



CANADA GOOSE

FY25 IMPACT REPORT



01 INTRODUCTION

A LETTER FROM DANI REISS, CHAIRMAN & CEO

This year marks a defining moment for Canada Goose—one that reflects how far we have come and the limitless potential ahead. Five years ago, we chose a bold path. Driven by our desire to be good for the world, we set ambitious targets to reduce our footprint and deepen our positive impact.

Reflecting on the past year, I am proud of how far we have come:

We took a significant step forward in our climate journey by setting and submitting our science-based targets. These targets chart a clear course for our net-zero ambitions and include both near- and long-term goals. As part of this effort, we laid the groundwork for tackling our Scope 3 emissions by setting reduction targets and beginning the development of a focused roadmap.

Transparency remains a priority for our business. This year, we advanced accountability through completing industry-leading disclosures, including the Carbon Disclosure Project (CDP) and S&P Global Corporate Sustainability Assessment (CSA). At the same time, we made progress on our supply chain traceability, centralizing data on raw materials, finished goods, and social compliance for our suppliers.

Beyond our operations, our partnership with the Shan Shui Conservation Center in China continues to thrive. As our first corporate social responsibility initiative outside Canada, this work supports biodiversity and fosters harmonious coexistence between people and nature in Sanjiangyuan National Park.

This year, we are introducing our ambitious Moonshots that drive progress, set new benchmarks, and challenge us to keep innovating.

Our Moonshots focus on three core pillars: **Product**, where we are designing with circularity and traceability at the forefront, reimagining how our pieces are made, worn, and passed on. **Planet**, where we are working toward climate positivity and zero waste manufacturing, transforming carbon reduction and waste innovation into new opportunities. And **People**, where we continue to empower those around us, fostering inclusion, growth, and belonging within our teams while extending support to communities around the world.

These Moonshots formalize a mindset that has always shaped how we operate: bold ambition, long-term growth, and action rooted in purpose. As expectations evolve and the world calls for greater action, we are ready to lead with purpose and integrity.

As we turn the page to the next chapter, the same energy and sense of possibility that have fueled Canada Goose since day one continue to propel us forward. Our purpose is bold, and our direction is clear. Together, we are shaping a future where exploration and sustainability lead the way.

**Dani Reiss, C.M., OOnt
Chairman & CEO**



SHAPING IMPACT ACROSS OUR PILLARS

Each year, we assess the impact of our actions. The snapshot below highlights some of the key milestones in **FY25**, which reflect both the progress we have made and the values that continue to guide us, rooted in our pillars of Product, Planet, and People.

PRODUCT

18,955 lbs
of product diverted from landfill

87% PFMs
sourced for domestic manufacturing

89% OF
FABRICS
were bluesign® APPROVED

74%
of our packaging is
FSC® Certified



PLANET

Set and submitted our
SCIENCE-BASED
TARGETS

Reduced our Scope 1
emissions by 9%

Reduced our Scope 3
emissions by 25%¹

\$2.7M²
invested in reducing carbon
sources from our Ontario
manufacturing facilities

PEOPLE

+\$1M of products donated
to World Vision

4 RESOURCE
CENTRE EVENTS
across Northern Canadian
communities

50% of women in executive
leadership roles

60%
of vendors at Toronto HQ
Inclusion & Belonging events
were queer, BIPOC, or
woman-owned

Donated over
\$570,000
to PBI in FY25



¹ Reductions largely reflect disciplined inventory management and a deliberate reduction in capital spending during FY25.

² All amounts are in Canadian dollars unless otherwise indicated.

ABOUT CANADA GOOSE

Founded in 1957, Canada Goose is driven by craftsmanship, innovation, and function. What began with parkas made for the coldest places on Earth has since evolved into a diverse collection of footwear, accessories, and apparel built to last.

We are inspired by nature and driven by performance. We make products that work, blending functionality with relentless innovation and uncompromising style. We are proud of our Canadian heritage, bringing warmth and authenticity into everything we do. Our purpose reflects the spirit of our legacy and the ambition of our future.

Exploration continues to drive our evolution. We are constantly redefining what is possible, whether it is through design, embracing more sustainable solutions, or expanding our global reach. We are committed to creating products that not only perform but make a positive impact.

From flagship stores that bring the Canada Goose experience to life or longstanding partnerships supporting conservation and community, we continue to grow with purpose.

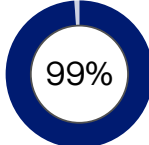
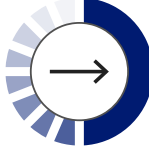
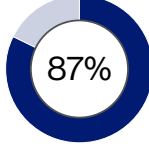
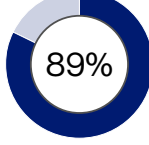
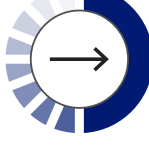
OUR SUSTAINABILITY STRATEGY

This report reflects progress made during our fiscal year ending March 30, 2025. Our current goals are scheduled for completion by the end of the 2025 calendar year and will be formally reviewed and reported on in our FY26 report. Building on what we have learned, we are launching Moonshots: long-term ambitions that reflect both our progress and where we are headed. Beginning in calendar year 2026, many of our current goals will transition into our Moonshot framework, ensuring continued momentum and greater impact.



³ As of March 30th, 2025.

OUR PROGRESS

	GOAL	TARGET YEAR ⁴	PROGRESS IN FY25 ⁵	
MATERIALS	Move all packaging to more sustainable solutions ⁶	End of 2025		99%
	Eliminate the purchase of single-use plastics that cannot be recycled in all manufacturing facilities and corporate offices we own or control	End of 2025		In progress
	Increase percentage of Canada Goose materials that are Preferred Fibre and Materials (PFMs) as specified by Textile Exchange to 90%	End of 2025		87% ⁷
	Increase the percentage of Canada Goose fabrics that are bluesign® APPROVED with a goal to achieve 90%	End of 2025		89%
MANUFACTURING & OPERATIONS	Divert 100% of our post-consumer global warranty waste products	End of 2024		Completed ⁸
	Achieve net-zero Scope 1 and 2 emissions	End of 2025		On track
	Offset 200% of our annual Carbon Footprint	End of 2025		Completed
	Measure Scope 3 emissions and set targets	End of 2024		Completed
	Set our science-based targets and submit for approval by the Science Based Target Initiative (SBTi)	End of 2024		Completed
PEOPLE & COMMUNITIES	Promote Arctic preservation by supporting Polar Bears International’s (PBI) research and conservation efforts	Ongoing	\$578,098 donated in FY25 \$7,573,908 donated since 2007	

⁴ For ease of communication, we use calendar years (not fiscal years) as the target dates in our Sustainable Impact Strategy.

⁵ Rounded to nearest whole number.

⁶ More sustainable packaging solutions are defined as either Forest Stewardship Council (FSC) Certified, recycled content or other recyclable materials.

⁷ In FY25, 87% of the materials we sourced for domestic manufacturing were PFMs.

⁸ Reaching a 100% diversion rate remains an ongoing effort for every fiscal year.

INTRODUCING OUR MOONSHOTS

As we close the chapter on our previous sustainability strategy, FY25 marks a pivotal moment with the launch of our strategic Moonshots.

These Moonshots represent the long-term ambitions we are striving toward, bold aspirations designed to stretch what’s possible, spark innovation, and inspire action. These ambitions define the direction of our sustainability journey and will inform the measurable targets and KPIs we are building to guide accountability and progress.

Each Moonshot aligns with relevant United Nations (UN) Sustainable Development Goals (SDGs), reinforcing our alignment with global efforts toward a more sustainable future.

To support our transition, we formed dedicated working groups under each Moonshot, bringing together subject matter experts from across the business to begin charting the path forward. In FY26, our focus shifts to partnering with these groups to co-develop short-term commitment, each supported by clear KPIs to track our progress. This collaborative approach will lay the foundation for an actionable strategy and provide measures to guide us toward our long-term ambitions.

PRODUCT 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	MOONSHOT
	100% Circularity Design products and packaging with their lifecycle in mind and expand circular solutions. 100% Traceability Share the complete journey of our products by ensuring transparency in our responsibly sourced materials and sustainable sourcing practices. 100% Responsible Chemical Use Champion responsible use of chemicals across our supply chain and advance transparency around the chemicals used in our products.
PLANET 13 CLIMATE ACTION 15 LIFE ON LAND	MOONSHOT
	Climate Positive Create a climate-positive impact, surpassing the reduction of our own footprint and working to restore environmental balance in the regions where we operate. Zero Waste CG Manufacturing Strengthen waste management practices at Canada Goose manufacturing facilities to divert all waste from landfill.
PEOPLE 3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH	APPROACH
	We share our warmth with the world, thereby building on our legacy of being an authentic workplace.

A CULTURE OF CITIZENSHIP

OUR SUSTAINABILITY GOVERNANCE

Across our teams, each individual plays a role in shaping a more sustainable future. At the heart of this work is our **Sustainability Team**, working across the business to drive progress against our goals. They bring expertise in traceability, energy, and corporate sustainability, ensuring accountability through quarterly reports to the **Environmental & Social (E&S) Committee** of our **Board of Directors**.



Established in FY22, the **E&S Committee** oversees sustainability priorities, monitors emerging risks, and integrates responsible practices into our strategy. As well, our **Executive Compliance Committee** ensures we meet the highest legal, regulatory, and ethical standards, while our **Executive Leadership Team** oversees sustainability initiatives in daily operations.

Together, our structures uphold our commitment to progress, accountability, and responsible leadership.

REPORTING DISCLOSURES & FRAMEWORKS

We are committed to transparency, responsible governance, and continuous improvement. Our participation in key disclosures ensures we remain accountable and aligned with industry standards.

In FY25, we expanded our disclosure efforts, completing both the CDP Water and Climate disclosure and S&P Corporate Sustainability Assessment for the first time.

We also submitted our United Nations Global Compact (UNGC) Communication on Progress (CoP) questionnaire for the second consecutive year, reinforcing our commitment to globally recognized sustainability standards.

These disclosures help us identify opportunities, address risks, and demonstrate our progress as we advance our efforts.



GUIDING PRINCIPLES FOR RESPONSIBLE BUSINESS

Responsible business practices are more than policies, they are the foundation of how we work, shaping our decisions and setting a clear standard for ethics across our organization and supply chain.

WORKPLACE VIOLENCE & SEXUAL HARASSMENT POLICY

Enforces zero tolerance for violence or harassment, ensuring a safe and respectful workplace

THE CODE OF BUSINESS CONDUCT AND ETHICS

A comprehensive guide to ethical behaviour and decision-making across the business

PRIVACY POLICY

Outlines how personal and sensitive information is safeguarded, ensuring privacy compliance

HUMAN RIGHTS POLICY

Affirms our commitment to upholding and respecting human rights across operations and supply chain

ENVIRONMENTAL POLICY

Our Global Environmental Policy reflects our commitment to sustainability across every part of our business. Guided by our Sustainability Team, we collaborate company-wide to drive progress on key commitments, empowering all employees to help shape a more sustainable future

ANTI-TRUST POLICY

Acknowledged annually by employees and embedded in our vendor agreements, this policy helps strengthen our governance

WHISTLEBLOWER POLICY

Provides a confidential, secure process for employees and stakeholders to report ethical concerns

SUPPLIER CODE OF CONDUCT

Establishes ethical, environmental, and social expectations for suppliers, aligning with our values

MODERN SLAVERY STATEMENT

We publish annual Modern Slavery Statements in compliance with Bill S-211, the UK Modern Slavery Act, and the California Transparency in Supply Chains Act—reinforcing our commitment to transparency and alignment with evolving regulations

ANIMAL WELFARE POLICY

Outlines our commitment to ethical sourcing and humane treatment of animals in our supply chain, guided by recognized standards and third-party certifications



The Evolution of our Product • Choosing Better Materials • Prioritizing Safer Materials • Prioritizing Circularity • Traceability • Supplier Engagement

THE EVOLUTION OF OUR PRODUCT

We continue to take bold actions to meet the evolving needs of our business, our consumers, and the planet. Our progress is anchored in measurable milestones that reflect our ability to deliver high-quality products while advancing environmental performance. From expanding our use of preferred materials to eliminating fur from our manufacturing and earning certifications like the Responsible Down Standard. We recognize sustainability is not a finish line—it is a continuous push to innovate and evolve towards a more resilient future.

2021

ACHIEVED RESPONSIBLE DOWN STANDARD (RDS)

Certified as a brand, retailer, and manufacturer—ensuring all down used in our products is sourced responsibly.



2021

LAUNCHED THE STANDARD EXPEDITION PARKA

Improving every detail to be more sustainable, made of recycled and organic materials. The Standard achieved 30% less carbon and 65% less water compared to its in-line counterpart.

2022

LAUNCHED THE PATCHWORK PARKA

Exclusively launched in Japan, the Patchwork Parka was made with repurposed fabric from our own supply chain.

2022

LAUNCHED THE HUMANATURE CAPSULE COLLECTION

A five-piece capsule collection made with recycled Feather-Light Ripstop.



2022

BECAME FUR-FREE

We ended the purchase of fur in 2021 and ceased manufacturing with fur in 2022.



2022

LAUNCHED KIND FLEECE

Made with 62% recycled wool, 18% wood-based TENCEL lyocell, 13% bio-based Sorona Polymer, and 7% Polyamide.



2023

LAUNCHED REGENERATION COLLECTION

Building off the Patchwork Parka from the year before, we utilized repurposed materials from our supply chain for more styles.

2023

LAUNCHED OUR FIRST DOWN-ALTERNATIVE JACKET

The HyBridge Lite Hoody TENCEL™ made with a plant-based solution to provide warmth, performance, and durability.



2024

ANNOUNCED CREATIVE DIRECTOR, HAIDER ACKERMANN

With the launch of our Polar Bears International (PBI) Hoodie made with organic cotton and 100% of the sale proceeds going to PBI.



2024

CONTINUED TO EXPAND OUR RESOURCE CENTRE PROGRAM

Reaching over 20 communities to date across Canada's North.



HOW WE CHOOSE OUR MATERIALS

We are committed to sourcing materials that reduce environmental impact, respect animal welfare, and drive social progress across our supply chain. Our approach focuses on expanding the use of Preferred Fibre and Materials (PFMs)—recognized for their environmental and social benefits—while ensuring the animal-derived materials we use are sourced in alignment with our Animal Welfare Policy.

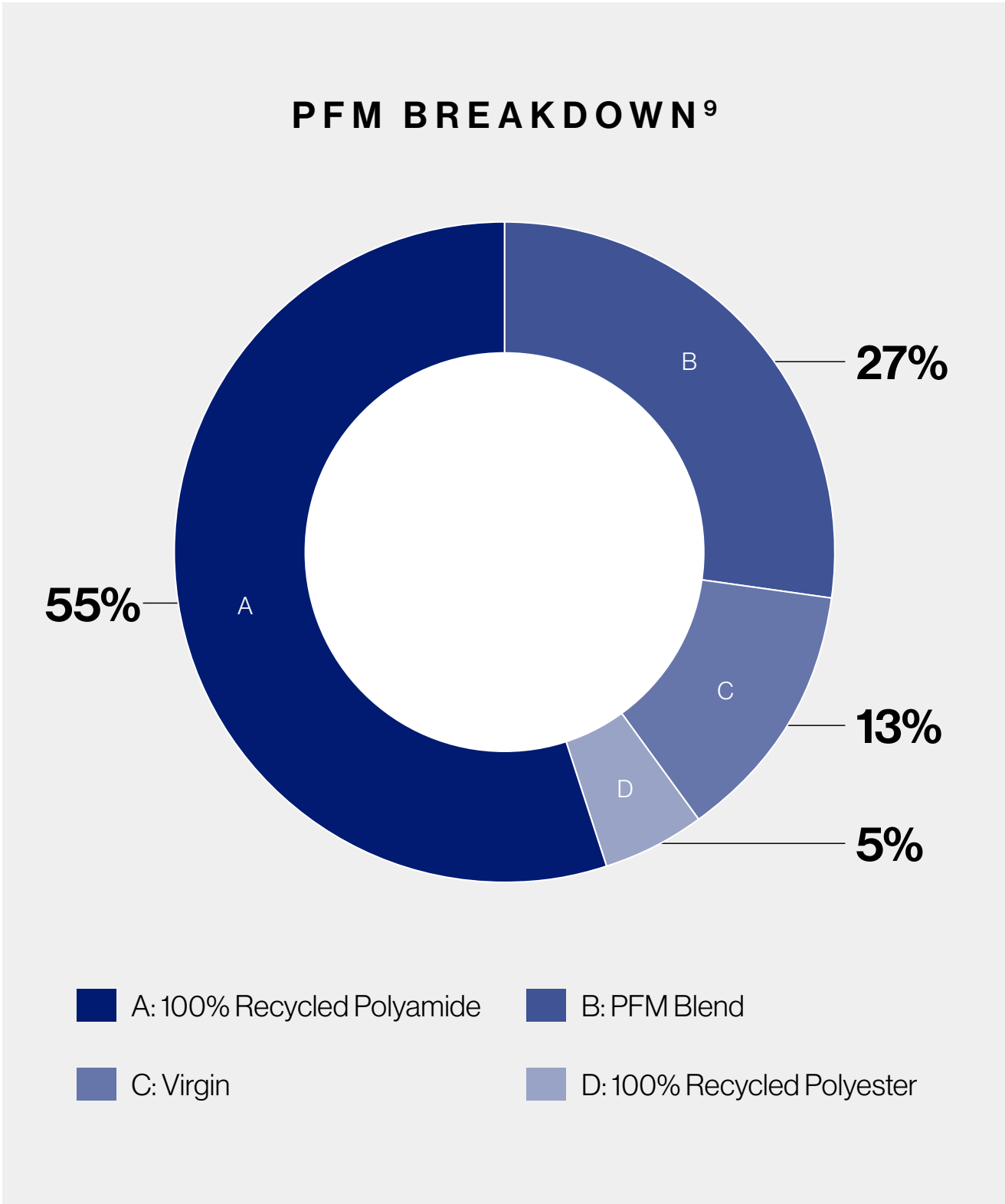
PRIORITIZING PREFERRED FIBRE AND MATERIALS

Our focus on PFMs helps us reduce the environmental footprint of our products without compromising performance.

Our 2021 Life Cycle Assessment (LCA) helped shape our PFM strategy, highlighting recycled fibres as a key opportunity to reduce water use, emissions, and overall impact compared to conventional alternatives. Building on these insights, we are proud to report that this year, **114 new styles incorporating recycled materials were introduced.**

87%

of the materials we sourced for domestically manufactured products were PFMs.



OUR COMMITMENT TO ANIMAL WELFARE

We are dedicated to sourcing responsible materials, including those of animal origin, with the utmost care and respect for animal welfare. We do not condone any mistreatment, neglect, or actions that cause undue harm or suffering to animals. Our [Animal Welfare Policy](#) is annually reviewed to incorporate the latest best practices, standards, and insights from our ongoing efforts in both animal welfare and environmental sustainability.

DOWN & FEATHERS

100% of the down we purchase is [Responsible Down Standard \(RDS\)](#) certified—requiring animal welfare practices (such as no-live plucking or force feeding) to be in place across the down and feather supply chain.

LEATHER & SKINS

We prohibit the use of animal skins and hides from exotic species or those that are vulnerable, threatened, or endangered. As a member of the Leather Working Group (LWG), we are committed to sourcing responsibly. This year, 94% of all leather purchased for offshore production came from suppliers audited and certified by the [LWG Audit Standards](#), strengthening transparency across our supply chain.

WOOL

We are committed to responsibly sourcing wool from suppliers that follow best practices in animal welfare. We do not support mulesing and require our suppliers to sign a Mulesed-Free Wool Self-Declaration annually¹⁰.

DOWN ALTERNATIVES

We continue to explore innovative alternatives to offer our customers the best options for warmth and performance, including:

- **Primaloft®** is a sustainable insulation derived from 100% recycled materials, designed for effective warmth and performance while reducing environmental impact by conserving resources and minimizing waste.
- **TENCEL™ Lyocell** is derived from sustainably sourced wood pulp, these fibres offer high tenacity, moisture-resisting properties, and a gentle feel on the skin for enhanced durability and comfort.
- **G-LOFT®** is a synthetic insulation made of premium, plant-based fibres that offers warmth, breathability, and resilience similar to conventional down. We use G-Loft in our newly launched Sea Mantra Parka.

⁹ Calculated using total volume in metres.
¹⁰ Mulesed-free declarations do not apply to recycled wool.

PRIORITIZING SAFER MATERIALS

We adhere to rigorous global standards, including the following third-party certifications, to assess and manage the risks and hazards associated with chemicals, dyes, and finishes throughout our supply chain, safeguarding both people and the planet.

- BLUESIGN®**
sets strict environmental and worker safety standards for textiles and materials, ensuring responsible chemical management at every stage.
- OEKO-TEX®**
helps protect natural resources through transparency in the manufacture of textiles, ensuring environmental sustainability in their production and use.
- AFIRM GROUP®**
provides oversight, guidance, and up-to-date industry requirements for safe material and chemical usage, reinforcing our commitment to best practices.

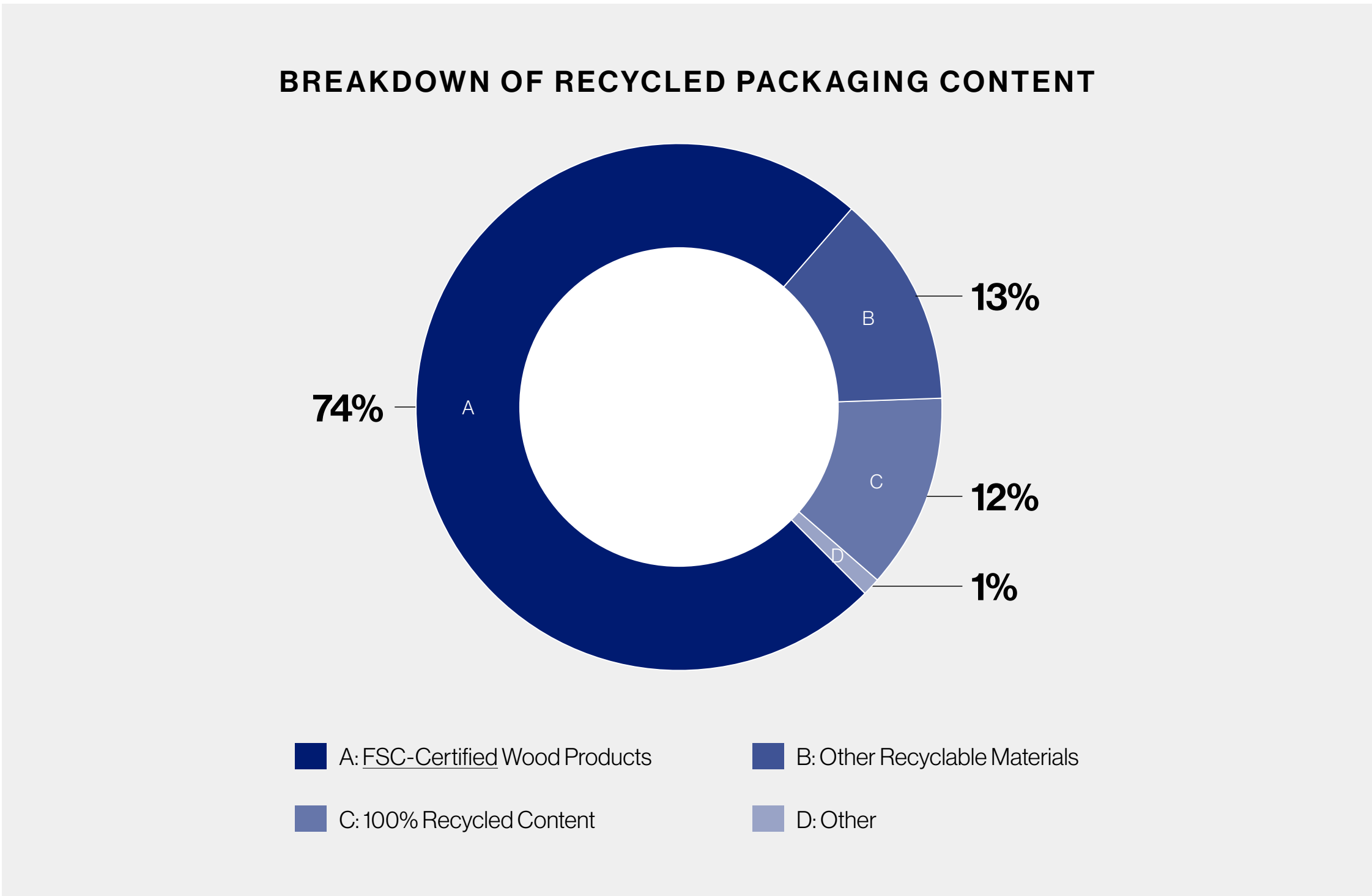


SUSTAINABLE PACKAGING

We see packaging not just as a means of delivery, but as an extension of our product. Through thoughtful design, we prioritize durability, using high-quality materials to create packaging built to safely store products rather than being discarded.

In FY25, **99% of our packaging was made from sustainable materials.**

This encompasses:



PRIORITIZING CIRCULARITY

Recognizing the apparel industry faces a significant waste problem, we are continuously reimagining the lifecycle of our products, from design to end-of-life.

OUR WARRANTY AND REPAIR PROGRAM

We stand behind our products. Built with high-performance materials and expert craftsmanship, they are made to last. But even the most durable gear can benefit from extra care over time.

Our Warranty and Repair Program is key to circularity. By offering lifetime protection against material and workmanship defects, we not only build trust with our consumers but also extend the life of every piece. Each item is carefully inspected at one of our five global warranty centres, where our experts determine whether a repair or replacement is needed. For any damage not covered under warranty, we may offer repairs for a reasonable charge.

To learn more about our Warranty and Repair Program, visit the information page [here](#).

80%

of the products that were submitted to our warranty program in FY25 were successfully repaired.

CANADA GOOSE GENERATIONS

Generations is our authorized reselling platform that allows consumers to trade in their pre-loved Canada Goose pieces or shop an exclusive selection of renowned styles, including iconic heritage pieces, coveted collaborations, and rare vintage finds pulled from our 65+ year archive.

Following its successful U.S. launch in FY23, we expanded Generations to Canada in FY24, where it has quickly gained traction.

In FY25, we saw:

- **Over 20,000 customers** engage with the Generations platform
- **81% of site visitors** were new to Generations
- **13,000+ items** were sold
- Received more than **4,000 trade-in units**

By keeping high-quality products in circulation, Generations reinforces our commitment to sustainability by minimizing waste and extending the lifecycle of our products.



REDUCING MATERIAL WASTE

As part of our focus on circularity, we have partnered with Debrand to extend the life of our products and the resources used to make them.

Through their expertise in sorting and next-life logistics, we ensure materials are routed to their next highest purpose, diverted from landfill and kept in use.

Now in our fifth year of partnership, we have worked together to **divert over 18,000 lbs of textile waste from landfills in FY25**, bringing our total to over 69,000 lbs since 2020. Based on Debrand's Waste Hierarchy Framework, our post-consumer warranty products are strategically routed toward reuse via donation as our top priority, followed by recycling via down recycling and fibre reclamation and responsible disposal.

Together, we conducted recycling trials in Canada and the United States while exploring higher-impact ways to repurpose materials and extend their life.

With Debrand's help, we donated quality Canada Goose products to communities through **Inuit Tapiriit Kanatami (ITK)**, as well as to **World University Service of Canada (WUSC)**, and **Boys and Girls Club Canada** in FY25.

ENHANCING TRACEABILITY ACROSS OUR SUPPLY CHAIN

We are actively working towards our ambitious Moonshot of achieving 100% Traceability. We have implemented [TrusTrace](#), a platform designed to centralize supply chain data, enhance transparency, and strengthen compliance.

We are strengthening supply chain transparency by working directly with our suppliers to collect detailed data on materials and sourcing practices. With the support of TrusTrace, we have begun centralizing key data, laying the groundwork to map our supply chain with greater precision in the future.

Today, all of our down, fabric, footwear, and zipper suppliers—along with all Tier 1 finished goods suppliers— are fully onboarded with TrusTrace. In FY26, we will continue expanding this commitment by onboarding all trim and consumer-facing packaging suppliers.

SUPPLIER ENGAGEMENT

We have strong relationships with our suppliers, working together to enhance transparency. We encourage our partners to not only meet our standards but to continuously strengthen their processes to promote safer, more inclusive, and responsible workplaces.

At the core of our supplier engagement is Canada Goose’s **Social Performance Program**, which ensures our partners uphold the standards set in our [Supplier Code of Conduct \(SCOC\)](#). This year we aligned our Social Performance Program to our traceability strategy. All Tier 1 suppliers have been onboarded to provide audits through TrusTrace and we are ready to begin onboarding Tier 2 and Tier 3 suppliers in FY26.

We request that suppliers participating in Cascale’s Higg Facility Environmental Module (FEM) and Higg Facility Social Labour Module (FSLM) share their Higg IDs through our TrusTrace platform. In FY25, approximately 57% of our Tier 1 facilities have adopted FEM assessments, with around 30% having completed them. For Tier 2 suppliers, adoption stands at about 12%. Through the shared Higg data, we gain deeper visibility into suppliers’ environmental and social performance—helping us assess progress and identify opportunities for improvement.

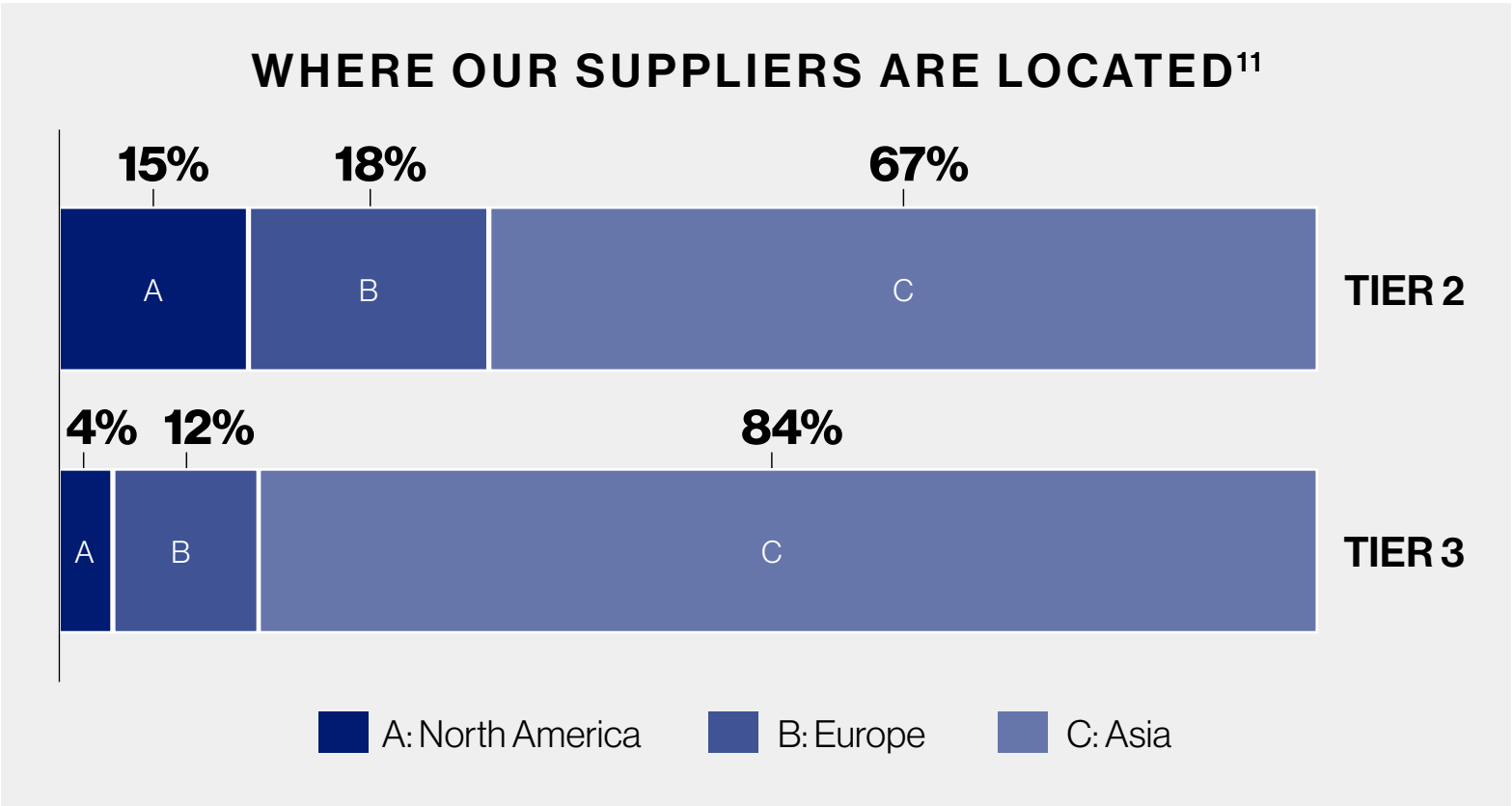
TIER 1 GOODS PRODUCED BY VOLUME



DEFINITIONS AS DEFINED BY TEXTILE EXCHANGE’S SUPPLY CHAIN TAXONOMY
Tier 1: Finished Goods Manufacturing Canada Goose-leased and operated facilities plus offshore and domestic facilities that assemble and manufacture the final products
Tier 2: Material Manufacturing Facilities that produce materials that go directly into finished goods such as fabric
Tier 3: Intermediate Material Manufacturing Facilities that process raw materials into intermediate materials such as yarn

This year, we deepened our engagement with our six Sustainability Strategic Suppliers, conducting in-person meetings to strengthen collaboration and explore initiatives they have undertaken. The priorities included:

- SOCIAL PERFORMANCE PROGRAM & COMPLIANCE**
Reinforcing our program requirements, ensuring suppliers have signed our Supplier Code of Conduct, and reviewing third-party audit reports.
- TRACEABILITY & SUPPLY CHAIN TRANSPARENCY**
Discussing our traceability expectations and the importance of Scope and Transaction Certificates in verifying material claims.
- ENVIRONMENTAL IMPACT & DATA COLLECTION**
Engaging suppliers on their GHG emissions data, Life Cycle Assessments (LCAs), and any other sustainability initiatives.



¹¹ This is based on the total number of suppliers in each region by tier.



INDUSTRY COLLABORATION

We engage in industry collaborations to advance responsible practices across the supply chain:

- AMERICAN APPAREL & FOOTWEAR ASSOCIATION**
As members of the [American Apparel & Footwear Association](#) (AAFA), we contribute to industry advocacy focused on advancing sustainability and driving accountability for brands’ impact on workers and the environment.
- TEXTILE EXCHANGE**
Through our membership with [Textile Exchange](#), we stay connected to the latest advancements in sustainable fibres and materials, strengthening our commitment to responsible sourcing.
- CASCALE**
Now in our fifth year with [Cascale](#) (formerly the Sustainable Apparel Coalition), we continue to use industry tools and collective expertise to benchmark progress and raise the bar across our operations and supplier network.



03 PLANET

[Emission Boundaries](#) • [Our Impact](#) • [Science-Based Targets](#) • [Scope 1 & 2 Roadmap](#) • [Our Scope 3 Journey](#) • [Reducing our Waste](#)

UNDERSTANDING OUR IMPACT STARTS WITH CLEAR BOUNDARIES

For Scope 1 and 2, we collect and report energy and emissions data from all manufacturing facilities, offices, stores, and warehouses where we have operational control—referred to as direct operations. Environmental impacts from facilities where we do not have operational control are excluded from Scope 1 and 2 and instead reported under Scope 3.

We define operational control based on recognized accounting standards in alignment with the Greenhouse Gas (GHG) Protocol¹². To ensure transparency and accuracy, our emissions statements are third-party verified in accordance with ISO 14064-1:2018.

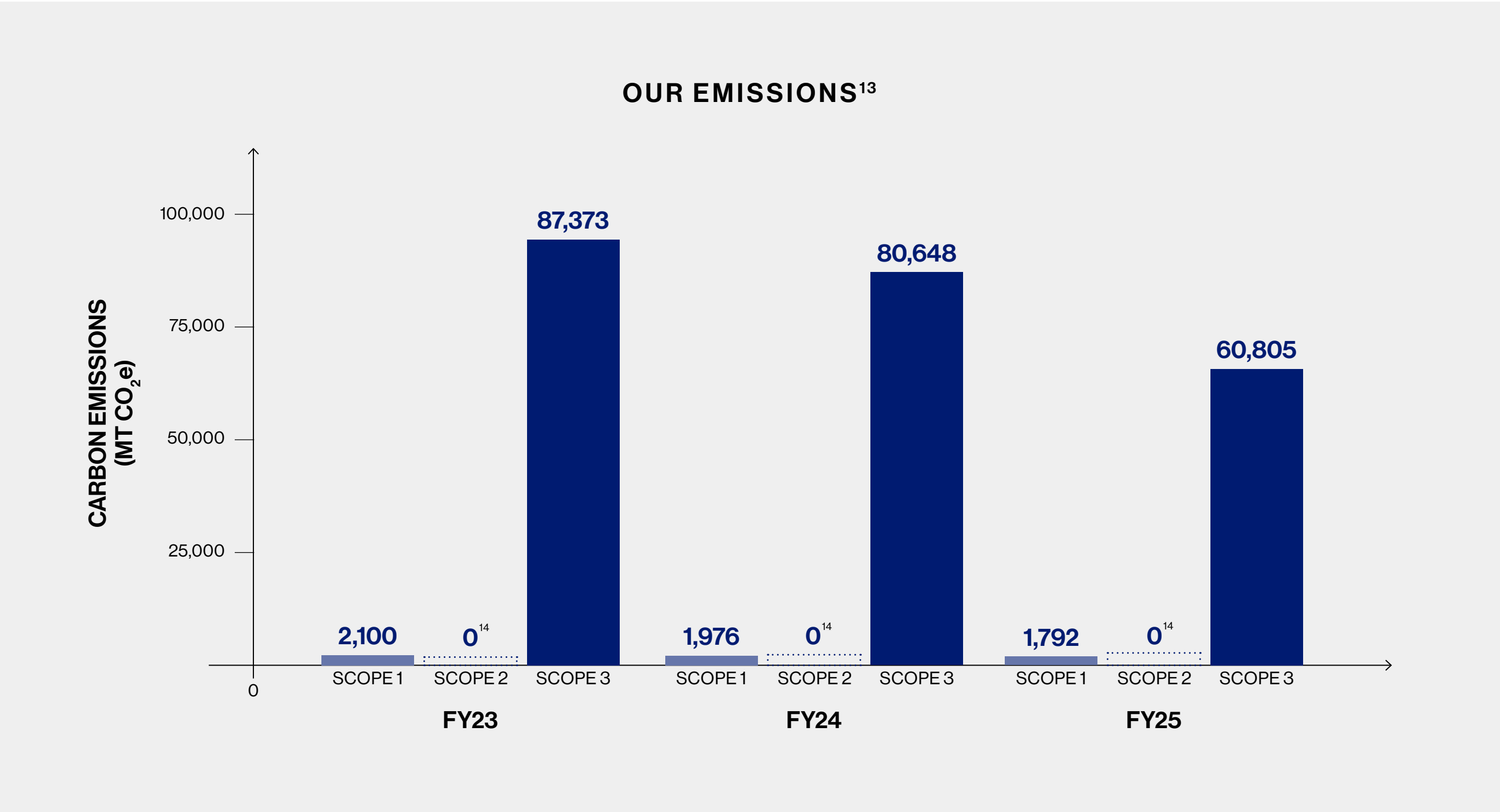
The GHG Protocol categorizes emissions into three distinct groups: Scope 1, 2, and 3.

Scope 1: Direct emissions from sources that are owned or controlled by Canada Goose.

Scope 2: Indirect emissions resulting from the generation of electricity, heat, cooling, and steam purchased by Canada Goose.

Scope 3: Indirect emissions resulting from all other sources in Canada Goose's value chain.

OUR IMPACT



OUR ELECTRICITY USAGE		
FY23 16,413 MWh	FY24 15,932 MWh	FY25 15,504 MWh

¹² This includes all entities and subsidiaries under Canada Goose Inc. where we have operational control.
¹³ In FY25, we offset 200% of our Scope 1 emissions by investing in the SusGlobal Belleville Composting Offset Project in Ontario.
¹⁴ Without accounting for RECs, our Scope 2 emissions were, 1,950 MT CO₂e in FY23, 2,461 MT CO₂e in FY24, and 2,829 MT CO₂e in FY25.

SUBMITTING OUR SCIENCE-BASED TARGETS

The Science Based Targets Initiative (SBTi) provides a globally recognized framework for companies to set and achieve ambitious carbon reduction goals. By translating climate commitments into measurable action, businesses are empowered to make tangible progress toward a net-zero future.

To be considered science-based, targets must align with the latest climate research, ensuring planned emissions reductions are ambitious enough to meet the Paris Agreement goal of limiting global warming to 1.5°C above pre-industrial levels.

This year, we reached a major milestone, **setting and submitting our science-based targets** to drive measurable climate action across our business.

NET-ZERO TARGET ¹⁵

We are committed to reaching net-zero greenhouse gas emissions across our value chain by FY2050.

NEAR-TERM TARGETS

We are committed to reducing absolute Scope 1 and 2 GHG emissions 90% by FY2030 from a FY2019 base year. In parallel, we are also committed to reducing Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution 52% per million CAD value added by FY2030 from a FY2023 base year.

LONG-TERM TARGETS

We are committed to maintaining at least 90% absolute Scope 1 and 2 GHG emissions reductions from 2030 through 2050 from a FY2019 base year. We are also committed to reducing absolute Scope 3 GHG emissions 90% by FY2050 from a FY2023 base year.



OUR SCOPE 1 & 2 ROADMAP

As part of our commitment to achieving net-zero for Scope 1 and 2 emissions, our roadmap focuses on two key levers: electrifying our leased and operated manufacturing facilities and sourcing 100% renewable electricity through high-impact Renewable Energy Certificates (RECs).

Our direct operational control allows us to embed decarbonization practices at the facility level, replacing natural gas-based heating systems with electric alternatives while enhancing building performance through retrofits and heat recovery. We prioritize sites based on carbon intensity and feasibility to ensure each project delivers impactful emissions reductions. In parallel, we address Scope 2 emissions by investing in RECs that contribute to a cleaner grid and leave a positive impact in the regions where we operate.

Together, these efforts form the backbone of our Scope 1 and 2 roadmap, reflecting our long-term investment in climate-resilient infrastructure and measurable, transparent progress.



¹⁵ Our previously announced goal to achieve net-zero scope 1 and 2 emissions by 2025 remains on track. This newly introduced target reflects our full value chain ambition, aligned with the Science Based Targets initiative.

ELECTRIFYING OUR FACILITIES

Improving the energy efficiency of our leased and operated manufacturing facilities continues to be a key priority in our journey toward reducing our carbon footprint.



LEED BUILDINGS SPOTLIGHT

Three of our retail stores are LEED Certified, and our Global HQ is LEED Platinum certified.

54% REDUCTION

in natural gas usage as a result of the completion of the HVAC retrofit at Baffin.

In FY25, we advanced this work by upgrading the HVAC system with state-of-the-art heat recovery and electric heat pumps in our Baffin manufacturing facility—one of our highest emitting sites—to reduce Scope 1 emissions. Thanks to our efforts, natural gas consumption across all our leased and operated facilities was **reduced by 9%** (measured in cubic metres) in 2025. We anticipate continued greenhouse gas emission reductions from this facility in the coming year.

Following the success at Baffin, we have launched electrification projects at two additional CG facilities in Scarborough, Ontario. These initiatives involve replacing rooftop HVAC units with electric heat pumps, eliminating the need for natural gas heating. Once completed, we expect to achieve an estimated **85% reduction in combined carbon emissions** across both sites.

RENEWABLE ENERGY CERTIFICATES

Our RECs are part of our strategy to reduce our Scope 2 emissions. We prioritize projects that contribute to a cleaner grid and support the transition to renewable energy sources.

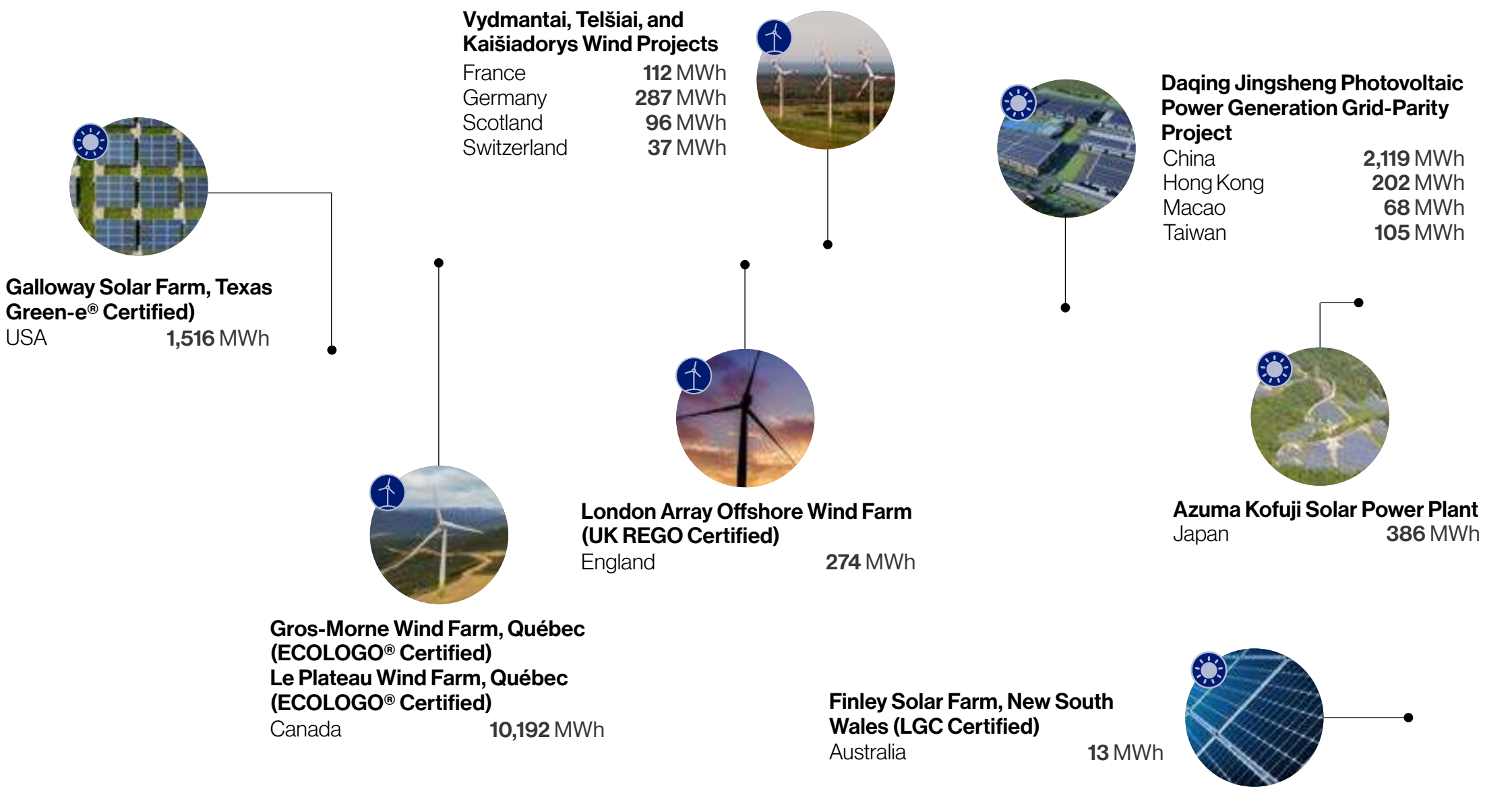
SOURCING RENEWABLE ENERGY

In FY25, we continued to prioritize investments that generate the most positive impact in the communities we work with. Through our collaboration with Carbonzero, we invested in 10 renewable energy projects supporting verified projects that align with our sustainability priorities.

100% RENEWABLE ENERGY

We are matching 100% of our electricity consumption in our directly controlled operations with renewable energy through the purchase of RECs, in line with market-based Scope 2 accounting guidelines.

OUR FY25 REC PROJECTS

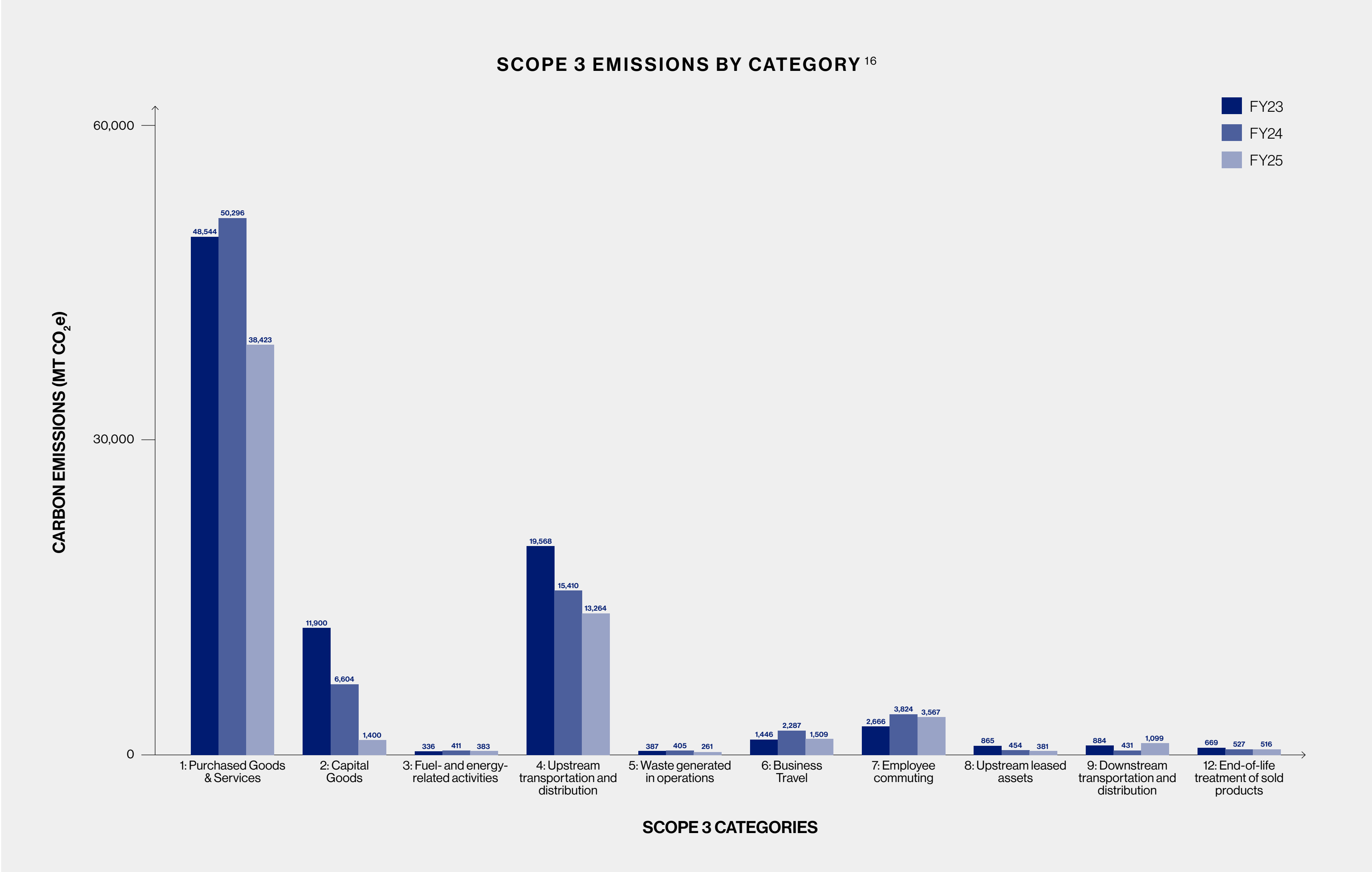


OUR SCOPE 3 JOURNEY

WHERE WE STAND

Building on our Scope 1 and 2 decarbonization roadmap, we have continued to advance our understanding of our Scope 3 emissions. In FY23, we completed our first comprehensive measurement of indirect emissions across our value chain, establishing it as our baseline year. Since then, we have finalized FY24 calculations and measured our Scope 3 footprint for FY25, laying the groundwork for informed action and long-term reduction strategies.

While our full Scope 3 abatement roadmap is still in development, we remain committed to working closely with our supply chain partners, raw material suppliers, transportation providers, and retail development teams to reduce emissions. Transparent collaboration is key, and we are engaging openly with partners, acknowledging challenges, and working together to support the shift to lower-carbon operations. Internally, we have established key working groups with subject matter experts (SMEs) to ensure alignment on our path to achieving our science-based targets.



¹⁶ Reductions largely reflect disciplined inventory management and a deliberate reduction in capital spending during FY25.

REDUCING OUR WASTE

Our Zero Waste Manufacturing Moonshot reflects our continued dedication to reducing waste across our operations. We are focused on improving diversion rates at our leased and operated manufacturing facilities, driving efficiency, and addressing waste across key streams. In FY26, we will be working closely with our facilities teams and waste management provider to develop a clear roadmap that will guide progress toward this ambition.

AUDIT FINDINGS & WASTE MANAGEMENT

In FY25, we completed waste audits at two of our Ontario facilities, uncovering key opportunities to reduce waste and improve diversion. Additional audits are planned for all remaining CG facilities in FY26¹⁷.

WASTE MANAGEMENT PORTAL

Separate from these audits, we track our waste data through our Waste Management portal. In FY25, our leased and operated facilities generated:

- 415 tonnes of landfill waste¹⁸
- 195 tonnes of recycled waste¹⁸

SINGLE-USE PLASTICS

In FY25, our corporate offices eliminated the purchase of single-use plastics. Waste audits at our Ontario facilities revealed broader waste challenges, with plastics comprising a smaller portion of our total waste footprint. As a result, we are evolving our focus into a holistic Zero Waste Manufacturing Moonshot—centered on improving diversion rates and addressing key waste streams, including single-use materials.



¹⁷ Only applied to leased and operated facilities we have control over.
¹⁸ Data sourced from the Waste Management portal and reflects CG manufacturing facilities where we have direct control over waste management practices.



04 PEOPLE

Our Team Values • Inclusion Advisory Council & Affinity Groups • Days of Significance • Employee Benefits & Wellbeing • CG Gives
Engaging with Communities • Resource Centre Program • Sanjiangyuan National Park • Product Donations

OUR TEAM VALUES

Our people are at the heart of our success. Their passion, expertise, and authenticity create a culture where innovation thrives. With an entrepreneurial mindset, we empower our team to take initiative, embrace their potential, and turn bold ideas into action.

WE ARE DRIVEN BY OUR CORE VALUES:

- Entrepreneurship
- Relentlessness
- Passion
- Innovation
- Authenticity

FOSTERING A CULTURE OF INCLUSION AND BELONGING

Fostering a sense of belonging is more than a commitment, it is woven into the fabric of who we are. When people feel truly valued, creativity flourishes, and new ideas are born. Our Diversity and Inclusion efforts are grouped into four main areas.

DIVERSIFYING OUR WORKFORCE

A diverse workforce starts with making inclusive hiring choices. Our Talent Acquisition teams receive bias and accessibility training to promote fair hiring practices. We have also enhanced our recruitment process to ensure accessibility and inclusivity.

EXTERNAL IMPACT

Our commitment to inclusion and belonging extends to the communities where we work and live. We partner with local businesses led by individuals from marginalized groups and identify volunteer opportunities that allow our employees to make an impact locally.

FOSTERING A CULTURE OF INCLUSION

Employee-led Resource Groups (ERGs) take the lead in championing inclusion throughout the organization. Working with the guidance of our Inclusion Advisory Council, they bring forward recommendations to enhance our programs, connecting leadership with the needs and perspectives of the broader workforce.

MEASURING IMPACT AND TRACKING PROGRESS

To track our progress, we conduct quarterly pulse surveys to gauge employee sentiment and monitor changes over time. Additionally, we are committed to conducting demographic surveys to gain a deeper understanding of our employee population and their diverse needs.

In addition to these programs, we made a variety of educational resources available through our workplace Intranet, such as **Inclusive Hiring Practices, Neurodivergence in the Workplace,** and our **Anti-Racism Toolkit.**



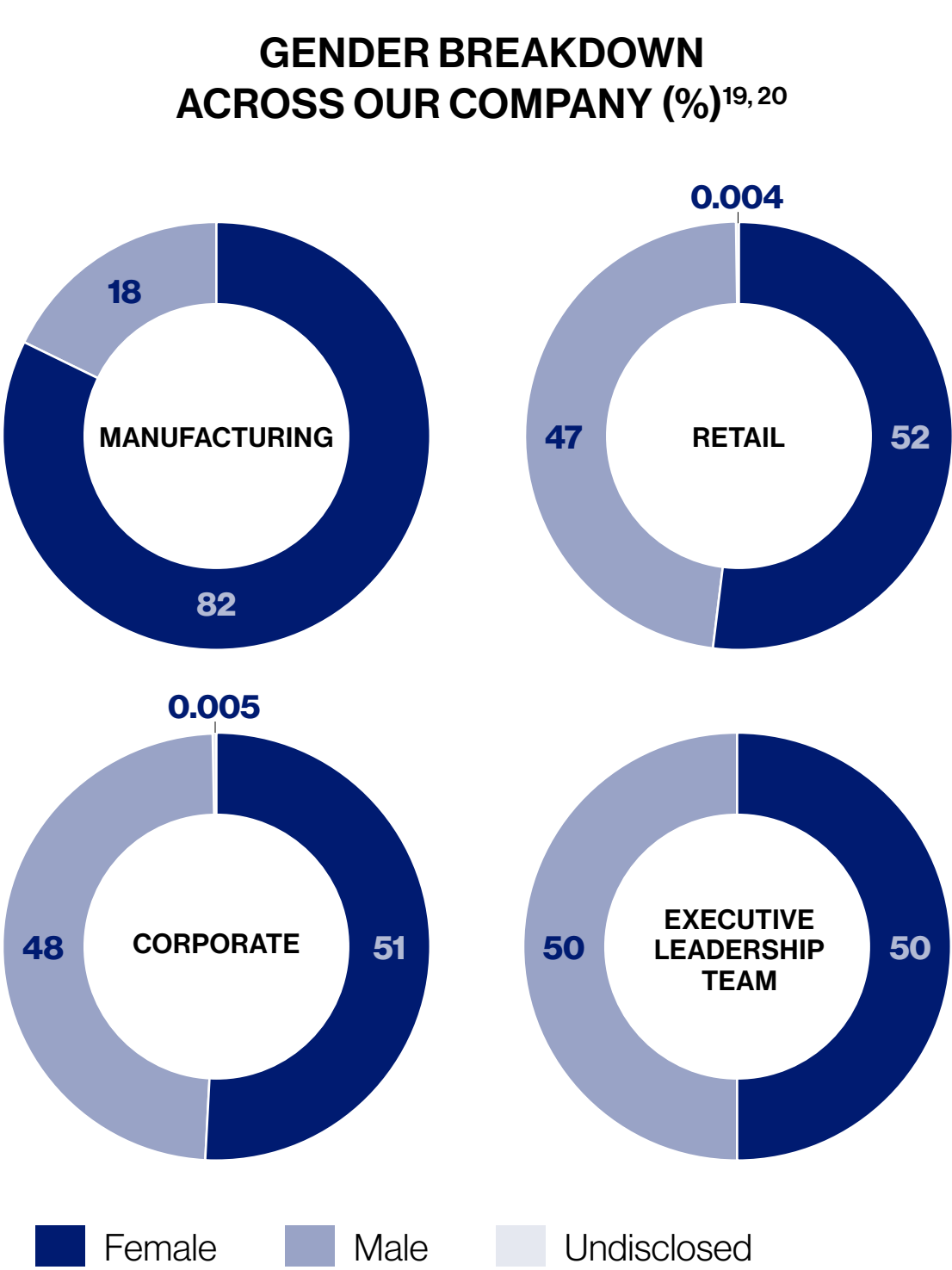
OUR INCLUSION & BELONGING STATEMENT

At Canada Goose, we believe that belonging goes beyond mere inclusion. It is about being part of a community that values, supports, and empowers you. We thrive when we can be our authentic selves. Our community is built on empathy and the understanding that every individual's experience is unique and every voice is important. We also recognize that communities are ever-evolving and that our work is never done. At Canada Goose, belonging is more than just an ideal - it is the key to unlocking our collective potential and taking us further together.

CHAMPIONING GENDER EQUITY

At Canada Goose, we are committed to championing gender equity throughout our business.

We are focused on building a strong, diverse pipeline of talent and fostering an inclusive environment where all voices are heard, valued, and supported.





REPORT ON BUSINESS
WOMEN LEAD HERE

RECOGNITION IN FEMALE LEADERSHIP

This year, we are honoured to be featured on The Globe and Mail's Women Lead Here list for the third consecutive year. This recognition spotlights Canada Goose as a leader in gender inclusivity across executive-level roles within corporate Canada²¹. We remain committed to empowering and elevating women throughout every part of our organization.

¹⁹ As of March 30th, 2025.
²⁰ Totals may not sum to 100% due to rounding.
²¹ This is a reflection of our corporate employee makeup, 68% of our global workforce identify as women.

INCLUSION ADVISORY COUNCIL & AFFINITY GROUPS

Our Inclusion Advisory Council brings together employees from different regions, roles, and levels. The council advocates for diversity, educates peers, and fosters engagement to cultivate a deeper sense of inclusion across our company.

It plays a key role in shaping our **Inclusion & Belonging** initiatives, including the launch of **Affinity Groups**. The council has full executive support yet operates without executive governance, empowering employees with the autonomy to drive meaningful change.



AFFINITY GROUPS: A SPACE FOR CONNECTION

Rooted in shared identities or experiences, these employee-led groups foster a sense of belonging, offer mutual support, and strengthen community within our organization.

Our Black Voices Affinity Group is a dedicated space for Black employees to connect, share experiences, and advocate for their needs—supporting one another while shaping a more inclusive workplace.

Our Pride Affinity Group offers queer employees a space to build community, champion inclusive practices, and raise awareness around the queer experience.

CELEBRATING DAYS OF SIGNIFICANCE

Throughout the year, we celebrate important moments with meaningful events and learning opportunities for our employees. With a global workforce, we acknowledge regional nuances and work with teams across the world to ensure our approach is authentic.

This year, our celebrations included:

HONOURING INDIGENOUS VOICES AND TRADITIONS

Throughout the year, we honour Indigenous communities through education and reflection. For National Indigenous History Month in June, we hosted Katie Longboat from Six Nations of the Grand River for a traditional beading workshop. On National Day for Truth & Reconciliation in September, Métis scholar Jesse Thistle delivered a powerful keynote, hosted by Indigenous activist, artist, and Goose Person, Sarain Fox.

INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

In November, we recognize International Day of Persons with Disabilities. This year, we welcomed Spencer West, a global speaker and advocate, who shared his journey of turning adversity into powerful advocacy for accessibility.

BLACK HISTORY MONTH

In February, we honoured Black History Month with a panel led by Azalea Hart, featuring Director X, Kayla Grey, Nineteen85, and Alonzo Addae discussing how their careers and identities have shaped their work. The event was hosted at our Toronto HQ, and we proudly supported Black-owned businesses for all vendor services.

PRIDE MONTH

Every June, we celebrate Pride Month by fostering inclusion and education. This year, we hosted Victor Zhang from The 519 for a workshop on empowering 2SLGBTQ+ individuals in the workplace. We concluded our celebrations with a vibrant Drag Brunch at our Toronto headquarters and CG manufacturing facilities, featuring Tay BoBo, Virgo Queen, and Luna Du Bois, spotlighting diverse voices and gender expression.

LUNAR NEW YEAR

In January, we celebrated Lunar New Year with calligraphy workshops where employees learned about the art and its cultural significance. We also hosted a celebration with bubble tea, dumplings, and games, where employees could learn about their zodiac and cultural traditions.

INTERNATIONAL WOMEN’S DAY

In March, we celebrated International Women’s Day with a happy hour featuring local women-owned businesses and hosted four workshops, including dried flower bouquet making and succulent planting.



For all Inclusion and Belonging events held at our Toronto Headquarters, **60% of vendors were small businesses and 60% were either queer, BIPOC, or woman-owned.**

NURTURING GROWTH

Supporting employee growth is fundamental to our shared success. We offer programs and resources to promote development, encourage internal mobility, and empower our teams to reach their greatest potential.

CELEBRATING ICONS AT CANADA GOOSE

Every one of our employees makes an impact. To honour those who go above and beyond, we present the Icon Awards each year to five individuals who embody Canada Goose’s core values. These people inspire and uplift those around them, bringing their best selves to everything they do.

- This year’s Icon Awards recipients are:
- Entrepreneurship Award:** Sharon Almeida, Toronto
- Relentlessness Award:** Yachie Yang, Shanghai
- Authenticity Award:** Mickelli Orbe, Toronto
- Passion Award:** Michele Farioli, Zurich
- Innovation Award:** Mila Pereira, Scarborough

GOOSE AWARDS: AN OPPORTUNITY TO RECOGNIZE PEERS

Goose Awards offers a chance to recognize colleagues year-round who go above and beyond in their roles, contributing to the company, consumers, and colleagues. With two tiers of recognition—Trailblazer and Crew Leader—recipients are rewarded with a gift card to celebrate their achievements.

OUR MENTORSHIP PROGRAM

Our Mentorship Program connects experienced Goose Leaders with team members eager to grow in their roles. Mentees gain direct guidance, industry perspectives, and support in defining their career goals, while mentors enhance their leadership skills and empower the next generation of talent. Through thoughtful matching, clear goal-setting, and regular check-ins, the program creates space for meaningful growth.

THE HOW-TO BE A BRAND AMBASSADOR PROGRAM

Through our How-To Be A Brand Ambassador Program, we offer our corporate employees a unique opportunity to immerse themselves in our retail environment. Staff from across the globe participate in a half-day training session led by our retail experts, before joining in-store teams for a hands-on experience. This program offers valuable insights into store roles, operational strategies, and the luxury experience we deliver to consumers.

This year,

28 employees participated

across the globe, from Zug, Vancouver, Toronto, Shanghai, and Hong Kong.

EDUCATING FOR IMPACT

As part of our onboarding process, new employees are introduced to our rich history, values, and the steps we take to make our products with care and purpose. An important part of the process is educating employees on our sustainability and corporate citizenship initiatives, to help build a shared understanding as we move our efforts forward together.

OUR CAREER DEVELOPMENT FRAMEWORK

Our Career Development Framework provides a clear roadmap to career growth, helping our people envision their future with confidence. It offers transparency into how progression works, fostering personal ownership and development. The Framework is broken down into 4 key pillar areas:

- PILLAR 1

MANAGEMENT LEVELS

Provides clear job architecture that outlines career streams and progression levels within our company
- PILLAR 2

COMPETENCY FRAMEWORK

A combination of skills, knowledge, abilities, and behaviours essential for effective performance at each level
- PILLAR 3

EMPLOYEE-DRIVEN CAREER DEVELOPMENT

Resources that empower our employees to take charge of their career growth and development journey
- PILLAR 4

EFFECTIVE PERFORMANCE FEEDBACK

Training for People Managers to deliver transformative feedback that drives employee growth and development

Through our fourth pillar, Effective Performance Feedback, we continue to use ‘CONFIRM’, a peer-to-peer evaluation platform that removes bias and creates greater opportunities for recognition.

PRIORITIZING EMPLOYEE BENEFITS & WELLBEING

At Canada Goose, we believe taking care of our people means providing benefits that support their health, wellness, and financial well-being, whether they work in our corporate offices, retail, or manufacturing facilities.

We look at Wellness through five lenses:

Mental • Financial • Physical Lifestyle • Sustainability

Here is a closer look at how we promote mental, financial, and physical wellness:

MENTAL WELLNESS

We offer different resources to support mental wellness:

- Telus Health Crisis Line
- LifeSpeak
- Regional Employee Assistance Programs
- Virtual Mindfulness Sessions
- In-Person Yoga Sessions
- Global Personal Wellness Days
- A dedicated paramedical coverage amount for mental health practitioners in Canada

FINANCIAL WELLNESS

We support financial wellness through:

- Learning Fund
- LinkedIn Learning
- RRSP/DPSP/401(k)
- ESPP
- Employee Purchase Program

PHYSICAL WELLNESS

We promote physical wellness with:

- Comprehensive Benefits Plans across our different regions
- Paid Sick Days
- Fitness Membership Discounts through our benefit partners

This year, we introduced a new benefits platform, **GreenShield**, expanding coverage and enhancing flexibility. Employees across Canada now have access to modular plans, allowing them to choose the coverage that best suits their needs. The platform also offers an enhanced digital experience, including telemedicine, a digital pharmacy, and an in-app wellness shop.

Our Canadian employees receive:

- **Additional dollars to be used for wellness expenses**, offering employees the flexibility to tailor it to their individual needs, ranging from \$500 to \$1,750, depending on coverage level and number of dependents.
- **Accessible Gender-Affirming Care**: Coverage for gender-affirming medications without requiring special authorization.
- **Fertility Support**: Two of the three plan tiers include fertility medication coverage, with access to Sprout, a virtual fertility care platform.
- **Culturally Safe Mental Health Support**: In partnership with Noojimo Health, we provide mental wellness care tailored for Indigenous communities across Canada.
- **Comprehensive Mental Health Coverage**: Robust Employee Assistance Program (EAP) services and mental health benefits across all plan levels. EAP Services include unlimited counselling hours on Inkbolt, an online platform offering access to diverse mental health providers.

By expanding our benefits, we are ensuring every team member has the resources they need to thrive in their personal and professional lives.

INTRODUCING PERSONAL WELLNESS DAYS

Starting in FY26, full-time employees will receive five additional paid days off each year to further support their well-being, growth, and work-life balance. Whether they need time to recharge, care for a loved one, pursue personal development, or manage an emergency, these days offer the flexibility to take time when it is needed most.

OUR CG GIVES PROGRAM & EMPLOYEE VOLUNTEERING

Our employees volunteered a total of
685 HOURS
this year, across 32 different causes

Through CG Gives we donated
OVER \$30,000 CAD,
supporting nearly 70 different causes

16 EMPLOYEES
volunteered at Friends of Red Rock Canyon

ANIMAL-RELATED CAUSES
were the most commonly supported through CG Gives, followed closely by Environmental Protection & Beautification

VOLUNTEERED AT CAMPFIRE CIRCLE

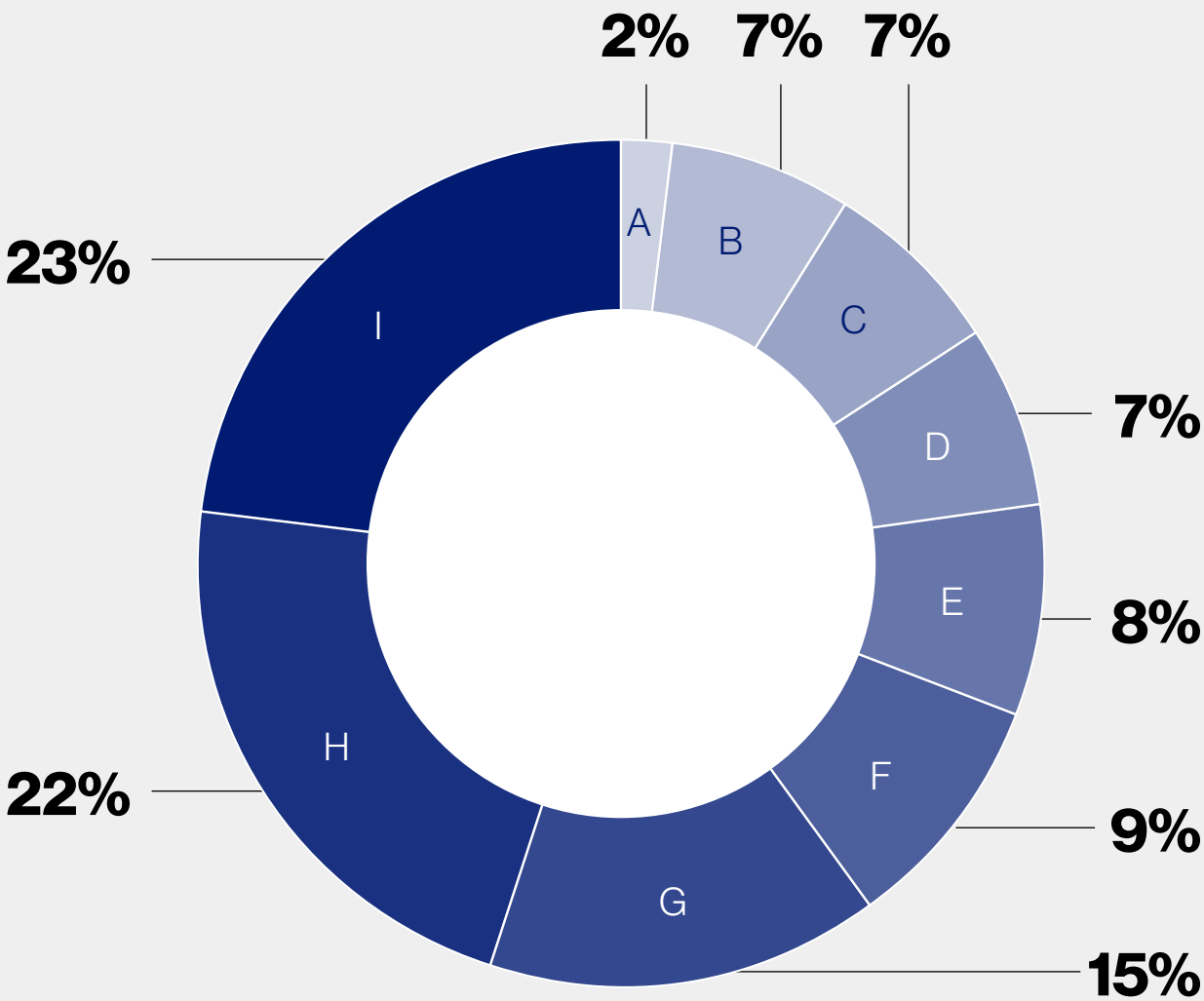
“Before joining CG, I was only able to volunteer my weekend time at Campfire Circle.

Having access to the volunteer days finally allowed me to take some time in the summer for a full camp schedule, and it was so fulfilling!

Getting the additional days to spend with a family affected by childhood cancer means more time ensuring good memories are being made.”

– **Chelsea Kochany**
Sr. Analyst, CRM and Consumer Analytics at Canada Goose

VOLUNTEER HOURS BY CAUSE



- | | | |
|--|-------------------------------------|-----------------------------|
| A: Employment | D: Arts, Culture, Humanities | G: Human Services |
| B: Food, Agriculture, Nutrition | E: Health– General & Rehabilitative | H: Environmental Protection |
| C: Community Improvement & Capacity Building | F: Public & Societal Benefit | I: Animal Welfare |

ENGAGING WITH OUR COMMUNITIES

At Canada Goose, we believe in creating a lasting impact through community-driven initiatives. Through the Resource Centre Program and our long-standing partnership with Polar Bears International (PBI), we provide resources to make a meaningful difference.

PROTECTING THE NORTH WITH POLAR BEARS INTERNATIONAL

For over 18 years, we have proudly partnered with Polar Bears International (PBI), the only organization solely dedicated to polar bear conservation and the sea ice they depend on. Their mission aligns with our deep-rooted commitment to safeguarding the North. Through this partnership, we help drive critical research, education, and advocacy as we work towards a future where polar bears can thrive in their Arctic home.

Canada Goose is the largest corporate donor to PBI

DONATING OVER \$570,000

in FY25 and bringing our total contributions since 2007 to

OVER \$7.5M

100% OF PROCEEDS TO PBI FROM LIMITED-EDITION HOODIE

Haider Ackermann’s debut as Creative Director of Canada Goose has been marked by an impactful collaboration. His first piece—a limited-edition PBI Hoodie— launched with a pledge from Canada Goose to donate 100% of proceeds to PBI. The campaign starred Jane Fonda, a vocal climate advocate, reinforcing awareness and the need for climate action in the Arctic. The campaign raised over \$300,000.

A ONCE-IN-A-LIFETIME JOURNEY TO THE NORTH

Every year, Canada Goose invites a select group of employees on an unforgettable journey to Churchill, Manitoba, the polar bear capital of the world. In FY25, we invited 8 members from our retail teams across the globe.

In partnership with PBI, our team had the opportunity to connect with researchers and staff, witnessing polar bears in their natural habitat, and engage with local Indigenous communities to deepen their understanding of their rich culture.

This year’s activities included:

- Serving breakfast at a local school in Churchill, alongside a monetary donation
- Experiencing dog sledding with a Métis guide, engaging in local culture
- Observing polar bears on the tundra and witnessing firsthand the effects of climate change
- Visiting an Inuit museum and learning from Indigenous knowledge keepers
- Exploring the PBI House

“The trip to Churchill was truly an unparalleled experience. Meeting with Polar Bears International was both inspiring and unforgettable, offering a deeper appreciation for the vital work they do. Witnessing so many polar bears in their natural habitat was simply awe-inspiring. This truly was the trip of a lifetime, filled with incredible moments and connections that will remain cherished for years to come.”

– **Kurt Gysbers,**
Assistant Store Manager, Denver, CO



GIVING BACK THROUGH OUR RESOURCE CENTRE PROGRAM

Through our Resource Centre Program, we donate fabric and materials to remote communities across Northern Canada, supporting traditional craftsmanship with modern materials. Since 2019, we have hosted Resource Centre events and fabric distributions in over 20 communities across Canada's North, donating over two million meters of fabric, along with buttons, zippers, and trims, providing a tangible way to pass down traditions and skills to future generations. For over 15 years, our airline partnerships have made this initiative possible:

CANADIAN NORTH

In addition to transporting materials, Canadian North helps us deepen our community impact by hosting an annual distribution event. We also support their annual toy drive with a monetary donation to ensure every child in remote Northern communities receives a gift during the holidays.

AIR NORTH AIRLINES

Air North is an important and valued partner in transporting materials to remote Northern communities.

This year, we hosted 4 events across Iqaluit, Inuvik and Rankin Inlet, expanding our reach and strengthening our connection with the people and traditions of Northern Canada.

LEARNING FROM FUTURE GENERATIONS: INUIT YOUTH SUMMIT 2024

In July, we were honoured to support the inaugural in-person Inuit Youth Summit in Rankin Inlet, Nunavut, hosted by the National Inuit Youth Council. The event brought together more than 30 youth from across Inuit Nunangat to discuss issues of mutual importance, learn leadership skills, and build cultural connections.

Canada Goose contributed through two community activations:

Resource Centre Event: In partnership with non-profit, Inuit Tapiriit Kanatami, we donated approximately 11,000m of fabric to the community as well as 7 skids of finished goods upcycled from our Warranty programs to be distributed amongst communities in need, including parkas, lightweight jackets, and some apparel.

Traditional Sewing Class: In partnership with a local non-profit, Ilitagsiniq, we hosted a class led by Project Atigi designer Alaana Tatty, inspiring future generations to honour the teachings of the past.



SANJIANGYUAN NATIONAL PARK NATURE EXPERIENCE AND COMMUNITY PROJECT

Our partnership with Shan Shui Conservation Center in Sanjiangyuan National Park supports biodiversity conservation. Beginning in 2023, this multi-year initiative is our largest corporate responsibility project outside of Canada, supporting community development, public engagement, and policy.

This year, the Project advanced its efforts to address human-wildlife conflict, identifying 21 households to receive bear-proof fencing and reinforced doors and windows.

The procurement and production of these bear-proof facilities has been completed and an in-kind donation agreement with the Moqu Village Committee has been signed. Additionally, 6 volunteers have been recruited to help enhance environmental education routes in Moqu Village through field experiences and household surveys.

THIS YEAR, IN PARTNERSHIP WITH SANJIANGYUAN NATIONAL PARK:

- 29 infrared cameras to monitor biodiversity were deployed
- 20 confirmed species were recorded, with 886 independent captures of all species and 72 captures of snow leopards
- 6 new herders were recruited to monitor, manage, and maintain herds

Looking ahead, biodiversity monitoring through quarterly data collection and local training will continue. Nature experience routes will be enhanced with volunteer training and evaluation of bear-proofing solutions. There will be a full-year review of human-wildlife conflict initiatives and new volunteers recruited for upcoming pilot programs. To further support environmental education, renovations on the Environmental Education Workstation will be finalized and equipped for future programming.

OUR PRODUCT DONATIONS IN FY25

Giving back is one of the ways we put our purpose into action. Through product donations, we provide support to communities in need and those displaced by conflict.

SUPPORTING ARCTIC CONSERVATION WITH REAL ICE

We continued supporting the Real Ice, Arctic Sea Ice and Arctic Ecosystem Restoration Project in Cambridge Bay, donating essential outerwear for their efforts to mitigate Arctic warming and preserve biodiversity through renewable energy-powered AquaFreezing.

CONTRIBUTING TO WORLD VISION

Through our partnership with World Vision, we donated over \$1 million worth of apparel to displaced individuals worldwide, ensuring they have essential clothing during their journeys to rebuild their lives.

SUPPORTING NORTHERN YOUTH THROUGH POLAR OUTFITTING

We donated over \$100,000 (MSRP) in outerwear to Polar Outfitting, an Iqaluit-based organization that supports youth development and Inuit traditions and helps combat mental health challenges, fostering resilience and a sense of community.

EQUIPPING YOUTH EXPEDITIONS IN POLAR REGIONS

Through our long-standing partnership with Students on Ice, we donated nearly \$200,000 (MSRP) of outerwear to youth embarking on expeditions in the polar regions. The program empowers leadership for a sustainable future by connecting youth to nature and the knowledge, people, and resources to make a difference.



SUPPORTING UKRAINIANS ARRIVING IN CANADA

This year, we donated nearly \$550,000 (MSRP) worth of parkas, jackets, and accessories to displaced Ukrainians arriving in Canada. Through our partnership with Operation Ukrainian Safe Haven (OUSH), we provided warmth to those adjusting to a new climate.



“Canada Goose’s generous donation will help Ukrainians and other newcomers to Canada adjust not only to life in Canada but also to our weather. Every newcomer’s journey is unique in terms of the opportunities and challenges they face as they work to make Canada their new home. For many, Canada Goose has made that journey a bit more comfortable, and a lot warmer.”

– **The Honourable Marc Miller,**
Former Minister of Immigration, Refugees and Citizenship

DISCLAIMER

GENERAL

All references in this document to “Canada Goose”, the “company”, “we”, “our”, “us” or similar terms refer to Canada Goose Holdings Inc., together with its subsidiaries. This document has been prepared by Canada Goose solely for information purposes. Unless otherwise indicated, all amounts are presented in Canadian dollars.

FORWARD-LOOKING INFORMATION

This document contains forward-looking statements. These statements are neither historical facts nor assurances of future performance. Instead, they are based on our current beliefs, expectations and assumptions regarding the future of our business, future plans and strategies and other future conditions. These forward-looking statements generally can be identified by the use of words such as “anticipate,” “expect,” “plan,” “could,” “may,” “intend,” “predict,” “should,” “would,” “will,” “believe,” “estimate,” “forecast,” “goal,” “objective,” “target,” “project,” and other similar expressions, although not all forward-looking statements contain these identifying words. These forward-looking statements include all matters that are not historical facts and include statements regarding our intentions, beliefs, or current expectations concerning, among other things, our sustainability strategies, our emission and energy consumption and targets, expectations regarding industry trends on environmental and social commitments, our business plan and our goals. By their nature, forward looking statements involve risks and uncertainties because they relate to events and depend on circumstances that may or may not occur in the future.

Applicable assumptions, risks and uncertainties include, among others, those identified throughout this report, the risks identified under the heading “Risk Factors” in our Annual Report on Form 20F for the fiscal year ended March 30, 2025, as well as in the other information we file with the Securities and Exchange Commission and the securities commissions or similar securities regulatory authorities in each of the provinces and territories of Canada. Although we base the forward-looking statements contained in this document on assumptions that we believe are reasonable, we caution you that actual results and developments, including our achievement of our targets, goals and commitments, may differ materially from those made in or suggested by the forward-looking statements contained in this document as the result of assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations or changes in circumstances of our business. Additional impacts may arise that we are not aware of currently. The potential of such additional impacts intensifies the business and operating risks which we face, and these should be considered when reading the forward-looking statements contained in this document. In addition, even if results and developments are consistent with the forward-looking statements contained in this document, those results and developments may not be indicative of results or developments in subsequent periods. As a result, any or all of our forward-looking statements in this document may prove to be inaccurate. No forward-looking statement is a guarantee of future results. Moreover, we operate in a highly competitive and rapidly changing environment in which new risks often emerge. It is not possible for our management to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements we may make. You should read this document and the documents that we reference herein completely and with the understanding that our future results may be materially different from what we expect. The forward-looking statements in this document speak only as of the date of this document, and we undertake no obligation to update or revise any of these statements.



APPENDIX

SASB 2025

TOPIC	ACCOUNTING METRICS	SASB CODE	REFERENCE
MANAGEMENT OF CHEMICALS IN PRODUCTS	Discussion of processes to maintain compliance with restricted substance regulations	CG-AA-250a.1	Refer to Prioritizing Safer Materials to learn more about how we prioritize safer materials.
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-AA-250a.2	Canada Goose seeks third-party certifications to verify the chemical content of their products, such as bluesign® and OEKO-TEX® .
RAW MATERIAL 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	CG-AA-440a.3	Refer to How we Choose our Materials to learn more about our work to prioritize PFMs and materials aligned with our Animal Welfare Policy. Refer to Enhancing Traceability across our Supply Chain to learn more about our traceability tool used to map our supply chain with precision and centralize data, including raw materials, finished goods, and social compliance.
	(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	CG-AA-440a.4	In FY25: 100% of our down was RDS certified. 94% of all leather purchased for offshore production was LWG certified. 87% of domestic raw materials were PFMs. (See here for our PFM breakdown)
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	CG-AA-430a.2	Refer to Supplier Engagement to learn more.

SASB 2025

TOPIC	ACCOUNTING METRICS	SASB CODE	REFERENCE
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	CG-AA-430b.1	Learn more in our Modern Slavery Statement .
	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	Not reported.
	Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain	CG-AA-430b.3	Through our Social Performance Program , we closely monitor the greatest risks within our supply chain. Our overall greatest risks are in Health & Safety, Labour and Business Ethics, and Wages & Benefits. (1) Health & Safety: 54% of non-compliances found. (2) Labour and Business Ethics: 22% of non-compliances found. (3) Wages & Benefits: 8% of non-compliances found.
ACTIVITY METRIC	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA-000.A	Refer to our Supplier Breakdown Tier 1 facilities: 23 (including 7 facilities operated by Canada Goose) Tier 2 facilities: 166 Tier 3 facilities: 80

GLOSSARY

AFIRM GROUP®

A coalition of apparel and footwear companies working to reduce the use and impact of harmful substances in the global supply chain.

AMERICAN APPAREL & FOOTWEAR ASSOCIATION (AAFA)

A national trade association representing apparel, footwear, and sewn products companies and their suppliers, focused on public policy and global competitiveness.

BLUESIGN®

A certification system ensuring textiles are produced with minimal impact on people and the environment by eliminating harmful substances from the beginning of the manufacturing process.

CARBON DISCLOSURE PROJECT (CDP)

A global non-profit organization that promotes environmental transparency by encouraging businesses, cities, states, and regions to disclose their environmental impacts.

CARBON INTENSITY

The amount of carbon dioxide emitted per unit of economic activity or product, often used to measure climate efficiency.

CARBON OFFSETTING

A carbon trading mechanism that enables entities to compensate for greenhouse gas emissions by investing in projects that reduce, avoid, or remove emissions elsewhere.

CASCALE

Formerly the Sustainable Apparel Coalition, Cascale is a global non-profit alliance focused on scaling sustainable solutions in consumer goods value chains, including the Higg Index.

CG GIVES

Our charitable giving program that provides employees the ability to donate to any registered charity of their choice, globally. We match employee donations to charities up to \$2,500 CAD per employee each fiscal year.

CIRCULARITY

Designing products and packaging with their entire lifecycle in mind, eliminating waste and the continual use of resources through reuse, repair, refurbishment, and recycling.

CLIMATE POSITIVE

A term for activities that go beyond achieving Net Zero emissions by actively removing more emissions from the atmosphere than they emit.

DEBRAND

A leading provider of next-life logistics for apparel and footwear brands, helping circulate returned, damaged, and excess goods to their highest value through resale, donation, repair, recycling, or responsible disposal.

GREENHOUSE GAS (GHG) EMISSIONS

Gases that trap heat in the atmosphere, contributing to global warming. Types of greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrochlorofluorocarbons (HCFCs), hydrofluorocarbon (HFCs) and ozone.

HIGG FACILITY ENVIRONMENT MODULE (FEM)

A tool from Cascale used to measure environmental performance at manufacturing facilities in areas like energy, water, and waste.

HIGG FACILITY SOCIAL LABOUR MODULE (FSLM)

A tool from Cascale assessing the social and labour practices in manufacturing facilities to promote safe and fair working conditions.

LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN (LEED)

A globally recognized certification system that rates the sustainability and environmental performance of buildings and communities. It evaluates factors like energy efficiency, water use, materials, and indoor environmental quality to promote healthier, more sustainable spaces. Buildings earn points that determine certification levels:

- Certified: 40-49 points
- Silver: 50-59 points
- Gold: 60-79 points
- Platinum: 80+ points

LEATHER WORKING GROUP (LWG)

An international, multi-stakeholder group that promotes sustainable and responsible leather production through audits and certifications.

LIFE CYCLE ASSESSMENT (LCA)

A scientific method for evaluating the environmental impacts associated with all stages of a product's life, from raw material extraction to disposal.

GLOSSARY

MOONSHOTS

Canada Goose’s bold, long-term ambitions that we are actively striving toward as we shape the future of sustainability at our company. Launched in FY25, our Moonshots are designed to stretch what’s possible, spark innovation, and inspire meaningful action across Product, Planet, and People. They set a clear direction for our journey and are informing the development of measurable short-term commitments and KPIs to guide accountability and progress. Each Moonshot aligns with relevant United Nations (UN) Sustainable Development Goals (SDGs), reinforcing our contribution to global sustainability efforts.

MULESED-FREE WOOL

Wool sourced from sheep that have not undergone mulesing- a surgical procedure removing skin to prevent flystrike.

NET-ZERO

Our company defines "net-zero" in accordance with the Science Based Targets initiative (SBTi) criteria. We have consistently aligned with SBTi's guidance and remain committed to following its evolving framework for net-zero targets. Net-zero emissions are achieved when human-caused GHG emissions are balanced by removing the same quantity of emissions from the atmosphere over a specified period of time (IPCC, 2018). Net-zero GHG emissions must be achieved at the global level to stabilize temperature increase at 1.5°C.

OEKO-TEX®

A global testing and certification system for textiles that ensures products are free from harmful substances.

OPERATION UKRAINIAN SAFE HAVEN (OUSH)

A humanitarian initiative providing shelter and support for Ukrainians displaced by conflict.

POLAR BEARS INTERNATIONAL (PBI)

A non-profit organization dedicated to the conservation of polar bears and their Arctic habitat through research, education, and advocacy.

POLAR OUTFITTING

An Iqaluit-based organization that supports youth development and Inuit traditions, helps combat mental health challenges, and fosters resilience and a sense of community.

PREFERRED FIBRE AND MATERIALS (PFM)

Textile Exchange’s classification of materials that deliver improved environmental or social performance compared to conventional options (e.g., organic cotton, recycled polyester).

REAL ICE

A UK company that operationalizes science at scale to prove out practical solutions for the restoration of Arctic Sea Ice.

RENEWABLE ENERGY CREDITS (RECs)

Certificates proving that one megawatt-hour (MWh) of electricity was generated from a renewable energy source and fed into the grid.

RESPONSIBLE DOWN STANDARD (RDS)

A certification ensuring that down and feathers come from ducks and geese that have been treated ethically and responsibly.

S&P GLOBAL CORPORATE SUSTAINABILITY ASSESSMENT (CSA)

A comprehensive annual evaluation of companies' sustainability practices used for the Dow Jones Sustainability Indices.

SCIENCE-BASED TARGETS

Greenhouse gas reduction goals that align with climate science and the Paris Agreement’s goal of limiting global warming to 1.5°C as verified by the Science Based Targets initiative (see below).

SCIENCE BASED TARGETS INITIATIVE (SBTi)

A corporate climate action organization developing standards, tools and guidance which allow companies to set GHG emissions reduction targets in line with what is needed to keep global warming below 1.5°C and reach net-zero by 2050 at the latest.

SCOPES 1, 2, 3

Represent the categories of GHG emissions that every business is responsible for producing.

Scope 1: Direct emissions from owned or controlled sources

Scope 2: Indirect emissions from the generation of purchased electricity

Scope 3: All other indirect emissions that occur in the value chain, including both upstream and downstream emissions.

STUDENTS ON ICE

An educational organization offering polar expeditions for youth, educators, and scientists to foster climate leadership and environmental awareness.

TEXTILE EXCHANGE

A global non-profit that works closely with the fashion and textile industry to drive adoption of preferred fibres and integrity in supply chains.

GLOSSARY

THE FOREST STEWARDSHIP COUNCIL (FSC)

An international certification ensuring forests are managed in an environmentally responsible, socially beneficial, and economically viable way.

TRACEABILITY

The ability to track the origin, movement, and history of materials and products throughout the supply chain.

UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

A set of 17 global goals adopted by the United Nations to address global challenges like poverty, climate change, and inequality by 2030.

SDGs aligned with Canada Goose’s Moonshots and Approach:

- SDG 3- Good Health and Well-being
- SDG 5- Gender Equality
- SDG 8- Decent Work and Economic Growth
- SDG 9- Industry, Innovation, and Infrastructure
- SDG 12- Responsible Consumption and Production
- SDG 13- Climate Action
- SDG 15- Life on Land

UNITED NATIONS GLOBAL COMPACT (UNGC) COMMUNICATION ON PROGRESS (CoP)

An annual disclosure that businesses submit to the UN to report on their progress in implementing the Ten Principles of the UN Global Compact.

WORLD VISION

A global humanitarian organization focused on child protection, development, disaster relief, and advocacy.

COPYRIGHT © 2025 CANADA GOOSE INC.

LEARN MORE ABOUT SUSTAINABILITY AT CANADA GOOSE

[CANADAGOOSE.COM/SUSTAINABILITY](https://canadagoose.com/sustainability)