STORMTECH®

2023 Sustainability and Impact Report





A Message from Our CEO: Blake Annable

At Stormtech, our mission is rooted in a commitment to people, planet, and product—a philosophy that guides everything we do. In an industry often dominated by fast fashion, we take a different path, crafting premium, durable apparel that seamlessly blends innovative performance with timeless style. Since 1977, we've outfitted adventurers and seekers for extreme conditions, and today, that same dedication fuels our journey to make a positive impact across every facet of our business.

PEOPLE

Our greatest asset is our people, and we are committed to supporting the well-being of our employees, partners, and communities. Worker health and safety remain a top priority across our global supply chain, with robust measures to ensure ethical practices and safe environments. Through initiatives like our 1:1 Program, we empower youth in need, reinforcing our belief that businesses thrive when they uplift communities.

PLANET

Stormtech is proud to lead with sustainability at the core of our operations. In 2023, we achieved Climate Smart Certification, underscoring our commitment to reducing our carbon footprint. Additionally, our EcoVadis Committed status reflects our ongoing efforts to uphold environmental and social responsibility across our supply chain. With a high score on the Better Buying Purchasing Index (BBPI), we continue to foster ethical and collaborative supplier relationships.

Our focus on sustainable design prioritizes durable, long-lasting products that minimize waste. By incorporating innovative materials and offering programs like our sustainable product care initiative and 5-year warranty, we extend product lifespans, reducing environmental impact and contributing to a circular economy.

PRODUCT

Every Stormtech product is built to last, combining premium quality materials, cutting-edge performance, and responsible design all backed with a 5-year warranty.

We continue to prioritize the use of durable, high-quality sustainable materials, which not only enhance performance but also extend product lifespan—reducing waste and environmental impact. Our 5-year warranty and sustainable product care program are testaments to our belief that quality products should endure and leave a positive legacy.

By focusing on material innovation and sustainable design, Stormtech ensures our products meet the highest standards of performance, while contributing to a more sustainable future. Thank you for being part of our journey.

Visit us online at www.stormtechperformance.com or connect with us on social media.

Blake Annable
President & CEO Stormtech

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2023 Sustainability and Impact Report

Company Information and Business Context

Founded: 1977

Headquarters: Burnaby, British Columbia, Canada

Distribution Hubs: Vancouver, BC; Toronto, ON; Dallas, TX; Amsterdam, NL

Employees: 175-200

Turnover (2023): $90-100 million CAD

Top Officer: Blake Annable, CEO

Chief Operating Officer: Shane Brett

Chief Financial Officer: Allen Gerllays

OVERVIEW

Stormtech Performance is a global leader in premium outdoor apparel and gear designed for adventure, work, and lifestyle applications. Established with a focus on innovation, the company excels in performance-driven products that balance style, functionality, and durability. We distribute our products to corporate clients through a vast network of over 11,000 distributors across the USA, Canada, Europe, and the Asia Pacific region.

Key Markets

B2B clients, corporate promotions, and retail sectors worldwide.

Our Values

INTEGRITY – We're the kind of people you can count on. Honest and trustworthy, we stick to our word and treat ourselves and others with respect.

TEAMWORK – We support each other and share a commitment to success. We embrace diverse perspectives, clear communication and working together towards common goals.

ACCOUNTABILITY – We take responsibility for our actions, our behaviors, our impact and our results. We hold ourselves accountable
to our customers, our peers, our partners, and our environment.

ADAPTABILITY – We embrace change as an opportunity to innovate and improve. We are resilient in the face of challenges and agile in our thoughts and actions.

The United Nations (UN) Sustainable Development Goals

In 2023, Stormtech Performance Apparel strengthens its commitment to sustainability by aligning with the United Nations' 17 Sustainable Development Goals (SDGs). We focus on eight key goals most relevant to our industry, embedding these priorities into our operations to create measurable and meaningful progress.

PEOPLE



No Poverty (SDG 1) : Stormtech supports fair wages and works with suppliers to create economic opportunities, particularly in regions where poverty alleviation is most needed.



Good Health and Well-Being (SDG 3): We promote health and safety throughout our supply chain by maintaining high workplace standards and collaborating on initiatives that support workers' well-being.



Quality Education (SDG 4): Through training programs, we empower our employees and supply chain partners with skills to adopt sustainable practices and adapt to evolving industry needs.



Decent Work and Economic Growth (SDG 8): Stormtech upholds ethical labor practices, supports safe and inclusive workplaces, and drives economic growth through responsible operations.

PLANET



Climate Action (SDG 13): We implement strategies to lower our environmental impact, such as reducing emissions, improving energy efficiency, and exploring future carbon offset opportunities.



Life on Land (SDG 15): Stormtech sources materials responsibly, including FSC-certified cartons, and promotes biodiversity conservation through sustainable practices in our supply chain.

PRODUCT



Responsible Consumption and Production (SDG 12): We prioritize sustainable material choices, improve product durability, and implement initiatives to reduce waste throughout our supply chain.



Life Below Water (SDG 14): By supporting reduction of single-use plastic in packaging and using biodegradable alternatives, we aim to minimize our impact on marine ecosystems and support cleaner oceans.

2023 Achievements



SUSTAINABILITY ASSESSMENT

Stormtech's **Ecovadis Committed** Rating highlights our achievements in sustainable procurement, labor practices, and environmental management. Ecovadis evaluates companies on their Corporate Social Responsibility (CSR) practices, and Stormtech's rating reflects our commitment to improving sustainability metrics across our global supply chain.



CARBON FOOTPRINT

Stormtech has received **Climate Smart Certification**, recognizing our systematic approach to measuring and reducing greenhouse gas (GHG) emissions. This program supports our business in identifying emission sources, creating reduction strategies, and tracking progress. The certification demonstrates Stormtech's commitment to meaningful climate action by adopting data-driven sustainability strategies.



RESPONSIBLE SOURCING

Stormtech's participation in the **Better Buying Partnership Index (BBPI)** emphasizes our dedication to transparency and collaboration with suppliers. We achieved an exceptional BBPI score of 91, demonstrating our commitment to responsible sourcing and ethical supply chain practices. This score reflects our dedication to building fair, transparent, and collaborative relationships with our suppliers, ensuring sustainability and respect for workers' rights are at the core of everything we do.



STORMTECH CLIMBS HIGHER IN 2024 PPAI 100 RANKINGS!

Stormtech has advanced to **#28 in the 2024 PPAI 100 rankings**, up from #34 in 2023. This progress showcases our continued commitment to innovation, quality, and sustainability in the promotional products industry.

STORMTECH IS RANKED #29 ON THE 2024 TOP 40 SUPPLIERS LIST

Stormtech is proud to announce its ranking as the **#29 supplier on the 2024** Counselor Top 40 Suppliers List. This recognition is a testament to our dedication to providing high-quality promotional products and exceptional customer service.

STORMTECH ACHIEVES A+ IN 2024 SAGE RATING AWARD!

Stormtech has earned an **A+ rating in the 2024 SAGE Rating Award**. This prestigious recognition reflects our commitment to providing exceptional service and products to our valued customers.

STORMTECH USA VOTED AS "GREATEST COMPANIES TO WORK FOR" AWARD BY PPAI

Stormtech USA has been recognized as **one of the "Greatest Companies to Work For"** by PPAI. This award highlights our commitment to fostering a positive and rewarding work environment for our employees.

Stormtech has been named the **#1 Canadian Company in the promotional industry** by Marketingedge Magazine! This prestigious recognition highlights our commitment to excellence, innovation, and customer satisfaction.

PEOPLE
Social Responsibility



Culture & Benefits
At Stormtech, we are committed to fostering a culture that values and supports our employees, creating an environment where everyone feels empowered, appreciated, and inspired. We understand the significant time and energy our team members invest in their roles, and we strive to ensure those hours are both fulfilling and meaningful.

In 2023, we enhanced our Group Employee Benefits to provide improved coverage, reflecting our dedication to the well-being of our team. These changes are part of our ongoing effort to ensure every employee has access to the resources they need to thrive both personally and professionally.

Work-Life Balance
As a family-owned business, we deeply value the importance of life outside of work. Flexible schedules and a welcoming atmosphere help our employees balance professional responsibilities with personal connections, ensuring they can prioritize time with loved ones. We actively promote a culture of respecting boundaries by encouraging emails and calls to be made only during business hours, allowing time to be dedicated to personal life, hobbies, friends, and family.

Investing in Growth
At Stormtech, we believe empowered employees are the foundation of innovation and success. That's why we are committed to fostering an environment where learning, development, and creativity thrive. We provide a range of opportunities and resources to support personal and professional growth, ensuring every team member can reach their full potential.

Our **Lunch & Learn** series offers engaging sessions that inspire curiosity and expand knowledge across various topics. Regular **Townhalls** promote transparency and collaboration, creating space for open dialogue and shared vision. Additionally, **Employee Engagement Surveys** allow us to listen, learn, and continuously improve our workplace to meet the evolving needs of our team.
By investing in our people, we cultivate a culture of innovation, resilience, and shared success—empowering individuals to grow while driving Stormtech forward.

Wellness & Well-Being
At Stormtech, the wellness and well-being of our employees are core to our values. This year, we deepened our commitment by introducing innovative resources and programs to support the health of our team, both inside and outside of work.

We are proud to offer the **LifeWorks CareNow** service, providing access to a range of on-demand programs designed to address personal challenges and promote overall well-being. Additionally, our LifeWorks **Employee Assistance Program (EAP)** offers confidential support for mental health, financial guidance, and other critical areas, ensuring employees have the help they need when they need it most.

Regular wellness initiatives and health-related updates keep our team informed and empowered, fostering a supportive and healthy workplace.

Employee Engagement
At Stormtech, we believe a connected and engaged team is the cornerstone of our success. Our casual, inclusive work environment celebrates individuality and fosters collaboration, creating a space where creativity thrives, and everyone feels valued.

Last year, we strengthened our culture of camaraderie through a variety of engaging activities, including a Staff Summer BBQ and Games, Bowling Night, Pizza Parties, a Fun-Filled Axe-Throwing Competition, and a spirited Spook-tacular Halloween Contest, just to mention a few. Employees also enjoyed time to unwind and connect at Entertainment facilities, building stronger relationships and a sense of community.

These moments of connection reflect our shared resilience, optimism, and commitment to enjoying our journey together as a team. At Stormtech, we're not just colleagues—we're a community.

Recognition and Celebration
At Stormtech, we understand the importance of recognizing and celebrating the moments that make our journey together extraordinary. From honoring individual and team achievements to marking significant milestones, we take pride in creating meaningful opportunities to show appreciation.

Our culture of recognition goes beyond a simple "thank you." Whether it's through thoughtful gifts, team lunches, milestone celebrations, or company-wide events, we ensure accomplishments are acknowledged in memorable ways. Last year, we celebrated successes with personalized awards, festive holiday parties, surprise treats, and shoutouts during team meetings and newsletters.
By shining a spotlight on our shared victories and individual contributions, we reinforce our collective spirit and create lasting memories.

Community Engagement and Philanthropy
At Stormtech, we believe in the transformative power of the outdoors and are dedicated to making it accessible to all. Through our **1:1 Initiative**, we donate essential outdoor apparel to partner organizations, inspiring young people to embrace the joys of outdoor adventure and experience the physical, emotional, and social benefits of an active lifestyle.

In **2023 we surpassed our planned 1:1 donation target**, providing support to over **30 community-based organizations worldwide**. From aiding communities affected by natural disasters to equipping youth for outdoor exploration, our contributions have helped ensure access to essential apparel during challenging times.

Our partnerships with organizations such as Street2Peak, which prepared youth for their journey through Gros Morne National Park, and the Winter Wildlands Alliance, which connects children with the beauty of winter landscapes, exemplify our commitment to fostering outdoor exploration and community well-being.

Through these efforts, Stormtech reaffirms its dedication to empowering individuals, supporting communities, and inspiring a shared love for the outdoors, leaving a lasting impact on people and the planet.

Supply Chain Information

Description of the Supply Chain and Sourcing model:

Stormtech's sourcing model is built on sustainability, transparency, and ethical integrity, reflecting its commitment to environmentally and socially responsible practices. We prioritize partnerships with suppliers who adhere to stringent standards for resource conservation, energy efficiency, and compliance with environmental regulations.

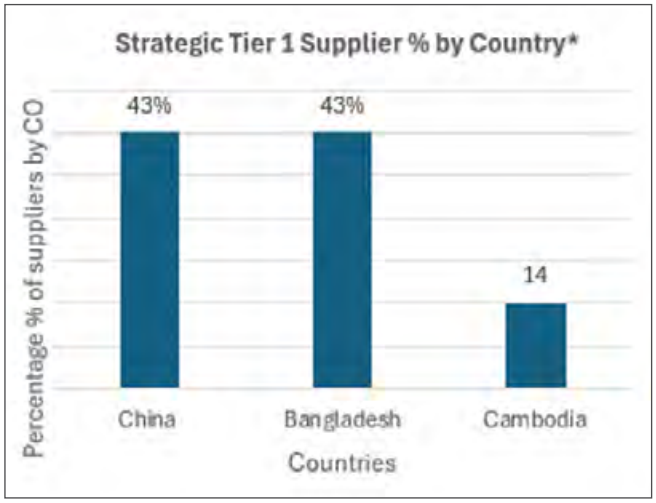
Sustainable sourcing is a core focus, with continuous improvement efforts directed at increasing transparency, traceability, and the use of sustainable materials. Strong, trustworthy supplier relationships are central to our supply chain, enabling the pursuit of long-term sustainability goals.

At the heart of Stormtech's operations is the **Ethical Sourcing Policy** and the **Code of Conduct**, which ensures all suppliers comply with rigorous standards governing child labor, forced labor, fair wages, working conditions, workplace safety, and factory security, as well as all relevant local and international laws. We are committed that our global supply chain aligns with our values, supporting both business success and environmental and social stewardship

Number of Suppliers: 37*

Workers at Tier 1 Factories: 20,034

Note*: Our supply chain includes nominated TIER 2 textile mills and TIER 1 garment, bag, and accessory suppliers.





Note*: This analysis focuses on our top four strategic suppliers, who accounted for over 98% of our total imports in 2023.

SOCIAL COMPLIANCE

100% Social Compliance Adherence (28 Factories)

DESCRIPTION	TOTAL NUMBER OF FACTORIES	SOCIAL COMPLIANCE STANDARDS	% OF FACTORIES COMPLIANT
Garment Factories	28	FLA 9.0, WRAP Version 12.0, QCA 5.0, BSCI 2.1	100%

QUALITY AND ENVIRONMENTAL MANAGEMENT SYSTEM COMPLIANCE

100% Adherence (6 fabric mills)

DESCRIPTION	NUMBER OF FACTORIES COMPLIANT	QUALITY & ENVIRONMENTAL MANAGEMENT SYSTEM	% OF FACTORIES COMPLIANT
Fabric Mills	6	ISO 9001, ISO 14001	100%

GLOBAL STANDARDS TEXTILE SAFETY COMPLIANCE

100% Adherence (7 fabric mills)

DESCRIPTION	TOTAL NUMBER OF FACTORIES	GLOBAL STANDARD TEXTILE SAFETY	% OF FACTORIES COMPLIANT
Fabric Mills	7	OEKO-TEX STANDARD 100	100%

PLANET
Energy Usage and Carbon Footprint

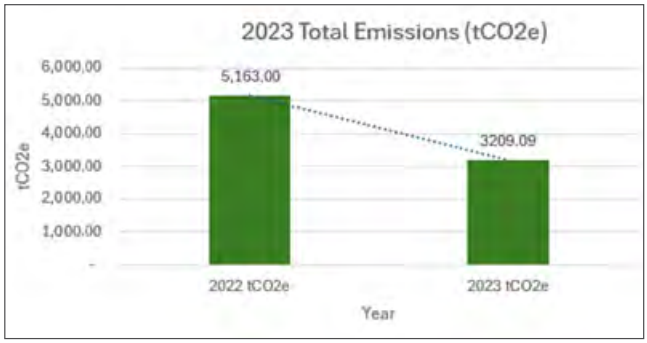


In 2023, we successfully assessed our direct greenhouse gas emissions (Scopes 1,2 and 3). This baseline data will guide our future carbon reduction targets, which we plan to submit to the Science-Based Targets initiative (SBTi). To further enhance our sustainability efforts, we are engaging our suppliers to start assessing their emissions assessment in 2024, providing a comprehensive view of our entire climate impact.

2023 Emissions Activity

Based on GHG emissions analysis, we reduced emissions by 38% compared to our baseline year, 2022

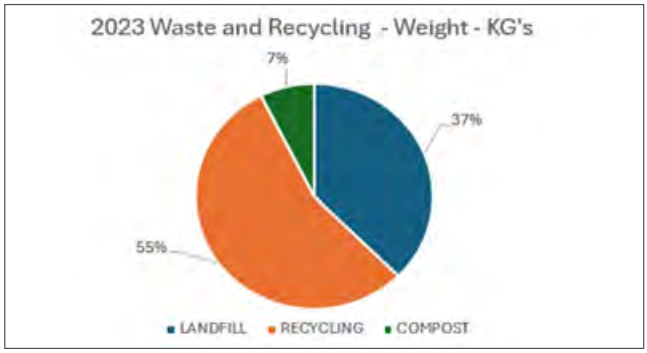
SCOPE	2022 tCO2e	2023 tCO2e
Scope 1	355.38	410.23
Scope 2	11.72	13.44
Scope 3	4,795.90	2,785.42
Total tC O2e	**5,163.00**	**3,209.09**



Waste Management and Recycling

In 2023, we successfully diverted over 63% of waste from landfills through recycling and composting efforts.

WEIGHT - KG'S	2022	2023
Landfill	19,758.33	19,823.61
Recycling	29,735.70	29,185.55
Compost	3,912.99	3,913.75
Total	**53,407.02**	**52,922.91**



Sustainable Packaging and Waste Reduction

At Stormtech, we are committed to minimizing our environmental impact. To achieve this, we have implemented several initiatives:

Packaging Reuse – We maximize the lifespan of packaging materials by reusing boxes and reducing the need for new purchases as much as possible.

Sustainable Packaging Materials – 100% of our imported packaging is sourced from sustainable materials, including FSC-certified recycled paper and biodegradable bags.

E-Waste Recycling – We actively participate in e-waste recycling programs, ensuring responsible disposal of electronic equipment.

Waste Reduction Strategies – We continuously explore opportunities to reduce waste across our operations, from production to shipping.

Water Usage – Minimal use limited to essential operations like office and distribution center functions.

PRODUCT



At Stormtech, the development of sustainable products is a continuous journey, driven by innovation, and a commitment to reducing our environmental impact. Our product design team is dedicated to exploring new possibilities, embracing cutting-edge technologies, and sourcing materials that align with our sustainability goals.

A key focus has been the integration of sustainable fibers and fabrics, reflecting our ongoing efforts to minimize resource use while maintaining the high standards of quality and performance our customers expect. While we recognize there is more work to be done, each step forward brings us closer to creating products that are both responsibly made and built to last.

Material Innovation and Product Sustainability

Sustainable Collection

Crafted with GRS-certified recycled polyester (rPET), this collection transforms post-consumer waste into high-performance apparel. It aligns with global circular economy goals, reducing dependency on virgin materials.

Mono-Material Designs

Products designed with single-material compositions are recyclable and contribute to reducing landfill waste, further promoting circularity.

Certified Cotton Materials

Stormtech is committed to sourcing certified cotton materials that prioritize sustainability and ethical practices. By choosing certified cotton, we support reduced environmental impact during cultivation and promote fair labor conditions throughout the supply chain.

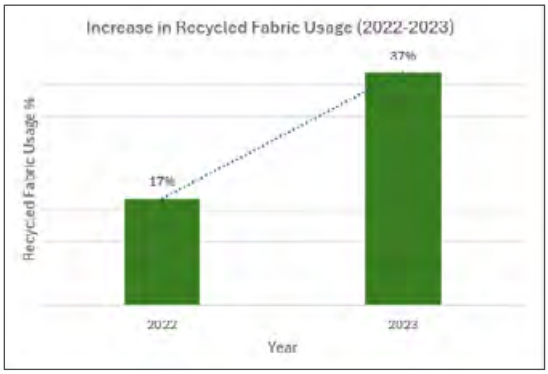
Polygiene Technology™

Select Stormtech products incorporate Polygiene Stays Fresh® Technology to enhance durability and functionality. This innovative treatment resists odors, reduces the need for frequent washing, and extends product lifespan—aligning with our commitment to sustainability and performance.

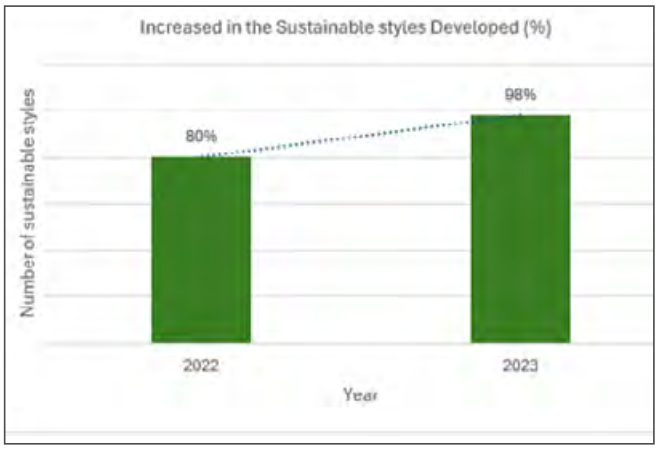
Sustainable Sourcing and Materials

In 2023, we achieved a significant increase in recycled fabric usage, with a remarkable 117% increase compared to the previous year. This substantial growth demonstrates our commitment to sustainable practices and reducing our environmental impact.

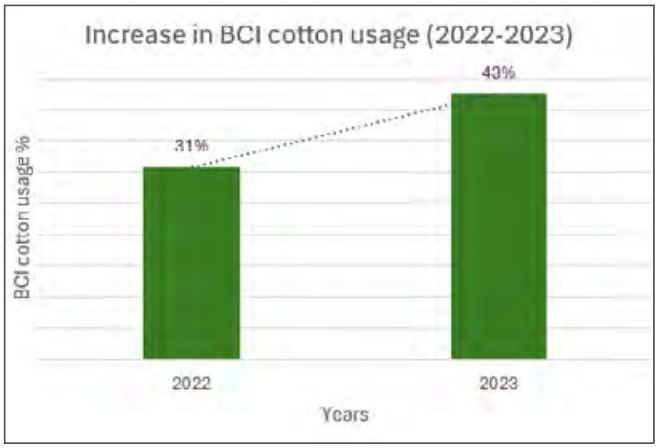
YEAR	TOTAL FABRIC ORDERED (lbs)	TOTAL RECYCLED FABRIC (lbs)	RECYCLED FABRIC USAGE (%)
2022	1,670,963.27	287,564.38	17%
2023	965,333.85	359,164.16	37%



In 2023, we achieved a significant milestone in sustainability, with 98% of all new styles developed using sustainable materials, up from 80% in the previous year.

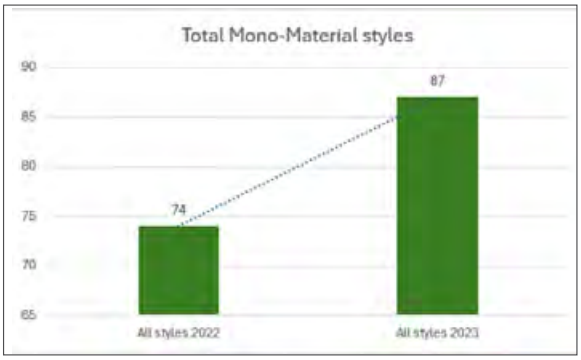


In 2023, we achieved a significant increase in BCI cotton usage, with 43% of all cotton styles developed using BCI cotton certified material, up from 31% in the previous year.



Circularity - Sustainable Mono-Material products

Achieved 18% increase in total Mono-material products from previous year. We will continue to increase the number of Mono-Material product that will be 100% recyclable, closing the loop in the supply chain.



Product Safety and Compliance

At Stormtech, product safety and compliance are at the heart of our design and manufacturing process. Our goal is to ensure every product meets our high standards for safety, quality, and usability while exceeding all regulatory requirements. We achieve this through a rigorous testing protocol that includes both internal evaluations and third-party assessments.

Our approach involves meticulous testing for restricted chemicals, validating functional claims, and tracing recycled materials to their source. Additionally, we secure the necessary production and transaction certificates to uphold transparency and integrity in our supply chain.

Chemical Management

At Stormtech, we prioritize product safety and environmental stewardship through rigorous chemical management practices. Our approach is guided by industry-recognized Restricted Substances Lists (RSL), including the AAFA RSL, amfori BEPI, and EU REACH regulations. This RSL is continually updated to reflect evolving legislation, preferred chemistry principles, and hazard assessment best practices.

In 2023, we successfully completed the elimination of intentionally added PFAS from all our products, marking a significant milestone in our commitment to safer chemistry. This achievement is supported by our broader Chemical Management Policy (CMP), which defines our standards for hazardous substance identification, mitigation, and phase-out strategies.

Quality Assurance & Control

At Stormtech, we are dedicated to delivering garments that embody the highest standards of quality, performance, and durability. Our comprehensive **Product Quality Assurance Program** ensures that every product meets stringent global regulations across North America, Europe, and beyond.

This program includes rigorous **inspection and testing** of raw materials and finished products to ensure they meet industry standard requirements. Additionally, selected styles undergo **wear testing for up to 50 washes** to evaluate their lifecycle durability and performance.

In 2023, **customer returns for quality defects were just 0.05% of total sales**, underscoring our commitment to excellence.

As part of our sustainability efforts, our **5-year warranty** supports extending product lifespans, reducing environmental impact, and contributing to a circular economy by keeping products in use longer. At Stormtech, quality and sustainability go hand in hand, ensuring products you can trust and that align with our shared values.

Our Sustainability Journey

Stormtech's commitment to sustainability is reflected in our milestones and progressive initiatives aimed at reducing environmental impact and enhancing product responsibility.

YEAR	MILESTONES & INITIATIVES FOR THE LAST FIVE YEARS
2021	- Launched **PFC-free** treatments for all Waterproof (WP) and Durable Water Repellent (DWR) outdoor apparel. - Developed sustainable products with Polygiene **ViralOff®** treatment. - Focused on **Polygiene Freshness Technology** for sustainable developments. - Began sourcing **>50% recycled polyester (RPET)** for new developments. - Began sourcing **>50% of sustainable BCI cotton** for new developments. - Implement **Animal-Derived Materials (ADM)** Policy
2022	- Adopted F**orest-Derived Materials (FDM) policy** for all packaging. - Sourced **FSC-certified material cartons, and hangtags**. - Began sourcing **recycle / sustainable materials labels, trims,** - Introduced **biodegradable polybags** for packaging. - Adopted **shed-resistant fleece fabrics** to reduce microfiber pollution. - Implemented **QR codes** on hangtags and care labels
2023	- Eliminated **PFAS** from all WP and DWR outdoor apparel and bags. - Sourced **>90% recycled polyester content** for new developments. - Transitioned to **100% certified cotton** for all new styles. - Introduced **Mono-Material designs** for Fall 2023.
2024	- Achieved **Climate Smart Certification**. - Finalizing and implementing an **ESG Policy**. - Achieved and **EcoVadis Committed rating** for "GOOD" sustainability performance. - Achieved **Better Buying Partnership Index (BBPI)** score of 91 - Releasing annual **Bill S-211 compliance report** (Fighting Forced Labour and Child Labour). -Release **2023 Sustainability and Impact Report** - Began discovery of **Digital Product Passport (DPP)** solutions. - Launching first **Circular Design Collection** (Fall 2024). - Transitioning materials for Top 10 best-selling styles to sustainable material options.

YEAR	MILESTONES & INITIATIVES FOR THE LAST FIVE YEARS
2025	-Releasing Canada **PFAS report** (Environment and Climate Change Canada / Health Canada). -Continuing exploration of **EcoVadis Bronze Medal** for sustainability. - Rolling out first pilot run project for **Digital Product Passport (DPP).** - Exploring signing up for the **Science Based Targets initiative (SBTi)**. - Initiated the development of an **Extended Producer Responsibility (EPR)** plan to address product lifecycle accountability and promote circular economy practices. - Commenced work on a **Canadian Plastics Registry** reporting plan to enhance transparency and compliance with national plastic waste reduction efforts - Submit carbon reduction targets to the Science-Based Targets initiative (SBTi). - Mapping the complete supply chain of the top 50 products.
2026	- Achieve complete **DPP** integration across all products. -Release **2025 Sustainability and Impact Report**

About This Report

The 2023 Stormtech Sustainability and Impact Report highlights our progress and commitments in environmental, social, and governance (ESG) practices from January 1 to December 31, 2023. It provides an overview of our responsible sourcing, environmental stewardship, and social impact efforts.

Data is collected from internal teams, partners, and validated through assessments to ensure accuracy. We welcome your feedback to help improve future reporting. For inquiries, contact **compliance@stormtech.ca**

Through these efforts, we're actively reducing our environmental footprint, promoting responsible sourcing, and moving closer to a circular economy.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