



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 snowboarding and outdoor gear company, founded by Jake Burton Carpenter out of a shed in Londonderry in 1977. Burton has grown into a global brand with customers across - North America, Europe, Asia, Australia and New Zealand. But today, Burton *is STILL* a privately- held, family-owned company that is rooted in Vermont. Our global headquarters and flagship store, our center for research and development and product innovation - all are located in Burlington. We have retail partnerships across the state and Burton employs 350 Vermonters, who are members of your community and participants in the outdoor recreation economy.

Over the last 10 years, Burton has undergone a transformation to become a purpose-driven business. We formalized that by changing our legal registration to a Vermont Benefit Corporation in 2019 and achieving B Corp certification. Being a certified B Corp is more than just earning a new credential, its continual progression and the way we stay successful in the long run. Our belief is that by supporting our employees, making improvements to conditions in our supply chains, and lessening our environmental impact - we are building a more resilient business that can adapt, to seize opportunity and ride out the storms.

As an outdoor brand that is rooted in snowboarding, you don't have to stretch to see the connection between Burton and climate change. We're a highly seasonal business - so shorter winters and unpredictable snowfall directly impact our bottom line. It's not only our responsibility as a purpose driven company to take action, it's a business imperative.

That's why we set ambitious science-aligned carbon reduction targets. Our goal is to reduce the greenhouse gas emissions from our facilities and operations by 42% and to more than half our supply chain emission intensity by 2030. And looking further we're aiming to reduce our global absolute emissions by over 90% by 2040. Because we are a product based company - most of our emissions come from producing and shipping our gear. It's notoriously challenging to reduce supply chain emissions but we are

making progress through our product design choices and working with our global manufacturers to adopt renewable energy.

The materials we use are a significant driver of our impact on the planet. We're sourcing recycled materials and organic fibers and using safer chemistry in production. We're also bringing in more circularity principles into product design. Our goal is to make top performing gear that is durable, repairable, and recyclable. We've made progress on repairing products in-house and empowering customers with diy repair tools and parts. We struggle with our durable products that are ultimately hard to recycle. To make this circular model hum, we need a network or ecosystem of service providers and new ways of working. We're exploring new revenue streams with product take back and resale. And looking for inventive ways to make new things without new resources. We worked with another great Vermont company, Birdie Blue to create bags out of materials that would have been landfilled. All of these initiatives help us on our way to our climate goals, but we recognize it's not enough.

We know we can't move the needle on climate change, without progress at the system-level. Whole energy grids and transportation systems must transform. We need new climate-adaptation systems for product recovery, material recycling and workforce with the technical skills for new jobs in the circular economy. And we need investment in our outdoor economy to adapt in a changing landscape.

Burton stands as a partner in finding solutions to confront climate change and as a member of the outdoor community and we're asking the state to invest in Vermont's businesses and workforce to meet the challenges of climate change and to build a more resilient outdoor economy. Thank you.