



Impact Report 2026



Contents

| | |
|--------------------|---|
| ABOUT US | 3 |
| OUR PURPOSE | 4 |
| OUR JOURNEY | 5 |
| OUR STRATEGY | 6 |
| OUR CSR PRIORITIES | 7 |
| MATERIALITY MATRIX | 8 |
| HIGHLIGHTS | 9 |

| | |
|---------|----|
| PRODUCT | 8 |
| PLANET | 19 |
| PARTNER | 27 |
| PEOPLE | 34 |



MADEIRA | PHOTOGRAPHY: DANIEL HUG

A message from our CEO

Over the past year, our industry has felt the combined weight of shifting legislation, geopolitical pressures, and growing expectations for businesses to demonstrate proven responsibility. For many organisations, this moment represents a wakeup call. For us, it feels like recognition for a journey we've been on for a very long time.

We've always believed that growing a successful business and doing the right thing are not opposing goals—they are inseparable ones. Our commitment to responsible manufacturing, safer chemistry, transparent and robust supply chain partnerships, and long term thinking has shaped our decisions for decades. This year, that commitment has been independently recognised. Equip became a certified B Corp™, and a bluesign® System Partner, formalising what has always guided us. These milestones don't change who we are; they confirm it.

As you read this year's Impact Report, you'll notice our purpose as a company and a team is clearer than ever. While we create world class technical outdoor equipment, our responsibility goes beyond the athletes and adventurers using our products in the mountains and on trails. Our purpose is to also reduce our impact on the places and communities where those products are made, protect the outdoor environments we rely on, and welcome and support all the people who love the mountains and contribute to the spirit of Rab and Lowe Alpine.

The results you'll see in this report are the consequence of steady progress, long-term investment, and the belief that responsible business is simply good business. It's not always easy. This year, like many recently, has challenged us all. At times it has felt as though we've needed to become experts in complex legislation while adapting to international trade wars and dealing with extreme weather events.

Despite this, we have continued to grow the business the right way, delivered record turnover, award winning projects and programmes and continued to do this all with the values and integrity which lead every decision.

Thank you to every employee, industry partner, supplier, customer, consumer and community member who has contributed to this work. Together, we can work through challenges, and prove that, performance and responsibility can—and must—go hand in hand.

Here's to continuing to grow, the right way.



Richard Leedham

RICHARD LEEDHAM
JUNE 2026

About us and this report

We are here to improve the quality of the mountain experience for all - today and for the long run.

We create dependable, technically advanced kit that helps you move confidently through wild places, while working responsibly to protect those environments for future generations. Every decision we make—how we design, how we repair, how we reduce impact—is rooted in a simple belief: the mountains are for everyone, and it's our job to help you enjoy them.

Our Impact Report provides a transparent, year on year account of our social and environmental journey, showing how we are progressing against our long-term commitments. Designed to strengthen accountability and futureproof our business, the report helps our stakeholders understand how our purpose is embedded into decision making, and how our work continues to reduce our impact across the value chain.

Inside, you'll find an honest look of the progress we've made—from improving materials and repairing more gear, to strengthening partnerships with our factories and communities, and increasing access to the outdoors for all. There are many milestones to celebrate, but our journey remains complex.

Across the outdoor industry, sustainability and impact messaging has grown increasingly turbulent. For us, transparency isn't a marketing angle - it's a legacy. Since our earliest days, honesty, craftsmanship, and responsibility have guided every decision. Today, that same ethos sits at the heart of our work, shaping how we communicate the true impact of our products at a time when clarity has never been more essential.

With that in mind, we hope you enjoy reading about our ongoing journey, we're certainly enjoying the ride.

This report covers 1st February 2025 to 31st January 2026.

This is where we are in 2026.

Our story is woven from four key threads.

Creating technical
Products.

Respecting the
Planet.

Supporting our
Partners.

Taking pride in our
People.

Equip Outdoor Technologies UK Ltd (Equip) is an international business with our head office in Derbyshire, UK. We are proud to own both the Rab and Lowe Alpine brands.

We support the UN Sustainable Development Goals. They address the global challenges we all face. Though all the goals are important, the five areas we can make the biggest difference are:



Good health and well-being
Goal 3



Gender equality
Goal 5



Decent work and economic growth
Goal 8



Responsible consumption and production
Goal 12



Climate action
Goal 13

**SUSTAINABLE
DEVELOPMENT GOALS**

Our purpose

The mountains are for everyone, and
it's our job to help people enjoy them.

**We are here to improve the quality of
the mountain experience for all -
today and for the long run.**



Our journey

Our purpose was shaped back in 1981 in the attic of a small, terraced house in Sheffield, where Rab Carrington made the first sleeping bag to bear his name.

Today, we are ceaseless in our commitment to Rab's exacting standards, ingenuity, and pioneering spirit.

We make rugged, high-performance mountain clothing and equipment that give you absolute protection, comfort, and freedom on the trail or peak.

Nothing fancy or over-engineered – just honest, hard-working pieces that you'd rather repair than replace.



1980s

Local repair service launched in Sheffield with Rab's inception



2013

Joined the European Conservation Association

Started to experiment with PFAS-free technologies



2016

RDS Certified



2017

First Rab Service Centre opens in Derbyshire, UK

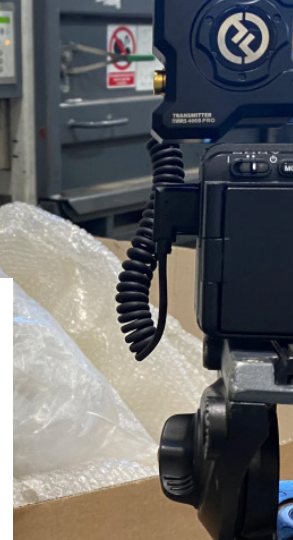


2019

Set GHG reduction targets aligned with SBT methodology

Joined The Microfibre Consortium

Joined the Single Use Plastics Project



2020

Microlight jacket relaunched with 100% recycled fabrics and 100% recycled down

Joined Fair Wear Foundation



2021

Launched down recycling scheme in UK

EU Service Centre opens

Eradicated polybags from D2C shipping

Launched Mountain Manifesto

Fair Wear Leader Brand after two years of membership

Joined the Microfibre 2030 Commitment

Published first Sustainability report

Published first Social Report



2022

Launched Rab Rental

US and Canada Service Centres open

2023

Material Facts launches to consumers



2024

Expanded down collection scheme to Europe

Over 20,000 products washed and repaired at global service centres

SBTi verifies GHG reduction targets in line with reaching net zero by 2050

Opened first customer-facing Service Centre

Published our first public Materiality Matrix



2025

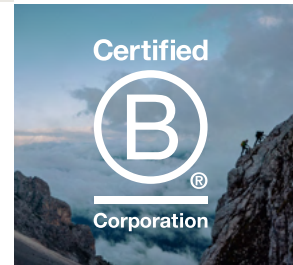
Launched Material Facts Collective Working Group

Launched the Rab Stewardship Fund

Reached over 1,000 employee volunteer hours globally

100% of Rab products are PFAS-compliant

Became a bluesign System Partner



2026

Gained B Corp Certification

Our strategy

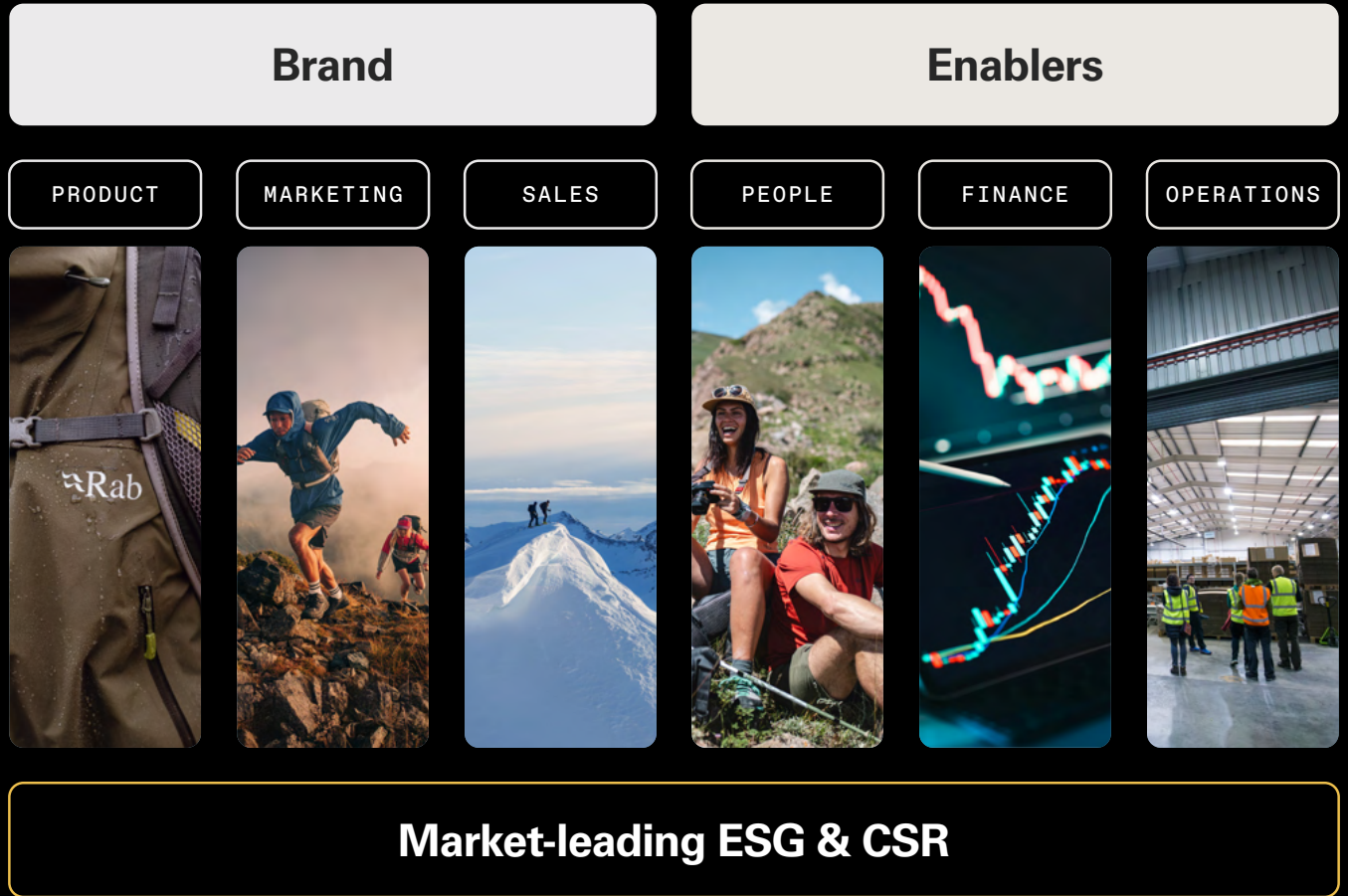
The 5-year growth strategy drives our vision to be the brand of choice for mountain people globally.

Now firmly embedded in its second year, we've focused on turning that strategy into action.

This includes strengthening leadership and capability across our teams, continuing to grow our core technical product expertise, and taking steps to clarify and elevate the Rab brand in key markets. Alongside this, we've continued investing in the operational and financial foundations needed to support long-term, responsible growth.

Our commitment to ESG and CSR forms the central pillar that underpins all of this work. Rather than sitting separately, it reflects our commitment to people, the planet, and long-term business resilience alongside profit. Last year we updated our Articles of Association to formalise this as part of our B Corp™ certification.

Our people are core to our journey, and we're working on better integrating our strategy across the whole business, to ensure everyone feels aligned with our purpose, and our priorities.



Our CSR priorities

As our business grows, so does our responsibility to ensure that growth happens the right way.

Last year, we made a deliberate investment in strengthening our CSR capability. We created three new specialist roles that now sit at the heart of our responsible business strategy.

Together, they bring deeper technical expertise, greater visibility across our supply chain, and the capacity needed to deliver on the increasingly complex expectations of customers, partners, and regulators.

This investment reflects our belief that doing business responsibly is not a separate initiative, but a shared journey that touches every product, every partnership, and every decision we make. The new roles reflect the areas of importance identified in our materiality assessment.

Later this year we'll be updating our materiality matrix with our stakeholders. This will ensure that the priority areas we identified two years ago are still relevant, and to ensure that our team members are focusing on the areas that have the greatest impact.



Product

Our Product Compliance Manager ensures our products meet rapidly evolving global sustainability and ESG legislation. They are strengthening traceability and material data, preparing the business for requirements such as textile EPR, ESPR and Digital Product Passports, and supporting Development, Design and CSR teams to make informed, futureproof product decisions.

[Go to section](#) →



Planet

Our Environmental Compliance Coordinator ensures we meet our commitments to reduce environmental impact across our owned operations and the supply chain. They lead the delivery of our environmental strategy by driving carbon reduction activity, expanding and tracking non GHG environmental metrics, and strengthening supplier engagement on issues such as renewable energy adoption across tiers 1-3.

[Go to section](#) →

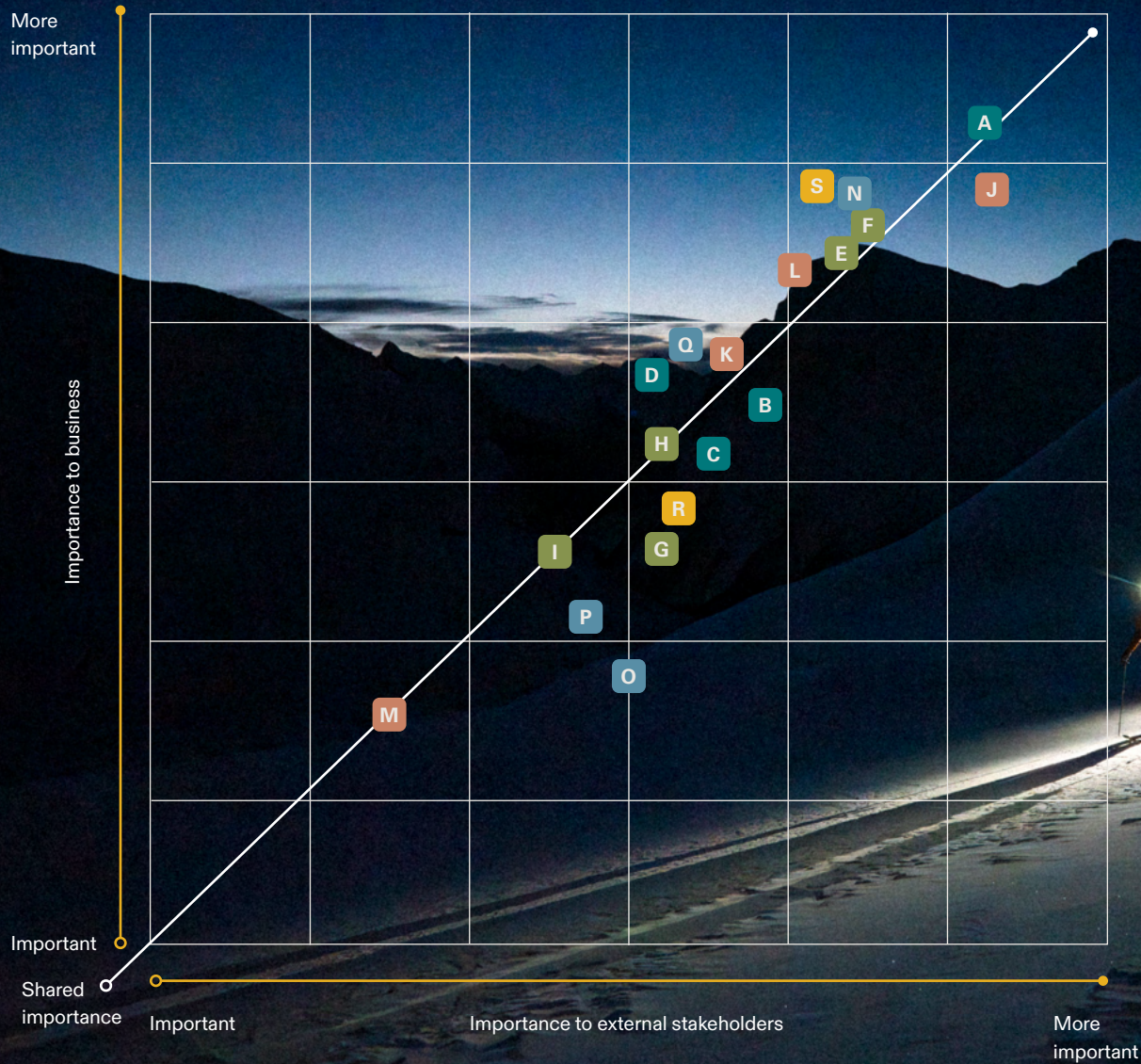


Partner

Our Social Compliance Coordinator champions the workers behind our products. They work directly with factory partners to increase transparency within the supply chain to uphold human rights and labour standards. This involves managing social audits, progressing our Fair Wear leadership journey, strengthening Living Wage activity, and maintaining key policies including our Human Rights Due Diligence and Responsible Business Conduct frameworks.

[Go to section](#) →

Materiality matrix



| Label | Topic list |
|----------------|--|
| Product | |
| A | Product quality, durability and safety |
| B | Responsible sourcing of lower impact materials |
| C | Circularity and end of life design |
| D | Animal welfare |
| Planet | |
| E | Climate change and greenhouse gas emissions |
| F | Chemical management and water pollution |
| G | Biodiversity |
| H | Energy and water use |
| I | Packaging |
| Partner | |
| J | Human rights due diligence |
| K | Responsible purchasing practices |
| L | Living wages and economic opportunities |
| M | Industry collaboration and partnerships |
| People | |
| N | Employee wellbeing and engagement |
| O | Participation in outdoor activities |
| P | Local communities |
| Q | Diversity, equality and inclusion |
| Rab DNA | |
| R | Corporate governance and business ethics |
| S | Transparency and communication |

Our impact highlights



82% of purchased fabric was recycled. A **14%** increase vs 2024.



24,624 products washed and repaired at our Rab global Service Centres.



978 women contributed to our SS27 research and development.



23% reduction in emissions per item manufactured vs 2024.



76% renewable energy used in our product manufacturing.



12 tonnes of polybags diverted from landfill since SS21.



Fourth year recognised as a Fair Wear Leader Brand.



35% of production was manufactured at sites paying a recognised living wage.



96% of production came from manufacturing sites visited by our teams in the last year.



First year recognised as a certified B Corporation.



1,310 employee volunteer hours. A **15%** increase vs 2024.



£394k of support provided to 40 organisations through the Rab Stewardship Fund.

Product

Creating high performance products with greater transparency and lower impact.

| | |
|-----------------------------------|----|
| FROM A LOOP TO AN ECOSYSTEM | 11 |
| THE RAB MICROLIGHT, RE-IMAGINED | 12 |
| THE NETPLUS® JOURNEY | 13 |
| WOMEN'S FOCUS | 14 |
| BLUESIGN® SYSTEM PARTNER | 16 |
| RAB SERVICE CENTRE | 17 |
| MATERIAL CHOICES | 20 |
| A NEW ERA OF PRODUCT TRANSPARENCY | 21 |



From a loop to an ecosystem

Evolving our approach to circularity for a changing world.

“Closing the loop” has been a helpful way to explain how we keep resources in use and minimise the impact of our products throughout their lifecycle. But as our understanding of global textile systems has deepened, so has our awareness that the world we operate in is neither linear nor perfectly circular — and that real progress depends on something more adaptive.

Instead of seeing our product ecosystem as a circle to be “closed,” we’re beginning to understand it as a **living, responsive network**. One that senses change, adapts early, and connects people, processes, and materials in ways that strengthen the whole. This shift doesn’t move us away from circularity — it helps us deepen it.

A living ecosystem is resilient because it is connected. It learns. It has feedback loops. It improves over time rather than completing a single tidy cycle.

Rather than simply moving materials around a circle, we focus on creating a system that is:

Connected — linking design, production, use, repair and end-of-life through shared learning.

Responsive — adjusting to supply chain shifts, environmental pressures and technological advances.

Regenerative — ensuring every stage strengthens the next, rather than simply completing a loop.

Collaborative — built on open partnerships with suppliers, recyclers, retailers and consumers.

We believe this is how we can deliver resilient, high-performance products while caring for the environments and communities that make our work possible.

We’re not closing a loop — we’re enabling a living ecosystem to thrive.



The Rab Microlight, re-imagined

For nearly two decades, the Rab Microlight Down Jacket has been a constant in the packs of mountain people worldwide.

From the start, back in 2008, the Microlight was designed to be used hard, repaired when needed, and relied on season after season. That long-term mindset has shaped every evolution of the jacket since.

A history

Several years ago, we began taking deliberate steps to change not just how the Microlight performs, but how it's made.

The collection transitioned to 100% recycled down, a recycled outer fabric and fully recycled nylon lining in 2020, reducing reliance on virgin materials while maintaining the warmth, durability and comfort the Microlight is known for. These changes marked an important shift — we embedded recycled technical materials into one of our most established and iconic products, rather than limiting these materials to niche styles.

From AW24 the whole product became fully PFAS-compliant, ahead of legislative requirements.

Built to last, designed for life

The Microlight doesn't exist in isolation. It's part of a wider system — shaped by how materials are sourced, how products are made, how they're used, loved, repaired and eventually retired.

By evolving one of our most iconic products, we're building knowledge and momentum that informs future design decisions across the range.

The Microlight has always stood for dependable performance in uncertain conditions. Today, it also represents progress — showing how trusted gear can play a role in a more circular future for outdoor equipment.

A new chapter

The latest Microlight collection, launching to consumers in AW26, brings together trusted performance, designed with reparability in mind and with carefully chosen high performance recycled materials. It reflects our system of designing products as part of an ongoing cycle — one that values longevity, responsible material use and continuous improvement.

A key update across the Microlight collection is the introduction of Pertex® Quantum with NetPlus® — a high-performance fabric made using post-consumer recycled fishing nets.

[Learn more about NetPlus®](#) →

:PERTEX:



22,315kg of fishing nets repurposed into AW26 Pertex® NetPlus® fabrics for Rab

363,931 metres of Pertex® NetPlus® fabric used in AW26 Rab products

The NetPlus® journey

Creating more responsible products starts long before a fabric is cut and sewn.

It begins with the systems behind the materials we choose — the people involved, the waste streams addressed, and the transparency of the journey from source to product.

That's why, for our AW26 Rab Microlight collection, we use **NetPlus®** — a recycled nylon material developed by [Bureo](#), made from discarded fishing nets.



Treating waste as a resource

Discarded fishing nets are one of the most harmful forms of plastic pollution. Durable, difficult to recycle and often abandoned at end of life, they pose long-term risks to marine ecosystems and coastal communities.

Bureo works directly with fishing communities across eight countries to change this outcome. Instead of nets becoming waste, fishing crews are supported to return them at end of use, where they are collected, weighed, logged and prepared for recycling. This approach turns an unmanaged waste stream into a valued material input — while helping support cleaner coastlines and safer fishing communities.

A community-driven model

The NetPlus® programme is built around long-term partnerships with fishing communities, not extractive sourcing. Local fishers play a central role in shaping and scaling the collection system, supported by fair compensation and funding that contributes to environmental and community projects.

Collection and preprocessing take place close to the point of discard, keeping the system rooted in the communities most affected by fishing-net pollution. This community-led approach is central to how NetPlus® operates.

By working with partners like Bureo, and by choosing traceable recycled materials like NetPlus®, we're strengthening the systems behind our products, not just the products themselves.

This approach helps us move beyond linear models of take-make-waste, and towards material choices that value existing resources, support communities and keep materials in use for longer.

NetPlus® is made from

100% post-consumer recycled fishing nets,

collected in partnership with fishing communities and supported by a fully traceable supply chain.



"We're proud to offer fishing communities a more circular solution for end-of-life fishing nets while empowering brands with a fully traceable recycled material that can help them achieve their sustainability goals."

BUREO

Women's focus

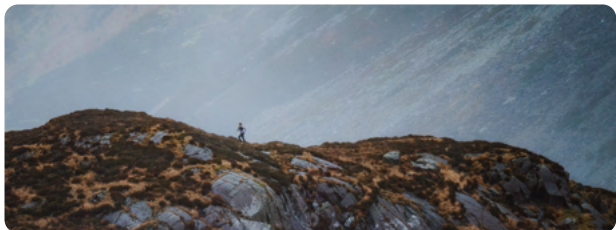
Great performance starts with great fit.

When outdoor kit fits well, you move better, feel more confident, and enjoy the experience more. Over the last few years, we have deepened our commitment to designing products that better reflect the diversity of people who wear them, with an initial focus on how women experience movement, comfort and performance in the outdoors.

Our women's focused design approach starts with listening. By building insight from women both inside and outside the business directly into product development, we ensure the way our products fit, feel and perform is informed by lived experience — not a single idealised standard.

222 responses were received for our employee, friends and family survey capturing insight across a wide range of ages, body types and activity styles. This strengthened our understanding of how products perform beyond controlled test environments.

Rather than treating fit as a final adjustment, women's feedback shapes decisions from the very first sketches, helping us design equipment that supports movement, comfort and performance in the real world.



Valkyr running vest

Launching to consumers in SS27, the Valkyr running vest was developed through multiple rounds of research, prototyping and field testing with female runners across a broad range of abilities and body types.

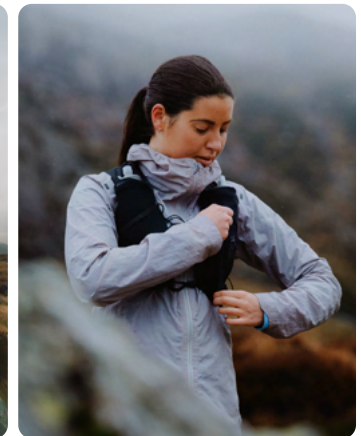
Through this process, women told us that small details make a big difference when running. Their insight highlighted the need for:

- Stability across the chest and torso, reducing bounce and distraction during high-impact movement
- Adjustability that adapts to different body shapes without creating pressure points
- Thoughtful storage placement that remains accessible on the move, without compromising comfort

696 women from 29 countries helped shape the Valkyr vest — ensuring the final fit reflects real bodies, not assumptions.

These insights informed the vest's structure, shaping and material choices from the outset. Prototypes were refined iteratively through real-world testing, allowing us to learn, adapt and improve before launch — so performance is built in, not added later.

Recognising this detailed approach, the Valkyr 12 vest was named European Outdoor Award 2026 Gold winner in the Trailrunning Product Category.



Women's focus

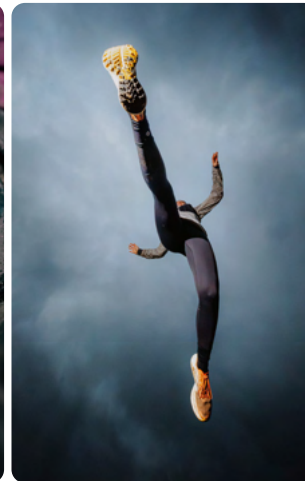
New legwear range

The same women-first design philosophy underpins our new SS27 legwear range. Targeted research into movement, fit and comfort over extended wear helped us understand how legwear needs to perform across different activities and body shapes.

This included:

- Mapping pressure and stretch zones during movement
- Testing fabrics and construction for support and opacity in motion
- Refining waistband and seam placement to minimise distraction and discomfort

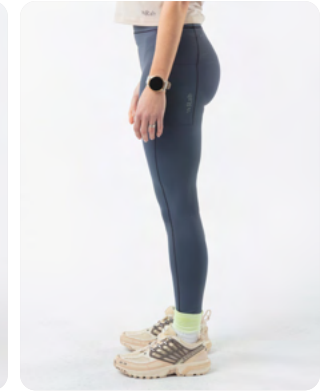
The result is legwear developed through evidence-led decisions, rather than trend-led assumptions — supporting women to move freely, comfortably and confidently, no matter the activity.



60 women from across our business contributed to legwear fittings, supported by over **600 hours** of wearer trials, ensuring design choices are grounded in real experience.

An open conversation

We see these products not as finished solutions, but as milestones in an ongoing process. Feedback gathered through internal engagement and real-world use continues to inform how our women's products evolve — because bodies, needs and movement aren't fixed.



"This project reminded us that great design starts with listening. By bringing the voices of women — both inside and outside our business — into the process early on, we were able to create products shaped by real experience."

EMMA LEWIS,
SENIOR PRODUCT MANAGER



bluesign® System Partner

In 2025, we were proud to be recognised as a bluesign® System Partner—an important milestone built on years of focused work to strengthen chemical management and reduce impacts across our products and supply chain.

This achievement reflects the commitment and collaboration of teams across the business. It marks a meaningful step forward in how we manage materials, processes and manufacturing decisions—helping protect people, the environment and the integrity of our products.

Integrating the bluesign system

The most immediate impact of bluesign System Partner status sits within our Product and Sourcing teams, where decisions around materials, trims and manufacturing partners are made.

bluesign supports earlier and more informed decision making during product development.

- Prioritise materials and components that meet strict chemical safety criteria
- Work more closely with certified mills, manufacturers and ingredient brands
- Reduce the risk of harmful substances entering our supply chain, protecting not only consumers but the workers during product creation

Looking ahead

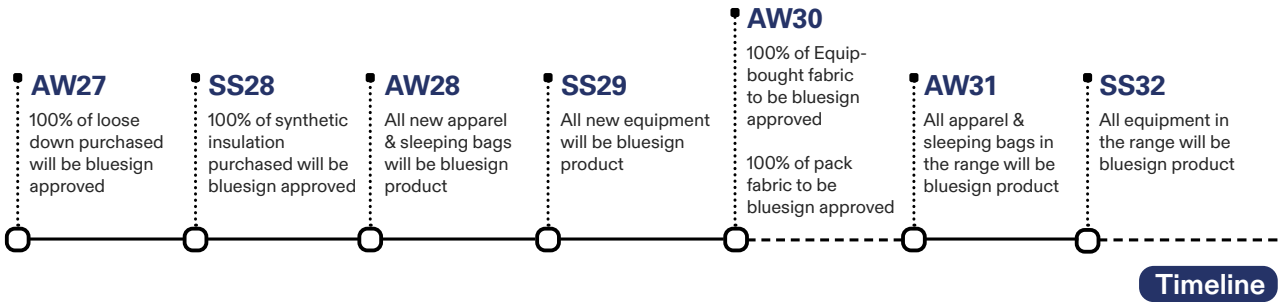
We're using the bluesign system as an external benchmark to help guide progress over time. This includes developing measurable targets that allow us to track progress, identify gaps and prioritise action.

As always, our success relies on the timelines of our key ingredients partners, the status of legacy stock, and continuous innovation of our products and fabrics.

bluesign will remain a key partner—helping us assess progress honestly, stay aligned with emerging legislation, and move closer to our long-term ambitions.

“Our collaboration with bluesign solidifies the importance we place on chemical management and the high standards we hold within our supply chain. After successfully removing all intentionally added PFAS from our ranges by AW25 this felt like the natural next step. It gives us heightened visibility of fabrics and components in our supply chain to ensure we are free from potentially hazardous chemicals.”

TIM FISH,
PRODUCT DIRECTOR



“We are delighted to welcome Equip Outdoor Technologies and their iconic brands Rab and Lowe Alpine as bluesign System Partner. Their deep commitment to responsible production and product integrity aligns perfectly with our mission to drive industry-wide transformation toward safer, more sustainable, and circular practices.”

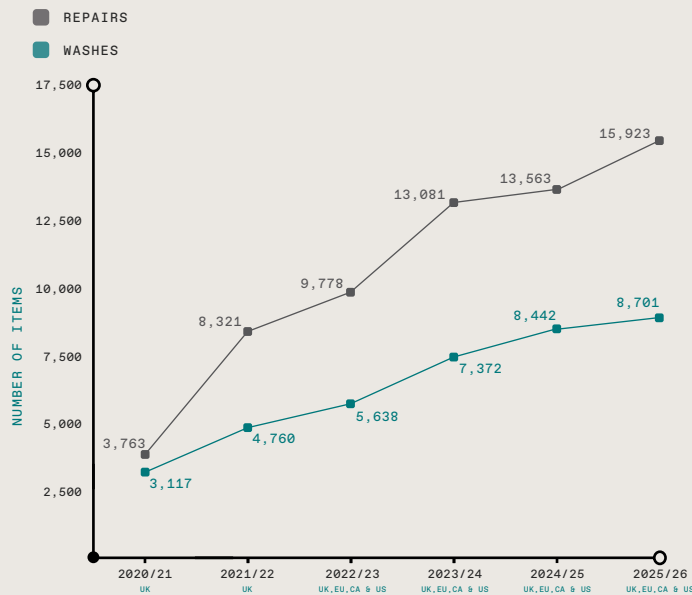
BARBARA OSWALD
CHIEF COMMERCIAL OFFICER AT BLUESIGN

Rab Service Centre

For over 40 years, we've been expanding our repair and wash services.

This is part of our DNA, honouring our Rab Promise to keep products going for as long as possible. You can currently access our Rab Service Centre in the UK, Netherlands, Canada, and the USA. Plus, consumers can find repair hints and tips and spare parts on our [website](#) to carry out your own DIY repairs.

Last year, our Rab Service Centres extended the life of over 24,600 products.

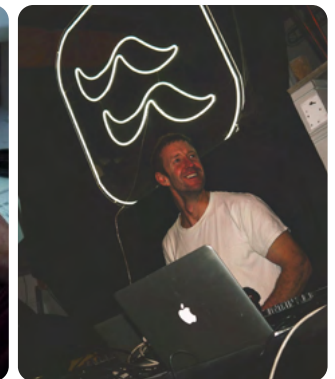
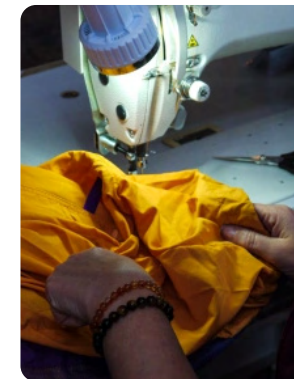
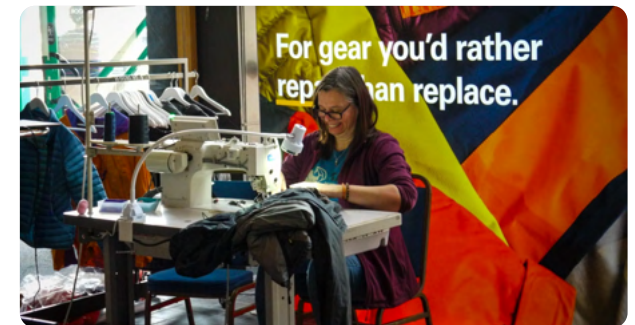


On the road

Repair can feel inaccessible — whether due to distance, lack of knowledge, or uncertainty. This year, our talented Service Centre teams began piloting **in-person repair pop-ups** to make repair more approachable.

In the UK, our Winnington team hosted hands-on pop-ups offering face-to-face assessments, simple fixes, and clear guidance at the ShAFF and Plywood Masters events, repairing over **100 products**. In the Benelux region, our annual repair café event with retail partner Kathmandu was a huge success, repairing over **60 products** and extending their life through practical interventions.

By bringing services directly to people, these pilots reduced common barriers to repair — cutting travel and shipping needs, improving understanding of repair options, and building confidence through personal, judgement-free interactions. While still early in their development, these pop-ups are helping us learn how community-based services can complement our repair infrastructure and make durability and longevity more accessible.



Rab Service Centre

Personalised services

Last year we enhanced our customer experience by introducing customer-facing Service Centre teams at our two UK sites and at our Denver store in the US. That change means our experts can now repair all outdoor products — not just Rab — and offer a more personal, one-to-one service, from first assessment through to the best solution for keeping kit in action.

We also opened up our wash service beyond Rab for the first time, launching in our UK Service Centres in June and rolling out online to all regions at the end of 2025. **In the first six months alone, we carried out 366 non-Rab washes.**



Second Stitch

Unique to our Service Centre is our [Rab Second Stitch](#) programme, offering many of the same expert fixes as our standard repairs service but using contrasting recycled fabric and offcut materials that would otherwise have been sent to landfill. This creates distinctive products which provide an interesting conversation starter on the mountain, and an opportunity to tell the story of the adventure that resulted in your repair.



In 2025, we saw our first significant increase in Second Stitch repairs, with the total increasing by 398% from just 109 repairs in 2024. This growth reflects both increasing awareness and engagement with lower-impact repair options amongst our consumers.

Over the last year we have shared clearer, more consistent communication around our care and repair options to help consumers make informed decisions about maintaining their gear.

As awareness continues to build, we hope to see these numbers grow even further, signalling a positive shift towards not just repair, but lower-impact repair options.

From sewing table to expedition

Darren Edwards is a world-leading adaptive adventurer and an award-winning keynote speaker.

Since sustaining a life-altering Spinal Cord Injury (SCI), Darren has achieved world-first feats, showing that resilience and determination can turn any setback into a new beginning.

To support Darren on his 333km sit-ski journey to the South Pole, our UK based Service Centre team were able to design and create a leg covering adapted specifically for his needs.

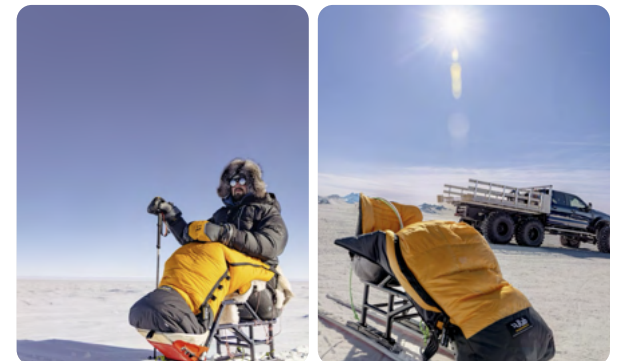


PHOTO CREDIT: DARREN EDWARDS

Using our expert team of seamstresses and wealth of knowledge in insulation technologies, Darren's leg covering combatted against frost bite and fit exactly to his sit ski giving peace of mind that he was protected from the harsh conditions.



Rab Service Centre

Rental

Since 2022, we've been changing the narrative around single-use specialist gear purchases by offering our Rab Rental scheme, supplying high-quality kit for our customers when they need it.

112 items were rented to 60 individuals in 2025.

Products were rented for a total of 1,871 days. A 95% increase on 2024 due to increased length of rentals.

Sleeping bags, including sleeping mats, made up 56% of products rented.

Our most technical sleeping bags and expedition range remain our most popular choices for rental. On return, we clean, re-proof and repair all rented gear, so it's in peak condition for the next adventure. At the end of its rental life, products are either cleaned, serviced and upcycled, or stripped for parts which can be recycled.

Our rental service is currently available in the UK only, with plans to roll out ski wear to all other regions by the end of 2026.

| Service Centre

Recycle, reuse, repeat

We're still working hard to keep valuable resources in the loop and out of landfill. Since 2021, we've been operating a down recycling scheme in the UK, expanding out to Europe in 2023 in our Leusden Service Centre. Around two tonnes of end-of-life down products have already been collected during that time. Of the products that have been processed by our recycling partner, bedding has accounted for 32% and apparel and sleeping bags have contributed 57% of the processed down and feathers.

Through this scheme we're reducing the life cycle impacts of our collected products, and demonstrating our commitment to industry partnerships.

254kg of down has been repurposed and reused from the collections to date.

Another 1585kg of down has been bailed and is awaiting shipment from our 2025 collection.



There's no such thing as free returns

Instead of offering free returns, we aim to reduce the frequency of them by encouraging customers to think before they buy from our website.

Over-ordering has an environmental impact, from creating unnecessary cleaning, repairs, and packaging waste, to seeking alternative sales outlets for unwanted items.

We understand that returns are sometimes necessary, so we offer a subsidised next-day, insured, courier return service. A portion of this payment is donated to our partners – the Outward Bound Trust, the European Outdoor Conservation Association (EOCA), and Brown Girls Climb.



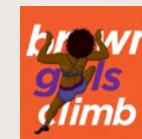
UK returns 2025 total donation to The Outward Bound Trust

£6,456



EU returns 2025 total donation to EOCA

€2,553



US returns 2025 total donation to Brown Girls Climb

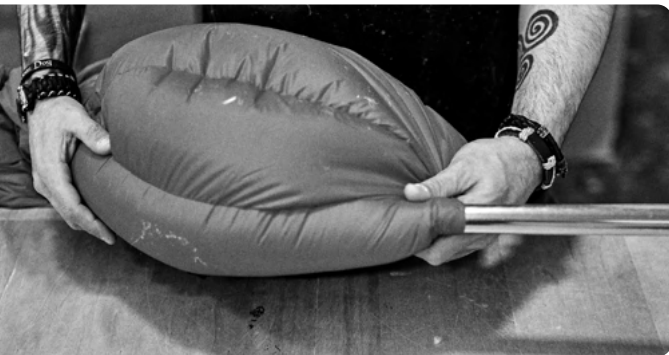
\$2,700

Material choices

Natural materials, including animal by-products, can offer performance, weight, or insulation benefits that exceed their synthetic alternatives.

Our material choices are intentionally shaped by product performance, environmental limits, supply chain realities, and the communities connected to them. No single material is impact free. Our goal is to make informed decisions, meeting the technical needs of the product, that enhance our ecosystem over time.

Because the world is constantly changing, so are our material choices. As new evidence, innovations, and partnerships emerge, we continue to reassess what 'better' looks like.



Animal welfare

Animal by-products used within our products are sourced from partners committed to strict adherence to animal welfare standards.

Down sourced from farms is Responsible Down Standard (RDS) certified. The RDS independently certifies down against animal welfare requirements and tracks it from the source to the final product. Find out more about RDS [here](#).



Recycled down is certified through the Global Recycled Standard (GRS), which tracks and verifies the content of recycled materials.

Wool comes from farms or suppliers that are certified as mulesing-free.

Leather is sourced from suppliers certified by the Leather Working Group (LWG) and is a by-product of meat production.

We never use real fur, exotic skins or skins from wild animals, and we stopped sourcing silk in 2021. Animal products are only ever used for technical and performance reasons, never for an aesthetic purpose.

Cotton

Cotton is a low-use fabric for Rab. It is primarily used in tees. 100% of the cotton used in our tees is certified organic and all our organic cotton is GMO-free.

The Microfibre Consortium

We are a signatory of The Microfibre 2030 Commitment. Led by The Microfibre Consortium (TMC), the Commitment forms a common ambition to work towards zero impact from fibre fragmentation from textiles to the natural environment by 2030.

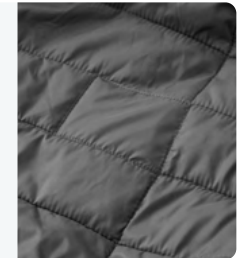
Signatories to the commitment embed fibre fragmentation into their sustainability agenda and become publicly accountable for addressing fibre fragmentation.

Each year, we test our new midlayer fabrics and share the data results with TMC. Our participation will support closing the knowledge gaps and identifying the root causes of fibre fragmentation. It contributes to the development of industry-wide practical solutions for product design and manufacturing.

Recycled materials

In 2025,
82%
of purchased
fabric was recycled.

(+14% vs 2024)



We buy more recycled fabric and down than virgin.



In 2025,
71%
of purchased
down was recycled.

(+9% vs 2024)

A new era of product transparency

Across the EU and beyond, new legislation is reshaping what brands must disclose—moving from high-level claims to clear, standardised, product-level facts.

Over the next few years, a new generation of product legislation will come into force, including:

- The EU Ecodesign for Sustainable Products Regulation (ESPR)
- The introduction of the EU Digital Product Passports (DPPs) for priority product categories, including textiles
- The EU Empowering Consumers for the Green Transition Directive, which strengthens requirements around product information and environmental claims

Together, these changes will require brands to provide verifiable, accessible information on how products are made, what they're made from, and how they can be repaired, reused or recycled—at the point of sale and beyond.

Our foundation: Material Facts

We've been building towards this future for several years through Material Facts—our standardised approach to product-level sustainability information.

Today, Material Facts already covers key information that sits at the heart of emerging regulation, including material composition, recycled content, PFAS status, manufacturing locations and renewable energy use in our Tier 1 factories.

This means we're not starting from scratch. Instead, we're adapting and strengthening systems that already exist, ensuring we're ready to integrate with future Digital Product Passport platforms as standards and timelines are confirmed.

Futureproof

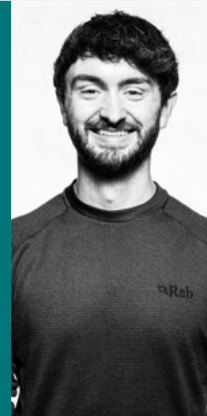
As legislation evolves, so does our product data approach. Material Facts data is being expanded in phases, allowing us to improve data quality and integrity over time—while avoiding the risk of over-claiming ahead of robust, agreed methodologies. Future-looking criteria under development include durability, reparability, recyclability and product carbon footprint, aligned with regulatory guidance, industry standards and DPP.

New legislation is raising the bar for transparency—but it's also creating an opportunity: to help consumers understand products better, and to design with the full lifecycle in mind.

The direction is clear. Our focus is on continuing to build the foundations that allow us to move forward responsibly, compliantly and at pace.

“Product legislation is moving in one direction: greater transparency, stronger accountability, and higher-quality product data to access key markets. By building on Material Facts and working with suppliers, we're strengthening the foundations. As Digital Product Passports evolve, we see a chance not just to comply, but to demonstrate the progress already being made across our products and supply chain.”

ETHAN CAIRNS,
PRODUCT COMPLIANCE MANAGER



The current Material Facts table

Material Facts

Rab Cirrus Ultra Hoody

| | Recycled | PFAS |
|----------------------|------------|------|
| Total Content | 87% | |
| Fabric | 87% | No |
| Outer | 95% | No |
| Second Outer | 95% | No |
| Liner | 100% | No |
| Insulation | 100% | No |
| Zips | 35% | No |
| Trims | 13% | No |

Renewable Energy

| | |
|-----------------------|-----|
| Product Manufacturing | 57% |
|-----------------------|-----|

Manufactured in Indonesia

*Calculations based upon the weight of a UK men's size medium. For more information see www.rab.equipment/material-facts

QIP-21 Version 03/2024

Planet

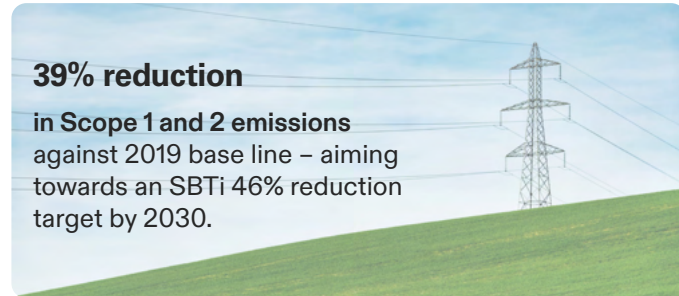
Combatting climate change and protecting the natural environment.

| | |
|-----------------------------------|----|
| OUR JOURNEY TO NET ZERO | 23 |
| OUR 2025 GHG EMISSIONS | 25 |
| FABRIC SUPPLY CHAIN | 27 |
| PLAYING OUR PART | 29 |
| ALTERNATIVE ENVIRONMENTAL METRICS | 30 |
| RETHINKING 'SINGLE-USE' | 32 |
| REPORTING AND IMPACTS | 33 |



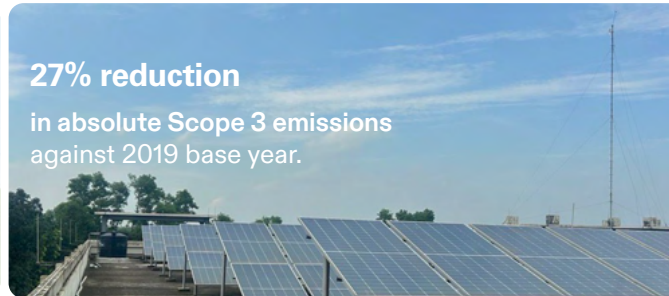
Our journey to net zero

Progress - Scope 1 and 2



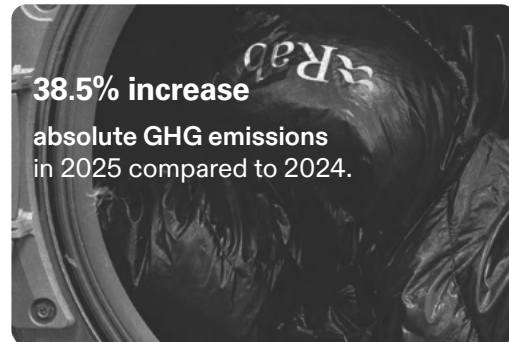
39% reduction
in Scope 1 and 2 emissions
against 2019 base line – aiming
towards an SBTi 46% reduction
target by 2030.

Progress - Scope 3



27% reduction
in absolute Scope 3 emissions
against 2019 base year.

Progress - Overall



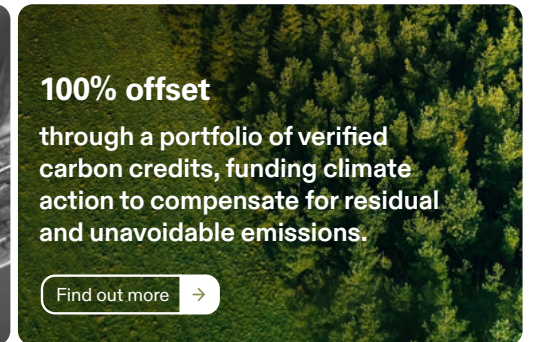
38.5% increase
absolute GHG emissions
in 2025 compared to 2024.



23% reduction
in emissions per item manufactured
compared to 2024.



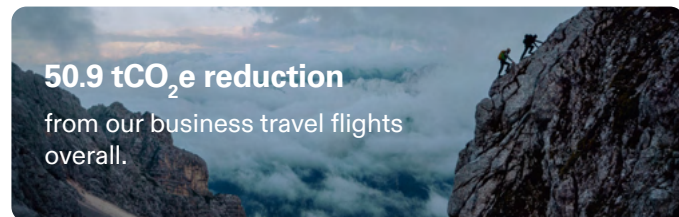
5.5 kg CO₂e
per item manufactured.



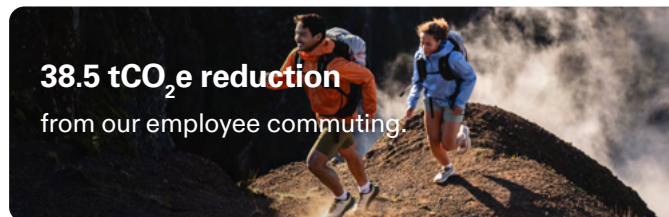
100% offset
through a portfolio of verified
carbon credits, funding climate
action to compensate for residual
and unavoidable emissions.

[Find out more](#) →

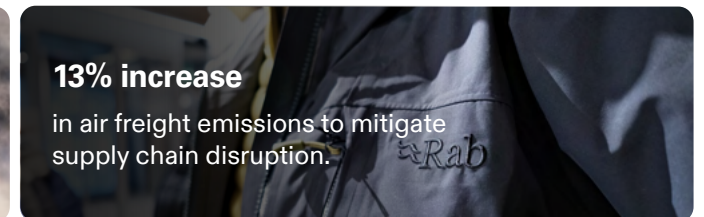
Key transportation metrics - 2025 vs 2024



50.9 tCO₂e reduction
from our business travel flights
overall.



38.5 tCO₂e reduction
from our employee commuting.



13% increase
in air freight emissions to mitigate
supply chain disruption.

Our journey to net zero

Everyone has a part to play.

The climate emergency demands immediate action. Despite ongoing warnings from climate experts and increasing evidence of extreme weather events, governments are struggling to prioritise the climate emergency amidst other global issues.

As a business, we have taken proactive steps. Since 2019 we have been working towards GHG reduction targets aligned with SBT methodology. These were officially verified by SBTi in 2024. We are proud of the approach implemented during this period to understand, measure and reduce our impact both within our owned operations and by influencing our supply chain partners.

Science-Based Targets Initiative (SBTi)

From 2019 base year, Equip has committed to:

| Target year | Scope 1 & 2 | Scope 3 |
|----------------------------|------------------------|--------------------------|
| 2030 (near-term) | 46% absolute reduction | 61% intensity reduction* |
| 2050 (long-term) | 90% absolute reduction | 90% absolute reduction |

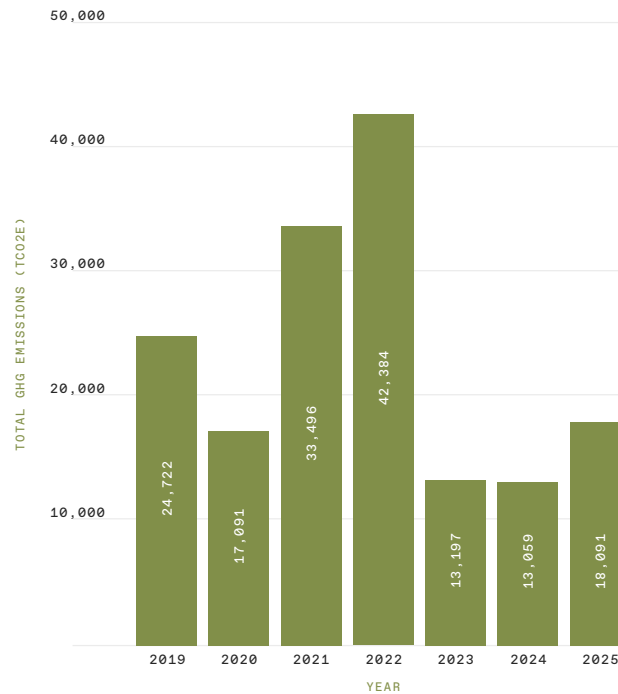
*PER ITEM SHIPPED - NOTE THAT OUR 2030 SCOPE 3 TARGET IS NOT SBTI VERIFIED, IT IS SBT ALIGNED.

The targets covering greenhouse gas (GHG) emissions from Equip's operations (Scopes 1 and 2) are consistent with reductions required to keep warming to 1.5°C, the most ambitious goal of the Paris Agreement.

2025 GHG data transparency

As part of our commitment to data transparency, we've been measuring our greenhouse gas emissions against our 2019 baseline for seven consecutive years.

The increase in our absolute emissions in this reporting year has been driven by our production volume expanding in 2025, in line with the planned growth of our business.



We know we have a way to go to decouple growth from our emissions profile, but we are making progress with decarbonising key aspects of the business. These efforts have included:

- [Actively supporting Tier 1 suppliers to invest in renewable energy.](#)
- [Providing Tier 2 suppliers with expert facility tailored guidance through the European Outdoor Group's Carbon Reduction Project.](#)

Our journey to net zero

2025 GHG emissions

GHG reductions

Our emissions intensity has decreased, meaning each unit we produce is associated with a lower greenhouse gas impact.

Equip's emissions intensity fluctuates year-on-year primarily due to fabric purchasing and stock building timelines not neatly aligning with annual GHG accounting timelines. However, our 2025 figure continues the overall downward trend of our emissions per product decreasing against our SBTi 2019 baseline.



What | Business travel emissions have decreased, with a reduction in our long-haul flights being the main contributor to this.

How | In 2025, we introduced a company-wide Environmental Travel Hierarchy and Guidance Document, outlining our expectations of everyone in the business to consider the environmental impacts of their travel choices and choose travel options accordingly.

What | We reduced the emissions associated with the water usage in our owned operations.

How | This has resulted from our UK Service Centre, which is the busiest of our global service centres, moving all 'wash only' service requests to our Northwich site in 2025, which is equipped with highly water-efficient industrial washing machines.

What | Employee commuting data has shown a decrease in emissions.

How | A more in-depth employee commuting survey achieved better data, from a greater number of employees, resulting in less reliance on estimated data. Plus, the business has provided more access to EV vehicle purchase schemes and onsite charging stations in our most populated UK office.

GHG increases

As has been the case since we began measuring our greenhouse gas emissions in 2019, the majority of Equip's footprint in 2025 sits within **Scope 3 emissions**, where the greatest impacts are associated with our products and supply chain. In 2025 this was 98.7%.

What | In 2025, increases in production volumes led to our product manufacturing emissions increasing across all tiers of our supply chain.

Action | By supporting our key suppliers to increase their renewable energy usage, we are making progress in moving away from the trend of production volumes and emissions increasing at the same rate. We continue to tackle the emissions associated with our purchased materials by increasing the proportion of recycled materials purchased.

What | The emissions associated with the use and care of our products, and the product end-of-life management have also increased in 2025, as a result of our higher production volumes.

Action | In 2026 we will be conducting our second Care Survey to gather updated primary data on the way our customers interact with our products. Through this, we'll discover ways we can reduce the emissions associated with this stage of the product's lifecycle.

What | Upstream transportation emissions increased due to a higher proportion of products being airfreighted from factories, partly driven by global disruptions to trade routes. Some of these impacts have been outside our direct control, but reducing airfreight remains a key focus area.

Action | We are working cross functionally to improve planning and logistics decisions, with the aim of lowering reliance on airfreight in future years.



Our journey to net zero

2025 GHG emissions

| Emissions (tCO ₂ e) | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Scope 1 | 218 | 131 | 215 | 200 | 182 | 207 | 193 |
| Gas | 68 | 103 | 129 | 113 | 111 | 109 | 121 |
| Vehicle fuels | 150 | 28 | 81 | 81 | 65 | 81 | 66 |
| Refrigerants | 0 | 0 | 5 | 5 | 6 | 18 | 6 |
| Scope 2 | 163 | 84 | 28 | 26 | 27 | 28 | 41 |
| Electricity | 163 | 69 | 12 | 14 | 19 | 19 | 32 |
| District heating and cooling | 0 | 15 | 16 | 13 | 8 | 9 | 9 |
| Scope 3 | 24,341 | 16,876 | 33,253 | 42,158 | 12,988 | 12,823 | 17,858 |
| Manufacturing | 22,521 | 15,428 | 28,650 | 36,094 | 9,645 | 7,765 | 11,949 |
| Capital goods | 0 | 0 | 0 | 244 | 68 | 65 | 18 |
| Fuel and energy related activities | 84 | 50 | 63 | 65 | 86 | 89 | 92 |
| Upstream distribution | 577 | 742 | 3,264 | 3,157 | 1,442 | 1,844 | 2,140 |
| Waste | 0 | 1 | 58 | 75 | 54 | 37 | 63 |
| Business travel | 435 | 120 | 110 | 314 | 314 | 587 | 543 |
| Commuting and teleworking | 338 | 185 | 255 | 350 | 395 | 367 | 321 |
| Downstream distribution | 186 | 58 | 513 | 238 | 228 | 412 | 324 |
| End-of-life impact | - | - | - | 748 | 392 | 365 | 643 |
| Use of sold products | - | - | - | - | 364 | 1,300 | 1,765 |
| Total GHG emissions (tCO₂e) | 24,722 | 17,091 | 33,496 | 42,384 | 13,197 | 13,059 | 18,091 |
| Emissions per unit (kgCO₂e) | 14.9 | 13.5 | 12.3 | 12.2 | 5.8 | 7.1 | 5.5 |



PLEASE NOTE THAT, DUE TO ROUNDING OF NUMBERS, THE FIGURES MAY NOT ADD UP EXACTLY TO THE TOTAL PROVIDED. THIS DATA IS THIRD-PARTY VERIFIED BY [SOUTH_POLE](#)

Working together to reduce impact

Our close relationships with our manufacturing partners support reductions in the environmental impacts of our supply chain.

Through regular meetings with our Tier 1 suppliers, we outline our ambition to deliver our SBTi targets and highlight ways that their processes can support us. We discuss environmental initiatives that not only lead to impact reductions but also deliver reputational benefits for both parties, and alignment with upcoming legislation.

Renewable energy adoption in our supply chain continues to be a high priority. This is not only one of the most straightforward ways to reduce our scope 3 emissions, but it can also lead to long-term cost savings for our suppliers.

Renewable energy use

The proportion of our production that is sourced from factories using renewable energy is on an upward trend.

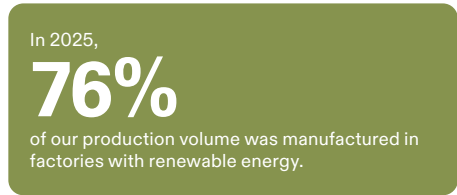
In 2025, **76%** of our production volume was manufactured in factories with renewable energy. Collaborative efforts with our suppliers have resulted in this figure increasing from **65%** in 2024.

These suppliers are located across five of our sourcing countries, Bangladesh, China, Indonesia, Philippines and Vietnam.

Case study

In 2025, we worked with one of our key suppliers in Bangladesh to start sourcing electricity from renewable sources. We facilitated connections between the factory and an in-country solar panel supplier, and shared guidance from another Bangladeshi partner that had experience of installation and maintenance of on-site solar panels.

After a successful trial a larger scale installation was in place a few months later. This supplier now benefits from the relative stability of their electricity costs from solar amidst global energy price volatility. This project has been a key driver of our increased 2025 renewable energy use figure.



Looking ahead

We are dedicated to further increasing the amount of our production that is manufactured using renewable energy. We will continue working with all our factories to explore options for expanding their solar installation and purchasing renewable energy certificates (RECs).

We are also updating our sourcing principles to recommend prioritising factories with renewable energy schemes in place, or with an appetite to explore options to switch.



Working together to reduce impact

Tier 2 material production remains one of the most carbon heavy areas of our manufacturing supply chain.

Tier 2 processes of dyeing, weaving and knitting are highly energy intensive. The greenhouse gas emissions associated with these can be difficult for a single brand to influence.

Since 2023 we have participated in the European Outdoor Group (EOG) [Carbon Reduction Project](#), working with other outdoor brands to jointly influence Tier 2 partners. Through two cohorts we have identified our shared suppliers and assessed their potential for emissions reductions.

Specialist climate consultants from RESET Carbon audit then identify suppliers and share expert guidance on energy efficiency opportunities and emission reduction targets. The brands support these suppliers to take actions set out in their RESET Carbon action plans and track the facilities' progress towards their targets.



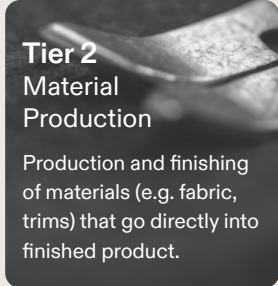

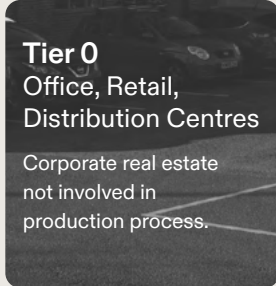
Example recommendations

RESET Carbon recommendations for potential emissions reductions can include:

- Insulation of heated water pipes and steam valves
- Installation of heat pumps and thermal energy recovery of wastewater from wet processing and waste heat from machinery
- Replacing inefficient ventilation fans and machinery
- Aiming for 100% energy consumption from renewable sources, through on-site photovoltaic solar panel installation

Supply chain visibility

We're working with the Worldly platform to increase environmental data transparency along our supply chain. In 2025 we requested Higg FEM assessment submissions from a greater number of our Tier 2 and 3 suppliers, through campaigns supported by Worldly. We received extensive data from mills that we'd previously had limited visibility of. There's still progress to be made with transparency across Tiers 2-4, but our engagement campaigns provide a good foundation to build on.

| | | | | |
|---|---|--|--|--|
|  <p>Tier 4 Raw Material Extraction</p> <p>Extraction and processing of raw materials.</p> |  <p>Tier 3 Raw Material Processing</p> <p>Processing of raw materials into yarn and other intermediate products.</p> |  <p>Tier 2 Material Production</p> <p>Production and finishing of materials (e.g. fabric, trims) that go directly into finished product.</p> |  <p>Tier 1 Finished Production Assembly</p> <p>Assembly and manufacturing of final products.</p> |  <p>Tier 0 Office, Retail, Distribution Centres</p> <p>Corporate real estate not involved in production process.</p> |
|---|---|--|--|--|

Looking ahead

To date, nine of our key Tier 2 suppliers have either completed or are in the processing of completing the RESET Carbon assessment process. We meet regularly as a cohort of brands to lay out a roadmap of how best to support those mills that have received their action plans. For example, sharing details of service providers or facilitating best practice knowledge-sharing between suppliers.

| Supply chain typology | Tier 4 | Tier 3 | Tier 2 | Tier 1 | Tier 0 |
|---------------------------------------|--------|--------|------------------------------|------------------|------------------|
| Visibility* (% yard purchased / FOB) | 0% | 85% | 89% | 100% | 100% |
| Energy Date* (% yard purchased / FOB) | 0% | 17% | 52% | 97% | 100% |
| % GHG Emissions* (Estimate) | 22% | 14% | 40% | 18% | 6% |
| Reduction Approach | - | - | EOG Carbon Reduction Project | Renewable energy | Renewable energy |

*BASED ON FABRIC AND PRODUCT PRODUCTION IN THE 2025 CALENDAR YEAR.

Playing our part

We've been engaging our employees in how we can all play a part in reducing our own environmental footprint.

Our annual greenhouse gas accounting identifies our emission hotspots and informs our work streams for the year.

Business travel

In 2024, business travel was identified as a key emissions hotspot. In response, we developed a clear strategy to help every employee reduce the impact of work-related travel. To support this, we introduced an Environmental Travel Hierarchy and Guidance Document, setting out what we expect when making travel decisions—and how to weigh environmental impact alongside practical needs.

Travel hierarchy

Avoid
Consider whether travel can be avoided and replaced with virtual communications.

If travel is necessary, the Travel Hierarchy should be consulted:

Minimise
Combine trips whenever possible, e.g. meet at trade shows or events rather than travelling to specific locations.

Stay Grounded
Use public transport - Especially if a longer journey can be completed overland.
Car sharing - Where public transport is not an option.
Cycle, walk or wheel - For local travel at your destination, consider walking or using a cycle rental scheme if available.

Finally Fly
Air travel should be considered when other alternatives have been exhausted. Economy class and direct flights lessen the emissions from the journey.

Testing the policy - case study

In 2025, two employees travelled to Germany to visit a textile recycling plant. One travelled from the UK to Frankfurt by train for the full journey, while the other used air travel as their main mode of transport.

Both tracked journey time and shared notes on how easy the trip was.

Case study outcomes

- Travelling by train emitted **5x less carbon** than flying.
- The train route took **1.5 hours longer** than the air route, but was comfortably completed in a single day.
- The train journey enabled more **productive travel time**, when compared to the work productivity by air travel.
- Multiple train changes—especially in a foreign country—and travelling for most of a day can feel like a significant undertaking. Even when services run smoothly, it can still be long and tiring.



2025 outcomes

In 2025, we achieved a **10% reduction** in emissions associated with business flights compared with 2024.

Case studies like this show the practical actions we're taking to reduce emissions further—and how we're supporting employees to make lower-impact choices.

Looking ahead

In 2026 we will...

- Create internal KPIs to measure business travel – particularly short, medium and long-haul flight impacts.
- Survey all attendees at our seasonal international sales events to track travel and suggest impact reduction options.
- Increase education and share more examples of alternative transport options.

Alternative environmental metrics

Our processes to track our greenhouse gas (GHG) emissions are well-established as part of our Climate Strategy. In 2025 we broadened our work to address the non-carbon impacts of our supply chain too.

We prioritised improving data gathering and reporting, because understanding our full impact is the first step to reducing it.

Through our longstanding engagement with the Worldly platform, we initiated campaigns to engage more of our supply chain partners to complete the Higg Facility Environmental Module (FEM) assessment. FEM provides extensive facility-level environmental data, highlighting the impacts of our production and opportunities for improvement. Through expanding the scope of the data we collect, we can track a wider set of environmental metrics. These include water use, wastewater, chemical management, and energy consumption.

As a larger proportion of our Tier 2 and 3 suppliers are now sharing this data, we have a more holistic overview of the environmental footprint of our business.

| Metric | Tier 2 All | Tier 2.2 Finishing | Tier 2.3 Dyeing | Tier 2.4 Fabric Formation | Tier 3 Yarn Formation |
|---|---------------|-----------------------|--------------------|------------------------------|--------------------------|
| Energy | | | | | |
| Energy usage (GJ) | 93,352 | 27,915 | 28,682 | 36,755 | 12,435 |
| % renewable energy | 14% | 20% | 19% | 7% | 1% |
| % facilities with energy improvement plan | 15% | 17% | 16% | 17% | 4% |
| Chemicals Management | | | | | |
| % of bluesign System Partner mills | 30% | 46% | 50% | 20% | 4% |
| % of GRS-certified mills | 44% | 50% | 50% | 47% | 42% |
| % of facilities that have a Chemical Management System (CMS) policy | 15% | 21% | 20% | 17% | 0% |
| Water | | | | | |
| Withdrawn water (m3) | 218,781 | 80,441 | 88,416 | 49,924 | 1,173 |
| % of recycled or reused water | 12% | 6% | 7% | 18% | 44% |
| % of facilities with water improvement plan | 11% | 13% | 14% | 14% | 2% |
| Wastewater | | | | | |
| Wastewater volume (m3) | 5,169,349 | 2,531,498 | 2,598,941 | 38,910 | 5,804 |
| % of mills ZDHC reporting (Waste Water Guidelines) | 8% | 13% | 16% | 8% | 0% |
| % of facilities that recycle industrial wastewater for production processes | 4% | 2% | 2% | 7% | 0% |

Alternative environmental metrics

Taking action

In 2026, our non-GHG strategy will focus on two objectives:

Expanding the number of Tier 2 and 3 suppliers we receive environmental data from.

- By 2027, we're aiming to have received environmental data from 70% of our Tier 2 and 3 suppliers (by 2026 production volume). This represents around a 20% increase from where we currently stand. The data will be accessed through Higg FEM assessments.
- This target acknowledges that not all our Tier 2 and 3 suppliers have the resource to complete the FEM assessment. For suppliers that run smaller scale operations, we will gather data through an environmental survey.



Driving improvements in our environmental impact using this data.

- Through the data provided from Worldly and the supplier survey, we will seek best practice in the areas of energy, chemicals, water and wastewater at the facilities.
- This will inform a guidance document that we will share with facilities, highlighting recommended environmental improvements.
- We will track reduction and disclosure metrics and use this to inform supplier conversations and recommended actions.



Re-thinking “Single Use”

Since 2020, we’ve been reducing all unnecessary plastic packaging where this has no detrimental impact to product quality.

We’ve been part of the European Outdoor Group’s (EOG) **Single Use Plastics Project** (SUPP) since its inception in 2019. The project has helped us turn ambition into practical action, driving improvements that reduce plastic waste across our operations:

- **Removed polybags from our e-commerce shipments.** Orders now ship in paper and cardboard distribution packaging made from 100% recyclable and sustainably sourced materials.
- **Set up collection routes in the US and UK** for the polybags removed from online orders, ensuring they are sent to recycling facilities.
- **Increased the recycled content** in our polybags to between 75–100%.
- **Improved polybag recyclability** by reducing or removing design contaminants (e.g. ink, stickers).



The Single Use Plastics Project comes to an end in 2026, having achieved its objective of helping establish a UK polybag recycling programme for outdoor brands. But that doesn’t mean it’s the end of our polybag recycling journey.

At the start of this year, we launched a new recycling partnership for polybags from our UK orders. A local company we already work with now collects them, streamlining the process. The polybags are recycled into high-quality pellets, which can then be sold back to industry.

We’ve saved

12 tonnes

of polybags from going to landfill since SS21, this equates to over 500,000 polybags.

Looking ahead

Working with our new UK polybag recycling partner, we’ll keep diverting this plastic from landfill—turning it into valuable feedstock for new polybags.

We’ve also formed an internal **Packaging Project group** to identify our next opportunities—from reducing and standardising packaging to ensuring materials align with future legislative requirements. The group will hold our teams and suppliers accountable, supporting compliance and reducing the environmental impacts of the packaging we use.

“The SUPP has allowed us to learn, collaborate, innovate, share best practice and pool resources to ultimately reduce the amount of unnecessary plastic waste used in the first place. We have established processes along our supply chain to remove, reduce and finally improve the recycling/recycled quality of polybags.”

DEBBIE READ
HEAD OF CORPORATE
COMMUNICATIONS AND CSR



Packaging reporting & impacts

Legislation is moving fast across the clothing and textiles industry- and it's reshaping how brands operate.

One big change is Extended Producer Responsibility (EPR), which means brands must take responsibility for what happens to products and packaging after they're sold—not just up to the point of sale.

Around the world, there are now 40+ EPR schemes for packaging alone—and that number is still growing. Similar requirements are expected to expand to textiles too.

This wave of new legislation is challenging, but it also gives us a clear opportunity: to improve the quality of our data, be more transparent, and make sure we understand (and reduce) the impacts of our products at every stage. We are working with a third party compliance and consultancy, Beyondly, to support in navigating the evolving world of sustainability legislation.

“Packaging EPR has made many businesses take a close look at their packaging costs. Collecting the right data across complex supply chains—often on tight deadlines and at significant cost—is a major short-term challenge. As the first year of fees and recyclability assessments ends, we hope there are no surprises next year, especially with the Circular Economy Growth Plan and textiles EPR on the horizon.”

ALEX HILTON
BEYONDLY, DIRECTOR OF POLICY AND PUBLIC AFFAIRS

We expect to report 60 tonnes of packaging in our key markets in 2025.

This includes items like paper mailers, hangtags, tissue paper, sachets, polybags, metal hangtags, and desiccants.

A collaborative effort

Meeting new reporting requirements means close teamwork across our business and with our suppliers. To stay ahead, we flagged the issue early with senior leadership, mapped likely costs and financial impacts, and used external specialists and industry updates to keep pace with changing requirements.

Once we had a better understanding of our scope, we shared key timelines and expectations with suppliers, and put the systems, data and processes in place to support reporting. Across the business, we strengthened internal collaboration to ensure this is owned beyond the CSR team, and brought in specialist support for reporting in countries where we don't have a legal representative.

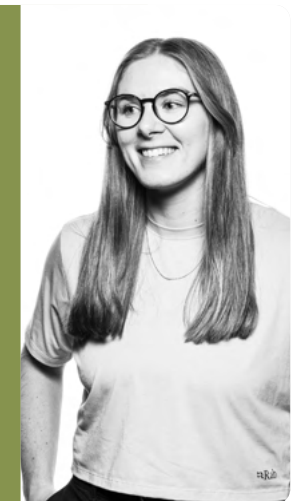


Looking ahead

Looking ahead to 2026, we're shifting from simply meeting requirements to using EPR to drive smarter decisions. We'll sharpen the accuracy of our data and reporting, streamline how we deliver it, and use those insights to reduce packaging impacts through better design and more responsible material choices—working closely with our marketing and operations teams. At the same time, we'll partner with product design to build readiness for what's next, including emerging textiles EPR legislation.

“New and upcoming legislation is making sustainability everyone's job—not just something owned by CSR. EPR schemes can be complex, but they're also a real lever for change: they improve supply-chain transparency, strengthen data quality, and show us exactly where we can reduce impacts overall.”

EMMA WITHERFORD,
ESG/CSR DATA
COMPLIANCE COORDINATOR



Partner

Raising standards through collaboration.

| | |
|-------------------------|----|
| PARTNER HIGHLIGHTS | 35 |
| FAIR WEAR LEADER BRAND | 36 |
| OUR SUPPLY CHAIN | 37 |
| BUILDING RELATIONSHIPS | 38 |
| OPEN COMMUNICATION | 39 |
| TRAINING AND INVESTMENT | 40 |
| INDUSTRY PARTNERSHIPS | 41 |
| RETAILER PARTNERSHIPS | 42 |



Partner highlights

Rab and Lowe Alpine awarded Fair Wear Leader status for the fourth consecutive year.



Participated in Fair Wear's Meaningful Stakeholder Engagement (MSE) pilot in Indonesia, supporting HRDD through structured engagement.



Recommitted and contributed to the Employment Injury scheme in Bangladesh, for improved access to employment injury protection.

Increased Asia CSR visits for targeted engagement with higher-risk operations, strengthening supplier understanding of CSR priorities.



Delivered internal forced labour awareness training across specialist teams.

Introduced supplier scorecard awards for both Tier 1 manufacturers and nominated fabric mills.



Delivered targeted supplier training in Vietnam and Bangladesh, including anti-harassment and violence prevention programmes.



35% of our FOB was sourced from a factory that has been verified as meeting the living wage estimate.

Find out more in our 2026 Social Report.

[Read more here →](#)

Fair Wear Leader Brand

In 2025 Rab and Lowe Alpine were recognised as a Fair Wear Foundation “Leader” brand for the fourth consecutive year.

We have always aimed to establish long-standing partnerships with our suppliers, based on regular communication, mutual trust, and shared values.

We are dedicated to improving working conditions for the people making our products and continue to increase scrutiny on HRDD and transparency within our operations. This year, we increased investment and heightened responsibility in this area by introducing a focused Social Compliance Coordinator into our CSR team.

“Maintaining our position of Leader status, alongside achieving our highest score yet reinforces the importance we place on building strong supplier relationships.”

You can find more details of our assessments on the Fair Wear brand pages for [Rab](#) and [Lowe Alpine](#).

RICHARD
LEEDHAM
CEO

By acting as a responsible business, we can have a positive impact on the lives of our employees, manufacturing partners, retail partners, consumers, and the communities where our products are made and used.



Our supply chain

We build long-standing, responsible partnerships with our manufacturing partners, grounded in mutual trust and shared accountability.

In 2025–26, we worked with 19 manufacturing partners operating across 21 sites in Bangladesh, China, India, Indonesia, the Philippines and Vietnam, with Cambodia added as a new sourcing country this year, alongside our longstanding UK production site. Our Tier-one (CMT) partners employ over 35,000 people globally.

We have a responsibility to understand and address working conditions within our supply chain and to conduct business in a way that seeks to minimise harm and supports fair and responsible practices.

8 years

Average relationship time with manufacturing partners

22 years

Longest current relationship with a manufacturing partner

100%

of amfori BSCI-audited factories achieved a grade C or above within the past two years

63%

of BSCI-audited factories achieved a grade A or B

70%

of production came from Fair Wear assessed sites

96%

of production came from manufacturing sites visited by Equip teams in 2025–26

35%

of production was manufactured at sites paying a recognised living wage, based on WageIndicator Foundation estimates

25

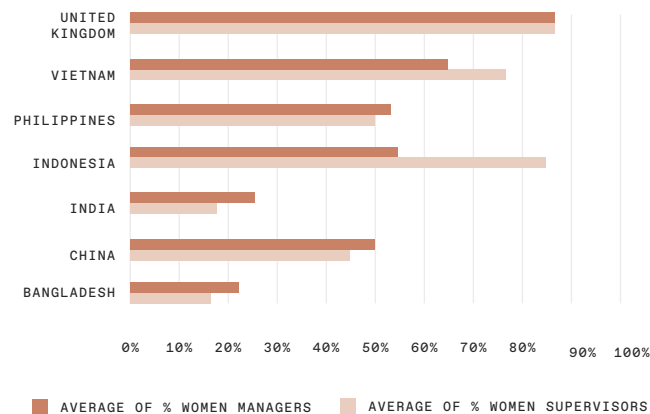
identified subcontractors used by our partners' manufacturing sites involved in processes such as screen printing, laundry, and embroidery

Gender insights

As part of our due diligence, we collect gender-disaggregated data annually and verify it through audit processes. This helps us understand how working conditions—and associated risks—can differ for women across our supply chain.

By combining site-level data with country-level context, we can pinpoint the most significant gender-related gaps and target actions where they will have the greatest impact—supporting fair treatment, representation and progress towards gender parity.

| | |
|--|-----|
| Average percentage of women workers | 68% |
| Average percentage of women supervisors | 46% |
| Average percentage of women managers | 48% |
| Average percentage of women worker representatives | 53% |
| Percentage of sites with an anti-harassment committee | 45% |
| Average percentage of women as anti-harassment committee members | 50% |



Actions we've taken so far

Data collection

We have established a process to review gender-disaggregated data against key sector risks in apparel and equipment manufacturing, aligned with Fair Wear's Code of Labour Practices. This includes consideration of hiring practices, pay, freedom of association and representation.

Risk assessments

Our risk-assessment processes have been updated to more explicitly consider gender-related impacts and potential outcomes, supporting more targeted follow-up with suppliers where needed.

Trainings

In 2025, two partner factories in Bangladesh completed Fair Wear-led training focused on identifying and addressing gender-based violence and harassment, reflecting known risks linked to local social norms and resource constraints.

Looking ahead

We will further strengthen how we use data to create systematic, measurable improvements with current partners—particularly on gender-related risks.

And, explore expanding data collection beyond manufacturing partners to include fabric mills and upstream suppliers.

[Find out more in our social report](#) →

*NOTE THAT THIS DATA IS ONLY APPLICABLE TO PARTNERS THAT COMPLETED AND REPORTED FIGURES IN OUR ANNUAL SURVEY, COMPLETED IN 2025

Building strong partnerships

Behind every product is a network of skilled people who help bring our designs to life.

We see our suppliers as long-term partners, not just business contacts, and we work hard to make sure those relationships are built on trust, respect and collaboration.

Strong relationships help us work better together, improve working conditions, and create products we are proud of. That's why we invest time in getting to know the people behind our supply chain, going beyond business as usual.

Site visits

Senior leadership and cross-functional sourcing teams -including our CEO, Director of Buying and Sourcing, and Heads of Development, Buying, QC team and CSR team - conducted visits to manufacturing partners across Bangladesh, China, India, Indonesia, Philippines, Vietnam and Cambodia.

Our head office teams conducted **39 visits** to partners and prospective manufacturing sites, spending **51 days** working face-to-face with suppliers. In total, we visited **86%** of manufacturing sites, representing **96%** of our 2025-26 production, ensuring most of our supply base benefited from direct engagement, oversight and support. We know that progress can be gradual and sometimes challenging, but we are committed to working with our partners to grow competencies without undue pressure or consequences.



“The trips are such a unique learning opportunity for both personal and professional development. You can't put a price on face-to-face interaction. Our suppliers really value our brand thanks to our collaboration, personal communication efforts, and commitment to our partnerships.”

JESS WITTY
BUYING MANAGER



Beyond the factory – Vietnam

In Vietnam, our Quality Control team took relationship building off the production floor and onto the football pitch. They challenged one of our pack suppliers to a friendly match, creating space for connection outside day-to-day work.

The game was played in great spirit, ending 9-6 with the Rab team taking the win! Giving us a chance to build camaraderie in a relaxed and enjoyable way.



In country - supplier engagement

In the last year our CSR team personally visited manufacturing partners in Bangladesh and India, identified as higher-risk countries/manufacturing sites. This allowed us to strengthen supplier understanding of our CSR strategy while enabling deeper discussions on day-to-day challenges, including:

- Capacity building
- Living wage strategies
- Health and safety systems
- Data quality for due diligence
- Environmental certification requirements.

Open communication

Open communication is a catalyst for impact, not a standalone outcome.

It shapes how we spot risks early, partner with suppliers to drive continuous improvement, and build the trusted relationships that bring our Sourcing Principles to life.

Supplier scorecards

Our supplier scorecard process gives us a clear, consistent way to review and benchmark performance across social, environmental, quality, buying, and operational standards—turning expectations into measurable progress.

Manufacturing partners

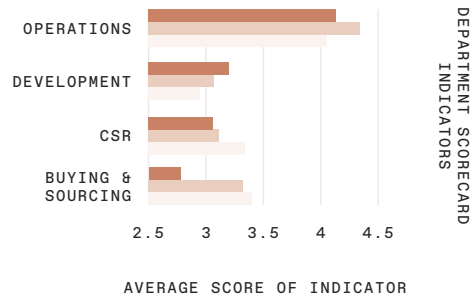
During 2025, we issued scorecards for all key suppliers, including two new suppliers who were onboarded to our supply chain in 2024.

This latest scorecard cycle revealed measurable progress:

- Four suppliers improved their overall scores.
- Two suppliers moved up a performance band—including one achieving Gold status for the first time.
- One supplier saw a reduction in score, highlighting where deeper investigation and targeted support are needed.

The most significant gains were seen in CSR, management system maturity, and capacity planning.

Year-on-year changes in manufacturing partners' scores



A deep dive into the CSR scoring shows advancements in environmental compliance:

- 23% increase in Environmental Improvements and Reporting, driven by more suppliers submitting data through the Higg FEM.
- 16% increase in Renewable Energy, reflecting stronger engagement in installing solar panels and other renewable solutions.

Nominated mills

2025 marked our second scorecard cycle for nominated Tier 2 suppliers (including fabric mills). Results indicate continued positive progress, with an overall 4% increase in scoring:

- 10 nominated suppliers improved their total scores.
- Four suppliers progressed from Bronze to Silver.
- One supplier experienced a decrease in scoring, highlighting areas requiring further engagement and targeted support.

Scorecard awards

As our scorecard programme evolves, we introduced Supplier Scorecard Awards for both manufacturing partners and Tier 2 nominated mills—recognising not just strong results, but also transparency, engagement, and continuous improvement:

- **Supplier of the Year** - highest overall score
- **Positive Impact Award** - strong performance in social and CSR
- **Most Improved** - significant year-on-year improvement



“The feedback that we received last year enabled us to up our service - so we will share the prize with the whole team.”

NOMINATED SUPPLIER
TECHNICAL DIRECTOR

Supplier feedback survey

Our annual supplier survey combines 32 structured questions with open-text responses, enabling suppliers to share anonymous feedback on how we work and where we can improve. Throughout 2025, we continued strengthening these feedback loops and saw year-on-year improvement across four competencies—insight that is essential to refining our processes and better supporting supplier needs.

Training and investment

During 2025, we focused on training to raise awareness, build capacity, and encourage dialogue about social risks in our manufacturing supply chain.

Rather than treating training as a standalone activity, we use it to support engagement, and risk prevention. Our training priorities are informed by our risk assessments, audit findings, and ongoing supplier engagement.

What was delivered

- Fair Wear's 18-month violence and harassment prevention programme
- Fair Wear onboarding training
- Internal forced labour awareness training
- Meaningful stakeholder engagement (MSE) pilot projected in Indonesia

Where

- Bangladesh and Vietnam (supplier training)
- Indonesia (MSE project)
- Head office teams (internal training)

Who benefited

- Workers and management at priority suppliers
- Buying, sourcing, designing and quality teams

Impact

- Improved awareness of gender-related and forced labour risks
- Stronger dialogue and understanding of grievance processes
- Training completed at sites representing 35% of production
- Understanding meaningful stakeholder engagement

35% of our 2025 production

came from sites that had Fair Wear training in 2025

Meaningful stakeholder engagement

In 2025, Equip participated in the Meaningful Stakeholder Engagement (MSE) project in Indonesia, coordinated by Fair Wear aiming to identify human rights risks and barriers to effective remediation, beyond CMT manufacturers. Through structured dialogue, the process enabled discussions on country-specific labour rights issues.

The project brought together three international brands and 32 stakeholders, including suppliers, trade unions, and civil society organisations, and was attended by our Head of Production and key manufacturing supplier in Indonesia.

In 2026, we will use key learnings from the project to further refine our country-level stakeholder engagement, HRDD processes, and closer alignment with the MSE Framework to ensure engagement is accessible and effective.



Building internal awareness

We continue to educate and develop our own teams. In 2025 we delivered:

- Tailored internal CSR training to employees across buying, design, development, and sourcing departments.



CREDIT | MARTINA NOVAKOVA

- Forced labour awareness training to specialist departments internally, including how risks emerge, regulatory requirements, and identifying issues.
- Our Head of CSR and Social Compliance Coordinator, together with our Buying Manager, attended the Fair Wear Member stakeholder event.
- Sourcing teams regularly attending industry events, forums and webinars to keep abreast of policy changes and risks.



Supporting industry partnerships

Collaboration across the outdoor industry is essential to building a more transparent, credible and future ready approach to sustainability.

Many of the challenges we face— from the scrutiny of product data to rapidly evolving legislation—cannot be solved in isolation. By working collectively with industry bodies, brands and retailers, we help develop shared methodologies, common standards and accessible systems that improve how sustainability information is gathered and communicated. These collaborations enable more meaningful progress than any single organisation could achieve alone, supporting trust, consistency and readiness for what comes next.



Material Facts Collective

Launched in 2023, our Material Facts tables continue to provide an unbranded, standardised data for product sustainability information. In 2025 they have been shared across the industry with the Material Facts Collective and have incorporated elements into the EOG's Sustainability Data Exchange project (SDEX).

Following the conclusion of the first phase of the Material Facts Collective, the methodology has been improving and created into a full [implementation toolkit](#).

The Material Facts Collective methodology has now been developed into the latest version of [EOG's SDEX \(3.0\)](#), with the methodology being adopted by industry partners.

Futureproofing for DPP

As legislation governing product sustainability information and environmental claims increases, preparation for Digital Product Passport (DPP) has become more urgent.

The Material Facts Collective methodology provides a robust approach for collating data and a shared standard to prepare data for product sustainability claims.

We will continue working with EOG and industry groups to support data sharing. The ongoing evolution of the Material Facts methodology reflects both legislative requirements and practical industry needs.

We aim to support a future where transparent, comparable data is the norm — not the exception.



Industry wide collaboration

We continue to work with and collaborate across global industry groups. We provide insight and case studies as we navigate the evolving legislative landscape.

- In January 2026, we presented alongside the [Outdoor Industry Alliance \(OIA\)](#) sharing our approach to Extended Producer Responsibility (EPR) for packaging.
- We have continued our partnership with the [European Outdoor Group \(EOG\)](#) to deliver an introductory webinar supporting brands and retailers in getting started with sharing product sustainability information through the SDEX platform.
- We support the [Outdoor Industries Association \(OIA\)](#) with the [Climate Action Planning Initiative \(CAPI\)](#), helping the UK outdoor industry strengthen data collection, reporting and long term climate planning in preparation for future legislative requirements.

“Material Facts has helped bring greater consistency and clarity to how product information is communicated across the outdoor industry. Across the EOG network, it is being used as a common, consumer-friendly structure for sharing product attributes, supporting more efficient collaboration between brands and retailers while improving transparency for consumers.”

DR. KATY STEVENS
HEAD OF ESG, EUROPEAN OUTDOOR GROUP

Supporting retailer partnerships

As a wholesale brand, independent and national retail partnerships play a vital role in how our products are understood, trusted and ultimately used.

For Rab, strong retailer partnerships are not just about distribution — they are about shared knowledge, transparency and empowering shopfloor teams to give confident, accurate advice to customers.

We invest in long-term relationships with retail partners who share our values, recognising that well informed staff can help customers make better choices for their needs, their adventures and the care and life-span of their kit. Education is a critical part of how we support this — particularly as product technologies, material choices and care guidance continue to evolve.



Rab Lab Academy - digital learning at scale

Shopfloor staff are often the first point of contact for customers navigating technical decisions. To support this, we focus on structured, accessible training that builds product understanding and confidence.

Rab Lab Academy is a cornerstone of this approach. Delivered in partnership with key retailers, it provides in-depth, practical training on our product range — from insulation and fabric technologies to layering, fit and aftercare. These sessions are designed to encourage open dialogue, real world problem solving and conversations about performance, durability and use.

Rab Lab Academy has over

1000 global users

with a total of 6.6k courses completed since its inception.

By prioritising education over sales messaging, Rab Lab Academy helps staff explain not just what a product is made from, but why those choices matter — including considerations around longevity, care and repair.



An immersive experience

Alongside structured training, we also place strong emphasis on retailer staff immersion days, delivered in collaboration with our sales team. These sessions build deeper understanding through direct interaction with both the product and the people behind it.

Retailer immersion days give shopfloor teams the opportunity to:

- Spend time with Rab specialists and product experts
- Experience products in real world or near real world settings
- Ask detailed, practical questions based on customer feedback and instore experience
- Gain first hand insight into product development choices, intended use and care guidance

This shared experience helps bring product stories to life, building confidence on the shopfloor and strengthening the connection between retail teams and our wider brand and product communities.

Our approach to retailer education reflects a broader commitment to collaboration. We work closely with partners to shape training and immersion experiences around their teams' needs, respond to feedback from shopfloor staff, and ensure learning remains relevant as collections evolve.

People

Committing to fairness, diversity and opportunity.

| | |
|--------------------------------|----|
| B CORP CERTIFIED | 44 |
| OUR PEOPLE | 45 |
| OUR VALUES | 46 |
| OUR COMMITMENT | 47 |
| HIKE BIKE PADDLE | 48 |
| GIVING BACK | 49 |
| RAB STEWARDSHIP FUND | 50 |
| ACCESS FOR ALL | 51 |
| MORE THAN 'JUST' AN AMBASSADOR | 52 |



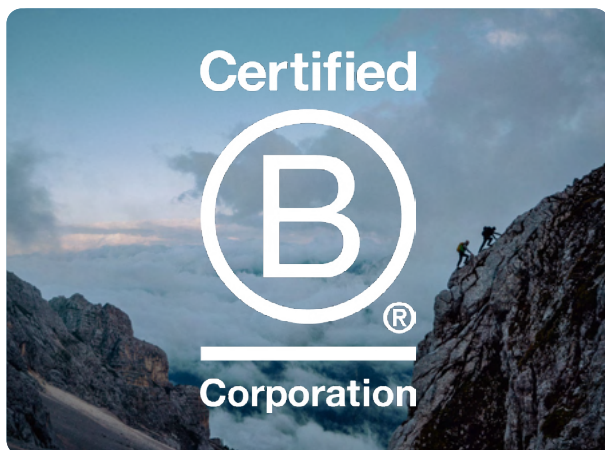
We're B Corp™ certified!

Becoming a B Corp is a proud moment for us. It means we're now part of a global movement working to benefit people and the planet.

This milestone is both a recognition and confirmation of a journey we've been on for a long time. It formalises what has always guided us, we've grown our business the right way, without sacrificing our values in the pursuit of growth. We will continue to do so.

As a Certified B Corporation, we have been independently assessed to ensure we meet B Lab Standards of social and environmental performance, transparency, and accountability. We updated our Articles of Association to reflect our commitment to people, planet and long term business resilience alongside profit.

[Read our profile on B Corp here](#) →

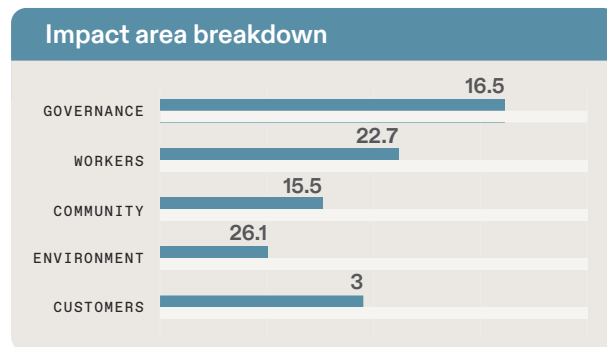


Our impact, measured

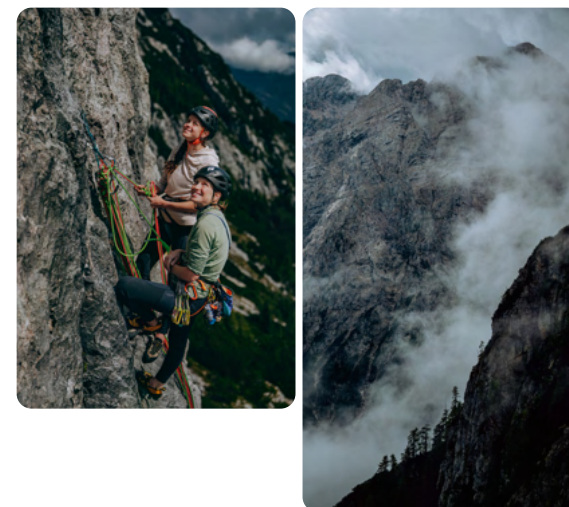
The scores give a clear picture of where we're making progress — and where we need to do more. Because meaningful change starts with understanding, honesty and action.



84 OVERALL B IMPACT SCORE
80 QUALIFIES FOR B CORP CERTIFICATION
50.9 MEDIAN SCORE FOR ORDINARY BUSINESSES



For us, B Corp isn't a badge or a finish line. We continue to work hard to increase our positive impact in everything we do, every day. Completing the assessment process enables us to continually measure our impact and identify areas for improvement, providing a stronger framework for our continued growth.



A global movement

Being a B Corp means standing shoulder to shoulder with a community of likeminded businesses around the world — learning from one another, sharing ideas and collaborating to create real change.

Together, we're redefining what responsible business looks like. Collaboration over competition. Long term impact over short term gains. And proving that businesses can be a powerful force for good.

Our people

Our people make us who we are.

Their wealth of backgrounds, knowledge, culture and experiences help to challenge and inspire us...leading the way for others to follow.

Gender identity breakdown

All employees

2025 | 288 Employees 48% men, 51% women



2024 | 278 Employees: 51% men, 49% women



Directors

2025 | 86% men, 14% women



2024 | 86% men, 14% women



Senior leaders (heads of dept / global sales leads)

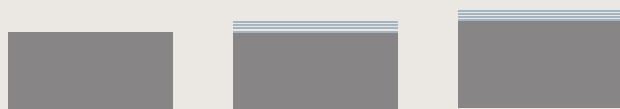
2025 | 50% men, 50% women



2024 | 60% men, 40% women



Workforce growth

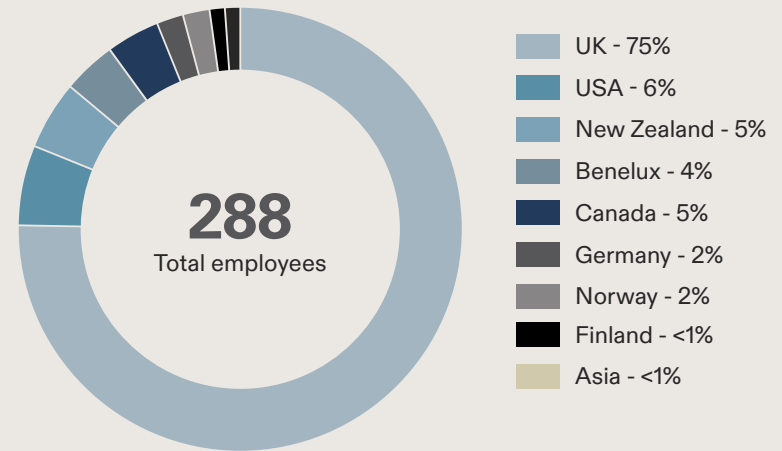


2024 | +6%

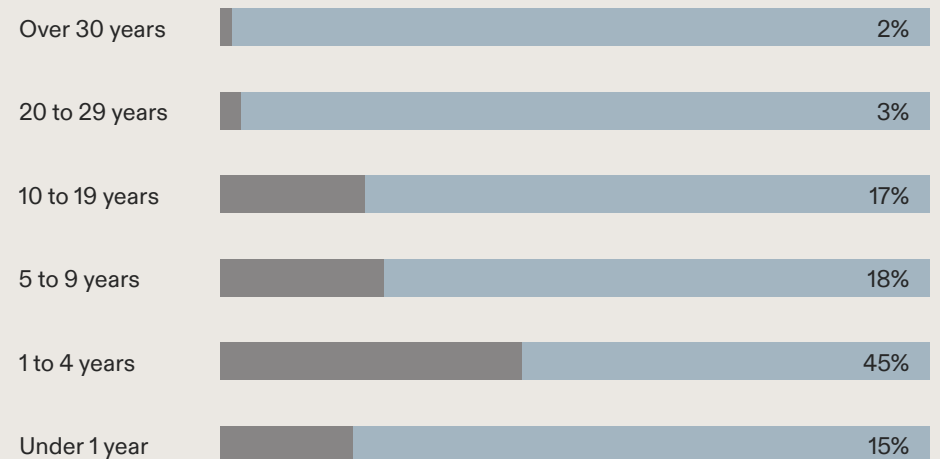
2025 | +13%

2026 | +5%

Employees by region



Length of service 2025



Values and behaviours

We take pride in building a team that's diverse, inclusive, and passionate about the outdoors.

Crafting high-performance apparel and equipment is no small feat. It takes teamwork, continuous personal growth, and expert knowledge of the activities we design gear for.

That's why we squeeze a full working week into 4.5 days, spending our Friday afternoons in the hills with ropes, boots, bikes, and friends.



Our values



Synergy

Shared endeavours.

Empowering people to work together and make decisions both collectively and individually.



Ingenuity

Ceaseless invention.

Championing inventive thinking to create simple solutions that are resourceful and relevant.



Integrity

Authenticity and responsibility.

Embracing an empathetic, open and transparent approach to business while generating long-term relationships.



Determination

Relentless spirit.

Harnessing an energised, positive, and resilient approach.



Ambition

Curiosity and adventure.

Exceeding expectations and striving to improve.

Our commitment

Our people are at the heart of our business, and we are committed to creating an environment where everyone can thrive.

Over the past year, we have taken important steps forward in strengthening how we support our people. We have focused on building clearer, more consistent ways to listen to employees and respond to what matters most – including the introduction of annual employee net promoter score (eNPS) monitoring to better understand engagement, experience and culture across the business.

We also launched a global rewards platform, improving visibility and access to benefits that support wellbeing, financial security and work-life balance, while allowing flexibility to reflect regional needs. These developments mark the start of a longer-term commitment.

In the year ahead, we will continue to evolve our people offering, using employee feedback to shape future benefits, learning opportunities and ways of working – ensuring our approach grows alongside our teams and supports them to succeed.



How we supported our team's growth in 2025

- Conducted our first **global eNPS** survey to understand our engagement levels and build action plans with a **69%** participation rate.
- Increased investment in **global learning and development**, including:
 - Providing access to **LinkedIn Learning** to all global employees.
 - Re-training all **Mental Health First Aid advocates** and introducing wellbeing and mental health training for line managers.
 - Offering **leadership coaching** and leadership and management training for line managers.
 - Organising Equality, Diversity, and Inclusion training for all global employees.
- Launched a new global rewards and benefits platform – **Perkbox**.
- This investment includes **free online GP access** and **physiotherapy** for our UK employees, their children and adult dependents.
- Introduced **Real Living Wage (RLW)** for all employees in the UK.
- Worked on **improving our internal communications** across the business, including monthly strategy updates from the board, and a new direct-to-board feedback mechanism.

Looking ahead

- We continue to engage our employees in several **employee-led global working groups**, including:
 - Equality, Diversity & Inclusion
 - Values-Based Recognition
- Further increasing investment in **Learning & Development**, and progression for our global teams.
- Working to upgrade our **HR System** and implement a new **Learning Management System**.
- Conducting our second eNPS survey to **measure our progress** over the last twelve months.

Determination

In July, employees raised over £6,800 for the Youth Adventure Trust by taking on the UK outdoor industry's toughest endurance challenge- Hike Bike Paddle.

The Youth Adventure Trust uses outdoor adventure and one-to-one support to empower vulnerable young people, aged 11-16, to fulfil their potential and lead positive lives in the future.

The challenge brought colleagues together across teams and roles, united by a shared purpose: enabling more young people to access life-changing outdoor experiences. It tested physical resilience and teamwork, but also created moments of connection, pride and collective achievement.

Navigating a rare Welsh heatwave and swarms of pesky midges, our teams managed to complete...

| | | |
|-------------|-----------------------|--------------------------|
| 20km | 25km | 2km |
| Hiking | Off / on road cycling | Stand-up paddle boarding |









Thanks to the generosity of our teams, and the wider Equip community, we raised **£6,859!**

Together, every mile covered and every pound raised helped open up the outdoors to young people, demonstrating how collective effort – on and off the hill – can translate into meaningful impact.





Registered Charity No. 1019493

Team One

| | | |
|---|---|--|
|  James Visual Content Creator |  Jo-Anne Accessories Technologist |  Will Head of UK & ROI Sales |
|  Natalie Environmental Compliance Coordinator |  Alya HR Assistant |  Emma CSR/ ESG Data Compliance Coordinator |

Team Two

| | | |
|---|--|---|
|  Mel Commercial Manager |  Richard Chief Executive Officer |  Zara Senior Management Accountant |
|  Nicola Product Compliance Coordinator |  Jenny Import Merchandiser |  Svetlana Sales Office Administrator |

“When we completed the challenge I felt a massive sense of achievement and pleased that we made a difference to help such a worthwhile charity. It made me feel proud to work for Equip!”

MEL KEEBLE
COMMERCIAL MANAGER

Giving back

We're proud to utilise our volunteering days protecting and connecting with the outdoor spaces we call home.

All of our employees are entitled to two paid volunteer days per calendar year, which we spend with our purpose-led partners around the globe.

Peak District National Park Foundation - UK

We have been a proud Gold Peak Partner with the Foundation since 2022. Last year our teams supported with tree planting, and uprooting non-native Himalayan Balsam.

Our overall partnership focuses on protecting, restoring, and enhancing the Stanage and North Lees Estate – one of the Peak District's most loved and visited landscapes.

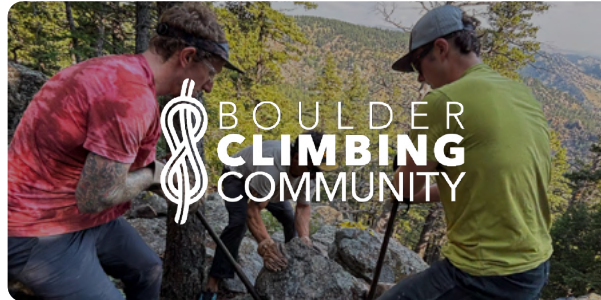
Together, these actions are keeping Stanage healthy, accessible, and wild- for both people and nature. In 2026, we're scaling up our support by funding an essential landing restoration project around key boulders at the Plantation. Watch this space...



Peak District
National Park
Foundation

"With Equip's partnership, we're building a more resilient future for one of the Peak District's most iconic landscapes."

ROISIN JOYCE
DIRECTOR, PEAK DISTRICT NATIONAL
PARK FOUNDATION



Boulder Climbing Community - USA

In support of the Boulder Climbing Community (BCC), the Rab US team volunteered on the Saddle Rock Trail project behind the First Flatiron, helping build sections of a new trail that will connect two popular paths and improve access for the local outdoor community. Twelve team members took part in the workday, clearing rocks and helping construct the route across challenging terrain.

"Volunteering with the Boulder Climbing Community is a meaningful way for our team to give back to the outdoor spaces we use and value every day. We're proud to continue that partnership in 2026 through our support for trail restoration on Mt. Sanitas."

ROSS WARKENTHIEN
RAB US MARKETING COORDINATOR

Thornbridge Outdoors - UK

Our teams in the UK work with three local outdoor education centres close to our hearts, and our head office in Derbyshire.

In 2025 we started a new partnership with Thornbridge Outdoors, creating more opportunities for our teams to engage with the organisations breaking down barriers for young people.

Employees in our Product team supported access work on site, improving facilities that enable more children to experience the outdoors.

The partnerships also open up conversations around inclusion in outdoor spaces, giving our colleagues an insight into the barriers young people face and how organisations like Thornbridge Outdoors are working to address them.

We're already looking forward to our next volunteer days with them in 2026!



Rab Stewardship Fund

Supporting projects and programmes designed to protect the landscapes we love, the people who protect them, and encourage access for all.



Biodiversity

Protecting nature and wild places.

- Partners conservation
- Volunteers for the natural environment
- Supports nature-based solutions



Access

Supporting mountain inclusivity.

- Supports inclusive participation
- Highlights underrepresented groups
- Partners DEI activity



Stewardship

Driving outdoor industry leadership.

- Recognises heritage and commitment
- Gifts time and resources
- Contributes to industry groups



Environment

Reducing product and manufacturing impact.

- Implements reduced impact models
- Researches end of life
- Mitigates impact

In 2025, we gave £390k of funding to over 40 organisations through the Rab Stewardship Fund, a 30% increase vs 2024.

The Rab Stewardship fund provides a clear set of criteria under four key pillars; Biodiversity, Access, Stewardship, and Environment.

We launched the initiative in 2024 as a way of identifying and centralising all of our purpose-led partnerships under one umbrella, and to better understand the scale of our existing giving strategy.

We expect to see these figures increase year on year as our global teams now follow these guiding principles to drive and increase purpose-led projects in their regions.

We continue to drive awareness and recognition of the fund internally, to ensure we're driving the right activities in the right places.

You can see examples of Rab Stewardship Fund projects within this report.

Access for all

We work with many organisations around the world, aiming to increase access to the outdoors for all, and promote more inclusive outdoor communities.

The Polar Academy

In 2025, we began a new partnership with The Polar Academy, supporting their work to build confidence, resilience, and self-belief in young people through life-changing expedition experiences. Through this collaboration, we provide expedition clothing and equipment to help participants prepare for the extreme conditions of polar travel while using the insights to help inform future product development, ensuring continued innovation in expedition-level gear.

THE
POLAR
ACADEMY

POWERED BY BRP



“We’re extremely proud and grateful to be in partnership with Rab. When operating in the harsh environment of the Arctic, there can be no compromise on the quality of clothing and equipment when it comes to safety. Having personally used Rab clothing to reach both the North and South Poles, I know they can provide the absolute best kit possible for the incredible kids we work with at The Polar Academy.”

CRAIG MATHIESON
FOUNDER OF THE POLAR ACADEMY



All In Ice Fest

Once again Rab supported the All In Ice Festival annual gathering held in January. The festival is centred around the experience of Black, Indigenous, and People of Color (BIPOC), LGBTQIA2S+ communities, and adaptive climbers. This is a platform to focus on marginalised groups and create opportunities to develop as climbers.

Despite facing a challenging year marked by unusually warm temperatures and difficult ice farming conditions, we remained committed to supporting our partners. Rather than withdrawing, we leveraged our relationships in the industry and put out a call to action to rally support of other brands. We wanted to make sure that no clinic participant went without the appropriate gear to learn how to mixed and ice climb.

sportingWOMEN

We are proud to be sponsoring partner of the sportingWOMEN Winter Camp in Pitztal, Austria. The annual event empowers women on and off the mountain through shared experiences, learning, and mutual inspiration.

Our German Rab team contribute product expertise, professional guidance and meaningful exchanges throughout the event.



“The sportingWOMEN Camp was far more than a winter sports event. It was a dedicated space for women to grow, learn and connect – supported by shared passion, professional expertise and a strong sense of community.”

MARIA KUMMER
REGIONAL MARKETING MANAGER

More than 'just' an ambassador

In 2025, we reignited our volunteer employee ambassador programme with educational charity, The Outward Bound Trust (OBT).

We've been partners with OBT since 2019, sponsoring outdoor residential courses for an academy close to our head office, enabling more young people to unlock their potential through unique learning experiences.

Over the course of six years...

| | | |
|--|--|--|
| We've supported 238 young people in Derbyshire, | with over £100k funding to The Outward Bound Trust, | facilitated by 10 volunteer employee ambassadors. |
|--|--|--|



A unique impact

Our volunteer ambassador programme empowers employees to play an active role in delivering life-changing outdoor learning experiences for young people.

Through structured volunteering opportunities, employee ambassadors support residential courses, share skills, and help build confidence, resilience, and teamwork in participants.

Together, our employee ambassadors take young people on a journey of learning and adventure in the wild to help them realise just what they are capable of achieving in life. They don't watch from the sidelines, they are with them every step of the way, from their first dip in the water to the moment they summit a mountain.

The programme strengthens our partnership with the Trust while giving employees meaningful opportunities to contribute, develop new perspectives, and connect our purpose with real-world impact.



A marathon, not a sprint...

Matt, our 2025 ambassador, didn't end his impact at the residential, and he has supported the school with extracurricular activities throughout the academic year. From mock interviews with year 10 students, supporting a careers fair for all year groups, and taking part in case studies, Matt has started to broaden the scope of our impact to support students throughout their school careers.

In a moment of inspiration (or possibly madness), Matt also signed up to the 2026 London Marathon on behalf of the Outward Bound Trust- to maximise his ambassador role and raise even more vital funds for the organisation.

Matt raised an incredible £2,873 that we'll be fund matching to support our long-term partners.



"Supporting the Outward Bound Trust gives me an unbelievable amount of pride. Getting young people into the outdoors is something that is incredibly close to my heart and something I was fortunate enough to experience growing up.

Now having supported our local school, the David Nieper Academy, over the past two years, it's really highlighted to me just how significant these initiatives are, and how one week of the year can be so transformative to a young person's future education."

MATT BRENCHLEY
PRODUCT MARKETING MANAGER

Our global footprint

Equip distributor agents

- Argentina - Superfit Srl
- Australia - Thurston Agencies & Intertrek
- Austria - Ibex Sportartikel GmbH
- Belgium - Equip Benelux BV
- Chile - Diseño Tatoo Limitada
- China - Equip (Beijing) Technology Inc
- Croatia - Iglu Sport
- Czech & Slovak Republic - SPORT prima spol. s r.o
- Denmark - Granitbiten
- Ecuador - Tatoo Adventure Gear
- France & Andorra - Top Rock
- Greece - Etcetera
- Hong Kong - E.T Creation Limited
- Iceland - Stodtaeki
- India - Trek Kit India Pvt Ltd
- Ireland - Core Outdoor Ireland
- Israel - Kal-Gav Ltd
- Italy - B-Factory
- Japan - L and R Life
- Korea - Ho Corporation
- Malaysia - Brimag PTE LTD
- Nepal - United Brands PVT. LTD
- Netherlands - Equip Benelux BV
- Peru - Tatoo Adventure Gear
- Poland - SBrothers
- Serbia - Iglu Sport
- Singapore - Brimag PTE LTD
- Slovenia - Iglu Sport
- Spain & Portugal - Outdoor Representaciones
- Sweden - Granitbiten
- Switzerland - Icon Outdoor
- Taiwan - TGO International Co.,Ltd
- Thailand - Brimag PTE LTD
- Ukraine - SMG
- Uruguay - Wystam
- Vietnam - Brimag PTE LTD

Equip office & sales showrooms

- Equip Outdoor Technologies Ltd (HQ) - UK
- Equip Benelux. B.V. - Leusden, NL
- Equip Canada Inc - Québec
- Equip Deutschland GmbH - Munich
- Equip Deutschland GmbH - Sindelfingen
- Equip Finland - Vantaa
- Equip Norway AS - Oslo
- Equip USA LLC - Louisville, Colorado
- Outfitters - New Zealand

Equip Service Centre

- Cheshire - UK
- Derbyshire - UK
- Leusden - Netherlands
- Quebec - Canada
- Colorado - USA

Equip quality control & manufacturing support

- Equip Asia - Shenzhen, China
- Equip Vietnam - Long An Province

Equip 2025/26 manufacturing locations

- Bangladesh
- Cambodia
- China
- India
- Indonesia
- Philippines
- UK
- Vietnam

Equip retail outlets

- Mountain Outfitters Factory Shop - Cheshire, UK
- Mountain Outfitters Factory Shop - Derbyshire, UK
- Rab USA - Colorado, USA

Equip distribution centres

- UK (Owned)
- USA (Owned)
- Canada, Montreal (Owned)
- Netherlands, Rotterdam (Third Party)
- USA, Seattle (Third Party)
- UK, Thurrock (Third Party)

Our focus for 2026/27

In the coming year we will continue to reduce our environmental impact and create a positive landscape for us and our communities to work and thrive, in line with our purpose. We will endeavour to keep ahead of legislation, meeting the needs and expectations of our customers, consumers, employees and partners. We will pay particular focus on the following areas. Come back in 2027 to see how we have progressed.

| Forward-looking priority activities | | Impact metric |
|-------------------------------------|---|--|
| Product | <ul style="list-style-type: none"> Continue female focus to inform how our women's products evolve. Deliver first phase of bluesign roadmap - 100% of loose down purchased will be bluesign approved. Expand Second Stitch fabric use-up opportunities to minimise waste and provide unique product options. Continue to increase the % of recycled materials and fabrics. Prepare for Digital Product Passport (DPP) implementation by further developing Material Facts methodology. | <ul style="list-style-type: none"> % of female share % bluesign components Waste avoidance % recycled content Legislation compliance |
| Planet | <ul style="list-style-type: none"> Update primary data on consumer product care and disposal at end of life. Improve planning and logistics to lower reliance on airfreight. Increase the % of production that is manufactured with renewable energy. Create KPIs to reduce impact of business travel. Increase transparency and actions in T2-3 to improve data and lower impact. Improve data, standards and identify further improvements to lower impact of packaging. | <ul style="list-style-type: none"> GHG emissions GHG emissions GHG emissions GHG emissions Environmental impact Environmental impact |
| Partner | <ul style="list-style-type: none"> Improve how we use data to reduce gender-related risks and implement HRDD Gender policy. Expand HRDD data collection beyond manufacturing partners to fabric mills and upstream suppliers. Investigate feasibility of expanding Living Wage project to new countries. Follow up on actions from annual supplier feedback survey. Increase partner understanding of ESG requirements – from manufacturers, to customers and own employees. | <ul style="list-style-type: none"> HRDD risk - gender HRDD risk – transparency % Living Wage Relationships Relationships |
| People | <ul style="list-style-type: none"> Use employee feedback to shape future benefits, learning opportunities and ways of working. Learn from employee-led global working groups: Equality, Diversity & Inclusion, and Values-Based Recognition. Increase volunteering hours per employee and increase global participation. Donate more funding to projects aligned with the Rab Stewardship Fund. Recommit to Outward Bound Trust partnership for a further two years. | <ul style="list-style-type: none"> Engagement EDI and values Participation Partnerships Partnerships |



Rab®

Rab and Lowe Alpine are owned and operated by Equip Outdoor Technologies UK Ltd. We're an independent international business with our head office in Derbyshire, UK.

To find out more about our sustainability report and efforts, please visit - [RAB.EQUIPMENT/RAB-DNA](https://www.rab.com/equipment/rab-dna)

Please don't print me.



CAPPADOCIA, TURKEY
PHOTOGRAPHY: JAKE BAGGALEY