



# 2023 Impact Report

APRIL 2024

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## About Cotopaxi

The privately held U.S.-based public benefit corporation (PBC) Global Uprising, PBC, dba [Cotopaxi](#) (“Cotopaxi”) was founded in 2014 in Salt Lake City, UT, as a vehicle to fight extreme poverty by selling sustainably designed outdoor products. In addition to its PBC designation, Cotopaxi is a certified [B Corporation](#), reflecting its commitment to sustainable solutions to ending extreme poverty in our lifetime.

To date, Cotopaxi has given over 3.3 million dollars to the [Cotopaxi Foundation](#), which directly supports vetted 501(c) (3) organizations working to increase access to universal education, housing, health care, climate solutions, and meaningful employment in impoverished communities. Cotopaxi also recognizes its responsibility to mitigate its own negative impacts on the planet and society.

Cotopaxi scrutinizes its impact across its value chain to account for environmental, social, and governance (ESG) risks. As Cotopaxi continues to grow, we are determined to demonstrate that growth can be decoupled from negative social and environmental impacts.

To help validate and maintain our commitments, in 2023, Cotopaxi maintained its existing memberships but also joined the Outdoor Industry Association’s Climate Action Corp and the 11R circularity working group.

We remain a signatory of The Climate Pledge and its commitment to emit net-zero carbon by 2040—a decade ahead of the Paris Agreement’s goal.



We are also holding ourselves accountable to an aggressive reduction path through our commitment submitted to the [Science-Based Target Initiative \(SBTI\)](#).

Cotopaxi operates primarily in the United States, but also has international sales distribution channels in 18 countries across the European Union, Canada, the United Kingdom, Australia, New Zealand, and Japan. Cotopaxi operates as a direct-to-consumer, retail, and wholesale brand. Cotopaxi's supply chain is multi-tiered and global, with many suppliers located in Asia. As a signatory of the [UN Global Compact](#), Cotopaxi has implemented sustainable supply chain management principles across its value chain, including auditing, training, and worker engagement.

As of December 31, 2023, Cotopaxi had approximately 379 full-time and part-time employees. Currently, Cotopaxi operates a distribution center and small headquarters office in Utah, and supports its retail stores and a remote-first workforce across the United States. The company is a member of [1% for the Planet](#), the [Climate Pledge](#), the [Sustainable Apparel Coalition \(Higg Index\)](#), and the [Fair Trade USA Certified™](#) program. In 2023, Cotopaxi also worked with Climate Neutral (now known as the Change Climate Project) to measure, reduce, and offset the entirety of its carbon footprint. Each year, Cotopaxi awards the Cotopaxi Foundation with 1% of the company's product revenue to support vetted nonprofit organizations tackling poverty.

Cotopaxi's most significant (salient) risks to others occur within its supply chain. As a textile and apparel company, Cotopaxi remains vigilant about counteracting the risk of human rights abuses, such as child labor, forced labor, harassment and discrimination, additional hours, and significant environmental impacts across our value chain.

Cotopaxi also measures the carbon emissions from our supply chain (Scope 3), which account for approximately 98% of our carbon footprint. In addition to publishing a [comprehensive list of our Tier 1 and Tier 2](#) suppliers, we have publicized the [Code of Conduct](#), [Restricted Substance List](#), [Human Rights Policy](#), and [Animal Welfare Policy](#) to which we hold our suppliers, along with findings from audits and anonymous surveys. This report comprehensively assesses Cotopaxi's holistic approach to sustainable supply chain management.





## About This Report

This Impact Report is based on the GRI Sustainability Reporting Standards and is reviewed to ensure the accuracy and completeness of reporting. This GRI Content Index directs readers to information on relevant indicators as defined by the GRI Standards. Cotopaxi has committed to GRI standards due to the framework's emphasis on double materiality.

Adhering to Cotopaxi's impact reporting cycle of January 1 to December 31, this report covers the period of January 1, 2023 to December 31, 2023. The report was made publicly available by April 30, 2024. This year, we altered our delivery date from March to April because the company adopted a new fiscal calendar, which begins in February of each year. [Cotopaxi's previous impact report](#), which also referenced GRI standards, was released in March 2023.

Outside of this annual reporting cycle, monitoring and evaluation pertaining to environmental, social, and governance (ESG) topics occur on an ongoing basis. Stakeholder engagement and data collection for Cotopaxi's impact report are also ongoing.

Cotopaxi and its leadership remain committed to reporting on sustainability topics considered financially material to its business and disclosing information about all impact topics deemed salient and material to its stakeholders and mission.



# Preparation And Assurance Of This Report

This report was prepared by Cotopaxi's internal impact and sustainability team and, therefore, has an inherent bias. To combat this bias, several data sections in this report has been reviewed, validated, and/or assured by third parties, as follows:

- **Climate data** by [Climate Neutral \(now Change Climate\)](#)
- **Circularity data** provided by [Trove](#) and [Tersus](#)
- **Giving data** by [1% for the Planet](#), a third-party auditor, and our nonprofit partners
- **Diversity, equity, and inclusion** statistics, as well as employee headcount, by [B Corporation](#)
- **Supply chain and human rights data** by B Corporation, and in certain instances, by third-party auditors, as well as by [Fair Trade USA Certified™](#)

This report strives for balance and includes integrity data around long-term progress and shortfalls. Cotopaxi also remains actively involved in promoting integrity in its ESG reporting.

Cotopaxi engaged with its executives, governing board, employees, nonprofit partners, suppliers, customers, and third parties to define report content and topic boundaries. Cotopaxi also routinely engages with third-party consultants such as human rights experts, certification verifiers, and auditors to ensure high accuracy and accountability in our reporting. Cotopaxi's leading material topics were determined through interviews and anonymous surveys.

Cotopaxi's Materiality Topics remain essentially unchanged from the previous reporting period. Our 2023 material topics—based on significance of impact and importance to stakeholders—are as follows:

- Ending extreme poverty
- Diversity, equity, inclusion, and belonging
- Governance and mission
- Sustainable supply chain management
  - These include the salient risks of coercion, debt bondage, harassment and discrimination, human rights abuses, child labor, additional hours
- Circularity and sustainable materials
- Emissions and climate impacts
- Transparency

Our Material and Salient Assessments and Topics

[Click to view our complete assessments on the following: stakeholders, materiality, saliency, and the UN Sustainable Development Goals.](#)



# Letter From Our Chief Executive Officer

Dear Friends and Supporters,

2023 was a year of continued growth, headwinds, and progressive investments into philanthropy, sustainability, and people. As the world grapples with geopolitical instability, inflation, and technological change, Cotopaxi firmly believes that business can and should deliver positive outcomes for humankind.

In terms of mitigating impact on climate, after improving our emissions, water, and product-level resource footprint measurements over the past three years, Cotopaxi put forth science-based reduction targets and leaned heavily into a future-facing circularity strategy. While we have made good progress in assisting suppliers in decarbonizing and utilizing materials and product design strategies that reduce our environmental impacts, realizing our path to complete net zero will be a significant challenge for our company and society.

While we constantly strive to mitigate our environmental impacts, Cotopaxi's North Star is to provide all human beings with an opportunity to thrive. To realize our mission, we set out to increase living wages across our supply chain, achieve more Fair Trade USA™ certifications, and administer innovative grants to help eradicate extreme poverty in our lifetimes through the Cotopaxi Foundation.

This report aims to provide a transparent accounting of where we stand and where we intend to go. Through collaboration, problem solving, and humility, we aspire to lead in advancing human sustainability as a business and brand.

Thank you for your support and interest.

Damien Huang, CEO



Annie Agle, VP Impact and Sustainability



## Governance And ESG Management

As a public benefit corporation (PBC), Cotopaxi is committed to ensuring that our governance and management structures advance our mission.

Cotopaxi maintains a flexible and democratic governance structure. The board of directors serves as our highest governing body. The executive leadership team (C-suite officers) provides quarterly reports to the board on a regular basis. During each quarterly board review, there is a thorough review of impact, sustainability, diversity, equity, and inclusion matters. Our organizational culture prioritizes environmental, social, and governance concerns as key performance metrics. Each member of our team, from board members to employees, recognizes their individual duty to contribute to addressing Cotopaxi's sustainability challenges and creating positive societal impacts.

ESG issues are systematically addressed and managed through various meetings, including quarterly board meetings, weekly executive committee meetings, committee meetings, quarterly foundation board meetings, company-wide gatherings, trainings, and awareness-building programs. Although Cotopaxi remains privately owned with leadership by a board of directors and executives, employees have anonymous and safe channels to raise and help resolve issues or opportunities related to our corporate impact. Our company culture encourages direct communication with management and executives for voicing concerns or suggesting improvements, and we have formal procedures for reporting misconduct as per company policy.

In 2023, Cotopaxi introduced a new bonus structure to ensure that our continued growth and financial performance remain aligned with our mission. All full-time salaried employees, including executives, are tied to a shared annual incentive plan in which 10% of the bonus target is contingent upon the achievement of impact metrics, assuming a minimum profitability requirement. These impact metrics include continuous improvement in our B Impact Assessment score, employee volunteer time, climate performance, and charitable contributions, among other measures.





## People, Careers & Culture At Cotopaxi

As a purpose-driven brand focused on human sustainability, we know that positive social roots must start with us. Creating an impactful brand begins with impactful people who are empowered to support our mission and one another. We strive to create an inclusive culture that inspires our team to contribute to the mission, work creatively, reach their best potential, and balance personal life priorities and adventure.

To create a workplace culture that fosters these values, Cotopaxi offers competitive compensation and benefit packages and seeks innovation in workplace culture opportunities. In 2023, Cotopaxi was proud to integrate new and improved benefits in mental health offerings, expand healthcare access benefits, offer a personal hardship benefit, promote workplace flexibility, and more.

To further advance our commitment to diversity, equity, and inclusion (DEI) in our industry, Cotopaxi and our CEO Damien Huang became one of the seven founding members and champions of the [Outdoor Diversity Alliance](#), which aims to ensure that all demographics feel invited and supported to experience the outdoors as participants, and also as a career.

We also have an anonymous employee survey platform that allows for sharing feedback, including on sustainability matters, at any time.



Employees are encouraged to participate in our impact initiatives, with opportunities for paid time off for volunteering and an invitation to apply for positions on our Foundation board. In 2023, we continued our “Impact in Action” (IIA), a regular learning and development series featuring guest speakers from our impact partners, covering topics like achieving carbon neutrality, combating poverty through education, and advancing innovative philanthropy through the Cotopaxi Foundation.

This year, we released a new Respect in the Workplace training for all employees to reinforce our inclusive and caring culture, serve as anti-harassment prevention training for managers and employees, and help sustain a respectful workplace wherein all employees are treated fairly, differences are acknowledged and valued, communication is open and civil, and conflict is addressed early. Ultimately, this helps us promote a culture of empowerment and cooperation.

To prioritize the well-being of our team members, many enjoy flexible remote work options under our remote-work policy. Salaried employees receive unlimited responsible vacation, personal time off, and encouraged “In the Wild Time” for outdoor recreation and work-life balance. We offer competitive, benchmarked compensation and benefits to all full-time employees tailored to our business context. Our People Operations Team and Compensation Committee manages our compensation oversight. Employee-related topics, including retention, benefits, feedback, and progress on DEI goals, are addressed in formal quarterly board meetings and weekly executive committee meetings.





# Our Benefit Highlights

## Affordable And Holistic Health Care

- 100% employer-paid premium option for individual employees
- Access to innovative mental health services

## Adventuring And Wellness

- Company-supported Bucket List Trips after 18 months and 5 years of service
- Employee discount on Cotopaxi products
- Unlimited responsible PTO policy for salaried employees
- Competitive PTO benefits for hourly employees
- Paid Volunteer Time Off (VTO)
- Encouraged “In the Wild Time” to spend outdoors

## Saving And Investing

- Company match retirement and savings plans
- Financial wellness planning

## Family And Personal Benefits

- 100% Paid Parental Leave
- Healthcare Emergency Leave & Travel Subsidy
- Personal Hardship Time-Off Benefit
- Remote-first Policy for Eligible Employees
- Bereavement Leave, including for miscarriage



## Cotopaxi's People By The Numbers

Metric	2022 Actual	2023 Actual
Number of employees (part time, full time)	290	379
Number of full-time employees	209	274
Number of part-time employees	81	105
Number of temporary employees	22	49
Percentage of external governing board who identify as women	50	67
Percentage of external governing board who identify as BIPOC*	25	33
Percentage of women in the company	54	56
Percentage of BIPOC employees* in the company	19	26
Percentage of leaders (i.e., manager and above) who identify as female	51	53
Percentage of senior leaders (i.e., director and above)* who identify as BIPOC	21	22

\* Calendar year summary. This table summary only reflects race identification, i.e., non-white employees, as reported by our employees. We do not currently offer our employees the option to disclose other diversity components, to include their sexual orientation, beyond our anonymous annual engagement survey; therefore, we think it is likely that our numbers underreport our underrepresented groups broadly, based on available data. We will be taking steps to close these knowledge gaps in the future, should employees wish to report additional information to Cotopaxi.



# 2023 People & Culture Spotlights

Our dedication to our mission begins with the individuals we bring on board. We deeply value our employees and take pride in our substantial investment in their onboarding, training, development, professional growth, belonging, and wellbeing. We focus on providing competitive wages and benefits while always keeping the employee experience at the forefront, striving to create a conducive work-life balance for everyone.

## Talent Management

Cotopaxi's hiring and talent development philosophy embodies transparency, inclusivity, and equity. Job postings detail compensation and benefits, eliminating the need for professional degrees in some cases to promote accessibility. Opportunities are shared widely, internally and externally, across diverse platforms to reach current employees and underrepresented groups. An anonymous evaluation process removes unconscious bias, focusing solely on experience and skills. Our interview environment fosters authenticity and inclusivity, with support for candidates to express themselves comfortably. We prioritize a diverse pool of candidates for every position.

Upon joining Cotopaxi, new employees undergo comprehensive onboarding that immerses them in our culture, values, and operational practices alongside functional training. Throughout their tenure, employees receive ongoing development opportunities, including on-the-job training, in-house programs covering various topics such as anti-harassment, safety, and technical skills, and external support through a virtual learning and development platform for soft skill enhancement.

## Living Wages At Cotopaxi

In alignment with the UN Sustainable Development Goals and our B Corp standards, Cotopaxi strives to implement living wage compensation across our company and supply chain. We have been partnering with Fair Trade USA and our suppliers for years to implement fair and living wages for the employees of our suppliers.

Across its own employee base, Cotopaxi is working towards its living wage goals and, in addition, we undergo an annual pay equity analysis to ensure that employee gender and race do not affect pay decisions and that employees in similar job levels are paid fairly based on justifiable compensation factors, not discriminatory factors. No discrimination instances were reported in 2023.

Cotopaxi supports living wage initiatives to benefit not only workers, but also communities, the environment, and business. Living wages attract and retain top talent, but also create a sense of safety and satisfaction among employees that allows them to do their best work. And in global supply chains, living wages help alleviate poverty and promote community development. Cotopaxi believes that businesses should create value for their employees and communities, and deploying living wages is a primary way to share this value with its stakeholders.





## 2023 People & Culture Spotlights

MIT defines a living wage as “what one full-time worker must earn on an hourly basis to help cover the cost of their family’s minimum basic needs where they live while still being self-sufficient.” In essence, living wages should allow employees to cover cost-of-living in their area of the world, while allowing room for advancement and fulfillment. Cotopaxi utilizes MIT’s [Living Wage Calculator](#) to assess our internal performance against living wage compensation using the single adult methodology. This industry-leading tool utilizes cost-of-living and salary data across counties and states in the U.S. to produce its estimates. The tool is recommended by B Lab/B Corp, and data is updated annually to keep assessments current and accurate.

### Cotopaxi’s Performance Against Living Wage Compensation

Across Cotopaxi’s employee base, 88%\* full-time employees earn higher than MIT’s Living Wage based on regular hourly pay alone. When factoring in company-sponsored benefits in addition to regular pay, that percentage increases to 96%\*. The 4% of employees who do not meet this goal by this methodology use alternative benefit packages.

Measuring and tracking living wage compensation is a developing landscape. These metrics were developed utilizing research on best practices for calculating full compensation packages. Cotopaxi, along with other peers committed to the principle of living wage compensation, are still developing standardized methods for calculating living wages for part-time employees. As living wage calculations become clearer, we will share updates in future reports.

\*According to [MIT’s Living Wage Calculator](#) as of February 2024

Each year, Cotopaxi continues to explore pathways to improving our total rewards package, which impacts annual living wage calculation. In alignment with our supply chain living wage targets, Cotopaxi aims to achieve 100% living wage compensation across our full employee base by 2030. As living wage methodology evolves and fluctuates in the coming years, Cotopaxi commits to using best-in-class measurement and target-setting strategies to stay up to date with living wage progress.

### Elevating The Hourly Employee Experience

Our hourly employee team is the engine behind our brand through our retail stores and Distribution Center (DC). Without these teams, the brand that our customers have come to know and love would not exist. Hourly employees who work more than 30 hrs/week have access to our full suite of competitive employee benefits, and Cotopaxi implements additional initiatives to support them.



## 2023 People & Culture Spotlights

### Team Spotlight: Opening Our New Distribution Center

In 2023, Cotopaxi opened a new distribution center in Utah to expand our logistics capabilities, support and improve our circularity/end-of-life programs, and modernize facilities for our DC team. The new facility allows Cotopaxi to facilitate a positive working environment that's close to our purpose and mission, as well as maintain a high level of quality and sustainability.

### Spotlight Benefits

Regarding Cotopaxi Paid Parental Leave, both birth parents and non-birth parents are eligible to receive 100% paid parental leave for up to 12 weeks, respectively. Additionally, we offer up to two consecutive weeks of a 100% paid transition benefit designed to support the return to work after parental leave.

Each summer, we bring Cotopaxi employees together at our annual "Summer Camp." During these paid days, our employees (affectionately called the Llamas) engage in outdoor activities, team bonding, challenges, and having fun together to celebrate the hard work of our outstanding team.

In 2023, the company launched a new virtual leadership training and development program and revisited its Leadership Principles to further train and promote managerial leadership. Cotopaxi's People Operations team routinely organizes ways for our community of professionals to get together, advance their skills, and participate in different aspects of our impact.



# Employee Volunteer Program Launch

Through Cotopaxi's Volunteer Time Off (VTO) program, employees receive paid time off to volunteer with causes of their choice in their community. In 2023, Cotopaxi employees rose to the occasion and boasted the following impact metrics:

Total Participation	Total VTO Hours Contributed	Causes
107 employees	1,132 total hours	Outdoor education/access, refugee services, food distribution, Big Brother/Big Sister, American Red Cross, PRIDE, litter cleanups, animal therapy, autism awareness and support, youth sports, and more!



# Philanthropic Mission

Corporate philanthropy and charitable giving have been principles of Cotopaxi's mission since day one. Businesses cannot be successful without the communities that support them, either through customer purchases, workers in our supply chain, agricultural partners that steward the land and raw materials that go into our products, communities that foster tourism and adventure, and more. Cotopaxi believes in the power of stakeholder capitalism, and that supporting communities around the world is truly in support of good business.

Since our founding days in 2014, Cotopaxi supported the principle that business could be a force for positive change, and committed to using our business to tackle poverty alleviation across the globe. In 2019, the Cotopaxi Foundation was launched as an independent 501(c)(3) to expand and solidify philanthropic efforts into the business's future. Establishing the Foundation as a separate entity allowed us to enshrine the charitable giving mission in the bylaws of the Foundation, as well as within Cotopaxi's Public Benefit Corporation status, thus protecting the philanthropy program indefinitely into Cotopaxi's future.

The Cotopaxi Foundation awards at least 1% of Cotopaxi product revenue each year to carefully vetted grantees that generate long-term economic progress. The grantees we support focus on intervention areas proven to have the highest potential for effectively addressing global poverty and economic inequality through double-blind studies using insights from the UN Foundation and MIT's Abdul Latif Jameel Poverty Action Lab (J-PAL). The Cotopaxi Foundation develops key partnerships in areas of the world where health, education, and livelihood interventions can have an outsized impact and contribute towards systems change.

This 1% commitment makes us eligible for the industry-leading charitable giving certification: 1% for the Planet®. In 2022, after careful vetting, Cotopaxi joined 1% for the Planet® as a Business Member, and the Cotopaxi Foundation joined as an Environmental Partner. This double membership means that the 1% of revenue we donate to our Foundation is verified by and qualifies for 1% for the Planet® annual certification.

Cotopaxi's research-backed philanthropy programs fund direct interventions across multiple partnership and grant streams, such as:

- **Core Grants: Multi-year funded partnerships working towards systems change in one or more of the following core pillars of our programs: Education, Livelihoods, Health Care.**
- **Community Grants: Collaborations that contribute to "Core Grant" pillars, spearheaded by our retail stores, partner brands, and community engagement team. These grants impact communities where our customers and employees live, work, and play.**
- **Displacement and Crisis: guided by thoughtful philanthropic principles, these grants allow Cotopaxi to support aligned organizations responding to communities impacted by events such as natural disasters, refugee displacement, or human rights conflicts.**

In 2023, the Cotopaxi Foundation began efforts to localize some of our philanthropy towards the communities that support our supply chain. Cotopaxi also releases community funds where our stores operate across the country.

# Field Spotlights



# Field Spotlight: The Chain Collaborative

(Education, Livelihood)

In 2023, members of the Cotopaxi team visited [The Chain Collaborative](#), one of the Foundation's grantee partners, in Loreto, Ecuador. The Chain Collaborative is an economic incubator that forms strategic networks in coffee-growing regions of the world to provide educational services and alleviate intergenerational poverty. This global nonprofit helps small-scale farmers—many of whom face extreme poverty—to collaborate with the lucrative coffee industry in balancing the benefits of the business amongst key farming stakeholders.

Our team traveled to Ecuador for a site visit to better understand the impacts that The Chain Collaborative has on strengthening coffee-producing communities. Check out a deep dive on their travels and discoveries [in this blog post](#).

*“We see plants differently than the Western World. To Indigenous people, plants are another type of being. Plants are spirits.”*

- Favio, co-founder of Witoca Coffee, which is supported by The Chain Collaborative



# Field Spotlight: ALIADOS

(Education, Livelihood)



In 2023, The Cotopaxi Foundation launched a funded partnership with [ALIADOS](#), an Ecuador-based nonprofit connecting smallholder farmers, many of whom are Indigenous, to responsible markets. By supporting these farmers in adopting regenerative agriculture practices in the Amazon and Andes regions of South America, ALIADOS strengthens local leadership, bolsters livelihoods, and protects vulnerable ecosystems.

Through local agricultural support, business mentorship, education, and more, The Cotopaxi Foundation's funding and partnership with ALIADOS helps farmers and agricultural stakeholders use economic systems as forces for good in their communities. ALIADOS points out that women are key stakeholders in rural agricultural systems, often tending to the land, operating community farming businesses, and sitting at the "front of land-use change." With this in mind, educational services, business mentorship, and community support for women farmers are essential to the ALIADOS approach.

*The Cotopaxi Foundation and Cotopaxi teams traveled to Ecuador to assess and learn from the ALIADOS operations. Learn more about their discoveries with the ALIADOS team in [this blog post](#).*



# Field Spotlight: The Mona Foundation

(Education, Livelihood)

A Cotopaxi Foundation grantee since 2021, The Mona Foundation works to alleviate global poverty and support community-led transformation by addressing childhood hunger, preventable diseases, and lack of education or necessary resources to thrive. The Cotopaxi Foundation and Mona Foundation work specifically to provide education access to girls in Brazil, Guatemala, and Panama. Through multi-year strategic partnerships and funding for specific schools, this intervention seeks to foster positive community development for these girls and their families throughout their educational journeys.



**In 2023, Cotopaxi continued to support three schools through the Mona Foundation:**

**1. MAIA Impact School, Guatemala:**

MAIA unlocks and maximizes the potential of young Maya women to lead transformational change and create a more equitable society.

**2. Badi School, Panama City, Panama:**

Badi School started in 1993 as a kindergarten in the carport of a trailer home and has since grown into a K-12 school serving over 500 students, 57% of whom are girls. The school is widely acknowledged as one of the best in South and Central America and recognized for excellence in its academics, arts, music, and technology programs.

**3. ADCAM Brazil:**

The Association for Cohesive Development of the Amazon (ADCAM) is a nationally recognized education nonprofit in Manaus, Brazil. Its mission is to promote the well-being and prosperity of the Amazonian people through quality education that empowers individual and social transformation.



# Maintaining Our 1% Commitment

# 2023 Philanthropic Performance

## Core Grants

Organization	Grant Activity Location	Area of Focus	Amount Given	Number of People Assisted (directly and indirectly)	Form of Assistance
ALIADOS	Ecuador	Livelihoods	\$50,000	8,205 (719 households direct, 2,016 indirect)	Agricultural training, market access, community capacity building, biodiversity
Boys and Girls Club of Hollywood	USA - Los Angeles, CA	Education	\$20,000	161 direct	Youth literacy education programming
CARE	Ecuador	Livelihoods/Health	\$25,000	429 direct	Agricultural training, climate resilience, gender equity
The Chain Collaborative	Ecuador	Livelihoods	\$50,000	456 direct	Economic/ agricultural capacity building for coffee-growing communities
Fundación Escuela Nueva	Colombia	Education	\$70,000	5,400 direct	Educator training for youth
GlobalGiving	Ecuador	Multiple	\$175,200	Grant activity to be carried out in 2024	Multiple subgrantees
International Rescue Committee (IRC)	Ecuador	Livelihoods/ Education	\$70,000	Grant activity to be carried out in 2024	Job training and childcare for low-income and refugee populations
IRC in Salt Lake City	USA - Utah	Education	\$90,000	199 direct	College and career readiness, youth leadership, family support, and gender equity





# 2023 Philanthropic Performance

## Core Grants

Organization	Grant Activity Location	Area of Focus	Amount Given	Number of People Assisted (directly and indirectly)	Form of Assistance
J-PAL (MIT Poverty Action Lab)	Central America	Livelihoods	\$75,000	2022: 292  *Grant activity for 2023 funding to be carried out in 2024	Gender equity research
Mercy Corps	Venezuela	Health	\$70,000	5,148 (2,929 direct, 2,219 indirect)	Medical supplies, doctor incentive programs, NICU support
Mona Foundation	Brazil, Panama, Guatemala	Education	\$60,000	7,600 total (2,278 direct, 5,322 indirect)	Direct school support with a focus on gender equity
Range of Motion Project	Ecuador, Guatemala	Health	\$80,000	561 direct	Prosthetic care and community rehabilitation
True Colors United	USA - Various	Livelihoods/ Homelessness	\$25,000	156 direct	Career training and resource development for homeless LGBTQ+ youth
Tipping Point Community	USA - San Francisco	Homelessness	\$50,000	5,000 direct (2,500 households)	Poverty alleviation and homelessness interventions
United to Beat Malaria (UN Foundation)	Ecuador	Health	\$75,000	100,000 direct	Malaria prevention and treatment in Latin America



# 2023 Philanthropic Performance

## Community Grants and Donations

Organization	Grant Activity Location	Area of Focus	Amount Given	Number of People Assisted (directly and indirectly)	Form of Assistance
Community Grants* (Local retail store partnerships)	USA - Various	Various	\$115,000	Not tracked	Various
Mercy Corps	Syria	Emergency Conflict/Disaster Response	\$58,000	300,000 indirect	Earthquake relief - Food, medical supplies, shelter, cash
Mercy Corps	"Where Most Needed Fund"	Emergency Conflict/Disaster Response	\$50,000	40,352 indirect	Food, water shelter, medical supplies
Community Solutions [501(c)(3) organization]	USA - Nationwide	Homelessness	\$10,000	Not tracked	Training and research assistance for local homelessness nonprofits
International Rescue Committee (IRC) - Urban Outfitters UK partnership	Eastern Europe	Emergency Conflict/Disaster Response	\$38,000	Not tracked	Support for Ukrainian refugees
International Rescue Committee (IRC)	Chad	Emergency Conflict/Disaster Response	\$25,000	Not tracked	Support for Sudanese refugees
Tipping Point Community - Sports Basement partnership	USA - San Francisco	Homelessness	\$30,000	Not tracked	Poverty alleviation and homelessness interventions



# 2023 Philanthropic Performance

## Community Grants and Donations

Organization	Grant Activity Location	Area of Focus	Amount Given	Number of People Assisted (directly and indirectly)	Form of Assistance
In-kind donations	Turkiyë	Emergency Conflict/Disaster Response	\$100,000	Not Tracked	Earthquake relief - Clothing and sleeping bags
In-kind donations	USA	Various	\$6,262	N/A	Various

## FY 2023 Giving Totals

<b>Total FY23 Giving Amount (Global Uprising dba Cotopaxi to The Cotopaxi Foundation)*</b>	<b>\$1,275,390</b>
<b>Total FY23 percentage of product revenue given**</b>	<b>1%</b>
<b>Total FY23 Grantmaking Amount (The Cotopaxi Foundation to grantee partners)</b>	<b>\$1,481,900</b>
<b>Total FY23 percentage of company revenue granted out to organizations</b>	<b>1.06%</b>
<b>Total FY23 contributions remaining in the Cotopaxi Foundation grant fund as cash to be deployed</b>	<b>\$0</b>
<b>Total Number of People Assisted through foundation grants (Directly &amp; Indirectly)***</b>	<b>477,090</b>
<b>Total FY23 grantmaking dollars created through Cotopaxi Customer donations</b>	<b>\$87,945</b>

\* Numbers reported are reflective of the retail fiscal year of Global Uprising dba Cotopaxi rather than the Cotopaxi Foundation's calendar year. Please refer to the Cotopaxi Foundation's IRS Form 990 for exact annual contribution amounts.

\*\* Calculated as 1% of Cotopaxi product revenue less discounts, returns and credit card processing fees.

\*\*\* As defined and estimated in the annual reports of the Cotopaxi Foundation's grantees.



# Environmental Management

# Environmental Management

Given the links between poverty and climate change, Cotopaxi remains committed to taking responsibility for our impacts on the planet. In 2023, we set carbon footprint reduction goals through the Science-Based Target Initiative. We also measured, reduced, or offset the entirety of our carbon footprint through our relationship with Climate Neutral, now Change Climate.



In 2024, we will not pursue the Climate Neutral (now Change Climate) certification in order to reallocate resources towards urgently reducing and preventing climate impacts. This includes measuring and aggressively investing in reduction strategies to manage our carbon footprint ahead of our 2040 Net Zero commitment. We maintain a fifty basis points (50 bps) accrual on our freight on board (“FOB”) costing to help fund investments in our reduction strategies. We will continue to collaborate with the Change Climate team for measurement and evolution of climate management strategies.

## Overview

Cotopaxi’s Environmental Policy includes the following commitments:

- Minimize ecological harm to the best of our ability.
- Maintain executive oversight of environmental impacts, including sustainability metrics, into company incentive compensation programs.
- Create products with sustainable materials and circular design, while expanding the use of sustainable materials, take-back programs, and recycling.
- Include environmental risk management in our operations and comply with or exceed environmental regulations.
- Monitor, measure, and report on environmental impacts, as we evolve with new measurement and mitigation strategies.
- Collaborate with employees, peers, regulators, and society to advance climate and poverty action.





Cotopaxi is dedicated to achieving Net Zero and also considers impacts beyond carbon emissions, including water usage, chemical waste, and biodiversity loss. The company follows specific steps:

- Enable repair, resale (also known as re-commerce), and return options for customers.
- Embrace slow fashion principles, updating products twice a year.
- Prioritize durable, eco-friendly products that harmonize with nature.
- Establish equitable, long-term partnerships with suppliers to improve sustainability performance, including financial support where appropriate.
- Strictly adhere to an Animal Welfare Code.
- Maintain transparency in the supply chain for public review.
- Utilize unbiased third parties for ecological data evaluation.
- Provide grants for environmental justice programs through the Cotopaxi Foundation.

As a privately held PBC, Cotopaxi commits to leveraging our resources to advance environmental action. Reduction is prioritized, and suppliers are urged to disclose, eliminate toxins, improve efficiency, reduce resource use, track water usage, and manage waste responsibly. Chemical management is a priority, with a focus on transparency, hazard reduction, and compliance. We also emphasize sustainable sourcing and eco-preferred materials. Down and feathers must meet the Responsible Down Standard (RDS) through Allied Feather + Down, ensuring animal welfare.

Cotopaxi also uses lightweight, minimal packaging from recycled sources to reduce waste and emissions. The company will continue to seek alternative packaging solutions for further sustainability gains.



# Environmental Performance

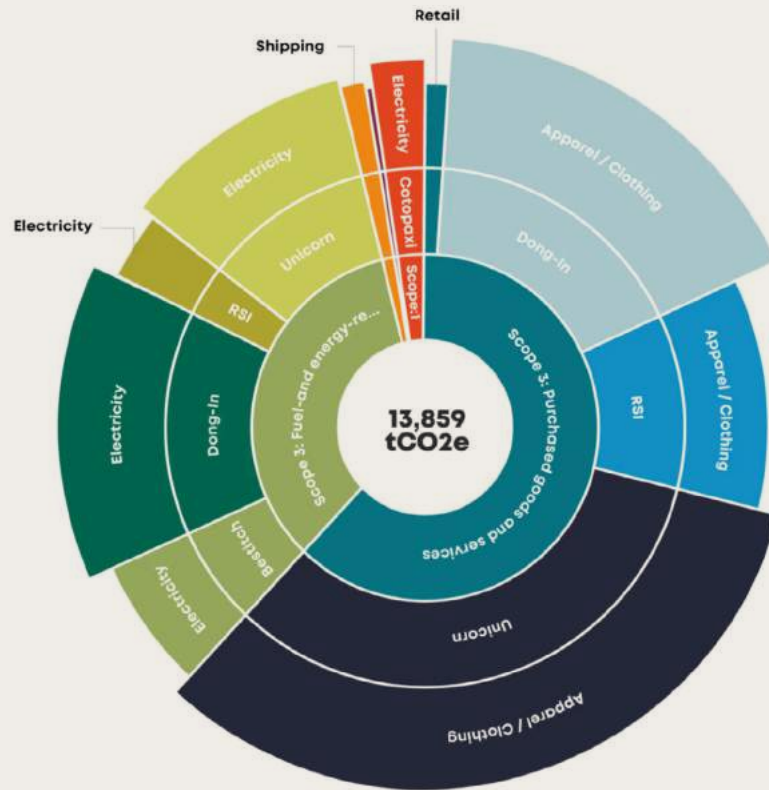
## 2023 Energy, Emissions, And Reductions

As part of our endeavor to reduce our negative impact across our entire value chain, in 2023, Cotopaxi measured, reduced, and offset the entirety of its carbon footprint for the year 2022 with support from Change Climate and the Bonneville Environmental Foundation. Please note that the numbers reported each year reflect the previous year's activity.

## Cotopaxi's 2022 carbon footprint in numbers, as measured by the Global Greenhouse Gas Standards

Source of Emissions	Number (tCO2e)
Scope 1	.89 tCO2e
Scope 2	288.3 tCO2e
Scope 3	32,484 tCO2e
Total	32,773 tCO2e
Carbon Intensity Score (Metric Tonnes of CO2/million of revenue) <sup>1</sup>	1%

\* For 2022 (environmental reporting occurs for the previous calendar year - 2022 figures), our carbon intensity score was calculated based on our 2022 total footprint divided by our revenue.



Cotopaxi's largest single source of emissions comes from manufacturing products and their inputs. The second largest source of Cotopaxi's emissions stems from the electricity and heat our suppliers require. Given the proportion of our carbon emissions resulting from our suppliers, our leading reduction priorities are integrating new sustainable or deadstock materials that require less intensive processes, and assisting our suppliers in decarbonizing and transitioning to clean heat. To ensure and publicize our reduction plan, in 2023, Cotopaxi committed to the following science-based target (SBTI) reduction plan:

- Reducing absolute Scope 1 and Scope 2 GHG emissions (288.7 CO<sub>2</sub>) by 42% by 2030 from a 2023 base year, while continuing to measure and reduce Scope 3 emissions.
- Reduce absolute scope 3 GHG emissions (30,415 CO<sub>2</sub>) by 90% by 2045 from a 2023 base year.

To advance these aggressive reduction goals, Cotopaxi is undertaking the following key initiatives:

- Significantly lowering emissions associated with product materials and inputs.
- Exploring deadstock, remnant, and innovative materials to meet reduction targets, since recycled inputs alone are insufficient
- Facilitating the transition to renewable energy across Tier 1 suppliers.
- Reducing shipping emissions by prioritizing ocean freight and sustainable fuels through the Flexport program.

- Considering the implementation of a cap on the number of products we produce per season, while carefully evaluating new additions to product lines.
- Exploring innovative collaborations with partners like Tersus to leverage domestic deadstock materials.
- Collaborating with the OIA Co-Lab to focus on reducing emissions at the Tier 2 supplier level.





In tandem with setting a formal reduction strategy, Cotopaxi maintained a carbon intensity score of under 1%. Our carbon intensity score is measured (in accordance with the Global Greenhouse Gas Protocol) as our total carbon emissions divided by our net revenue. Cotopaxi treats our carbon intensity score with the utmost importance since it measures the amount of emissions required to produce a dollar of revenue. We're thrilled that we've been able to keep our environmental impact extremely low even as we have grown as a brand.

This reporting year, Cotopaxi also maintained our goal of using no single-use plastic and transitioned to renewable energy sources or credits across for a majority of our retail stores. In addition, we financially contributed to an insetting project that helped one of our largest suppliers transition to 100% solar energy. We will continue to consider more ways to reduce our Scope 1 and Scope 2 emissions.



## Water Usage



As a textile apparel brand, Cotopaxi acknowledges that one of our significant environmental concerns is the extensive use of water throughout our supply chain. The treatment and dyeing processes at our Tier 2 suppliers, in particular, are highly water-intensive. In 2022, we took the initiative to address this issue by implementing a comprehensive water usage measurement system across all our Tier 1 and Tier 2 suppliers.

This year, 100% of our Tier 1 and Tier 2 suppliers provided and verified their water usage data through third-party audits, marking a positive step toward mitigating our water-related impact. Fifteen out of our 33 Tier 1 and 2 suppliers have also set water reduction goals or implemented water-saving programs this year. We will continue to work with our partners around this critically important topic. Our estimated total water usage in 2023 across Tier 1 and Tier 2 suppliers that participated in measurement was 15,056,313.8 m<sup>3</sup>.

To see a complete breakdown of our water use and reduction targets by supplier, click to [view our publicly available supplier data sheet](#).



## Sustainable By Design

In 2020, Cotopaxi initiated an internal program known as the “3 R’s” to guide sustainable design decision-making, particularly regarding fabric selection and individual product emissions. This initiative aims to embed sustainability considerations throughout the lifecycle of our products. To align with this standard, all Cotopaxi apparel must incorporate at least one aspect of the “3 R’s”: Repurposed (now referred to as deadstock or remnant), Recycled, or Responsible material. This year, to improve clarity, we began a phased approach to transition away from the term “Repurposed” and now refer to this category as “remnant,” “deadstock,” or “leftover fabric.” For the “Responsible” category, products must carry at least one credible third-party certification, such as Fair Trade USA Certified™.

Our greatest challenge in meeting our goal of replacing all virgin fabrics across our product portfolio remains in travel packs. In 2023, we identified a recycled replacement for the principal fabric used in our Allpa line of travel packs that would decrease emissions. We will be leveraging this alternative starting in Fall 2024, allowing Cotopaxi to realize 100% completion of the 3 R’s goal, one year ahead of schedule! Upon completion, Cotopaxi will review our material targets and sustainable design principles to set a new strategy beyond the 3 R’s.

Below is a breakdown of our 2023 products based on the respective “R” they adhere to in an effort to show our progress as transparently as possible:

Product Line	Recycled	Repurposed	Responsible (Third Party Certification)
Del Día Backpacks	-	100% remnant fabric	-
Cada Día	840D recycled nylon front shell; 630D recycled nylon shell 2 on main body; 150D recycled ripstop polyester lining	-	-
Teca Full-Zip and Half-Zip; Calído	100% deadstock shell, 100% recycled polyester insulation for insulated jackets	Deadstock materials used in every Teca product	-
Fuego Down Jackets	-	-	Responsible Down Standard (RDS) certified down



Product Line	Recycled	Repurposed	Responsible (Third Party Certification)
Solazo Down Jackets	F/W '21 jackets use a 100% recycled polyester lining and 90% recycled polyester for sleeves	-	RDS-certified down
Trico Hybrid Jackets and Vests	100% recycled polyester shell & insulation	Deadstock polyester shell	-
Abrazo Half-Zip, Full-Zip, and Fleece Joggers	100% recycled polyester shell; 100% recycled polyester fleece	-	-
Vuelta Windbreaker	86% recycled nylon shell	-	-
Logowear	60% organic cotton/ 40% recycled polyester blend	-	All organic cotton produced at a Fair Trade USA Certified™ factory
Organic Sweatshirt	80% organic cotton, 20% recycled polyester	-	All organic cotton produced at a Fair Trade USA Certified™ factory

Product Line	Recycled	Repurposed	Responsible (Third Party Certification)
Capa Jackets	100% recycled nylon shell; 100% recycled synthetic insulation	-	-
Paseo, Mari, Cerro, Roso, and Verso Tights	At least 73% recycled polyester	-	-
Salto Products	-	-	66%BCI Cotton/31%Nylon/3%Spandex / made using BCI Cotton
Organic Mero Flannel Shirt	-	-	100% organic Cotton
Bandera Sweatshirt	38% recycled TENCEL™	-	57% organic cotton
Hats	Brims are made from upcycled fishing nets	-	Made in Fair Trade USA Certified™ factories
Sombra Sun Hoodie	100% recycled polyester shell	-	-
Fino Shirts	100% recycled polyester	-	-
Brinco Shorts	96% recycled nylon	-	-



Product Line	Recycled	Repurposed	Responsible (Third Party Certification)
Cielo Rain Jacket	100% recycled fabric. PFC-free DWR	-	PFC-free DWR treatment
Amado Fleece	100% recycled polyester shell	-	-
Otero Fleece	97% recycled polyester shell	-	-
Subo Pants	90% recycled nylon	-	-
Allpa TPU Travel Packs, Gear Haulers, Roller Bags & Hip Packs (non-Del Día)	Shell 1: 100% recycled 840D TPU-coated nylon Shell 2: 100% recycled 840D ballistic ripstop nylon Lining: 100% recycled ripstop polyester	-	-

<b>Percentage of product families that meet the sustainability standards</b>	<b>100%</b>
<b>Percentage improvement from last year</b>	<b>3%</b>





# Shipped Net Sales By Item Merch Material

A breakdown based on the sustainability class of all items manufactured and shipped in 2023.

Year	Repurposed	Virgin (not yet sustainable)	Recycled	Fair Trade USA Certified™	Responsibly Sourced & Certified (RDS, organic, etc.)	Total
2020	996,812 items	671,776 items	78,329 items	4,476 items	N/A	1,763,759
2021	931,748 items	251,904 items	219,353 items	42,537 items	13,983 items	1,504,631 items
2022	962,850 items	208,355 items	520,077 items	190,309 items	135,862 items	2,054,519 items
2023	1,005,661 items	250,320 items	784,161 items	468,938 items	238,329 items	2,747,409 items



## Policy And Progress On PFAS

Cotopaxi has been working towards PFAS-elimination for several years, prior to recent legislation tightening bans on PFAS in new products. In response to new policy and in support of our existing PFAS phase-out work, throughout 2023, Cotopaxi worked to eliminate all intentionally added PFAS from Cotopaxi's product lines, setting the following public goal:

"In 2024, 100% of our new apparel and packs (excluding Del Día) will be free from intentionally added PFAS. New products in our Del Día Collection, which is more complex to address since it's made from remnant and deadstock fabrics, is expected to be free from intentionally added PFAS by the beginning of 2025 as we work to diligently test and document our remnant sources."

Ahead of schedule, Cotopaxi predicts being able to achieve elimination of intentionally added PFAS for new products in our deadstock-driven Del Día Collection by Fall 2024. Learn more about our PFAS strategy [here](#).

## Circularity

At Cotopaxi, we embrace and champion circularity as a guiding principle in everything we do. Cotopaxi is dedicated to revolutionizing the way we create, consume, and interact with products, ensuring a sustainable and regenerative future for all.

Cotopaxi approaches circularity holistically to close the loop in resource usage, minimize waste generation, and create a regenerative system. It is a departure from the linear "take-make-dispose" model of production and consumption. In line with the Ellen MacArthur Foundation, we focus on creating a continuous cycle wherein resources are kept in use for as long as possible, their value is maximized, and waste is minimized.

By embracing circularity as a core value, Cotopaxi aims to reshape the way business is done, demonstrating that profitability and sustainability can coexist harmoniously. Together, we can create a world where resources are valued, inequalities are reduced, waste is minimized, and human sustainability is assured for future generations.

## Our Commitment to Circularity:

- **Product Innovation:** Design and develop products that embody the principles of circularity, from the materials used to end-of-life options. Prioritize durability, repairability, and recyclability.
- **Supply Chain Transformation:** Work closely with our suppliers to minimize resource consumption and drive social improvements.
- **Extended Product Lifecycles:** Empower our customers to extend the lifecycles of their products through repair, gear stewardship, and resale.
- **Circular Partnerships:** Seek partnerships with leading organizations, innovators, and recycling initiatives to collectively advance circularity systems.
- **Community Engagement:** Engage with our communities of operation to raise awareness about the importance of circularity and inspire individuals to take action.
- **Measurement and Impact:** Monitor and evaluate progress towards circularity, setting ambitious goals and transparently reporting our results.

## Circularity In Action

### Deadstock

- ✓ Supply Chain Transformation
- ✓ Product Innovation
- ✓ Measurement and Impact

Deadstock materials—excess materials that might have otherwise gone to waste—are a core part of Cotopaxi’s product development. Since launching our brand, Cotopaxi has used an estimated 2,360,000 yards of leftover deadstock fabric for our Del Día program and 385,000 yards of leftover deadstock fabric for our Teca program. This means we’ve helped keep more than 2,745,000 yards of fabric from going to waste. If you lined this fabric up yard by yard, it would stretch 1,559 miles.

### Guaranteed For Good™

- ✓ Extended Product Lifecycles
- ✓ Community Engagement
- ✓ Circular Partnerships
- ✓ Measurement and Impact

In 2023, Cotopaxi expanded our impact within our [Guaranteed For Good](#) program (launched 2018). Guaranteed For Good now encompasses our Returns + Exchanges policy, Warranty + Repairs program, and our newly launched Más Vida resale initiative (see below). This gives customers comprehensive product coverage to ensure our products can last a lifetime of adventures.

Cotopaxi’s Circularity team works daily to process gently used returns, products eligible for repair and warranties, and any other excess inventory sources, and find creative ways to extend their lifecycle. Products are repaired through our in-house repair expert [Mama Marge](#), or through [Rugged Thread](#), a woman-owned gear repair shop. Products that are unable to be repaired are processed for upcycling, recycling, resale, or another end-of-life extension through our new partnership with [Tersus](#). Cotopaxi plans to report on additional extended life data through this partnership in 2024.

## Guaranteed For Good, Repair By The Numbers:

- **5,465** total items processed
- **36.86%** of products sent back were repaired and kept in use
- **14.05%** of items were repaired by Mama Marge or Rugged Thread
- **22.81%** of items were repaired through replacement parts or other gear stewardship





### Meet Cotopaxi Más Vida

- ✓ Extended Product Lifecycles
- ✓ Circular Partnerships
- ✓ Measurement and Impact

In 2023, Cotopaxi proudly launched our re-commerce platform, Cotopaxi Más Vida, to help extend the lifecycle of Cotopaxi products. Cotopaxi Más Vida allows customers to resell their used Cotopaxi products, extending the amount of time the product can be used as originally intended.

Cotopaxi Más Vida is powered by partnerships with circularity experts who support the development of new reverse logistics and circular supply chains. These kinds of innovations help keep products in circulation and out of landfills for longer. Logistics are powered by Trove, a leader in the resale ecosystem. Resale products are processed, cleaned, repaired (if needed), and eventually sent to their next-best use (upcycled, downcycled, etc.) through the circular innovators at Tersus.

In just the first few months of Cotopaxi Más Vida (reporting Oct. 2023 - Dec. 2023), participation in partnership with Tersus Solutions generated the following environmental savings\*:

Landfill Offset (Pounds)	Water Saved (Gallons)	Energy Saved (KWH)	Carbon Saved (Tons)
9,965	1,294	220	0.16

\* Environmental savings calculated by Tersus Solutions, and are relative to efficient, conventional washing machines and dryers. Results are based on a Tersus study conducted with the California Energy Commission published in 2020. Carbon conversions based on EPA calculations.

### Circularity Next Steps:

Looking ahead, we will continue to refine our material utilization, expand the use of deadstock fabrics in additional product lines, and collaborate with reputable mill sources to introduce new sustainable textiles to the market, some of which are currently in development for future product seasons. To truly achieve circularity, we will need to place our product design process at the center of a holistic, multi-lifetime product approach.



# Supply Chain Management

## Realizing Change Through Supplier Partnerships

As a textile and apparel brand, Cotopaxi acknowledges that our most substantial negative impact on human rights occurs within the supply chain. While recent regulatory actions, such as the Uyghur Forced Labor Protection Act (UFLPA), have begun to address the pervasive human rights abuses within apparel supply chains, violations continue to be prevalent. To further advocate for much-needed regulation of apparel supply chains, Cotopaxi has also publicly endorsed California's Garment Worker Protection Act and the [New York Fashion Act](#).

In line with our commitment to empowering marginalized communities, Cotopaxi aims to utilize policies, contracts, resources, and philanthropic efforts to mitigate the risks faced by workers across our entire supply chain. To enhance transparency and oversight, Cotopaxi has achieved 100% third-party audit coverage for all our Tier 1 and Tier 2 suppliers.

As public expectations of companies increase around transparency, Cotopaxi attempts to work with as many third-party standards as possible, including ReMake, to share our real-time performance across numerous social, environmental, and governmental metrics. A breakdown of how our supply chain partners perform across [these indicators can be viewed here](#).

As Cotopaxi continues to grow, it is focused on assisting and financially supporting our suppliers in transitioning to renewable energy and implementing sustainable innovation. In 2023, we financially supported and

participated in the kickoff of a collaboration supported by the Outdoor Industry Association and GEI to develop a set of tools and training to assist Tier 2 suppliers in transitioning to clean heat energy for their manufacturing processes.

Since 2020, Cotopaxi has been in alignment with the [UN Global Compact](#) and UN Principles of Responsible Business. To counteract the potentially negative impacts of our purchasing practices, Cotopaxi adopted the Ethical Trading Initiative's [Guide to Better Buying](#), which we implemented formally in 2022 as part of our revised contract. The contract, as well as our Anonymous Supplier Surveys, provides suppliers with impunity and mechanisms for reporting when our timelines lead to additional hours or potential subcontracting.





In the interest of transparency with our customers, our website provides copies of our [Code of Conduct](#), [Restricted Substance List](#), [Animal Welfare Policy](#), [Human Rights Policy](#), and [Supplier List](#). All relevant sourcing, design, and sustainability team members support and engage with our suppliers to ensure, maintain, and monitor performance across these commitment areas.

Cotopaxi updates our publicly available supplier list annually and includes robust data around employee numbers, water usage, carbon emissions, supplier reduction goals, and risk levels. In 2022, we also launched a comprehensive testing program to ensure compliance with our Restricted Substance List given our increased concerns around the harmful impacts of chemicals upon human physiology. This testing suggests that our suppliers are compliant with our rigorous chemical guidelines. We hope this sets a new standard for corporate supply chain transparency. While we remain vigilant with regards to our supply chain, much work remains to be done. In 2023, we will be making more commitments and assessments with Fair Trade USA Certified™ to expand our certification efforts.

### **Supply Chain Spotlight: Care For Cambodia And RSI Global**

In service of our poverty alleviation north-star, we work diligently to produce our products in equitable factories and suppliers that pay living wages and support their workers and communities.

In alignment with these standards, Cotopaxi orchestrated a unique partnership with manufacturing partner, RSI Global, and local community development nonprofit, Care for Cambodia, to find a philanthropic solution for unsellable Cotopaxi inventory produced by RSI. Cotopaxi donated over 1,200 units of fleece to Care for Cambodia to facilitate donations to community members in need. Care for Cambodia specializes in village-based community interventions, and uses their local expertise to identify villages in need. In 2023, Care for Cambodia oversaw the distribution of this fleece to multiple provincial projects.

Cotopaxi aims to better integrate our philanthropic efforts within our supply chain going forward. This program may be used as a case study for future efforts to support the communities that support our supply chain.



### Fair Trade Certified™ Spotlight:

Fair Trade Certification is one of Cotopaxi's key frameworks to measure and ensure the social health of our supply chain. Cotopaxi is a long-time proponent of this worker-led certification that ensures an ethical workplace and labor standards. However, it's just as critical that workers are paid living wages, have opportunities to grow and invest in their communities, and can achieve sustainable livelihoods. Fair Trade also works to promote environmental management and improvements within production processes, manufacturing, and farming.

Cotopaxi continues to work towards Fair Trade Certification adoption across our Tier 1 supply chain. While we support our suppliers and partner with relevant brands to increase Fair Trade adoption rates, Cotopaxi is proud to see its certified suppliers flourish. Along with other Fair Trade-aligned brands that share these suppliers, Cotopaxi contributes to Community Development Funds that help build resilient, empowered communities. A portion of every Fair Trade purchase sends Community Development Funds directly to initiatives identified by workers and their communities as most pressing. The Fair Trade Committee oversees the implementation and distribution of Funds, ensuring they are used for employee-led initiatives. Cotopaxi celebrates the employees within our supply chain in setting directives for their own growth and development.



*Trade workers choosing and stewarding Fair Trade funds.*



## Supply Chain Performance

Cotopaxi regularly conducts third-party audits to assess the sustainability performance of our Tier 1 and Tier 2 suppliers. We strive to build transparent, positive relationships with our suppliers and engage in true partnership, supporting each other as we strive for social and environmental improvements.

### Adverse Supplier Finding & Remediation

In 2022, an audit of one of Cotopaxi's principle partners found the following issues: Potentially predatory recruitment practices through a third-party agency, pre-employment medical appointments not covered by suppliers, limited access to bathrooms, partially blocked exits in a few instances, and additional fire suppressants needed. To resolve these issues in 2023, Cotopaxi joined a coalition of three brands using this supplier to remediate. All remediations and re-audits were financially supported by Cotopaxi. Through this work, we were able to assure that the third-party recruitment agency was not using predatory or debt-bondage tactics. All recruitment, safety, access, and medical issues were remediated and did not reappear in a follow-up audit. Going forward, Cotopaxi has a standing, weekly meeting to work with this supplier to ensure social and sustainability performance is being maintained and improved over time.







### **Positive Supplier Developments**

Since implementing our holistic approach to supply chain management, we have seen significant improvements across all of our suppliers and topic areas. Cotopaxi recognizes this does not prove that social and environmental issues are not present, but our suppliers increasingly use us as a partner and resource around these sensitive issues. We feel strongly that working with suppliers through collaboration has resulted in real improvements for all stakeholders.

### **Holistic Collaboration**

As Cotopaxi looks ahead to the path toward our climate and social targets, we know that we cannot achieve our goals alone. We plan to continue to lean into the power of collaboration and cooperation within our industry and beyond in order to share resources, work towards ambitious goals together, support research and innovation, and chart new territory. Achieving net-zero businesses, circular economies, and poverty alleviation are ambitious goals, but through thoughtful collaboration, we can uncover pathways towards realizing them.

In this spirit, Cotopaxi is thrilled to feature some upcoming partnerships and programs launching in 2024 and beyond.

## **PGF | Portland Garment Factory**

- **Circular Economies**
- **Upcycling**

*Stay Tuned, 2024*

[Portland Garment Factory \(PGF\)](#) is a B Corp, women-owned, zero-waste production company based out of Portland, OR. As a leader in upcycling innovation and creativity, PGF is the best in the biz when it comes to repurposing apparel and soft goods.

Cotopaxi is launching our first upcycled Renovo Collection with PGF in Fall '24. The upcycled pieces will be fabricated from products that were returned or warrantied, but unable to be repaired or resold. Many of the products used in our Renovo Collection originally came from deadstock or recycled sources. By giving these secondhand textiles new life again, Cotopaxi can further extend the lifecycle of these materials.

## **QR | Queen of Raw**

- **Circular Economies**
- **Deadstock**

*Stay Tuned, 2024*



[Queen of Raw](#) has developed advanced proprietary technology that allows brands to identify excess textile inventory—that would have otherwise been landfilled—and use it to create new products. This has the potential to dramatically reduce textile waste and emissions, as well as decrease demand for new materials and resources.

In 2024, Cotopaxi will integrate Queen of Raw technology into our sourcing and production processes, amplifying our deadstock program and reducing material sourcing impact. We're thrilled to utilize Queen of Raw's expertise and technology to better identify deadstock opportunities, improve material traceability, and track impact.

## **OUTDOOR INDUSTRY ASSOCIATION | Outdoor Industry Association**

### **"Co-Labs"**

- **Industry Collaboration**
- **Path to Net Zero**

*Stay Tuned, 2024*

The Outdoor Industry Association (OIA) brings outdoor brands and businesses together to tackle industry challenges, particularly those with environmental and social implications.

OIA leads Co-Labs, collaborative efforts between outdoor brands facing shared issues, such as supply chain improvements that reduce emissions.

Cotopaxi is participating in several OIA Co-Labs to advance research and feasibility studies for interventions within our supply chain that balance social equity and positive community impact with Scope 3 emissions reductions.





# Partnering With Reimag.in

Collaborating for transparent, transformative, and holistic sustainability reporting.

## Collaboration

Sustainability data often lives in siloes; the platform provides one source of truth for cross-functional collaboration.



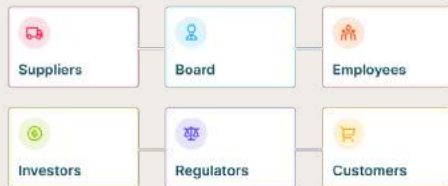
## Compliance

Report against various standards, frameworks, and taxonomies seamlessly - saving us time and the headache.



## Amplification

Communicate with our stakeholders and showcase our sustainability results in a digital, interactive format.



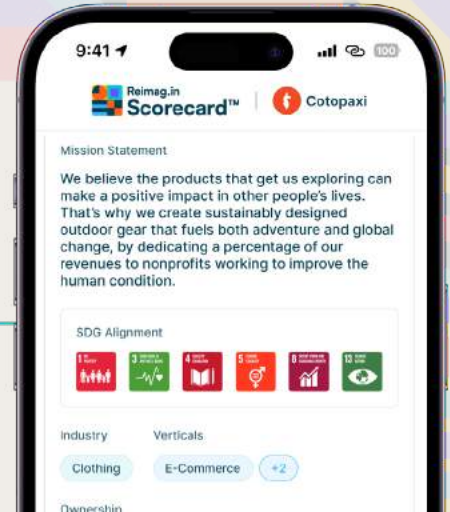
 View Scorecard →

## ✓ Industry Collaboration

## ✓ Measurement and Impact

Over the course of the last two years, Cotopaxi has worked with a novel industry reporting company, Reimag.in, to build **automated, accurate, interoperable**, and transparent reporting across our standards, material topics, and commitments. Reimag.in's platform creates a source of truth for cross-functional collaboration, customization, and visualization of data and reports.

Reimag.in streamlines compliance activity against ESG reporting frameworks and allows users to **amplify sustainability performance to various stakeholders** through its Scorecards™.



## Community-Powered Collaborations

Cotopaxi considers our community of customers, followers, and local stakeholders to be crucial collaborators with our business. In an effort to DO GOOD within our home communities across the U.S., our Community Engagement Team took on countless community initiatives in 2023.

Here are just a few:



Letter Writing Campaign with  
Letters of Love, Colorado



San Francisco Litter Cleanup with  
Hoka & REI, California



Campus Food Drive, UW, Washington



Acts of Kindness Challenge, Stanford, California



Letter Writing to Vets with First Ascent Scholars,  
University of Utah, Utah



Trail Conservation Hike, UW, Washington





Green Geeks Environmental Education,  
UW, Washington



Earth Explorers Hike, Stanford, California



Diversity in the Outdoors Seminar, USC, California



CU Outdoor Clubs Evening, Boulder, Colorado



TED Women, Atlanta, Georgia



Women in Business Workshop, Portland, Oregon





## Conclusion

In conclusion, Cotopaxi's achievements in sustainability and giving in 2023 not only showcase the brand's dedication to environmental and social responsibility, but also demonstrate the positive impact that purpose-driven business can have on both local and global communities. The strides made in reducing environmental footprint, promoting fair labor practices, and supporting charitable initiatives reflect Cotopaxi's holistic approach to creating a better world.

As Cotopaxi celebrates the accomplishments outlined in this report, the company recognizes that the journey towards a more sustainable and compassionate future is ongoing. The challenges that lie ahead will require continued collaboration, innovation, and adaptability. Cotopaxi remains committed to transparent reporting, continuous improvement, and active engagement with our community of customers, partners, and stakeholders. Through these collective efforts, Cotopaxi envisions a future where sustainability and giving are not just corporate initiatives, but integral components of a thriving, interconnected world that values the well-being of people and the planet.





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