



2024-2025 Sustainability and Impact Report



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 **STORMTECH®**

2024-2025 Year in Review





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A Message from Our Founder and Chairman **Blake Annable**

Since Stormtech was founded in 1977, I have always believed that the gear we create must withstand the toughest real-world conditions with the highest quality control and responsible production standards. This core principle has defined our company, shaped our innovative products, and set the bar for everything we do. Today, it continues to guide our commitment to making a positive impact on people, the planet, and the performance of our apparel. This past year, we have further strengthened our approach to measuring and reporting our progress, with an unwavering emphasis on accuracy, transparency, and tangible results. As industry standards and regulations evolve, we remain dedicated to providing clear, verifiable insights and making decisions that reflect thoughtful stewardship. The progress outlined in this report reflects the values that have guided Stormtech from the beginning: care for the people connected to our business, disciplined operations, and a long-term view of the products we design and their broader environmental footprint.

PEOPLE – BUILDING COMMUNITIES, NOT JUST PRODUCTS

- Our commitment begins with **people**. Across our global operations, we maintain worker health and safety protocols, working to ensure that every person in our supply chain operates in ethical, secure environments. Our responsibility extends beyond our factories.
- Through our Outfitting Futures initiative, we donate Stormtech products to youth organizations and outdoor community groups and charitable partners who connect youth to nature, outdoor education, and wellness programs.

PLANET – MEASURED ACCOUNTABILITY AND MILESTONES IN 2025

- Bronze Medal in the 2025 **EcoVadis** Assessment, an independent evaluation of our sustainability and compliance programs across our supply chain and operations.
- **Carbonhound** certification for scope 1 and 2 greenhouse gas emissions and select scope 3 categories, following ISO 14064-1:2018 and the GHG Protocol Corporate Standard methodology. Our 2024 results achieved a 23% reduction in tCO₂e compared to 2023 measurements.
- Through our partnership with **Open Supply Hub**, we have published an interactive supply chain map on our website, a public factory listing that provides visibility into where our products are manufactured.

PRODUCT – ENGINEERING FOR DURABILITY

- Every Stormtech product is designed for durability, combining high quality materials and performance features, backed by our **5-year warranty** and product care program for an extended lifespan and build customer loyalty.
- Stormtech achieved ISO 9001:2015 certification for our Quality Management System, covering Design and Product Development, Sourcing and Compliance, and Quality Assurance and Quality Control. This certification confirms that our quality systems meet internationally recognized standards and supports our continued focus on consistent product quality and operational discipline

Looking Forward

The progress detailed in this report represents tangible steps forward. We remain committed to continuous improvement across our people, planet, and product initiatives, with full recognition that sustainability is an ongoing journey requiring persistent effort and honest evaluation.

Thank you for being part of our journey. Here's to continued innovation and shared success in the year ahead.

Blake Annable
Founder and Chairman
Stormtech Performance Apparel

2024-2025 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 (2025): \$90-100 million CAD

Founder & Chairman: Blake Annable

Chief Operating Officer: Shane Brett, CEO

Chief Financial Officer: Allen Gerllays

OVERVIEW

Stormtech Performance continues to grow as a global provider of high-quality outdoor apparel and gear built for real-world use. Our focus on purposeful design and long-lasting performance guides every product we create, supporting customers through adventure, work and everyday life. With a distribution network of more than 11,000 partners throughout the USA, Canada, Europe and the Asia Pacific region, we serve a diverse range of B2B clients, corporate programs and retail markets.

As we expand our reach, we remain committed to integrating responsible practices into our operations and product development. This commitment shapes how we innovate, source materials and support our distributor community, ensuring that performance and sustainability progress together.

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.

Expanding Our Reach While Lowering Our Impact

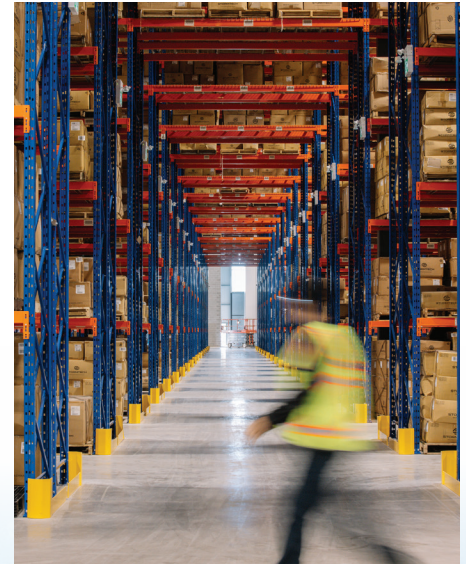
In August 2025, Stormtech opened a new flagship distribution center in Markham, Ontario. The facility strengthens our regional presence and supports our focus on efficient, responsible operations. Located within the Steelcase One campus, it brings together modern infrastructure, stronger accessibility and a clear commitment to sustainability—enhancing how we serve distributors across North America.

The site is being built to LEED standards and reflects a broad approach to low-impact design. Over 75% of construction waste was diverted from landfill, while white reflective roofing, motion-activated LED lighting and water-conscious landscaping help reduce energy use and environmental footprint. The facility also includes EV charging stations, secure bike storage, advanced air filtration and increased natural light, supporting both greener commuting and a healthier work environment.

Operating in a lower impact building also gives our partners confidence that our supply chain practices align with ESG expectations and our long-term emissions-reduction goals.

Speed and Service Advantage

Strategically located near major transportation corridors, the new Markham center provides 1–2 day delivery to key U.S. hubs like New York, Boston, Philadelphia and Chicago, as well as major Canadian cities like Toronto, Ottawa and Montreal. Combined with Stormtech’s same day turn time on blank orders, this positioning supports shorter delivery windows, quicker response times and a level of reliability that meets the demands of modern distribution.

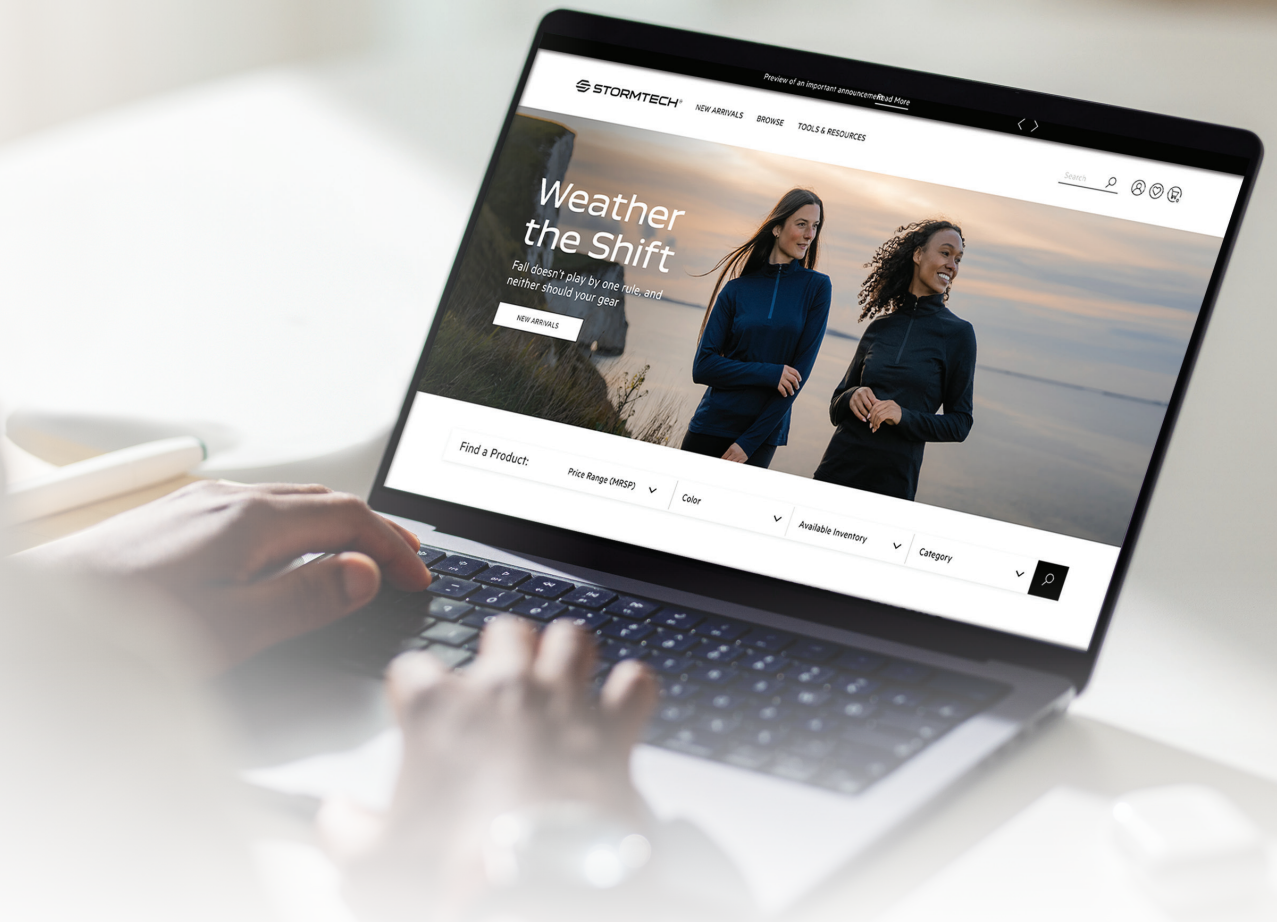


New Toronto Factory Outlet Store Strengthens Circular Practices

Stormtech opened a new Factory Outlet store in Toronto, creating another channel to extend the life of products and reduce waste. By giving past-season items and excess inventory a second life, the outlet helps keep more product in circulation and out of landfill—supporting our broader circularity goals.

This model also contributes to emissions reduction. Redirecting existing inventory through the outlet lowers the need for additional transportation and warehousing activity. It reduces the movement of goods across the supply chain and allows us to manage inventory closer to the customer, which cuts freight distances and associated emissions. The Toronto Factory Outlet strengthens circularity and operational efficiency, reinforcing Stormtech’s commitment to responsible product stewardship.



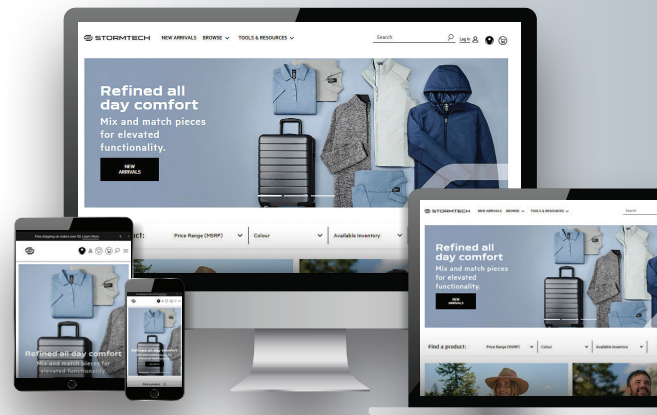


Advancing Efficiency Through Digital Innovation

Stormtech launched a new Distributor Website designed to deliver faster, smarter and more intuitive experience. The upgraded platform reduces manual steps, supports quicker decision-making and helps partners manage orders with less effort and errors, contributing to a more efficient and lower-impact operating environment.

Key improvements include faster site speed, enhanced product search and filtering, and streamlined sample ordering that allows distributors to review fit, fabric and quality before placing larger orders. Individual user accounts offer easier access to tools and resources, reducing back-and-forth communication and improving workflow efficiency.

Together, these enhancements strengthen the digital side of our supply chain, supporting both operational efficiency and more streamlined business interactions across our distributor network.



2024-2025 Achievements



SUSTAINABILITY ASSESSMENT

ECOVADIS BRONZE MEDAL – SEPTEMBER 2025 ASSESSMENT

Stormtech Performance Apparel has received the **EcoVadis Bronze Medal** in our September 2025 sustainability assessment. This places our organization among the top **35% of companies assessed globally** within the past 12 months in our industry category.

The assessment evaluated our policies, actions, and reporting across four key themes:

- **Environment**
- **Labor & Human Rights**
- **Ethics**
- **Sustainable Procurement**

Earning the Bronze Medal reflects the progress we have made in strengthening our management systems and documentation. The results also highlight clear opportunities for continued improvement, which we will use to guide our next steps.

Stormtech remains committed to transparent, data-driven reporting and the ongoing enhancement of our sustainability practices



CARBONHOUND CERTIFICATION – 2024 GREENHOUSE GAS INVENTORY

We are proud to share that Stormtech has achieved **Carbonhound Certification** for our 2024 greenhouse gas (GHG) inventory—our third consecutive year reporting and verifying our emissions. This certification reflects our commitment to transparent, data-driven environmental disclosure.

Our 2024 GHG assessment includes **Scope 1 and Scope 2 emissions**, along with key **Scope 3 categories**, including upstream transportation and distribution, employee commuting, downstream transportation and distribution, and waste generated in operations.

Carbonhound confirmed that no material sources were missing within Scope 1, Scope 2, and the disclosed Scope 3 categories. Additional Scope 3 categories with material gaps will be addressed in our 2025 inventory.

These disclosures, presented in our 2024 GHG Impact Report, provide a clearer understanding of our emissions profile and help inform our continued efforts to strengthen measurement and reporting.



SUPPLY CHAIN TRANSPARENCY: INTERACTIVE FACTORY MAP NOW LIVE

Stormtech has published an interactive supply chain map through **Open Supply Hub**, providing visibility into the facilities that manufacture our products. This map reflects our commitment to sharing accurate sourcing information and responding to the growing expectations from customers and partners for greater transparency.



ISO 9001:2015 QUALITY MANAGEMENT SYSTEM

Stormtech has achieved ISO 9001:2015 certification for our Quality Management System. This certification covers our Design and Product Development, Sourcing and Compliance, and Quality Assurance and Quality Control functions. It formalizes the quality processes already in place across the business and supports our ongoing focus on consistent product quality, strong internal controls, and continuous improvement



Stormtech participates annually in Product Safety and Compliance seminars to stay informed on evolving regulatory requirements and product safety expectations.




COUNSELOR TOP 40 SUPPLIERS- NO. 32 STORMTECH

Stormtech was recognized on the Counselor Top 40 Suppliers list, highlighting our strong market position and consistent performance across the promotional products industry.



SAGE A+ RATING

We earned an A+ rating from SAGE, reflecting exceptional feedback from distributors. This rating shows the strength of our service, product quality and reliability based on real customer reviews.

Awarded by  The leading technology and research platform for the promotional products industry

PPAI 2025 “GREATEST COMPANIES TO WORK FOR” (STORMTECH USA)

What Employees Say: “Working for a family-owned company is the best! I love a company and management team that is transparent and practical. Most of the team has been here for decades, and that says a lot. This industry can be a roller coaster, but I appreciate that even during challenging times I feel safe.”

Stormtech USA was named one of PPAI’s 2025 Greatest Companies to Work For. This award reflects our culture of support, accountability and teamwork, and it reinforces our commitment to creating a workplace where people feel valued and motivated.



VERTEX STORMSHELL WINS PLATINUM AWARD FOR APPAREL PRODUCT OF THE YEAR

Stormtech’s RX-2 Vertex Stormshell received the 2025 BPMA (British Promotional Merchandise Association) Platinum Award for Apparel Product of the Year, acknowledging its technical design and high level of performance. The jacket features a 3-Layer H2XTREME® waterproof/breathable system, articulated construction and ergonomic fit for protection in demanding weather conditions. It is made with a combination of standard polyester and GRS-certified recycled polyester, reflecting the use of certified recycled content in its construction.

This recognition highlights the product’s technical innovation and design excellence, as evaluated by the BPMA judging panel.

PEOPLE

Social Responsibility



CULTURE & BENEFITS

Stormtech is dedicated to building a workplace where people feel supported, respected, and motivated to do their best work. We recognize the dedication our employees bring to the organization each day and are intentional about creating an environment where their contributions are valued and their time is well spent.

WORK-LIFE BALANCE

As a family-owned organization, we recognize that great work is best supported by balance and flexibility. We offer a hybrid and adaptable work environment that allows employees to manage their schedules in a way that supports both performance and personal commitments. We strive to create a respectful, people-first culture where time outside of work is genuinely valued, and where clear boundaries are encouraged so employees can fully disconnect, recharge, and focus on their lives beyond the workplace.



INVESTING IN GROWTH

At Stormtech, we place a strong emphasis on developing our people and supporting their growth at every stage of their careers. We believe that when employees are equipped with the right tools, knowledge, and opportunities, both individuals and the organization succeed.

We actively invest in initiatives that encourage learning, collaboration, and continuous improvement. This includes regular Lunch & Learn sessions designed to share insights, spark discussion, and build cross-functional knowledge, as well as company-wide Townhalls that strengthen communication, alignment, and transparency. Through ongoing Employee Engagement Surveys, we also ensure our teams have a voice and play a meaningful role in shaping our workplace.

In addition, Stormtech has invested in a new Learning & Development platform that provides employees with access to a comprehensive library of courses. This platform supports skill-building, professional development, and personal growth, enabling employees to expand their capabilities at their own pace.

Together, these initiatives reflect our commitment to building a supportive, forward-thinking culture, one that prioritizes growth, adaptability, and long-term success for both our people and Stormtech as a whole.

WELLNESS & WELL-BEING

At Stormtech, employee well-being is an ongoing priority and an integral part of how we support our people. Throughout the year, we invest in programs and initiatives that encourage both physical and mental wellness, helping our team stay healthy, active, and engaged.

We provide employees with access to Telus Health, which offers on-demand support and practical tools to help navigate personal and professional challenges. In addition, our Telus Health Employee Assistance Program (EAP) delivers confidential resources for mental health support, financial advice, and other essential services, ensuring employees can access guidance when it matters most.



To promote movement and healthy habits, Stormtech runs an annual “Get Moving” challenge that encourages exercise, activity, and friendly competition across the organization. This initiative is supported by our Physical Fitness and Wellness Program, which reimburses employees for eligible wellness-related expenses, including fitness activities, sports participation, and equipment that supports an active lifestyle.

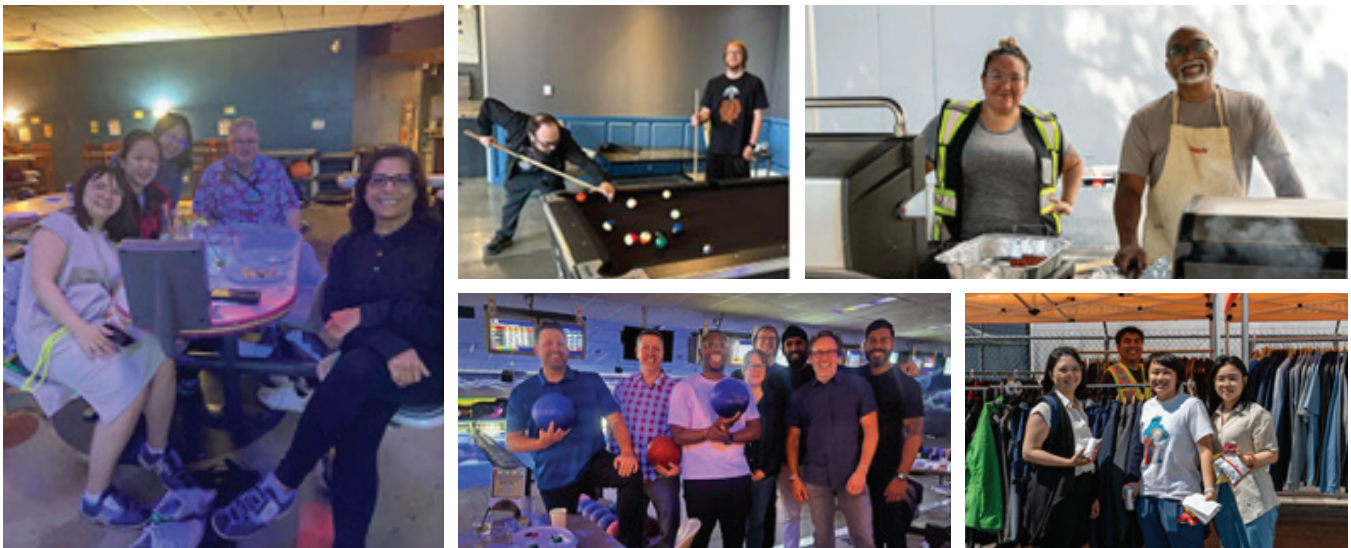
Through regular wellness communications and ongoing initiatives, we aim to create a workplace culture that prioritizes health, balance, and long-term well-being.

EMPLOYEE ENGAGEMENT

At Stormtech, our people are at the heart of everything we do. We place a strong emphasis on building meaningful connections and creating an environment where employees feel supported, included, and empowered to be themselves. Our workplace culture is relaxed, welcoming, and collaborative, encouraging teamwork, innovation, and mutual respect.

Throughout the past year, we have continued to invest in team engagement by bringing employees together through a range of social and team-building experiences. From our Summer BBQ and outdoor games to bowling nights, catered unique lunches, axe-throwing competitions, and a lively Halloween celebration, these events gave our teams opportunities to step away from their day-to-day work, have fun, and connect on a personal level. Informal outings to entertainment venues further strengthened relationships across teams and departments.

These shared experiences reinforce the positive, people-first culture we're proud of, one built on connection, enjoyment, and collective success. At Stormtech, we work hard, support one another, and grow together as one team.



RECOGNITION AND CELEBRATION

At Stormtech, we believe that taking time to recognize people and moments that matter is essential to building a strong, connected workplace. Celebrating achievements, both big and small—and acknowledging key milestones is an important part of how we show appreciation for our teams.

Recognition at Stormtech is intentional and thoughtful. From curated gifts and team meals to milestone acknowledgements, special events, and company-wide celebrations, we make an effort to ensure contributions never go unnoticed. Over the past year, this has included tailored awards, holiday gatherings, spontaneous appreciation moments, and recognition shared through team meetings and internal communications.

By consistently celebrating accomplishments and contributions, we strengthen our culture, reinforce a sense of belonging, and create experiences our teams genuinely value.

OUTFITTING FUTURES: GEAR THAT GIVES BACK

Stormtech's Outfitting Futures program addresses a direct barrier to outdoor access: the cost of performance gear. Through our Gear That Gives Back initiative, we allocate a percentage of global sales, in the form of actual products, to youth organizations and outdoor community groups. This means high-quality outerwear, bags, and base layers go directly to charitable partners who connect young people to nature, outdoor education, and wellness programs.

In 2025, our product donations helped support organizations focused on expanding outdoor access for underserved youth.

The model is straightforward: sales drive donations, and donations remove equipment barriers that prevent young people from participating in outdoor experiences. We work with partners who have established programs and direct relationships with the communities they serve, ensuring gear reaches those who need it most.

TESTIMONIAL

"We are deeply grateful for Stormtech's commitment to equipping our students with the essential gear they need to access life-changing outdoor experiences in every season. By removing barriers to participation, Stormtech has helped more students experience skiing, white water rafting, and other outdoor adventures for the first time, opening the door to confidence, connection, and growth in the outdoors."

*Connor H,
Outreach and Communications Manager,
Teens to Trails*



SUPPLY CHAIN AND SOURCING APPROACH

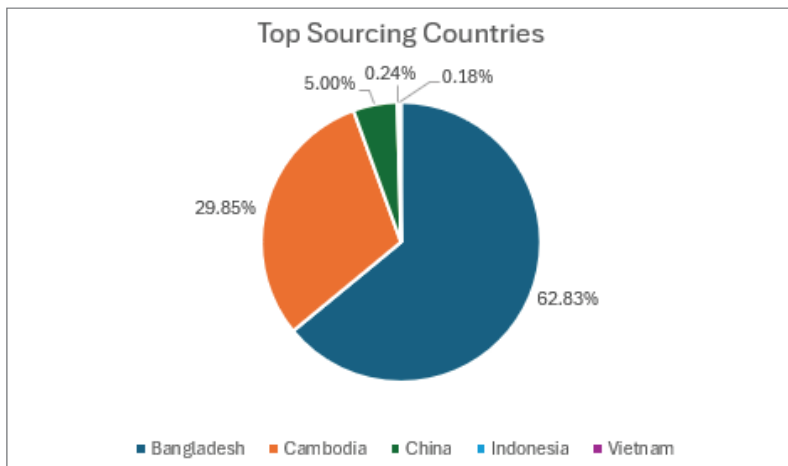
Stormtech operates a global but intentionally focused supply chain designed to support effective oversight, risk management and operational consistency. In 2025, our sourcing strategy continued to prioritize supplier nomination, clear performance expectations and improved visibility across key manufacturing partners.

Sourcing is highly concentrated to enable stronger control and engagement. Bangladesh and Cambodia represented more than 90% of total import value, with 98% of sourcing concentrated across nine nominated garment factories. This structure supports closer monitoring, more consistent quality outcomes and more efficient management of social, environmental and regulatory risks.

Stormtech maintains ongoing due diligence through defined supplier requirements, long-term relationships and regular oversight activities. All suppliers are required to comply with our Supplier Code of Conduct and Supplier Guidelines, which set standards for labor practices, workplace conditions, health and safety, factory security and compliance with applicable laws. These requirements form the foundation of our risk-based approach to supplier management and continuous improvement.

Number of Suppliers: 37*
Workers at Tier 1 Factories: 18,401

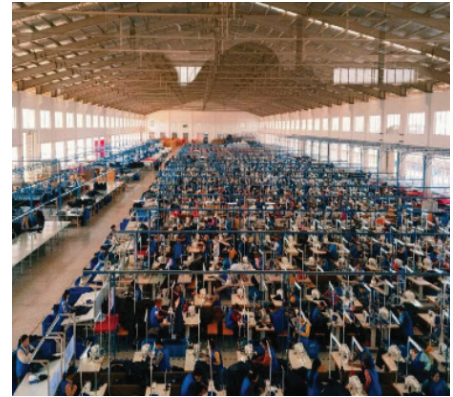
Note: Stormtech’s supply chain includes nominated Tier 2 textile mills and Tier 1 garment, bag and accessory suppliers.



Note*: 98% of import value is sourced from nine nominated garment factories.



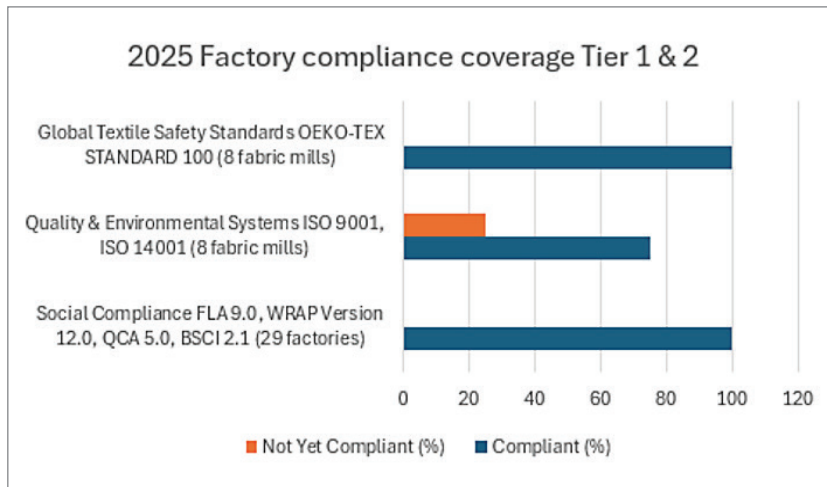
Nominated Tier 1 garment factory and Tier 2 zipper factory within Stormtech’s supply chain, illustrating large-scale production environments typical of our manufacturing partners



FACTORY COMPLIANCE AND STANDARDS OVERSIGHT

Stormtech maintains a structured approach to supplier compliance across social, quality, environmental and product safety standards. In 2025, 100% of garment factories met recognized social compliance requirements, and 100% of fabric mills met global textile safety standards. In addition, 75% of fabric mills were certified to ISO 9001 and/or ISO 14001, with the remaining mills operating under established quality and environmental management controls.

These results reflect ongoing supplier oversight and verification efforts across key manufacturing partners. Stormtech continues to work with suppliers and mills to strengthen management system coverage while maintaining compliance with applicable standards and customer expectations.



STANDARD 100



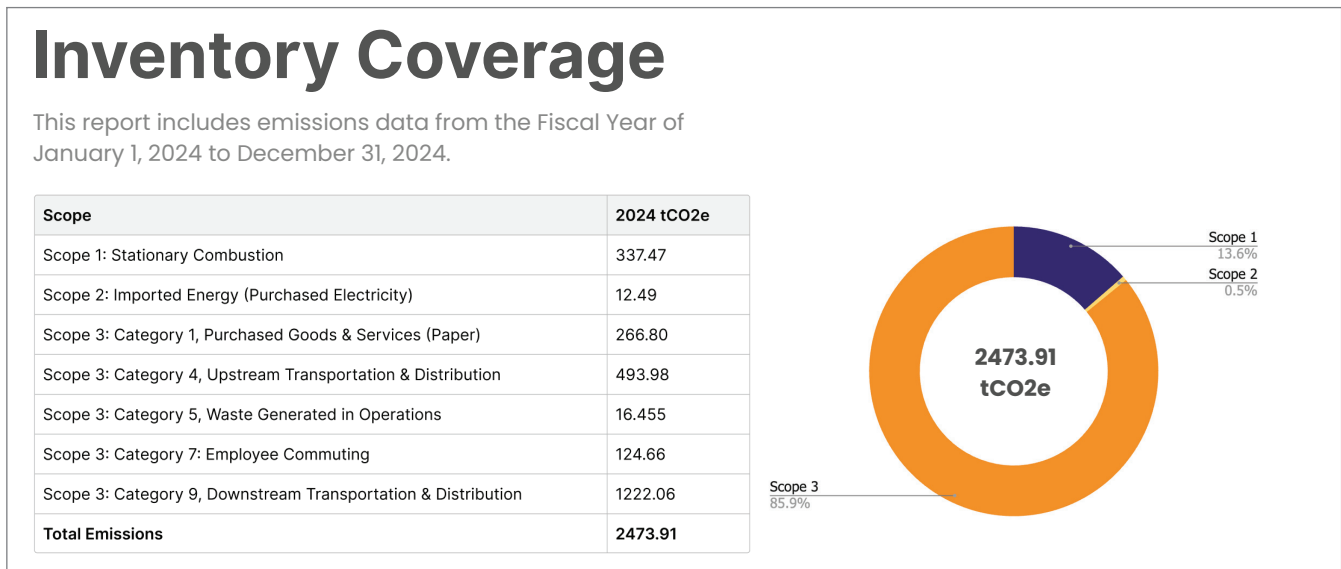
Logos shown represent standards and certifications held by nominated supplier facilities and do not constitute company-wide or product-level certification unless otherwise stated.

PLANET

Energy Usage and Carbon Footprint

In 2024, 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 starting 2024, providing a comprehensive view of our entire climate impact.

2024 KEY PERFORMANCE INDICATORS (VERIFIED)

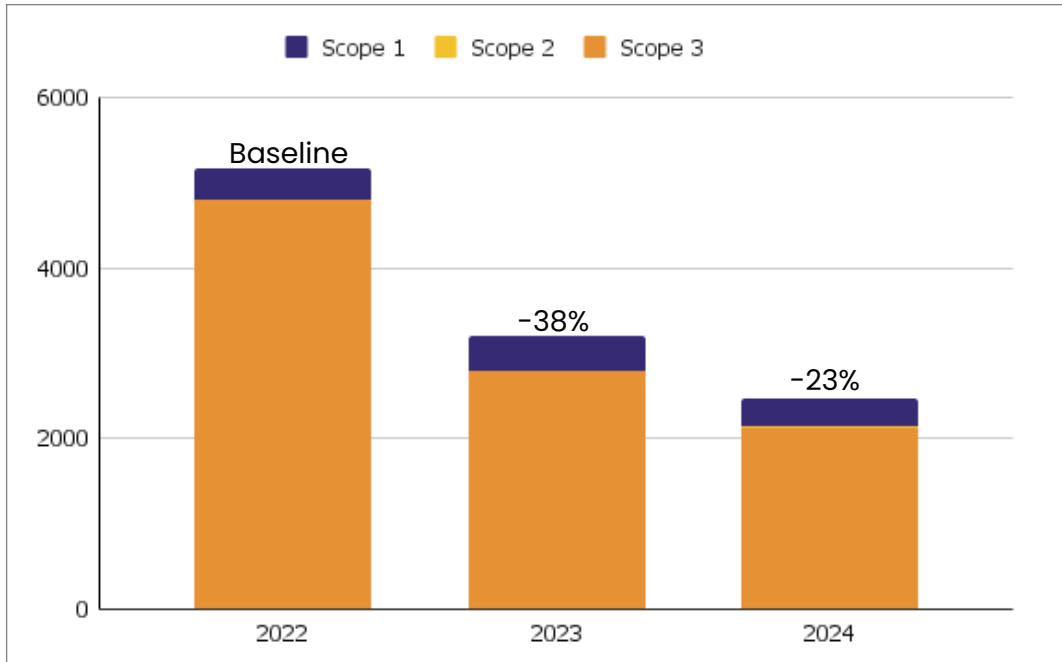


EMISSIONS & CARBON ACCOUNTING

Stormtech tracks greenhouse gas (GHG) emissions across Scope 1, Scope 2 and relevant Scope 3 categories in alignment with the GHG Protocol. Between the baseline year and 2024, reported emissions decreased by 52%. These changes reflect a combination of operational decisions, supply chain adjustments, transportation patterns and annual business activity levels.

While year-over-year reductions are measurable, Stormtech recognizes that emissions performance can fluctuate due to external and structural factors. Reported reductions do not yet represent performance against science-based targets, and further work is underway to assess long-term alignment with climate-related reduction pathways.

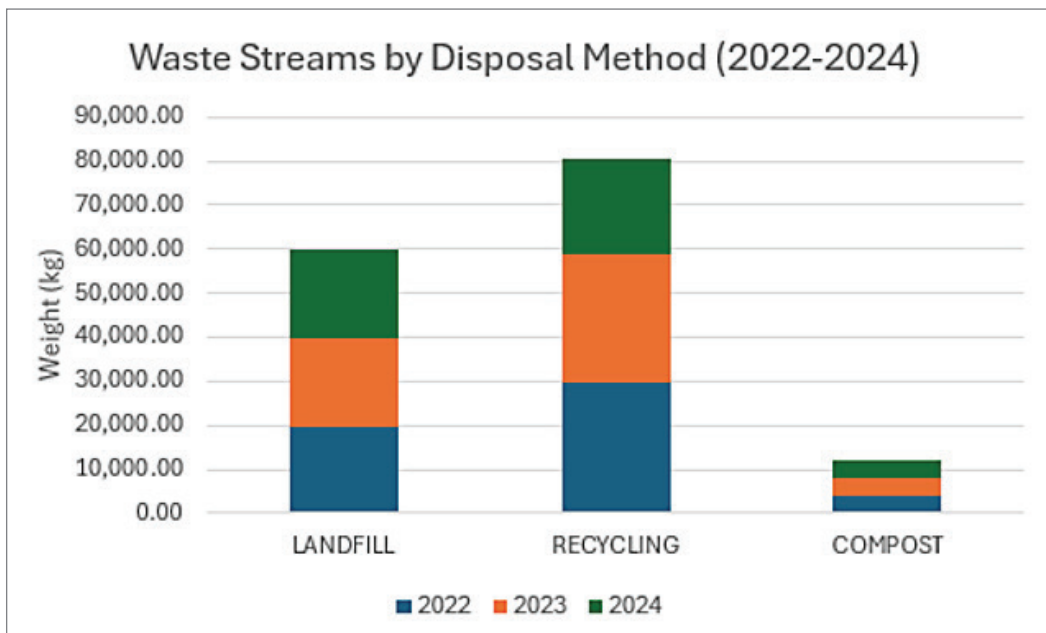
SCOPE	2022 tCO2e	2023 tCO2e	2024 tCO2e
Scope 1	355.38	410.23	337.47
Scope 2	11.72	13.44	12.49
Scope 3	4,795.90	2,785.42	2,123.95
Total tCO2e	5,163.00	3,209.09	2,473.91



WASTE MANAGEMENT AND DIVERSION

From 2022 to 2024, Stormtech reduced total waste volumes while maintaining focus on material diversion. Overall waste declined in 2024 compared to prior years, reflecting improvements in operational efficiency and waste handling practices. During the same period, compost volumes increased modestly year over year, supporting efforts to divert organic material from landfills.

Recycling volumes declined in 2024 alongside the reduction in total waste generated, while landfill volumes remained relatively stable. These results highlight progress in overall waste reduction, while also identifying opportunities to further improve diversion performance in future years



SUSTAINABLE PACKAGING AND WASTE REDUCTION

Stormtech continues to build on its efforts to reduce operational waste and lower its environmental footprint. In 2024, our focus remained on practical changes that cut material use, improve recovery and support a more responsible supply chain.

Packaging Reuse

We extend the life of our packaging by reusing boxes wherever possible, reducing the demand for new materials and lowering waste generated through daily operations.

Low-Impact Packaging Materials

All imported packaging now uses sustainable inputs such as FSC-certified sourced paper and polybags with 40% Recycled LDPE (Low-Density Polyethylene) . These bags are reusable, recyclable, non-toxic and designed for durability. This shift supports responsible sourcing and reduces the environmental impact of inbound shipments.

Responsible E-Waste Management

Our teams continue to participate in structured e-waste recycling programs, ensuring outdated electronics are handled responsibly and diverted from landfill.

Reducing Waste Across the Workflow

We keep looking for new ways to cut waste from production through to delivery. These efforts help strengthen material efficiency and support our wider goals around circularity.

PRODUCT



Stormtech continues to integrate design features intended to support future recyclability and material recovery. This includes increasing the use of mono-material product constructions, which can simplify material separation and support recycling pathways where appropriate infrastructure exists.

These efforts focus on enabling circular design principles rather than guaranteeing end-of-life outcomes, which depend on collection systems, recycling capabilities and regional infrastructure beyond Stormtech's direct control.



PRODUCT DURABILITY, WARRANTY AND RESPONSIBLE MATERIAL INNOVATION

Stormtech advances product sustainability by integrating durable performance technologies with responsible material choices across its apparel range. DWR durable water-repellent finishes and the **H2XTREME**® waterproof and breathable membrane help garments withstand demanding conditions, supporting longer product use over time.

H2X-DRY® moisture management supports wearer comfort by efficiently moving moisture away from the body.

Thermolex™ synthetic down provides lightweight insulation through controlled fill distribution, while **Thermal Shell**™ high-loft synthetic insulation enhances heat retention in cold and damp conditions through stabilized quilted construction that helps reduce cold spots during movement.

Polygiene® odor-control technology supports garment freshness over extended wear periods, which may help reduce wash frequency and associated water and energy use over time.

Collectively, these technologies are intended to support durability and long-term performance. Environmental benefits may vary based on product use, care practices and lifecycle factors.

Stormtech's **5-year warranty** reflects our company's confidence in product quality and its responsibility to stand behind the garments it produces. By supporting repairs or replacement where appropriate, the warranty helps extend product use, reduce premature disposal and reinforce long-term value for customers.

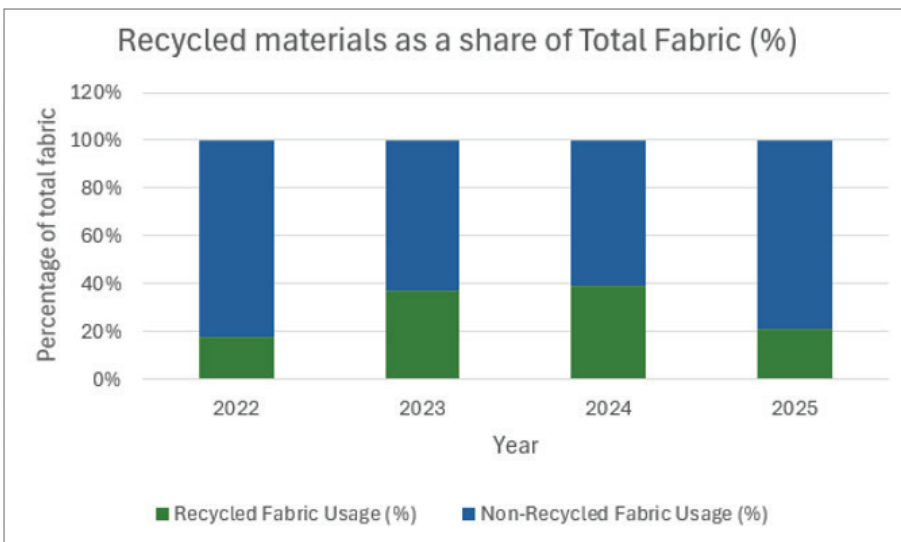
Together, these efforts contribute to longer-lasting products, improved end-of-life potential and a more accountable approach to product design, sourcing and manufacturing

SUSTAINABLE SOURCING AND MATERIALS

Between 2022 and 2024, Stormtech increased the share of recycled polyester and nylon used in its products, reaching a high point of 39% in 2024. This reflected the expanded integration of recycled materials across multiple product categories where performance requirements allowed.

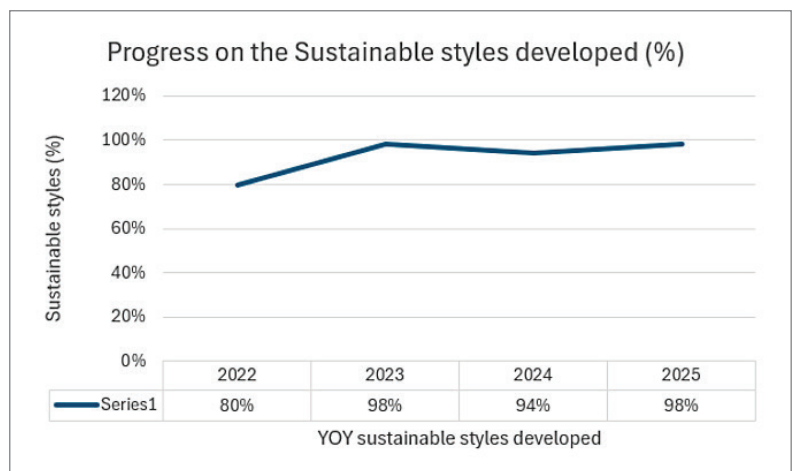
In 2025, recycled content represented 21% of total polyester and nylon usage. This shift reflects changes in product mix and technical requirements rather than a change in material strategy. Recycled materials continue to be incorporated where they meet Stormtech’s standards for durability, function and quality.

Overall, the trend highlights a more deliberate approach to material selection—balancing recycled content with product performance and long-term wear expectations.



PROGRESS IN SUSTAINABLE PRODUCT DEVELOPMENT

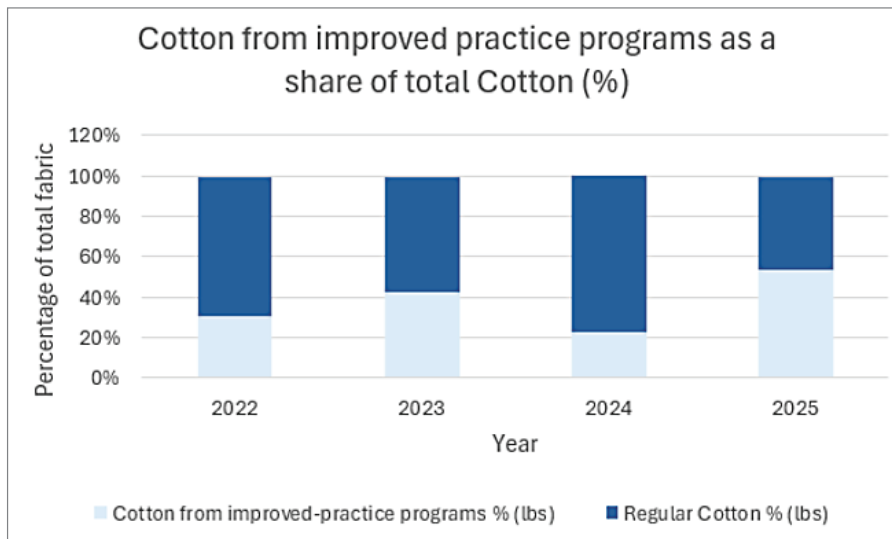
In 2025, we returned to strong performance in sustainable product development, with 98% of new styles incorporating sustainable materials. This increase from 94% in 2024 reflects our continued focus on integrating improved material choices into our design process and reinforces our long-term commitment to developing products with more responsible material profiles.



PROGRESS IN COTTON SOURCING FROM IMPROVED-PRACTICE PROGRAMS

From 2022 to 2023, Stormtech increased the share of cotton sourced from programs that support improved farming practices, rising from 31% to 43% of total cotton used. In 2024, this share declined to 23%, reflecting changes in sourcing mix and availability during the year.

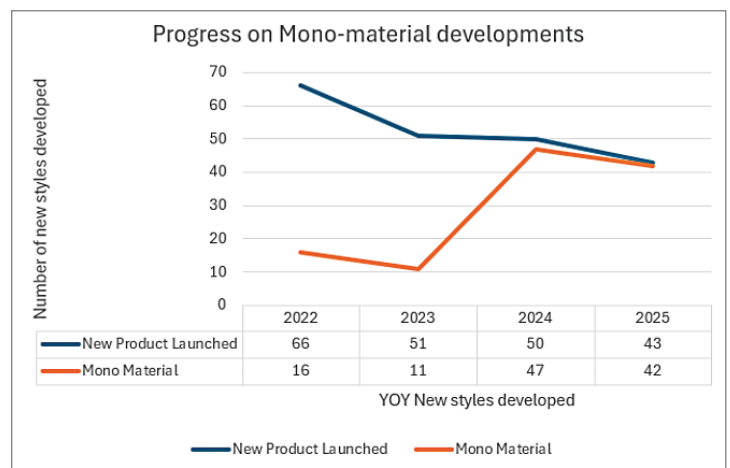
In 2025, sourcing from improved-practice programs increased to 54%, marking the highest share across the four-year period. This shift reflects renewed progress in aligning cotton sourcing with programs that support improved practices at the farm level. Across all the years, cotton sourcing decisions continue to balance material availability, quality requirements and supply chain considerations.



CIRCULARITY – GROWTH IN MONO-MATERIAL PRODUCT DEVELOPMENT

In 2025, **98%** of our new product developments were designed using mono-material construction (42 out of 43 styles). This continues the strong progress made in 2024, where **94%** of new styles were mono-material. These results represent a major shift from earlier years—**24%** in 2022 and **22%** in 2023—showing how quickly mono-material design has become central to our approach.

Focusing on single-material construction helps simplify end-of-life pathways and supports our broader efforts to increase circularity within our product line.



PRODUCT SAFETY AND COMPLIANCE

In 2025, product safety and compliance continued to guide every stage of our design and development process. Our focus this year was on strengthening the systems that ensure Stormtech products meet defined safety, quality and regulatory expectations across the markets where we operate. This includes structured testing programs, clearer material verification pathways and closer collaboration with suppliers to maintain consistency and traceability.

We expanded our oversight of restricted substances, enhanced our verification of recycled content claims and continued to validate key performance attributes through both internal processes and accredited third-party testing. These measures support transparent product development and help ensure our materials and components align with evolving regulations in North America and abroad.

As regulations and industry standards advance, we will continue refining our compliance framework to support responsible manufacturing and uphold the level of quality our customers expect.

CHEMICAL MANAGEMENT



AAFA / RSL
RESTRICTED SUBSTANCE LIST

In 2025, Stormtech continued to advance its Chemical Management Program (CMP) with a focus on maintaining compliance across multiple jurisdictions and strengthening oversight of chemicals of concern in our supply chain. Our work remains guided by industry-recognized frameworks, including the American Apparel & Footwear Association Restricted Substances List (AAFA RSL), Amori Business Environmental Performance Initiative (BEPI) guidance and EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulations, which help ensure our internal controls reflect current legislation and responsible chemistry practices.

As new Per- and Polyfluoroalkyl Substances (PFAS) restrictions came into effect in regions such as California and Canada, we expanded our verification processes to ensure continued alignment with these requirements. This included confirming supplier documentation, updating material specifications and conducting targeted testing where appropriate. The steps taken in 2025 build on our earlier progress and reflect our ongoing commitment to managing regulated substances transparently and in accordance with evolving chemical safety expectations.

Looking ahead, we will continue to review and refine our CMP to support responsible material oversight and prepare for additional regulatory changes anticipated in North America and international markets.



QUALITY ASSURANCE & CONTROL

In 2025, Stormtech continued to strengthen its approach to product quality through structured testing, supplier oversight and ongoing process improvements. Our Product Quality Assurance program remains central to this work, ensuring that materials and finished goods are evaluated against applicable industry standards and regional regulatory requirements. Lifecycle performance testing also continues, including wear testing on selected styles, to help verify durability over repeated use.

In 2025, we began the process toward **ISO 9001:2015 certification**, completing a full gap analysis and formalizing our Quality Management System (QMS). Following the successful completion of both Stage 1 and Stage 2 audits, Stormtech has now achieved **ISO 9001:2015 certification**. This certification formalizes our quality processes, strengthens internal controls, and supports continuous improvement across our operations.

Stormtech remains committed to delivering products that perform reliably over time. Our **5-year warranty** continues to support product longevity, reinforcing the link between quality, customer confidence and reduced environmental impact through longer product lifespans.



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	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - Adopted Forest-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

YEAR	MILESTONES & INITIATIVES FOR THE LAST FIVE YEARS
2023	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - 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.
2025	<ul style="list-style-type: none"> - Achieved Carbonhound Certification for 2024 greenhouse gas (GHG) inventory - Releasing Canada PFAS report (Environment and Climate Change Canada / Health Canada). - Achieved EcoVadis Bronze Medal for sustainability performance. - Run discovery project for Digital Product Passport (DPP) implementation. - Complete the work for Canadian Plastics Registry reporting - Mapping the complete supply chain for Tier 1 and 2 main factories. - Initiated the development of an Extended Producer Responsibility (EPR) plan to address product lifecycle accountability and promote circular economy practices. - Commence the work for the ISO 9001:2015 Quality Management System certification
2026	<ul style="list-style-type: none"> - Release 2025 Sustainability and Impact Report - Achieved ISO 9001:2015 Quality Management System certification - Achieve Carbonhound Certification for 2025 GHG inventory Scope 1,2 &3 - Achieve EcoVadis Silver/Gold Medal for sustainability performance. - Rolling out first pilot run project for Digital Product Passport (DPP). - Exploring signing up for the Science Based Targets initiative (SBTi). - Register for EPR compliance (Canada Federal, California, Oregon, Colorado)
2027	<ul style="list-style-type: none"> - Advance Science-Based Targets initiative (SBTi) validation process and begin implementation of SBT-aligned emissions reduction actions. - Maintain ISO 9001:2015 certification through first surveillance audit - Progress Digital Product Passport (DPP) initiative from pilot phase toward defined rollout roadmap. - Establish Product Life Cycle Assessment (LCA) methodology and baseline using priority product categories. - Strengthen supplier engagement and data collection to support Scope 3 emissions management and regulatory compliance. - Execute Extended Producer Responsibility (EPR) compliance and reporting across applicable jurisdictions.

ABOUT THIS REPORT

The 2025 Stormtech Sustainability and Impact Report highlights our progress and commitments in environmental, social, and governance (ESG) practices from January 1 to December 31, 2025. It provides an overview of our responsible sourcing, environmental stewardship, and social impact efforts.

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

This Sustainability and Impact Report describe Stormtech's policies, systems, initiatives and performance data based on information available at the time of reporting. Where outcomes depend on external factors, supplier performance, customer behavior or infrastructure beyond Stormtech's direct control, the report describes design intent, process improvements or directional progress rather than guaranteed results. All environmental and social data should be interpreted within the context of reporting boundaries, methodologies and year-over-year variability.

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

A MESSAGE FROM THE VICE PRESIDENT, SUPPLY CHAIN

Stormtech's supply chain is managed through structured systems designed to support consistency, regulatory compliance and continuous improvement. As Vice President of Supply Chain, my responsibility is to ensure that these systems are implemented effectively across sourcing, materials management and manufacturing operations, and that risks are identified and addressed in a timely and systematic manner.

During the reporting period, we continued to strengthen supply chain controls related to data accuracy, supplier oversight and process discipline. This included ongoing work to improve emissions measurement, material verification, factory compliance and quality management practices. These activities support informed decision-making and help ensure alignment with applicable regulatory requirements and recognized industry frameworks.

The progress described in this report reflects incremental improvements achieved through defined processes, supplier engagement and internal review. We recognize that supply chain management is an ongoing process that requires regular monitoring, corrective action where necessary and adaptation to changing regulatory and operational conditions.

Looking ahead, we will continue to review and refine our management systems, maintain due diligence across our supply base and support continuous improvement in line with Stormtech's quality, compliance and risk management objectives.

Sincerely,
Georgeta Navodarszky
Vice President, Supply Chain



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