

Specific Benefit Purposes in Our Bylaws

In 2011, in preparation for our conversion to a benefit corporation, Patagonia developed specific public benefit purposes to reflect our values and mission. These were adopted by our board of directors and shareholders for each of our US-based primary companies (Patagonia, Inc., Patagonia Works, Great Pacific Iron Works, Fletcher Chouinard Designs, Inc. and Patagonia Provisions, Inc.) and written into the articles of incorporation and bylaws for each company. They may not be changed or removed without unanimous shareholder approval. As a result, they govern each company's actions at the most fundamental level. Our specific benefit purposes as they appear in our articles and by-laws are as follows: