

Cotopaxi's 2023 Materiality Topics

Overview:

Materiality topics are the topics that are most important to our stakeholders and have the biggest impacts upon our business. In accordance with the Global Reporting Initiative and its standards, Cotopaxi deploys a double definition of materiality that considers not just topics or risks of importance to our brand but the ways in which we pose threats and impact others. An issue is considered material if it has a significant impact upon our business and is of high importance to our stakeholders.

Cotopaxi's 2023 Salience Risks:

In terms of the risks we pose to others and our planet, Cotopaxi's salience risks changed this year with our stakeholders strongly emphasizing the brand's potential negative impacts upon the planet. Our salience risks identified by our stakeholders in order of listed concern:

- Climate change
- Global greenhouse gas emissions
- Labor abuses in our global supply chain (coercion, debt bondage, harassment and discrimination, human rights abuses, child labor, additional hours)

To broaden our interpretation of the double-definition of materiality, we also expanded our salience issue mapping to include sub-topics. Based on this assessment, our stakeholders identified the following subcategories of sustainability issues as areas of likely negative impact to be included in this year's report:

- Carbon emissions in supplier communities
- Water usage
- Pollution and waste

Cotopaxi Materiality Topics for 2023:

Cotopaxi's Materiality Topics remain largely unchanged from the previous reporting period. However, diversity, equity, and inclusion were deemed issues of critical importance for the company to continue to report upon and advance.

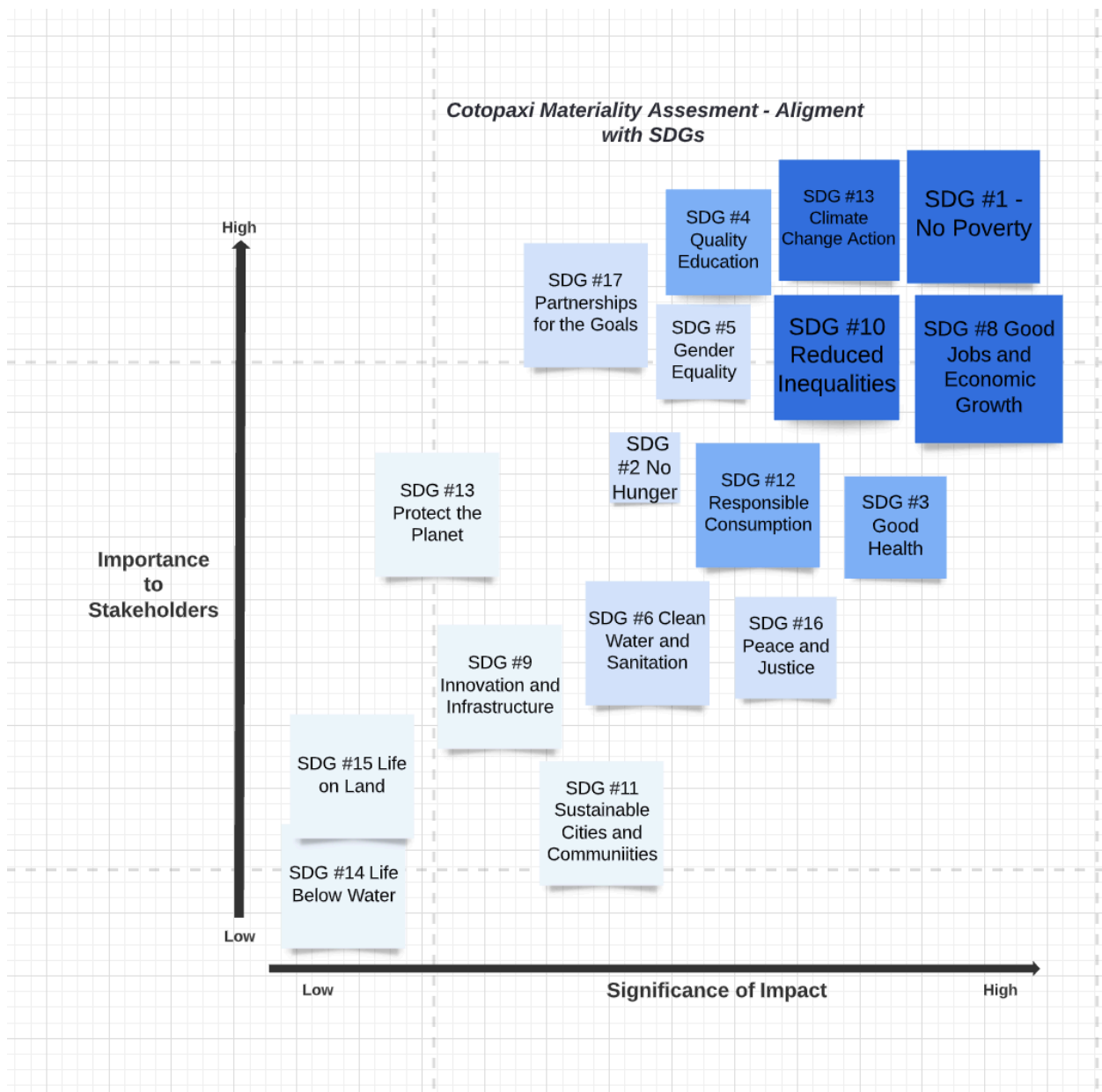
Our list of Materiality Topics included in this reporting season, based on the significance of the impact and importance to our stakeholders, are as follows:

- Ending extreme poverty
- Diversity, equity, inclusion, and belonging
- Governance and mission
- Sustainable supply chain management

- Circularity and sustainable materials
- Emissions and climate impacts
- Transparency

Cotopaxi’s Materiality in Terms of the Sustainable Development Goals

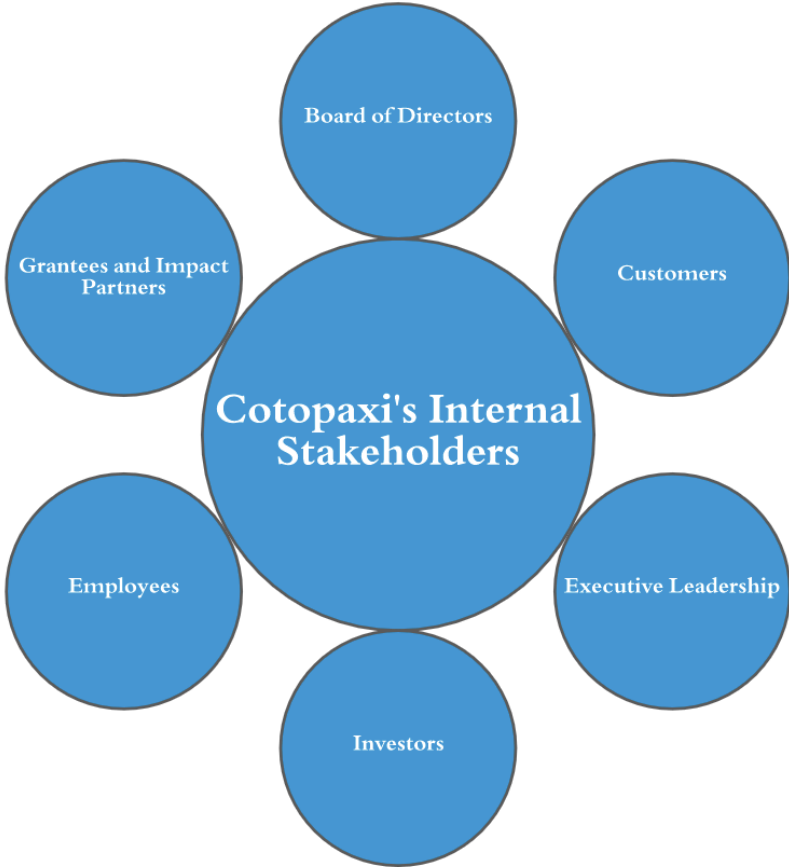
To align with the United Nations Sustainable Development Goals (SDG) framework, we also performed a matrix exercise to show Cotopaxi’s prioritization and alignment of all 17 goals. Our primary focus and overarching missions remains to end extreme poverty within our lifetime - SDG #1 - No Poverty. See below for Cotopaxi’s materiality assessment and relationship to the various SDGs.



Cotopaxi's Stakeholders

To prepare this materiality assessment, stakeholder representatives from our board of directors, executive leadership, employees, impact partners, suppliers, and nonprofit organizations all participated. This was done so via a survey with some informal interviews with external stakeholders to ensure that all reporting topics are represented and prioritized according to the feedback of our value chain. We strongly believe that impact reporting must be democratic, transparent, consistent, and comparable. We have followed not only the guidelines but also the spirit of GRI's recommendations around stakeholder engagement to determine our impact reporting content.

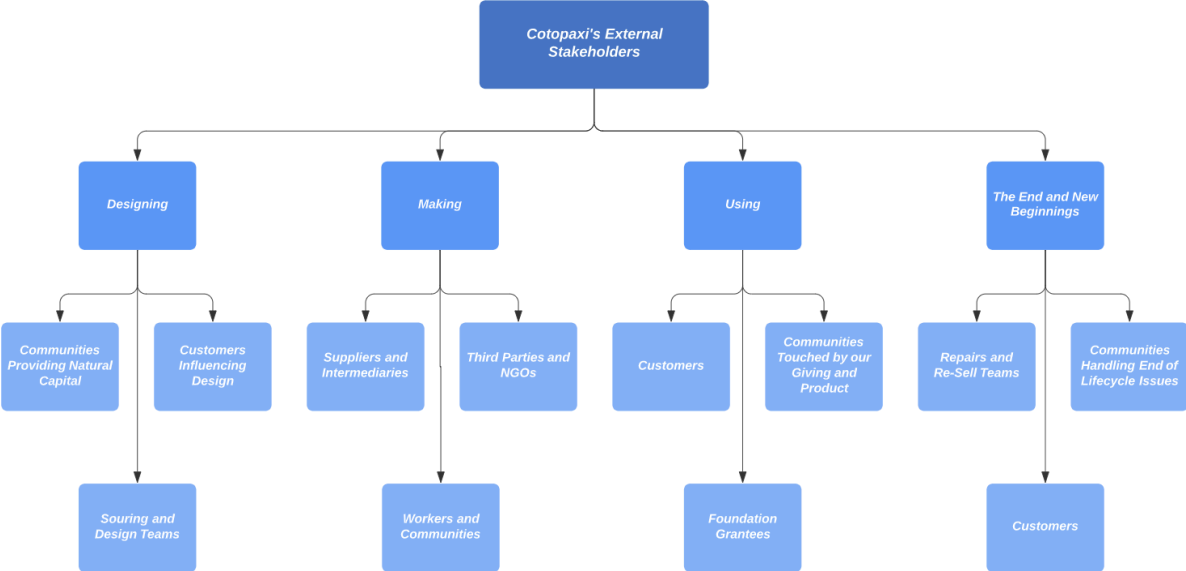
Internal Stakeholders



External Stakeholders

To ensure that our stakeholders were brought into our materiality assessment to the extent possible for our small brand, Cotopaxi carried out an extensive Anonymous Supplier Survey in (year), reviewed customer feedback through reviews and solicited emails, and conducted

several interviews with leading NGOs that look at sustainability issues (both social and environmental) in the textile and outdoor industries.



These survey results and historical materiality assessments continue to inform our reporting topics, organized thematically as follows:

1. Alleviating poverty through our operations, values, governance, and giving
2. Driving positive change through management of social issues across our value chain (economic outputs, right to collective bargaining, working time, forced labor, child labor, harassment and discrimination, human trafficking, diversity and inclusion, employee care, and living wage)
3. Environmental performance and sustainable design (responsible, recycled, repurposed materials)
4. Community engagement and action