CSC” refers to Tier 1 third-party finished goods vendors and Tier 2 third-party raw material vendors that completed the Higg FEM 2024 assessment and worked with CSC. “Industry” includes all manufacturing facilities across the global apparel, footwear, textile, and accessories/equipment sectors that responded to the Higg FEM 2024 assessment. “EMS” represents Environmental Management System scores. For more information on the platform, visit the [Cascale website](#).

PRANA PRODUCT HIGHLIGHTS: TEXTILE-TO-TEXTILE RECYCLED CONTENT

prAna leads by example. Since its earliest days, the prAna Product Development team has strongly prioritized preferred materials across product seasons and collections. prAna first focused on organic raw materials, then expanded to other preferred raw materials including recycled fiber content, preferred MMCs, and regenerative feedstocks, with the latest material innovations weaving in growing volumes of recycled textile content. The prAna Asgard series is a favorite example of how the team continues to use more recycled textile materials across each product in the series. All-in, the prAna Asgard Hooded Flannel Shirt specifically features 31% recycled polyester, 55% recycled wool, 7% recycled nylon, 4% recycled acrylic, and 3% other fibers in the body, with 100% recycled polyester in the lining. The prAna Woolly Bird series also exemplifies prAna's environmental impact and premium quality focus, with the prAna Woolly Bird Fleece Full Zip featuring an impressive textile-to-textile content list of 35% recycled wool, 47% recycled polyester, 12% recycled nylon, 3% other fibers, and 3% elastane. And last but not least, the Rock Ridge series deserves a shout-out for featuring recycled textiles from leftover feedstocks at third-party manufacturing vendor facilities. From this series, the Rock Ridge Carpenter Pants are made with 80% organic cotton, 18% recycled cotton, and 2% spandex. Needless to say, we're pretty proud of prAna's great products.



Want to see more about prAna's efforts to use more recycled textile materials? Then check out this video: [Prana X ColorSorts | Videos & Movies](#) on Vimeo.

Packaging Highlights

In 2025, Columbia Sportswear Company advanced packaging improvements focusing on efficiency and waste reduction. Key actions included right-sizing cartons to reduce empty space, optimizing carton assortments to improve packing accuracy, and increasing container utilization. The team also refined fulfillment processes by consolidating multiple items into single shipments—including outerwear and accessories—to reduce the amount of packaging materials used in e-commerce orders.

prAna continued another year of delivering its sustainability-minded apparel, accessories, and equipment with plastic-free, recyclable packaging materials. SOREL's footwear continues to arrive with minimal plastic packaging, instead opting for paper-based packaging materials. And Mountain Hardware expanded glassine product packaging to more product lines in 2025.

The Company expanded its hanger reuse program as well, with more branded stores transitioning to reusable wooden hangers over the year. This shift significantly reduced single-use plastic hanger production and disposal while improving transport efficiency. These efforts were supported by broader logistics improvements, including increased use of expedited ocean freight as a lower-impact alternative to air freight—helping to reduce emissions while maintaining supply-chain speed.

Building off last year's CSC 2024 Impact Report updates on post-consumer recycled content in our supply chain packaging, in 2025 the Company provided paper retail bags at U.S. stores containing 40% post-consumer recycled material. These consumer paper bags complement upstream logistics packaging, which continues to use 95% recycled content in corrugated master outer cartons and at least 80% recycled content in inner boxes. In 2025, in close partnership with long-term, trusted recycling service providers, CSC recycled over 1,100,000 pounds of master outer cartons and more than 115,000 pounds of master poly bags through the Rivergate Distribution Center in Portland, Oregon.

MOUNTAIN HARDWEAR PRODUCT HIGHLIGHTS: RECYCLED DOWN

Mountain Hardware creates products for outdoor athletes to live boldly. In 2025, the Product team delivered a series of high-performance jackets, vests, and parkas featuring recycled down for superior insulation with a lighter footprint. One product

series that earned particular praise was the Nevadan™. Each member of the Mountain Hardwear Nevadan™ series features 650-fill recycled down — an exciting step forward for repurposing previously-used down materials. The emblematic Men's Nevadan™ Down Parka brings the recycled down to life, and also showcases the Nevadan™ series' 100% recycled nylon prints. Even in the toughest outdoor environments, Mountain Hardwear has your back.



Chemical Management

Columbia Sportswear Company maintains a comprehensive [Chemical Management Policy](#) and product-compliance approach grounded in industry standards, regulatory alignment, and continuous improvement. As an active member of the [AFIRM Group](#), the Company implements and regularly updates its [Restricted Substances List \(RSL\)](#), reinforcing expectations that go beyond compliance.

Columbia's chemical management strategy also supports third-party vendor capacity building. In 2025, the Company expanded participation in leading industry programs, including GIZ's Chemical Management Initiative (CMI) and Clean by Design (CbD). Five of the Company's third-party footwear vendors enrolled in CMI, receiving targeted training and technical guidance to strengthen chemical-management systems while aligning with Higg FEM 4.0 expectations. Each third-party footwear vendor developed and began implementing improved chemical-management plans, with performance gains expected to be reflected in the next 2025 Higg FEM verifications.

In parallel, Columbia nominated a core fabric mill to the CbD Chemistry and Wastewater Program, where early results showed measurable progress in best practices and improved performance in chemical and wastewater management. These long-term efforts demonstrate Columbia's commitment to driving measurable improvements through third-party manufacturing vendor engagement and advancing safer chemical use and environmental performance across its value chain.

SOREL PRODUCT HIGHLIGHTS: HIGH TECH & DURABILITY

SOREL uses high-performance, technical materials to deliver long-lasting footwear. The Callsign Horizon™ Low GTX Women's Sneaker features dynamic waterproofing technology, a combination of abrasion-tested suede and LWG-certified leather, and a rugged outsole, which ensures supreme traction and long-lasting comfort. To ensure footwear durability standards aligned with our technology specifications, SOREL worked closely with third-party finished goods manufacturing vendors (Tier 1) on product testing and quality assurance requirements. Want to see SOREL footwear in the wild? Then check out this hype video: [For Bold Steps | YouTube](#). And don't forget your Essential Shoe Care Kit to keep your favorite SOREL footwear in use for longer.



Preferred & Certified Materials

CSC Material Certifications

Certified materials deliver several exciting benefits. As outdoor enthusiasts increasingly look for products that support positive environmental impacts, CSC has worked on expanding its Material Certification program. Managed by CSC's Sustainability team, the Material Certification program supports the Company's claims of positive environmental and social impacts at both the brand and individual product levels. By partnering with external, independent verification groups, CSC ensures certified materials can be traced across third-party finished goods vendors (Tier 1) and upstream third-party raw material manufacturing vendors (Tier 2). CSC's preferred and certified materials focus on recycled content, organic content, LWG-certified leather, down with RDS certification, wool with RWS certification, and manmade cellulosic fibers (MMCF). CSC's material certification organizations and standards include:

Textile Exchange Certifications

Recycled Content

Columbia Sportswear Company is certified to the Recycled Claim Standard (RCS) and Global Recycled Standard (GRS), which certifies and tracks recycled material from the source to final product. Certified by Control Union CB-CUC-848416.

GRS: Products certified to the Global Recycled Standard (GRS) contain recycled content that has been (independently) verified at each stage of the supply chain, from the recycler to the final product. In addition, facilities from the recycler to final supplier have met social, environmental, and chemical requirements.

RCS: Products certified to the Recycled Claim Standard (RCS) contain recycled content that has been (independently) verified at each stage of the supply chain, from the recycler to the final product.



Organic Content

Columbia Sportswear Company is certified to the [Organic Content Standard \(OCS\)](#), which certifies and tracks organically grown material from the source to final product. Certified by Control Union CB-CUC-848416. The purchase of Organic Content Standard (OCS) certified products demonstrates demand for organic agriculture. Organic cotton is produced and certified to organic agricultural standards, which require practices to sustain ecosystems.



Wool

The [Responsible Wool Standard \(RWS\)](#) requires animal welfare and responsible land management practices to be in place at the sheep farm. prAna continued its second year with certified RWS in 2025, with certification by Control Union CB-CUC-848416.



Down

The [Responsible Down Standard \(RDS\)](#) requires animal welfare practices to be in place at duck and goose farms in the down and feather supply chain. The Responsible Down Standard independently certifies down and feathers against animal welfare requirements and tracks it from farm to final product.

In 2025, Columbia Sportswear Company celebrated 10 years of brand certification to the RDS standards, since becoming certified in 2015.

CSC is certified to the RDS, which certifies and tracks down from the source to final product. Certified by Control Union CB-CUC-848416



Regenerative Organic Alliance (ROA) Certification

Columbia Sportswear Company uses 100% [Regenerative Organic Certified®](#) Cotton, specifically in several iconic prAna brand products. Regenerative Organic Certified® materials set some of the world's highest standards for soil health, animal welfare,

and farmworker fairness—supporting the entire farm ecosystem. Verified by independent certifying bodies, farm practices prioritize vegetative ground cover, rotating crops and grazing sequentially, minimizing soil disturbance, adding compost, and avoiding synthetic fertilizers and pesticides. These practices help build long-term soil health and create highly productive agricultural land for growing textile raw materials.



Leather Working Group

The Columbia and SOREL brands continued sourcing materials from the [Leather Working Group \(LWG\)](#) in 2025. Through CSC's on-going participation and support for LWG, CSC has promoted responsible leather manufacturing across the global textile and apparel industry. Procuring materials from LWG-rated, third-party vendors ensures that leather vendors underwent manufacturing audits to evaluate chemical and environmental compliance. 100% of leather materials used in CSC's portfolio of apparel, footwear, and gloves are sourced from LWG-rated, third-party manufacturing vendors.



Canopy - CanopyStyle and Pack4Good Programs

The long-standing partnership between [Canopy](#) and prAna continues to uphold a shared commitment to protecting Ancient and Endangered Forests. In 2013, prAna joined the [CanopyStyle program](#) and switched all MMCF to come from preferred sources. Recycled content and high-performance agricultural-residue solutions are playing an increasingly important role in reducing pressure on threatened forests.

CanopyStyle and Canopy's [Pack4Good](#) initiative serve as collaborative hubs for fashion brands, retailers, designers, and producers working to separate fashion supply chains from Ancient and Endangered Forests. Pack4Good supports sourcing premium packaging solutions that avoid negative externalities and prevent harm to critical forested ecosystems and the communities that depend on them.

Through Canopy's [Pack4Good](#) initiative, prAna is working to ensure its packaging avoids fiber sourced from Ancient and Endangered Forests and, where possible, incorporates high-recycled content or other high-performance agricultural-residue alternatives (Next Gen Solutions).

Forest Stewardship Council Certification (FSC®)

prAna's yoga mat product line featured blended [FSC®](#)-certified materials and recycled rubber in 2025. Products and materials that carry the FSC® label were produced from verified and responsible sources that meet strict FSC® environmental and social requirements.

CSC remains active with international working groups that develop industry material standards and support the global growth and adoption of certified materials.

Skin Cancer Foundation

Columbia, Mountain Hardwear, and prAna also continue their partnership with [The Skin Cancer Foundation](#), with approved products carrying the Foundation's Seal of Recommendation to highlight effective UV protection of covered skin areas.

COLUMBIA PRODUCT HIGHLIGHTS: RECYCLED CONTENT

Recycled content forms an increasingly large portion of Columbia's materials portfolio. OutDry™ Extreme (ODX) is a favorite example of Columbia's industry award-winning material technology that features 100% recycled nylon in the shell matte. Inspired by the structure of lotus flower leaves, ODX's biomimicry and recycled materials keep the inside of garments dry with less needed Durable Water Repellent (DWR) for all-seasons comfort. The Columbia Whistler Peak Shell Jacket and PFG Force XII ODX Bib

are parts of product series with jackets, pants, and bibs, all featuring ODX's matte recycled nylon waterproof shells. To learn more about Columbia's OutDry™ Extreme tech, check out this [YouTube video](#).

"Columbia's OutDry™ Extreme (ODX) technology is the best of both worlds. By drawing inspiration from the surface microstructure of natural lotus leaves and using recycled materials, we've developed an industry-leading matte shell fabric to keep you dry outdoors — even in the harshest rain."

— Haskell Beckham, VP of Innovation



Products Made to Last: Mountain Hardwear Repair Program Highlight

Mountain Hardwear's [Repair Over Replace](#) program continued to thrive in 2025. The in-house product-repair service plays a central role in extending product life and reducing waste. The dedicated team of three Warranty Representatives processed more than 7,200 returned Mountain Hardwear items, carefully evaluating each product for repair potential. Supported by six skilled sewing technicians, the team repaired over 5,300 products—keeping high-performance gear in use and out of landfills.

Repair remained the preferred outcome throughout the year, with a 74% repair rate across all items received, compared to an 18% replacement rate. Performance peaked in the fourth quarter of 2025, when the team successfully repaired 80% of incoming items—an all-time program high. These results highlight Mountain Hardwear's commitment to durability, craftsmanship, and circular product solutions that prioritize repair whenever possible.

Meet the team!





Top-left: Pui Fan Tam repairing sleeping bag | Top-right: Rep team, from left to right: Maikol, Terri, Patrick, and puppy Freya (important stress-relieving member!)
| Bottom: (Most of) the sewing room

Footnotes

1. Oregon locations owned and operated by CSC:

Property Name	Street Address
Portland Employee Store	14100 NW Science Park Drive
HQ Baltimore (ESI 1) (M)	13900 NW Science Park Drive
HQ Big Horn (G-Footwear)	14360 NW Science Park Drive
HQ Columbia River (A, B, C)	14375 NW Science Park Drive
HQ Islamorada (H)	14370 NW Science Park Drive
HQ Lillehammer (D)	14339 NW Science Park Drive
HQ Nellie (ESI 2) (L)	14000 NW Science Park Drive
Rivergate Distribution Center	7000 N Leadbetter Drive
HQ St. Johns (E)	14335 NW Science Park Drive
HQ Stanton (ESI 4) (K)	13910 NW Science Park Drive
United Carriage Building	911 SW Broadway
Annex Building	722 SW Taylor

2. Scope 2: The LB (location-based) method to calculate scope 2 emissions considers average emission factors for the electricity grids that provide electricity (i.e., the grid's emissions factor).

3. Scope 2: The MB (market-based) method to calculate scope 2 emissions considers contractual arrangements under which the organization procures power from specific sources, such as purchasing renewable energy credits (RECs).

Responsible Practices

By strengthening our culture of ethics and compliance and advancing supply chain initiatives, we seek to embed responsible practices across our business.

Operating the business with respect for our global partners and their workforces, the footprint of our products, and business efficiency and excellence are all top priorities.

— Lisa Kulok, EVP, Chief Operating Officer

Responsible Practices

Ethics & Compliance

All Columbia Sportswear Company (CSC) employees, Board members, and certain partners conducting business on our behalf are responsible for understanding and complying with our [Code of Business Conduct and Ethics](#) and all related policies. This values-based Code guides how we operate as a company. In addition to requiring compliance with applicable laws, we:

- Commit to ethical conduct
- Encourage and support a speak-up culture
- Treat one another with dignity and respect
- Conduct business honestly and compete fairly in the marketplace
- Protect and properly use company information
- Engage third-party partners who share our values

CSC's Ethics and Compliance Program is supported by the Corporate Compliance Committee, which promotes a strong ethical culture aligned with our Code of Business Conduct and Ethics. The Committee includes senior leaders from Human Resources, Legal, Finance, Internal Audit, and key business functions. With support from both the Committee and the Ethics and Compliance Function, the Audit Committee of the Board provides oversight of organizational structures, policies, and procedures that promote and sustain an ethical and compliant culture across CSC.

If employees or other stakeholders see or experience conduct that does not reflect our values, we encourage them to report it. CSC provides a confidential compliance phone line and an online reporting platform, both of which follow CSC's confidentiality standards

and allow anonymous reporting where permitted by law. Compliance-related reports received through these channels are shared with the Chair of the Audit Committee.

Our Code dictates that we do not tolerate any conduct that contributes to, encourages or facilitates human trafficking, child labor, forced or compulsory labor, or any other human rights abuses. This is true not only for our own workforce, but also for the employees of the third-party manufacturing vendors we contract with around the world, as further described in the Corporate Responsibility section of our Company website. We ask anyone subject to our Code that may have any concern that a third-party manufacturing vendor or other business partner may be engaged in actions that would violate the Code, to report it using the resources described in the Code.

Each July, CSC spotlights Ethics & Compliance through a dedicated communication campaign centered on our value of "Doing the Right Thing." In 2025, the campaign focused on managing conflicts of interest in the workplace and generated high engagement across the organization. To reinforce key concepts, we introduced weekly quizzes and prize opportunities, creating an interactive and memorable way for employees to deepen their understanding of best practices.

Traceability

CSC has a longstanding commitment to transparency and traceability. Since 2013, we have published semiannual updates to our [Supply Chain Transparency Map](#) website, publicly disclosing details about our Tier 1 and Tier 2 manufacturing partners. This interactive tool allows users to explore the global locations involved in producing our apparel, footwear, and other goods.

Beyond maintaining our live Supply Chain Transparency Map, we continue to strengthen our approach to mitigating upstream supply chain risks and potential disruptions. This includes integrating new technology platforms that enable third-party manufacturing vendors to report essential information about the facilities and processes contributing to our products. We also test certain products for their materials origin and are in the process of standardizing the way we collect and verify chain-of-custody documentation.

Together, these efforts improve the depth, completeness, and accuracy of our supply chain mapping—an essential step in ensuring continuous monitoring and management of our supply chain risks.

Social Responsibility in Our Supply Chain

CSC's commitment to social responsibility begins by selecting and partnering with third-party manufacturing vendors that share our values of fair and ethical treatment of workers, safe working conditions, and continued transparency. All internal CSC departments working with our supply chain are responsible for integrating responsible practices to uphold our values and ethics. Having strong internal programs, policies, practices, and accountability systems in place enables CSC to be a responsible partner with our third-party manufacturing vendors, which in turn empowers vendors to meet our internal standards and requirements of social responsibility practices. Through our manufacturing scorecard program, audits and assessments program, and RISE partnership, we continue our commitment to working with third-party manufacturing vendors that share our values.

Manufacturing Scorecard Program

CSC's Supplier Code of Conduct—also known as our Standards of Manufacturing Practices (SMP)—details the requirements our third-party manufacturing vendors must meet when producing apparel, footwear, equipment, and accessories. Our SMP aligns with the standards set by the International Labour Organization (ILO), the Fair Labor Association (FLA), and industry best practices, and includes strict prohibitions on forced labor throughout our supply chain.

In 2025, CSC worked directly with 330 third-party finished goods factories, 97% of whom completed at least one audit or assessment during the year. To evaluate Tier 1 third-party vendor compliance with our SMP and local labor laws, we use a range of assessment methods, including:

- ILO Better Work assessments
- Verified Social and Labor Convergence Program (SLCP) assessments using the SLCP's Converged Assessment Framework
- Unannounced audits conducted by our internal specialists or designated third-party firms
- Audits aligned with other recognized standards

CSC uses assessment results to produce performance scorecards, which are updated monthly.

2022-2025 CSC Tier 1 Third-Party Manufacturing Factory Social Responsibility Scorecard Ratings (Percentages)

	2022	2023	2024	2025
Best in Class	<1%	<1%	<1%	1%
A	7%	9%	11%	13%
B	77%	76%	79%	72%
C	14%	14%	9%	11%
F	1%	1%	<1%	3%

Audits & Assessments

CSC maintains core expectations for safe and proper working conditions with all our third-party manufacturing vendors. In each key business region, internal teams of experts collaborate with third-party manufacturing vendors, providing on-site guidance and continuous improvement assessments. Our Social Responsibility team focuses on ensuring adoption of our Standards of

Manufacturing Practices (SMP) and our Code of Business Conduct and Ethics. CSC also continues to support capacity-building initiatives, worker-empowerment programs, and corrective-remediation plans with third-party manufacturing vendors.

Better Work Program

The United Nations' International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group, jointly support the apparel sector through the Better Work program. This collaborative initiative brings together apparel and textile stakeholders with an aim to improve working conditions, uphold labor rights, and strengthen global industry competitiveness. CSC partners with the Better Work program and encourages third-party manufacturing vendors to join, helping advance beneficial labor standards and national legislative policies. In 2025, 92 third-party, finished goods manufacturing vendor factories in our supply chain were registered with Better Work.

Social & Labor Convergence Program

The Social & Labor Convergence Program (SLCP), launched in 2015, was created through industry collaboration to monitor and improve working conditions across global supply chains. The program standardizes manufacturing audits through its Converged Assessment Framework (CAF), which delivers reliable audit data that allows brands to track and engage third-party product vendors' performance and support continuous improvement.

Given the highly collaborative nature of the apparel and footwear industry, these standardized assessments enable multiple brands sourcing from the same third-party manufacturing vendors to collectively support workplace improvements. SLCP integrates data collection, verification, and sharing to help brands strengthen their internal and social-responsibility programs.

In 2025, 398 third-party manufacturing factories (Tier 1 and Tier 2) in our supply chain completed the SLCP self-assessment and verification process.

Number of Industry Assessments Performed at Third-Party Manufacturing Factories, 2022–2025

	2022	2023	2024	2025
Internal CR Team SMP Audit	34	28	18	10
Third Party SMP Audit	73	47	19	29
Better Work Assessment	72	67	79	83
SLCP (Verified Assessment) Tier 1	140	152	159	204
SLCP (Verified Assessment) Tier 2	42	69	56	194
External Other Standard	31	20	21	16

RISE

In 2025, RISE (Reimagining Industry to Support Equality) and Columbia completed another year of programming at three third-party manufacturing vendors in Vietnam, delivering measurable improvements in workers' financial wellbeing and overall workplace culture. Across all three third-party vendors, the RISE program created ripple effects for families, communities, and the third-party manufacturing vendors.

The RISE program trained workers in communication, time management, and financial planning. With a third-party manufacturing vendor in Thanh Hoa Province, workers began saving up to one month's salary, a significant shift from previous years. A peer educator described her transformation:

"Before joining, I often shopped impulsively, buying discounted items without thinking. After the training, I've become more mindful, only purchasing what my family truly needs, allowing me to save monthly."

Since partnering with RISE in 2008, CSC has helped fund 53 RISE workplace programs across six countries. More than 116,000 workers have participated in education workshops and accessed resources—over 93,000 of whom were women.

To learn more about RISE programming, visit the [RISE website](#), [LinkedIn account](#), or [YouTube Channel](#).



Health & Safety

Columbia Sportswear Company is committed to providing a safe, healthy, and supportive working environment for all employees across our global operations—including distribution centers, retail stores, and corporate offices. Our health and safety approach is designed to proactively identify and mitigate risks through established processes, programs, and training, supported by continuous improvement practices. We emphasize compliance with regional occupational regulations, promote injury prevention through safe working practices, and share a culture where employees are encouraged to report concerns and participate in safety initiatives.

Beyond our owned and operated facilities, Columbia upholds clear health and safety expectations with our third-party manufacturing vendors through our CSC Supplier Code of Conduct, also known as our Standards of Manufacturing Practices (SMP). These standards require third-party manufacturing vendors to provide safe working conditions, properly manage hazards, and comply with local health and safety laws—supported by monitoring and remediation processes where needed.

By integrating health and safety into our broader approach to operational excellence, we work to reduce the risk of workplace injuries and illnesses while protecting worker wellbeing throughout our supply chain.



Appendices

Appendix A: About this Report

Reporting Scope

This Impact Report covers Columbia Sportswear Company's 2025 fiscal year (January 1, 2025 through December 31, 2025).

Data Integrity

Impact data is shaped by evolving methodologies, emerging standards, and data availability. Adapting to these changes while maintaining comparability in our data is critical to the integrity of the data and related insights. To that end, we have been focused on designing tighter controls governing our impact data processes and systems. Data presented in this Report has been collected, reviewed, and, in some cases, validated by our internal audit function, for completeness and accuracy or was subject to assurance processes by an external third-party. It represents the most complete and accurate information at the time of publication.

Disclosure Practices

Columbia Sportswear Company is committed to publicly reporting its performance on environmental and social sustainability topics.

Safe Harbor

The information in this Report and our corporate responsibility/sustainability reporting and website, inclusive of charts, graphs and discussion, and all other information presented, may contain forward-looking statements, estimates, or projections based on expectations as of the original date of those materials. Those statements, estimates and projections are not guarantees of future results or performance and are subject to certain known and unknown risks and uncertainties that are difficult to predict, are often beyond our control and could cause actual results to differ materially. These risks and uncertainties are detailed in our reports filed

with the U.S. Securities and Exchange Commission (SEC), including our Annual Report on Form 10-K. Presented information may also discuss previously non-public financial and statistical information. Our approach to the disclosures included in this Report and our corporate responsibility/ sustainability reporting and website differs from our approach to the disclosures we include in our mandatory regulatory reports, including our filings with the SEC. This report and our corporate responsibility/sustainability reporting and website are intended to provide information from a different perspective and, in certain cases, in more detail than that required to be included in our filings with the SEC. Unless otherwise specified, all information (including forward-looking information) speaks only as of the date on which it is made, and we disclaim any obligation to update or delete any outdated information contained in this report or in our website materials. This Report contains third-party data. In the majority of circumstances, we have not, and do not intend to, independently verify third-party data. Actual results and outcomes may differ from those expressed in or implied in this report due to, among other factors, any applicable legal requirements and/or industry standards, in providing such data.

Appendix B: SASB

Table 1. Sustainability Disclosure Topics & Metrics — Apparel, Accessories & Footwear

Topic	Metric	Category	Unit	Code	Reference / Response
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	CG-AA-250a.1	Chemical Management CSC Restricted Substances List (RSL)
Management of Chemicals in Products	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-AA-250a.2	Chemical Management CSC Chemical Management Policy (CMP)
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	In 2025, 282 Tier 1 and 346 Tier 2 third-party vendor factories completed the Higg FEM Assessment (2024 cadence). 97% of Tier 1 and 95% of Tier 2 third-party vendor factories completed it, representing 96% of third-party vendor factories that manufacture CSC products. Sustainable Manufacturing
Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	(1) 97% of active Tier 1 third-party manufacturing vendor factories had results from at least one audit or assessment analyzed against our Standards of Manufacturing Practices and local labor laws, including audit/assessment results from unannounced audits performed by our internal specialists or designated third-party audit firms, assessments performed by the ILO Better Work program, verified assessments using the Social and Labor Convergence (SLCP) Program's Converged Assessment Framework (CAF), and audits performed by external parties against other standards. (2) 43% of Tier 2 third-party manufacturing vendor factories have been audited using the SLCP CAF, and/or audits performed by external parties against other standards with the data analyzed against our SMP. (3) 97% of total audits conducted at Tier 1 third-party manufacturing vendor factories were conducted by third-party auditors. 100% of audits conducted at Tier 2 third-party manufacturing vendor factories were conducted by third-party auditors using the SLCP CAF.
Labour Conditions in the Supply Chain	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers' labour code of conduct audits	Quantitative	Rate	CG-AA-430b.2	In 2025, 3% of third-party vendor factories received an F rating. Third-party vendor factories receiving F ratings were those presenting high-risk, non-compliance issues. Standards of Manufacturing Practices

Topic	Metric	Category	Unit	Code	Reference / Response
Labour Conditions in the Supply Chain	Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain	Discussion and Analysis	n/a	CG-AA-430b.3	See "Risk Factors" in our Fiscal Year 2025 Form 10-K
Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	n/a	CG-AA-440a.3	The following represent risks identified, as well as the policies and statements to mitigate these risks. Conflict Minerals Policy 2025 Conflict Minerals SEC SD Report Animal Derived Policy Natural Down & Feather Insulation Statement Statement on Climate Change Uzbekistan & Turkmenistan Cotton Policy Transparency in Supply Chain Statement Vendor Social Responsibility Manual Foreign Migrant Worker Policy Chemical Management Policy See "Risk Factors" in our Fiscal Year 2025 Form 10-K
Raw Materials Sourcing	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	Quantitative	Metric Tonnes (t)	CG-AA-440a.4	Responsible Down Standard: 100% Leather Working Group (LWG) Facilities (FY 2025): 100% Gold Preferred & Certified Materials

Table 2. Activity Metrics — Apparel, Accessories & Footwear

Activity Metrics	Category	Unit of Measure	Code	Reference / Response
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	CG-AA-000.A	Tier 1: 330 factories Tier 2: 465 factories Transparency Map

Appendix C: Our Workforce Data

This data is collected as part of our routine reporting process and is provided voluntarily by employees who value the opportunity to share this information. The Company does not maintain specific targets related to these categories. All data is global unless specified otherwise.

WORKFORCE BY LEVEL

BY GENDER	Individual Contributor	Manager	Director & Above	CSC Overall
FEMALE	57%	47%	40%	55%
MALE	40%	52%	59%	42%
NON-BINARY	<1%	<1%	0%	<1%
UNDISCLOSED**	3%	1%	1%	3%
TOTAL	100%	100%	100%	100%

BY ETHNICITY*

	Individual Contributor	Manager	Director & Above	CSC Overall
AMERICAN INDIAN OR ALASKAN NATIVE	1%	1%	0%	1%
ASIAN	8%	7%	8%	8%
BLACK	7%	4%	2%	6%
HISPANIC OR LATINO	26%	11%	3%	24%
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	1%	0%	0%	1%
TWO OR MORE RACES	4%	3%	2%	4%
WHITE	51%	73%	83%	54%
UNDISCLOSED**	2%	1%	2%	2%
TOTAL	100%	100%	100%	100%

WORKFORCE BY ROLE

BY GENDER	Corporate	Distribution	Retail	CSC Overall
FEMALE	54%	47%	57%	55%
MALE	45%	53%	39%	42%
NON-BINARY	<1%	<1%	<1%	<1%
UNDISCLOSED**	1%	0%	4%	3%
TOTAL	100%	100%	100%	100%

BY ETHNICITY*

	Corporate	Distribution	Retail	CSC Overall
NATIVE AMERICAN AND ALASKAN NATIVE	<1%	1%	1%	1%
ASIAN	12%	8%	6%	8%
BLACK	2%	7%	8%	6%
HISPANIC OR LATINO	6%	20%	33%	24%
NATIVE HAWAIIAN AND PACIFIC ISLANDER	<1%	1%	1%	1%
TWO OR MORE RACES	4%	2%	4%	4%
WHITE	73%	59%	45%	54%
UNDISCLOSED**	3%	2%	2%	2%
TOTAL	100%	100%	100%	100%

WORKFORCE BY REGION

BY GENDER	North America	EMEA	LAAP	CSC Overall
FEMALE	57%	55%	52%	55%
MALE	43%	45%	36%	42%
NON-BINARY	<1%	<1%	<1%	<1%
UNDISCLOSED**	<1%	<1%	12%	3%
TOTAL	100%	100%	100%	100%

* U.S. only

** Includes individuals who selected "undisclosed" or left the question blank

Appendix D: Greenhouse Gas Emissions Methodology

Scope 1 & 2 GHG Emissions Methodology

GHG EMISSIONS (metric tons CO₂e)

	2025
Scope 1	10,585
Scope 2 (LB)	20,666
Scope 2 (MB)	21,350

Standards

This report has been prepared in accordance with the relevant Greenhouse Gas (GHG) Protocol Standards, including:

- GHG Protocol Corporate Accounting and Reporting Standard (WBCSD & WRI, 2004)
- GHG Protocol Scope 2 Guidance (WBCSD & WRI, 2015)

Timeframe of Reporting

CSC reports emissions on a calendar year basis in line with its financial reporting year. GHG emissions in this report reflect business activities taking place January 1 - December 31 for 2025.

Organizational Boundary

In accordance with the GHG Protocol, CSC includes emissions from operations over which the Company has operational control (i.e., CSC is responsible for accounting for GHG emissions from its locations (whether leased or owned) for which it has direct control over operations). In retail locations, CSC assumes operational control at sites where CSC (1) operates the lease, (2) owns all inventory, and (3) controls pricing. The footprint represents all owned operations or operations for which CSC has operational control, even when not owned by CSC.

Facilities

Facility Type	Scope Description
Retail	Includes CSC owned or operated stores globally.
Distribution Centers	Includes CSC owned or operated DCs globally that are not contract-based or third-party operated.
Storage Facilities	Includes on-site and off-site storage locations globally that are not third-party operated.
Offices	Includes CSC owned or operated offices globally.
Data Centers	Includes CSC contracted data centers on a colocation basis.
Temporary Retail Locations ("Pop-Ups")	Pop-Up Agreements (located in China, Japan, and South Korea) operate for days or weeks and cover a limited area within any retail shop (e.g., one aisle within a department store). Due to the immaterial lease duration and square footage, Pop-Ups are not included in CSC's Scope 1 and 2 footprint.

Emissions Factors

Emissions Source	Emission Source Type	Emission Factor Employed
Scope 1	Natural Gas	EPA Greenhouse Gas Emission Factors Hub, Table 1 (Stationary Combustion), U.K. Department for Environment, Food and Rural Affairs (DEFRA), Gaseous Fuels - Natural Gas
Scope 1	Diesel (Vehicles, Mobile Combustion)	EPA Greenhouse Gas Emission Factors Hub, Table 8 (Passenger Car, Light-duty Truck, Medium- and Heavy-Duty Truck)
Scope 1	Diesel (Equipment, Stationary Combustion)	EPA Greenhouse Gas Emission Factors Hub, Table 1 (Distillate Fuel Oil No. 2)
Scope 1	Refrigerant	Custom emissions factors based on actual refrigerant leak rates from the Company's HVAC units.
Scope 1	Propane	EPA Greenhouse Gas Emission Factors Hub, Table 1 (Stationary Combustion)
Scope 1	Gasoline (Vehicles, Mobile Combustion)	EPA Greenhouse Gas Emission Factors Hub, Table 8 (Passenger Car, Light-duty Truck, Medium- and Heavy-Duty Truck)
Scope 1	Gasoline (Equipment, Stationary Combustion)	EPA Greenhouse Gas Emission Factors Hub, Table 1 (Motor Gasoline)
Scope 2	Electricity (US) - location-based	EPA Emissions & Generation Resource Integrated Database (eGRID)
Scope 2	Electricity (US) - market-based	Green-e® Residual Mix (CO2 only), eGRID (CH4 and N2O)
Scope 2	Electricity (Canada) - location- & market-based	Canada's National Inventory Report (NIR)
Scope 2	Electricity (Europe) - location-based	International Energy Agency (IEA) World Electricity Emissions Factors
Scope 2	Electricity (Europe) - market-based	Association of Issuing Bodies (AIB) European Residual Mix (CO2 only), IEA (CH4 and N2O)
Scope 2	Electricity (all other locations) - location- & market-based	International Energy Agency (IEA) World Electricity Emissions Factors

Activity Data

CSC aims to collect as much high-quality, primary (actual) data across its activities as possible. However, primary data may not be available for some activities or may not be of sufficient quality. In those cases, secondary data (estimation, gap fill, or extrapolation) may be used. The chart below identifies whether the calculations were based on primary or secondary data.

Emissions Source	Activity Data	Data Type (actual vs. gap-fill)
Scope 1	Refrigerant Leakage	Primary & Secondary
Scope 1	Natural Gas	Primary & Secondary
Scope 1	Diesel	Primary & Secondary
Scope 1	Propane	Primary & Secondary
Scope 1	Gasoline	Secondary
Scope 2	Electricity	Primary & Secondary

Global Warming Potential Values

The Greenhouse Gas Emissions inventory in this report was calculated using Global Warming Potential (GWP) values aligned with the Sixth Annual Report as published by the Intergovernmental Panel on Climate Change (IPCC).

Renewable Energy Certificates

In 2025, CSC purchased approximately 91 MWh of renewable energy certificates (RECs).

Management's Significant Assumptions

Natural gas applies gap filling methodology for all sites and all regions, unless explicitly communicated that a site does not combust natural gas.

Electricity applies gap filling methodology for all sites and regions. It is assumed that all facilities use electricity.

Fugitive emissions (refrigerant leakage) applies gap filling methodology for all sites and regions.

If a facility reports energy consumption data for only a portion of its operating period (e.g., a retail location that only reports energy usage for 6 of its 12-month operating lease), missing data are gap-filled (i.e., extrapolated) using daily annual average from the reported energy consumption data.

If a U.S. facility does not report any energy usage during the year, Scope 1 and 2 activity data (e.g., natural gas and/or electricity) are estimated using energy use intensities (EUIs) provided by the [Commercial Buildings Energy Consumption Survey \(CBECS\)](#)⁴ via U.S. census region or division.

If a non-U.S. facility does not report any energy usage during the year, Scope 1 and 2 activity data are estimated using climate zones defined by the American Society of Heating, Refrigerating and Air-Conditioning Engineers ([ASHRAE](#))⁵ via latitude-longitude coordinates.

The chart below outlines Management's Significant Assumptions both for the primary data used, and for the gap fill performed, where primary data was not available (i.e., secondary data) in this Scope 1 and 2 footprint.

Emission Source	Management's Assumptions
Natural Gas	Primary: - For storage facilities that are associated with retail stores and do not have lease dates available, the lease term from the retail site is associated with the storage location. Gap-fill: - Previously assigned annual EUIs for each facility are provided in kWh/sqft (see distinction by region, above). Total natural gas energy use (in kWh) is calculated by multiplying the annual EUI by total square footage. Country-specific natural gas consumption patterns from the IEA are for the following regional assumptions are utilized in calculations: - In Korea, 43% of natural gas supply reaches final consumers for residential, commercial, and industrial applications.⁶ In 2022, the residential and commercial sectors accounted for 26% of total natural gas end use consumption.⁷ As a common fuel for indoor heating, we assume all Korea facilities combust natural gas. In the absence of real activity data and unless otherwise noted on an individual basis, natural gas use in Korea is extrapolated for all CSC locations. - In Japan, 34% of natural gas supply reaches final consumers for residential, commercial, and industrial applications.⁸ In 2022, the residential and commercial sectors accounted for 20% of total natural gas end use consumption.⁹ As a common fuel for indoor heating, we assume all Japan facilities consume natural gas. In the absence of real activity data and unless otherwise noted on an individual basis, natural gas use in Japan is extrapolated for all CSC locations. - In China, 75% of natural gas supply reaches final consumers for residential, commercial, and industrial applications.¹⁰ In 2023, after industrial uses, the residential and commercial sector was the largest consumer of natural gas in China.¹¹ As a common fuel across China, we assume all China facilities consume natural gas. In the absence of real activity data and unless otherwise noted on an individual basis, natural gas use in China is extrapolated for all CSC locations. - In Europe, 62% of natural gas supply reaches final consumers for residential, commercial, and industrial applications.¹² In 2022, the residential and commercial sector used more natural gas than the electricity generating sector (7.4MJ vs 6.5MJ, respectively). As a common fuel across Europe, we assume all Europe facilities

Emission Source	Management's Assumptions
	consume natural gas. In the absence of real activity data and unless otherwise noted on an individual basis, natural gas use in Europe is extrapolated for all CSC locations. In Canada, 43% of natural gas supply reaches final consumers for residential, commercial, and industrial applications.¹³ In 2022, the residential and commercial sectors accounted for roughly 23% of total natural gas end use consumption. As a common fuel for indoor heating, we assume all Canada facilities consume natural gas. In the absence of real activity data and unless otherwise noted on an individual basis, natural gas use in Canada is extrapolated for all CSC locations.
Propane	Primary and Secondary: Only one site in CSC's facility list reports propane usage. As a result, it is assumed that propane usage is not an average day-to-day practice, and therefore a gap-filling exercise was not performed on other global facilities.
Mobile Combustion (North America)	Primary: - Actual mileage for each vehicle was not tracked for 2025. Secondary: - CSC, with the aid of Facility Managers, reviewed the list of vehicles and determined a reasonable annual mileage for each vehicle, based on primary use and type of the vehicle.
Mobile Combustion (Europe)	Primary: - Actual mileage for each vehicle was not tracked for 2025. Secondary: - CSC identified the maximum of kilometers (Km) per the vehicle's lease agreement and divided it by the lease term to obtain an annual distance.
Equipment	Primary: CSC's Distribution Centers (DC) are the only facility type that use equipment during day-to-day operations. Data provided by DC managers are only applicable to those specific DCs, and are not extrapolated to the rest of CSC's Scope 1 & 2 footprint.
Fugitive Emissions (Refrigerant Leakage)	Primary: - Refrigerant leakage (lbs) was not tracked for 2025. - A list of over 500 HVAC units across North America was provided. Charge capacities of these units were obtained through individual user manuals. Secondary: - Where charge capacity was not listed for a unit, the average charge capacity of all listed units (~16.9lbs refrigerant) was used. - Unless otherwise determinable, HVAC units and AC systems were assumed to be "Residential and Commercial A/C including Heat Pumps" per EPA classification.¹⁴ - Where Refrigerant/ASHRAE # was not listed, the assumed refrigerant was R410A (the replacement for R22 mandated under the U.S. Clean Air Act and the Montreal Protocol on Substances that Deplete the Ozone Layer). - Only GHGs listed in the Kyoto protocol should be included in CSC's Scope 1 & 2 inventory. HCFC-22 (R-22) is not a listed gas in the Kyoto Protocol, and as such, is excluded.
Electricity	Primary: - For storage facilities that are associated with retail stores and do not have lease dates available, the lease term from the retail site is associated with the storage location. Gap-fill: - Previously assigned annual EUIs for each facility are provided in kWh/sqft (see distinction by region, above). Total natural gas energy use (in kWh) is calculated by multiplying the annual EUI by total square footage.

Third-Party Verification Statement

Total Scope 1, Location-Based Scope 2, and Market-Based Scope 2 greenhouse gas emissions data for reporting year 2025 has been independently verified by SCS Global Services in accordance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued a Positive Verification (Limited Assurance) Statement indicating that no evidence was found that the GHG assertion (presented herein) was not prepared in all material respects with the reporting criteria. To view the SCS Greenhouse Gas Footprint Verification Program assurance statement, visit the [SCS GHG Assurance Statement](#).

Uncertainty

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the energy consumption metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

California SB 253 Disclosure Table

The following table is prepared in compliance with California Senate Bill No. 253, Climate Corporate Data Accountability Act.

SB 253 Disclosure Item	Response
Does this report contain Trade Secret Information?	No
Entity name	COLUMBIA SPORTSWEAR CO

SB 253 Disclosure Item	Response
EIN	930498284
Primary industry NAICS code	31-33 - Manufacturing,
URL	www.columbia.com
Street address	14375 NW SCIENCE PARK DRIVE
City	PORTLAND
State	OR
Country	USA
Postal code	97229
Name of the entity contact person	JACKSON DOUGAN
Title/position of the entity contact person	CLIMATE REPORTING CONTROLLER
Phone number of the entity contact person	503-985-3695
Email address of the entity contact person	Jackson.Dougan@Columbia.com
Date of verification (yyyy-mm-dd)	2026-04-15
Name of the 3rd party assurance provider	SCS GLOBAL SERVICES
Email address of the 3rd party verifier	info@scsglobalservices.com
Telephone number of the 3rd party verifier organization	510-452-8000
Address of the 3rd party verifier organization	2000 POWELL STREET, SUITE 600, EMERYVILLE, CA 94608 US
Reporting period start date (yyyy-mm-dd)	2025-01-01
Reporting period end date (yyyy-mm-dd)	2025-12-31
Organizational boundary approach (Equity Share, Financial Control, Organizational Control)	Operational Control
List of all obligated entities or facilities over which reporting company has operational control	COLUMBIA, MOUNTAIN HARDWEAR, PRANA, SOREL
Does your subsidiary report separately from the parent company?	No
Are any regions or specific facilities excluded from your organizational boundary?	No

SB 253 Disclosure Item	Response
Indicate Yes or No to confirm whether Scope 1 – Stationary Combustion is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 1 – Mobile Combustion is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 1 – Process Emissions are included in your reporting boundary	No
Indicate Yes or No to confirm whether Scope 1 – Fugitive Emissions are included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Location-Based Purchased Electricity is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Location-Based Purchased Heating is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Location-Based Purchased Steam is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Location-Based Purchased Cooling is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Market-Based Purchased Electricity is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Market-Based Purchased Heating is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Market-Based Purchased Steam is included in your reporting boundary	Yes
Indicate Yes or No to confirm whether Scope 2 – Market-Based Purchased Cooling is included in your reporting boundary	Yes
Indicate whether your reporting boundary includes Direct Biogenic emissions (e.g., stationary, mobile)	Yes
Indicate whether your reporting boundary includes Indirect Biogenic emissions, such as all location-based (electricity, heating, steam, cooling) and all market-based (electricity, heating, steam, cooling).	Yes

SB 253 Disclosure Item	Response
Have any facilities, operations and/or emissions sources been excluded from this inventory?	No
Scope 1 total direct emissions (mtCO ₂ e)	10,585
Scope 1: Total direct emissions from Mobile Combustion (mtCO ₂ e)	396
Scope 1: Total direct emissions from Fugitive Sources (mtCO ₂ e)	3,396
Scope 1 emission intensity per million dollars in revenue (mtCO ₂ e/millions of dollars)	3.12
Please confirm that all the reported Scope 1 emissions have been assured at the limited assurance level	Yes
Scope 2 total indirect (LB) emissions (mtCO ₂ e)	20,666
Scope 2: Total indirect emissions from Purchased/Acquired Steam (mtCO ₂ e)	0
Scope 2: Total indirect emissions from Purchased/Acquired Heating (mtCO ₂ e)	0
Scope 2: Total indirect emissions from Purchased/Acquired Cooling (mtCO ₂ e)	0
Scope 2 emission intensity per million dollars in revenue (mtCO ₂ e/millions of dollars)	6.08
Please confirm that all the reported Scope 2 emissions have been assured at the limited assurance level	Yes
Scope 1 biogenic direct (combustion) emissions as total CO ₂ (mtCO ₂)	0
Select the source of emissions factors you are using for Scope 1 from the drop-down menu	EPA, DEFRA
Select the year for source of emissions factors (yyyy)	2025
List the source of emissions factors and years you are using for Scope 2	EPA Emissions & Generation Resource Integrated Database (eGRID), Green-e® Residual Mix, Canada's National Inventory Report (NIR), International Energy Agency (IEA) World Electricity Emissions Factors, Association of Issuing Bodies (AIB) European Residual Mix
Enter the source of Global Warming Potential (GWP) factors you are using	IPCC AR6
Describe the calculation approach you are using (e.g., activity data × emission factor)	activity data × emission factor
Specify any process-specific calculations, including the tools or models used. Provide weblink for additional information	N/A

SB 253 Disclosure Item	Response
List any sources excluded based on the materiality threshold.	N/A
Provide the quantity of emissions associated with sources excluded under the materiality threshold.	N/A
Provide the California Mandatory Reporting Regulations (MRR) facility ID number(s) associated with your company (separate each item in list with ",").	N/A

Appendix E: Social Responsibility Audit & Assessment Types

CSC utilizes several different types of audits and assessments to gather data that is used to analyze and measure our third-party manufacturing vendors' adherence to and performance against our Standards of Manufacturing Practices (SMP) and social responsibility requirements:

Internal Corporate Responsibility (CR) Field Team

All audits performed by our internal CR staff are unannounced. This allows our specialists to see the third-party manufacturing vendor factory conditions as they are on a typical day. As illustrated in the Audits & Assessments Conducted chart, the number of audits performed by our team greatly decreased in the past few years, which is due to a combination of increased adoption of SLCP, Better Work assessments, and the recognition of other assessments. This enables our field team to spend more time on remediation, training, capability building, and worker empowerment programs with our third-party manufacturing vendors.

Third Party Audit Firms

For a handful of third-party factories where we do not have local staff, as well as for our licensee business, we employ both Omega Compliance and Elevate Limited to conduct unannounced audits on our behalf, according to our SMP audit protocol. We do regular trainings with both firms and perform intermittent shadow audits to ensure audit quality.

Better Work Program

As a Better Work partner, we encourage our third-party manufacturing vendors who operate in countries where Better Work operates to join the program. In 2025, 92 of our third-party, finished goods factories in our supply chain were enrolled in the Better Work program. We incorporate the Better Work assessment results into our database for data tracking and scorecard rating.

Social & Labor Convergence Program (SLCP)

In 2025, 398 third-party manufacturing factories (Tier 1 and Tier 2) in our supply chain completed the self-assessment plus verification process (as compared to 215 in 2024). We use these verified assessment results to assign our own rating according to our Corporate Responsibility database (Gateway).

External, Other Standards

We have developed strong relationships with several brands that share our values and approach to third-party manufacturing vendor monitoring, and we accept audit results performed against their standards. We also recognize a handful of other credible audit, assessment, and certification schemes in an effort to reduce audit fatigue. We translate performance data into our own rating system in our Corporate Responsibility database (Gateway).

Social Responsibility Audits & Assessments Conducted at Third-Party Manufacturing Factories

Audit/Assessment Data Source	2022	2023	2024	2025
Internal CR Team	34	28	18	10
Third Party Audit Firm	73	47	19	29
Better Work (Assessment) Tier 1	72	67	79	83
Better Work (Assessment) Tier 2		1	0	4
SLCP (Assessment) Tier 1	140	152	159	204
SLCP (Assessment) Tier 2	42	69	56	194
External, Other Standard	31	20	21	16
TOTAL	392	384	352	540

In 2025, we worked with 330 third-party finished goods factories (Tier 1), of which 97% had at least one audit or assessment performed during the year. Our aim is to ensure that all Tier 1 facilities receive at least one audit or assessment annually. Notably, some third-party factories may undergo multiple audits in a calendar year based upon the performance of the previous audit. Additionally, we continue to expand our social responsibility program to cover third-party raw material factories (Tier 2), employing the SLCP assessment. In 2025, 194 Tier 2 third-party factories underwent an SLCP verified assessment, as compared to 56 in 2024.

CSC maintains an internal Corporate Responsibility database known as “Gateway,” which contains third-party manufacturing vendor profile information, Standards of Manufacturing Practices (SMP) audit/assessment results, remediation tracking, training and capability building activities, and third-party manufacturing vendor SMP scorecard performance. Our third-party manufacturing vendors can access a portal to input any remediation actions, if applicable, and view their performance scores. This data enables us

to conduct performance and trend analysis at the individual third-party manufacturing vendor level and aggregate the data to highlight supply chain trends, thereby informing long-term strategy and identifying areas for improvement.

Appendix F: Corporate Responsibility Scorecard Rating System

To assess the performance of our third-party manufacturing vendor facilities in terms of social responsibility, environmental sustainability, and product compliance, CSC has developed a rating system known as the Corporate Responsibility (CR) Scorecard Rating System. This system primarily evaluates Tier 1 third-party manufacturing vendor facilities. A comprehensive CR Scorecard Rating, or CR Grade, is determined only when grades are assigned for all three key areas: social responsibility, environmental sustainability, and product compliance. Each area carries equal weight in the total CR Grade calculation. In 2025, 144 Tier 1 third-party manufacturing vendor facilities received a CR Scorecard Grade.

- Social Responsibility Scorecard Rating System
- Product Compliance Scorecard Rating System
- Environmental Responsibility Scorecard Rating System

2022-2025 Tier 1 Third-Party Manufacturing Factory CR Scorecard Grades

Grade	2022	2023	2024	2025
A	21%	28%	30%	17%
B	47%	51%	47%	56%
C	32%	21%	23%	24%
F				3%

Footnotes

4. 2018 Commercial Buildings Energy Consumption Survey final results by US EIA: <https://www.eia.gov/consumption/commercial/>
5. Climatic Data for Building Design Standards by ANSI/ASHRAE:
https://www.ashrae.org/file%20library/technical%20resources/standards%20and%20guidelines/standards%20addenda/169_2020_a_20211029.pdf.
Addendum, Tables A-5 (Canadian Stations and Climate Zones) and A-6 (International Stations and Climate Zones)
6. How is natural gas used in Korea? by IEA: <https://www.iea.org/countries/korea/natural-gas>. Accessed on 10/11/2024.
7. Korea Natural Gas Security Policy by IEA: <https://www.iea.org/articles/korea-natural-gas-security-policy>. Accessed on 10/11/2024.
8. How is natural gas used in Japan? by IEA: <https://www.iea.org/countries/japan/natural-gas>. Accessed on 10/11/2024.
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10. How is natural gas used in China? by IEA: <https://www.iea.org/countries/china/natural-gas>. Accessed on 10/11/2024.
11. Chinese natural gas consumption by sector, 2005-2023 by IEA:
<https://www.iea.org/data-and-statistics/charts/chinese-natural-gas-consumption-by-sector-2005-2023>. Accessed on 10/15/2024.
12. How is natural gas used in Europe? by IEA: <https://www.iea.org/regions/europe/natural-gas>. Accessed on 10/15/2024.
13. How is natural gas used in Canada? by IEA: <https://www.iea.org/countries/canada/natural-gas>. Accessed on 10/15/2024.
14. Accounting Tool to Support Federal Reporting of Hydrofluorocarbon Emissions, Appendix B by USA EPA:
https://www.epa.gov/sites/default/files/2015-09/documents/hfc_emissions_accounting_tool_supporting_documentation.pdf. Accessed on 10/15/2024.