



Testimony to Vermont House Energy and Digital Infrastructure

March 19, 2025

Thank you for the opportunity to provide testimony today. I'm Emily Foster, a resident of Calais and the Director of People & Planet Impact at Burton. We are a global snowboarding and outdoor gear company, founded in Londonderry in 1977. Today, Burton *is STILL* a privately-held, family-owned company and since 2019, a registered Vermont Benefit Corporation. Our global headquarters and flagship store, our center for r&d and product innovation - all are located in Burlington. We have retail partnerships across the state and Burton employs about 350 Vermonters.

Climate change is not some distant threat to our business. We are already feeling the effects – from the health and wellbeing of our employees and the communities we care about to our financial performance. We have a vested interest in this fight.

As a snowboarding brand, our highly seasonal business is directly impacted by shorter winters and unpredictable snowfall. In January, our Santa Monica store paused operations as the Palisades wildfire approached. We've seen disruptions in our global supply chain due to severe storms. And last year our, we saw premiums increase for business insurance last year due to climate risk.

It is becoming more difficult to grow a profitable business on a failing planet.

Closer to home, our employees and our Vermont communities experienced back-to-back devastating floods – disproving a once held belief that we live in a climate haven. As a certified B Corporation, we evaluate our company beyond our financial performance. The health and stability of our employees, the communities where we operate, are essential for our long-term success.

It is becoming more difficult to maintain a resilient business on a failing planet.

At Burton we're committed to doing our part to address the climate crisis. We're here to support when disaster strikes. Burton provided about \$100,000 in donations to the Vermont Community Foundation to assist in flood recovery through 25 rural mutual aid organizations. We're also working to address our own impacts and find collective solutions. We're doing this by setting ambitious carbon reduction targets that align with science, by reducing our emissions throughout our operations and supply chain, and by endorsing state and federal policy that supports a renewable energy economy.

Try as we might, Burton can't move the needle on climate change alone. Our ability to address the climate crisis requires systemic solutions. We need bold leadership to coordinate community adaptation, to stay accountable to climate science, and to find effective ways to transform our energy grids, public transportation systems, and commercial and residential buildings. Progress



in these areas would benefit Burton employees and all Vermonters, particularly those among us who are most vulnerable to the impacts of climate change.

Burton stands as a partner in finding solutions to confront climate change and as a member of VSBR, we thank you for your ongoing support for the Global Warming Solutions Act. Further, we ask the state to invest in efficient solutions to meet the challenges of climate change and to build a more resilient Vermont economy. Thank you.