



RUNNING RESPONSIBLY

2022 CORPORATE RESPONSIBILITY
PERFORMANCE REPORT



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A MESSAGE FROM OUR **CEO**



At Brooks Running Company, we grew our global business and achieved record revenue in 2022. As we make and sell performance running gear worldwide, we recognize our responsibility to people and the planet. More than 150 million people run outside, which is why we operate with the conviction that everyone who wants to run should feel welcome, and everyone who runs should have a place to do it. This is what drives our efforts you'll find highlighted in this Running Responsibly report.

We continue to pursue a long-term approach to sustainability, working to achieve net-zero greenhouse gas emissions by 2040, in line with our science-based targets (SBT). In a significant step toward our SBT, we reduced Scope 3 greenhouse gas emissions per unit of production 19% from 2021. We made strides in materials sustainability, introducing a 25% recycled content outsole and dope-dyed sockliner topcloth in our Catamount 2 trail shoe—advancements that will be incorporated across many of our products, starting fall 2023. We also launched the Ghost 15 in 2022, offsetting 53,140 metric tons of greenhouse gas emissions through high-quality offsets to make our largest volume product carbon neutral. In line with our commitment to maintain an ethical and sustainable supply chain, we implemented TrusTrace, a leading traceability software, to deepen visibility across our manufacturing supply chain and help identify and mitigate responsible sourcing and business continuity risks.

Guided by our goal to foster a more diverse and inclusive sport, industry, and community, we maintained representation of women among Brooks' global employees at 54% (up 1% from 2021 and outpacing our goal of 50%) and exceeded our goal of 30%+ representation of BIPOC¹ among U.S. employees (35% in 2022). For the third consecutive year, Brooks achieved a score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index. We invested \$5.4 million in community impact, with a focus on supporting youth running and partners that advance people's health and well-being and champion the run for all.

Despite current economic uncertainty globally, we see a bright future for running as a source of positivity in people's lives and in the world. As runners, walkers, hikers, and more put one foot in front of the other, we hope they will place their trust in Brooks to make the best performance running gear in the world while taking responsibility for our impact on the planet.

Run Happy,
Jim Weber, CEO

¹BIPOC refers to Black, Indigenous, and people of colour.

DIVERSITY, EQUITY, & INCLUSION

The run is who we are. At Brooks, we believe in the power and kinetic joy of the run. This fuels our passion for the sport and the running community. The shoes and gear we develop, the experiences we create, and the partnerships we build should help make the run more inclusive and accessible. We are taking a strategic approach to ensure our values are represented in our business, and we are committed to reducing barriers to participation in the running industry, on the run, and in the running community.

OUR DEI EFFORTS ARE GUIDED BY **THREE OBJECTIVES**¹:

1

PROMOTE A DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE

We believe in the power of diversity, which includes people of different races/ethnicities, national origins, abilities, genders, ages, sexual orientations, body types, and circumstances. We pursue practices that will achieve equity in our business—so everyone feels a sense of belonging as their own, authentic self.

2

ENSURE REPRESENTATION OF ALL WHO RUN

We commit to tell stories through a diverse set of runners and celebrate the power of the run to bring people together.

3

FOSTER DIVERSITY AND INCLUSION IN THE RUN COMMUNITY

Our community impact programs support teams and organizations that advance health and well-being through the power of the run, with an emphasis on increasing diversity and inclusion.

[Learn more](#) about our strategies to achieve these objectives.

¹As a global company, we recognize the unique social construct of race in the U.S. These objectives apply to the U.S.

2022 KEY PROGRESS HIGHLIGHTS

BIPOC
35.2%

of Brooks' U.S. employees
identify as BIPOC



**Scored 100 for the
3rd consecutive year**

WOMEN
53.5%

of Brooks' global employees identify
as women, including more than
50% representation at the manager
and board of advisor levels

100%

of Brooks' Tier 1 marketing¹
campaigns included **BIPOC**
representation

**WINNER BEST DOCUMENTARY
SHORT**



WHO IS A RUNNER

46%

of Brooks' Run Happy Team
identify as

BIPOC,

a 12-point increase
year over year

¹Tier 1 stories are the biggest campaigns of the season. They represent the storytelling priorities of the business, are high impact, high investment and global in reach. The creative investment for Tier 1 stories is \$200k-\$1 million.

INSIDE LOOK:

WOMEN AND BIPOC AT BROOKS: STRIDES TOWARD REPRESENTATION AT ALL LEVELS

Brooks is committed to achieving at least 50% Women and 30% BIPOC representation at all levels and in 2022 made incremental strides in retaining and sustaining Women and BIPOC talent throughout the organization. As a global company, Brooks recognizes the unique social construct of race in the U.S. and works to ensure our U.S. workplace reflects the diversity of the population. To track our evolution in the U.S., we measure ourselves against the 2020 U.S. Census demographic data estimates.

In 2022, we surpassed our goal of 50% representation of women employees at the individual contributor, manager, and board of advisors levels. We are fast approaching our goal at the Sr. Manager/Director/Sr. Director level, achieving 48.8% in 2022, an increase of 3.5 percentage points year over year. We also saw a 2.0 percentage point increase at the VP level, attributed to promotions. **We also surpassed our goal of 30% representation of BIPOC employees at the individual contributor level and board of advisors.** We experienced a 0.9 percentage point increase at the Lead/Supervisor/Manager level and a 2.0 percentage point increase at the Sr. Manager/Director/Sr. Director level. We had no open positions and did not hire at the VP level in 2022.

The racial underrepresentations of Hispanic/Latinx and Native American/Alaska Native employees represent our greatest opportunity for outreach, recruiting, and hiring. Based on our 2022 results, and to increase diverse representation at all levels, we will heighten our focus on BIPOC employee retention and the internal development of women and BIPOC talent for leadership roles.

ACHIEVED

41.6%

BIPOC

at the individual contributor
level

ACHIEVED

54.3%

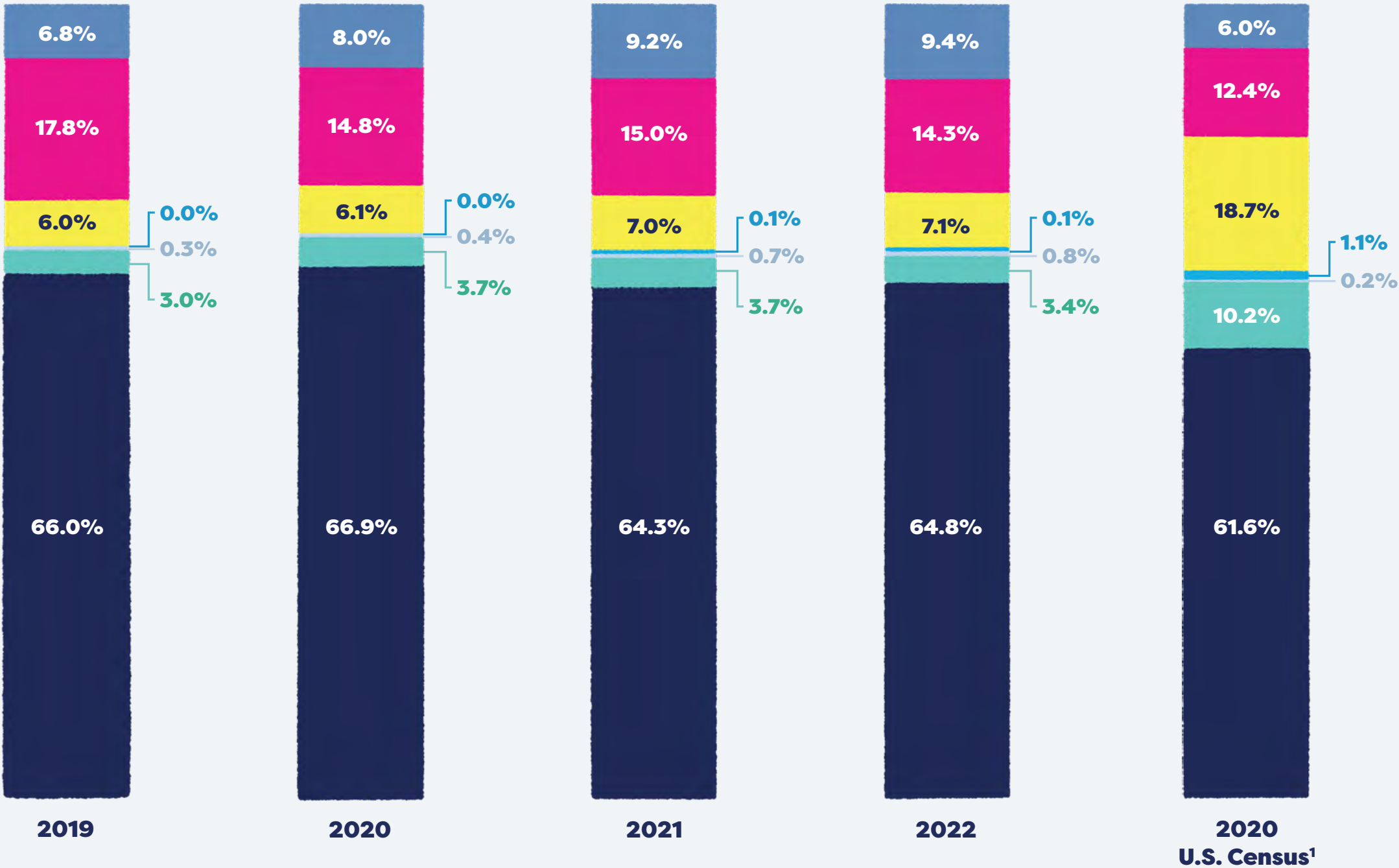
WOMEN

at the Lead/Supervisor/
Manager level

WORKPLACE RACIAL DEMOGRAPHICS

BROOKS U.S.

4-year racial demographics compared to U.S. population



¹2020 U.S. Census demographic data estimates breakdown of one race alone. Residents who identified with two or more racial categories are placed in an independent group. Those who identify as Hispanic/Latinx, which federal standards do not consider a racial category, are grouped together. Sum of total U.S. Census greater than 100% as Hispanic/Latinx may be of any race and are included in applicable race category. Brooks includes Hispanic/Latinx under the "BIPOC" category.

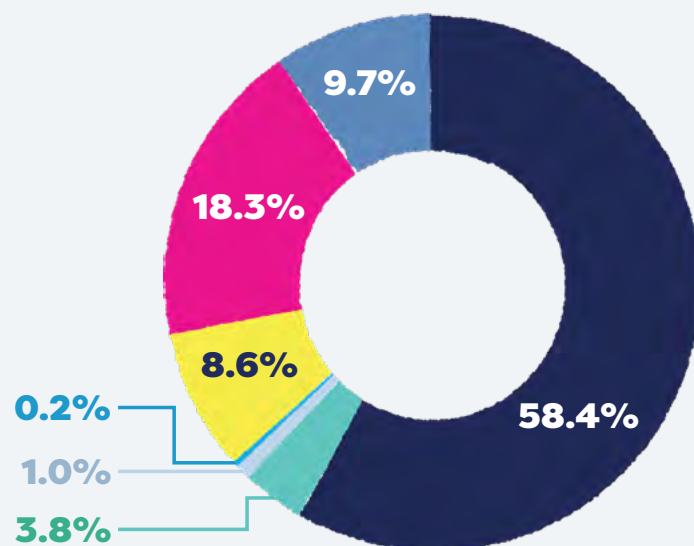
WORKPLACE RACIAL DEMOGRAPHICS

BROOKS U.S.

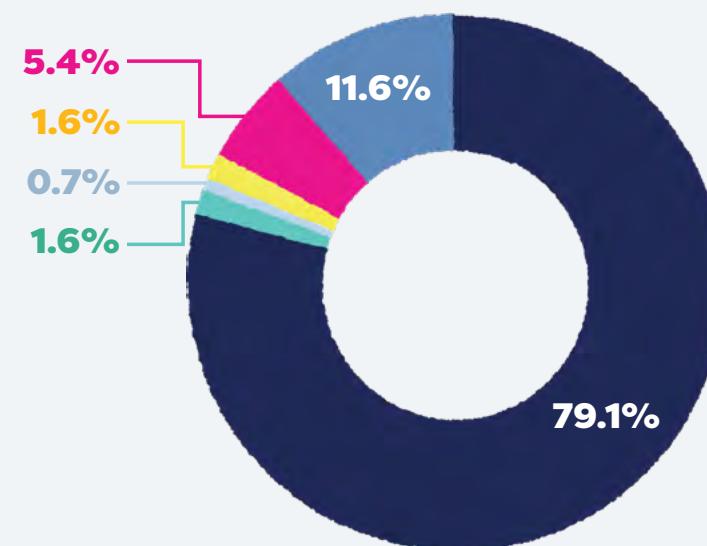
Race by level for 2022



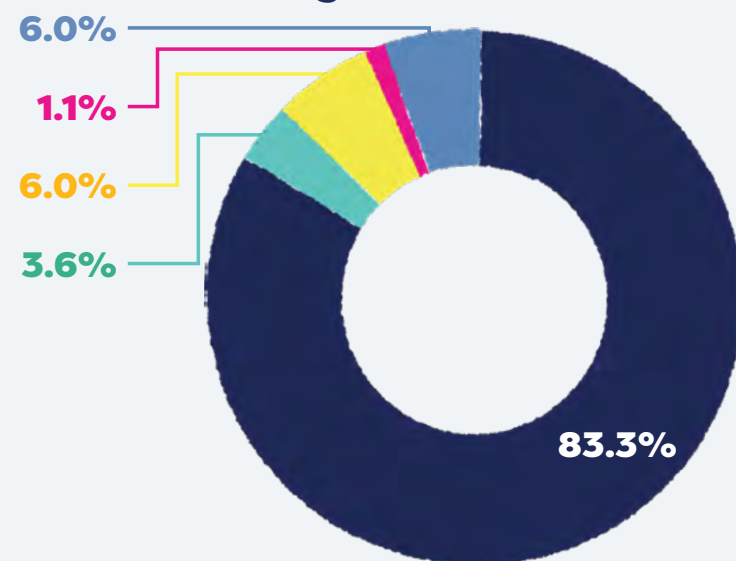
Individual Contributor



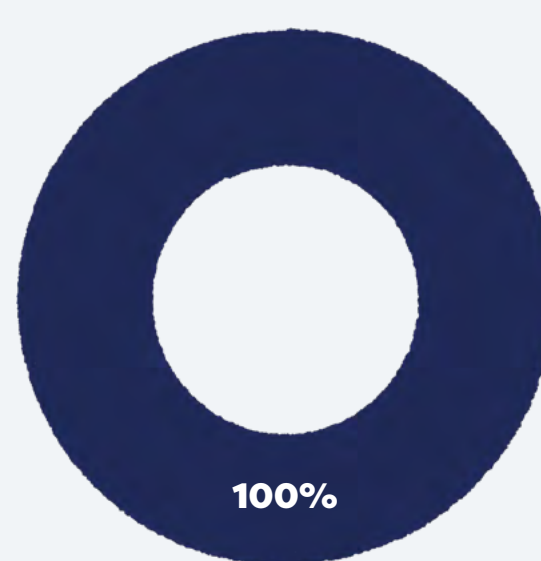
Lead/Supervisor/Manager



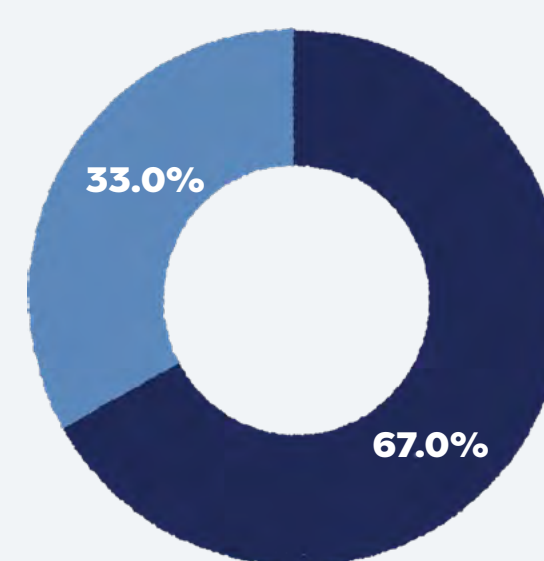
Sr. Manager/Director/Sr. Director



VP/SVP/C-Suite



Board of Advisors



¹Self-identification is the most reliable method for compiling information about a person's gender, race and ethnicity. All employee data is collected and reported as required by the Equal Employment Opportunity Commission (EEOC).

WORKPLACE GENDER¹ DEMOGRAPHICS

Brooks' workplace gender demographics for 2022

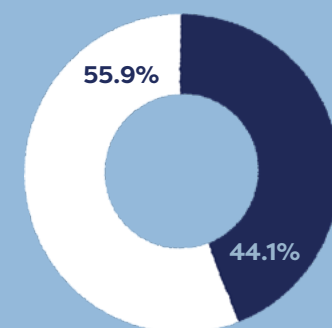


Brooks U.S.

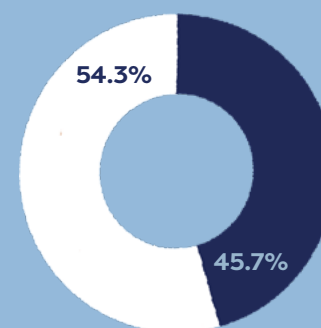


Brooks U.S. by level

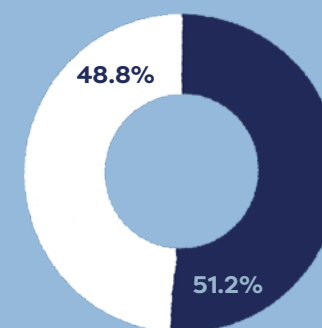
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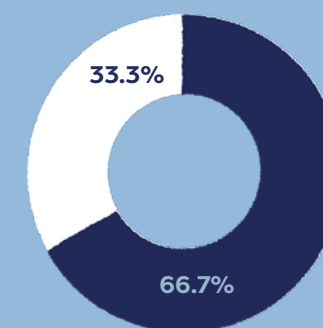
Lead/Supervisor/Manager



Sr. Manager/Director/Sr. Director



VP/SVP/C-Suite

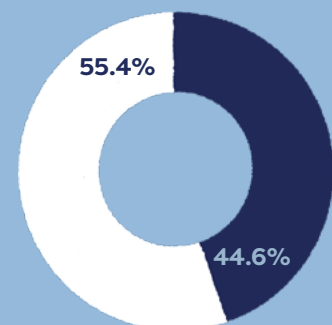


Brooks Global

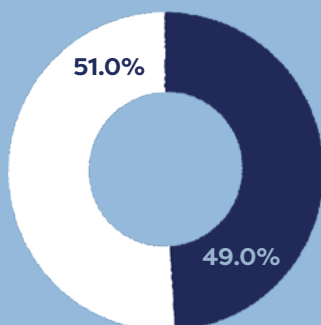


Brooks Global by level

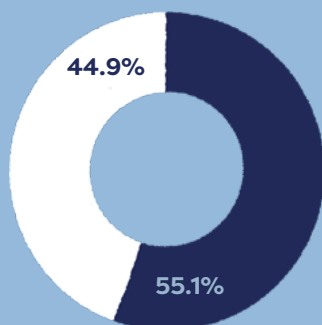
Individual Contributor



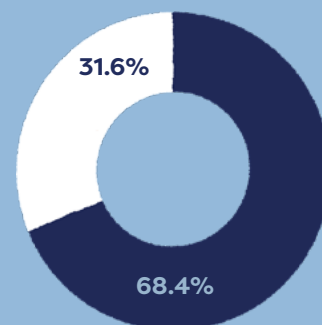
Lead/Supervisor/Manager



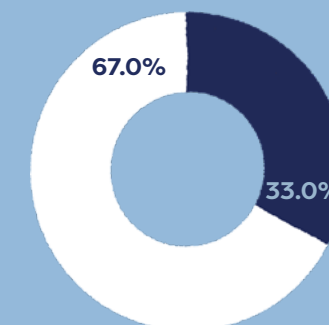
Sr. Manager/Director/Sr. Director



VP/SVP/C-Suite



Board of Advisors



¹Self-identification is the most reliable method for compiling information about a person's gender, race and ethnicity. All employee data is collected and reported as required by the Equal Employment Opportunity Commission (EEOC).

INSIDE LOOK:

WHO IS A RUNNER

Released between August 2021 and April 2022, the Brooks-produced documentary film series “Who Is a Runner” shares stories of groups and individuals redefining what running looks and feels like. The series features four unique subjects: Prolyfyck Run Creww (Charlottesville, Virginia), Rosalie Fish (Washington, Cowlitz and Muckleshoot tribal member), Chinatown Runners (Brooklyn, New York) and Erin McGrady (Asheville, North Carolina). Each story explores how the runners overcome barriers and societal prejudices to advocate for others, form communities, and express themselves through running.

It was critical to be intentional about the production partners we chose—the creative minds and talent behind the camera are just as important as the featured runners. Faith Briggs, an acclaimed biracial female director based in Portland, Oregon, and Tim Kemple, veteran outdoor film director and founder of Camp4Collective, collaborated to develop the creative look and feel of the series, bringing these stories to life with care and empathy. The unscripted style of the series was crucial to capturing these important stories as authentically as possible.

We created “Who Is a Runner” so that all who run can see themselves represented in the running community. Since its release, the full series has **reached over 1.2 million people and had more than 3 million impressions** through Brooks’ digital channels. Additionally, the videos from this series have been **accepted into 26 film festivals** as of January 2023. The series has also been part of community screenings at various REI stores, the Brooks Running Hyperion House at Boston Marathon, and the Paramount Theater in Charlottesville, Virginia.



ERIN McGRADY



PROLYFYCK RUN CREWW

ERIN McGRADY

WHO IS A RUNNER

ROSALIE FISH

CHINATOWN RUNNERS

PROLYFYCK RUN CREWW

INSIDE LOOK:

COMMUNITY COLLABORATIONS

We recognize the importance of representation in product development and community outreach, of shifting our processes from creating for to creating with our communities of runners. In 2022, we demonstrated this through community collaborations for our Run Proud and Sasquatch by Louie Gong (Nooksack) collections.

Run Proud Collection 2022: Brooks x Lisa Congdon



LISA CONGDON
X BROOKS

Brooks believes in the freedom to be yourself in life and on the run. As part of our celebration of the LGBTQ+ community and Pride Month, each year we release a new iteration of our [Run Proud Collection](#). In 2022, we partnered with renowned artist and proud member and advocate of the LGBTQ+ community Lisa Congdon, whose vibrant, playful designs and signature graphic messages capture both the joy of running and Pride. A former runner and avid cyclist, Lisa shares our belief in reducing barriers to participation and promoting diversity, equity, and inclusion in the running community.

“It really was an honour to create a design that speaks to queer joy.”

We continue to champion the LGBTQ+ community through our work with [Camp Brave Trails](#), a leadership-focused youth camp dedicated to creating a space where LGBTQ+ youth can find their “people, place, and passion.” With help from our Run Proud partner artist Lisa Congdon, we support Camp Brave Trails through mentorship, special camp activities, and investing in their campaign for a new facility.

In Step with Nature: The Sasquatch Collection by Louie Gong (Nooksack)



At Brooks, we believe in the importance of taking time to appreciate the natural environment and culture that surrounds us while acknowledging that we run on Native land. When we no longer look at Indigenous land and culture as something to conquer and appropriate, but instead as something to respect, learn from, and protect for generations to come, we show respect to Native communities as First Peoples of the places where we run.

In 2022, Brooks partnered with artist, storyteller, and longtime runner Louie Gong (Nooksack) for our [Sasquatch Collection](#) of footwear and apparel. Louie, who was raised in the Nooksack Tribal Community, is known for his custom, hand-drawn shoes. He also founded Eighth Generation, a Seattle-based art and lifestyle brand owned by the Snoqualmie Tribe. Eighth Generation provides a strong ethical alternative to “Native-inspired” art, with 100% of their products being Native-designed.

Louie’s limited-edition collection celebrates Indigenous art, culture, and the natural history of the Northwest, while inviting us to consider our impact and how to stay in step with nature. His designs tell the story of the shape-shifting forest protector Sasquatch, fused with native Pacific Northwest plants. The Sasquatch Collection serves as a reminder that when we run with respect for nature, it will reveal itself to us.

Brooks partnered with Louie and REI for the launch of the collection with a community run and video screening about the creation of the collection. Louie’s live interview on Brooks’ Instagram had **6,500 views**.

Brooks is committed to protecting the land we run on and to supporting Native communities as runners and sovereign nations—past, present, and future. We also partnered with the Snoqualmie Tribe Ancestral Lands Movement to educate runners on how they can respect Native land and play a role in caring for the lands where we all live, work, and run.

COMMUNITY IMPACT

The run can do more than improve health—it can improve well-being. We aim to create this positive change by listening and engaging with runners in their communities. Our community impact programs in the U.S.¹ support youth runners and organizations that advance health and well-being through the power of the run, with an emphasis on increasing diversity and inclusion.

¹We plan to expand community impact programs globally in the coming years.

OUR COMMUNITY IMPACT EFFORTS ARE GROUPED INTO THREE KEY PROGRAM AREAS:

1

YOUTH RUNNING

We work to create as many opportunities as possible for young people to discover the lifelong benefits of the run and its powerful community, made even stronger when they add their unique perspective. We commit to clearing obstacles to participation and supporting passionate partners. We want to encourage young runners and potential runners as their champion and advocate. Most importantly, we empower young people to add running to their life in a personally meaningful way.

2

COMMUNITY PARTNERSHIPS

We believe in the power of a diverse community that includes people of different races/ethnicities, national origins, genders, ages, sexual orientations, body types, and circumstances. Brooks helps to grow the strength of our community partners through sponsorships, financial support, and gear donations so they can champion the run for all.

3

RUN GRANTS

Through the Run Grants program, Brooks continues to donate performance gear to organizations that inspire everyone to run and be active.

2022 KEY PROGRESS HIGHLIGHTS

\$5.4 million

Total community impact investment

120

Number of teams +
organizations supported
across all community
impact programs

In 2022, Run Grants impacted
more than **500** runners
through performance gear
donations worth **\$25,000** to
5 organizations across the U.S.

Our 2022 support for
Youth Running totaled
\$1 million in gear and
grants, supporting **36**
teams and organizations

Brooks donated gear and
funds to more than **79**
community partners

FOR A TOTAL VALUE OF
\$4.4 million¹

¹In addition to new gear, a portion of our donations go to partners who distribute returned and lightly used product in support of our sustainable consumption goal: to keep products out of landfills.

INSIDE LOOK:

SUPPORTING **YOUTH RUNNING**

In 2022, Brooks continued to support high school track and cross-country teams and coaches and expanded our investment in youth running through partnerships with two innovative youth running organizations.

MARATHON KIDS

Marathon Kids was founded in 1995 as a program that utilized running logs to motivate, boost activity, and introduce kids to the joy of running. Today, Marathon Kids serves more than 100,000 kids per year in the U.S. with a free, digital platform and evidence-based practices for coaches to help kids set goals, measure progress, and celebrate milestones. Brooks formed a multi-year partnership with Marathon Kids to continue to grow the program and support the organization's goal to reach one million students per year.



STUDENTS RUN PHILLY STYLE

Students Run Philly Style transforms students' lives through running and mentorship by pairing volunteer mentors with teams of students to complete a full or half marathon. The courage and effort required, the support of a caring mentor, and the thrill of the ultimate achievement results in students who know anything is possible. Brooks provided Students Run Philly Style with gear and marketing support and invested in its unique MileUp program, the first diversion pathway that brings running and mentorship to youth facing delinquency charges. MileUp prevents long-term system involvement by holding youth accountable while helping them build skills to succeed across various aspects of their lives.



INSIDE LOOK:

COMMUNITY PARTNERSHIPS

In 2022, we provided sponsorships, financial support, and gear donations to help our community partners champion the run for all.

In 2022, Brooks continued partnerships with groups that include:

- International Front Runners: Promotes running, walking, and athletic activities for gender and sexually diverse people and their allies
- Brave Trails: Connects LGBTQ+ youth to their people, places, and passions
- Prolyfyck Run Crew: Empowers their community by creating safe spaces for Black and Brown runners
- Brave Like Gabe Foundation: Supports rare cancer research in honor of Brooks-sponsored runner Gabe Grunewald, who passed away from cancer in 2019

We also formed new partnerships with:

- Back on My Feet: Combats homelessness through the power of fitness, community support, essential employment, and housing resources
- Game Changers: Aims to bring in more women of colour as Certified Run Coaches, redefining who is seen as experts and leaders in the running industry



INSIDE LOOK:

RUN GRANTS

In 2022, Brooks supported five organizations through our Run Grants program. One of these organizations was Youth Run NOLA, a sports-based youth development non-profit in New Orleans that creates and empowers a community of healthy young leaders through running. Youth Run NOLA partners with schools and provides an after-school running program led by teacher-coaches. Students train for races while building healthy relationships with peers and positive role models. To eliminate barriers of entry in the sport of running, Youth Run NOLA provides all necessary running gear, pays for race fees, and provides a safe environment for all program participants. In Stefanny Alecon's, the Executive Director of Youth Run NOLA, own words, "when you look good, you feel good and you run good."

Learn more about the Brooks Run Grants program [here](#).



RESPONSIBLE SOURCING

We know that a responsible global supply chain for Brooks starts with the decisions we make. That's why we establish long-term partnerships with factories that share our values and objectives to trace our supply chain, respect human rights, promote employee voices, and reduce environmental impact.

OUR RESPONSIBLE SOURCING EFFORTS ARE GUIDED BY **FOUR OBJECTIVES:**

- 1 **TRACE OUR SUPPLY CHAIN**
To expand visibility into our manufacturing supply chain, we continually trace our factories from Tier 1 through Tier 4.
- 2 **RESPECT HUMAN RIGHTS**
We partner with factories that share our values in respecting human rights, promoting fair and safe working conditions, and advancing employee well-being.
- 3 **PROMOTE EMPLOYEE VOICE**
To ensure fair and safe working conditions for people working in the factories in our supply chain, we implement programs that encourage employee feedback.
- 4 **REDUCE ENVIRONMENTAL IMPACT**
To reduce the impact associated with the manufacturing of Brooks product and materials, we work with our factories to assess and improve their environmental performance through industry-standardized tools.

[Learn more](#) about our strategies to achieve these objectives.

2022 KEY PROGRESS HIGHLIGHTS



to expand visibility into our manufacturing supply chain

100%

of our in-scope factories completed a social responsibility assessment

89%

completed verification



Expanded our responsible sourcing program to include our

Tier 1 footwear subcontractor factories¹

100%

of our footwear Tier 1 factories completed a **Worker Sentiment Survey** for better insight into employee satisfaction

Partnered with



to understand the impact of our purchasing practices

51%

of our in-scope factories achieved **Higg FEM Level 1**



51%

of total water repellency treatments used on Brooks gear are now **PFAS-free**

Reduced organic solvent usage to

29 grams

per pair of shoes

¹Factories that are contracted by Tier 1 factories to undertake manufacturing processes typically conducted at a Tier 1 factory

INSIDE LOOK:

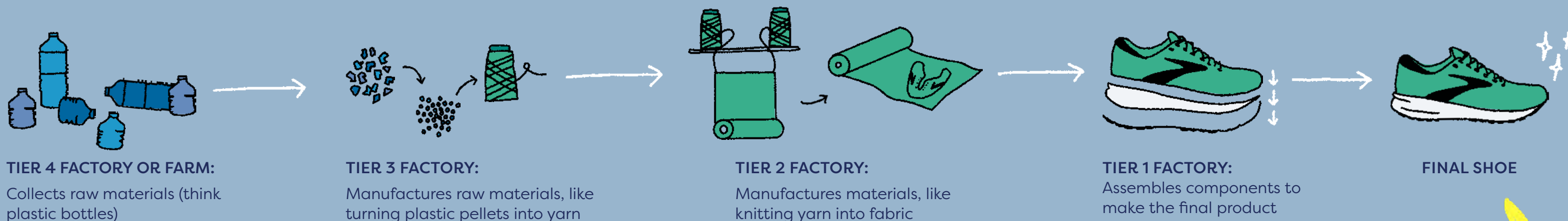
EXPANDING VISIBILITY INTO OUR SUPPLY CHAIN

Given its complex nature, discovering and maintaining deep visibility throughout our manufacturing supply chain is no small task. But we're up for the challenge, because expanding visibility into our supply chain is a critical first step to ensure our responsible sourcing standards are upheld at the factories where our products, materials, and raw materials are made.

In August 2022, we invested in [TrusTrace](#), a leading apparel and footwear supply chain traceability software, to help us continually discover and trace factories involved in the manufacturing of Brooks product. The success of the tool relies on support from our factory partners, who are then each responsible for adding their own upstream factories.

At the end of 2022, 100% of our Tier 1 factories were using TrusTrace, with more than 130 Tier 2 and more than 70 Tier 3 factories invited to the platform. Moving forward, we'll leverage this deeper visibility to identify and mitigate responsible sourcing and business continuity risks across our manufacturing supply chain.

An Example of a Raw Material's Journey Through the Brooks Supply Chain



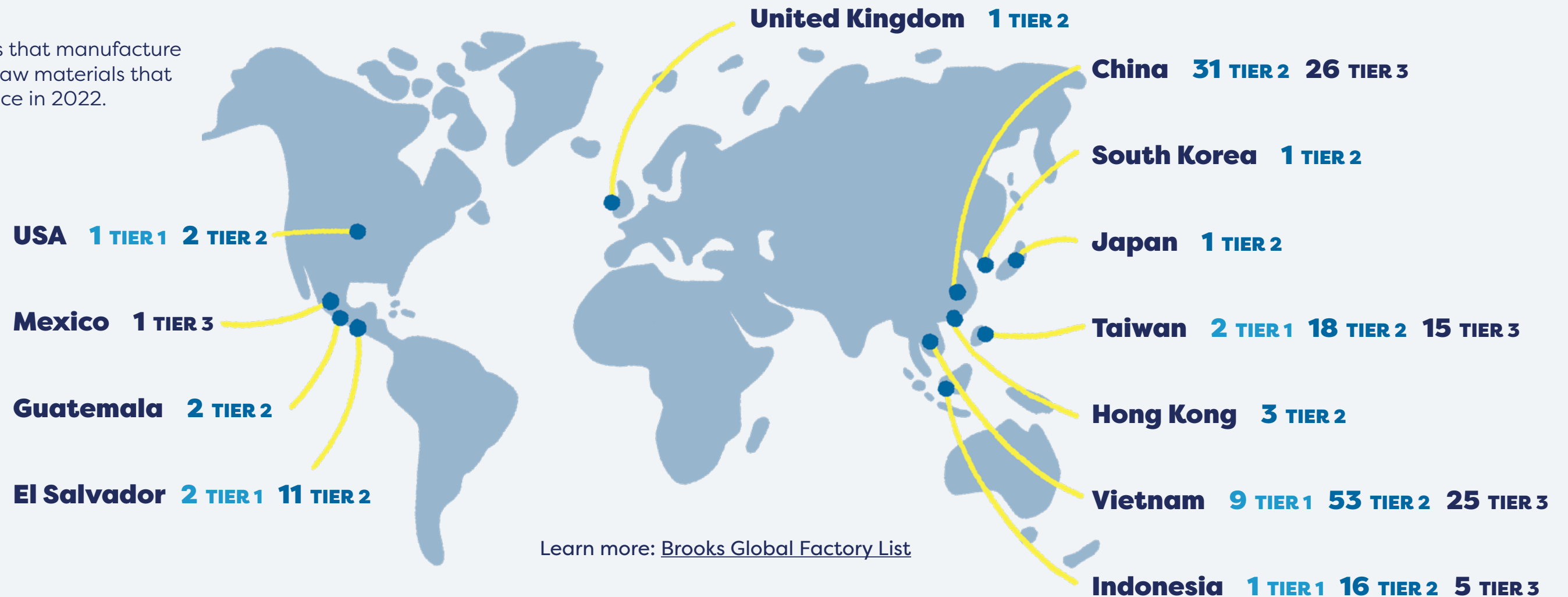
BROOKS MANUFACTURING SUPPLY CHAIN

This map represents all factories that manufacture Brooks product, materials, and raw materials that were discovered through TrusTrace in 2022.

15 Tier 1 factories

139 Tier 2 factories

72 Tier 3 factories



Learn more: [Brooks Global Factory List](#)

57,800+ factory employees across strategic factories¹

WOMEN
66%

MEN
34%

¹Strategic represents 100% of Tier 1 factories and 80% (by \$ spend) of Tier 2 factories

INSIDE LOOK:

RESPECTING HUMAN RIGHTS

To ensure our factories are compliant with local laws and regulations and the [Brooks Supplier Code of Conduct](#), we require in-scope factories¹ to annually complete and verify a Social & Labour Convergence Program (SLCP) and Converged Assessment Framework (CAF) assessment and complete a Corrective Action Plan (CAP). [Read more about our approach here.](#)

In 2022, 100% of our in-scope factories completed a SLCP CAF self-assessment with 89% completing verification—an increase from 49% completing verification in 2021. Following verification, we work with each in-scope factory to complete a CAP to remediate any identified issues that do not meet the standards outlined in our Supplier Code of Conduct. For 2022 SLCP CAF verified assessments, 100% of the CAPs were closed, meaning the issues identified were either resolved or a plan was established for issues that take longer to remediate.

In 2022, 90% of our Tier 1 factories initially received a “Needs Improvement” rating, but after working with Brooks on a CAP, 40% of Tier 1 factories remediated all non-compliances and received a final rating of “Satisfactory.” One critical issue was identified at a Tier 1 factory in 2022, resulting in that factory receiving an initial rating of “Demands Immediate Action.” The Brooks team proactively worked with factory managers, employees, and trade union leaders to understand the root cause, fully remediate the issue, and ensure the factory understood why the issue was critical and how to prevent it from occurring in the future. After successfully remediating the issue, the factory’s social responsibility rating was raised to “Needs Improvement.”

To gain further visibility into the social responsibility practices of factories in our supply chain, we expanded our social responsibility program in 2022 to include Tier 1 footwear subcontractor factories. These factories are contracted by Tier 1 factories to undertake manufacturing processes typically conducted at a Tier 1 factory. Traditionally, the apparel and footwear industry has relied on Tier 1 factories to ensure their subcontractor factories comply with all laws, regulations, and partner brand standards. By including these factories in our social responsibility program, they now complete an SLCP CAF assessment.

This was the first year that many of these factories completed a social responsibility assessment and verification, and we recognize it takes time for factories to adjust their approach in compliance with all local and national laws and regulations. To help our factories improve year over year, we continually monitor all ongoing issues and ensure improvement plans are implemented to fully remediate the issues over time.

2022 Social Responsibility Ratings

Tier 1 Factories

	SATISFACTORY	NEEDS IMPROVEMENT	DEMANDS IMMEDIATE ACTION
INITIAL RATING	0%	89%	11%
FINAL RATING	44%	56%	0%

Tier 1 Subcontractor Factories

	SATISFACTORY	NEEDS IMPROVEMENT	DEMANDS IMMEDIATE ACTION
INITIAL RATING	0%	100%	0%
FINAL RATING	0%	100%	0%

In-Scope Tier 2 Factories

	SATISFACTORY	NEEDS IMPROVEMENT	DEMANDS IMMEDIATE ACTION
INITIAL RATING	0%	100%	0%
FINAL RATING	17%	83%	0%

Social Responsibility Ratings Scale

SATISFACTORY

0 non-compliances identified

NEEDS IMPROVEMENT

1 or more non-compliances identified

DEMANDS IMMEDIATE ACTION

1 or more critical non-compliances identified

¹100% of Tier 1 factories, Tier 1 subcontractor factories, Tier 2 factories located in high-risk countries for foreign migrant labour and 80% (by \$ spend) of Tier 2 factories

INSIDE LOOK:

ENSURING RESPONSIBLE PURCHASING PRACTICES

During the height of the COVID-19 pandemic, Brooks shifted to virtual meetings to stay engaged with our factory partners while travel advisories were in effect. After two and a half years of connecting online, we were eager to visit our factory partners in person again to continue building authentic, transparent partnerships, which we believe are essential to ensuring responsible purchasing practices.

In 2022, our footwear sourcing team led a conference-style meeting in Ho Chi Minh City, Vietnam, with partners from our Tier 1 factories, Tier 1 subcontractor factories, and Tier 2 factories. We presented strategies across several departments and gave our partners the opportunity to pose questions directly to Brooks leadership. Multiple breakout collaborative sessions followed, during which the Brooks team and factory managers discussed progress on set goals and opportunities for improvement.

For several years we have rated our Tier 1 and high-volume Tier 2 footwear factories¹ on various areas of the business, including quality, corporate responsibility, and costing, to gauge their progression toward our goals. To give our partners the same opportunity to rate us as a brand, we partnered in 2022 with [Better Buying Institute \(BBI\)](#), a non-profit organization that allows factory partners to anonymously rate the purchasing practices of their buyers. We deployed the Better Buying Partnership Index (BBPI) to 100% of Tier 1 and high-volume Tier 2 factories, who were asked to anonymously answer questions about Brooks' business practices, such as accuracy of demand planning and forecasting.

[We also recognize that our internal practices may affect our factory partners' ability to comply with local laws and regulations such as overtime. With direct insights from our partners, we can improve our purchasing practices to avoid negatively affecting their ability to comply with social and environmental laws and regulations, as well as our Supplier Code of Conduct, which ensures the well-being of both people and the planet. The feedback from our partners is invaluable and we are committed to taking actionable steps to build and maintain mutually beneficial business relationships.](#)

[We look forward to continuing our in-person visits, deepening our relationships with our partners who play an integral role in bringing our products to life.](#)

¹100% of Tier 1 factories, Tier 1 subcontractor factories, and Tier 2 factories located in high-risk countries for foreign migrant labour, plus 80% (by \$ spend) of Tier 2 factories



INSIDE LOOK:

WORKING WITH OUR FACTORIES TO REDUCE ENVIRONMENTAL IMPACT

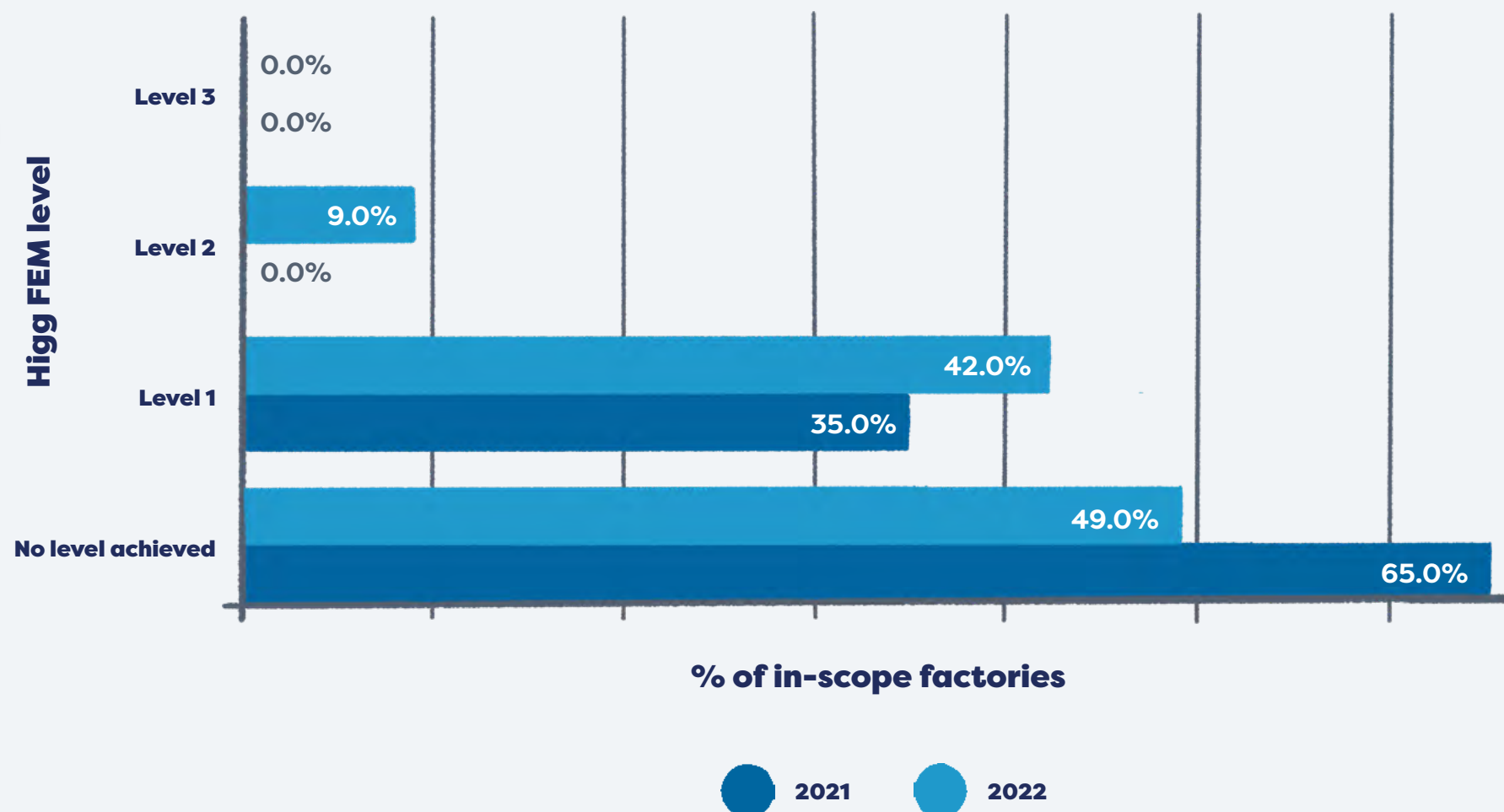
To reduce environmental impact at the factories that manufacture Brooks products and materials, we assess their environmental performance through the industry-standardized tool, the [Higg Facility Environmental Module \(Higg FEM\)](#). In 2022, 91% of our in-scope factories¹ completed and verified a Higg FEM assessment, an increase from 89% in 2021. 2022 was also the first year we expanded our Higg FEM program to include our Tier 1 footwear subcontractor factories.

Our expectation is that all factories achieve Higg FEM level 1. This level of performance indicates that the factory has a good understanding of its environmental impact and is tracking its performance. In 2022, 51% of our in-scope factories achieved Higg FEM level 1, up from 35% in 2021. For factories that have not yet achieved this expectation, our team works with them to implement a Corrective Action Plan (CAP), which identifies specific steps the factory will need to take to achieve the Higg FEM level 1 performance requirement.

Long term, our expectation is for factories to progressively improve their Higg FEM performance level, indicating factories are implementing leading practices to reduce environmental impact. We have seen noticeable improvement in factories that have repeatedly completed and verified the Higg FEM. In 2022, 60% of our footwear Tier 1 factories that have completed the Higg FEM for at least four years achieved at least Higg FEM level 1 with an average score of 78%, an increase from 69% in 2021. Additionally, 9% of our in-scope factories achieved Higg FEM level 2, an increase from 0% in 2021. The average score for these factories was 92%, indicating their performance is close to achieving Higg FEM level 3.

¹100% of Tier 1 factories and Tier 1 subcontractor factories, and 80% (by \$ spend) of Tier 2 factories

Higg FEM level achieved for in-scope factories



INSIDE LOOK:

PROTECTING PEOPLE AND PLANET THROUGH RESPONSIBLE CHEMICALS

Managing Chemicals Entering and Exiting Factories

At Brooks, we take a holistic view of chemicals management, implementing requirements to manage chemicals entering, exiting, and being used in the factory, to ensure the factories that manufacture Brooks products and materials use only chemicals that are safe for people and the planet.

2022 was our first full year we worked with factory partners to manage chemicals entering and exiting factories by purchasing chemicals compliant with the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL) and testing wastewater against the ZDHC wastewater guidelines. Learn more about our approach [here](#). We focused on factories manufacturing footwear midsoles, outsoles, and textiles used in the footwear uppers, due to the high volume of chemicals used in those manufacturing processes.

90% of those factories submitted monthly ZDHC InCheck reports that helped factory partners demonstrate compliance with the ZDHC MRSL and 100% tested wastewater against the ZDHC wastewater guidelines. In collaboration with our factories, we use these insights to make chemical substitutions that bring us closer to achieving our target of 100% compliance with the ZDHC MRSL and zero discharge of hazardous chemicals by 2025.

On Track to Eliminate PFAS

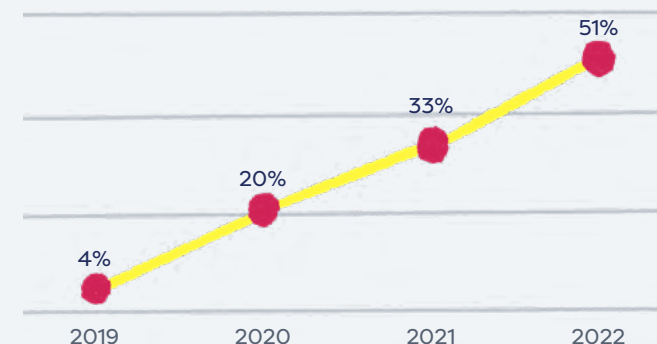
Water repellency, an important feature for a portion of our gear, requires the application of a Durable Water Repellent (DWR) or non-wicking treatment. These treatments traditionally use a class of chemicals known as Per and Polyfluoroalkyl Substances (PFAS), some of which are persistent, bioaccumulative, and toxic. Our products comply with all applicable PFAS regulations, but we're committed to eliminating the PFAS in Brooks gear before 2025.

In 2022, 51% (by weight) of total water repellency treatments used on Brooks gear were PFAS-free, up from 33% in 2021.

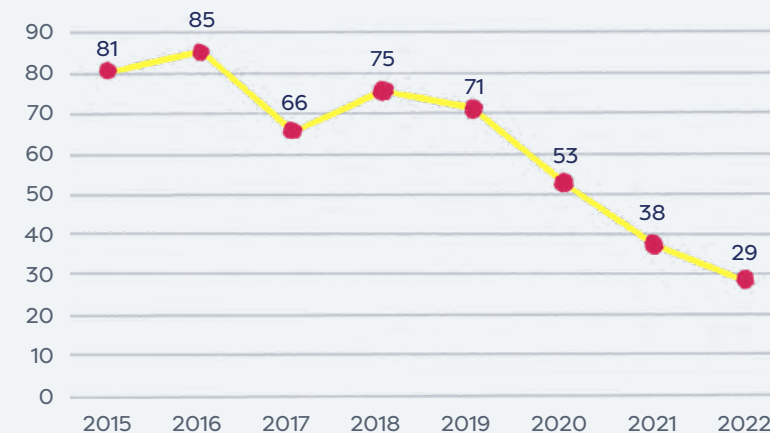
Reducing Organic Solvent Usage

We've continued our focus to reduce Volatile Organic Compounds (VOCs), a class of chemicals commonly found in certain chemicals used in the manufacture of footwear. A key strategy to reduce VOCs is converting solvent-based chemicals to water-based alternatives. By the end of 2022, 68% of all chemicals used in footwear assembly were water-based. Primers, one of our highest volume chemicals used in footwear assembly, was a focus—we increased the use of water-based primers to more than 50%, a 20-percentage point increase from 2021.

% (by weight) of total water repellency treatments that are PFAS-free



Grams of VOCs per pair of shoes



CLIMATE ACTION

We believe climate change demands urgent and universal action. At Brooks, we're taking a science-based approach to address climate change and align efforts across our business to reduce greenhouse gas emissions, from our raw materials to our manufacturing processes and every stage of our global supply chain.

OUR CLIMATE ACTION EFFORTS ARE GUIDED BY **TWO OBJECTIVES:**

1 **REDUCE GREENHOUSE GAS EMISSIONS IN LINE WITH CLIMATE SCIENCE**

Our ambitious greenhouse gas (GHG) emission reduction targets are approved by the Science-based Targets initiative (SBTi). These science-based targets (SBT) guide our climate roadmap, which identifies strategies to reduce GHG emissions across our global value chain including our product, manufacturing, product transportation, and operated facilities.

2 **REACH NET-ZERO GREENHOUSE GAS EMISSIONS**

The sooner we can collectively reduce GHG emissions, the greater the chance of curbing global temperature rise below 1.5°C. That's why Brooks' long-term climate targets include reaching net-zero GHG emissions across the value chain by 2040—10 years ahead of the Paris Agreement. To reach this target, we prioritize GHG emission reductions in line with current climate science and work to neutralize remaining GHG emissions that have not been reduced through independently verified carbon credits.

[Learn more](#) about our strategies to achieve these objectives.

2022 KEY PROGRESS HIGHLIGHTS

CO₂e
↓↓↓

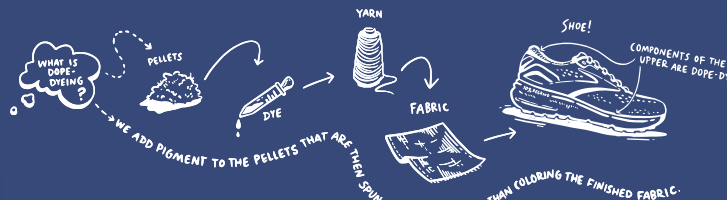
Reduced Scope 3 greenhouse gas emissions per unit of production
19% to 9.51 kg CO₂e / unit

Reduced greenhouse gas emissions from raw materials by

4.79%

per unit of production by increasing use of recycled and bio-based materials

Introduced **dope-dyeing** in Catamount 2 sockliner top cloth,



reducing greenhouse gas emissions from the dyeing process by 92%

Tier 2 midsole factory installed **rooftop solar**



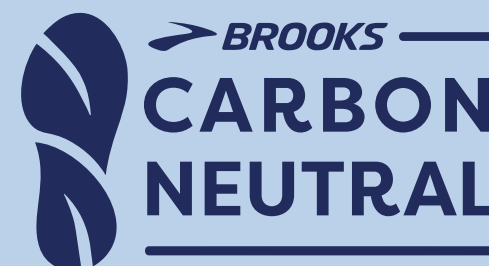
with peak generation of 2.5 MW

Footwear Tier 1 final assembly factories started path toward renewables by purchasing

300 MWh

of Renewable Energy Credits

Reduced inbound air shipments **from 30% in 2021 to 4% in 2022** by prioritizing ocean shipments



Launched carbon neutral **Ghost 15** that achieved CarbonNeutral® product certification

OFFSET
53,140
METRIC TONS

of greenhouse gas emissions through independently verified carbon credits

UPDATING OUR SCIENCE-BASED NET-ZERO TARGET

In 2021, the Science-Based Target initiative (SBTi) Net-Zero Standard was released, providing guidance on what it means to achieve net-zero GHG emissions. This guidance required us to update our science-based reduction targets to remain in line with climate science. A key concept of the Net-Zero Standard is that companies' GHG emission reduction targets must include both near- and long-term emissions reduction targets. This ensures continued GHG emission reductions that track toward a future where global temperature rise remains below 1.5°C. Our updated targets were approved by the SBTi in 2022, putting Brooks in the first group of companies to receive approval for climate targets that align with the new Net-Zero Standard.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Updated Science-Based Targets:



Reduce absolute Scope 1 & 2 GHG emissions **50% by 2030** and **90% by 2040** (from a 2021 baseline)



Reduce Scope 3 GHG emissions **52% per unit of production by 2030** and **97% per unit of production by 2040** (from a 2021 baseline)



Reach **net-zero GHG emissions** across the value chain by 2040

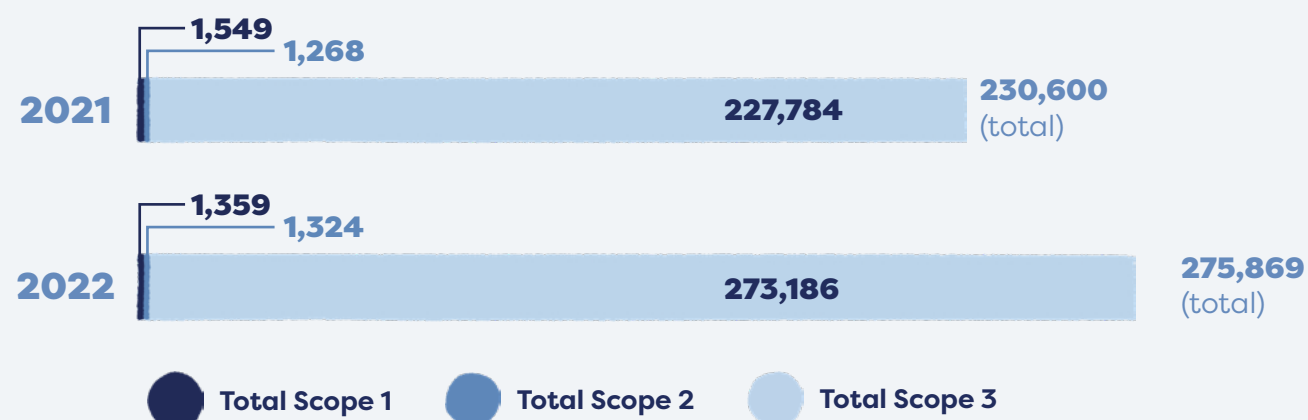
While updating our targets, we revised our climate roadmap to reflect more accurately the strategies we've identified to reduce GHG emissions—each strategy was modeled to calculate its GHG emissions reduction potential to provide us with a clear pathway to achieve our updated targets and net-zero target. We also extended the climate roadmap itself to include Brooks' long-term GHG emissions reduction target.

[Read more about our climate roadmap here.](#)

INSIDE LOOK:

GREENHOUSE GAS EMISSIONS INVENTORY

Total greenhouse gas emissions (Metric Tons CO₂e)¹



Scope 1:

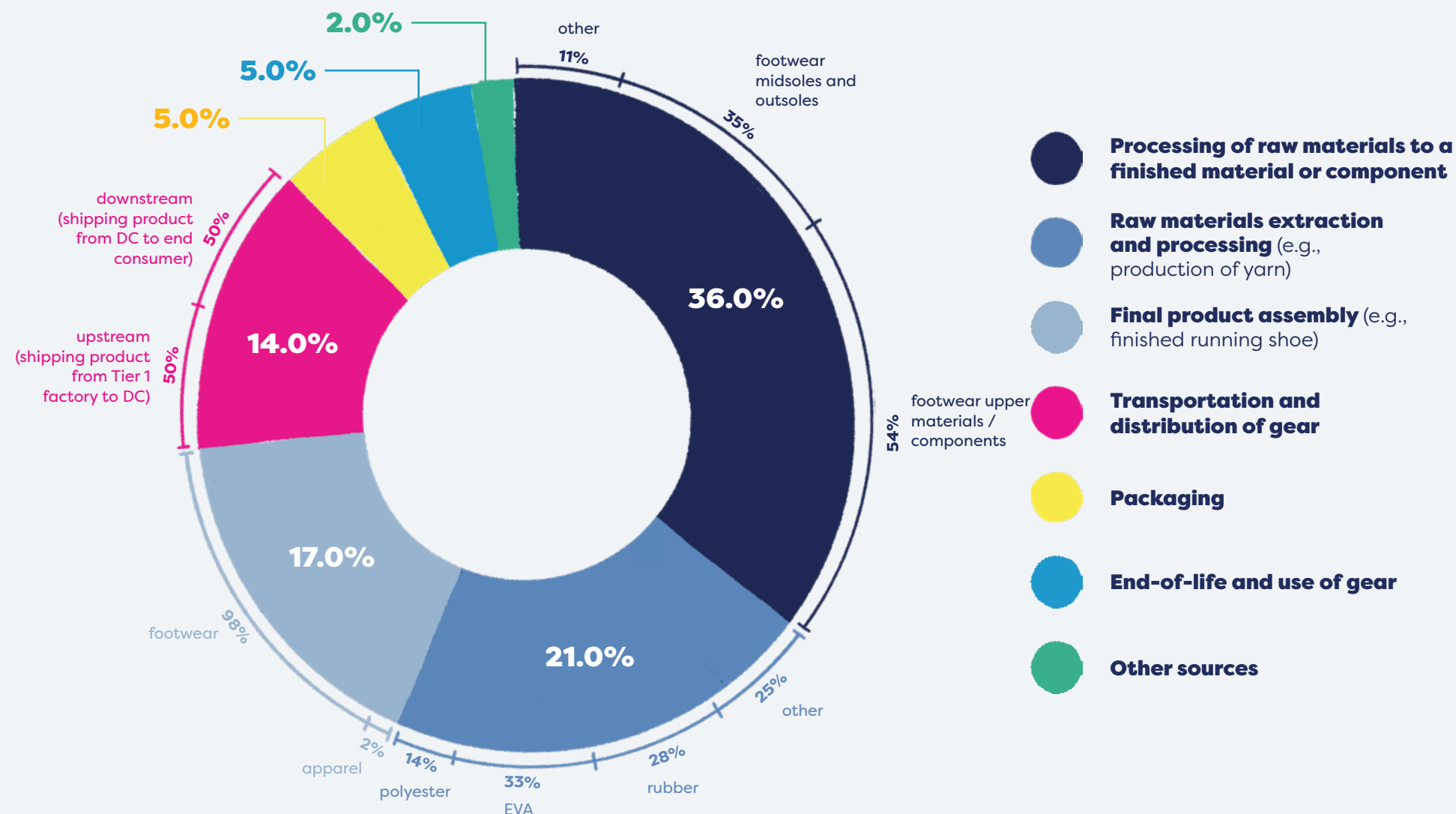
- Account for 0.49% of our total GHG emissions
- Our Scope 1 emissions result from natural gas usage for heat at our operated facilities (distribution centres (DC), offices, retail stores) and combustion of fuels for our vehicle fleet
- Our vehicle fleet contributes 60.8% of our total Scope 1 emissions, with our DCs 34.2%, office 4.5% and retail stores 0.5%

Scope 2:

- Account for 0.48% of our total GHG emissions
- Our Scope 2 emissions result from purchased electricity used at our operated facilities
- The largest source of our Scope 2 emissions is from our DCs (88.0%), followed by our offices (12.0%)

Scope 3:

- Account for 99% of our total GHG emissions
- Our Scope 3 emissions sources:



We continue to analyze our GHG emissions inventory with this level of granularity, not only to identify our biggest individual sources of emissions, but also to see what results different emissions reductions strategies would have within our value chain. This allows us to make informed decisions as we prioritize our efforts and resources toward meeting our science-based targets.

¹This proportional breakdown is based on market-based emissions shares.

INSIDE LOOK:

REDUCING GREENHOUSE GAS EMISSIONS IN LINE WITH CLIMATE SCIENCE

In 2022, we continued our focus on Scope 3 GHG emissions, as they represent 99% of Brooks' total GHG emissions.

Our updated Scope 3 emissions reduction target changed from an absolute to a physical intensity target, allowing us to account for projected business growth.

With this updated target, we measure Scope 3 emissions and track reductions on an emissions-per-product basis, using the number of footwear, apparel, and accessory products produced in a given calendar year.

In 2022, Brooks' Scope 3 GHG emissions totaled 273,186 MT CO₂e or 9.51 kg CO₂e per unit.

In 2022, Scope 3 GHG emissions reductions were driven by:



An increased use of recycled and bio-based raw materials from 18% to 21%, which reduced GHG emissions per unit by 4.79%.

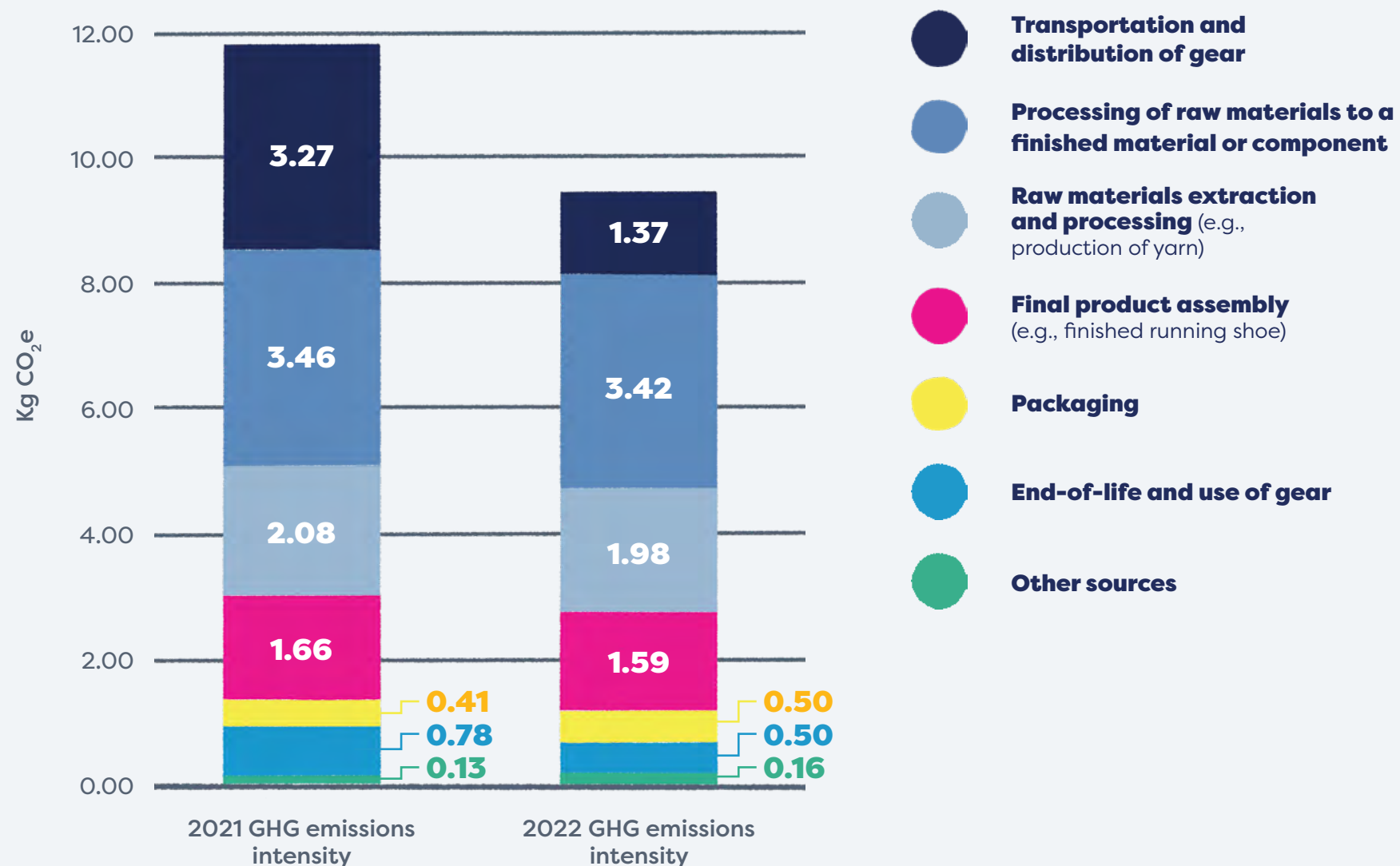


A reduction of inbound air shipments from 30% in 2021 to 4% in 2022, which reduced GHG emissions from inbound transport by 71% per unit of production.



Tier 1 footwear factories diverting 48% of manufacturing material waste from landfills, which avoided production of 109 grams of CO₂e per unit.

Scope 3 GHG Emissions Intensity Comparison (Kg CO₂e / unit produced)



INSIDE LOOK:

THE CARBON NEUTRAL GHOST 15

To reach our net-zero GHG emissions target, we first prioritize GHG emissions reductions as outlined in our climate roadmap. As we move along this path, we recognize we will continue to emit GHGs and hold ourselves responsible to address this impact. That’s why we’ve made the Ghost—our largest-volume style—carbon neutral. We started with the Ghost 14 in 2021 and continued this commitment in 2022 with the launch of Ghost 15.

Ghost 15 Footprint

The carbon emissions of the Ghost 15 are 9.51 kg CO₂e equivalent per pair. This was determined by performing a carbon footprint assessment that calculates the emissions of each life cycle stage, including raw materials, manufacturing processes, assembly, shipping, distribution, and end-of-life.

Reducing Emissions

Compared to the Ghost 14, the overall per pair emissions of the Ghost 15 reduced 4%¹. This is largely due to an increase in recycled materials—**24% of the shoe is made from recycled materials (15% for the Ghost 14), with 92% of the textiles recycled materials (63% for Ghost 14).** We also saw a significant decrease in the use of air freight, from 22% for the Ghost 14 to 5% for the Ghost 15.

Carbon Credits

To ensure quality, we purchase carbon credits from projects that are verified to leading international standards within the voluntary carbon offset market (such as Verra, Gold Standard, and American Carbon Registry), which ensure the carbon credits are additional, permanent, quantifiable, and independently verified. We prioritize projects that deliver clear social and environmental impacts beyond reducing GHG emissions, such as improving air quality, health, and well-being for communities.

CarbonNeutral® Product Certification

The Ghost 15 carbon footprint assessment was reviewed by a third party and achieved a CarbonNeutral® product certification when verified against The Carbon Neutral Protocol. The Ghost 15 also obtained Amazon’s Climate Pledge Friendly badge.

Climate Action Today

Choosing our bestselling shoe to be carbon neutral results in offsetting a significant portion of our total GHG emissions. The carbon neutral Ghost 15 produced in 2022 offset the equivalent of 19% of our total calendar year GHG emissions.

¹In 2021, we reported the Ghost 14 to be 10.34 kg CO₂e / pair. In 2022, we recalculated with updated shipping information, resulting in a decline in GHG emissions to 9.87 kg CO₂e / pair.



SUSTAINABLE CONSUMPTION

To reduce the impact our running gear has on the planet, we created our sustainable consumption strategy in support of the United Nations Sustainable Development Goal #12: Responsible Consumption & Production. We take a holistic approach to managing the impact of our products across their lifecycles and have identified key interventions like using more sustainable materials in our product, minimizing material waste generated through product manufacturing, moving toward a fully circular product model, and taking responsibility for our product after its usable life.

OUR SUSTAINABLE CONSUMPTION EFFORTS ARE GUIDED BY **FOUR OBJECTIVES:**

- 1 **CONVERT TO RECYCLED AND BIO-BASED MATERIALS**
We must replace conventional raw materials used in our product, such as polyester (PET) and ethylene-vinyl acetate (EVA), with recycled and bio-based sources. Non-renewable finite resources have a large environmental impact and will eventually become scarce—a risk to both our business and the environment.
- 2 **ELIMINATE MANUFACTURING FOOTWEAR MATERIAL WASTE SENT TO LANDFILL OR INCINERATION**
Manufacturing creates material waste, increasing the overall environmental impact of our product. To reduce GHG emissions and support our transition to a circular future where waste is treated as a valuable resource, we will reduce material waste and develop sustainable solutions for unavoidable material waste.
- 3 **TRANSITION TO CIRCULAR PRODUCT**
Our vision is to transition from linear to circular product. As part of our journey to achieve this, we will launch Brooks' first circular performance running footwear and apparel. We are committed to making product that can be deconstructed, with materials fed back into the production cycle to be used to make new performance running footwear and apparel.
- 4 **TAKE RESPONSIBILITY FOR OUR PRODUCT AT ITS END-OF-LIFE**
We aim to take responsibility for our product at its end-of-life and reclaim the product from the consumer. In the short term, we aim for this product to be downcycled into relevant applications. Long term, the goal is for this product to be recycled and used as raw materials.

[Learn more](#) about our strategies to achieve these objectives.

2022 KEY PROGRESS HIGHLIGHTS



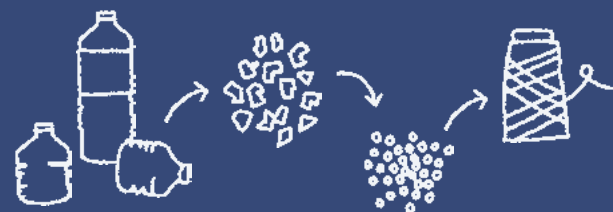
Introduced our first rubber outsole containing **25% recycled content**

67%

of textiles used in our products are made from recycled yarns, an increase from **61% in 2021**

On average, the Fall 2022 Run Visible apparel collection is made of

46% recycled materials



BROOKS SCORED A 3 out of 4

on the 2021 **Textile Exchange Material Change Index**, a score achieved by companies that are pioneering in material and product sustainability



All new Fall 22 and Spring 23 footwear styles contain a minimum 14% **total materials that are recycled or bio-based**, with **4 styles above 24%**

42%

of material waste diverted



from landfill/incineration, an increase from **15% in 2021**



65%

of new footwear, apparel and accessory styles in 2022 contain recycled and/or bio-based materials

84,339 pairs of shoes donated to

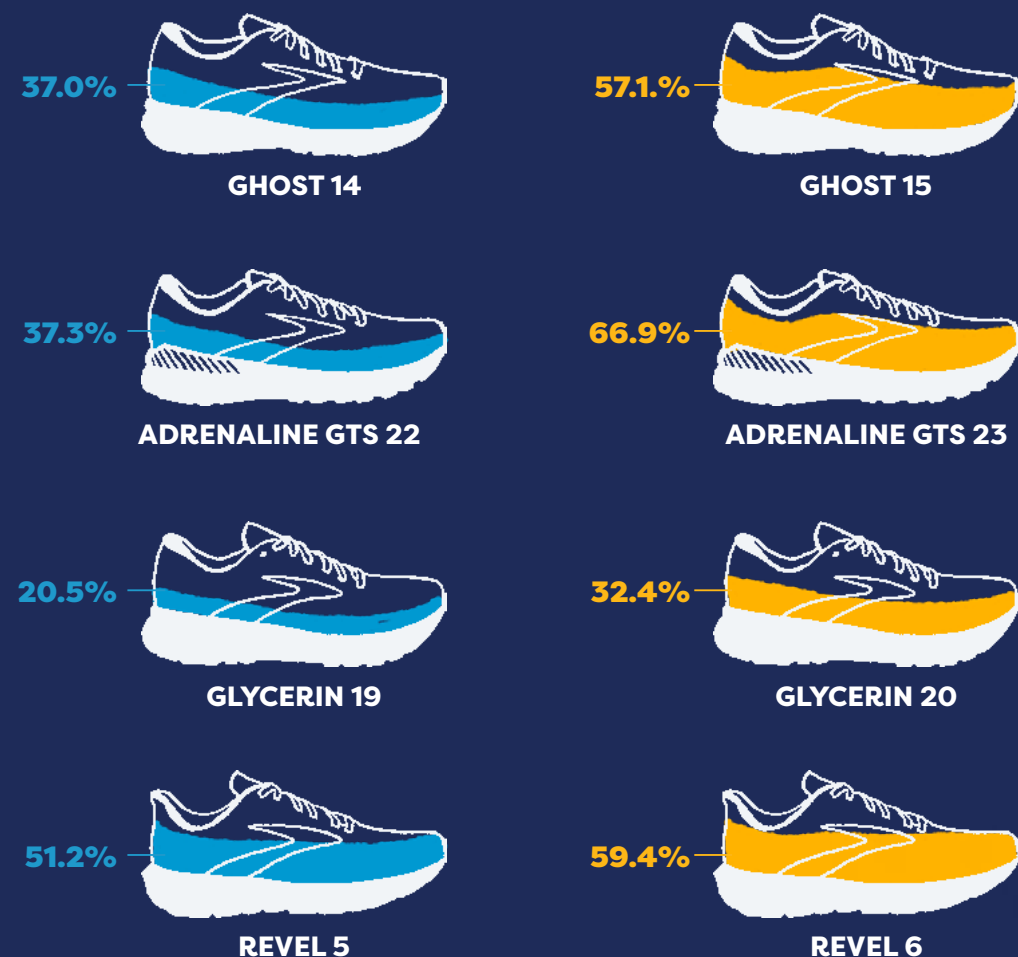
SOLES4SOULS

INSIDE LOOK:

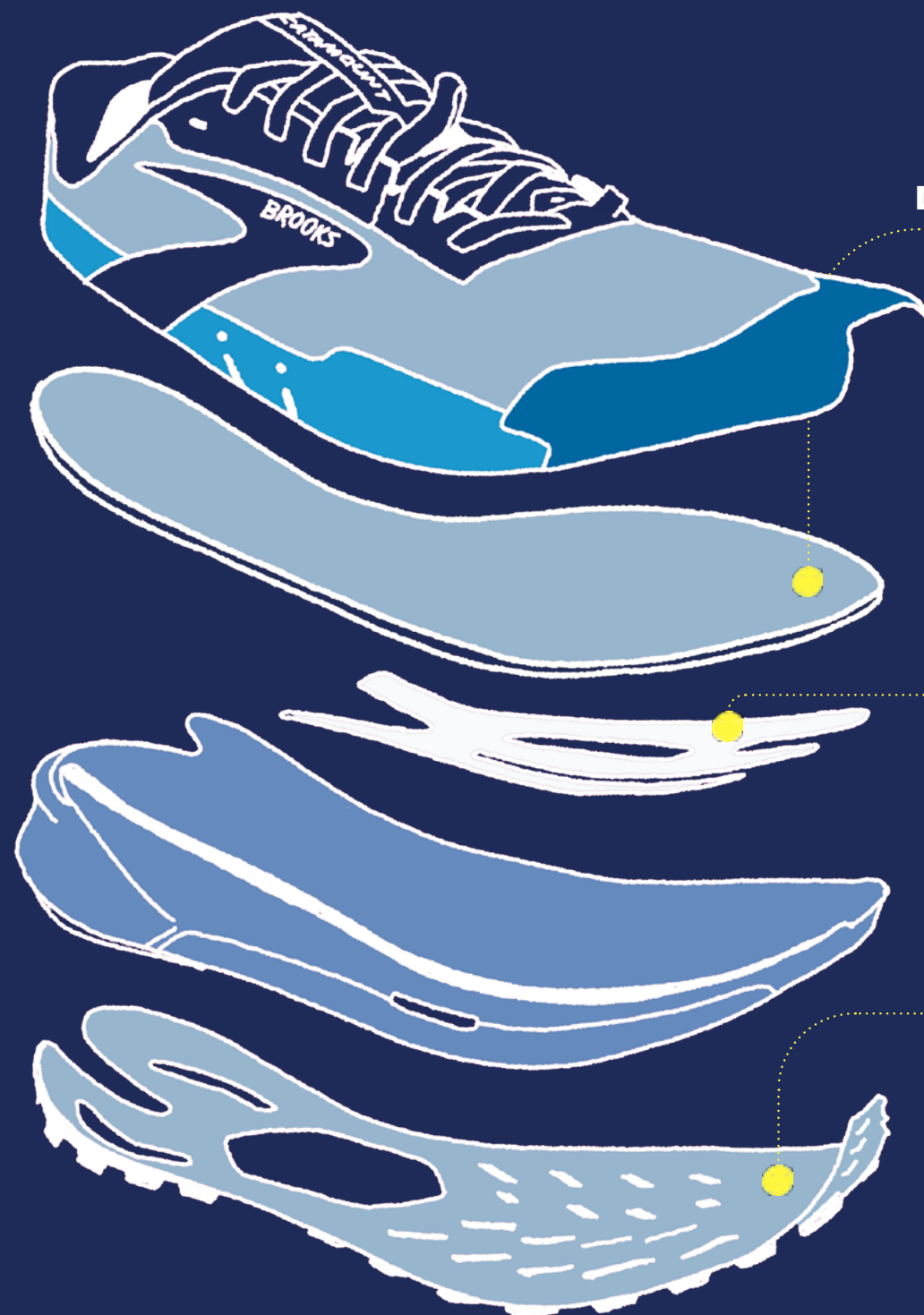
MATERIALS SUSTAINABILITY IN OUR FOOTWEAR

Extracting and processing raw materials has a significant impact on the environment. In 2022, we continued converting traditional textiles to recycled alternatives...

Percentage of footwear uppers made from recycled content (by weight) for key Fall 2022 and Spring 2023 styles:



...and began applying new technologies (like in the Catamount 2 below) to reduce the footprint of our footwear, from the bottom up.



Dope-dyed and recycled sockliner top cloth

100%

Recycled polyester

The sockliner topcloth, made of recycled plastic bottles, is dyed using a process called dope-dyeing, which causes 92% fewer GHG emissions and uses 94% less water than conventional dyeing.

Peebax Renew rockplate

77%

Bio-based nylon

We used a rockplate made of 77% bio-based nylon.

TrailTack Green outsole

25%

Recycled silica

For the first time, we introduced an outsole with recycled content. The TrailTack Green rubber outsole is made of recycled silica from the semiconductor industry.

INSIDE LOOK:

MATERIALS SUSTAINABILITY IN OUR APPAREL

In 2022, we focused on getting more recycled and bluesign® approved materials into our apparel products.

Here are some key highlights from our progress made in 2022:

- We introduced recycled nylon into our line.
- 57% of nominated apparel fabrics were bluesign® approved.



RunWithin
We've incorporated 82% recycled materials in our RunWithin collection.



HighPoint
We brought sustainability to our trail styles with the HighPoint 7" 2-in-1 short, which utilizes 56% recycled content and bluesign® approved main shell and lining fabrics.

Shell and lining fabrics are bluesign® approved, meaning they meet strict standards that ensure the manufacturing process uses only safe chemicals and helps protect factory employees and the environment

On average, our Run Visible collection has 42% recycled content

Run Visible

Other Run Visible styles also contain recycled content and bluesign® approved materials. Several styles in the collection use recycled nylon, marking the first time this material has been used in Brooks apparel.

The Run Visible thermal hoodie was updated to contain 95% recycled content, using the equivalent of **17 recycled plastic bottles**



STYLE	% RECYCLED ¹	# OF BOTTLES
Run Visible Convertible Jacket ²	86%	7
Run Visible Insulated Vest ²	52%	7
Run Visible Long Sleeve	88%	11
Run Visible Short Sleeve	88%	9
Run Visible Tank	88%	6
Run Visible Thermal Hoodie	93%	17
High Point 7" 2-in-1 Short	56%	4
High Point 3" 2-in-1 Short	18%	1

¹% Recycled calculation is (weight of recycled fabrics) / (total weight of garment)
²Indicates the use of recycled nylon

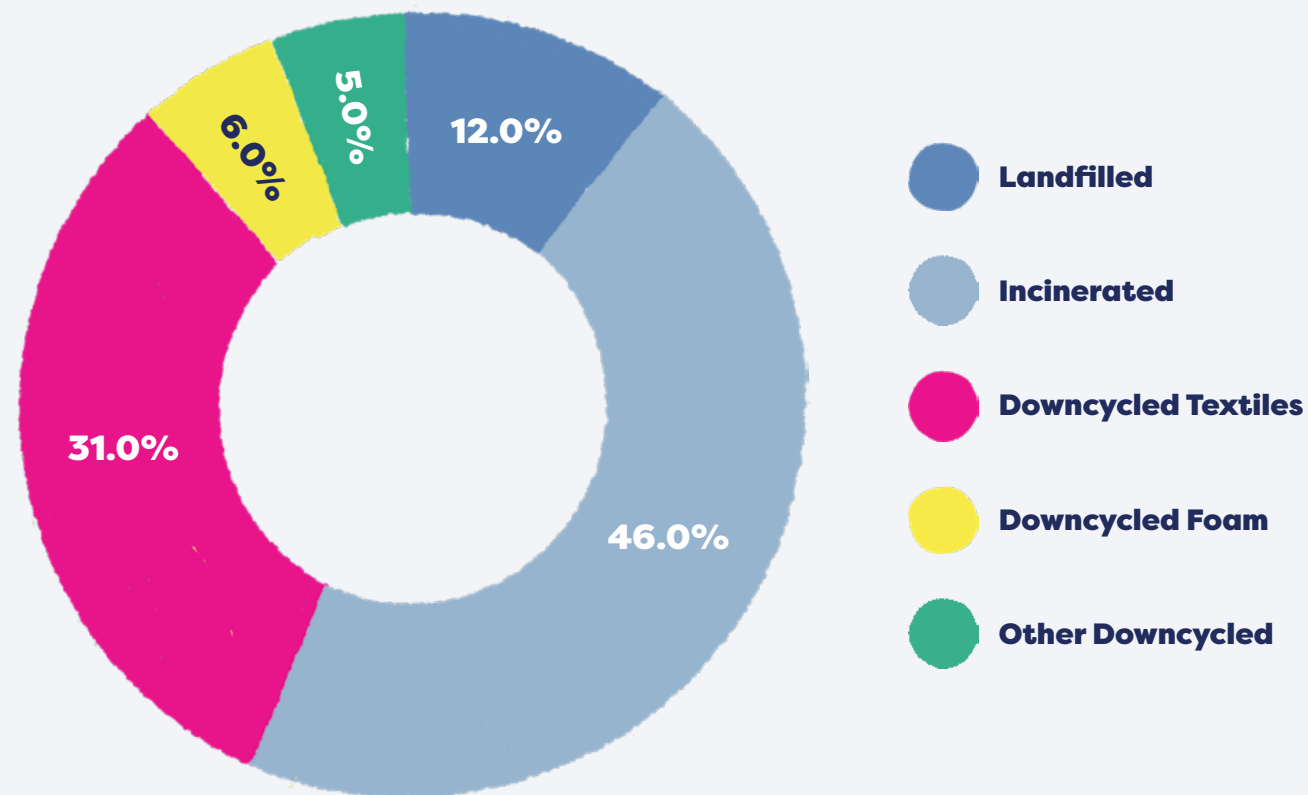
INSIDE LOOK:

TRACKING FOOTWEAR MATERIAL WASTE

In 2022, we expanded our material waste tracking program beyond Tier 1 footwear final assembly factories to include Tier 2 midsole/outsole factories as part of our goal to eliminate footwear manufacturing material waste sent to landfill or incineration. We visited our Vietnam factories in October to observe how material waste is generated and sorted at Tier 1 factories, and teams across Brooks and our factory partners are now focused on reducing the amount of waste generated through cutting-edge efficiency and material design initiatives.

In the meantime, we have a clearer picture than ever of how much waste is created in the manufacturing of our footwear and where that waste is going. In 2022, our factories downcycled more than one million kilograms of textile and foam scraps.

Destination of Material Waste from Tier 1 Footwear Factories



This is where waste from cutting, stitching, and assembly at the footwear factory is sorted and weighed before disposal. Foams, synthetics, and textile waste are sorted by material type, and the factory was able to downcycle approximately 47% of this waste.

INSIDE LOOK:

DONATING GEAR TO DIVERT FROM LANDFILL AND INCINERATION

Our effort to take responsibility for our product at its end-of-life includes a long-standing partnership with [Soles4Souls](#) to divert our footwear, apparel, accessories, and marketing materials from the landfill and incineration.

SOLES4SOULS

IN 2022, BROOKS DONATED TO SOLES4SOULS



84,339 pairs of shoes



41,835 apparel items



913 accessories

The footwear donated is sold to local micro-entrepreneurs in countries such as Haiti and Honduras, who then can resell it to earn a living.

Our 2022 donation of 84,339 pairs of shoes can **provide a full year of food, shelter, and education for 120 families** in these countries.



2022 PROGRESS UPDATE EXECUTIVE SUMMARY



DIVERSITY, EQUITY, & INCLUSION¹

	Baseline	2021	2022	Target
Maintain our Human Rights Campaign Foundation's "Corporate Equality Index" score of 100	95	100	100	100
Achieve at least 50% women² representation at all levels of Brooks U.S. employees	46.4%	51.8%	51.9%	50.0%
Achieve at least 30% BIPOC² representation at all levels of Brooks U.S. employees	21.6%	22.0%	22.4%	30.0%
Achieve 100% pay equity for all BIPOC Brooks U.S. employees	-	-	-	100%
Achieve 100% pay equity for all women Brooks U.S. employees	-	-	-	100%
Maintain 40% BIPOC² representation in marketing stories and images	55.2%	55.2%	44.8%	40.0%
Support increased diversity of U.S. running population (40% BIPOC)	33.7%	33.7%	34.3% ³	40.0%

¹All Diversity, Equity, & Inclusion targets apply to U.S. only and are based on a 2019 baseline

²Percentages represent the average representation across all levels

³Participation data was collected in 2021; participation data for 2022 will be available midyear 2023

COMMUNITY IMPACT

	Baseline	2021	2022	Target
Dedicate more than \$5 million per year in cash and gear to community impact programs	\$1.1M	\$5.7M	\$5.4M	\$5M

RESPONSIBLE SOURCING

	Baseline	2020	2021	2022	Target
100% of in-scope factories ¹ complete and verify an annual SLCP CAF assessment	49.0%	N/A	49.0%	89.0%	100%
100% of in-scope factories ² complete and verify an annual Higg FEM assessment	83.0%	83.0%	89.0%	91.0%	100%
100% of input chemicals used at in-scope factories ³ comply with the ZDHC MRSL (conformance Level 1) by 2025	68.0%	N/A	68.0%	71.0%	100%
100% of in-scope ⁴ factories achieve ZDHC Wastewater Foundational Level for heavy metals, conventional, and MRSL parameters by 2025	27.0%	N/A	27.0%	55.0%	100%
Reduce organic solvent usage to under 25 grams/pair by 2025	81g/pair	53g/pair	38g/pair	29g/pair	25g/pair

¹100% of Tier 1 factories, footwear Tier 1 subcontractor factories, Tier 2 factories located in high-risk countries for foreign migrant labour and 80% (by \$ spend) of Tier 2 factories

²100% of Tier 1 factories, footwear Tier 1 subcontractor factories and 80% (by \$ spend) of Tier 2 factories

³100% of Tier 2 midsole/outsole factories and high-volume Tier 2 textile factories

⁴100% of footwear Tier 1, Tier 2 midsole/outsole factories and high-volume Tier 2 textile factories

2022 PROGRESS UPDATE EXECUTIVE SUMMARY

CLIMATE ACTION¹

	Baseline	2022	2030 Target
Reduce absolute Scope 1 and 2 greenhouse gas emissions 50% by 2030)	2,816 MT CO ₂ e	2,683 MT CO ₂ e	1,391 MT CO ₂ e
Reduce Scope 3 greenhouse gas emissions 52% per unit of production by 2030	11.80 kg CO ₂ e / unit ²	9.51 kg CO ₂ e / unit ²	5.78 kg CO ₂ e / unit ²

¹All climate action progress is measured against baseline (2021)
²The GHG emissions intensity used by Brooks to measure scope 3 reductions is on a per unit produced basis

SUSTAINABLE CONSUMPTION

	Baseline	2021	2022	Target
Source only materials with minimum 50% recycled or bio-based content by 2030	13.0%	13.0%	13.7%	100%
Eliminate footwear manufacturing material waste sent to landfill or incineration by 2030	85.0%	85.0%	42.0%	0.0%
Launch Brooks' first fully circular performance running footwear and apparel by 2030	-	In Progress	In Progress	Launch
Launch recommerce and implement a product take-back program	-	In Progress	In Progress	Launch

APPENDIX:

Greenhouse Gas Emissions Inventory (Metric tons CO₂ equivalent)¹

Brooks conducts an annual GHG emissions inventory to measure our impact on the planet. This inventory measures all relevant Scope 1, 2, and 3 GHG emissions for the prior calendar year.

We use an operational control consolidation approach when calculating Scope 1 and 2 emissions in the GHG inventory. This consolidation approach accounts for all Scope 1 and 2 GHG emissions from operations over which Brooks is the operating entity, or where we have the authority to make operational decisions. Brooks also measures and reports on GHG emissions from all Scope 3 categories relevant to our upstream and downstream business operations (any exclusions will be disclosed and justified)².

	CY21 (base year) ³ MT CO ₂ e	CY22 MT CO ₂ e	Activities Included in Calculations
Scope 1	1,549	1,359	Combustion of fuels at owned/operated facilities and in owned/leased vehicles
Scope 2: Market-based⁴	1,268	1,410	Indirect emissions from the generation of electricity and district heating purchased and consumed by Brooks
Scope 2: Location-based	1,268	1,324	Same as above
Scope 3⁵	227,784	273,186	All other indirect emissions stemming from Brooks' value chain
Category 1: Purchased Goods and Services	147,081	215,088	Includes raw materials, packaging, marketing materials, chemical use in manufacturing, final product manufacturing energy use, manufacturing waste, and indirect procurement of raw materials
Category 3: Fuel and Energy-Related Activities	610	600	Emissions from the extraction, production, and transportation of the fuel, purchased electricity, and purchased district heating used by Brooks
Category 4: Upstream Transportation and Distribution	45,056	19,678	Transportation and distribution of products purchased by Brooks between Tier 1 suppliers and Brooks' own operations – including truck, rail, air, and ocean transportation
Category 5: Waste Generated in Operations⁶	44	40	Third-party disposal and treatment of solid waste generated in Brooks' owned/controlled operations and the transportation of waste from Brooks' facilities to waste treatment sites
Category 6: Business Travel	309	1,489	Employee business travel by air, car, and train as well as hotel stays
Category 7: Employee Commuting	1,528	2,435	Commuting by public trains, buses, and passenger cars
Category 9: Downstream Transportation and Distribution	18,073	19,617	Downstream transportation and distribution of products sold by Brooks – including truck, air, and ocean transportation as well as energy used during storage at distribution centres owned and operated by entities other than Brooks and at retail stores
Category 11: Use of Sold Products⁷	9,052	8,392	The washing and drying of apparel
Category 12: End-of-Life Treatment of Sold Products	6,032	5,847	End-of-life treatment and transportation of products, including packaging, apparel, and footwear

¹Brooks calculates their GHGe inventory in accordance with the Corporate Standard and Corporate Value Chain guidelines set forth by the GHG Protocol.

²Brooks does not account for category 2: capital goods, category 8: upstream leased assets, category 10: processing of sold products, category 13: downstream leased assets, category 14: franchises, or category 15: investments because they do not have any activities in the value chain relevant to these categories.

³Any discrepancies from prior years reports are due to recalculations made to improve accuracy of our GHGe inventory as better data and calculation methodologies became available.

⁴Market-based emissions were not calculated for the base year. They will be calculated retroactively for the baseline year and for all years moving forward. These calculations will be included in all future reporting and progress measurements. Scope 2 emissions targets have been set according to the market-based methodology.

⁵Scope 3 emissions measures all indirect emissions that were not accounted for in scope 2. All categories of emissions relevant to Brooks' business operations were included.

⁶These emissions optionally account for the transportation of waste from Brooks' facilities to waste treatment sites. These optional emissions are not included when setting/tracking progress towards our SBTs.

⁷These emissions are optionally measured and reported by Brooks and are not included when setting/tracking progress towards our SBTs.