

2016 CORPORATE RESPONSIBILITY UPDATE

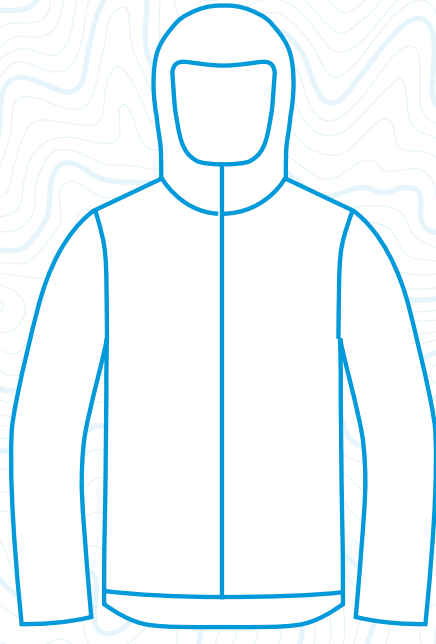
Columbia is made up of real people who are as passionate about the outdoors as you are. As a responsible company, we work to continuously innovate across all aspects of our business, especially when it comes to ethical sourcing practices, managing our environmental footprint, and giving back to communities. This performance update is a snapshot of our corporate responsibility progress for the 2016 calendar year. You can learn more about our corporate responsibility efforts at www.columbia.com/corporateresponsibility.



PRODUCT

RETHREADS 17,279 lbs
Of apparel and footwear diverted from the landfill through the Columbia ReThreads product recycling and donation program.

100%
100% responsibly-sourced down used in our products
*excluding Japan subsidiary



2.9 million
Approximately 2.9 million gallons of water saved by coloring materials without water.

8.4 million
Approximately 8.4 million units of apparel contained at least 30% recycled content.

OUTDRY EXTREME ECO

Introduced the award-winning OutDry Extreme ECO Jacket - the ultimate earth-smart rain gear made from 21 recycled plastic bottles and dye-free fabric with no PFCs intentionally added.



OPERATIONS

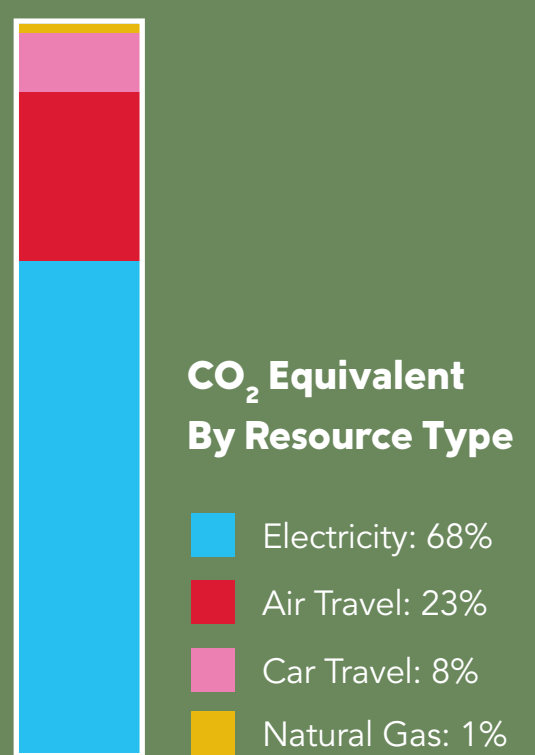


995,732 kWh
Or 12% less energy used at Headquarters through lighting retrofits and technology upgrades.

173,110
Water bottles saved from the landfill due to water refill stations at Headquarters.

Introduced new shipping polybag option made from 89% renewable resources in partnership with Avery Dennison.

18,229
Metric tons of CO₂ equivalents emitted from operations, an 11% increase from 2015 as a result of business growth, including increases in headcount, retail expansion and travel.



MANUFACTURING

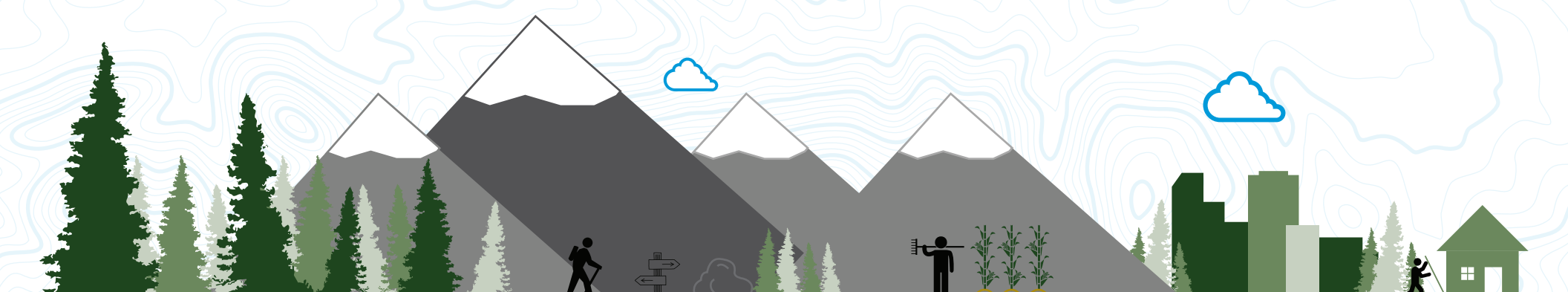
26%
Of our fabric suppliers are bluesign® system partners.

95%
Of Columbia factories received at least one unannounced social compliance audit.

87%
Of manufacturing partners received a B rating or above.
A = Performing
B = Developing
C = Under Performing
F = At Risk
BASED UPON: Audit Performance, Remediation Efforts, Management Systems Transparency.



9,355
Workers received financial empowerment training from the HERfinance program.



COMMUNITY



10,000 liters of clean drinking water
Provided daily to local communities through installation of two water filtration towers in partnership with the Planet Water and manufacturing facilities in Vietnam.
Learn more here: <https://youtu.be/cqnXgg2AMV0>

3,057 hours
Paid for employees to use towards volunteer efforts in their community.

5 years
Of the Columbia/Grassroots Belay Grant Program. Invested \$430,000 in 86 local outdoor education and conservation efforts across the U.S.

7 years
As an official sponsor of National Trails Day, an event dedicated to stewardship of America's trails, their surrounding natural areas, and the hiking experience. Raised \$67K for American Hiking Society through online promotional efforts.

\$1.7 million
Invested in 450+ nonprofit organizations around the world dedicated to getting kids outside, conserving the outdoors, and building healthy communities.



■ Donations: \$1.35 Million
■ Employee Donation Matching: \$55,272
■ Sales-Driven Donations: \$311,568

\$80,000
Raised for the National Park Foundation through the Columbia National Park apparel collection.