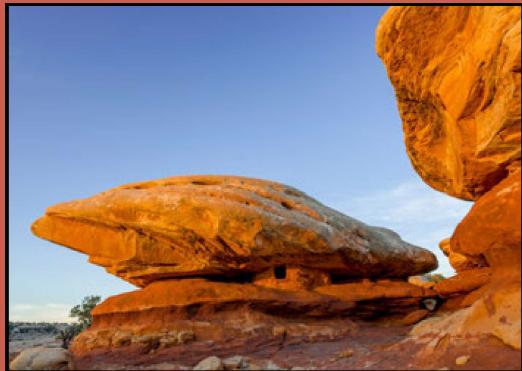


CASE STUDY

Supporting Indigenous Stewardship of Bears Ears



Ancient dwellings in Bears Ears National Monument, Utah.

Jeff Foott

In late 2017, some may recall, we sued President Trump for reducing the Bears Ears and Grand Staircase-Escalante National Monuments. But it was never just Patagonia suing Trump. We were joined as plaintiffs by several other organizations, including the Bears Ears Inter-Tribal Coalition (BEITC). We'd been supporting this coalition and other Indigenous partners leading the call to protect this ecologically rich and culturally sacred land for years. When we rallied our network and the wider public in 2017, more than 280,000 people joined us in opposing the president's illegal cuts.

Once Trump left office, President Biden restored the monuments and work began on an even greater precedent: the first-ever national monument management plan informed by Tribal Nations. In partnership with BEITC, we reached back out to our community through Action Works to provide public comment in favor of their plan. We also paired the action with a short video featuring members of BEITC to raise awareness of the historic nature of this moment and the importance of Indigenous voices in land management and conservation.

The Action Works community responded, submitting close to 10,000 public comments to chip in to the wider mobilization led by BEITC. In January 2025, the Bureau of Land Management and the US Forest Service formally adopted the plan.

BLIND DATA

On Patagonia.com, we want to make it easy for customers to find and purchase what they came for, but we do not want to urge activists to shop if they came to engage on environmental issues. As a core principle, we do not use data related to a person's engagement with Patagonia Action Works or their engagement with Patagonia on environmental advocacy more generally, like to pitch them our gear. We understand that our credibility requires keeping commercial intent and personal data separate and private, and we do.

OUR LOVE-HATE RELATIONSHIP WITH BLACK FRIDAY

The frenzy of Black Friday never sat well with us, and for over a decade, we have been subverting this capitalistic weekend. In 2011, we placed an ad in *The New York Times* to not buy our stuff. In 2016, we donated 100% of net sales to grassroots groups. More recently, in 2023, we saw an opportunity to re-engage on one of our long-standing environmental campaigns, protecting the Arctic, and to show up across all of our channels and throughout every customer's experience of our company.

With the threat of Big Oil and gas looming, we funneled our call to action into feeds, shopping carts, text threads and inboxes with clear pathways for our community to respond, including submitting comments to legislators (we suggested scripts) and donations to the local engines of change. Our Alaska Black Friday action resulted in:

- 60,000 total comments submitted to protect the Arctic National Wildlife Refuge, Western Arctic Reserve and Brooks Range (45% of those submitting comments were newbies to Patagonia)
- \$5,685 raised to support the local groups, including Trustees for Alaska, Earthjustice, Gwich'in Steering Committee, Alaska Wilderness League and Northern Alaska Environmental Center
- 5,600 clicks directly to campaign-featured organizations

During their fall migration, over 100,000 of the Western Arctic Caribou Herd swim through rivers like the Kobuk. Climate change and habitat loss have caused their numbers to plummet—like most caribou herds in the Arctic.
Seth Kantner



05

We make it easier to vote the planet.

It has been part of our company DNA for nearly 50 years. And for every win, there's always another challenge that demands our vote or participation in political processes. Today, the climate and biodiversity crises are more urgent than ever, so we're not slowing down.

During election seasons, we close our North America offices and retail stores so employees can have a paid day off to vote and volunteer—by writing letters, phone-banking and canvassing—to help elect candidates who share our sense of urgency in addressing the climate crisis. And we see potential to grow our ranks. In the US, fewer than 33% of our customers or Action Works members had previously canvassed, phone-banked or worked to register voters.

A 2024 ELECTION SNAPSHOT

We asked our community to go beyond just voting for climate champions and to reach out to voters in their area via a partnership with League of Conservation Voters.

1,785

Total volunteer shifts to canvass in communities across the US

9%

Shifts filled for League of Conservation Voters during their election mobilization in 2024

47

States represented in volunteer sign-ups

2.2

Shifts on average per volunteer



Little big league. On Vote Early Day 2024, more than 35 Patagonia employees joined the League of Conservation Voters GreenRoots team to get out the vote for climate in Las Vegas, Nevada.

Elizabeth Anderson



Work in Progress Report

DEMOCRACY WORKS WHEN WE DO

How we've gotten out the vote the past 20+ years.

2004-2014

First Vote the Environment campaign

We ran voter registration and get out the vote campaigns in partnership with organizations like HeadCount and League of Conservation Voters, and partnered with artists and musicians like Jack Johnson and Wilco.

2018

Time to Vote

Alongside Levi Strauss & Co. and PayPal, we launched [Time To Vote](#), a nonpartisan coalition to improve voter access. Each company in the coalition has committed to giving their employees time off to vote. What started as a community of 411 businesses in 2018 has grown to more than 2,000 by 2024. For the first time ever, we endorsed two candidates for the US Senate: Jon Tester for Montana, and Jacky Rosen for Nevada. Both win close elections.

2022

Democracy Works When We Do

For the 2022 midterms, we call on our community to do more than vote. Through our partnership with Power the Polls, we sign up 3,000+ people to be poll workers, placing Patagonia in the top 15 recruiters nationwide. Of those who turned out, 81.5% were new to our activism efforts.

2016

Gone Votin'

We close all locations on Election Day—a first in company history—so everyone has the time and space to make it to the polls.

2020

Vote Climate Deniers Out of Office

We release a feature film documentary, *Public Trust*, and tap sports ambassadors to rally their fellow athletes. During the election cycle, we endorse Arizona's Mark Kelly and his commitment to promoting public lands and protecting the Grand Canyon from mining. He took the win for a seat in the US Senate. In Maine, we endorse Sara Gideon for her pro-environmental record and clean energy platform, and Montana's Steve Bullock for his commitment to protecting public lands. Unfortunately, Gideon and Bullock don't win their races.

2024

Vote Her

We shift our Election Day company closure to October 29, aka National Vote Early Day. Employees receive a paid day off to vote early and volunteer. As a result, 18% of our employees participate in mobilizing the vote, including more than 35 who bus it to Las Vegas, Nevada, to knock on 1,876 doors.

06

We hire athletes who are activists.

Our ambassadors are megaphones for what matters: advocating for climate policy, rallying against extraction, and supporting and listening to Indigenous communities who are the original stewards of the places where we recreate. A portion of these ambassadors are also Patagonia Global Sports Activists (GSA), who are salaried, fixed-term employees with full benefits. They actively engage in business activities, lead initiatives that drive impact and regularly participate in company and category team meetings. They are assigned projects, have defined deliverables and play a direct role in advancing our purpose.

Here's how a few in our community have turned their sport, and livelihood, into climate action:



Ramón Navarro GSA Surf Ambassador

Chilean big-wave surfer Ramón Navarro has always combined his passion for surf with a commitment to preserving the waters that raised him. He's dedicated years to joining the Kawésqar—a traditionally nomadic Indigenous community who had their practices stripped from them during the colonization of Chilean Patagonia—in a rally to protect their homeland and ancestral waters that have been polluted by the salmon fishing industry. As the fight continues, check out Ramon's journey in our film *Corazón Salado*.

Photos: (left to right) Jeff Johnson, Courtesy of Protect Our Winters, Shaun Price



Caroline Gleich Snow Ambassador

"In 2024, I ran for US Senate in Utah. I had an inkling of how unpleasant it would be, but I couldn't sit on the sidelines while people and places I loved were under threat." Mountaineer and winter alpinist Caroline Gleich describes her bid to replace Mitt Romney as "the hardest thing I've ever done ... Harder than skiing steep lines. Harder than standing on Himalayan summits. But I did it anyway. And I'd do it again." Gleich lost her congressional race but remains an advocate: She's serving as a UN Marathon Ambassador for the High-Level International Conference on Glaciers' Preservation in Tajikistan, and her podcast, the *Caroline Gleich Show*, explores how quite literally "sports can change the world."



Tommy Caldwell GSA Rock Climbing Ambassador

Climber, author and activist Tommy Caldwell puts up first ascents on the world's most intimidating walls and often uses his feats to raise awareness for protecting public lands, like Bears Ears National Monument and Oak Flat, Arizona. Most recently, he joined the effort to protect Cochañó Valley in Chile, a world-class climbing location and a region rich in biodiversity, with 328,000 acres of soaring granite, verdant forests and abundant wildlife.

"Climbing, at its best, is so much more than sport or recreation," Tommy said about his latest Patagonia article, "[Beneath the Rock](#)," which we shared in *Routefinding*, a newsletter we launched with Tommy in 2025. "To me, it has come to represent the essentials of life: a deep connection to community, place and self."

**WHERE OUTDOOR SPORT
MEETS COMMUNITY ACTION**

It's a sweet spot we know and love well. Here are a few peeks into some efforts we've spearheaded over the years to use sport, and the love we all have for it, as a force for good. (You don't have to be a professional athlete to identify as a sports activist—just ask our employees.)



Running Up for Air

For the past decade, we have supported RUFA (Running Up for Air), a series of mountain endurance events that raises money and awareness for air quality via collective action through sport. Our stores, wholesale accounts and other community hubs joined forces to educate community members and raise funds for organizations working toward clean-air solutions. In June 2024, we hosted the Global RUFA Clean Air Vert Challenge, which mobilized over 1,150 people at 53 in-person RUFA events. 253,000 people joined our Running Up For Air Strava Challenge, which accumulated over 285,680,206 feet of vert over 4,530,990 miles.

takayna: A Story that Ignited a Campaign

Our 2018 film *takayna*, a project in partnership with 1% for the Planet® grantee Bob Brown Foundation, chronicled one runner's race to protect the takayna / Tarkine, the world's second largest temperate rainforest. Global communities rallied and the campaign resulted in the biggest petition ever presented in an Australian parliament.

In 2019, runners inspired by the film proposed an ultramarathon in the Tarkine. This Patagonia Australia-sponsored event brought together 100 runners to raise over \$100,000 in its first year. In March 2025, it raised \$414,000, making it the foundation's biggest-ever fundraiser.

"The event symbolized the connection to the importance of wild spaces, wherever they are in the world, as well as the people who are passionate about protecting them," says Patagonia Trail Running Ambassador Krissy Moehl, who ran the inaugural ultra. "If you get out in it to know it, then you'll love it. If you love it, you'll protect it."

Opening Up the Outdoors in Europe

Outdoor communities that welcome and represent all types of people are more vibrant and powerful. Making the outdoors accessible (and joyful) for all isn't just the right thing to do—it's a core pillar of climate action. That's why we co-founded OUTO (Opening Up The Outdoors) in 2021 with The North Face, Adidas Terrex, Arc'teryx and Vivobarefoot. The nonprofit works to increase inclusivity and build an anti-racist outdoor scene throughout Europe.

Fun fact: OUTO offers a 12-week accelerator for nature lovers who want to scale their startup businesses, nonprofits or clubs serving communities that have been underrepresented in outdoor recreation. Called the Changemaker Programme, it has 56 graduates from UK, Germany, Austria and Switzerland. One of these grads is Emmanuel Ojo, creator of Soft Life Ski, an Afro-Caribbean festival that combines snow and music into one rad party on the slopes. In just a few years, the event has tripled in size, with 10,000 signups in 2024.

Photos: (left to right) Forest Woodward, Jarrah Lynch, Annette Monheim | Opening Up the Outdoors



Earth is no easy boss.

IMPACT Work in Progress REPORT

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patagonia

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Appendix I: California Benefit Corporation Statement

The Board of Directors has reviewed this Work in Progress Report, which is an updated version of the Company's Annual Benefit Report. While we always work toward continuous improvement, we can comfortably endorse the statement below as required by the State of CA based on our status as a Benefit Corporation.

"In the opinion of the Board of Directors of Patagonia Works, the benefit corporation did not fail to pursue its general, or any specific, public benefit purpose in all material respects during the period covered by this report."

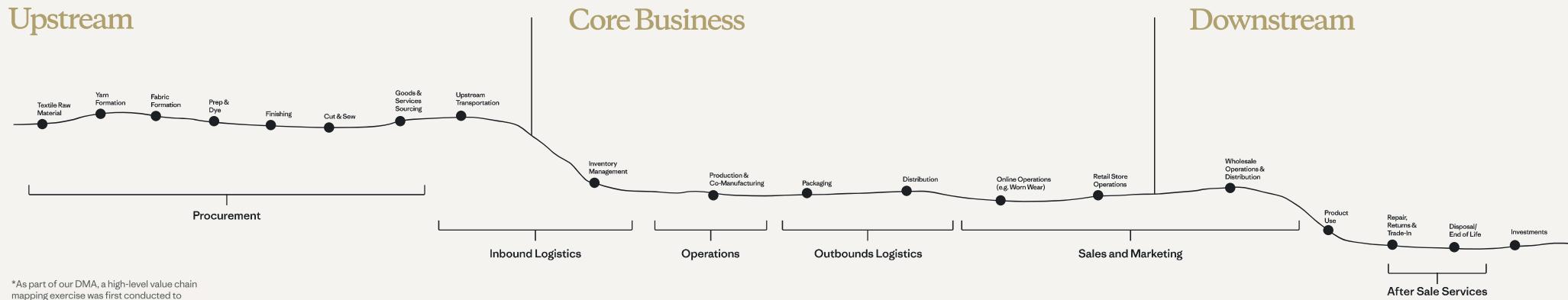
Appendix II: Double Materiality Assessment

Patagonia considered the environmental, social and governance ("ESG") topics listed in then ESRS 1 AR 16 of the EU Corporate Sustainability Reporting Directive ("CSRD") European Sustainability Reporting Standards ("ESRS") (over 90 topics in total) and researched and evaluated the impacts (social and environmental impacts) of each topic across the Patagonia value chain and the risks and opportunities (financial, reputational, regulatory, strategic and operational) for each of the potentially relevant topics.

Patagonia then scored the size ("severity" of impacts and "magnitude" of risks and opportunities), likelihood and time frame of the impacts, risks and opportunities (and their effect on human rights for the social impacts) to determine and prioritize relevant topics.

Patagonia then reached out to stakeholders and/or their representatives from across the business who are affected by and/or use its sustainability information, including but not limited to management, employees, customers, suppliers and ambassadors, to supplement their assessment and finalize their conclusions.

The graphic below depicts the value chain evaluated during our Double Materiality Assessment.



*As part of our DMA, a high-level value chain mapping exercise was first conducted to understand Patagonia's upstream, downstream and own operations, as well as to identify relevant business relationships.

ESRS Topics Considered

This table presents the initial set of 92 ESRS-aligned topics considered, which were systematically refined to a final list of 11 material topics (see page 11).

Topic	Subtopic	Sub-Subtopic
Climate change	Energy	Energy
Climate change	Climate change adaptation	Climate change adaptation
Climate change	Climate change mitigation	Transition risk
Climate change	Climate change mitigation	Physical risk
Climate change	Climate change mitigation	GHG emissions (Scope 1 and 2)
Climate change	Climate change mitigation	GHG emissions (Scope 3)
Pollution	Pollution of air	Pollution of air
Pollution	Pollution of water	Pollution of water
Pollution	Pollution of soil	Pollution of soil
Pollution	Pollution of living organisms and food resources	Pollution of living organisms and food resources
Pollution	Substances of concern	Substances of concern
Pollution	Substances of very high concern	Substances of very high concern
Pollution	Microplastics	Microplastics
Water and marine resources	Water	Water consumption
Water and marine resources	Water	Water withdrawals
Water and marine resources	Water	Water discharges

ESRS Topics Considered

Continued

Topic	Subtopic	Sub-Subtopic
Water and marine resources	Water	Water discharges in the oceans
Water and marine resources	Marine resources	Extraction and use of marine resources
Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Climate change
Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Land-use change, freshwater-use change and sea-use change
Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Direct exploitation
Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Invasive alien species
Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Pollution
Biodiversity and ecosystems	Impacts on the state of species	Impacts on the state of species
Biodiversity and ecosystems	Impacts on the extent and condition of ecosystems	Impacts on the extent and condition of ecosystems
Biodiversity and ecosystems	Impacts and dependencies on ecosystem services	Impacts and dependencies on ecosystem services
Circular economy	Resources inflows, including resource use	Resources inflows, including resource use
Circular economy	Resource outflows related to products and services	Resource outflows related to products and services
Circular economy	Waste	Waste
Own workforce	Working conditions	Secure employment including social protection
Own workforce	Working conditions	Working time
Own workforce	Working conditions	Adequate wages

ESRS Topics Considered

Continued

Topic	Subtopic	Sub-Subtopic
Own workforce	Working conditions	Social dialogue
Own workforce	Working conditions	Freedom of association, the existence of works councils and the information, consultation and participation rights of workers
Own workforce	Working conditions	Collective bargaining, including rate of workers covered by collective agreements
Own workforce	Working conditions	Work-life balance
Own workforce	Working conditions	Health and safety
Own workforce	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value
Own workforce	Equal treatment and opportunities for all	Training and skills development
Own workforce	Equal treatment and opportunities for all	Employment and inclusion of persons with disabilities
Own workforce	Equal treatment and opportunities for all	Measures against violence and harassment in the workplace
Own workforce	Equal treatment and opportunities for all	Diversity
Own workforce	Other work-related rights	Child labor
Own workforce	Other work-related rights	Forced labor
Own workforce	Other work-related rights	Adequate housing
Own workforce	Other work-related rights	Privacy
Workers in the value chain	Working conditions	Secure employment, including social protection

ESRS Topics Considered

Continued

Topic	Subtopic	Sub-Subtopic
Workers in the value chain	Working conditions	Working time
Workers in the value chain	Working conditions	Adequate wages
Workers in the value chain	Working conditions	Social dialogue
Workers in the value chain	Working conditions	Freedom of association, including the existence of work councils
Workers in the value chain	Working conditions	Collective bargaining
Workers in the value chain	Working conditions	Work-life balance
Workers in the value chain	Working conditions	Health and safety
Workers in the value chain	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value
Workers in the value chain	Equal treatment and opportunities for all	Training and skills development
Workers in the value chain	Equal treatment and opportunities for all	Employment and inclusion of persons with disabilities
Workers in the value chain	Equal treatment and opportunities for all	Measures against violence and harassment in the workplace
Workers in the value chain	Equal treatment and opportunities for all	Diversity
Workers in the value chain	Other work-related rights	Child labor
Workers in the value chain	Other work-related rights	Forced labor
Workers in the value chain	Other work-related rights	Adequate housing

ESRS Topics Considered

Continued

Topic	Subtopic	Sub-Subtopic
Workers in the value chain	Other work-related rights	Water and sanitation
Workers in the value chain	Other work-related rights	Privacy
Affected communities	Communities' economic, social and cultural rights	Adequate housing
Affected communities	Communities' economic, social and cultural rights	Adequate food
Affected communities	Communities' economic, social and cultural rights	Water and sanitation
Affected communities	Communities' economic, social and cultural rights	Land-related impacts
Affected communities	Communities' economic, social and cultural rights	Security-related impacts
Affected communities	Communities' civil and political rights	Freedom of expression
Affected communities	Communities' civil and political rights	Freedom of assembly
Affected communities	Communities' civil and political rights	Impacts on human rights defenders
Affected communities	Rights of Indigenous communities	Free, prior and informed consent
Affected communities	Rights of Indigenous communities	Self-determination
Affected communities	Rights of Indigenous communities	Cultural rights
Consumers and end-users	Information-related impacts for consumers and/or end-users	Privacy
Consumers and end-users	Information-related impacts for consumers and/or end-users	Freedom of expression

ESRS Topics Considered

Continued

Topic	Subtopic	Sub-Subtopic
Consumers and end-users	Information-related impacts for consumers and/or end-users	Access to quality information
Consumers and end-users	Information-related impacts for consumers and/or end-users	Complaints management
Consumers and end-users	Personal safety of consumers and/or end-users	Health and safety
Consumers and end-users	Personal safety of consumers and/or end-users	Security of a person
Consumers and end-users	Personal safety of consumers and/or end-users	Protection of children
Consumers and end-users	Personal safety of consumers and/or end-users	Non-discrimination
Consumers and end-users	Personal safety of consumers and/or end-users	Access to products and services
Consumers and end-users	Personal safety of consumers and/or end-users	Responsible marketing practices
Business conduct	Protection of whistleblowers	Protection of whistleblowers
Business conduct	Corporate culture	Corporate culture
Business conduct	Animal welfare	Animal welfare
Business conduct	Political engagement	Political engagement
Business conduct	Management of relationships with suppliers, including payment practices	Management of relationships with suppliers, including payment practices
Business conduct	Corruption and bribery	Prevention and detection, including training
Business conduct	Corruption and bribery	Incidents

Appendix III: GHG Emissions Appendices

Because greenhouse gas (GHG) emissions were identified as the most material topic in this report, we are working toward aligning with the relevant ESRS disclosure requirements. The CSRD Index below identifies where you can locate each of the E1 - Climate Change ESRS Disclosures within the GHG Emissions Section of the Progress Report.

(MDRs under the CSRD are Minimum Disclosure Requirement. IROs under the CSRD are Impact, Risk, and Opportunity. SBMs under the CSRD are Strategy and Business Model.)

3.1 - CSRD Index: E1 - Climate Change

ESRS Disclosure	Page #	GHG Emissions Report Section
E1.IRO-1: Description of topic-specific processes to identify and assess material impacts, risks and opportunities	11 80	Our Double Materiality Assessment Greenhouse Gas Emissions: Understanding Our Climate Impacts, Risks and Opportunities
E1.SBM-3: Material IROs and their interaction with strategy and business model	80 143	Greenhouse Gas Emissions: What We Found Appendix III, Chart 3.2
E1-1: Transition plan for climate change mitigation	82-83 87-90 93	GHG Emissions and Types Actions and Resources to Meet Our Targets and Policy Objectives How We Ensure That We Continue to Do the Work and Incorporating Our Climate Transition Plan Into the Business
E1-2, MDR-P: Policies related to climate change mitigation and adaptation	86 144	Getting to Net Zero Appendix III, Chart 3.3
E1-3, MDR-A: Action and resources in relation to climate change policies	87-90	Actions and Resources to Meet Our Targets and Policy Objectives
E1-4, MDR-T, MDR-M: Targets related to climate change mitigation	84	Net Zero by 2040: Our Approach and What We Signed Up For
E1-5: Energy consumption and mix	80-81	Greenhouse Gas Emissions: Energy Consumption and Types
E1-6: Gross scope 1, 2, 3 and total GHG emissions	82-83	GHG Emissions and Types
E1-7: GHG removals and GHG mitigation projects financed through carbon credits	93	How We Ensure That We Continue to Do the Work
E1-8: Internal carbon pricing	93	How We Ensure That We Continue to Do the Work
E1-9: Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	93	How We Ensure That We Continue to Do the Work

Appendix III: GHG Emissions Appendices

3.2 - SBM-3: Material IROs and Their Interaction with Strategy and Business Model - Climate Change

Subtopic	Sub-Subtopic	Material IRO	Likelihood	Time Horizon	Value Chain	Description
Climate Change Mitigation	GHG Emissions Scope (Scope 1 and 2)	Risk	Almost Certain	Mid-Term	Wholly Owned Operations	<p>Stakeholder Pressure/Scrutiny: Scope 1 and 2 GHG emissions are about 1% of Patagonia's global greenhouse gas emissions every year; Patagonia has direct control over the decarbonization of Scope 1 and 2 emissions via electrification and procurement of renewable energy; and Patagonia has already taken significant actions to reduce Scope 1 and 2 emissions. However, employees, consumers, activists, media and regulators may raise concerns about carbon footprints associated with energy usage and poor energy practices in our own operations, resulting in brand and reputational damage.</p> <p>Competitive Disadvantage: The inability to satisfy customer climate adaptation demands also prevents access to certain markets.</p>
Climate Change Mitigation	GHG Emissions Scope (Scope 3)	Impact	Almost Certain	Mid-Term	Product Sourcing and Product Use and End-of-Use	<p>Environmental: Increased concentrations of GHG emissions in the atmosphere contributes to rising temperatures, and rising temperatures impact the climactic stability of global ecosystems and biomes. Patagonia's Scope 3 emissions are the most impactful since they average nearly 99% of total greenhouse gas emissions every year, and Patagonia has limited direct control over the decarbonization of its supply chain since it does not own that manufacturing.</p> <p>Social: In addition, climate change disproportionately impacts historically underserved and marginalized communities; results in displacement and migration of communities; fuels food and water insecurity; exacerbates socioeconomic inequality; and has other adverse social impacts.</p>
Climate Change Mitigation	GHG Emissions Scope (Scope 3)	Risk	Almost Certain	Mid-Term	Product Sourcing and Product Use and End-of-Use	<p>Operational Inefficiencies: Shifting suppliers or changing sourcing practices to reduce emissions can disrupt the supply chain, leading to delays and potential product shortages.</p> <p>Emerging Regulations: Global regulators are implementing stricter regulations related to emissions reporting and reductions. Companies that don't comply may face fines and legal consequences.</p> <p>Stakeholder Pressure/Scrutiny: Stakeholders such as investors, activists, media, regulators and consumers may raise concerns about carbon footprints resulting in brand and reputational damage.</p>
Climate Change Mitigation	GHG Emissions Scope (Scope 3)	Opportunity	Almost Certain	Mid-Term	Product Sourcing and Product Use and End-of-Use	<p>Increased revenue: Reducing Scope 3 emissions can support growing consumer demand for products and services with lower carbon footprints resulting in increased revenue.</p> <p>Innovation: Integrating Scope 3 emissions reduction and climate change risk into strategic planning can lead to innovation, new product development and enhanced supply chain resilience.</p> <p>Reputation Gains: Demonstrating a commitment to reducing Scope 3 emissions can enhance a company's reputation as environmentally responsible, attract environmentally conscious customers and build stronger brand loyalty.</p>

Appendix III: GHG Emissions Appendices

3.3 - E1-2, MDR-P: Policies Related to Climate Change Mitigation and Adaptation

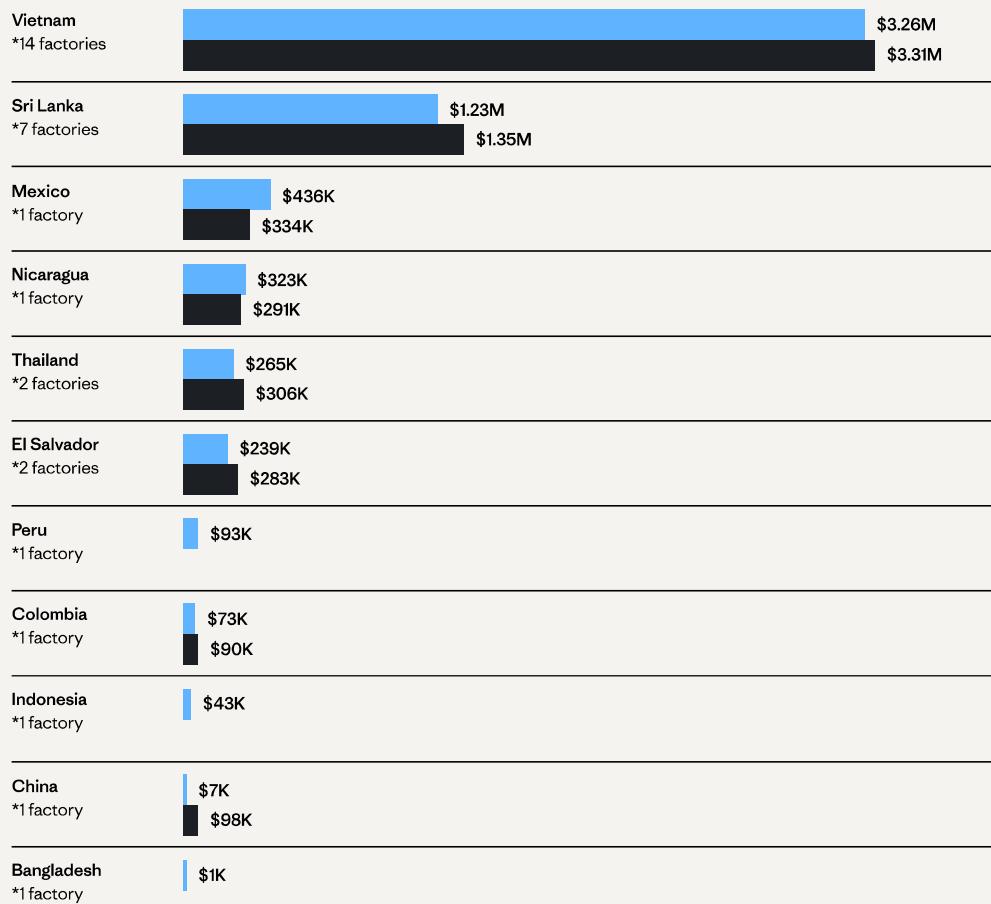
Policies	Content	Scope	Senior Level Responsible
No New Coal Policy	Ensures that Patagonia Inc. does not begin doing business with any new supplier, either for finished goods or raw materials, that burns coal.	Upstream (Tier 1-3 suppliers)	President
No Carbon Offset Policy	Mandates that employees do not purchase carbon offsets to offset emissions coming from business activities, and that they refuse provisions in agreements with third-party vendors related to the purchase of carbon offsets on Patagonia's behalf or to offset the carbon emissions generated by doing business with Patagonia.	Own Operations, Purchased Goods and Services	Board of Directors
Supply Chain Environmental Impact Supplier Manual	Outlines energy and climate-related requirements and policies that Patagonia Inc. suppliers must comply with.	Upstream (Tier 1-4 suppliers)	President

Appendix IV: Labor and Social Responsibility

As part of our Labor and Social Responsibility section of the Product Chapter (see page 69), we have included additional charts and graphs for Fair Trade and Factory Working Hours.

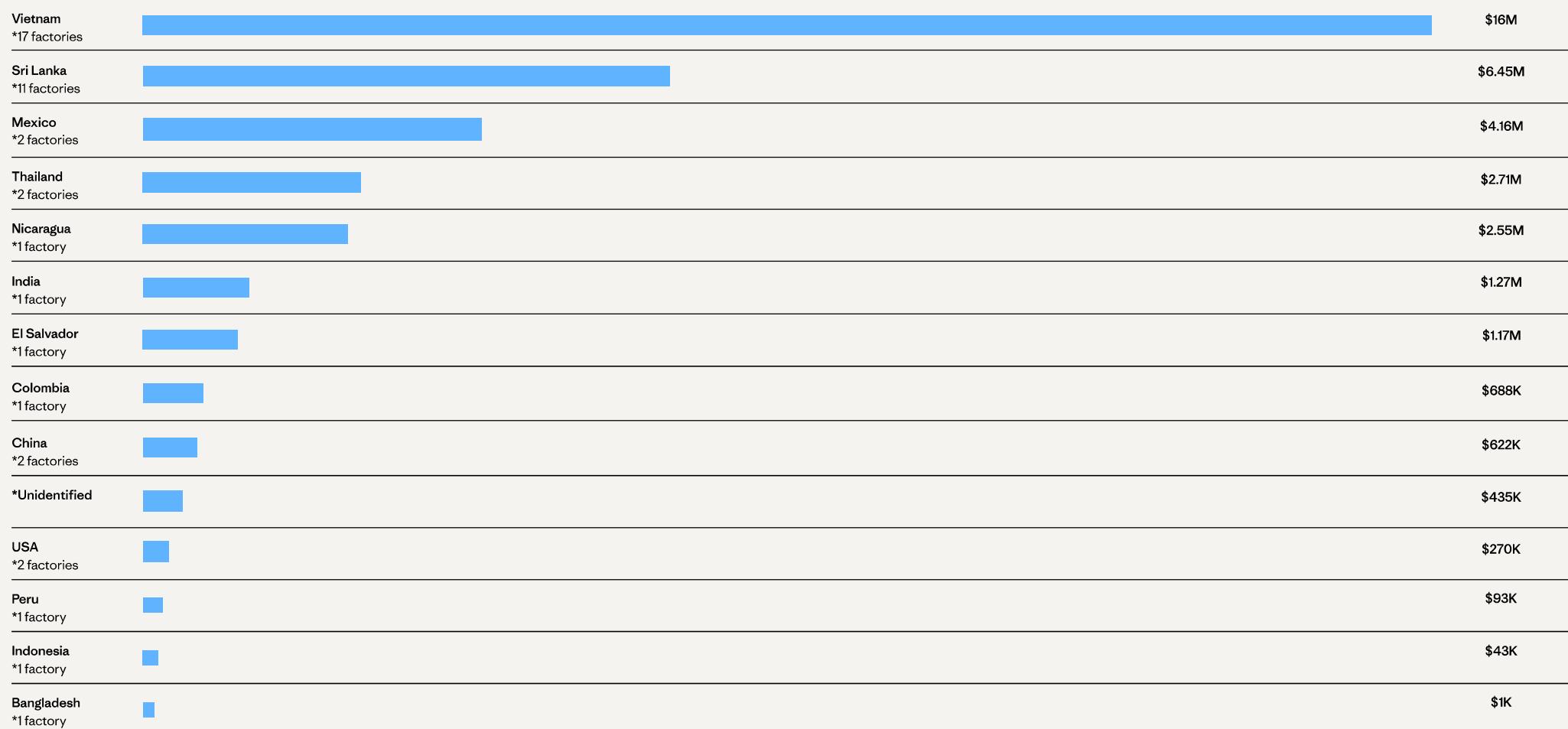
4.1 - Fair Trade Premiums Paid by Country

● 2024 ● 2023



4.2 - Fair Trade Premiums Paid by Country Since 2014

Fair Trade premiums by country paid out from 2014 to December 2024 (currency in USD).



4.3 - Factory Working Hours

Weekly working hours and overtime by country.

Country	Average Number of Working Hours per Week (2024)	Legal Limit for Regular Weekly Working Hours	Average Number of OT Hours per Week (2024)	Total Weekly Hours
Bangladesh	48.0	48.0	8.0	56.0
Colombia	46.0	46.0	8.0	54.0
El Salvador	44.0	44.0	11.0	55.0
Indonesia	40.0	40.0	10.5	50.5
Mexico	48.0	48.0	6.0	54.0
Nicaragua	48.0	48.0	15.8	63.8
Peru	48.0	48.0	7.0	55.0
Sri Lanka	44.9	45.5	8.4	53.2
Thailand	48.0	48.0	3.5	51.5
Vietnam	48.0	48.0	6.3	54.3
Grand Total	46.3	46.4	8.4	54.7

Appendix V: 1% for the Planet Fiscal Year 2025 Grantee List

All 824 global grantees grouped by country and listed alphabetically.

Albania	EcoAlbania Qendra Network Albania	Austria (cont'd)	Protect Our Winters Austria Radius - Verein zur Förderung von Umweltschutz, Wissenschaft, Bildung Riverwatch - Society for the Protection of Rivers Verein Fairkehrswende Wien Verein Lebenswerte Region WET - Wildwasser erhalten Tirol	Canada (cont'd)	Raincoast Conservation Foundation RAVEN (Respecting Aboriginal Values & Environmental Needs) Redd Fish Restoration Society RSBC Rivershed Society of British Columbia Salmon Coast Field Station Society Sierra Club of BC Foundation Skeena Watershed Conservation Coalition SkeenaWild Conservation Trust Small Change Fund Swim Drink Fish Turtle Protectors Watershed Watch Salmon Society West Coast Environmental Law Wildsight Wilp Gwininitxw Wilps 'Wii K'aax
Argentina	Asociación Civil Germinar Zona Norte Asociación de Escalada Bariloche (AEBAR) AquaMarina Fundación Anfibia Fundación de la Tierra Fundación Labradoras de San Isidro Un Árbol ONG	Belgium	Climate Action Network Europe Low Impact Fishers of Europe, ASBL REScoop.eu VZW Klimaatzaak	Bosnia & Herzegovina	Centar za životnu sredinu / Center for Environment Foundation Atelier for Community Transformation ACT
Australia	Australian Marine Conservation Foundation Bob Brown Foundation Currie Country Social Change Aboriginal Corporation Environment Tasmania Inc. Environment Victoria Environmental Justice Australia Friends of the Earth Melbourne Great Forest National Park (Friends of Leadbeater's Possum Inc.) Lake Pedder Restoration Inc. Mackay Conservation Group North East Forest Alliance Otway Coastal Environment Action Network (OCEAN) Our Islands Our Home (350 Australia) Queensland Conservation Council Seed Indigenous Youth Climate Network Surf Coast Energy Group (SCEG) Surfers For Climate Surfrider Foundation Australia The Forktree Project The Returning Indigenous Organisation Operation Crayweed (University of New South Wales) Southwest Marine Debris Cleanup (Wildcare Incorporated)	Canada	Awi'nakola Foundation Cetus Research & Conservation Society CPAWS Northern Alberta CPAWS Yukon Dogwood Don't Mess with the Don Canada Ecojustice Canada Society Ecology Action Centre Ecotrust Canada Elk Root Conservation Farm Society FarmFolk CityFolk For Our Kids Climate Education Society Gitanyow Hereditary Society Indigenous Climate Action Inherited Living Lakes Canada MakeWay Charitable Society - BC Freshwater Initiative MakeWay Charitable Society - Dasiqox Tribal Park Initiative MakeWay Charitable Society - Organizing for Change Project National Wildlife Centre Neighbours United (legal name: Neighbours United for Nature Society)	Chile	Defensoría Ambiental Fundación Ao Tupuna Fundación Bandada Fundación Hach Saye Fundación Naturaleza Pública Fundación Sociedades Sustentables Fundación Symbiótica Fundación Titanas Outdoor Organización Migrantes Organización Valle Cochamó Red de Mujeres Originarias por la Defensa del Mar Ríos Protegidos Ser del Sur
Austria	African Cultural Organization Attac Austria Bürgerinitiative Feldring Kollektiv Periskop Naschgarten			Czech Republic	Bieno, z.s. CEE Bankwatch Network Hnuti DUHA - Friends of the Earth Czech Republic Hnuti DUHA Šelmy Na mysli, z.ú.

Appendix V: 1% for the Planet Fiscal Year 2025 Grantee List

Denmark	Danmarks Naturfredningsforening Foreningen Madland Skjern Å Sammenslutningen (SÅS)	Germany (cont'd)	Förderverein Arbeitsgemeinschaft bäuerliche Landwirtschaft Mitteldeutschland e.V. Gaswende German Zero Hamburg Klimaneutral e.V. Kippunkt Klimagerechtigkeit e.V. Klima Kollektiv e.V. Klimaschutz im Bundestag e.V. Klima-Taskforce e.V. Leocor gGmbH LET'S DO MOOR e.V. LINGO e.V. Mission to Marsh gGmbH Mobilitätswende Camp München Naturstiftung David Netzwerk Energiewende Jetzt e.V. Netzwerk Klimajournalismus Organisieren und Erinnern e.V. POW Germany e.V. Projekt Menschlichkeit Pulszeit e.V. Pure Water for Generations e.V. Save Oder Die (subgroup of Rewilding Oder Delta) Solarenergie-Förderverein Deutschland e.V. Soziale Wärmewende Stop Ecocide Germany Sustainable Climate Activism // KIB e.V. Together for Future e.V. VIVO Carbon Volksentscheid Baum - Baumentscheid Wir Fahren Zusammen	Italy	A Sud - Ecologia e Cooperazione Arianova Associazione Amici della Val Codera ODV Centro Internazionale Crocevia Centro Italiano per la Riqualificazione Fluviale ETS Ci Sarà Un Bel Clima Collettivo Rewild Sicily Comitato Litorale Vivo: "Ambiente, Sport e Cultura Costiera" Delegazione Europea per l'Agricoltura Familiare in Asia, Africa e America Latina (DEAFAL ONG) Dislivelli Fondazione MedReAct ETS ITALIA NOSTRA APS Legambiente FVG APS Legambiente Treviso APS Orti Botanici di Ome ODV Protect Our Winters Italy ReCommon Rinascimento Green Ripartire dalle Cime Bianche Salviamo l'Orso Società Toscana di Orticoltura APS Soulfood Forestfarms Hub Italia Terral APS The Good Lobby Italia
Ecuador	Corporación para el Desarrollo y la Creatividad Productiva FUNDES				
France	Alternatiba Marseille Association BIIZI Association francilienne de soutien à Action Justice Climat Biodiversité Sous Nos Pieds BLOOM Association Eau & Rivière de Bretagne European Seagrass Restoration Alliance Fermes d'Avenir (Groupe SOS Transition Ecologique & Territoires) France Nature Environnement Haute-Savoie Intérêt à Agir La Smalah Landes Aquitaine Environnement Le Mille Plateaux Mountain Wilderness France Notre Affaire à Tous Seastemik Surfrider Foundation Europe Yambi				
Germany	Bergwaldprojekt e.V. Berlin für alle Bürgerinitiative A 100 (BI A 100) Bündnis Bürgerenergie e.V. Changing Cities e.V. Demokratie der Zukunft e.V. Deutsche Umwelthilfe e.V. Die Gemeinschaft e.V. Ecosphäre e.V. - Wir Bauen Zukunft Extinction Rebellion Berlin Förderverein Arbeitsgemeinschaft bäuerliche Landwirtschaft e.V.				
		Greece	Mediterranean Institute for Nature and Anthropos (MedINA)	Japan	Mikurashima Streaked Shearwater Volunteer Group Change Our Mindset Executive Committee: ISHIKI Issue Citizens' Association to hand over the clear stream Kuma river and Kawabe river to the future Citizens Environmental Foundation Citizens for Saving the River Kawabe Citizens' Nuclear Information Center Clean Ocean Ensemble Climate Youth Japan (CYJ) Climate Integrate Community Organizing Japan Council of Wetland for Crested Ibis Dandan CPP Japan Discover Blue
		Ireland	Common Knowledge Concern Worldwide Moy Hill Farm CLG Safety Before LNG		

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Japan (cont'd)

Earthwatch Institute Japan
 Edible Schoolyard Japan
 Edogawa Citizen's network for Climate-Change
 Friends of the Earth Japan
 Fujisawa Project
 Fukuoka FUN
 Kumonodaira Trail Club
 Moova
 Morinozaidan
 Hofu SATOUMI Creation Council for Blue Carbon
 Imanoyama Club
 Ishikigawa Mamori Tai
 Japan Committee for IUCN
 Japan Council on Education for Sustainable Development (ESD-J)
 Japan Endocrine-disruptor Preventive Action
 Japan Solar Sharing Federation
 Japan Youth Council
 Kaminoseki Nature Project
 Kanagawa Prefecture Citizens' Forum for the Realization of Decarbonization
 Kunigami Fishermen's Cooperative Association Aquaculture Subcommittee
 Media Is Hope
 Minamisanriku Golden Eagle Habitat Restoration Project Council
 No Youth No Japan
 Institute for Biodiversity Research and Education "Earthworm"
 Kuroshio Reality Center
 Mothers' Radiation Lab Fukushima - TARACHINE
 Occhi Labo
 Omurawan Nature Trip
 Pacific Asia Resource Center (PARC)
 Protect Our Winters Japan
 Ramsar Network Japan
 Record 1.5
 Renewable Energy Shinshu Network
 Research Society of Recovery of Freshwater Fish in Kanagawa
 Result
 Rice Terrace LOVERS

Japan (cont'd)

Save the Dugong Campaign Center (SDCC)
 Sea Growth
 Shellfish Fishing Union of Yui Port Fishery Cooperative
 Silva Association
 Sokka
 Souchinougyo21
 Tama Ajisai no Kai
 The Nature Conservation Society of Japan
 Ueda Citizens' Energy
 UMITO Partners
 Yurano no mori

Kosovo

Youth Ecological and Security Zone

Mexico

ORGCAS

Montenegro

Montenegrin Ecologists Society

Netherlands

ASEED Europe
 Designathon Works
 Fossielvrij NL
 Fossil Free Culture NL
 Geef Tegengas
 Kapitaloceen
 Onze Groenteboer
 Quelccaya
 Regeneratie Coöperatie
 Soil Heroes Foundation
 Stichting Fresh Ventures
 Stichting Grond Verbond
 Stichting KlimaatGesprekken
 Stichting Stroomversnellers
 Stop LNG Coalition
 Sustainable Finance Lab
 The Ocean and Us
 Urgenda Foundation
 Voedselpark Amsterdam
 WISE

New Zealand

A Rocha Aotearoa New Zealand
 Friends of Bullock Creek Trust
 Mana Tahuna Charitable Trust
 Routeburn Dart Wildlife Trust
 Southern Lakes Sanctuary Trust
 WAI Wanaka
 Whakatipu Reforestation Trust

Norway

Naturvernforbundet

Peru

SPDA - Conservamos por Naturaleza

Portugal

Ocean Alive
 Waking Life

Slovenia

Leeway Collective

South Korea

A Just Perspective
 Andong Korea Federation for Environmental Movements
 Black Bear Friends
 Changnyeong Environmental Movement Federation
 Cheongju Chungbuk Korean Federation for Environmental Movements
 Citizens' Movement for Environmental Justice
 Daejeon Chungnam Green Korea United
 Diphda Jeju
 DMZ Ecology Research Institute
 Ecobuddy Jeju
 EcoHyu DMZ
 Ecological Culture Education Hub Bom
 Farmer's Market Marché
 Gangjeong Friends
 Friends of Nature Korea
 Gwangju Korea Federation for Environmental Movements
 GwangYang Korea Federation for Environmental Movements
 Gang Won Korea Federation for Environmental Movements
 GyeongGi Korea Federation for Environmental Movements

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South Korea (cont'd)

Gyeongnam Citizens' Institute for Environmental Studies
 Heamamaeul
 Horndijawal
 Hwaseong Korea Federation for Environmental Movements
 Busan Green Trust
 Institute for Green Transformation
 Jeju Korea Federation for Environmental Movements
 Jeonbuk Green Korea United
 Jirisan People
 Goheung-Boseong Korea Federation for Environmental Movements
 Busan Korea Federation for Environmental Movements
 National Park Conservation Network
 Paran Ocean Citizen Science Center
 Roots and Moss
 Sea Shepherd Korea
 Sea Protection Restoration
 Seom's Up
 Seong Nam Korea Federation for Environmental Movements
 Songak Mountain Altro people
 The Biodiversity Foundation
 Wear Again Lab
 Wetlands and Birds Korea

Spain

Clean Ocean Project
 Fundación para la Preservación de Menorca
 Fundación Regeneration Academy
 Rebelión o Extinción
 Semillistas

Sweden

Swedish Society for Nature Conservation (Swedish language: Svenska Naturskyddsföreningen)
 Ta Tillbaka Framtiden (Reclaim the Future)
 The Swedish Anglers Association (Sportfiskarna)

Switzerland

Aqua Viva
 Association Mobilisation Climat
 Campax
 Climate & Sustainability
 Collective Climate Justice
 KYMA Sea Conservation & Research
 MYBLUEPLANET
 Protect Our Winters Switzerland
 Swiss Association for Climate Protection

United Kingdom

Action for Conservation
 All The Elements Outdoors CIC
 Avon Wildlife Trust
 Axe Drax
 Biofuelwatch
 Clean River Kent Campaign
 ClientEarth
 Ella Roberta Family Foundation
 Energy Garden Ltd
 Environmental Justice Foundation
 For the Love of the Sea Ltd - Trading as Câr-y-Môr
 Friends of the Earth Charitable Trust
 Friends of the Earth Scotland
 Global Action Plan
 Global Feedback
 Good Law Project Limited
 Kindling Farm
 London Waterkeeper
 Manchester Urban Diggers CIC
 Navigate Cooperative Ltd
 Open Seas Trust
 People & Planet Student Activities Ltd
 Right to Roam
 River Action UK
 Save Windermere
 Seaful
 Surfers Against Sewage
 The Resilience Project
 The Visionaries CIC
 Tripod: Training for Creative Social Action
 WildFish

United States

1% for the Planet
 350 Colorado
 350 Wisconsin Inc.
 Abundant Grace Coastsider Worker
 Accelerating Appalachia
 Addison County Relocalization Network
 Adelante Mujeres
 Adventure Crew
 Advocates for the West
 Agricultural Institute of Marin
 Agriculture and Land Based Training Association
 Agroecology Commons
 Alabama Rivers Alliance
 Alianza Agri-Cultura de Taos
 Alma Backyard Farm
 Alternatives for Community and Environment Inc.
 Amargosa Land Trust (DBA Amargosa Conservancy)
 American Farmland Trust
 American Indian Law Alliance
 American Whitewater
 Americares
 Apache Stronghold
 Apalachicola Bay & Riverkeeper (DBA Apalachicola Riverkeeper)
 Appalachian Citizens' Law Center
 Arcadia Food Inc.
 ARISE INC
 Arizona Mining Reform Coalition
 Asian Pacific Environmental Network (APEN)
 Asociación de Gente Unida por el Agua (AGUA)
 Association of Ramaytush Ohlone
 Atabey Outdoors
 Atchafalaya Basinkeeper Inc.
 Ausable Freshwater Center Inc.
 Austin Explore Inc. (DBA Explore Austin)
 Austin Youth & Community Farm Inc. (DBA Urban Roots)
 Austin Youth River Watch
 Backyard Basecamp Inc.
 Baltimore Tree Trust Inc.
 Bay Area Wilderness Training
 Bayou City Waterkeeper

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Bears Ears Partnership (formerly Friends of Cedar Mesa)	Citizens' Committee to Save Our Canyons	Cultural Engagement Lab
Bee Regenerative	City Blossoms	Dakota Resource Council
Biscayne Bay Waterkeeper (DBA Miami Waterkeeper)	City Kids Wilderness Project	Dakota Rural Action
Black Belt Justice Center (Acres of Ancestry Initiative/Black Agrarian Fund a project of BBJC)	Clark Fork Coalition	Deschutes River Alliance
Black Boarders CT	Clean River Partners	Dogwood Alliance
Black Hills Clean Water Alliance	Clean Water Expected in East Tennessee	Dolores River Boating Advocates
Black Outside Inc	Clean Water for All Coalition	Doug Coombs Foundation
Black Packers LLC	Clean Water for North Carolina Inc.	Downwinders at Risk Education Fund
Black Surf Santa Cruz	CleanAIRE NC	Dream of Wild Health
Black Thumb Farm	ClientEarth USA Inc.	East Michigan Environmental Action Council Inc.
Black Too Earth Inc.	Climate and Clean Energy Equity Fund	Eastie Farm
Blue Water Baltimore	Climate First: Replacing Oil & Gas (CFROG)	Eat Real Certified Inc.
Bold Education Fund	Climate Health Now	Ecology Action of Texas
Booker T. Washington Community Service Center	Climate Justice Alliance	Ecology Project International (EPI)
Bronx River Alliance	Climate Resolve	Edible Schoolyard Project (DBA Alice Waters Institute)
Brooklyn Heights Community Garden	Cloud 9 Community Farms	Ekvnv Yefolecvle
Brown Folks Fishing	Coalition for Clean Affordable Energy	Energy Democracy Project (a project of the Social & Environmental Entrepreneurs)
Buffalo River Watershed Alliance	Coalition For Susitna Dam Alternatives (DBA Susitna River Coalition)	Environment Oregon Research & Policy Center
California Climate & Agriculture Network (CalCAN)	Color My Outdoors	Environmental Defense Center
California Environmental Justice Alliance	Color the Water	Environmental Health Coalition
California Institute of Environmental Studies	Colorado Plateau Foundation	Environmental Protection Information Center
California Wildlife Center	Colorado Rising for Communities	Everett Community Growers Inc.
Californians for Pesticide Reform	Columbia Riverkeeper	Fair Shake Environmental Legal Services
Calling Our Spirits Forward	Common Roots Farm	Farm Alliance of Baltimore
CalWild	Communities for Clean Water (CCW)	Fenceline Watch
Carbon Cycle Institute	Community Environmental Advocates Foundation	Fishermen Involved in Sustaining our Heritage (FISH)
Cascade Forest Conservancy	Community to Community Development	Flint Riverkeeper
Cascades Wolverine Project	Concerned Resource & Environmental Workers - The CREW	Foodshed Capital
Cascadia Wildlands	Confederated Tribes of the Goshute Reservation	For a Better Bayou
Catawba Riverkeeper Foundation Inc.	Conservation NW	Fossil Free Media
CAUSE	Conservation Voters of South Carolina Education Fund	Four Mile Run Conservatory Foundation
Centennial Valley Association Inc.	Cook Inletkeeper	Freshwater Future
Center for Coalfield Justice	Cooperate WNC	Friends of Alta Inc.
Central California Environmental Justice Network	Coosa River Basin Initiative	Friends of Ballona Wetlands
Central Oregon LandWatch	Coosa Riverkeeper	FRIENDS of Great Salt Lake
Changing Tides Foundation	Cottonwood Institute	Friends of Nevada Wilderness
Channel Islands Marine & Wildlife Institute	Crag Law Center	Friends of the Big Sioux River
Charles River Watershed Association	Croatian Institute	Friends of the Eel River
Chattooga Conservancy	Cultivando	Friends of the Everglades
Cheyenne River Youth Project	Cultivating Connections Montana	Friends of the Iryo

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Friends of the Yampa	Idaho Wildlife Federation	Meridian Institute
Front Line Farming	Indiana Forest Alliance	MEVO (Mahwah Environmental Volunteers Organization Inc.)
Gather New Haven	Indigenous Environmental Network	Michigan Climate Action Network
Generation Green	Intervalle Center	Michigan League of Conservation Voters Education Fund
Georgia ForestWatch	Iowa Citizens for Community Improvement	Midwest Environmental Advocates Inc.
Georgia River Network	John Muir Project	Milwaukee Water Commons
Girl Plus Environment	Just Roots	Mini Nature Reserve
GirlVentures	Just Transition NWI Inc.	Missouri Coalition for the Environment
Glacier-Two Medicine Alliance	JustME for JustUS	Mobile Baykeeper Inc.
Global Forest Generation	Ke Kula Nui O Waimānalo	MOFGA - Maine Organic Farmers and Gardeners Association
GoFarm	Kentucky Heartwood	Mono Lake Committee
Grand Canyon Trust	Kentucky Waterways Alliance	Montana Trout Unlimited
Grand Canyon Youth	Kindness Farm	Mother Kuskokwim Tribal Coalition
Grand Staircase Escalante Partners	Kitchen Table Advisors	Mountain Watershed Association
Great Basin Resource Watch	Klamath Forest Alliance	Multicultural Education for Resource Issues Threatening
Great Basin Water Network	Klamath-Siskiyou Wildlands Center	Oceans Foundation Inc.
Great Plains Action Society	Kuleana Coral Restoration	Multicultural Refugee Coalition (DBA the Refugee Collective)
Greater Hells Canyon Council	La Semilla Food Center	Mystic River Watershed Association Inc.
Green City Force Inc.	Land Stewardship Project	Nā Mea Kūpono Learning Center
Greenbelt Land Trust of Mid-Missouri Inc.	Laru Beya Collective Inc.	Nashville Tree Conservation Corps
GreenRoots Inc.	Last Chance Alliance	National Black Food and Justice Alliance
GRID Alternatives	Latino Outdoors	National Family Farm Coalition
Grow Greater Englewood	Latino Outdoors Great Lakes Chapter	National Organic Coalition Inc.
Grow Nashua	League of Conservation Voters Education Fund	National Young Farmers Coalition
Gulf South Fossil Finance Hub	Liberty Hill Foundation	Native American Land Conservancy
Gwich'in Steering Committee	Little Village Environmental Justice Organization (LVEJO)	Native Fish Society
Hanford Challenge	Lobo Coalition	Nature Forward
Harlem Grown	Los Angeles Waterkeeper	Neighbor to Neighbor - Massachusetts Education Fund
Harpeth Conservancy	Lost Sierra Food Project	Neponset River Watershed Association
HEAL (Health, Environment, Agriculture, Labor) Food Alliance	Louisiana Against False Solutions	New England Grassroots Environment Fund Inc.
Health Care Without Harm	Louisiana Bucket Brigade	New Mexico Environmental Law Center
Healthy Environment Alliance of Utah (HEAL Utah)	Lower Phalen Creek Project	Next 100 Colorado
HECHO: A Program of the National Wildlife Federation	Lulapin Chumash Foundation	Nez Perce Tribe
Henrys Fork Wildlife Alliance Inc.	Lynn Canal Conservation	Nisqually Land Trust
Hispanics in Philanthropy	Mad Agriculture	Nooksack Salmon Enhancement Association
Hive Fund for Climate and Gender Justice	Maine Climate Action Now	North American Water Office Inc.
Hui o Ko'olaupoko	Maine Environmental Education Association	North Carolina Coastal Federation
Huli Hawaii Inc.	Maine Youth for Climate Justice	North Shore Community Land Trust
Hunters of Color	Mālama Maunala	Northeast Farmers of Color Land Trust Inc.
Idaho Conservation League	Maya Economic Development Corporation	Northeastern Minnesotans for Wilderness
Idaho Rivers United	Memphis Community Against Pollution	Northern Jaguar Project

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NYC Plover Project
 Oilfield Witness
 Ojai Valley Land Conservancy
 Oko Urban Farms Inc.
 One Hundred Miles
 One World Bridge - NLW
 Orange County Environmental Justice Education Fund
 Oregon Natural Desert Association
 Oregon Wild
 Organic Association of Kentucky
 Organic Farming Research Foundation
 Organic Growers School (OGS)
 Our Climate Education Fund
 Outdoor Afro
 Outdoor Alliance
 Outstanding Renewal Enterprises Inc. (DBA LES Ecology Center)
 PA CleanWays of Allegheny County Inc. (DBA Allegheny CleanWays)
 Pacific Rivers Council Inc.
 Para-CliffHangers Inc.
 Parents Against SSFL
 Pearl Riverkeeper
 People and Carnivores Inc.
 People of the Global Majority in the Outdoors, Nature and Environment
 People United for Sustainable Housing Inc.
 Pesticide Action Network North America
 Philadelphia Orchard Project Inc.
 Philly Thrive
 Pigtown Climbs
 Plant the Seed
 Pollinator Friendly Alliance
 Polygrarian Institute (DBA Reno Food Systems)
 Potomac Riverkeeper Network
 Powder River Basin Resource Council
 PowerLines
 Project Worthmore
 Promote PT Inc. (DBA Protect PT)
 Protect & Preserve Hawaii Inc.
 Queer Crush Climbing
 Queer Nature LLC
 Quivira Coalition Inc.
 RegeNERate Nebraska
 Regenerative Organic Alliance
 Reset Leadership
 Ridges to Riffles Indigenous Conservation Fund (a project of Resources Legacy Fund)
 Rios to Rivers
 Rise St. James Louisiana
 Rising Hearts
 River Alliance of Wisconsin
 Rivers Without Borders, a Project of the Tides Center
 Rocky Mountain Wild
 Rogue Climate
 Rural Advancement Foundation International-USA
 Sacred Rok
 Salmon River Restoration Council
 Salted Roots
 San Juan Citizens Alliance
 Sane Energy Project
 Santa Barbara Channelkeeper
 Santa Clara River Conservancy
 Savanna Institute
 Save California Salmon
 Save Our Wild Salmon Coalition
 Save Sharks Cove Alliance
 Save The World's Rivers
 Shared Adventures
 Sheep Mountain Alliance
 Sierra Club, Michigan Chapter
 Sierra Harvest
 Sierra Nevada Journeys
 Sitka Conservation Society
 Sixth Street Community Center
 Smokey House Center
 Snake River Waterkeeper
 Soil Generation
 Solar Youth Inc.
 Somali Bantu Community Association
 Soul Fire Farm Institute Inc.
 Soul Trak Outdoors
 Soulful Seeds
 Sound Rivers Inc.
 South River Watershed Alliance
 Southeast Alaska Conservation Council
 Southeast Alaska Indigenous Transboundary Commission
 Southeast Tennessee Young Farmers Coalition
 Southeastern African American Farmers' Organic Network
 Southern Environmental Law Center
 Southern Utah Wilderness Alliance
 Spirit of the Sun Inc.
 SR3 Sealife Response, Rehabilitation and Research
 Stand Up To Oil
 Sure We Can Inc.
 Sutro Stewards (fiscally sponsored by SF Parks Alliance)
 Tahoe Food Hub
 Tennessee Environmental Council
 Texas Conservation Alliance
 The Bulb Gallery
 The Conservation Alliance
 The Ecology Center
 The Farmers Land Trust
 The Hunger Coalition
 The Land Institute
 The Lands Council
 The Nashville Food Project
 The Next 100 Syndicate
 The Nuestra Tierra Conservation Project
 The Santa Monica Bay Restoration Foundation
 The Service Board
 The Sugar Pine Foundation
 The Surfrider Foundation
 The Urban Farming Institute of Boston
 The Wilderness Society
 Theodore Roosevelt Conservation Partnership
 Three Rivers Waterkeeper
 Tilth Alliance
 Toxic Free North Carolina Inc.
 TreesCharlotte
 Tri-Valley Communities Against a Radioactive Environment
 True Transition
 Trustees for Alaska

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Turning Green
Un Mar De Colores
United Rocks Unity with Community
United Tribes of Bristol Bay
Upper Missouri Waterkeeper
UpRoot Colorado
Urban Habitat Program
Urban Raptor Conservancy
Urban Roots MN
Urban Tilth
Utah Physicians for a Healthy Environment
Utah Rivers Council
Van Cortlandt Park Alliance Inc.
Vessel Project of Louisiana
Victory Garden Initiative
Voices in Solidarity Against Oil in Neighborhoods (VISIÓN)
Vote Solar
Wai'anae Mountains Watershed Partnership
Walker Basin Conservancy
Ward 8 Woods Conservancy Inc.
Washington Wild
WeGotNext
West Harlem Environmental Action
Western Colorado Alliance
Western Mining Action Project
White Buffalo Land Trust
Wild Fish Conservancy
Wild Orca
Wild Oyster Project
Wild Salmon Rivers (DBA The Conservation Angler)
WILDCOAST
Wilderness Kids Alexandria Inc.
Winyah Rivers Foundation Inc.
Women Food and Agriculture Network
Working Dogs for Conservation Foundation
Worldwide Opportunities on Organic Farms, USA (WWOOF-USA)
WSU Breadlab
Wylde Center
Wyoming Outdoor Council

Wyoming Wilderness Association
Yaak Valley Forest Council
Yellowstone to Yukon Conservation Initiative
Young Masterminds Initiative Inc.
Zero Footprint

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