



GORE'S IMPACT IN THE STATE OF MARYLAND



Together, improving life



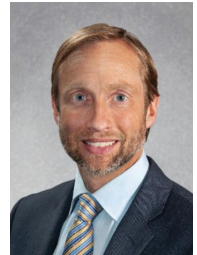


When a company chooses to locate in a region, the benefits extend far beyond profitability and employment.



To The Members of Our Community

Cecil County is a vibrant community that Gore is honored to call home. Today, over 100,000 people live in Cecil County, nearly twice as many who lived here when Gore first joined the community more than 50 years ago. We're pleased to have contributed to that growth as we've grown to become the largest employer in the county.



While we have known these facts anecdotally, we felt it would be valuable to independently quantify our impact using an objective and industry leading assessment methodology. We engaged Sage Policy Group, one of Maryland's most highly regarded economic and policy consulting firms headquartered in Baltimore, MD. Their analysis proved revealing.



Sage indicates Gore supports more than \$1.3 billion in statewide economic activity each year, about 96% of which occurs in Cecil County, ranking us as one of the top economic contributors to Maryland and Cecil County. We employ approximately 3,100 dedicated employees, known as Associates, in Cecil County in well-paying and highly skilled jobs, manufacturing products of high societal value that improve lives around the world.

When a company chooses to locate in a region, the benefits extend far beyond profitability and employment. The Sage analysis shows many additional jobs are indirectly supported by spending from Gore and its Associates. Tax revenues are generated for every kind of public investment from infrastructure improvements to schools, recreational facilities, transportation and more. Homes are built. Local businesses grow, and the entire community thrives. All of this

is part of the Gore story in Cecil County and Maryland that the Sage report puts into context.

I hope this resource helps to tell our story in a productive way. We are proud to be a community partner to our neighbors and friends in Cecil County. Our thanks to everyone who calls this region home and, like Gore, makes a meaningful and lasting contribution to our shared quality of life.

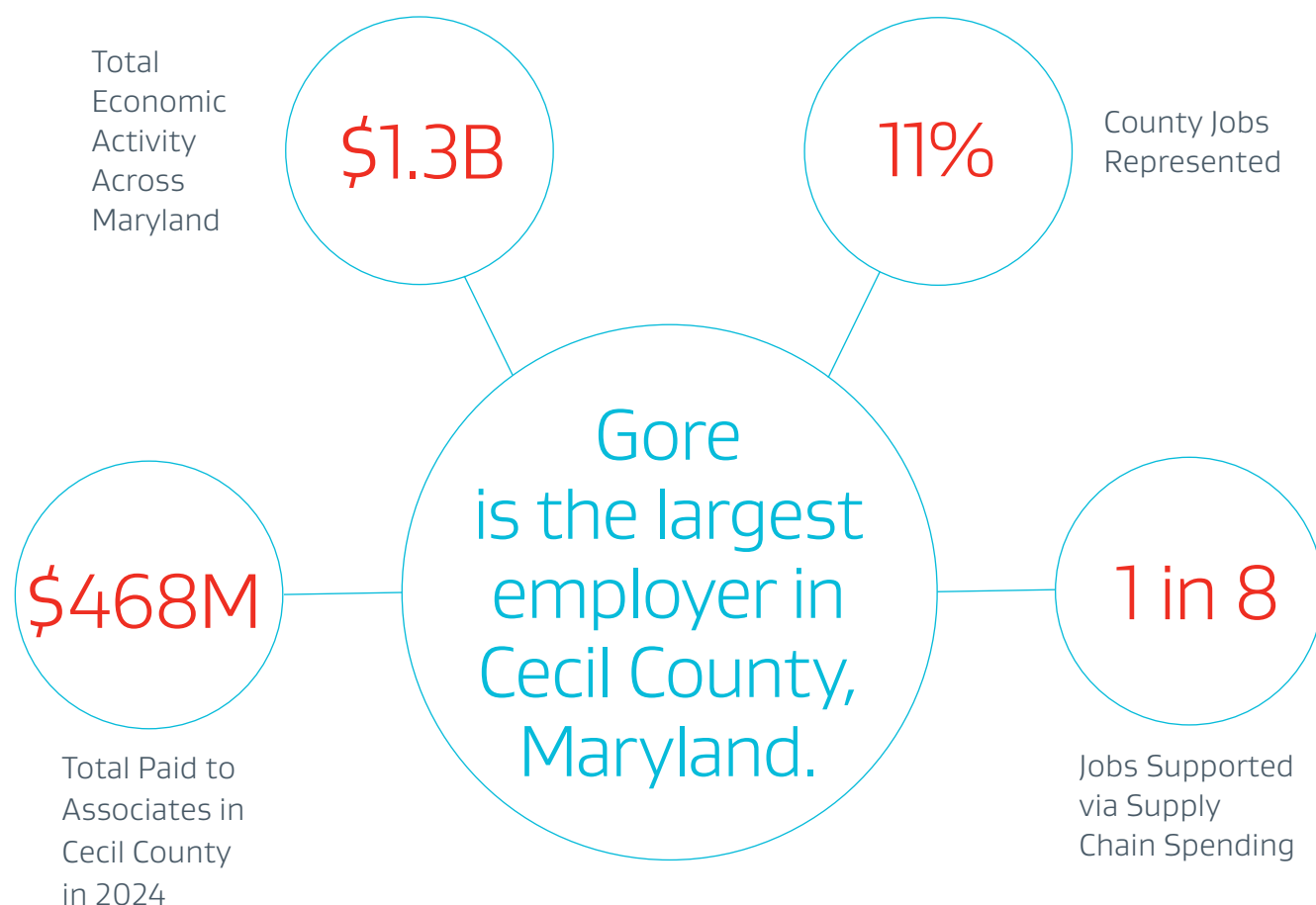
If this resource leaves you with any questions, I hope you will turn to us as your neighbor to provide the answers you need.

Sincerely,

A handwritten signature in black ink that reads "Bret Snyder". The signature is fluid and cursive.

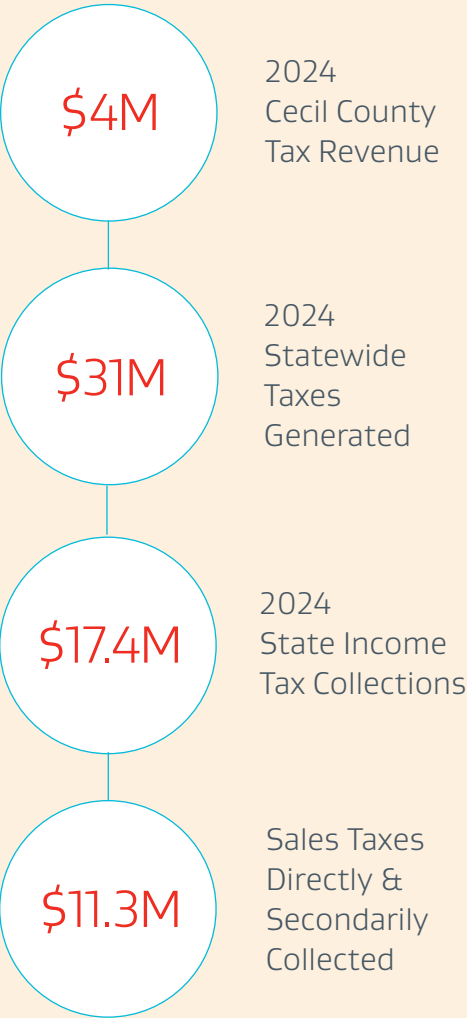
Bret Snyder, President and CEO, W. L. Gore & Associates

At a Glance: Key Economic Impact Data



Gore has consistently grown its workforce over the last decade while Maryland has experienced a consistent loss of manufacturing jobs over the same period.

Gore has generated millions in tax revenue for Cecil County and the state of Maryland.



Maryland-based Associates



Gore is a top economic driver in the state of Maryland and a critical contributor to the local economy.



Substantial Multiplier Effect:



Regional Commitment

Gore's footprint in Cecil County includes:

- Research
- Engineering
- Sales
- Manufacturing
- Support Functions



Gore manufacturing drives other regional businesses, including the truckers that bring raw materials to the plants, the local landscaping firms that maintain the grounds around our facilities, and the local building firms that repair and maintain the plants.



Gore Associates patronize local businesses, including retailers, grocers, restaurants, gas stations, service providers, skilled trades, and more.

Gore Associates living in the county pay taxes that support schools, emergency first responders, and other essential services.



Gore Associates live in the community, creating demand for housing that benefits local builders, retailers, and service providers.

Gore in Maryland

Gore has operated in Cecil County, Maryland, for more than 50 years and is the largest employer in the county with more than 3,100 Associates.

Gore facilities in Cecil County include:

Cherry Hill

- The first Gore facility in Maryland opened in 1973.
- Today, it is one of Gore's largest and most vital operational sites.
- Cherry Hill serves as a research and development hub for the entire Gore Enterprise.

Fair Hill

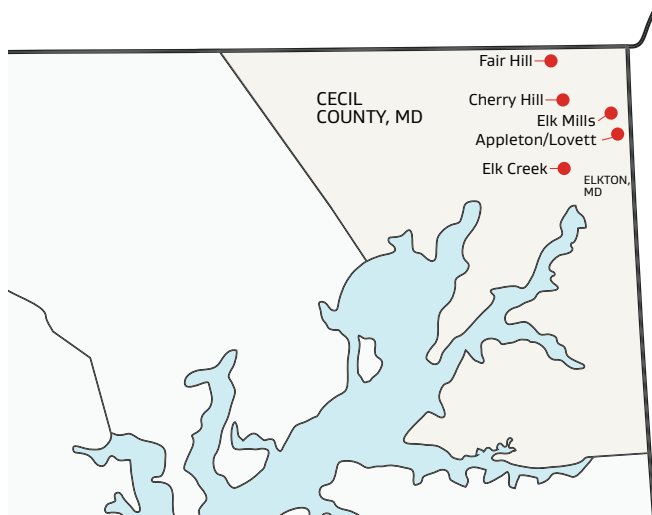
- This facility hosts a community of 260 Associates.
- Fair Hill serves as part of Gore's Performance Solutions business.
- These Associates invent, make and sell products for the industrial and semiconductor markets.

Appleton

- Appleton is comprised of four manufacturing facilities operating since the mid 1980s.
- The Appleton South facility mainly designs and manufactures filaments fibers, imbibed materials, sealants, tubing, and products for industrial applications.
- The three facilities on the north side of Airport Road support the development, manufacture, and sales of a wide range of products including medical devices, vents for automotive, packaging and electronics, and also gaskets and aerospace sealants.

Elk Mills

- Elk Mills was established in the late 1990s and located on a road named after Gore's co-founder Genevieve Gore.
- Elk Mills is comprised of three facilities.
- These facilities are responsible for the development, production, testing and sale of high-performance fabrics laminates, life sciences products, and materials science research.



14 Plants

Gore has 14 plants across Maryland with five campuses in Cecil County. Gore plants on the Maryland/Delaware border also contribute to the region in a way that benefits residents throughout the area.



Workforce Development

Gore has either been certified or ranked among the best workplaces by Great Place to Work® every year since 1998. We are also recognized on the short list of best workplaces in manufacturing and production.

Gore's work environment is driven by innovative thinking, which has generated thousands of products of high societal value.

We strive to create an enterprise where all Associates feel valued, included, and encouraged to do their best work every day, regardless of their age, disabilities, gender identity, nationality, race, religion, sexual orientation, or any other personal identifier that is important to an individual.



Recognized
among
the best
employers in
manufacturing
and production

Sustainable Practices

We live in the community so we care about the community. That's why we work every day to reduce our environmental footprint. Our focus on sustainability is an expression of our promise – *Together, improving life* – our long-established values, culture and principles, and our commitment to Associates, customers and communities. Our commitment to environmental stewardship, both locally and globally, is reflected by the following achievements:

>80%

Proportion of new product revenue by 2030 that we expect will come from products focused on sustainability and improving human wellbeing

64%

Amount of water consumption cut as a result of workwear products made with new soft GORE-TEX shell laminates

50%

Reduction of our Scope 1 and 2 carbon emissions achieved between 2016–2024



Our sustainability programs focus in key areas where we can make the greatest difference. We hold ourselves accountable by creating ambitious goals and targets. Some areas of action:

Purposeful Innovation

We believe that one of the greatest contributions we can make to sustainability is through innovations that have a positive impact on human health as well as the planet.

In 2024, more than 55% of our total research and development investment went to projects focused on improving human wellbeing – and nearly 10% went to projects focused on environmental sustainability. By 2030, we expect these innovations will contribute more than 80% of our new product revenue.*

Environmental Stewardship

We strive to be good stewards of air, water and energy resources and in our management of waste.

Related goal: Eliminate PFCs of Environmental Concern across the vast majority of our consumer fabrics products by the end of 2025.

Enhancing Social Impact

At the core of social responsibility lies our dedication to fairness and integrity. We strive to ensure that all our business operations and interactions – including with our Associates, customers, communities, suppliers, regulators and others – have a positive impact.

Related goal: In 2023, the Enterprise Human Rights Policy released across the organization.

*Figures subject to change due to dynamism of our portfolio and evolving customer needs.

Gore in the Community

As the largest employer with more than 3,100 Associates in Cecil County, we recognize our responsibility to give back to the community. Gore Associates take tremendous pride in being active members of the community in which they live and work.

Associate Volunteer Time

Since 2022, Associates in Cecil County and surrounding communities have taken more than 11,400 hours of paid leave time to volunteer with non-profit organizations in Cecil County and the surrounding communities.



Associates and community members celebrate the installation of a new scoreboard funded by Gore at the Cecil County YMCA.

Associates can apply annually for volunteer support grants for local non-profit organizations where they volunteer for a minimum of \$500 per year. Some recent examples include:

- Boy Scouts of America troops
- Cecil County Youth Life
- Elkton Alliance, Inc.
- House of Hope Animal Rescue
- Singerly Fire Company
- Union Hospital Foundation
- YMCA of Cecil County

Gore Associates have taken more than 11,400 hours of paid leave time to volunteer with non-profit organizations in Cecil County and the surrounding communities.



Associates volunteer to serve a meal at the Ronald McDonald House.

Gore also supports local organizations through its annual United Way Campaign. In 2024, we raised more than \$1 million through Associate donations and a company match.

In 2024, Gore and its Associates:

- Removed trash from North East Beach at Elk Neck State Park for Earth Day, collecting 15 bags of trash and disposing of three bulk items littering the site.
- Collected six bags of trash along the Gore adopted section of Appleton Road and 10 bags of trash, 70 gallons of aluminum cans, and 75 gallons of glass and plastic along Barksdale Road.
- Built a fence around the children's garden and mulched the garden beds at Fair Hill Nature Center.
- Met weekly with student mentees at Kenmore Elementary School.



Each year, Associates come together to plan our annual United Way Campaign.



Associates helping to build a new home through Habitat for Humanity.

Partnerships

Gore partners with organizations across the county to make a meaningful impact on nearby residents. Examples include:

- Sponsoring the Cecil County Youth Football League.
- Sponsoring the Fair Hill Nature Center Fox Trot 5K and Fall Festival benefiting the Center's youth environmental educational programs.
- Funding the acquisition of a new scoreboard for the Cecil County YMCA.
- Partnering with PEG Bandwidth to offer companies in Maryland accessibility to high-speed connectivity at an affordable cost.
- Contributing to help install seven miles of water line and a joint trench with Elkton Gas, extending public water service to local elementary and middle schools.
- Participating in Cecil College's Cecil Leadership Institute to provide unique learning opportunities for 15 participants on community growth and prosperity issues.

Products of High Societal Value

Gore Associates in Cecil County, Maryland invent and manufacture many products of high societal value. These products aim to improve lives globally and include:

Medical

Providing and supporting creative therapeutic solutions with advanced medical devices to address complex healthcare challenges.

Environmental Protection

Protecting the environment by reducing emissions, preventing contamination and optimizing performance in the most demanding environments.

Pharmaceutical and Biopharmaceutical

Ensuring efficient, technology-driven products for single- and multi-use applications.

Technical Fabrics

Pioneering innovative fabrics that exceed industry standards for protecting law enforcement, military, fire, and emergency response professionals against the potential hazards they may encounter.



Combining materials science expertise with market insights, Gore delivers meaningful, uncompromising solutions that support advances in **medicine, environmental science, and healthcare.**

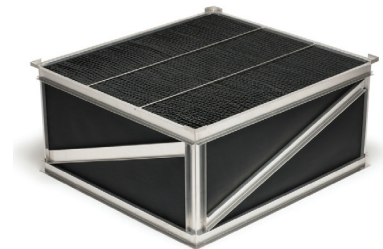
Our development of innovative products in Maryland not only brings jobs to the area, but jobs that attract a diverse workforce at all skill levels. This raises the area's economic base and contributes to a sustainable, equitable and dynamic community where people of all walks of life can thrive.

Gore's products manufactured in Cecil County include:



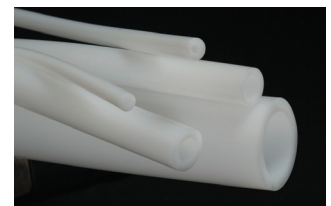
GORE® ENFORM Biomaterial (*Medical*) – used to reinforce soft tissue during the phases of wound healing for abdominal wall construction, hernia repair, or muscle flap procedures. The product is completely absorbable, leaving no material behind in the body.

GORE Mercury Control System (*Environmental*) – an innovative system developed by scientists at Gore that efficiently and continuously captures mercury from industrial flue gas with no moving parts or chemicals to manage.



GORE-TEX PYRAD® Product Technology (*Technical Fabrics*) – garments technology that provides heat, flame and flash fire protection for defense personnel and industrial workers.

GORE® STA-PURE® Pump Tubing (*Pharmaceutical*) – durable and resilient peristaltic pump tubing helps pharmaceutical manufacturers reliably produce drug product by significantly reducing the risk of tubing failure, enabling success in long-running, high-pressure or chemically aggressive applications.



Explore the History of Innovation at Gore

W. L. Gore & Associates was founded on January 1, 1958, by Bill and Vieve Gore in the basement of their house in Newark, Delaware. Gore's first plant in Cecil County was built in 1973. Today, our Associates continue building on our founders' dreams of improving lives through innovation.

The Discovery of ePTFE



Cleaning the Air with Industrial Filtration



GORE-TEX Fabric Launches

Outfitting the Astronauts



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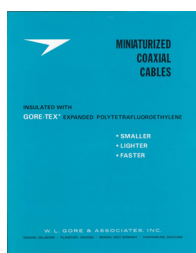
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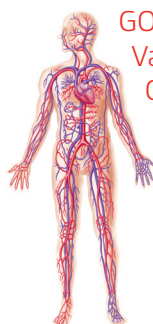
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ePTFE Improves Wire & Cable Products

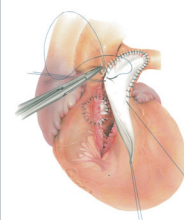


GORE-TEX® Vascular Graft

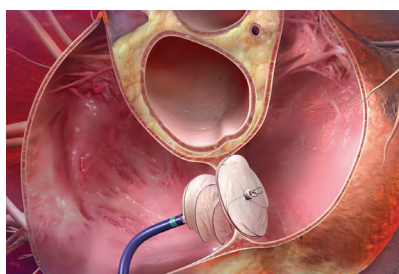
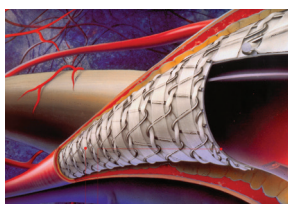


Protecting First Responders

New Medical Applications Launch



Minimally Invasive Medical Technology



Mending Broken Hearts

Contributing to Mars Exploration



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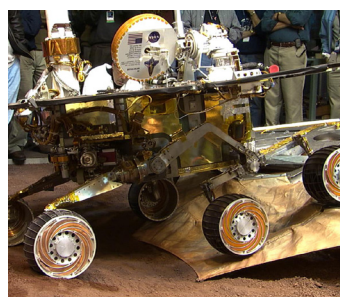
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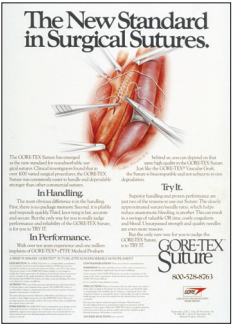
Taking Photos in Space



Ensuring a Good Game at Wimbledon



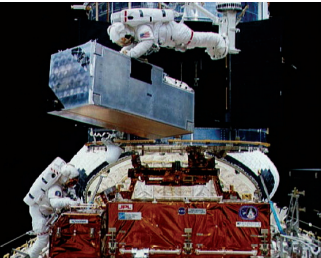
Introducing
ePTFE Sutures



GORE-TEX Fabrics
Proven in Antarctica



Equipping the
Hubble Telescope

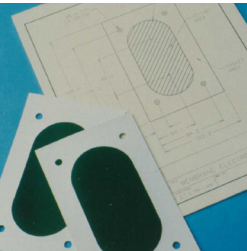


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Protecting
Soldiers



Future of Fuel
Cell Technology



Launching new
GORE-TEX
Products with
ePE membrane



'10 | '11 | '12 | '13 | '14 | '15 | 16 | '17 | '18 | '19 | '20 | '21 | '22 | '23 | '24

Assisting Astrophysics



Protecting Biologics



Envisioning
the future
of eye care



gore.com



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