CANADA GOOSE
ESG DEEP DIVE 2026

CONTENTS

INTRODUCTION

Founded in a small Toronto warehouse in 1957, Canada Goose is dedicated to empowering discovery and pushing boundaries in design, functionality, and style. Inspired by its Canadian heritage, the company crafts high-performance outerwear, apparel, footwear and accessories that elevate craftsmanship and embrace individuality. As the company's presence has expanded across territories and channels so too has its responsibility for delivering positive social and environmental impact.

This focus shapes Canada Goose's approach to managing impacts throughout its value chain and underpins the environmental, social and governance (ESG) information presented in this sustainability Deep Dive.

Covering the 2026 fiscal year (FY26) from March 31, 2025, to March 29, 2026, the Deep Dive highlights the company's sustainability progress and reports against key performance indicators relevant to core ESG focus areas.

The company remains focused on both continually improving its performance and enhancing transparency of its environmental and social impacts.

For more information on Canada Goose's sustainability journey, see the FY26 Impact Report.

Statement by the Chair of the E&S Committee

As Chair of the Environmental & Social (E&S) Committee, I am pleased to introduce this Deep Dive, which reflects our organization's commitment to strong governance, responsible stewardship, and long-term value creation.

Environmental, social, and governance considerations are embedded in our corporate strategy and decision-making processes, with active oversight by the Board through the E&S Committee. The Committee works closely with management to monitor performance and ensure E&S factors are integrated across the organization, supported by regular reporting, defined metrics, and a focus on continuous improvement to strengthen accountability, manage risk, and support long-term business resilience.

This Deep Dive is intended to provide transparent, decision useful information on our E&S priorities, performance, and governance framework. It reflects the Board's ongoing commitment to responsible leadership and aligning our E&S efforts with the long-term interests of our stakeholders.

Michael D. Armstrong

Chair, Environmental & Social Committee
Member, Board of Directors

FY26 Global Presence

At the end of FY26,[1] Canada Goose's operational scope comprises:

- 4,740[2] employees across corporate, retail and manufacturing functions[3]
- Seven corporate offices in key global markets
- Seven manufacturing facilities in Canada
- One manufacturing facility in Europe
- 88 permanent global retail stores in North America, EMEA and Asia Pacific[4]

ESG Approach

Canada Goose incorporates ESG considerations throughout its business operations, promoting responsible materials sourcing, product development and circularity, supplier engagement, climate action, employee safety, wellbeing and development, community engagement, governance and sustainability oversight. Its dedicated Sustainability team facilitates collaboration across the organization, enabling coordinated action that supports progress towards established goals and focus areas.

1. As of March 29, 2026.
2. All employee counts include full-time, part-time, hourly, piecework and salaried employees but exclude Leave of Absence and contingent workers.
3. Total employee number reflects Canada Goose employees only.
4. EMEA comprises Europe, the Middle East, Africa, and Latin America.

ENVIRONMENT

Canada Goose's approach to protecting the environment centres on limiting its climate change impact, encouraging greater circularity and working to minimize waste. These efforts are backed by a comprehensive Environmental Policy that aims to integrate sustainability throughout the business.

Climate Action

Acting to limit its impact on the climate is central to Canada Goose's long-term sustainability strategy, and its approach is guided by near-term and net-zero targets validated by the Science Based Targets initiative (SBTi). Today, the company is working to strengthen the quality and accuracy of its greenhouse gas (GHG) emissions data, expand the collection of primary data from its supply chain and more deeply embed climate considerations throughout its business.

In FY26, Canada Goose advanced decarbonization by completing ongoing electrification projects at its Canadian manufacturing facilities. It also continued to source renewable electricity to match 100% of the company's global electricity consumption through renewable energy certificates (RECs). Canada Goose enhanced its GHG accounting methodology by conducting life-cycle assessments (LCAs) for its FY26 products, enhancing visibility of these products' impacts. This work is underpinned by strong governance and concerted efforts to increase engagement, both internally and among its supplier base.

By continuing to invest in data, technology and partnerships, Canada Goose is building the transparency, accountability and operational readiness needed to sustain progress towards its long-term emissions reduction goals.

Targets

In FY26, Canada Goose's targets for Scope 1, 2 and 3 emissions were approved by the Science Based Targets initiative (SBTi). This means the company's targets align with the latest climate research and meet the ambition required to support the Paris Agreement's goal of limiting global warming to 1.5˚C above pre-industrial levels.

NET ZERO

- Reach net-zero GHG emissions across the value chain by FY50

NEAR TERM

- Reduce absolute Scope 1 and 2 GHG emissions by 90% by FY30 from a FY19 base year
- Reduce Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution by 52% per CA$[5] million value added by FY30 from a FY23 base year

LONG TERM

- Maintain at least 90% absolute Scope 1 and 2 GHG emissions reductions from FY30 through FY50 against a FY19 base year
- Reduce absolute Scope 3 GHG emissions by 90% by FY50 from an FY23 base year

5. All monetary amounts are in Canadian dollars unless otherwise indicated.

Climate Action continued

GHG Emissions Data

Canada Goose has been quantifying its Scope 1 and 2 (direct) emissions since FY19 and Scope 3 (indirect) emissions since FY23.

Emissions Reporting Boundary[6]

The company reports on the GHG emissions data it collects, with Scope 1 and 2 emissions covering manufacturing facilities, offices, stores and warehouses where it has operational control, and Scope 3 covering facilities and activities across the value chain that are outside of its operational control. The definition of 'operational control' is based on the GHG Protocol standard.[7]

Canada Goose intends to obtain limited third-party assurance of its FY26 GHG emissions inventory following the publication of this report and the assurance statement will be made available upon completion.

GHG Inventory Methodology Update and Data Comparability

In FY26, the company transitioned to an apparel-specialized GHG accounting platform, incorporating updated emission factors and use of life cycle assessments (LCAs) across all its global products. This transition enhances the accuracy, completeness and granularity of its GHG emissions inventory, particularly across Scope 3 categories, and has been implemented on a phased basis, prioritizing the most material sources and those included in its 2030 SBTi targets.

Canada Goose's FY25 GHG inventory has been restated to reflect updated methodologies and improved data completeness, including conducting LCAs for its global products. Restated FY25 values differ from previous disclosures.

Scope 1 and 2 methodologies remain broadly consistent. Changes in Scope 1 and 2 emissions relative to the company's FY19 baseline reflect both emissions reduction efforts and business growth, including the addition of a manufacturing facility in FY23 and the expansion of its retail footprint.

For Scope 3, significant methodology updates limit comparability with the company's FY23 baseline. Accordingly, quantitative progress against Scope 3 SBTi targets is not presented this year before the company recalculates its FY23 baseline using the updated methodology.

Scope 1 and 2 Emissions (tCO_2e)

Since its FY19 base year, Canada Goose has reduced its Scope 1 and 2 GHG emissions by 50%. This reduction has been driven by two key levers: electrification of the company's Canadian manufacturing facilities and the procurement of renewable energy certificates (RECs) to match 100% of global electricity consumption.

Electrification projects replace natural gas–based heating systems in manufacturing facilities with electric heat pumps, reducing Scope 1 emissions while increasing electricity demand (Scope 2). The company expects to realize the full Scope 1 emissions reduction benefits from these projects by the end of FY27.

Canada Goose procures RECs to match 100% of its global electricity consumption across directly controlled operations, in line with market-based GHG accounting principles. As the company's global retail footprint has expanded, RECs have remained a key component of its strategy to manage its Scope 2 footprint, while the company continues to assess additional reduction opportunities over time.

6. GHG data is reported on an April 1–March 31 basis rather than the company's fiscal reporting calendar.
7. All GHG emissions data has been rounded to the nearest whole number.

Climate Action continued

SCOPE 1 AND 2 EMISSIONS (tCO_2e)

	FY19	FY25 (restated)	FY26
Scope 1	2,061	2,179	1,591
Scope 2 (Location-based)	1,113	3,316	3,551
Scope 2 (Market-based)	1,113	394[8]	0.16[9]
Scope 1 + 2 (Market-based)	3,174	2,573	1,592
% change from FY19 baseline	–	-19%	-50%

SCOPE 1 AND 2 EMISSIONS BY COUNTRY FY26 (tCO_2e)[10]

	Scope 1	Scope 2 (Location-based)
Greater China	0	1,766
United States	3	622
Canada	1,458	531
Japan	0	235
Romania	119	163
Germany	0	79
United Kingdom	0	71
Australia	0	33
Ireland	0	30
Netherlands	0	7
Italy	0	5
Türkiye	6	4
France	0	4
Switzerland	6	1
Total	1,591	3,551

8. RECs procured in FY25 were based on previously reported electricity consumption and differ from updated Scope 2 emissions following updates to emission factors and enhancements to data completeness.
9. District cooling (Deep Lake Water Cooling) from Canada Goose's head office is included for the first time in FY26, resulting in residual Scope 2 (market-based) emissions.
10. Countries listed in order of Scope 2 (Location-based).

Climate Action continued

Scope 3 Emissions (tCO_2e)

Scope 3 emissions in FY25 and FY26 reflect Canada Goose's updated calculation methodology, including improved data and more detailed methods such as use of LCAs. As a result, they are not directly comparable to the FY23 baseline.

Category 1 (purchased goods and services), which includes the emissions from Canada Goose's products, is the largest source of Scope 3 emissions. Category 1 increased from FY25 to FY26 due to higher purchasing activity and production in line with business growth.

Changes in other categories reflect a mix of business activities and improved data, including increased information from suppliers and the addition of emissions sources that were not previously included, such as the use and end-of-life of sold products.

	FY23[11]	FY25 (restated)	FY26
Total Scope 3	87,264	77,922	102,818
Category 1: purchased goods and services	48,544	52,098	68,983
Category 2: capital goods	11,900	2,181	7,098
Category 3: fuel- and energy-related activities	336	1,174	1,128
Category 4: upstream transportation and distribution	19,568	11,917	12,975
Category 5: waste generated in operations	387	171	241
Category 6: business travel	1,446	1,704	2,521
Category 7: employee commuting	2,666	3,567	3,794
Category 8: upstream leased assets and other upstream	865	290	345
Category 9: downstream transportation and distribution	884	2,422	2,489
Category 11: use of sold products	–[12]	1,118	1,540
Category 12: end-of-life treatment of sold products	669	1,281	1,703

11. FY23 baseline reflects prior methodology and will be recalculated using the updated methodology.
12. Category 11 was not included in the FY23 baseline and has since been introduced.

Climate Action continued

ENERGY DATA (MWh)

	FY25 (restated)	FY26
Total energy consumption	29,037	28,667
Electricity consumption (Scope 2)	17,361	20,133
Natural gas consumption (Scope 1)	11,676	8,531
District cooling (Scope 2)[13]	–	3

Decarbonization levers

Canadian Manufacturing Facility Electrification

Canada Goose's manufacturing facilities account for 40% of the company's total Scope 1 and 2 emissions, making facility decarbonization a key priority within its climate strategy. As part of this, the company identified that electrifying the heating systems at its Canadian facilities is an important emissions reduction lever.

Implementation began at the Baffin facility in Hamilton, Ontario, in FY24, followed by facilities in Scarborough, Ontario, and Winnipeg, Manitoba, which were completed in FY26. Across these sites, natural gas rooftop heating units were replaced with electric heat pumps, reducing natural gas consumption and enabling the use of lower-carbon electricity grids in both provinces.

The full emissions impact of these projects will be assessed in FY27 and is expected to reduce the greenhouse gas footprint of Canada Goose's manufacturing facilities by more than 80%. These five projects represent a total investment of more than $7 million, emphasizing the company's commitment to climate action.

Renewable Energy

As well as limiting GHG emissions from its manufacturing facilities, Canada Goose reduces its Scope 2 emissions by investing in high-impact RECs, prioritizing projects that contribute to lower-emissions electricity grids globally and support the transition to renewable energy sources. In line with market-based Scope 2 guidelines, these certificates are used to match 100% of the company's global electricity consumption.

In FY26, Canada Goose invested in eight verified renewable energy projects.

13. District cooling (Deep Lake Water Cooling) from Canada Goose's head office is included for the first time in FY26; comparable data for prior years was not previously tracked or disclosed.

Climate Action continued

RENEWABLE ENERGY CERTIFICATE PURCHASES (MWh)

Location	EAC[14] product	FY26 RECs (MWh)
Canada	Ecologo Certified	12,836
Greater China	China I-REC	2,986
United States	Green-e energy	2,042
France, Germany, Switzerland, Italy, Netherlands, Romania, Türkiye	AIB GO	1,179
Japan	J-Credit	523
England	UK REGO	305
Scotland	AIB GO	95
Australia	LGC	47

Electricity consumption in Ireland is supplied under a 100% renewable energy tariff backed by Guarantees of Origin (GOs); therefore, no additional renewable energy certificates are procured for this location. RECs are not procured for the electricity consumption associated with the deep lake water cooling system at Canada Goose's head office, which represents 0.01% of total energy consumption.

Carbon Removals

Canada Goose helped address specific emissions from brand-related travel in FY26 by purchasing 267 tonnes of carbon removal credits. This year, it supported the Afognak Forest Carbon Project on Afognak Island in Alaska to protect more than 8,000 acres of old-growth Sitka Spruce rainforests from logging. The project helps secure vital ecosystems for the Kodiak brown bear and Alaska's largest population of elk, while also preventing soil disruption and logging, to help ensure that the trees continue to pull carbon dioxide from the atmosphere for decades to come.

Product Emissions

Canada Goose's most significant source of GHG emissions is from its product supply chain, accounting for 34% of its overall FY26 GHG footprint. The company significantly evolved its Scope 3 GHG accounting methodology by conducting LCAs for all products produced in FY26. The comprehensive LCAs comply with ISO 14040-44 standards and the EU Product Environmental Footprint Category Rules (PEFCR).

Moving forward, Canada Goose will focus on incorporating primary data from suppliers and will use the LCAs to better understand the drivers of product GHG emissions, information that will be used to guide targeted emissions reduction initiatives.

14. Energy Attribute Certificate

Climate Action continued

Transportation Emissions

Canada Goose is committed to lowering transportation-related emissions while maintaining operational excellence and service levels. The company continues to focus on improving efficiency across its global supply chain, including optimizing route planning, enhancing shipment consolidation and the ongoing evaluation of transportation modes, all of which support lower transportation-related GHG emissions. Canada Goose has begun engaging with its logistics partners to better understand their climate ambitions, including the use of electric vehicles for road transport and the adoption of more sustainable fuel options across other transport modes which are expected to contribute to Scope 3 emissions reductions.

Sustainable Buildings

As Canada Goose continues to grow, it is prioritizing efforts to reduce the environmental impact of the development and operation of its global stores, which account for 57% of the company's total Scope 1 and 2 emissions.

In FY26, the company developed a roadmap of actions to reduce the impact of future stores, including initiating an embodied carbon assessment of its Chicago Oakbrook store. The assessment measures the GHG emissions associated with the building materials and construction of the store and identifies opportunities for reductions. The output of the assessment will inform the development of Canada Goose's sustainable material guidelines for its global stores.

Green buildings are another decarbonization lever, enabling reductions in operational emissions through energy efficiency and low- carbon technologies. For Canada Goose, advancing high-performance buildings supports its climate strategy across retail and corporate operations. As of FY26, three retail stores are Leadership in Energy and Environmental Design (LEED) certified. In addition, the company's global headquarters in Toronto, selected in part for its sustainability features, achieved LEED Platinum certification in 2023/2024 and incorporates electric vehicle charging, on site photovoltaic solar panels, geothermal heating and cooling, smart LED lighting, and advanced building automation systems to optimize energy performance.

Environmental Audits

In FY26, all seven of Canada Goose's manufacturing facilities completed a Higg Facility Environmental Module (FEM) third-party audit. The third-party audit evaluates facility-level environmental management systems and performance, including energy use, water and wastewater management, waste, emissions to air, and chemical management.

The seven Higg FEM audits identified opportunities to strengthen waste and chemical management practices. The facilities are addressing these findings through corrective actions, with progress monitored through facility-level performance improvement plans focused on enhancing systems, data tracking, and operational controls.

Water Usage

Recognizing the importance of responsible water use, Canada Goose tracks water withdrawal across several manufacturing facilities and buildings. These records help the company to establish baseline data and identify ways to improve its water management practices.

	FY26
Water withdrawal (m^3)[15]	23,597

15. Water consumption data represents operations covering 30% of the total square footage of Canada Goose owned and leased buildings and facilities.

Circularity

Since 1957, Canada Goose has designed products to perform in real-world conditions, prioritizing high-quality, lower-impact materials, including natural fibres and preferred fibres and materials (PFMs).[16] Purposeful design features enhance functionality, supported by rigorous quality assurance processes that assess durability and long-term performance across repeated wear and care cycles.

Circular Fashion Programs

Canada Goose operates several programs designed to extend product life and decrease waste across its value chain. These programs aim to keep materials in circulation by reducing, reusing and repurposing products, while also offering repair services that help consumers maintain their products and reduce the need for replacements.

Generations

Canada Goose Generations[17], the company's recommerce platform, extends the life of its products by enabling customers to trade in well-maintained garments for resale.

In FY26, Generations expanded to include Japan, as well as the United States and Canada, and over 100,000 customers engaged with the platform, with over 19,000 pieces taken in and sold. Products for sale on the site come from customer trade-ins, recoverable warranty items and select vintage pieces. Every item received is assessed and authenticated before being prepared for its new life: restored for resale or directed to responsible pathways such as donation or material recovery.

Warranty and Repair

Made with high-quality materials and craftsmanship, Canada Goose products are designed to last. To reflect this, Canada Goose outerwear is supported by a lifetime warranty, helping extend use well beyond initial purchase. A global network of repair facilities enables customers to continue extending the life of their outerwear. For a reasonable charge, repair services may also be offered for damage not covered under the warranty.

In FY26, over 70% of the garments submitted to the warranty program were successfully repaired, with more than 35,000 pieces given a new life and kept in use longer. When outerwear cannot be repaired, items are either returned to the customer or directed to end-of-life pathways, including material recovery, to reduce waste and support circularity.

Beyond repair services, Canada Goose also equips customers with the information needed to support long-term product use, with guidance on care and maintenance made available through product labels and online resources.[18]

Circular Logistics Partner

Since 2020, Canada Goose has partnered with Debrand, a leader in reverse logistics and circularity for apparel and footwear, across the United States and Canada. Through this partnership, products unsuitable for resale through Generations or ineligible for warranty and repair, as well as end-of-life operational textiles are sorted, processed and directed to the most appropriate recovery or treatment pathways. Each item follows the highest-recovery pathway that best maximizes its next-life potential, helping to reduce the volume of waste sent to landfill.

16. PFMs are fibres and materials certified by a third party to a socially and/or environmentally progressive standard with a verifiable chain of custody.
17. To learn more about the Generations platform, visit the information page here
18. To learn more about the warranty and repair program, visit the information page here.

Circularity continued

Debrand donation FY26 highlights:

- 12.72 tonnes of textile waste diverted from landfill
- 47.18 tonnes of textile waste diverted since 2020
- Over 6,500 products were sent to communities and people in need across Canada and the United States

In Canada, product donations have supported organizations such as BGC Canada, Working Gear, Good360 Canada and Inuit Tapiriit Kanatami, helping to advance youth development, workforce readiness, equitable access to goods and Indigenous communities.

In the United States, product donations have assisted a broad network of over 100 organizations across 30 states. Examples include the American Cancer Society of Greater New York, United Way of Adams County Indiana, Rise Relief Inc. and Unity for Kids Inc., which respectively support health, social services, disaster relief and community empowerment initiatives.

Waste

Minimizing waste supports Canada Goose's broader environmental efforts by reducing material loss during production and improving how resources are managed across operations. By operating the majority of its finished-goods manufacturing facilities in Canada, the company has direct visibility of production waste generation, allowing it to identify and act on opportunities for improvement.

Waste performance is monitored through the company's waste management portal, which tracks diversion rates across its Canadian manufacturing facilities.[19] Recycled waste includes materials diverted from landfill, such as plastics, paper and organics generated at manufacturing facilities, while disposed waste includes all materials that are neither recycled nor composted.

Using this data, Canada Goose is able to monitor waste streams over time and track waste diversion performance.

	FY24	FY25	FY26	FY26 diversion rate
Total waste recycled (tonnes)	236	195	176	23%
Total waste disposed (tonnes)	637	415	579	

In FY26, waste audits were conducted at facilities in Manitoba and Ontario to identify key waste streams, the processes driving them and opportunities to improve material flows.

The findings reinforced the company's focus on cutting and manufacturing processes as priority areas for waste reduction, while also highlighting opportunities to improve diversion of non-production waste through strengthened waste management guidance and targeted facility-level engagement.

Ongoing performance monitoring through the waste management portal remains key to understanding trends across the facilities' largest waste streams, including the sources and composition of generated waste.

19. Excludes the Montréal facility due to limited operational control and data visibility related to building and waste management.

SOCIAL

Canada Goose aligns its business practices with its Human Rights Policy, Inclusion and Belonging Policy and Code of Business Conduct and Ethics to uphold its fundamental principles of social responsibility.

Through social compliance, the company supports inclusive and safe workplaces throughout its value chain while upholding human rights and ethical labour practices, in alignment with its values, business strategy and stakeholder expectations.

Canada Goose also seeks to create positive employee work environments, engaging thoughtfully with communities and helping to ensure that the company and its suppliers act with social integrity.

Social Compliance

Social Compliance Program

Governed by its Social Compliance Program, Canada Goose works with its suppliers to promote transparency, data integrity and continuous improvement that enhances collective social and environmental performance.

The program requires suppliers to adhere to the Supplier Code of Conduct, which sets minimum standards for ethical business practice and workplace conditions, including safe, healthy and inclusive working environments. The code is informed by the United Nations Universal Declaration of Human Rights and aligns with the core Conventions of the International Labour Organization.

Canada Goose requires suppliers to submit audit findings from acceptable third-party audits to monitor social compliance. Canada Goose uses a traceability tool to facilitate the analysis of audit findings and support corrective action planning. The tool is also used to maintain a verified list of active suppliers, which is regularly screened against an external database to identify risks related to forced and child labour.

Social Compliance Program FY26 highlights:

- Delivered onboarding and annual compliance training covering the company's Code of Business Conduct & Ethics, Human Rights Commitment and Supplier Code of Conduct to all new and existing corporate employees[20]
- Conducted ongoing social compliance monitoring of suppliers through submission of acceptable third-party social compliance audit reports
- Completed third-party verification of the Higg Facility Social & Labour Module (FSLM) for all leased and operated Canadian facilities
- Regularly screened active suppliers against an external forced and child labour risk database
- Maintained engagement with labour unions representing 39% of the workforce
- Updated and distributed the company's supplier manual and supplier agreement, strengthening communication about forced and child labour prevention requirements

20. Excludes contractors.

Social Compliance continued

Audits

Canada Goose facilities

In FY26, all seven of Canada Goose's manufacturing facilities completed a Higg FSLM third-party audit. The third-party audit evaluates facility-level management systems and working conditions, including labour rights, health and safety, wages, working hours and employee wellbeing. By completing this assessment, Canada Goose holds itself accountable to the same social compliance expectations it demands of its suppliers.

The seven audits identified health and safety non-conformities, such as unlabelled cleaning supplies, missing secondary containments for cleaning supplies and opportunities to enhance waste sorting. The facilities are addressing these non-conformities through corrective actions, with progress monitored through internal follow-up and remediation plans aligned with health and safety requirements.

Offshore facilities

Many offshore suppliers participate in Higg FSLM assessments, which provide standardized frameworks for evaluating environmental, social and labour practices. Canada Goose also accepts select third-party social compliance audits conducted by credible, industry-recognized organizations. This approach supports audit efficiency, reduces duplication and enables more effective collaboration with suppliers to address risks and improve working conditions.

In FY26, 81% of Tier 1 suppliers and 43% of key Tier 2 suppliers submitted acceptable third-party social compliance audit reports. Audit results showed that the highest share of non-conformities related to the health and safety and waste and environment categories, accounting for 58% of all findings. Common health and safety issues included gaps in emergency preparedness, missing or inaccurate material safety data sheets and opportunities to improve health and safety management systems.

Working hours and wages and benefits represented a further 20% of the non-conformities, and management systems and business ethics accounted for another 15%, highlighting opportunities to strengthen governance and internal controls within supplier operations.

In FY27, Canada Goose will continue to monitor efforts to resolve these non-conformities by reviewing the corrective action plans provided by the relevant social compliance audit standards.

Employees

Workforce and Employee Experience

Guided by the company's values of entrepreneurship, relentlessness, passion, innovation and authenticity, Canada Goose believes in fostering inclusion and belonging, creating a positive employee experience and supporting employee growth and retention.

Workforce Overview

The following data outlines Canada Goose's global employee population across its retail, corporate and manufacturing operations, with breakdowns by gender and employment type.

As of March 29, 2026, Canada Goose had a total of 4,740 employees, up 10.2% (439 absolute increase) on the previous year, aligned with the company's broader global expansion and growth strategy.

FY26 EMPLOYEE BREAKDOWN BY REGION

The workforce is predominately based in North America, which represents approximately 80% of employees, reflecting the concentration of corporate, manufacturing, and retail operations.

FY26	N. America	EMEA	Asia Pacific	Total
Number of employees	3,513	577	650	4,740

FY26 EMPLOYEE BREAKDOWN BY BUSINESS STREAM[21]

FY26	Corporate	Manufacturing	Retail	Total
Number of employees	789	2,313	1,187	4,289
Number of full-time employees	788	2,313	784	3,885
Number of part-time employees	1	-	394	395
Number of casual employees[22]	-	-	9	9

21. Total headcount includes all employees; demographic and business stream breakdowns are based on available workforce data.

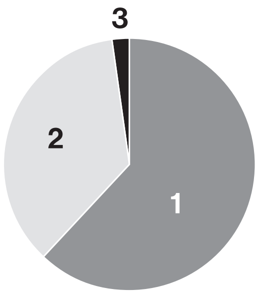
22. Employees in Australia on zero-hour contracts who work up to 38 hours per week, depending on business needs.

Employees continued

Employee Breakdown by Gender

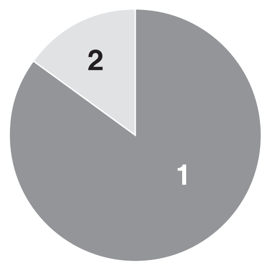
Across Canada Goose's global workforce, approximately 71% of employees identified as women in FY26. This compares with 68% in FY25.

CORPORATE



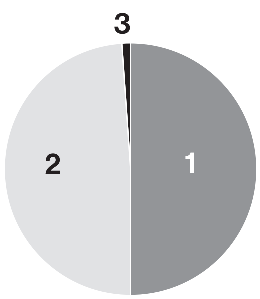
1. Female 62%
2. Male 36%
3. Undisclosed 2%

MANUFACTURING



1. Female 85%
2. Male 15%

RETAIL



1. Female 50%
2. Male 49%
3. Undisclosed 1%

EMPLOYEES BY MANAGEMENT LEVEL

Management category	Women (%)[23]	Men (%)
Top management[24]	56.0	44.0
Junior management	60.3	39.7
All management	58.0	42.0

23. Percentages do not include employees who did not disclose their gender identity.
24. Includes the CEO, President, Chief Officers and Senior Vice-Presidents.

Employees continued

FY26 EMPLOYEES BY AGE GROUP[25]

Age Group (Years)	Corporate	Manufacturing	Retail	Total
18-29	122	161	558	841
30-39	371	342	466	1,179
40-49	207	605	139	951
50-59	71	771	17	859
60-69	-	407	-	407
70-79	-	25	-	25
Total	771	2,311	1,180	4,262

Hiring and Employee Turnover

In FY26, Canada Goose onboarded 1,868 employees across permanent and fixed-term positions. This compares with 1,189 employees onboarded in FY25. The increase reflects intentional growth in the manufacturing workforce and strategic investment in the product creation team.

Employee turnover was 20% at the end of the fiscal year, with rates of 18% in both Corporate and Manufacturing and 30% in Retail. Voluntary turnover was 14% overall, comprising 10% in Corporate, 13% in Manufacturing and 18% in Retail. These figures reflect full-time and part-time employees only, as seasonal retail workers are engaged on fixed-term contracts with defined end dates at the time of hire and are excluded.

Given the structure of the Retail workforce, seasonal workers account for approximately 70% of employees in this segment. When included, total turnover increases to 38%, driven by Retail at 75%, compared to 18% in Corporate and Manufacturing. Voluntary turnover in this broader view was 18% overall, including 30% in Retail, 13% in Manufacturing and 10% in Corporate roles, with retail turnover primarily reflecting the planned completion of seasonal contracts.

All turnover rates presented reflect the employee population as of the end of the fiscal year and do not represent turnover trends throughout the year.

Employee Engagement

Canada Goose monitors employee engagement across its Corporate, Manufacturing and Retail workforce. It uses regular feedback mechanisms, including pulse surveys, to track engagement over time and inform actions to enhance wellbeing and the overall workplace experience.

The survey includes questions covering topics such as collaboration, alignment, recognition and enablement, as well as an employee net promoter score (eNPS) question which measures employee engagement by asking how likely employees are to recommend the organization as a place to work.

25. For external reporting, demographic breakdowns are disclosed only where groups contain at least 10 individuals. Smaller groups are suppressed or aggregated to protect employee privacy.

Employees continued

Employee Survey	FY26
Participation rate (%)	79
eNPS[26]	13

Canada Goose's pulse survey provides a consistent year-over-year snapshot of engagement across all employee groups, aligned in partnership with the executive team. Participation in FY26 was the strongest to date, with results providing more targeted insights to inform engagement and decision-making. The survey results provide more consistent insights and are intended to support clearer comparison and more consistent reporting across Canada Goose over time.

In response, Canada Goose is taking a leadership-focused approach aimed at supporting improved eNPS outcomes. This includes providing Senior Leaders with practical tools to inform thoughtful action planning. Developed in collaboration with Internal Communications, these resources emphasize simple, everyday leadership behaviours that strengthen clarity, recognition and collaboration, supporting more consistent, people-focused practices across the organization.

Inclusion and Belonging

Canada Goose operates a range of employee-centred initiatives designed to foster connection, representation and equitable experiences across the organization.

Inclusion and Belonging Sentiment Survey

In support of these objectives, the company conducted an inclusion and belonging sentiment survey to better understand employees' perceptions and experiences in the workplace. The voluntary and confidential survey gathered feedback from employees around the world, focused on four key areas:

- Leadership commitment to inclusion
- Sense of belonging and respect in the workplace
- Fairness and transparency in career growth and development
- Effectiveness of workplace policies and practices

Globally, the survey revealed consistent positive sentiment, with distinct strengths in each region:

- **EMEA** – respect among colleagues
- **North America** – employees' comfort in sharing their culture and background
- **Asia Pacific** – support from direct managers

The results will also help Canada Goose identify opportunities to further its inclusive workplace culture, as well as guiding future actions to support equity and belonging across the organization.

26. The employee Net Promoter Score (eNPS) reflects a consolidated result across Corporate, Manufacturing, and Retail, based on data collected through the March 2026 pulse survey.

Employees continued

Employee-Led Cultural and Awareness Activities

Throughout FY26, Canada Goose organized a broad range of programming in recognition of periods of significance, such as Black History Month, Pride, Indigenous History Month, Diwali, Lunar New Year, International Women's Day and the International Day for Persons with Disabilities. These activities are guided by the Inclusion Advisory Council, a cross-functional employee body of up to 15 representatives from across the organization. The Council meets regularly throughout the year and provides advice, education and support on inclusion-related activities.

Highlights of the FY26 program included:

- A Drag Brunch at the Queens Quay office for Pride Month. The brunch featured eight 2SLGBTQIA+ vendors and two community organizations, creating opportunities for celebration, allyship and connection.
- A beading workshop and keynote conversation for Indigenous History Month, exploring Indigenous history, identity and the ongoing impacts of colonialism.
- Wellness sessions for Black History Month, delivered in partnership with Daely, a Black-led wellbeing organization. Other events included a fireside chat featuring Michael Armstrong, Canada Goose Board Member, and Hassan Phills, comedian and storyteller, who shared reflections on identity, creativity and leadership.
- A keynote conversation for the International Day of Persons with Disabilities on navigating ADHD in the workplace. The conversation highlighted the importance of understanding, accessibility and embracing difference as a driver of stronger teams and decision-making.
- A series of interactions for International Women's Day, focused on highlighting the intersectional experiences of women and the ways different women move through the world. The events included a keynote delivered by Paralympic champion Danielle Campo.

Canada Goose also values the roles of voluntary, employee-led Affinity Groups, which help build a more inclusive workplace culture by building community and giving voice to people with shared identities and experiences. During FY26, the company supported both the Black Voice Affinity Group, which provides a dedicated space for Black employees to connect, share lived experiences and advocate for their needs, and the Pride Affinity Group, which offers queer employees a community to build connection, champion inclusive practices and raise awareness around 2SLGBTQIA+ experiences across the organization.

Inclusive hiring

Canada Goose works hard to ensure inclusive hiring practices that support equitable access to employment opportunities. These efforts are supported through voluntary learning resources that provide training and guidance for Talent Acquisition, Human Resources and hiring managers, helping to support cultural intelligence, unconscious bias awareness, inclusive hiring, neurodiversity, anti-racism and Truth and Reconciliation, helping employees build knowledge, engage in self-reflection and contribute to a more inclusive and equitable workplace.

Canada Goose also partners with external organizations to work to strengthen inclusion efforts and support underrepresented communities. These include TENT Canada, which supports refugee employment through resources, training, peer learning and best practice guidance and the Ontario Disability Employment Network, which looks to increase employment opportunities for individuals with disabilities through education, resources and data-driven insights.

Employees continued

Learning, Development and Career Growth

Canada Goose supports continuous learning and professional development that enables employees to build skills as they progress through their careers.

Onboarding

Onboarding at Canada Goose is designed to support a smooth transition for new employees to help ensure they feel prepared in their roles. Corporate new hires are introduced to key areas of the business and paired with another employee during their first month to provide guidance and day-to-day support.

All corporate employees participate in mandatory orientation and training covering company values, strategy, operations and key programs. The sustainability section introduces them to Canada Goose's mindset-driven approach to responsible growth, highlighting focus areas aligned with the United Nations Sustainable Development Goals, climate priorities, including science-based emissions targets, industry collaborations and community partnerships. This training builds early awareness of how sustainability is embedded across the business and supported through cross-functional collaboration.

Learning Management Programs

Canada Goose supports employee learning and development through digital platforms and role-specific training, expanding access to skill-building and career growth opportunities across the organization.

During FY26, all employees had access to LinkedIn Learning, offering more than 21,000 expert-led courses that support skill development and enable users to stay aligned with evolving industry trends. The platform further enabled personalized development through curated recommendations, role-based learning paths and professional certifications. Beyond role-specific learning, employees also engaged with content focused on personal development, including topics such as financial literacy and long-term financial planning, mental health and resilience, building self-confidence and authenticity, strengthening communication and interpersonal skills, and fostering inclusive behaviours through allyship and awareness of diverse lived experiences.

Also in FY26, Canada Goose introduced a new learning management system – 360Learning – establishing a centralized hub for both digital and in-person training. The platform's interactive forums and social learning features foster a sense of community while supporting continuous development through self-led, instructor-led and manager-driven content.

Throughout the year, employee engagement with learning management programs remained strong across multiple platforms. A total of 190 unique users accessed LinkedIn Learning, with demand highest for practical and capability-building content covering areas such as generative AI, cybersecurity, team leadership, communication and emotional intelligence, diversity and inclusion, project management, career management and data analysis. And since its launch, 360Learning has been used by 434 unique employees across Canada Goose. While the platform is currently utilized primarily for compliance-based training, it has expanded to support more skills-based learning with the integration of voluntary training.

Canada Goose also offers role-specific and department-specific training programs tailored to organizational needs. These include executive coaching, project management training, agile training programs and leadership development offerings curated specifically for Canada Goose employees.

Employees continued

Development Programs

Canada Goose supports employee growth through structured learning and career development initiatives, including with its Continuing Education Policy that provides reimbursement to full-time, permanent employees for eligible external courses. The program is self-directed and driven by individual interest, enabling employees to proactively build skills and expand knowledge in ways that are meaningful to them.

Performance management is centered on continuous learning, purposeful goal setting and regular feedback. Employees participate in mid-year and year-end reviews, providing a consistent global framework for setting objectives and key results (OKRs), reviewing progress and supporting development planning. Mid-year reviews emphasize coaching and development, while year-end assessments provide a comprehensive evaluation of performance, competencies and OKR achievement. Review outcomes inform performance ratings, promotions and compensation decisions, with ongoing feedback and recognition encouraged throughout the year, reinforcing the intention to keep people at the heart of the company.

To complement formal training and performance processes, Canada Goose offers targeted development programs that expand skills, deepen experience and encourage cross-functional collaboration. These include:

- The **Goose Leadership Program** which equips managers to vice presidents with essential skills to lead effectively. Participants are selected through a nomination process aligned with organizational priorities. Grounded in the pillars of leading, coaching and managing, the program consists of six immersive modules delivered to cross-functional and cross-regional cohorts. The curriculum, developed in partnership with industry experts, addresses key leadership competencies including emotional intelligence, executive communication, performance optimization and leading change. The senior-level stream provides advanced content and facilitation tailored to the strategic responsibilities of senior leaders, ensuring strong leadership capability, team performance and business outcomes across the company.

In FY26, 55 leaders took part in the program.

- The **Mentorship Program** is a six-month, global initiative that supports employee development through cross-functional and cross-regional mentorship partnerships. Participants are paired with leaders from different regions and functions to broaden perspectives, strengthen internal networks and deepen understanding of the business. Mentor and mentee matches are based on development goals, skills and interests to ensure meaningful alignment. Participants engage in regular, structured conversations supported by comprehensive toolkits, including goal-setting frameworks, discussion prompts and feedback guidance. Targeted, skills-based workshops further support development in key areas, enabling participants to build capability, expand influence and contribute more effectively.

In FY26, 22 pairs of mentors and mentees took part in the program.

- The **Corporate Ambassador Program** is a four-month development initiative, launched in FY26, that places Retail employees within Corporate teams across the globe to advance their professional growth and enhance retail operations and execution. Participants use their frontline retail experience to help inform corporate processes and strategies, while gaining first-hand exposure to corporate operations and leadership. Ambassadors are paired with corporate mentors and participate in structured learning experiences, including executive interactions and networking opportunities. The program enables meaningful knowledge sharing and strengthens alignment between Retail and Corporate teams, enhancing individual capability and company effectiveness.

In FY26, 10 employees participated in the program.

Employees continued

- The **Brand Ambassador Program** provides Corporate employees with hands-on exposure to retail operations through targeted training and experience working in one of Canada Goose's retail locations. By working alongside Retail teams, corporate employees develop a deeper understanding of customer needs and strengthen cross-functional connections. The program fosters fresh perspectives and enhances alignment between corporate functions and retail execution, supporting more informed decision-making and a stronger overall customer experience.

In FY26, 41 employees took part in the program.

Training Hours

Mandatory and voluntary training hours are tracked across the organization to support compliance requirements and ongoing skills development.

Employees completed over 6,550 hours of mandatory training in FY26, including required programs covering corporate policies, respect in the workplace, internal controls, indirect procurement, health and safety awareness, accessibility, sexual harassment prevention and workplace hazardous materials information systems, with applicability varying by role, location and supervisory responsibility.

In addition, over 2,327 voluntary training hours were completed, reflecting employee participation in development, including focused initiatives, such as the Brand Ambassador program and LinkedIn Learning.

Overall, employees completed over 8,885 hours of mandatory and voluntary training, reinforcing the company's commitment to strong governance, regulatory compliance and ongoing employee development.

Recognition and Rewards

Recognition programs celebrate the exceptional contributions of Canada Goose employees and reinforce the company's values.

Each year, the ICON Awards honour five employees, nominated by the Executive Team, whose actions and impact exemplify Canada Goose's core values of relentlessness, authenticity, entrepreneurship, passion and innovation.

In addition, the Goose Awards program enables peer-to-peer and leader-nominated recognition for outstanding contributions across the organization. In FY26, 331 awards were distributed under this scheme across North America, EMEA and Asia Pacific.

Employees continued

Canada Goose also recognizes tenure and long-term commitment through its Service Awards program. Employees receive a complimentary Canada Goose product tailored to their milestone. In FY26:

- 390 employees reached 5 years of service
- 101 employees reached 10 years of service
- 1 employee reached 20 years of service
- 4 employees reached 30 years of service
- 2 employees reached 40 years of service
- 1 employee reached 60 years of service

Employee Benefits and Wellbeing

Canada Goose takes employee wellbeing seriously, providing a comprehensive mix of global programs and region-specific benefits that promote mental, physical and social health. The table below outlines some of the company's key initiatives.

All employees have access to Health Crisis Lines through the Employee Assistance Program (EAP), offering 24/7 confidential support across mental, social, financial and lifestyle needs. Mental health support is available globally either through standalone EAP services or regional benefit plans, with regional coverage varied to meet diverse employee needs. Available support may include practitioner specific mental health coverage, telemedicine and telehealth services and virtual counselling.

To further support personal wellbeing, salaried employees globally receive five paid wellness days per year, while retail employees receive one annual wellness day. In many regions, flexible spending accounts are available to support a range of wellbeing related expenses, including mental health resources, fitness, wellness activities and personal development. Corporate employees are also encouraged to support community wellbeing through three paid global volunteer days, which can be used individually or as part of team-based initiatives.

Mental Wellness	Physical Wellness
• 24/7 health crisis line • Regional employee assistance programs • Virtual mindfulness sessions • In-person yoga sessions • Global wellbeing days • Global volunteering days	• Comprehensive benefit plans across each region • Paid sick days • Fitness membership discounts through the company's benefit partners • Flexible spending accounts

In FY26, Canada Goose expanded its wellbeing offering by introducing its Global Wellbeing Series, featuring virtual sessions on topics such as women's and men's health, caregiver support and nutrition. These sessions were complemented by onsite wellness activities at head office that encouraged hands-on engagement and employee connection. The initiatives are designed to help employees build new skills and explore personal interest beyond their day-to-day responsibilities, with sessions including mindfulness, yoga, succulent planting and floral arranging, supporting personal growth and overall wellbeing.

Employees continued

Canada Goose also supports employees and their families through parental leave benefits. Eligible employees have access to regional parental leave programs, with the duration and structure of benefits varying by region in accordance with local regulations and market practices.

Compensation and Incentives

Global Compensation-Based Performance

Compensation programs at Canada Goose are designed to be fair, competitive and transparent, recognizing that the company's success is driven by the skills, expertise and dedication of its people. Compensation decisions are aligned with individual impact and overall business performance, reinforcing accountability and long-term value creation. With pay equity embedded as a core principle, gender is never a barrier to opportunity or reward.

These outcomes, in turn, reflect the effectiveness of Canada Goose's compensation practices, leadership accountability and belief that equitable rewards are fundamental to a thriving and inclusive culture. Through ongoing compensation reviews and a continued focus on leadership diversity, the company aims to ensure every employee is recognized, valued and empowered to grow, regardless of gender.

Across regions, Canada Goose regularly reviews its compensation practices to promote pay equity, consistency and alignment with performance. Annual salary adjustments, bonus eligibility and incentive outcomes are determined through the performance management cycle[27] to ensure rewards reflect contributions at both the individual and enterprise level.

Annual and Performance-Based Incentives[28]

Short-term and annual incentive programs for corporate employees are designed to motivate performance, reward achievement and align employee outcomes with company results. Incentive eligibility and payout levels are determined based on a combination of company performance metrics and individual performance ratings, with program design varying by role and level to reflect differing scopes of responsibility:

- Senior Manager and below:
  - 75% based on individual performance rating
  - 25% based on company financial results
- Director and Senior Director:
  - 50% based on individual performance rating
  - 50% based on company financial results
- Vice President and above:
  - 25% based on individual performance rating
  - 75% based on company financial results

27. Canada Goose uses a four-point performance rating scale.
28. Manufacturing and unionized employees do not participate in annual or performance-based bonus programs.

Employees continued

Retail store employees in North America and EMEA participate in a monthly bonus program tied to store revenue performance. Bonuses are paid at a fixed rate, vary by country and local currency and include opportunities for additional payouts when revenue targets are exceeded.

Financial Benefits

Canada Goose offers comprehensive retirement and savings programs to support employees' long-term financial security. These programs are administered through payroll deductions and vary by region to align with local market practices.

The company's retirement savings programs vary by region, with structure, eligibility criteria and employer matching contributions reflecting applicable regulatory requirements and market norms.

All permanent employees globally are eligible to participate in the Employee Share Purchase Plan after six months of employment, provided they work 25 or more hours per week. Eligible employees may receive employer contributions equal to 33% of their personal contributions, unless they are participating in another equity-based incentive program of the company.

LTIP

Canada Goose believes sustainable success is built over time through thoughtful decision-making, accountability and consistent performance. The LTIP is designed to reward enduring impact, align leadership compensation with long-term value creation and promote retention of key talent.

Long-term incentives are provided to employees at the director level and above as part of total compensation and do not require employee contribution.

- Directors and senior directors:
  - Restricted share units
  - Stock options
- Vice Presidents, Senior Vice Presidents, Chief Officers, Presidents and the CEO:
  - Restricted share units
  - Stock options
  - Performance share units

In FY26, excluding the CEO, Presidents and Chief Officers, 5.62% of employees[29] were eligible for long-term incentive awards.

29. Does not include contractors or piece-work manufacturing employees.

Employees continued

Health and Safety

At Canada Goose, occupational health and safety is a core organizational value that governs operations across all regions and functions. The Occupational Health & Safety (OHS) program is founded on proactive risk management, regulatory compliance and continuous improvement, supported by a strong safety culture in which all employees share responsibility for maintaining safe and healthy workplaces. The program applies across manufacturing, retail and corporate environments, as well as external partnerships, and aligns with applicable legislation and industry best practice.

OHS Risk and Hazard Management

Canada Goose conducts health and safety risk and hazard assessments for new, existing or modified activities, processes, equipment or conditions, as well as following incidents or near misses, to ensure hazards are identified, evaluated, and controlled before work proceeds. Assessments follow a standardized process that includes hazard identification, risk evaluation based on likelihood and severity, development of mitigation measures and assignment of accountability for implementation and monitoring. Action plans and measurable targets support continuous improvement in accordance with applicable legislation and internal requirements.

Emergency Preparedness and Response

Emergency preparedness is an essential component of the safety framework, which is structured around the critical incident response plan. Each Canada Goose location maintains site-specific emergency and critical incident response procedures addressing evacuation, medical emergencies, fire, severe weather, power outages, active threats and earthquakes. Sites carry out annual fire drills, and emergency procedures are reviewed and updated on an annual basis to ensure ongoing readiness.

Safety Performance Monitoring

Canada Goose monitors safety performance throughout the year using quantitative and qualitative indicators, such as incident and lost-time injury frequency rates, severity metrics, audit results, inspection findings and investigation outcomes. The company uses trend analysis to identify systemic risks and emerging issues, with findings informing annual planning, training updates and resource allocation to support continuous improvement and informed decision-making.

The lost-time injury frequency rate (LTIFR) represents the number of work-related injuries resulting in lost work time per one million hours worked. A lost-time injury is defined as any incident that prevents a company employee or third-party contractor from returning to work on their next scheduled workday or shift.

	FY24	FY25	FY26
LTIFR	16	11	11
Data coverage[30]	62%	64%	64%

30. Data coverage is calculated as the number of manufacturing and salaried employees at manufacturing facilities in Canada divided by total company headcount.

Employees continued

Internal Inspections

The Joint Health and Safety Committee (JHSC) carries out monthly inspections at all required locations, with findings reviewed during committee meetings and corrective actions tracked to completion. Operational sites complete annual health and safety audits to assess legislative compliance, adherence to internal policies and alignment with best practice. Audit outcomes drive targeted action plans with defined timelines and accountability.

External and Independent Verification

Canada Goose aligns its OHS program's core principles to ISO 45001, including leadership engagement, worker participation, risk-based planning, operational controls, performance monitoring and ongoing improvement.

Incident Reporting and Investigation

Canada Goose operates a documented incident reporting and investigation process to capture all workplace incidents, including injuries, illnesses, near misses and hazardous conditions. Immediate reporting is required. Investigations are conducted using a root-cause methodology, with corrective actions assigned, verified and tracked to completion. Trend analysis supports preventive measures and risk reduction.

In FY26, the company recorded zero work-related fatalities for workers and contractors.[31, 32]

Training and Competency

All Canada Goose employees receive mandatory health and safety onboarding and site-specific orientation upon hiring. Role-specific training is provided based on job function and may include equipment safety, lockout/tagout procedures, warehouse and factory safety, and pedestrian safety. Annual refresher training reinforces safe work practices and hazard awareness. First aid and JHSC certification training is provided to meet legislative and regulatory requirements.

Contractor Safety Management

Canada Goose's safety expectations apply to all contractors performing work at company sites. Contractors are required to comply with health and safety policies, personal protective equipment requirements and incident and hazard reporting procedures. Prior to site access, contractors must complete the Contractor Safety Program, which includes safety pre-qualification, mandatory orientation, verification of insurance and required documentation, on-site monitoring and enforcement measures for non-compliance. These requirements ensure contractors operate to the same safety standards as Canada Goose employees.

31. Zero fatalities were reported across all manufacturing operations; the Canada corporate office and North American retail; EMEA manufacturing, retail and offices; and APAC retail operations.
32. Work-related fatality: A death resulting from a work-related injury or illness where a causal connection to work or the work environment is established, excluding fatalities from non-work-related medical events.

Communities

Canada Goose has always endeavoured to make a positive impact on the communities and environments connected to its heritage. With its global presence continuing to grow, the company is extending its efforts to include wider community-driven initiatives, supporting long-term impact across regions.

Employee Volunteering and Social Impact

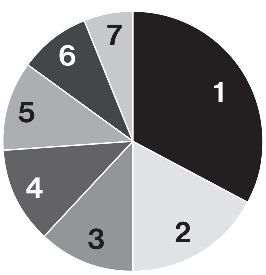
Canada Goose supports charitable giving and paid volunteering opportunities across its global workforce.

Through its charitable giving program, CG Gives, corporate employees can donate to registered charities of their choice worldwide, with Canada Goose matching donations up to $2,500 per employee each fiscal year. Corporate employees also receive up to three paid volunteering days annually, and hourly contracted retail employees can convert volunteer hours into donations at a rate of $20 per hour.

Employee volunteering and social impact FY26 highlights:

- Over 2,300 hours volunteered
- 61 organizations assisted
- Nearly $40,000 donated through CG Gives matched giving

VOLUNTEER HOURS BY CATEGORY



1. Arts, culture, and recreation	33%
2. Community services	17%
3. Food security and nutrition	12%
4. Legal and advocacy	12%
5. Health and wellbeing	11%
6. Education	9%
7. Environment	6%

Product Donations

Canada Goose provides product donations to support communities that require it most. These contributions are distributed through trusted partners and community organizations, helping to address immediate and practical needs.

Over the past two years, Canada Goose donated products worth more than $160,000 Manufacturer's Suggested Retail Price (MSRP) to Polar Outfitting, an Iqaluit-based organization that delivers authentic Arctic experiences with deep respect for Northern landscapes, cultures and communities.

In FY26, the company also donated products with a MSRP of over $600,000 to Smart Works, a UK-based organization that supports unemployed women entering the workforce by providing professional clothing and one-to-one coaching, helping to build confidence for long-term success.

Communities continued

Partnerships

Polar Bears International

Canada Goose has partnered with Polar Bears International (PBI) for nearly 20 years, supporting research, education and advocacy to protect polar bears in the Arctic ecosystem. This long-standing partnership includes employee engagement, brand activations and ongoing fundraising initiatives that support polar bear conservation.

Each year, a group of employees participate in an educational trip to Churchill, Manitoba, gaining first-hand exposure to Arctic conservation. In FY26, 10 employees took part in sessions led by PBI researchers and learned directly from local Indigenous communities.

On February 27, Canada Goose launched a capsule collection recognizing International Polar Bear Day, making a donation to PBI for every piece sold. To coincide with the launch, the company partnered with PBI to host a four-day expedition in Churchill for brand partners and collaborators, alongside Creative Director Haider Ackermann. The experience showcased PBI's science-based research into the impacts of climate change on polar bears, as well as sharing field learning led by PBI scientists and Indigenous Knowledge Keepers.

Beyond the capsule collection, Canada Goose maintains a standing PBI Collection, with proceeds from every sale donated to support the organization's ongoing research and conservation efforts.

Together, these initiatives illustrate how Canada Goose leverages its long-term partnership with PBI to raise awareness of climate change, amplify Indigenous perspectives and support the protection of vulnerable Arctic ecosystems.

PBI FY26 highlights:

- More than $400,000 donated to PBI in FY26
- Nearly $8 million in donations since 2007

Sanjiangyuan Project

Canada Goose has partnered with Shan Shui Conservation Centre with the support of local administration on the Sanjiangyuan National Park Nature Experience and Community Engagement Project since 2023. The partnership, which is the company's largest outside Canada, supports science-based biodiversity conservation, community development and public engagement.

In FY26, the project expanded to include biodiversity conservation research, human–wildlife conflict mitigation and community engagement in the local village of Moqu. Using infrared cameras, surveys documented 41 species, including snow leopards, Pallas's cats, lynxes, Tibetan brown bears and wolves, including rare records of Pallas's cats' breeding behaviour.

Communities continued

The project also helped mitigate human–wildlife conflict by protecting facilities from bears through enhanced safety features, including the installation of bear-proof infrastructure for all 21 households in the village, as well as constructing an environmental education workstation that provides a foundation for future education and outreach.

Through these integrated efforts, Canada Goose's Sanjiangyuan project continues to strengthen science-based conservation, advance community co-management and support the long-term protection of the region's high-altitude ecosystems.

Canadian North

Canadian North airline provides essential passenger and cargo services to remote Northern communities. Canada Goose continues to support and work with Canadian North such as through a financial contribution to its annual toy drive, helping ensure that children living in these communities received a gift during the holiday season.

Canadian Museum of Nature

Canada Goose is in its ninth year of partnership with the Canadian Museum of Nature, reflecting a shared commitment to Arctic research, environmental stewardship and community engagement. Through this long-standing collaboration, the company has contributed over $1.5 million to support the development, production and installation of the Canada Goose Arctic Gallery, a new permanent gallery dedicated to Canada's Arctic.

GOVERNANCE

Canada Goose's robust governance mechanisms help provide oversight, accountability and ethical standards across its sustainability and responsible business practices. They define the structures, policies and processes that guide the company's decision-making, enable it to manage and mitigate risk and support transparency in alignment with its values, strategy, stakeholder expectations and global standards.

Sourcing With Care

Industry Collaboration

Canada Goose participates in key multi-stakeholder initiatives, including the American Apparel and Footwear Association, Textile Exchange, Cascale and the Leather Working Group (LWG). Through these partnerships, the company contributes to industry advocacy, aligns with evolving expectations on sustainable materials and responsible production, and accesses recognized tools that assess supplier performance and reinforce responsible sourcing standards.

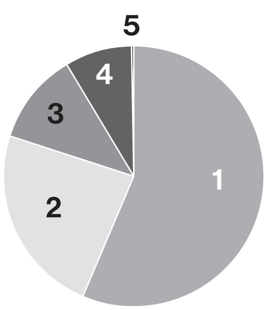
Preferred Fibre and Materials

Canada Goose prioritizes materials that reduce environmental impact, support animal welfare and advance positive social outcomes. For domestic production, Canada Goose aims to ensure that a majority of its purchased materials are PFMs, including recycled polyamide, PFM blends and other lower-impact fibres.

PFM FY26 highlights:

- 91% of materials purchased for domestic production classified as PFMs

FY26 PFM BREAKDOWN



1.	100% Recycled polyamide	56.51%
2.	PFM blend	23.59%
3.	100% Recycled polyester	11.35%
4.	Virgin (non-PFM)	8.51%
5.	100% Recycled polyethylene	0.04%

Animal Welfare

Canada Goose sources animal-derived materials in alignment with its Animal Welfare Policy, which is reviewed annually to reflect evolving standards. All facilities handling down require certification to the Responsible Down Standard (RDS). Canada Goose also maintains RDS certification as a brand and manufacturer, aiming to ensure traceable sourcing and humane treatment of animals. Wool suppliers are required to submit an annual Non-Mulesed Wool Self-Declaration.

Animal welfare FY26 highlights:

- 100% of down purchased from RDS-certified suppliers
- 100% of wool suppliers submitted a Non-Mulesed Wool Self-Declaration

Sourcing With Care continued

Chemical Management

Canada Goose adheres to recognized global standards and third-party certification systems to manage chemicals, dyes and finishes across its supply chain, helping to protect workers, consumers and the environment. This includes complying with bluesign® and OEKO-TEX® certification systems and using independent testing and inspection partners to assess raw materials against the company's Product Restricted Substances List (PRSL). The PRSL aligns with the AFIRM Group's requirements, reflecting industry best practice for chemical management. The company also works with leather suppliers that are audited against the LWG Audit Standards to promote environmental best practice and supply-chain transparency.

Chemical management FY26 highlights[33]:

- 89% of materials bluesign® approved
- 98% of materials OEKO-TEX® approved
- 96% of leather purchased from suppliers was audited and certified by the LWG

Packaging

Canada Goose prioritizes high-quality, more sustainable packaging, which it defines as packaging made from Forest Stewardship Council (FSC)-certified materials, reusable materials, 100% recycled content or other recyclable materials. In FY26, 99.7% of customer-facing packaging was evaluated as sustainable.

Material type used in consumer-facing packaging[34]	% of total packaging	Total weight (MT)	Packaging metrics
Paper	**74%**	**578.25**	
FSC certified			100%
Reusable			85%
Plastic	**13%**	**100.38**	
Recycled			100%
Reusable[35]			55%
Post-consumer			55%
Composites	**13%**	**103.02**	
Reusable			100%
Recyclable			0.50%

33. Bluesign® and OEKO-TEX® percentages are for materials sourced for Canada Goose's domestic manufacturing, and bluesign® percentage does not include recycled wool.
34. Data coverage: North America and EMEA direct-to-consumer (DTC) revenue, representing ~54% of total DTC revenue.
35. Refers to a material's ability to be reused for its intended purpose without degradation in performance or quality.

Sourcing With Care continued

Supplier Onboarding

Supplier Manual

All suppliers must review and sign Canada Goose's Supplier Manual, which outlines the company's expectations of suppliers for a range of sustainability issues, including social compliance, traceability, PFM sourcing and animal welfare. The manual also details the documents suppliers must submit to Canada Goose to evidence conformance with its requirements, such as the accepted social compliance audit standards, supply chain map records, sustainable material certificates and annual Non-Mulesed Wool Self-Declaration.

Supplier Screening

The Canada Goose new supplier onboarding process supports responsible business practices and helps identify potential social and environmental risks prior to production.

Prospective suppliers are required to complete a self-assessment questionnaire and disclose information about their supply chain and social compliance audit reports. If the use of certified materials is claimed, suppliers are required to provide valid scope certificates, transaction certificates or other appropriate substantiating documentation, in accordance with the requirements of the relevant certification standards and regulations.

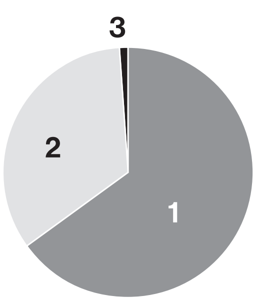
Supply Chain Mapping

An understanding of where materials come from and how products are made is essential for identifying and managing environmental and social risks. In FY26, Canada Goose used its traceability tool in collaboration with its direct suppliers to map upstream supply chains. The exercise required suppliers to declare their supply chains to the facility level and to provide details of manufacturing processes.

This work has improved visibility beyond Tier 2, with 21 Tier 1, 175 Tier 2, 111 Tier 3 and 76 Tier 4 facilities mapped, increasing transparency into indirect supplier relationships and material origins.

The resulting supply chain maps support preparations for regulatory requirements, such as public country of origin disclosures. They also enable the identification of ESG risk exposure, including forced labour, highlight data gaps requiring further engagement and verification, and inform future product life-cycle assessment calculations.

FY26 FINISHED GOODS PRODUCTION VOLUME BY REGION



1. North America:	65%
2. Europe:	34%
3. Asia:	1%

Sourcing With Care continued

Supplier tiers explained:	
Tier 1:	Assembly and manufacturing of final goods
Tier 2:	Production and finishing of materials that go directly into finished goods
Tier 3:	Processing of raw materials into fibres or equivalent state
Tier 4:	The extraction and farming of primary raw materials from the earth or animals, and the collection of secondary raw materials (reclaimed materials) and the processing of these raw materials into a commodity state

Sustainability Governance

Day-to-day Operational Oversight:

Sustainability Team → **SVP Corporate Affairs** → **Executive Team**

Quarterly Governance Oversight:

Sustainability Team → **SVP Corporate Affairs** → **E&S Committee** → **Board of Directors**

Canada Goose's Sustainability team works across the business to drive progress against the company's environmental and social goals. This includes identifying and managing climate-related risks and opportunities, as well as coordinating social compliance, disclosure, circularity, waste and supply chain monitoring. Under the oversight of the SVP of Corporate Affairs, the team also works to ensure accountability through quarterly reports to the Environmental & Social (E&S) Committee of the Board of Directors.

The E&S Committee operates under a board-approved Charter that defines its oversight of the company's environmental and social policies, plans and programs, including climate-related and other, broader risks and opportunities, in coordination with the Nominating & Governance Committee, which oversees the corporate governance framework.

Sustainability Governance continued

The E&S Committee approves key environmental and social policies and commitments, monitors progress toward sustainability goals – including execution of emissions reductions aligned with Canada Goose's SBTi targets – and reviews the annual Sustainability Report and other related disclosures. Quarterly updates from the Sustainability team, delivered through the SVP of Corporate Affairs, support ongoing oversight of performance, strategic alignment and regulatory expectations.

Complementing this oversight, the Executive Compliance Committee ensures adherence to legal and ethical standards, while the Executive Leadership team drives execution across daily operations. The Chief Human Resources Officer partners with the Sustainability team to oversee and approve policies, metrics and disclosures within the Human Resources mandate, including the relevant sections of the Sustainability Report and the Inclusion and Belonging Policy.

Compliance

Compliance Team

The Responsible Sourcing and Compliance (RSC) team has a mandate to support Canada Goose's regulatory compliance program. The team uses a risk-based approach to integrate regulations into the day-to-day operations of the value chain, helping ensure that the company meets its global regulatory obligations.

The RSC team also supports the Sustainability team by monitoring and tracking global environmental, social and governance regulations. This program helps ensure that Canada Goose remains informed and prepared as ESG expectations evolve. Through these efforts, the RSC team supports the integration of current and emerging regulatory considerations into operations to help advance the company's sustainability strategy.

Environmental Fines and Violations

During the current fiscal year and the preceding four fiscal years, Canada Goose has not been subject to any paid or pending environmental fines, penalties or enforcement actions.

Management is not aware of any material environmental non-compliance that would reasonably be expected to result in future fines or penalties.

Policies

Canada Goose's responsible business practice is underpinned by its policies, which guide responsible decision-making and set clear expectations for employees, partners and suppliers. They support strong governance, reinforce accountability and demonstrate the company's commitment to operating with integrity across its business and supply chain.

Inclusion & Belonging Policy

Affirms Canada Goose's commitment to fostering an inclusive culture at all levels of the organization, guiding leadership and employees in building a workplace where diverse perspectives are valued, accountability is upheld and belonging supports long-term success.
Link

Policies continued

Environmental Policy

Outlines how sustainability is integrated across the business. It guides teams in advancing environmental commitments and empowers employees to support a more sustainable future.
Link

Animal Welfare Policy

Affirms the company's commitment to responsible animal welfare, defining expectations for ethical and humane treatment across the supply chain, aligned with regulatory requirements, recognized industry standards and third-party certifications, with ongoing monitoring and continuous improvement.
Link

Human Rights Policy

Commits the company to upholding internationally recognized human rights across its operations and supply chain, banning child and forced labour and discrimination and harassment, while ensuring fair pay, safe working conditions and equal opportunity. It also sets out the expectations on suppliers to meet similar standards and outlines due diligence, grievance mechanisms and ongoing review methods.
Link

Workplace Violence & Sexual Harassment Policy

Sets a zero-tolerance standard for workplace violence and harassment and aims to ensure employees have a safe and respectful workplace.

Code of Business Conduct and Ethics

Establishes clear expectations for directors, officers, employees, consultants and contractors and is supported by complementary policies that guide conduct across the organization.
Link

Privacy Policy

Outlines how the company collects, uses, discloses and safeguards personal information across its websites, applications and related services. Explains individuals' privacy rights and Canada Goose's commitment to protecting personal information in accordance with applicable laws and jurisdiction-specific requirements.
Link

Antitrust Policy

Helps maintain fair competition and strong governance practices. Acknowledged annually by employees and integrated into vendor agreements.

Policies continued

Generative AI Guidelines

Provide practical guidance for employees on how to safely and responsibly use generative AI tools in day-to-day work at Canada Goose. The guidelines outline approved and prohibited use cases, best practice and clear 'dos and don'ts' to protect sensitive data, ensure compliance and reduce risks while enabling productivity and creativity. These guidelines operationalize the broader Generative AI Policy and help employees use AI tools effectively within defined guardrails.

Generative AI Policy

Establishes the formal governance framework for developing, procuring and using generative AI tools at Canada Goose. Defines mandatory requirements related to data security, privacy, bias management, approvals, ownership, monitoring and compliance with global laws and internal controls. This policy is binding for all employees and third parties and aims to ensure GenAI is used in a way that protects the company's digital assets, reputation and ethical standards.

Whistleblower Policy

Enables employees and third parties to report actual or suspected wrongdoing, including breaches of the Code of Business Conduct and Ethics, confidentially and without fear of retaliation. Commits the Company to promptly investigate, address, and prevent misconduct.
Link

Supplier Code of Conduct

Establishes ethical, environmental and social expectations for suppliers, aligning sourcing practices with company values.
Link

Modern Slavery Act Report

Outlines the company's governance, policies, due diligence processes, risk assessment, remediation and training efforts to prevent and reduce modern slavery risks. Published annually in accordance with Bill S211, the UK Modern Slavery Act, and the California Transparency in Supply Chains Act.
Link

Disclosures and Awards

Canada Goose is committed to transparency, responsible governance and continuous improvement in its sustainability and ESG practices. Participation in key disclosures and recognition through external awards supports accountability and alignment with leading industry standards.

Disclosures

Canada Goose participated in a range of ESG disclosures in FY26 to support transparency and demonstrate progress, of which the below are a selection.

CDP

CDP is a global non-profit disclosure platform through which companies report and are assessed on climate-related risks, impacts and management practices. In its second year completing the CDP Climate Change questionnaire, Canada Goose received an A- score, reflecting leadership-level performance and strong governance, strategy and actions aligned with climate best practice and emissions management.

Corporate Knights

Canada's Best 50 Corporate Citizens is an annual ranking by Corporate Knights that assesses Canadian companies on environmental performance and related sustainability indicators. In FY26, Canada Goose was ranked 34th, reflecting strong environmental performance and continued progress in managing environmental impacts across its operations.

Sustainalytics

Morningstar Sustainalytics is a global ESG ratings provider that assesses how effectively companies manage material environmental, social and governance risks, with lower scores indicating less unmanaged risk. In FY26, Canada Goose remained rated Low Risk with a score of 17.87, demonstrating comparatively strong management of key ESG risks relevant to its sector.

CSA

The Corporate Sustainability Assessment (CSA) is an annual evaluation conducted by S&P Global that assesses companies' sustainability performance across environmental, social and governance criteria. Canada Goose completed the CSA for the second consecutive year, supporting ongoing transparency and benchmarking against industry peers and evolving ESG standards.

UNGC CoP

The UN Global Compact Communication on Progress (CoP) is an annual disclosure through which participants report on actions taken to align with the UN Global Compact's Ten Principles. Canada Goose submitted its CoP for the third consecutive year, demonstrating continued commitment to transparency and responsible business practice.

Disclosures and Awards continued

Awards

Canada Goose received a number of awards in FY26, of which the below are a selection.

Canada's Best Companies – TIME & Statista

Ranked #73 on TIME and Statista's Canada's Best Companies list, recognizing overall performance across employee satisfaction, revenue growth and sustainability-related practices.

Brands That Matter – Fast Company

Recognized as a Brand That Matters within the Heritage Brands category, highlighting brands that demonstrate cultural relevance, long-term brand strength and meaningful societal impact.

Best Canadian Presence – French Chamber of Commerce

Awarded for Best Canadian Presence, acknowledging the company's strong brand representation and contribution to Canada's visibility in international markets.

Women Lead Here – The Globe and Mail

Recognized in Women Lead Here, reflecting gender representation and leadership diversity within executive and senior management roles in Canada.

The Sanjiangyuan Biodiversity Project received several awards in FY26:

9th CSR China Education Awards

Recognized at the Top 100 Responsibility CSR China Education Awards, receiving distinctions for Outstanding SDGs Sustainability Project, Outstanding Cases Compilation and Best Responsible Corporate Brand.

Jiemian Zhenshan Award

Received the Enterprise of the Year for Excellence in CSR award, honouring sustained performance and leadership in corporate social responsibility.

Caijing China New Consumption & New Economy Annual Awards

Canada Goose's Sanjiangyuan project documentary (co-produced with Xinhua News Agency), The Source: Coexistence, was awarded Annual Influential Public Welfare Communication Case, recognizing its contribution to advancing sustainability-aligned public welfare initiatives within the retail sector.

WWD100 Sustain – Green Society Dimension

Awarded for demonstrating leadership in social impact, community engagement and sustainability-driven societal value.

United Nations Sustainable Development Goals

Canada Goose's sustainability focus areas align with specific UN SDGs, ensuring its work contributes to advancing global sustainability efforts.

UN SDG	Aligned Focus Areas
3 GOOD HEALTH AND WELL-BEING	• Community Engagement: long-term community partnerships supporting social resilience and wellbeing, e.g. resource program • Employee Experience: wellbeing programs • Responsible Product Development: bluesign® approved and OEKO-TEX® materials • Governance & Sustainability Oversight: health, safety and labour standards, supplier compliance monitoring
5 GENDER EQUALITY	• Governance & Sustainability Oversight: Inclusion and Belonging Policy, Code of Business Conduct & Ethics, Human Rights Commitment, Supplier Code of Conduct • Employee Experience: gender representation tracking, inclusive workplace practices, with leadership accountable for equitable hiring and progression • Supplier Engagement: Supplier Code of Conduct, social audits, Higg FSLM assessments
8 DECENT WORK AND ECONOMIC GROWTH	• Employee Experience: Career Development Framework, performance management and internal mobility processes, Mentorship Program • Supplier Engagement: Supplier Code of Conduct, social audits, Higg FSLM assessments • Governance & Sustainability Oversight: Human Rights Commitment, Code of Business Conduct & Ethics, supply chain traceability and compliance monitoring
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Responsible Product Development: PFM strategy, bluesign® approved fabrics, RDS-certified down • Prioritizing Circularity: warranty & repair program, Generations platform • Climate Action: SBTi-verified targets, emissions-reduction roadmap, renewable energy investments • Governance & Sustainability Oversight: supply-chain traceability platform, chemical management standards, sustainability governance frameworks
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Responsible Product Development: Animal Welfare Policy, PFM strategy, bluesign® approved fabrics • Prioritizing Circularity: product longevity approach, warranty & repair program, Generations platform • Supplier Engagement: Supplier Code of Conduct, mandatory social audit requirements • Governance & Sustainability Oversight: supply-chain traceability platform, leather and chemical management standards, sustainability governance frameworks

United Nations Sustainable Development Goals continued

UN SDG	Aligned Focus Areas
13 CLIMATE ACTION	• Climate Action: SBTi-verified targets, emissions reduction roadmap, renewable energy investment, manufacturing facility decarbonization, renewable energy credits covering 100% of Scope 2 emissions • Supplier Engagement: collaboration supporting transition to lower-carbon operations • Governance & Sustainability Oversight: E&S Committee oversight of climate targets, progress and performance • Responsible Product Development: PFM strategy to reduce product-related emissions
15 LIFE ON LAND	• Supplier Engagement: Supplier Code of Conduct, animal welfare standards, RDS certified down requirements • Responsible Product Development: PFM strategy, responsible sourcing standards to reduce impacts on ecosystems • Governance & Sustainability Oversight: environmental and animal welfare policies, supply chain monitoring and compliance oversight • Community Engagement: conservation partnerships – for example, with PBI – supporting biodiversity protection and ecosystem stewardship

APPENDIX

Stakeholder Engagement

The table below summarizes Canada Goose's stakeholder engagement approach, outlining how key stakeholder groups are engaged on sustainability topics, the channels and frequency of engagement, and how feedback is captured to inform ongoing ESG performance and decision-making.

Stakeholder Group	Purpose of Engagement	Sustainability Topics Covered	Engagement Methods & Channels	Frequency	How Feedback & Progress Are Captured
Employees	Build sustainability awareness, embed ESG into culture and encourage participation	Sustainability strategy, climate action, inclusion and belonging, ethical business practices, progress against goals	• Onboarding sustainability training (corporate employees) • Sustainability discussions during townhall meetings • Inclusion & belonging events • Lunch & learn sessions for headquarters employees • Annual impact reporting and progress updates on internal communications website • Coordinated engagement across product design, development, sourcing and logistic teams to identify and advance emissions reductions across Scope 3	Ongoing (quarterly and annually)	• Employee engagement surveys • Q&A during townhalls • Participation rates and feedback from events
Investors	Demonstrate ESG performance, manage risk and support long-term value creation	ESG strategy, climate risks and opportunities, governance, inclusion and belonging metrics, progress towards targets	• Annual impact reporting • Annual investor surveys • Ongoing discussions with investors and analysts • External ESG disclosures and ratings	Annual and ongoing	• Investor feedback and surveys • ESG ratings assessments • Engagement discussions and follow-up actions

Stakeholder Engagement continued

Stakeholder Group	Purpose of Engagement	Sustainability Topics Covered	Engagement Methods & Channels	Frequency	How Feedback & Progress Are Captured
Customers	Increase transparency, build trust and communicate responsible business practices	Environmental impact, social responsibility, ethical sourcing, sustainability commitments and progress	• Annual impact reporting • Social media content • Sustainability-focused email communications	Annual and ongoing	• Customer feedback and inquiries • Social media interactions • Annual brand guidance surveys measuring customer awareness and perceptions of sustainability performance among brand-aware respondents • Year-on-year improvements observed from Fall 2024 to Fall 2025, including increased agreement that the brand is environmentally sustainable (from 37% to 41%), ethically manufactured (from 37% to 44%), and socially responsible (from 37% to 43%)

Stakeholder Engagement continued

Stakeholder Group	Purpose of Engagement	Sustainability Topics Covered	Engagement Methods & Channels	Frequency	How Feedback & Progress Are Captured
Suppliers	Promote responsible sourcing, alignment with sustainability goals and risk management across the value chain	Supplier code of conduct, environmental standards, human rights, ethics, emissions	• Supplier Code of Conduct and sustainability requirements • Supplier onboarding and training materials • Direct engagement and ongoing discussions • Sustainability questionnaires or assessments	Onboarding and ongoing	• Supplier assessments and disclosures • Compliance monitoring • Continuous improvement tracking

Risk Assessment

In FY26, Canada Goose conducted a robust ESG risk assessment, supported by a third-party, considering social and environmental impacts and risks to the business across its value chain.

The FY26 ESG risk assessment looked at risk through several lenses, including materials, stakeholders and key ESG themes. This work drew on desk-based research and internal and external stakeholder engagement to develop a comprehensive understanding of ESG risk across the value chain. Risks were assessed considering likelihood of occurrence, scale and scope of possible effects and remediability.

Risks linked to the human rights of workers in our supply chain emerged as the most significant area of social risk. Read about Canada Goose's approach to human rights in the supply chain through its Social Compliance Program on pages 14-16.

Risks linked to the physical impacts of climate change on the company's operations and supply chain, including the supply of raw materials, emerged as the most significant area of environmental risk. The company is beginning to develop its approach to manage physical risk exposure across its operations and supply chain and will incorporate tools such as the risk assessment and its suppliers' Higg FEM audits to advance its approach.

The risk assessment results surfaced a number of other risks common to the apparel industry, such as water and chemical use and pollution in the supply chain and animal welfare in down sourcing – see page 32 for Canada Goose's approach to animal welfare and page 33 for the company's approach to chemical management in the supply chain.

Going forward, Canada Goose will use the findings of this risk assessment to inform strategy development and further enhance its approach to managing these risks. The findings will be used cross-functionally to improve understanding of ESG risks across the business functions.

TCFD Index

The Task Force on Climate-related Financial Disclosures (TCFD) provides a framework for reporting decision-useful information on climate-related financial risks and opportunities across four core pillars: governance, strategy, risk management, and metrics and targets. The Company has initiated its alignment with these recommendations; however, this disclosure represents a partial application of the framework and remains a work in progress toward full TCFD alignment.

Topic	Disclosure Focus Area	Disclosure	Canada Goose Response
Governance	Disclose the organization's governance around climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities b) Describe management's role in assessing and managing climate-related risks and opportunities	Canada Goose's approach to managing climate-related risks and opportunities is embedded within its governance framework, with Board-level oversight and clearly defined management responsibilities. Additional information is provided in the references below. • Sustainability Governance, pages 35 to 36 • E&S Committee Charter, page 3
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	Canada Goose has identified climate-related risks and opportunities across relevant time horizons through its risk assessment and risk management processes, as outlined in the references below. • Risk Assessment, page 46 • FY2026 Form 20-F, page 18
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Canada Goose addresses the impacts of climate-related risks and opportunities on its business, strategy and financial planning through strategic initiatives and governance oversight, as detailed in the references below. The risks and opportunities presented reflect a subset of those identified and are not intended to represent a comprehensive list. • Canadian Manufacturing Facility Electrification, page 9 • E&S Committee Charter, page 3

TCFD Index continued

Topic	Disclosure Focus Area	Disclosure	Canada Goose Response
Strategy continued		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Canada Goose considered a low-emissions transition scenario (RCP 2.6) in developing its net-zero target, which has subsequently evolved into its SBTi targets aligned with a 1.5°C ambition. The analysis completed represented an initial assessment and does not constitute a comprehensive scenario analysis.
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks	a) Describe the organization's process for identifying and assessing climate-related risks	Canada Goose undertakes activities to identify and assess climate-related risks, as reflected in the references below. • Risk Assessment, page 46 • FY2026 Management Information Circular, pages 65 and 68 to 69
		b) Describe the organization's process for managing climate-related risks	• Processes for managing climate-related risks are embedded within Canada Goose's governance framework, as detailed in the references below. • Sustainability Governance, pages 35 to 36 • E&S Committee Charter, page 3
		c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management process	Processes for identifying, assessing and managing climate-related risks are integrated into Canada Goose's overall risk management approach, as set out in the references below. • Risk Assessment, page 46 • FY2026 Form 20-F, pages 18 and 27 • FY2026 Management Information Circular, pages 65 and 68 to 69

TCFD Index continued

Topic	Disclosure Focus Area	Disclosure	Canada Goose Response
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities	a) Disclose the metrics use by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Canada Goose discloses metrics relevant to assessing climate-related risks and opportunities, as outlined in the references below. • Targets, page 5 • Preferred Fibre and Materials, page 32 • Chemical Management, page 33 • FY2026 Management Information Circular, page 69
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks	GHG emissions information, including Scope 1, 2 and all applicable Scope 3 emissions and associated risks, is disclosed in the materials referenced below. • GHG Emissions Data, pages 6 to 9 • FY2026 Form 20-F, pages 27 and 46
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Information on the targets used to manage climate-related risks and opportunities, along with performance against those targets, is provided in the following disclosures. • Targets, page 5 • FY2026 Management Information Circular, page 69

SASB Index

The Sustainability Accounting Standards Board (SASB) helps link corporate sustainability performance with investor decision-making by focusing on financially material sustainability topics. As an independent standard setting body, SASB supports companies in identifying, managing, and disclosing sustainability issues that are most relevant to investors. Its standards are tailored by industry. Canada Goose reports in accordance with the Apparel, Accessories & Footwear standards within the Consumer Goods sector.

Topic	Accounting Metrics	SASB Code	Reference
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substance regulations	CG-AA-250a.1	See Chemical Management on page 33 for information on how safer materials are prioritised.
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-AA-250a.2	See Chemical Management on page 33 for third-party certifications used to assess chemical content in products, including bluesign® and OEKO-TEX®.
Raw Material Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	CG-AA-440a.3	Refer to Preferred Fibre and Materials on page 32 for information on how PFMs are prioritized. Refer to Animal Welfare on page 32 for materials aligned with the Animal Welfare Policy.
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	CG-AA-440a.4	In FY26, 100% of down was RDS certified (see Animal Welfare on page 32). 96% of leather purchased for offshore production was LWG certified (see Chemical Management on page 33). 91% of domestic raw materials were PFMs (see Preferred Fibre and Materials on page 32).

SASB Index continued

Topic	Accounting Metrics	SASB Code	Reference
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits or contractual agreements[36]	CG-AA-430a.1	Total % of T1 Suppliers- 12.5% Total % of T2 Supplier- 7.5%
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg FEM assessment or an equivalent environmental data assessment	CG-AA-430a.2	Total % of T1 Suppliers – 63% Total % of T2 Suppliers – 28%
Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	Refer to Audits on page 15 for information on the percentage of supplier facilities audited to a labour code of conduct and the percentage of total audits conducted by a third party.
	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	Refer to Audits on page 15 for information on non-conformance rates and associated corrective actions.
	Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain	CG-AA-430b.3	Refer to Audits on page 15 for information on the greatest labour, environmental and health and safety risks in the supply chain.
Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA-000.A	Refer to Supply Chain Mapping on page 34 for the number of Tier 1 and beyond Tier 1 supplier facilities.

36. Facilities in jurisdictions where wastewater discharge permits or contractual requirements do not apply are considered not applicable and are excluded from the total facility count.

Disclaimer

General

All references in this document to “Canada Goose”, the “company”, “the organization”, or similar terms refer to Canada Goose Holdings Inc., together with its subsidiaries. This document has been prepared by Canada Goose solely for information purposes. Unless otherwise indicated, all amounts are presented in Canadian dollars.

Forward-looking Information

This document contains forward-looking statements. These statements are neither historical facts nor assurances of future performance. Instead, they are based on our current beliefs, expectations and assumptions regarding the future of our business, future plans and strategies and other future conditions. These forward-looking statements generally can be identified by the use of words such as “anticipate,” “expect,” “plan,” “could,” “may,” “intend,” “predict,” “should,” “would,” “will,” “believe,” “estimate,” “forecast,” “goal,” “objective,” “target,” “project,” and other similar expressions, although not all forward-looking statements contain these identifying words. These forward-looking statements include all matters that are not historical facts and include statements regarding our intentions, beliefs, or current expectations concerning, among other things, our sustainability strategies, our emission and energy consumption and targets, expectations regarding industry trends on environmental and social commitments, our business plan and our goals. By their nature, forward looking statements involve risks and uncertainties because they relate to events and depend on circumstances that may or may not occur in the future. Applicable assumptions, risks and uncertainties include, among others, those identified throughout this report, the risks identified under the heading “Risk Factors” in our Annual Report on Form 20F for the fiscal year ended March 29, 2026, as well as in the other information we file with the Securities and Exchange Commission and the securities commissions or similar securities regulatory authorities in each of the provinces and territories of Canada. Although we base the forward-looking statements contained in this document on assumptions that we believe are reasonable, we caution you that actual results and developments, including our achievement of our targets, goals and commitments, may differ materially from those made in or suggested by the forward-looking statements contained in this document as the result of assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations or changes in circumstances of our business. Additional impacts may arise that we are not aware of currently. The potential of such additional impacts intensifies the business and operating risks which we face, and these should be considered when reading the forward-looking statements contained in this document. In addition, even if results and developments are consistent with the forward-looking statements contained in this document, those results and developments may not be indicative of results or developments in subsequent periods. As a result, any or all of our forward-looking statements in this document may prove to be inaccurate. No forward-looking statement is a guarantee of future results. Moreover, we operate in a highly competitive and rapidly changing environment in which new risks often emerge. It is not possible for our management to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements we may make. You should read this document and the documents that we reference herein completely and with the understanding that our future results may be materially different from what we expect. The forward-looking statements in this document speak only as of the date of this document, and we undertake no obligation to update or revise any of these statements.