25 November 2026

KMD Brands Limited Annual Shareholder Meeting 2026

Group CEO Address

Thank you, Philip.

Good morning everyone. My name is Brent Scrimshaw and I am pleased to address you all today as the Chief Executive Officer of KMD Brands.

Firstly, I'm going to walk you through our FY26 financial summary and highlights. I'll then provide an update against our progress on the Next Level 3-year strategy, together with some insight into FY27 execution. Lastly, I will provide a trading update for the first 14 weeks of FY27.

Slide 9 – FY26 performance overview

I am pleased to say that we've made significant progress against each of our financial objectives in FY26. All three brands delivered sales growth, we improved gross margin, reduced operating expenses as a percentage of sales and significantly increased underlying EBITDA. Pleasingly, our Next Level strategy continues to build momentum and our performance is outpacing our peers, despite negative consumer sentiment and geopolitical uncertainty, as Philip referenced earlier this morning.

We grew revenue by +6.5% above the prior year, with improved results in the direct-to-consumer channel, including improved digital performance.

Gross margin improved by 120 basis points to 57.7%, reflecting our product mix changes and improved marketplace management execution.

Underlying EBITDA increased to $42.0 million – an improvement of over 130% year on year.

After accounting for a one-off non-cash impairment of intangible assets, the Group's Net Loss After Tax was -$414.4 million. On an underlying basis, the Group's Net Loss was -$9.0 million, compared to a Net Loss of -$28.3 in the prior year.

As a result, and in conjunction with our capital raise in April 2026, the Group's balance sheet ended the year in a stable position, with $48.1 million in net debt.

Slide 10 – Our financial results are underpinned by our Next Level Strategy...

As a management team, we continue to work hard to build a high-performance culture. And I'm pleased to report that we have delivered a number of tangible outcomes that have transformed the business in FY26.

We reset the product roadmap for each of our brands. We did this by accelerating innovation and seasonal flow, while reinforcing each of our brand's authentic heritage and credibility in technical performance for outdoor and surf consumer. Rip Curl deserves a special mention here, with a globally restructured product team and significant reduction of over 2,000 SKUs.

In addition to Product, we also completed the implementation of Group ERP and HRM platforms to support a broader growth trajectory.

And importantly, we have become leaner and more efficient through improved inventory optimisation, and a reset of our operating models in the USA for Rip Curl and in Europe for Kathmandu.

Slide 11 – ...Delivering on the 'proof points' that matter

A year ago, we outlined a number of critical ‘proof points’ to measure the delivery and impact of our Next Level strategy.

Our proof points are a set of transparent and consistent measures that the business is committed to executing, and I'm pleased to report that we have delivered significant progress across each in FY26.

We delivered an additional +$60M in revenue growth year on year.

We reset the strategy of each brand, led by a renewed commitment to improving our product through innovation

We reset our cost base and moderated our investment in strategic growth, whilst delivering $27.5M in cost savings, keeping our OPEX flat year on year on a constant currency basis.

We acted swiftly to close 17 underperforming stores while delivering a step change in store profitability across both the Rip Curl and Kathmandu fleet, with additional opportunity still to capture in FY27.

Whilst there is further work to do to improve inventory productivity, we finished the year with inventory levels at a four-year low.

As Philip touched on, we also conducted a business review of non-core assets.

Each of these ‘proof points’ are deeply interconnected components of our broader transformation program that creates a simpler, more efficient, more profitable, and more agile business for the future.

Slide 12 – KMD Brands Strategy House FY26 – FY28

As a reminder, FY26 marked the end of the first year of our three-year Next Level strategy.

I’d now like to provide an early update on the delivery of Next Level in FY27, as we move from delivering a year of reset, to a year of accelerated execution.

Slide 13 – KMD Brands Strategy House

I’d like to focus in on our strategic growth drivers that are consistent across our brands, have underpinned our FY26 results, and provide a clear focus for us in FY27.

1. A commitment to iconic product
2. Consistent and elevated integrated marketplace execution
3. Accelerating our digital business around the world

Our formula is clear. When we connect iconic product, with elevated marketplace storytelling, and reimagined digital capability, we win.

Slide 14 – Rip Curl - Elasto

So let's start with Rip Curl and the WSL tour stop in Portugal a few weeks ago, where we launched one of the most iconic products in the brand’s 60-year history - Elasto. A wetsuit so comfortable you literally forget that

you're wearing it. The Rip Curl product team has worked tirelessly to ensure that each of our growth drivers - product, marketplace and digital - all work together to launch the Elasto story.

Slide 15 – Rip Curl - Product – Quick Dry Lining

Firstly, leading with product, the world-leading Elastomax jersey is without doubt one of the biggest design innovations in wetsuits in the last 25 years. Our elite riders love the quick dry fabric, it's ultra lightweight performance, and limitless stretch, which enhances Rip Curl's position as the pre-eminent wetsuit innovator globally.

Slide 16 – Rip Curl - Athletes and retail - integrated marketplace

The Rip Curl team brought together product innovation, world class athletes and elite competition performance through the Elasto story, translating the brand's high-performance heritage into a compelling retail and marketplace experience. The activation set a new benchmark for the industry and reconnected consumers to what makes Rip Curl distinctive in technical surf performance.

Slide 17 – Rip Curl - digital slide

Digital was the most important pillar in the launch of the Elasto range with social channels generating hype and interest with core surf audiences. The Rip Curl landing page was refreshed to build anticipation along with, membership benefits, to further drive loyalty integration and consumer expectation.

Slide 18 – Rip Curl digital slide

As you can see – when you lead with product innovation, and connect it directly to consistent and impactful growth drivers, it resets how consumers connect and engage with the Rip Curl Brand.

Slide 19 – Oboz - Katabatic Storm (so hot right now)

Moving to Oboz who recently took an unconventional approach to New York Fashion Week to showcase its iconic footwear. The Katabatic Storm is a snow boot that features advanced technical innovation, recognised with a global ISPO Product Innovation Award.

Slide 20 – Oboz - We didn't make it to fashion week

We didn't make it to fashion week is a tongue-in-cheek campaign that brought product, marketplace and brand storytelling together to celebrate Oboz's quirky Bozeman-centric personality, together with its authentic outdoor heritage.

Slide 21 – Oboz - Integrated marketplace - Paragon Sports

The campaign was activated through an integrated partnership with iconic outdoor retailer Paragon Sports, reaching more than 30,000 visitors a day at one of New York's busiest and most established retail destinations, right in the heart of Fashion Week.

The campaign was extended across key retail partners, including REI, one of the world's largest outdoor retailers and a long-term, core partner to Oboz.

Slide 22 – Oboz - Digital – Katabatic Storm

Digital channels further amplified the campaign, showcasing innovative product and the energy of the outdoors through immersive storytelling and premium photography.

Slide 23 – Oboz - Community activation

From New York back to the trail, we executed an ambassador and influencer strategy, product activations and community events, with digital extending reach and engagement. A great example from the Oboz team of our growth drivers in action, connecting brand experiences to core trail audiences, and engaging new communities.

Slide 24 – Kathmandu – Puffer time intro

And finally, on to Kathmandu. As *the* experts in puffer jackets since 1987, Kathmandu is uniquely placed to know when consumers need one, or two or three for that matter. This past winter, we put that expertise to work with our *Puffer Time* campaign, starting with the iconic Epiq Jacket.

We mixed the Epiq together with geo-location technology and local weather data and that instantly became 'Puffer Time'.

Slide 25 – Kathmandu – Puffer time digital

The Puffer Time campaign effectively turned cold weather into a timely online digital sales opportunity. When local temperatures fell below 15°C, targeted messaging was activated across digital channels. Online takeovers and a 'Puffer Finder' tool helped consumers identify the right jacket for their needs. Couple this with ship from store and click and collect technology, and Kathmandu has never been more relevant when things get chilly.

So, I hope that these three examples have provided you with a fresh perspective into some of the work that is making each of our brands more authentic, more distinctive and more connected as we move through FY27.

Slide 26 – Trading update

Now for an update of our trading performance in the first quarter of the FY27 financial year.

Total Group sales for the first 3 months of the new financial year were +1.6% above last year. By brand, Rip Curl total sales were +0.8% above last year, Kathmandu total sales were +10.2% above last year, and Oboz total sales –19.5% below last year.

Direct-to-consumer same store sales (including online) were +3.1% across the group for the 14 full weeks ended 1 November 2026. At a brand level:

- Rip Curl +2.5% YoY (excluding Ozmosis). Ozmosis same store sales were -11.1% YoY.
- Kathmandu +5.8% YoY

DTC Retail continues to be impacted by an Australian consumer focused on value.

Group digital revenue growth of 25.5% heading into the key trading period.

Kathmandu sales momentum continued, supported by the enablement of ship from store and a strong NZ marketplace.

Rip Curl 'Next Gen' product is progressively available in Q2 in support of peak sales trade period.

Oboz wholesale sales were down as planned due to the relocation of the distribution centre. Q2 is anticipated to return to growth.

Group gross margin of 57.3% has expanded (+140bps YoY) as anticipated. Kathmandu was impacted by new season product delays, an ongoing focus on inventory optimisation and clearance access enabled by the roll out of ship from store. Rip Curl delivered margin growth across all channels including Ozmosis.

Oboz and Rip Curl wholesale order books remain in-line with prior year.

Depreciation of the New Zealand dollar continues to create headwinds impacting operating costs, finance costs and net debt, which the Group continues to manage.

Thank you for your attention this morning, and I will now hand back to Philip.

ENDS



KMD Brands Limited

ASX / NZX / Media announcement

25 November 2026

KMD Brands Limited – Annual Shareholders' Meeting

KMD Brands Limited (ASX/NZX: KMD, "KMD Brands") Annual Shareholders' Meeting is being held today, Wednesday 25th November, commencing at 10.00am NZDT / 8.00am AEDT at MUFG Pension and Market Services, Level 30, PwC Tower, 15 Customs Street West, Auckland 1010.

Shareholders can participate online at www.virtualmeeting.co.nz/kmd26.

The attached presentations and material will be delivered during the meeting:

a) 2026 Annual Shareholders' Meeting - Chairman's address
b) 2026 Annual Shareholders' Meeting - Group CEO's address
c) 2026 Annual Shareholders' Meeting - Presentation to Shareholders

KMD Brands has also today published its FY26 Impact Report and Modern Slavery Statement. The reports are attached to this announcement and are available at www.kmdbrands.com.

ENDS

For media and investor enquiries, please contact enquiries@kmdbrands.com

or

Frances Blundell, Chief Legal & ESG Officer and Company Secretary
companysecretary@kmdbrands.com

25 November 2026

KMD Brands Limited Annual Shareholder Meeting 2026

Chairperson's Address

Now, a few words about the year just passed. In May this year the Board unanimously appointed me as Chairman following the resignation of David Kirk after twelve years as your last Chairman. David oversaw a period of significant change in the retail sector and challenge for KMD Brands. Since becoming Chairman, my priorities have been clear – refreshing and strengthening the Board, improving communication with our major shareholders, supporting and challenging Management's execution of our Next Level turnaround strategy, and evaluating options to accelerate the delivery of value to you, our shareholders.

The transition from bricks and mortar stores to digital, combined with the impact of rising rents and government mandated minimum labour costs and additional regulation are changing the economics of retailing across the world. During FY26 geopolitical tensions in the Middle East, uncertainty associated with the New Zealand election, and concerns about the economic implications of the May Australian Federal Budget contributed to declining consumer confidence and one of the toughest discretionary retail environments in recent years. Rising interest rates, persistent cost-of-living pressures and heightened household budget constraints have further reduced consumers' willingness to spend on non-essential purchases.

The result was a challenging environment not only for KMD, but for the retail sector more broadly. The recent collapse of 188-year-old retailer David Jones served as a stark reminder that no retailer is immune to sustained pressure on consumer spending and the increasing costs of doing business. Across the market, intensified discounting, margin erosion and growing financial distress became defining features of an increasingly difficult retail landscape.

Against this backdrop, Management has remained focused on strengthening the foundations of the business. At our last ASM Brent set out the priorities of the Next Level turnaround strategy. FY26 was about executing that strategy. Over the past year we have improved performance, simplified operations, and taken necessary but painful steps to strengthen KMD’s financial position. The actions taken reflect a clear focus and have positioned KMD to better navigate current market conditions and improve profitability and cash generation.

Capital raise

A major focus for the Board during FY26 was strengthening the Group's financial position.

Following extensive discussions with our banking syndicate it became clear that we needed to raise new equity to strengthen the balance sheet in order to refinance our banking facilities ahead of their approaching expiry. We therefore completed a fully underwritten equity raising – a decision that the Board did not take lightly, particularly given the challenging market conditions and the fact that not all shareholders were minded to support the transaction. The equity raising was completed at a significant discount to the prevailing share price, resulting in substantial dilution for existing shareholders who were unable to, or chose not to follow their money by taking up their entitlement to new shares. We recognise that many shareholders found the terms

difficult whilst a number believe that a larger raising would have been appropriate. However, after careful consideration, the Board concluded that strengthening the balance sheet, improving liquidity, and securing continued support from our banking partners was in the best interests of the Company and all shareholders. Whilst these actions have improved KMD's financial position, leverage is higher than for many retail peers and debt reduction remains a priority.

The subsequent share consolidation was undertaken to reduce the high number of shares on issue after the capital raise and allowed KMD's shares to trade within a more normal price range on the market. It is important to note that this consolidation did not alter the aggregate value of the holding of any shareholder, rather reduced the number of shares on issue while maintaining investors' proportionate ownership of the Company.

Next Level turnaround

Throughout this refinancing and the business review Management remained focused on executing the Next Level turnaround strategy. During the year, the team improved operational efficiency, reduced costs and complexity, closed a number of underperforming stores (with more to follow in FY27), improved the average profitability of the store network, and continued targeted investment in new product, digital capability and customer experience. While there is much left to do, these actions have left the business better positioned for the future.

Brent will speak in more detail about the progress made under the Next Level strategy shortly, but I would like to acknowledge the determination of the leadership team to maintain focus on executing the turnaround plan despite the many distractions during last year.

FY26 results

Despite the difficult backdrop, KMD delivered a notable improvement in underlying financial performance in FY26, returning to growth with improved sales and a significant increase in EBITDA compared with FY25. All three brands grew revenues during the year. Kathmandu regained momentum in Australia and New Zealand following investments in product and digital capabilities, whilst Oboz returned to profitability. Rip Curl's performance was below expectations, and Management has taken a number of steps to reposition the brand, strengthen digital capability and refresh product assortments to support an improved outcome in FY27.

KMD's statutory result was significantly impacted by a substantial non-cash impairment charge. The Board devoted considerable time to reviewing the assumptions underpinning the impairment assessment and testing Management's forecasts and expectations for the business. The Board concluded that it was appropriate to discount Management's ambitious forecasts, reflecting both the challenging macroeconomic environment and the execution risks inherent in any turnaround program. While this resulted in a significant accounting impairment, it is important to emphasise that this was a non-cash adjustment and does not affect the day-to-day operations, cash generation or underlying performance of the business. Importantly, even after the impairment, the carrying value of the Group's net assets equates to approximately $4.81 per share, a figure very significantly above where shares have been trading in the market over recent months.

Business review

One of the most important matters addressed by the Board during FY26 was the strategic review initiated in May. The Board commenced the review against the backdrop of an extended period of share price underperformance, clear feedback from shareholders, and a challenging retail environment.

While management remained focused on improving business performance through the Next Level strategy, the Board also had a responsibility to consider whether alternative pathways existed to deliver greater value for shareholders. Accordingly, we undertook a comprehensive review of the Group's portfolio, capital structure and operating model, supported by external advisers. No options or outcomes were excluded.

As part of this process, the Board approved the divestment of Rip Curl's wetsuit manufacturing facility in Southeast Asia. This transaction supports a simpler operating model and provides additional financial flexibility through release of working capital and the prospective sale of land and buildings.

We also assessed strategic options for Ozmosis, our regional Australian multi-brand retail chain. Following a thorough process, the Board concluded that continuing to optimise and improve the business offered greater value than the alternatives presented.

The review generated significant interest from a range of parties in relation to both individual brands and the broader Group.

Following careful consideration of those approaches, the Board elected to enter into an exclusivity arrangement with Bluestar Alliance, as the Board considered its proposal to be sufficiently attractive to warrant granting a period of exclusivity in order to progress due diligence investigations and transaction documentation.

Since this announcement, KMD Brands and Bluestar Alliance have continued discussions and Bluestar has undertaken due diligence in relation to its possible acquisition of all of the shares in KMD Brands.

As we announced to the market yesterday, Bluestar declined to further progress due diligence and the negotiation of transaction terms unless KMD either granted a significant extension to the restrictions on responding to a superior proposal, or agreed to reimburse Bluestar's costs if a transaction did not proceed.

The Board carefully considered those requests and determined that extending the exclusivity period in the circumstances would not be in shareholders' best interests. The parties were also unable to agree a reasonable cost reimbursement arrangement. Accordingly, exclusivity arrangements are expected to conclude at 5.00pm New Zealand time on 2 December 2026. Importantly, the conclusion of discussions was not driven by any material adverse matter identified through Bluestar's due diligence investigations.

Our focus remains on disciplined execution of the Next Level strategy, including delivery of the FY27 plan, improving profitability, generating free cash flow and reducing leverage. The Board will assess credible expressions of interest that may deliver superior value for shareholders, having regard to the interests of other stakeholders.

Board renewal

Ensuring the Board has the right mix of skills and experience to guide the Company through its next phase has also been an important focus during FY26.

As mentioned earlier, I succeeded David Kirk as Chairman in May, following his decision to step down from the Board. Zion Armstrong also stepped down as a director to pursue other business interests. Having served on the Board for a number of years, my colleagues believed that I was able to bring continuity to the Chair role during a period of transition for the Company. Two new directors were appointed during the year. John Strowger brings a strong combination of commercial, legal and capital market skills, whilst Ian Morrice brings a wealth of international retail experience. Both have significant governance experience.

These appointments broaden the Board's collective experience and strengthen our capability to provide effective oversight as KMD Brands enters its next phase.

Outlook

FY27 has commenced broadly in line with our expectations and Management remains focused on delivering improved performance. We are encouraged by the continued momentum in Kathmandu as well as the progress of Next Level initiatives across the Group. Brent will provide a more detailed outlook statement in his address.

As a reminder, our trading updatedoes not cover a material percentage of annual revenues or profits. As commented earlier consumer confidence remains weak and macroeconomic conditions remain challenging.

Management is focused on maintaining tight cost control, while recognising that further restructuring will be required to further reduce KMD’s cost base and reduce the Group's operating leverage. Priorities for FY27 remain unchanged - improving profitability, generating free cash flow to reduce leverage, and executing the Next Level turnaround strategy.

While the business review has required considerable input from both Management and the Board, it has not changed our focus. Management remains firmly committed to executing the turnaround strategy and improving business performance. The Board remains firmly committed to accelerating value generation for shareholders.

Closing remarks

Before concluding, I would like to acknowledge a number of groups whose support and commitment have been particularly important during a demanding year.

Firstly, Brent Scrimshaw and the entire management team. KMD has operated in a challenging environment, while navigating significant change and the additional demands of the business review. Despite this, the team has made demonstrable progress in executing the turnaround strategy, improving performance and better serving our customers. I thank Brent and the wider team for their continued commitment and focus.

Secondly, my fellow Directors. The Board has devoted a very substantial amount of time and energy to the many complex issues facing the Company during the past year. This has required balancing our ongoing governance and oversight responsibilities with the considerable demands of the business review. I would also like to acknowledge the contribution of our new directors, John Strowger and Ian Morrice, whose experience has further strengthened the Board. I thank all my colleagues for their commitment, constructive challenge and support throughout the year.

Thirdly, I would like to thank our employees, suppliers and customers around the world for their continued commitment and support of KMD and our brands.

And finally, to you, our shareholders. I fully recognise the frustration and disappointment many shareholders feel about the significant decline in value over recent years. As a shareholder I share the frustration and financial loss. The Board is acutely aware of its responsibility to address it. The clear focus of the Board, alongside Brent and the management team, is to improve the performance of the business and to rebuild value for shareholders. This includes executing the turnaround plan, strengthening the balance sheet, improving governance and carefully evaluating strategic alternatives. I am committed to doing everything within my capacity, alongside the Board and Management, to deliver this.

Thank you for listening to my address and for your continued support of KMD Brands. I will now invite KMD's Chief Executive Officer, Brent Scrimshaw, to address the meeting and provide a more detailed update on the Group's performance and strategic priorities.

Thank you.

ENDS



KMD BRANDS

Impact Report **2026**







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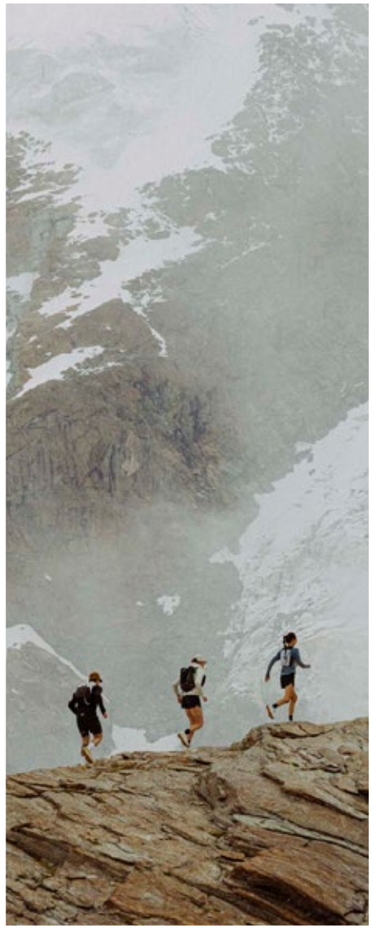

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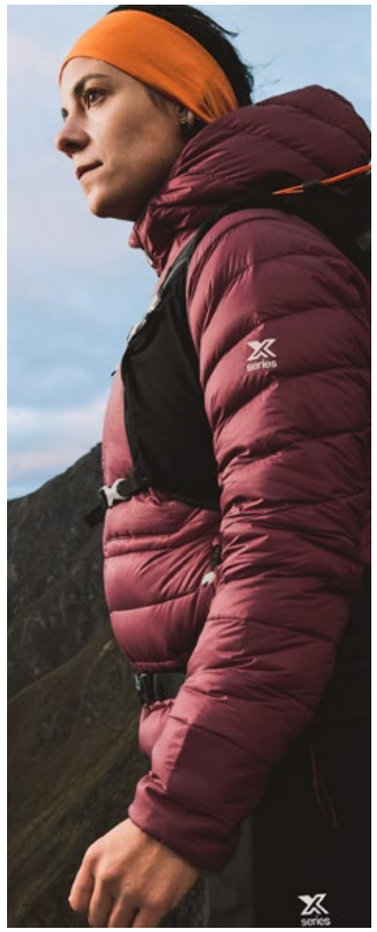

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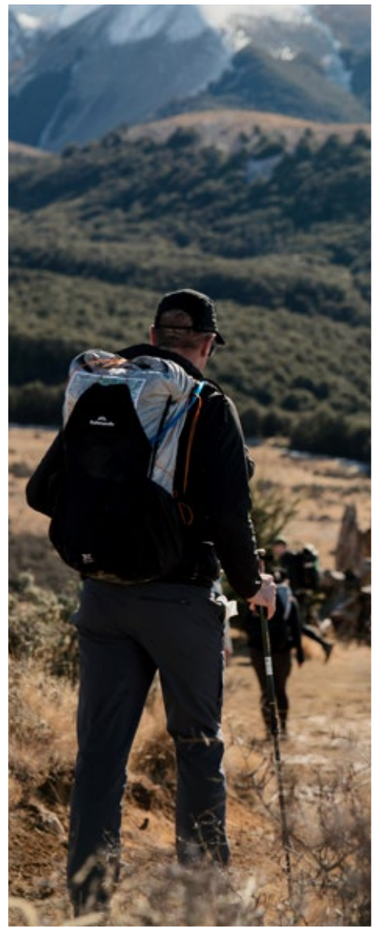

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Certified B Corporation

This report outlines our social and environmental performance for the year ending 31 July 2026. We have prepared this report with reference to the International <IR> Framework. This communicates the full range of factors affecting our ability to create value over time, and our commitment to transparency and robust disclosure of Environmental, Social and Governance (ESG). Non-financial information is reported with reference to the Global Reporting Initiative (GRI) Universal Standards. For FY26, verification of our Scope 1, Scope 2 and Scope 3 emissions has been completed by Toitū Envirocare subject to a limited assurance engagement. Apart from our carbon emissions data, external assurance on non-financial data and information has not been obtained.

KMD Brands acknowledges Tangata Whenua, the Indigenous Nations, First Peoples and Custodians of the lands and waterways on which our brand head offices reside in New Zealand, Australia and the United States. We pay our respects to their Elders past and present.



OVERVIEW

02

Message from the Executive

At KMD Brands, our purpose is to inspire people to explore and love the outdoors. Protecting the places where we recreate, supporting the people who make our products and operating responsibly are central to that purpose. These commitments guide how we develop our brands, work with our partners and make decisions.

We recognise that responsible business is not about reaching a fixed point of completion. It is about making progress, being accountable for our performance and continually raising our standards, even when market conditions make this more challenging.

While we have made important advances across our environmental and social priorities, there is always more work to do.

Our approach to reporting

For FY26, we have published a standalone Impact Report following the release of our Annual Report in September 2026. The report brings together our environmental and social impact reporting, including progress against our ESG strategy, climate-related information and modern slavery disclosures. While our reporting structure has changed, we have retained the principles of integrated reporting, including a focus on how environmental, social and governance considerations connect with our strategy, decision-making and long-term value creation.

We continue to report with reference to the Global Reporting Initiative (GRI) Standards to support transparency and provide stakeholders with a clearer understanding of our impacts and performance. Our reporting suite also includes our Modern Slavery Statement, and an update on the climate-related matters most relevant and material to our business and stakeholders, providing a broader view of our commitments, progress and ongoing responsibilities.

Raising the bar on responsible business

A significant milestone in FY26 was the completion of our Group B Corp recertification under B Lab's new standards framework. Kathmandu, Rip Curl and Oboz all achieved certification under the new standards, building on Kathmandu's initial certification in 2019 and the certification of Rip Curl and Oboz in 2023.

The new framework represents a more rigorous approach to assessing business performance. It introduces mandatory requirements across impact areas, with greater emphasis on accountability, governance, climate, human rights and continuous improvement. Independent third-party assurance and ongoing oversight strengthen the framework's focus on how businesses operate in practice, rather than relying on a periodic assessment alone.

We see B Corp certification as an important tool for embedding responsible business practices into our decisions and operations. Achieving certification under the new standards is an important milestone, but maintaining it requires continued commitment, transparency and improvement.

Connecting financing with sustainability outcomes

Since FY22, our sustainability-linked loan has connected a portion of our borrowing facilities to performance against key environmental and social targets. This reflects our view that sustainability performance is closely linked to long-term business resilience and value creation.

In FY26, we achieved all four sustainability performance targets under our sustainability-linked loan, covering Scope 1 and 2 emissions, Scope 3 emissions, B Corp certification, and supply chain accountability and transparency. This achievement triggered the corresponding interest rate reduction under the facility.

Following our 2025 materiality assessment, we have also refreshed our sustainability-linked targets to better reflect the issues most relevant to our business and stakeholders.

The updated framework strengthens our focus on supply chain due diligence outcomes and introduces a water management target for supplier facilities in high and very high water-risk regions. Our climate commitments remain central, alongside maintaining B Corp certification under its more fulsome standards.

By linking financing to defined sustainability outcomes, we create an additional incentive to deliver progress and strengthen accountability to our lenders and other stakeholders.

Progress in materials and supply chain performance

Improving the materials used in our products remains an important priority. Our brands are progressing responsible materials strategies that consider durability, performance and opportunities to extend product life, while reducing environmental impacts.

Kathmandu continues to build on its leadership in responsible materials, continuing to achieve its goal of sourcing 100% of its wool to the Responsible Wool Standard (RWS). Across apparel and equipment, 41% of polyester came from recycled sources, including 56% of apparel polyester and 20% of equipment polyester. Overall, recycled input materials accounted for 25% of total material use by weight. Building on this progress, Kathmandu has refreshed its goals across materials, chemistry and transparency, including transitioning away from virgin fossil-based synthetic fibres towards responsibly produced alternatives, improving the sourcing of natural fibres and expanding product and supply chain traceability.

Rip Curl has spent four years, from 2022 to 2026, progressing its responsible materials work significantly. In FY26, preferred materials accounted for 83% of materials used across its apparel and accessories, moving the brand closer to its 2030 goal of 100% - in 2022 the brand sat at just 30%. Recycled input materials accounted for 15% of total material use. These results reflect continued work to improve material choices while meeting the performance requirements of products designed for life in and around the ocean.

At Oboz, we continued to progress work on PFAS, a group of chemicals of concern because of their persistence in the environment. Addressing PFAS in footwear requires careful consideration of the materials and treatments used, alongside the durability and performance customers expect. This work is part of our broader focus on understanding and reducing the environmental impacts of our products.

We are also placing greater emphasis on environmental performance across our supply chain. Understanding the environmental impacts of the facilities that manufacture our products is essential to identifying risks and opportunities for improvement. In FY26, 169 Tier 1 and Tier 2 factories reported verified environmental performance data, up from 136 in the previous year. Building this visibility helps us better understand performance across our supply chain and work with partners towards more responsible practices.

Looking ahead

Our progress in FY26 provides a foundation for the next stage of our work, but we recognise that certification, targets and reporting are means to an end, not the end in themselves. The challenge is to turn greater accountability and improved data into practical changes across our brands, operations and supply chain.

We will continue to strengthen our understanding of our impacts, work collaboratively with our suppliers and partners, and measure our performance against clear commitments. We will also remain transparent about where we are making progress and where further improvement is needed.





Brent Scrimshaw

Group CEO & Managing Director





Frances Blundell

Chief Legal & ESG Officer

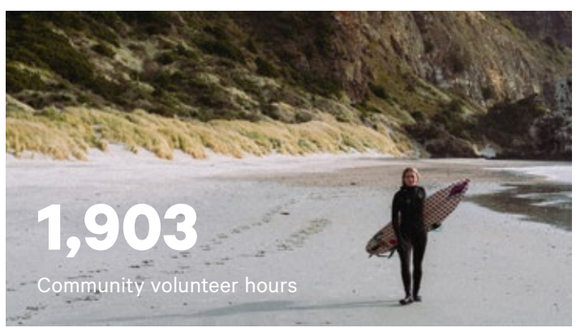
FY26 Group impact highlights

Certified B Corporation

KMD Brands has successfully recertified as a B Corporation under B Lab's enhanced certification standards, reaffirming our commitment to operating as a business that creates positive environmental and social impact alongside financial performance. KMD Brands is also part of the first cohort of companies globally to adopt the Version 2 standards for B Corp Certification.

Recertification is an important milestone because it provides independent verification of how we manage our impacts, govern our business and deliver value for our stakeholders. The process requires transparency, accountability and rigorous assessment across a broad range of environmental, social and governance criteria.

This achievement reflects the collective effort of teams across KMD Brands and all of our brands, each of which continues to advance its own sustainability priorities while contributing to our shared commitments. While we are proud to have achieved recertification, it is part of our ongoing journey of continuous improvement and raising the standard of our performance over time.



1,903
Community volunteer hours



76%
Operational waste diverted from landfill

15.7mt
of post-consumer garment waste recycled through in-store take-back programmes

169
Factories across Tier 1 and 2 reporting verified environmental performance data



9
Factory sites consulted on workplace conditions across India



-19%
Reduction from prior year across scope 1 and 2 (location-based) emissions for the group

NZD$841k
Cash and product donations

C&ESG Scorecard for 2025
FORSYTH BARR
Company ticker: **KMD**
A
Leader

Achieved
all four Sustainability Performance Targets (SPTs) for the FY26 reference period



3,865
Styles uploaded into the Worldly Product Impact Calculator (PIC) to gain insight of our product footprint

Our group

KMD Brands is a family of outdoor brands dedicated to designing products for purpose, driven by innovation and committed to being the best for people and the planet. Our products are specifically crafted for the outdoors and rigorously tested by experts in real-world conditions. As the parent company, KMD Brands provides vision and strategic guidance to Kathmandu, Oboz and Rip Curl. By sharing expertise in technology, research and development, and by leveraging operational excellence in sourcing, supply chain and systems, we deliver the best customer experience across our brands.

PURPOSE

INSPIRING PEOPLE TO EXPLORE AND LOVE THE OUTDOORS.

VISION

TO BE THE LEADING FAMILY OF GLOBAL OUTDOOR BRANDS – DESIGNED FOR PURPOSE, DRIVEN BY INNOVATION, BEST FOR PEOPLE AND PLANET.

Our brands

Kathmandu

Kathmandu's journey began in Aotearoa New Zealand 40 years ago. We're on a mission to improve the wellbeing of the world by getting more people outdoors – because nature has a positive transformative effect on us all. The outdoors makes us happier, more open, free and fun. Our vision at Kathmandu is to be the world's most loved outdoor brand.

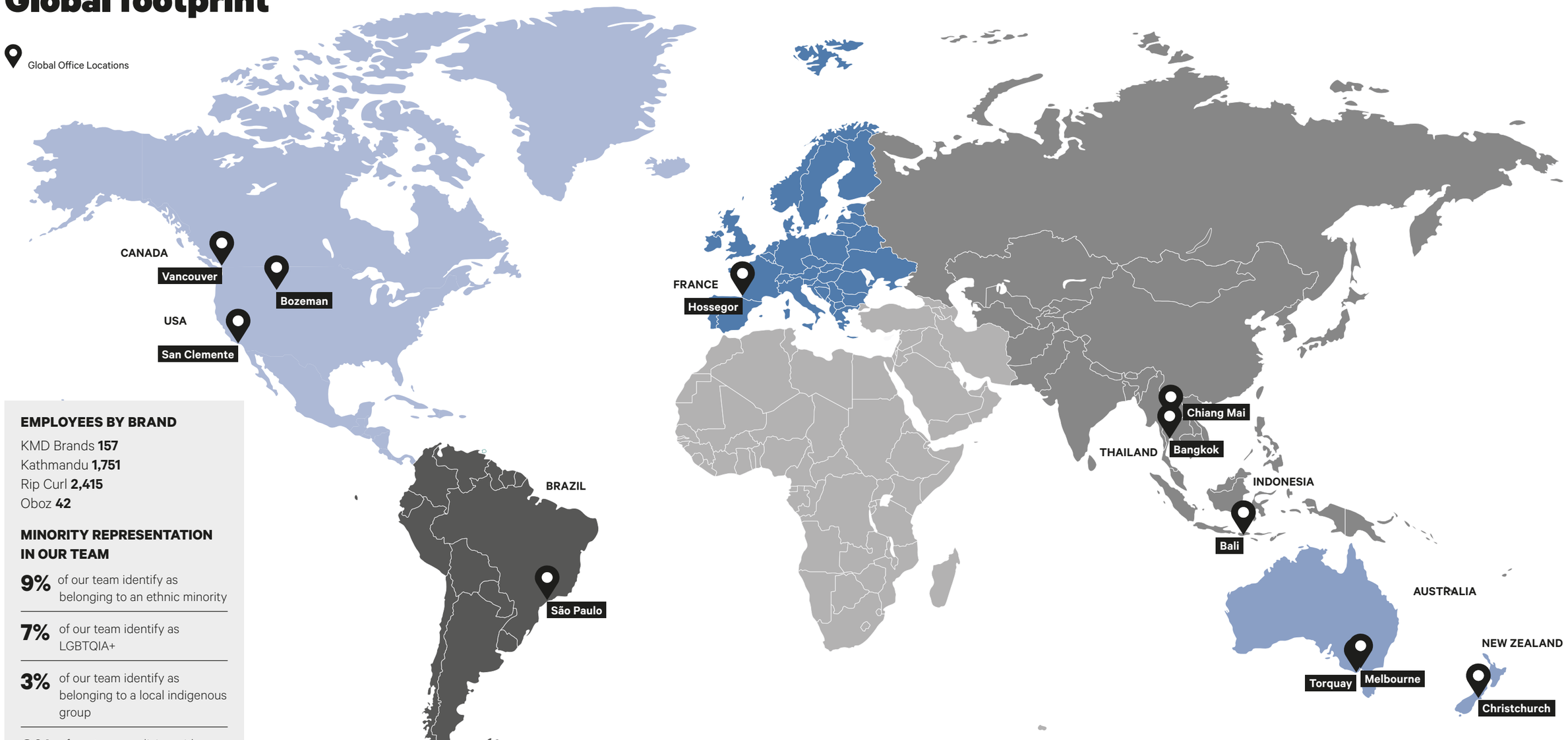
Oboz

Born in the legendary Greater Yellowstone Ecosystem, just outside our front door, the mountains near Bozeman beckon us. This 10-million acre laboratory is where we test our designs and draw inspiration for new ideas. It's where we immerse ourselves in nature's wonders. It even inspired our name "Oboz" (Outside + Bozeman = Oboz).

RIP CURL

Founded in 1969 in Bells Beach, Australia, Rip Curl is the Ultimate Surfing Company. For almost 60 years, we have led the surfing market and become synonymous with surf culture. 'The Search' – the relentless pursuit of the perfect wave – lives in the spirit of everything we do. Our vision is to be the Ultimate Surfing Company in all that we do.

Global footprint



EMPLOYEES BY BRAND

KMD Brands **157**
Kathmandu **1,751**
Rip Curl **2,415**
Oboz **42**

MINORITY REPRESENTATION IN OUR TEAM

9% of our team identify as belonging to an ethnic minority

7% of our team identify as LGBTQIA+

3% of our team identify as belonging to a local indigenous group

9% of our team are living with a health condition

Results based on 2,880 survey responses received from employees as part of the KMD Brands Global FY26 Engagement Survey.

NORTH AMERICA	TOTAL
Owned stores	26
Licensed stores	27
Wholesale doors	+3,900
Employees	381
Tier 1 factory partners	2
Tier 1 social assessments reviewed	2

SOUTH AMERICA	TOTAL
Owned stores	6
Licensed stores	107
Wholesale doors	+800
Employees	69
Tier 1 factory partners	12
Tier 1 social assessments reviewed	12

AFRICA & MIDDLE EAST	TOTAL
Licensed stores	37
Employees	0
Tier 1 factory partners	0
Tier 1 social assessments reviewed	0

EUROPE	TOTAL
Owned stores	32
Licensed stores	10
Wholesale doors	+1,900
Employees	308
Tier 1 factory partners	5
Tier 1 social assessments reviewed	1

ASIA	TOTAL
Licensed and JV stores	72
Wholesale doors	+300
Employees	383
Tier 1 factory partners	128
Tier 1 social assessments reviewed	128

AUSTRALASIA	TOTAL
Owned stores	254
Licensed stores	20
Wholesale doors	+900
Employees	3,224
Tier 1 factory partners	4
Tier 1 social assessments reviewed	2

Governance at KMD Brands

At KMD Brands, our purpose is to inspire people to explore and love the outdoors. This purpose drives our vision to be the leading family of global outdoor brands – designed for purpose, driven by innovation, best for people and planet.

Led by highly experienced non-executive directors and a capable management team, KMD Brands has a clear purpose and vision, and a defined corporate strategy. Our well-established policies and goals support sustainable development and our commitment to responsible business practices. Kathmandu became a certified B Corporation in 2019, recertified in 2023 and again under B Lab's new standards in 2026. Rip Curl and Oboz achieved B Corp Certification for the first time in 2023 and also achieved recertification under the new standards in 2026.

The new standards represent a significant evolution in B Corp Certification. Rather than relying on a points-based assessment undertaken every three years, the new framework requires companies to meet mandatory performance requirements across a range of governance, social and environmental topics, supported by ongoing oversight, annual reviews and continuous improvement obligations. The result is a more rigorous and credible certification that is focused on embedding responsible business practices into day-to-day operations and decision-making.

B Corp Certification provides a practical framework for managing our environmental, social and governance (ESG) impacts. As a business, we consider the impact of our decisions on shareholders, employees, customers, communities, the environment and workers in our global supply chain. This approach supports better decision-making, helps us identify and manage risks and opportunities, and strengthens accountability and transparency across the Group.

Unlike many reporting frameworks, the B Corp process evaluates and independently verifies how a company operates in practice. The certification process requires ongoing assessment of governance, policies, performance and outcomes, creating a structured pathway for continuous improvement. This helps us reduce negative impacts, create long-term value and build a resilient business that is prepared for evolving stakeholder expectations and regulatory requirements.

Our Group Code of Ethics and policy framework set expectations for responsible business conduct across KMD Brands. We aim to integrate environmental, social and governance considerations into the way we operate, innovate and make decisions. Our culture of innovation helps ensure new products respond to customer needs, improve business performance and minimise adverse social and environmental impacts where possible.

We believe this approach supports long-term business success. By considering the interests of our stakeholders alongside financial performance, we can strengthen our brands, manage risk more effectively, respond to changing customer expectations and create sustainable value over time. These principles align with our purpose and vision. Getting people outside and enjoying the outdoors is at the heart of all our brands, and B Corp Certification provides a recognised framework that helps us deliver on that purpose in a practical and accountable way.

KMD BRANDS

Certified B Corporation



Board of Directors

The Board provides overall strategic oversight of KMD Brands, including adherence to best-practice governance principles, maintenance of high ethical standards and protection of core values so that the Group is managed effectively and responsibly. A brief biography of each Board member can be found in the "Board and Management" section of the company's investor website. John Strowger joined the Board in July 2026, with Ian Morrice appointed in August 2026 following the close of FY26.



Philip Bowman

Chairman
– appointed May 2026, succeeding David Kirk
Appointed as a non-executive director 2 October 2017



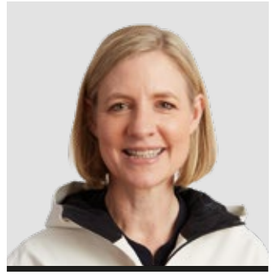
Brent Scrimshaw

Group CEO & Managing Director
Appointed 2 October 2017



Abby Foote

Non-Executive Director
Appointed 15 October 2021



Andrea Martens

Non-Executive Director
Appointed 1 August 2019



John Strowger

Non-Executive Director
Appointed 1 July 2026



Ian Morrice

Non-Executive Director
Appointed 20 August 2026

Executive team

The management team takes care of the day-to-day management and operation of KMD Brands, regularly reporting to the Board on all aspects of group performance. A brief biography of each member of the management team can be found in the "Board and Management" section of the company's investor website.



Brent Scrimshaw

Group CEO & Managing Director
Joined KMD Brands in 2025



Carla Webb-Sear

Group Chief Financial Officer
Joined KMD Brands in 2025



Jonas Golze

Group Chief Operations Officer
Joined KMD Brands in 2025



Frances Blundell

Chief Legal & ESG Officer
Joined Kathmandu in 2017



Megan Welch

Chief Executive Officer, Kathmandu
Joined Kathmandu in 2023



Ashley Reade

Chief Executive Officer, Rip Curl
Joined Rip Curl in 2025



Amy Beck

President Oboz & KMD Brands, North America
Joined Oboz in 2019



GROUP IMPACT

09

Our approach to material topics

Building on our updated materiality assessment completed in March 2025 and the publication of our refreshed Materiality Matrix in our FY25 report, we have continued to focus on the issues that matter most to our stakeholders throughout FY26.

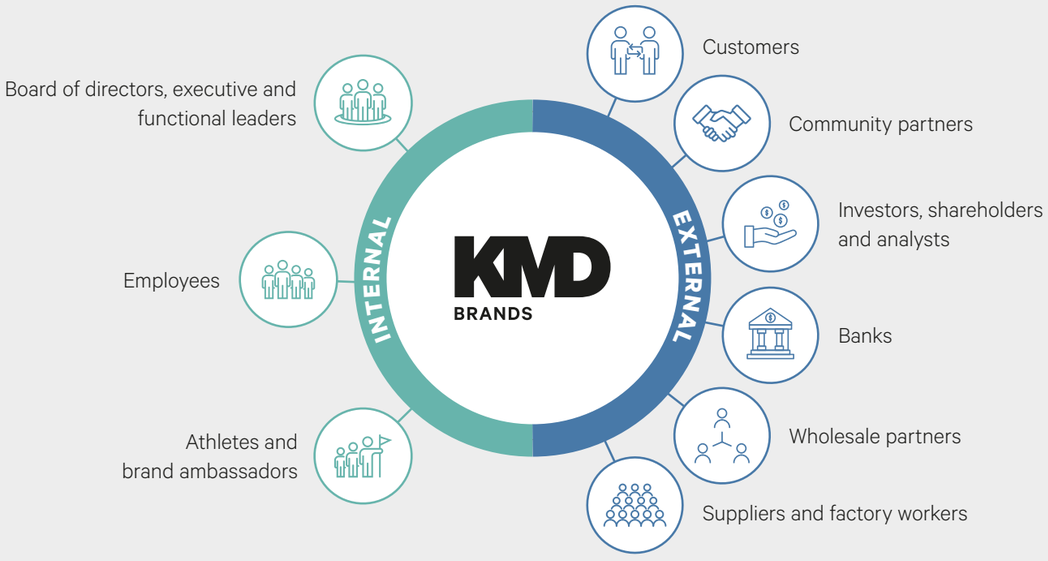
Through ongoing stakeholder engagement, we seek to ensure our ESG strategy remains aligned with external expectations while reflecting our values, purpose and business priorities. These priorities are integrated into business strategy, governance, risk management and day-to-day decision-making, and are embedded across our ESG strategy, brand strategies, operational priorities and governance frameworks.

Our highest-priority environmental topics, including **Harmful substances, Responsible design and materials, Climate change, energy and emissions,** and **Biodiversity, water, waste and environmental protection**, are advanced through our brand preferred material goals, circular design principles, restricted substances and PFAS management policies, supplier environmental data programmes, and our Science Based Targets initiative (SBTi) and Sustainability Linked Loan (SLL) commitments. Together, these initiatives support lower-impact products and more circular business models.

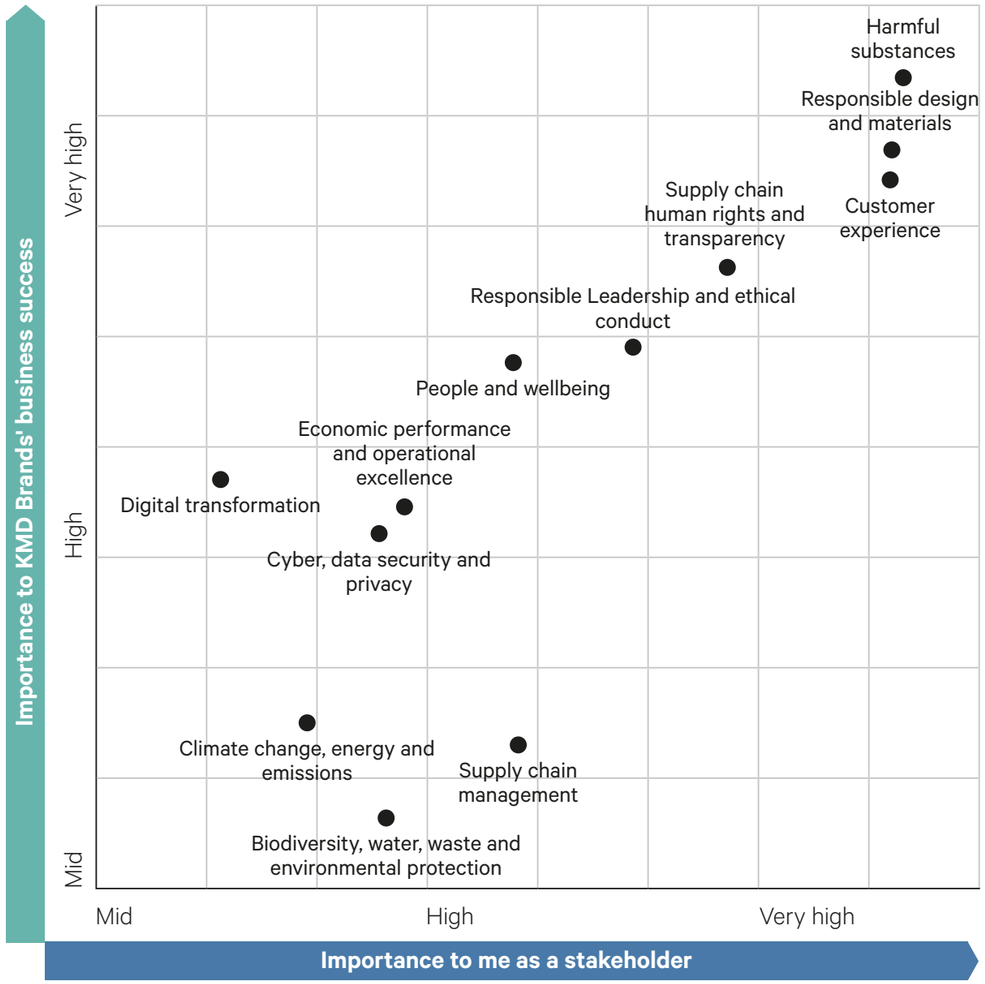
Supply chain human rights and transparency and **Supply chain management** are embedded within our responsible sourcing, supplier compliance and due diligence programmes, which is the focus of our Modern Slavery Statement (see page 36), as well as the operational priorities under our Next Level strategy. This helps strengthen transparency, accountability and resilience across our global supply chain.

Our commitment to **Responsible Leadership and ethical conduct** is reflected through strong governance practices and oversight mechanisms, that reinforce consideration of stakeholder interests in decision-making. **People and wellbeing** also remains a strategic priority, supported through our People policies and strategies, as well as internal diversity, equity, inclusion and wellbeing initiatives.

KMD STAKEHOLDERS



MATERIALITY MATRIX



Our broader business strategy also supports a number of material topics. **Customer experience**, improving **Economic performance and operational excellence** are key initiatives within our Next Level strategy, helping balance sustainability objectives with commercial performance, innovation and long-term value creation. Our **Digital transformation** agenda is further supported through the strategic focus on digital capability and data intelligence.

Recognising the growing importance of technology and responsible information management, our approach to **Cybersecurity, data security and privacy** is supported through regular Board and Audit and Risk Committee oversight, alongside dedicated policies, controls and employee training.

By aligning our material topics with clear implementation plans, strategic initiatives and governance structures, we can focus resources on the issues that matter most to our stakeholders while supporting the long-term success and resilience of KMD Brands. A full description of our material topics is provided in Table 10 on page 42.

How we create value

THE RESOURCES WE RELY ON

OUR CREATIVE POWER
Winner of 3 ISPO global product innovation awards in FY26

OUR PRODUCTS AND CHANNELS
Sold in over 8,300 locations (owned stores, licensed stores, wholesale doorways)

OUR PEOPLE
4,365 employees across 11 countries

OUR PARTNERSHIPS
151 Tier 1 factories making our products

OUR ENVIRONMENT
Materials sourced from 18 countries

OUR FUNDING
Over 8,000 shareholders
~$205m syndicated debt facility

OUR VALUE CHAIN

Our material topics
(see appendix 2: Table 10)

TIER 4
Raw material production

TIER 2 and 3
Raw material processing and fabric mills

TIER 1
Final stage manufacturing

Freight, distribution centres and third party logistics

Retail and wholesale network

KMD BRANDS

Inspiring people to explore and love the outdoors

Take-back, renewal, repair, recommerce, rental and recycling programmes

FY26 OUTPUTS

$1,053m
total sales

18,000+
training hours delivered (mix of e-learning and facilitated sessions to over 950 employees)

Net debt at 31 July 2026 reduced year-on-year by:
$4.7m

$841k
in financial, product and partnership support of local community projects

1,280
individual participants in worker voice surveys, across 9 factories

15.7
metric tonnes of post-consumer textile waste diverted from landfill through in-store product take-back programmes

OUTCOMES FOR OUR STAKEHOLDERS

FOR CUSTOMERS
Designing innovative, technical outdoor lifestyle and sports products

FOR EMPLOYEES
Providing a place for all people to realise their full potential

FOR INVESTORS
Net debt reduction lowers financial risk, improves cashflow and strategic flexibility

FOR THE COMMUNITY
Creating positive change in the communities we impact

FOR SUPPLIERS
Providing long-term partnerships, supporting strong worker wellbeing through the use of worker voice tools

FOR THE PLANET
Striving to make a positive impact on the environment across the whole life cycle of our products

ESG strategy

The KMD Brands vision drives our ESG strategy which is focused around three key areas: Communities, Climate and Circularity. Together, these focus areas support us to act responsibly, transparently, and with purpose.



SDG 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG 10

Reduce inequality within and among countries.

SDG 12

Ensure sustainable consumption and production patterns.

SDG 13

Take urgent action to combat climate change and its impacts.

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

COMMUNITIES Positively impact the wellbeing of people and places touched by our brands

Focus Area	Our Targets	FY26 Performance
Provide a people-centred culture and workplace that fosters health, safety, wellbeing and inclusiveness	An equitable, inclusive workplace representative of the diversity within our communities, through gender representation and increase representation of employment of local ethnic minority	- Board: 40% Female, 60% Male - Executive teams: 38% Female, 62% Male - Management roles: 53% Female, 46% Male, <1% undisclosed - Increase to 9% of our team identify as belonging to an ethnic minority
Protect human rights and dignity by addressing modern slavery in our value chain through collaboration and transparency	Genuine transparency of, and effective worker voice communications with strategic suppliers for each brand and accountability to the KMD Brands Code of Conduct	- 100% of Tier 1 and 162 Tier 2 suppliers accountable to the Code of Conduct - Worker voice surveys conducted in 6 Tier 1 and 3 Tier 2 factories - 1,280 workers consulted on workplace conditions in India
Engage, inspire and protect the communities where we operate and impact	Supported local community projects, through donations, fundraising and paid employee time, to create a positive impact for the wellbeing of people and planet	- NZD$841K of cash and product donations - NZD$181K donated via Retail bag sales to charity partners - 1,903 community volunteer hours provided across the group

CLIMATE Transition to a low carbon future

Reduce emissions in line with the Paris Agreement goals	Reduced absolute Scope 1 and 2 emissions by a minimum of 47% by July 31 2030, from a FY19 base year Reduced absolute Scope 3 emissions by a minimum of 28% by July 31 2030, from a FY19 base year	- 57% reduction in total Scope 1, Scope 2 (location-based) and Scope 3 emissions since our FY19 base year - 65% reduction in business travel emissions since our FY19 base year - 3,865 styles uploaded into the Worldly Product Impact Calculator (PIC) to gain insight of our product footprint

CIRCULARITY Eliminate the linear take-make-waste approach to business

Foster and invest in circular business models across our businesses	Commercialised brand-led circular business models for product take-back, renewal, repair, re-commerce, rental or recycling	- 15.7 metric tonnes of post-consumer textile waste recycled via in-store take-back programmes - 1,868 garments restored through Kathmandu REDU programme - Released the first open-toe product in the European market to contain post-consumer recycled wetsuits collected through Rip Curl's Recycle Your Wetsuit initiative
Increase responsible material content in our products	Dedicated to our own brand products being responsibly sourced	**Kathmandu:** 56% of polyester used in apparel is recycled or recyclable (target 100% by 2030) **Rip Curl:** 83% apparel and accessories in preferred materials (target: 100% by 2030)[1] **Oboz:** 85% of range using a minimum of 20% environmentally preferred materials by weight (target 100% by 2030)
Reduce the waste footprint created across our business	Diversion of 90% of waste to landfill from our direct operations by 2030	- 76% of total operational waste was diverted from landfill - 64% reduction in operational waste-related emissions since our FY19 base year

1. Preferred materials includes: Cotton – BCI mass balance, Recycled & Organic. Synthetics – Recycled (GRS certified) & Bio-based. Viscose – Ecovero® by LENZING™ (OEKO-TEX® & FCS Certified). Foam/Rubber – Bio-based Foam (USDA certified & FSC certified), Bloom® EVA. Leather – LWG gold supplier. Wool – RWS certified. Down – RDS certified.

BRAND IMPACT
KATHMANDU



Kathmandu®

13

Kathmandu®

Communities

Positively impact the wellbeing of people and places connected to our brand.

- Supported local community projects, through donations, fundraising and paid employee time, to create a positive impact for the wellbeing of people and planet.

Climate

Transition to a low carbon future.

- Reduced our emissions in line with the Paris Agreement goals.

Circularity

Eliminate the linear take-make-waste approach to business.

- Commercialised circular business models for Kathmandu products, including take-back, renewal, repair, re-commerce or recycling.
- Increased responsibly sourced materials in Kathmandu products.

Kathmandu also contributes to Group ESG goals that promote employee wellbeing and inclusion, uphold human rights across the value chain, and reduce waste across our operations. Further details can be found on page 12.

FY26 Highlights



162

volunteer hours spent supporting the Southshore Spit Estuary Restoration project

NZD$325k

in product and cash donations to support local communities

-18%

Reduction from prior year across scope 1 and 2 emissions for Kathmandu stores



3,548kgs

of textile waste recycled through in-store take-back programmes



100%

Responsible Down Standard
10 years of certification

100%

of wool sourced was Responsible Wool Standard (RWS) certified



41%

of polyester used across apparel and equipment came from recycled sources

Member of Fashion & Textiles NZ

Fashion &Textiles NEW ZEALAND



100+

free repairs completed in 9 days at our in-store B Corp month pop-up

1,868

garments restored through REDU programme

19.7 tonnes

of soft plastics waste from Kathmandu stores diverted from landfill via the Soft Plastics Recycling Scheme

100% PFAS free

All Kathmandu products designed were free from intentionally added PFAS across apparel and hardgoods.

Responsible materials

Kathmandu drives innovation in responsible materials, with an award-winning team pioneering products that use lower-impact fabrics and technologies.

Our preferred fibres and materials strategy supports durability, repairability and circular outcomes, while also addressing climate impacts, resource use, and performance requirements. Responsible materials innovation is a key enabler of circularity and climate action, not a standalone sustainability initiative.

In FY26, **100% of wool sourced was certified to the Responsible Wool Standard (RWS)**, achieving our 2025 goal. We also made progress towards our 2030 goal for all polyester to be recycled or recyclable. Across apparel and equipment, **41% of polyester came from recycled sources, including 56% of apparel polyester and 20% of equipment polyester.** Overall, recycled input materials accounted for 25% of total material use by weight.

Building on this achievement, Kathmandu entered a three-year partnership with Zentera Wool Company to introduce ZQ+ regenerative merino into our collections from Autumn Winter 2027. This represents an important next step in our responsible materials journey, supporting regenerative farming practices, improved farm-level traceability and greater transparency across our wool supply chain.

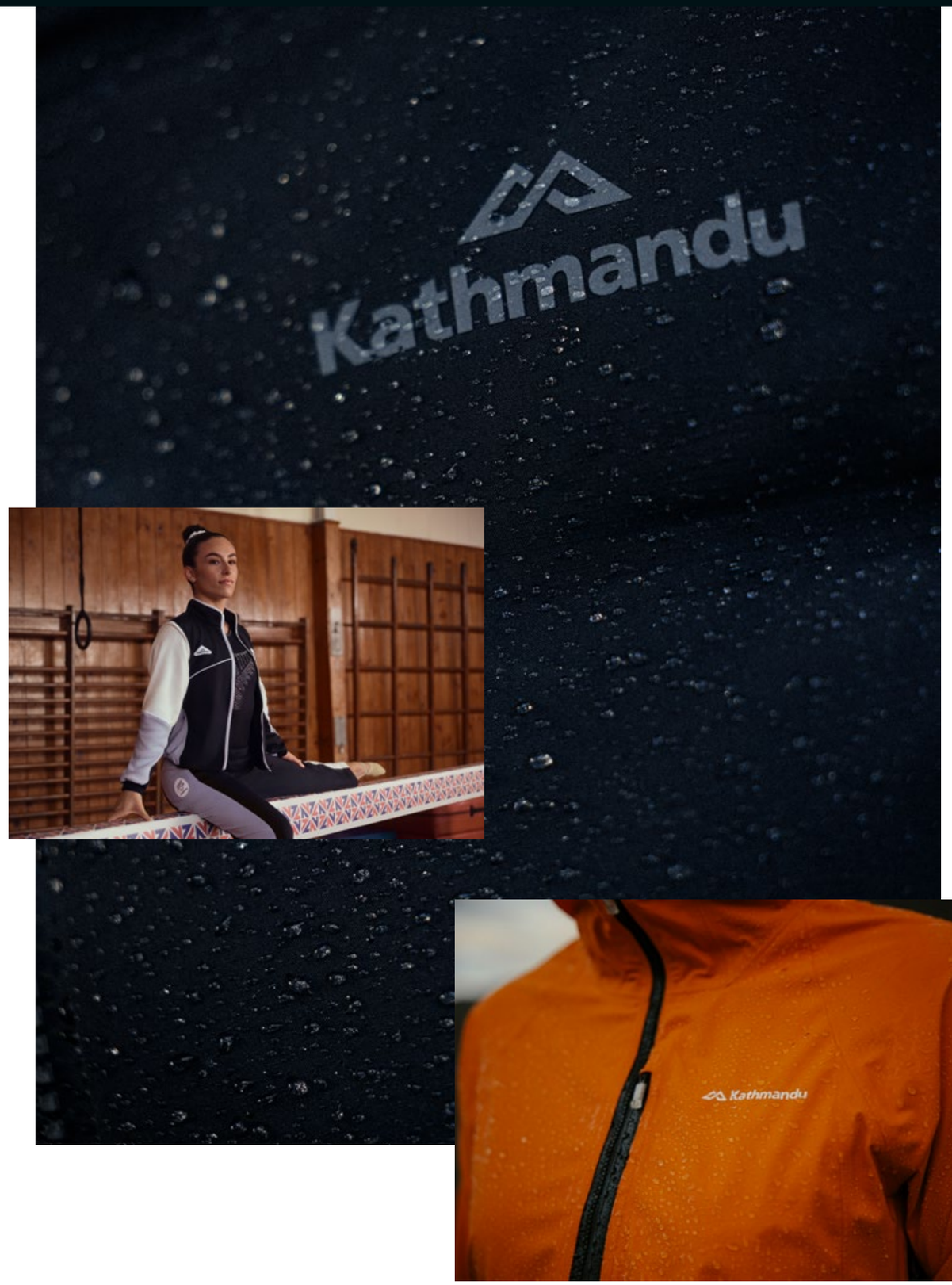




We also continued to explore innovative uses for natural materials through our partnership with Christchurch-based Wool Source. New 100% merino graphic t-shirts feature screen-printed inks made using Wool Source Pigments, a technology that transforms strong wool into pigments that are almost 100% bio-based. This collaboration creates new uses for New Zealand strong wool and demonstrates how local innovation can support more responsible material choices.

As the Official Apparel Partner of the New Zealand Team, Kathmandu uses its partnership with the New Zealand Olympic Committee to demonstrate how responsible materials can be integrated into high-performance apparel. For the Glasgow 2026 Commonwealth Games, we designed and developed the NZ Team Uniform using recycled and natural material innovations, including fabrics made from recycled waste streams and next-generation merino technologies that reduce reliance on synthetic coatings. Designed for a range of competition environments, the uniform delivers performance, comfort and durability while reducing material impacts. Recognised as one of the standout team uniforms from a design perspective, it demonstrated how sustainability, technical performance and contemporary design can come together.

We also continued to strengthen our approach to chemical management across the supply chain. Kathmandu's **Chemical Policy and Restricted Substances List (RSL)** aligns with leading global standards, including bluesign® and EU REACH requirements, helping ensure products are safe for workers, customers and the environment. We maintained our ban on intentionally added PFAS across all materials and finished products. For FY26, 100% of Kathmandu designed products are free from intentionally added PFAS across both apparel and hardgoods.



Circularity

Kathmandu's approach to circularity starts with keeping products in use. We prioritise durability, repair and reuse, supported by resale programmes that extend product life and retain material value.

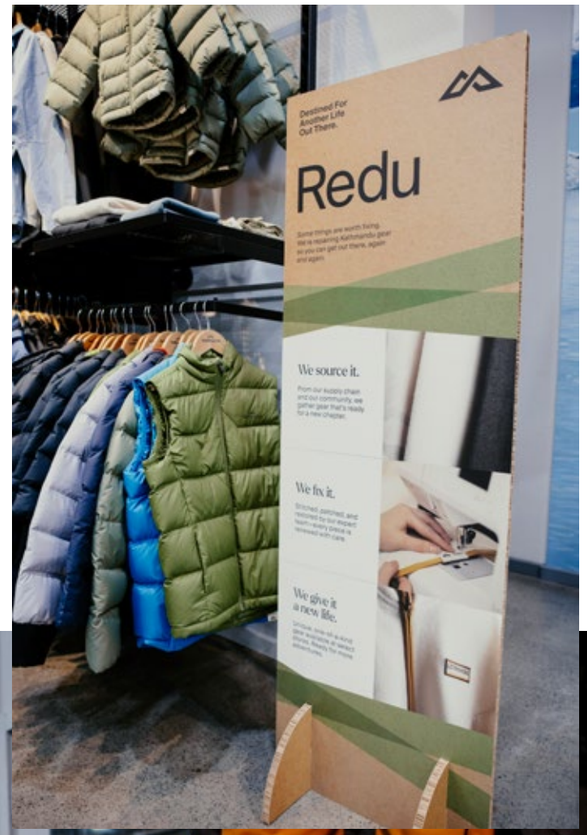
Recycling is treated as a last resort, used only when products can no longer be repaired or reused. Our focus is on creating value through longer use and better design, not simply reducing waste. This commitment is reflected in our leadership of industry initiatives, active engagement in policymaking, and the programmes and partnerships we deliver to keep products in use and materials at their highest value for as long as possible.

In FY26, we continued to advance circularity by extending product life and reducing waste through repair, resale and textile recovery initiatives. Since launching, REDU has renewed more than 11,200 pieces of gear, giving products a second life. During B Corp Month, our REDU pop-up at Tower Junction, Christchurch, completed more than 100 free repairs in just nine days, helping customers extend the life of their gear. Complementing these efforts, our textile recovery partnerships with ImpacTex and Upparel provided customers across Australia and New Zealand with convenient options to return unwanted textiles for reuse and recycling through 17 Kathmandu stores.

We also embedded more responsible design principles into our next-generation stores. At Little Collins in Melbourne, repurposed materials, 3D-printed light fittings and fixtures made from recycled plastic bottles were used throughout the store. We continued efforts to divert soft plastics from landfill, reaching a milestone of almost 20 tonnes diverted during FY26.

Innovation remained an important enabler of waste reduction. Our limited-edition Epiq Colour Block down jacket transformed surplus fabrics from previous production runs into a unique, high-performance product, demonstrating how existing materials can be repurposed to create value while reducing waste.









People & Community

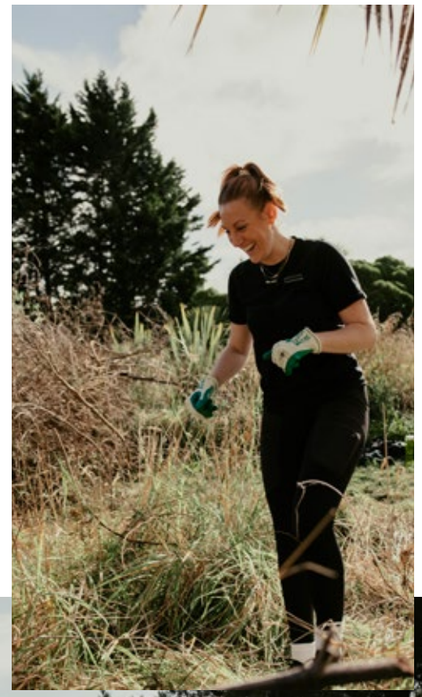
Kathmandu invests in the communities it operates in, supporting environmental, social, and inclusion initiatives that reflect our commitment to positive impact. This includes working closely with suppliers and factory partners to support safe working conditions, fair wages and inclusive workplaces across our value chain.

Through our annual Planet Day initiative, Kathmandu team members contribute to hands-on environmental restoration projects in the communities where we operate. In 2026, employees supported the Avon-Heathcote Estuary Ihutai Trust in Christchurch, helping remove invasive lupins from the Southshore Spit Estuary to protect native biodiversity, strengthen ecosystem resilience and support the long-term health of this climate-vulnerable coastal habitat.

Kathmandu also invests in programmes that create lasting social impact by helping New Zealand youth build confidence, resilience and wellbeing through the outdoors. Since 2021, we have partnered with the Graeme Dingle Foundation to support Project K, a 14-month youth development programme that combines outdoor adventure, community challenges and mentoring to empower young people at a pivotal stage in their lives. Through this partnership, Kathmandu helps increase access to transformative outdoor experiences and trusted mentoring relationships, equipping tamariki and rangatahi across Aotearoa New Zealand with the skills, confidence and resilience to thrive in school, work and life.

In FY26, Kathmandu further strengthened its commitment through a combined contribution of $370,000, including direct funding and donations of apparel and outdoor gear valued at $170,000 RRP. These contributions helped more young people access life-changing development opportunities and experiences in the outdoors.

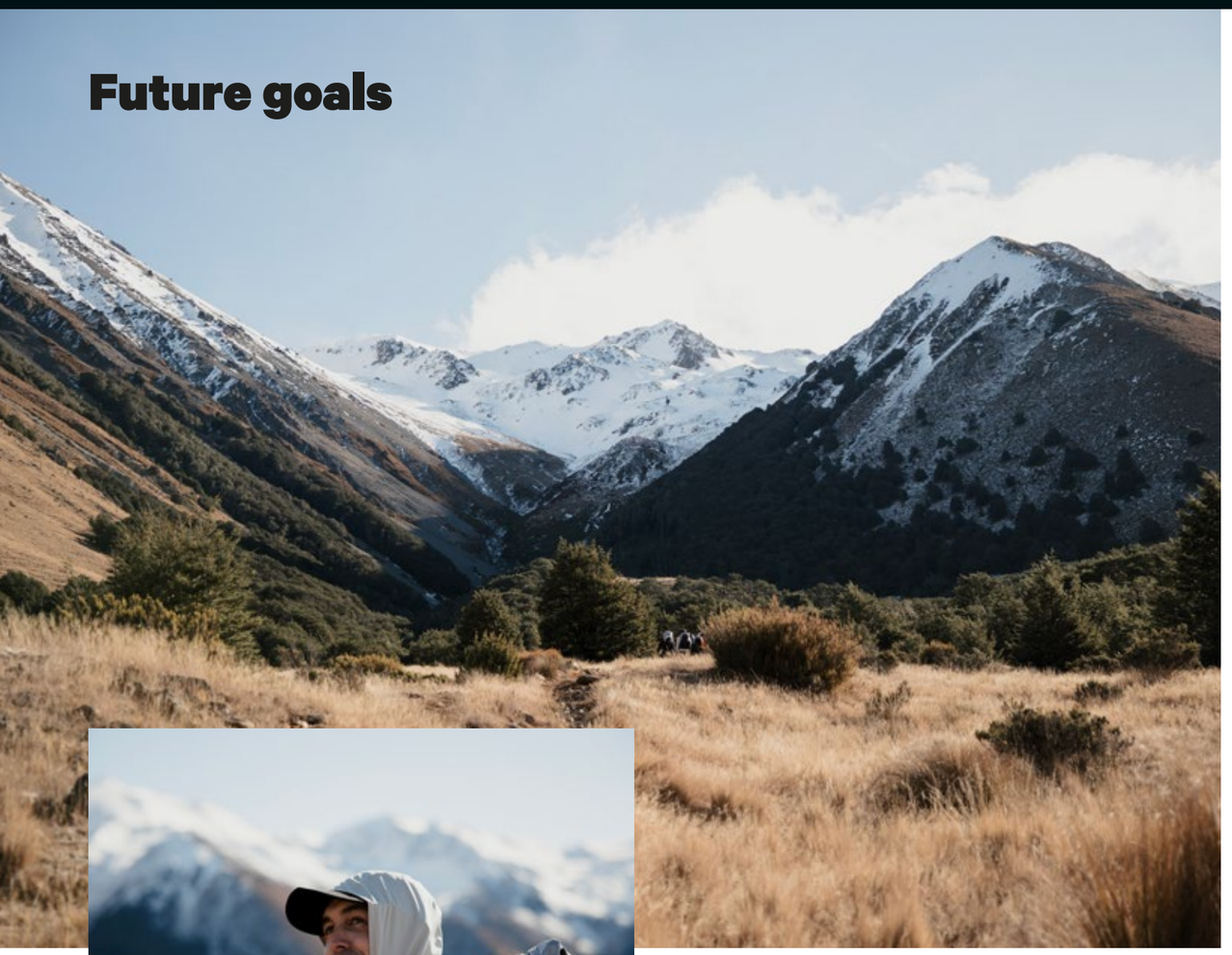








Future goals





Kathmandu is evolving its product ESG goals to reflect both its B Corp commitment to continuous improvement and its ambition to remain an industry leader in responsible innovation.

Building on strong foundations, including 100% Responsible Down Standard certified feather and down, 100% Responsible Wool Standard certified wool, preferred cotton, and a pathway to fully recycled or recyclable polyester by 2030, the new goals focus on three key pillars: Materials, Chemistry and Transparency.

Materials[1]

- Replace **100% of virgin fossil-based synthetic fibres** with responsibly produced recycled, CO_2-based and/or bio-based synthetic fibers by **2030**.
- All natural fibres to be **100% sustainable and responsibly sourced[2] by 2030**.

Chemistry

- Adopt **clean chemistry alternatives** for our top five priority chemistries – DWR (durable water repellency), membranes/coatings, antimicrobials, wicking treatments and softeners.
- **Continue to prioritise biochemistry over petrochemistry** in innovation and performance development.

Transparency

- By 2030, **100%[3] of Kathmandu-branded products to have a Digital Product Passport** with key product, material and sustainability information.
- By 2028, **publish traceability maps for 10 of our brands' most iconic products on our website**.

Kathmandu®



The updated framework is designed to support future business growth, respond to emerging innovation and compliance requirements, and create measurable, SMART outcomes while also enabling storytelling around partnerships and breakthroughs.

Circularity will remain a core design and product development principle. We will continue to advance this vision across our products and business by reducing waste, extending product life, creating pathways for products and materials to be repaired, reused, recirculated and recovered, and developing circular business models that keep products in use for longer. Over the next year, we will also review our approach to biodiversity loss and water reduction to identify opportunities for further progress.



1. Excluding trims, threads, etc, constituting less than 5% of the product.
2. Covers wool, down, cotton, leather, hemp, silk, etc.
3. Products that are feasible to have a digital QR code attached onto them.

BRAND IMPACT RIPCURL



RIPCURL

RIPCURL

Communities

Positively impact the wellbeing of people and places connected to our brand.

- Supported local community projects, through donations, fundraising and paid employee time, to create a positive impact for the wellbeing of people and planet.

Climate

Transition to a low carbon future.

- Reduced our emissions in line with the Paris Agreement goals.

Circularity

Eliminate the linear take-make-waste approach to business.

- Commercialised circular business models for Rip Curl products including take-back, renewal, repair, re-commerce, rental or recycling.
- Increased responsibly sourced materials in Rip Curl products.

Rip Curl also contributes to Group ESG goals that promote employee wellbeing and inclusion, uphold human rights across the value chain, and reduce waste across our operations. Further details can be found on page 12.

1. Preferred materials includes: Cotton – BCI mass balance, Recycled & Organic. Synthetics – Recycled (GRS certified) & Bio-based. Viscose – Ecovero® by LENZING™ (OEKO-TEX® & FCS Certified). Foam/Rubber – Bio-based Foam (USDA certified & FSC certified), Bloom® EVA. Leather – LWG gold supplier. Wool – RWS certified. Down – RDS certified.

FY26 Highlights



Celebrated

25 years

of Planet Day, restoring coastal areas where we work and live

NZD$489K

in product and cash donations to support local communities

-17%

Reduction from prior year across scope 1 and 2 emissions for Rip Curl stores



93%

of cotton responsibly sourced

83%

apparel and accessories in preferred material[1]



52%

of wetsuit range using responsibly sourced materials



AUD$1.1m

Primary partner for the **Make A Wave Surf Aid** challenge, helping raise AUD$1.1m for remote surfing communities

Member of Seamless clothing stewardship scheme

Seamless

10,000+

wetsuits recycled in FY26 through customer take-back programme



21.4 tonnes

of soft plastic waste diverted from landfill

11+ million litres

of water cleaned and restored to the environment through Bloom™ material partnership in Footwear division

Responsible materials

RIPCURL

Rip Curl continues to innovate in responsible materials, developing high-performance surf products that incorporate lower-impact materials and production methods.

Our approach focuses on increasing the use of preferred materials[1], reducing reliance on conventional materials and maintaining the durability and performance required for surfing. We work with our supply chain partners to use preferred materials, adopt lower-impact production methods, and extend product life.

In FY26, **preferred materials accounted for 83% of materials used across apparel and accessories**, progressing towards our 2030 goal of 100%. Recycled input materials accounted for 15% of total material use. We continued to increase the use of preferred cotton, achieving 100% across our main-range fleece and tees, shirts, pants and dresses, and boardshort categories. Overall, **93% of cotton was responsibly sourced in FY26**, short of our 2026 goal of 100%, with the remaining work focused on smaller accessory categories, including wallets, utility and shoulder bags, and selected headwear.

Rip Curl also launched CORDURA® Re/Cor™, an industry-first innovation in boardshorts. The fabric incorporates pre-consumer recycled materials while retaining the durability, stretch and performance characteristics for which CORDURA® is renowned. Developed specifically for surfing, the material delivers the strength, comfort and quick-dry functionality expected of a technical boardshort, demonstrating how responsible material innovation can be embedded in performance products without compromising quality or longevity.

Continuing our commitment to better materials in our core wetsuit products, OCENA® foam, containing 74% bio-based content sourced from FCS-certified plantations, oyster shell powder and plant-based oils, was adopted further across our wetsuit range. The foam uses lower-impact carbon black derived from scrap tyres, helping reduce energy consumption and CO_2 emissions. Bio-based foam was also incorporated into the E-Bomb, Dawn Patrol and G-Bomb ranges, as well as surf school suits. We also use water-based lamination for our jersey fabrics to reduce volatile organic compound emissions associated with traditional solvent-based adhesives. In FY26, **52% of Rip Curl's wetsuit range used responsibly sourced materials**, progressing towards our 2030 goal of 75%.

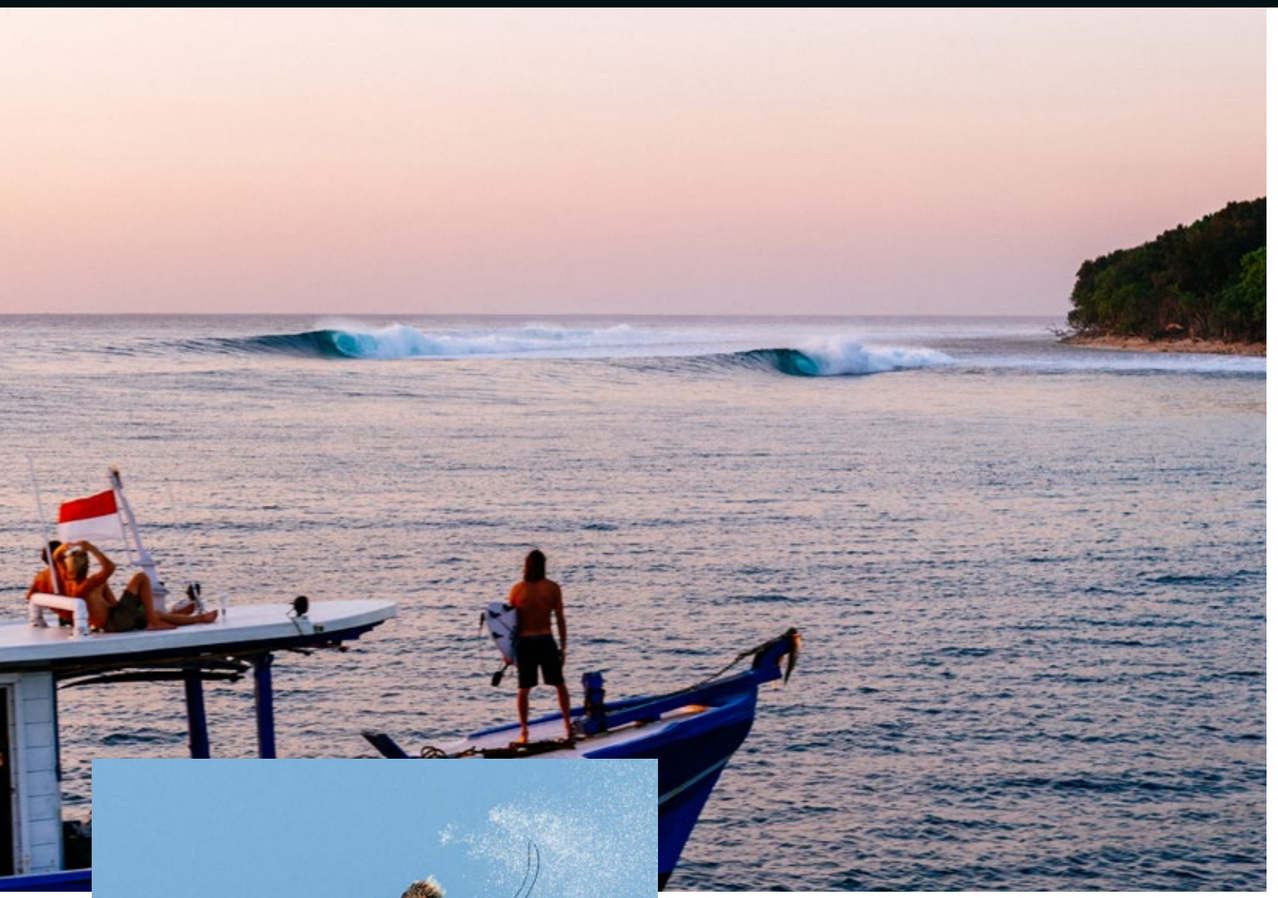








1. Preferred materials includes: Cotton – BCI mass balance, Recycled & Organic. Synthetics – Recycled (GRS certified) & Bio-based. Viscose – Ecovero® by LENZING™ (OEKO-TEX® & FCS Certified). Foam/Rubber – Bio-based Foam (USDA certified & FSC certified), Bloom® EVA. Leather – LWG gold supplier. Wool – RWS certified. Down – RDS certified.





Circularity

RIP CURL

Circularity is an important part of Rip Curl's approach to product design and development, with a focus on extending product life, reducing waste and keeping materials in use for longer.

Through product repair, take-back initiatives and the development of new products using recovered materials, we are working to create more circular pathways for our products. These efforts support our commitment to reducing our environmental impact while maintaining the performance and durability our products are known for.

In FY26, Rip Curl recycled 10,097 end-of-life wetsuits globally. In Europe, its Recycle Your Wetsuit initiative collected 3,333 wetsuits across its distribution channels. Through our partnership with Circular Flow, recovered neoprene is being transformed into Renoprene® products, including change mats and yoga mats sold through our direct-to-consumer network, and open-toe footwear available across all channels. The OMEGA Renoprene® Open Toe is the first open-toe product in the European market to contain post-consumer recycled wetsuits.

Rip Curl's repair services help extend the life of its products, with repair services available across its offices. In Europe, the Repair Service Centre in Hossegor, France, underwent a significant upgrade following the brand's receipt of the Ecologic Innovation Award and a €10,000 grant. The funding supported the digitalisation of repair services and investment in new machinery to improve workshop capabilities. Building on this investment, Rip Curl is launching a free repair initiative across France, Spain and Portugal to encourage customers to repair their wetsuits and extend their useful life.

We are also reducing waste earlier in the product development process through the use of digital design systems and 3D prototyping technologies. Digital design systems help reduce material waste by enabling concepts to be developed and refined virtually before physical samples are produced. Through 3D prototyping, teams can deliver more resolved products, particularly on complex technical projects involving multiple suppliers, reducing sample requirements and supporting a more streamlined development process.

Together, these initiatives reflect Rip Curl's holistic approach to circularity, combining innovative design practices, repair services, material recovery solutions and strong relationships with long term committed suppliers, to reduce waste, extend product life and keep valuable resources in use for longer.







People & Community

RIPCURL

Rip Curl supports conservation groups, beach communities, and other initiatives that protect our oceans and waterways. From coastal revegetation to the wellbeing of remote surfing communities, we strive to make a meaningful impact through dedicated projects and events.

These efforts reflect our deep connection and commitment to preserving the environments where we operate, surf, and live. We also work closely with partners in our supply chain to ensure safe, fair, and ethical workplaces.

In FY26, Rip Curl strengthened its support for the people and communities connected to surfing. The brand extended its partnership with the Australian Indigenous Surfing Titles for a further three years and advanced its commitment to reconciliation through its Innovate Reconciliation Action Plan, endorsed by Reconciliation Australia in 2025. The event brings Indigenous surfers and communities together to celebrate culture, connection and surfing.



Rip Curl also marked 25 years of Planet Day, its global environmental volunteering initiative. Crew members partnered with local organisations on tree planting, habitat restoration and rubbish removal projects across beaches and waterways in the communities where they live and work. Across FY26, employees contributed 1,498 hours of volunteering to environmental and community initiatives.

Through ongoing support of the Surfrider Foundation in Australia, Europe, and North America, Rip Curl contributed over NZD$89,000 to support coastal conservation efforts.

Rip Curl maintained its partnership with SurfAid, supporting programmes that improve health, nutrition and access to clean water in remote surfing communities. During FY26, team rider and Olympic medallist Owen Wright visited SurfAid projects in Rote, Indonesia, gaining firsthand insight into initiatives that support local families through clean water systems, nutrition programmes and community health services.

As a key sponsor of SurfAid's Make A Wave challenge, Rip Curl helped encourage participants to surf every day for 30 days while raising funds for SurfAid's programmes. Owen Wright also served as an ambassador for the campaign, helping raise awareness of the challenges facing remote surfing communities and the importance of access to clean water, healthcare and nutritious food.

Together, these initiatives reflect Rip Curl's commitment to supporting the people, communities and environments connected to surfing. Through partnerships that promote environmental conservation, community wellbeing, cultural connection and employee volunteering, we aim to create positive impacts both locally and across the global surf community.











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Obōz

Communities

Positively impact the wellbeing of people and places connected to our brand.

- Supported local community projects, through donations, fundraising and paid employee time, to create a positive impact for the wellbeing of people and planet.

Climate

Transition to a low carbon future.

- Reduced our emissions in line with the Paris Agreement goals.

Circularity

Eliminate the linear take-make-waste approach to business.

- Commercialised circular business models for Oboz products, including take-back, renewal, re-commerce or recycling.
- Increased responsibly sourced materials in Oboz products.

Oboz also contributes to Group ESG goals that promote employee wellbeing and inclusion, uphold human rights across the value chain, and reduce waste across our operations. Further details can be found on page 12.

FY26 Highlights



244

volunteer hours dedicated to building and stewarding local trails and supporting local community initiatives

NZD$26K

in product and cash donations to support local communities

-22%

reduction from prior year across scope 1 and 2 emissions for Bozeman head office

85%

of range using a minimum of 20% environmentally preferred materials by weight

100% PFAS free

All Oboz products are free from intentionally added PFAS across non-wicking treatments and waterproof membranes



280,000+

trees planted through Trees for the Future and Veritree programme



Joined **The Conservation Alliance** and its members in Washington DC to advocate for public lands and waters.

The Conservation Alliance
Outdoor Business Giving Back to the Outdoors

Continued to offer warranty take-back programme to customers for footwear reuse



Registered as a packaging producer in six US states, taking responsibility for packaging under evolving Extended Producer Responsibility (EPR) regulations



Responsible materials

We are committed to using more responsibly sourced and lower-impact materials across our footwear range. We work closely with suppliers and industry partners to improve material choices, increase recycled and renewable content, and reduce the environmental footprint of our products. Responsible materials help us advance our Climate and Circularity ambitions while delivering the quality and performance needed for life on the trail.

Obōz

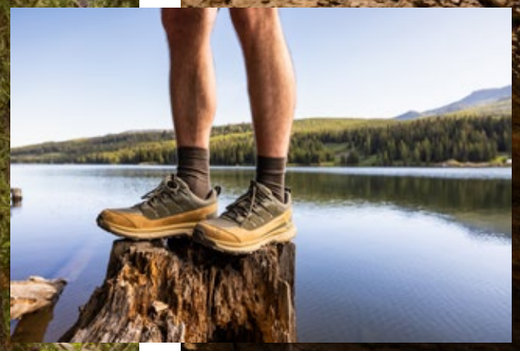
In FY26, we made significant progress towards our goal of increasing environmentally preferred materials (EPMs) across the range. **72 of our 84 footwear styles met our threshold of at least 20% environmentally preferred materials by weight, representing 85% of the range**, up from 63% in FY25. This result reflects our continued focus on integrating recycled, renewable and responsibly sourced materials into our products, while maintaining the durability, comfort and performance expected by hikers and outdoor enthusiasts.

We also achieved our 2025 goal of transitioning to **100% PFAS/PFC-free non-wicking treatments and waterproof membranes**. All newly developed products are now free from intentionally added PFAS, with compliance independently verified through testing by Intertek. This milestone represents an important step in reducing reliance on chemicals of concern while continuing to deliver the weather protection and technical performance required for outdoor environments.

Together, these advancements demonstrate how responsible materials and chemistry management can support product innovation, reduce environmental impacts and help build a more sustainable future for our footwear.







Circularity

Obōz

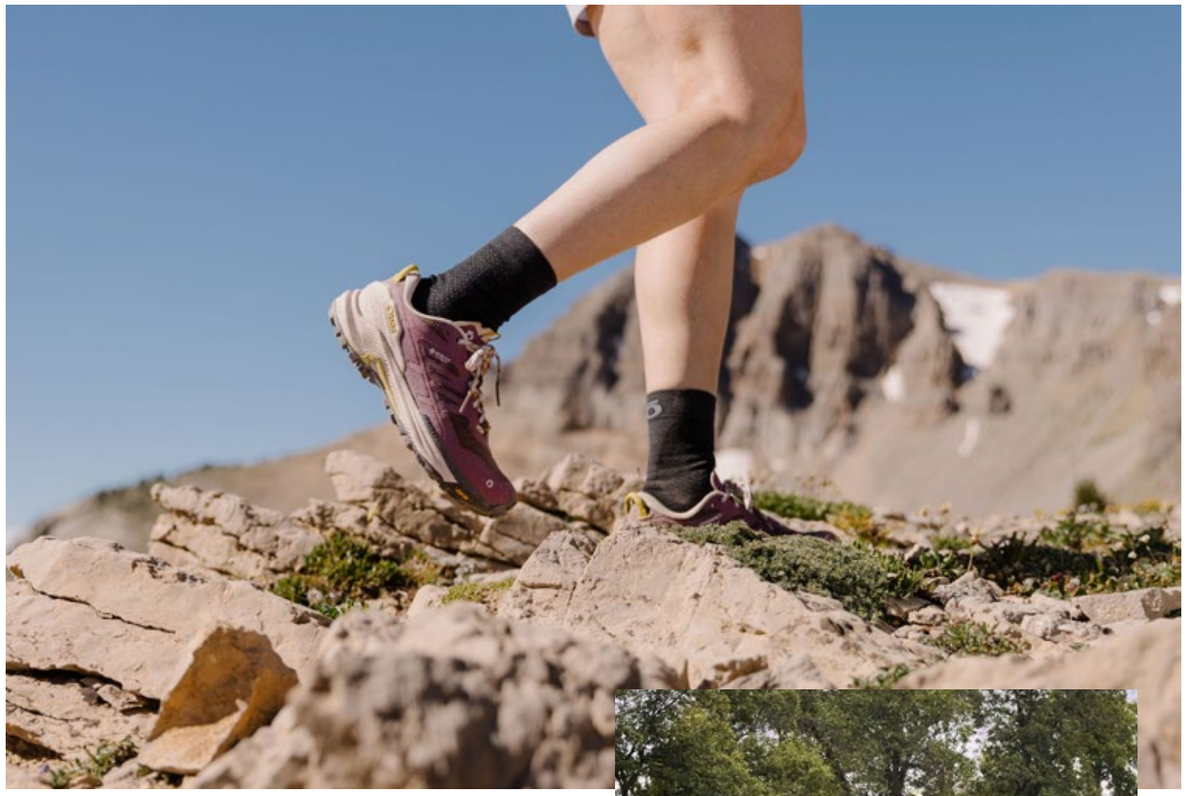
We are committed to using collaborative, innovative systems to reduce or rethink "take-make-waste" products and keep resources in use. We have our own product category challenges and opportunities, and we work with others to learn, educate and grow our knowledge to achieve our goals. We also offer a post-consumer footwear take-back option, allowing customers to return used shoes for responsible reuse or recycling.

Durability is central to Oboz's approach to circularity. Footwear is designed with materials and components selected for their intended use, balancing performance and durability. Oboz also provides guidance on cleaning, waterproofing, drying and storing footwear to help customers extend the life of their shoes and boots, keeping them in use for longer.

In August, we held a large sample sale in Bozeman, Montana, where hundreds of community members purchased footwear for $5–20 per pair, keeping samples out of waste streams and giving them a second life.

Oboz also registered as a packaging producer in six US states, taking responsibility for the packaging we introduce to the market under evolving Extended Producer Responsibility (EPR) regulations.

Through product take-back, a focus on durability, and initiatives to keep footwear and packaging out of waste streams, we are working to extend product life, retain material value and support a more circular approach to our business.









People & Community

Obōz

We want to positively impact the wellbeing of people and places touched by Oboz. We aim to provide a workplace that fosters health, safety, wellbeing and inclusiveness, while engaging, inspiring and protecting the communities where we operate.

In FY26, Oboz continued to support the people, places and trails that make outdoor experiences possible. Born in the Greater Yellowstone Ecosystem, we believe thriving communities depend on healthy public lands, accessible trails and opportunities to connect with nature.

Protecting trails and public lands remained a key focus. Oboz supported the Continental Divide Trail Coalition, helping conserve and maintain one of North America's significant long-distance trails, and the Gallatin Valley Land Trust, which conserves open spaces and expands local trail networks in Bozeman, Montana. Team members also contributed 244 volunteer hours to trail maintenance, building and stewardship projects and local community initiatives.

Through partnerships with The Conservation Alliance and Wild Montana, we supported efforts to protect wildlife habitat, watersheds, roadless areas and recreational access. Oboz received The Conservation Alliance's 2025 Outstanding Partnership Award in recognition of this work. We also supported reforestation and ecosystem restoration, with more than 280,000 trees planted in FY26 through our partnerships with Veritree and Trees for the Future.

We continued to support initiatives that make the outdoors more welcoming and inclusive. Our special-edition footwear collaboration with Gorp Girls celebrated women hikers and encouraged greater participation in outdoor recreation. We also supported The Unity Folks, Refugee Women's Network and The 52 Hike Challenge, helping more people experience the benefits of time in nature.

Locally, our partnership with The Station Foundation supported trails used in outdoor healing and reintegration programmes for active-duty and retired US Special Operations Forces personnel and their families. Through its Homecoming Project, hiking and time outdoors help strengthen wellbeing, resilience and family connections during the transition to civilian life.

Together, these partnerships help protect natural places, strengthen communities and create more opportunities for people to connect with the outdoors.













REPORTING DISCLOSURES

29

Climate related disclosure 2026

1. About this disclosure

This year, KMD is not required to provide mandatory climate-reporting under the New Zealand Financial Markets Conduct Act 2013. The New Zealand Government has proposed increasing the reporting threshold for listed issuers under the climate-related disclosure regime from $60 million to $1 billion in market capitalisation, which would remove KMD from the scope of the mandatory reporting requirements if enacted. Consistent with the interim no-action relief issued by the Financial Markets Authority in October 2025, KMD has not prepared a Climate-Related Disclosure statement under the Aotearoa New Zealand Climate Standards for FY26.

As a Certified B Corp, we remain committed to practices that align with our business strategy, shareholder expectations, and broader responsibility to people and planet. Accordingly, we have chosen to continue reporting voluntarily on the climate-related matters most relevant and material to our business and stakeholders.

This disclosure has been prepared with reference to the Aotearoa New Zealand Climate Standards (NZ CS) 1, 2 and 3, but is not represented as complying with those standards. Our approach is proportionate and focused on material information. It explains how climate-related risks and opportunities are governed and managed, the actions we are taking, and our emissions and progress against targets. Unless otherwise stated, the information relates to the year ended 31 July 2026.

Basis of preparation

This is a voluntary disclosure. It should be read with the **FY26 Annual Report** and the GHG inventory and assurance statement (page 35 and 48).

2. Governance

Board oversight

The Board has overall responsibility for the governance of KMD Brands, including oversight of climate-related risks and opportunities. The Board is supported by the Audit and Risk Committee (ARC), which assists with oversight of the Group's risk management framework, material risks and compliance obligations, including climate-related reporting requirements.

Climate-related matters are considered through the Group's existing governance, strategy and enterprise risk management processes. The Board reviews material risks, oversees progress against relevant ESG and climate metrics and targets, and considers climate-related matters as part of its broader oversight of strategy and risk.

KMD's approach to climate governance is supported by its Risk Management Policy and Enterprise Risk Management (ERM) framework, which are used to identify, assess and manage material risks across the Group, including those arising from climate change.

As a Certified B Corp, stakeholder and environmental considerations are embedded within KMD's governance framework and decision-making processes. Climate-related risks and opportunities are also considered through the Group's ESG Strategy, which guides priority actions, metrics and targets across the business.

Management responsibilities

The Board delegates responsibility for implementation of strategy and day-to-day management of climate-related risks and opportunities to the Group CEO and executive leadership team.

The Chief Legal & ESG Officer, together with the Chief Financial Officer, oversees the integration of climate-related considerations into the Group's risk management framework and reporting processes. The ESG team is responsible for coordinating climate reporting, emissions reduction initiatives and broader implementation of the Group ESG Strategy, working with teams across the business to monitor progress and support delivery of climate-related objectives.

Brand CEOs and management teams are responsible for identifying and managing climate-related risks and opportunities within their areas of responsibility and for implementing actions that support the Group ESG Strategy. Progress against key ESG and climate-related metrics is reported to the Board at least annually.

For further information about Board and Committee responsibilities, refer to the **FY26 Corporate Governance Statement** included in the KMD Brands FY26 Annual Report.







3. Strategy

3.1 Climate scenario analysis

Our climate context

KMD Brands operates a global portfolio of outdoor brands with extensive retail, wholesale and supply-chain operations across multiple regions. Climate change has the potential to affect our business through both physical impacts, such as extreme weather and disruption to sourcing, manufacturing, logistics and retail operations, and transition impacts arising from changes in regulation, technology, consumer preferences and market expectations.

Scenario analysis – our approach

Climate scenario analysis helps us assess the resilience of our strategy and business model under a range of plausible future climate outcomes. It is not intended to predict the future, but rather to better understand potential risks and opportunities and support long-term decision-making.

KMD first undertook an entity-level climate scenario analysis and risk assessment in FY24. During FY25, we refreshed our climate scenarios and climate risk assessment with external support, taking into account updated climate science, economic and geopolitical developments, and emerging risks and opportunities relevant to our business. The updated scenario narratives and key assumptions were reviewed and approved by the Board. In FY26, KMD reviewed its climate-related impacts, risks and opportunities against the existing climate scenarios and confirmed that the scenario narratives developed in FY25 remained relevant and appropriate for the Group's current operating environment.

KMD Brands' scenario analysis covers each of its businesses, Kathmandu, Rip Curl and Oboz, and assesses potential impacts across the value chain over short-term (to 2030), medium-term (2031-2040) and long-term (2041-2050) time horizons.

Scenarios considered

To assess the resilience of our business and strategy, we considered three plausible climate futures:

Orderly transition

Early and coordinated global action accelerates policy reform, low-carbon technologies and decarbonisation. Transition pressures are higher in the near term, but long-term physical climate impacts are more limited.

Disorderly transition

Climate action is delayed and uneven across jurisdictions, resulting in greater policy uncertainty, inflationary pressures, market volatility and higher transition costs over time.

Hot-house world

Limited global climate action results in lower transition pressures but significantly greater physical impacts, including more frequent extreme weather events, resource constraints and disruption across supply chains and operations.





Key observations

The scenario analysis confirmed that KMD's most significant climate-related exposures continue to arise through its global supply chain, manufacturing network, logistics operations and retail footprint. While the nature, timing and severity of impacts differ across each scenario, the assessment reinforces the importance of strengthening operational resilience, reducing emissions, monitoring regulatory developments and responding to changing stakeholder expectations.

The climate scenarios inform our ongoing review of climate-related risks and opportunities and support our broader enterprise risk management and strategic planning processes.

3.2 Climate-related risks and opportunities

During FY26, KMD reviewed its climate-related impacts, risks and opportunities to confirm they remained relevant and reflective of the Group's current operating environment. As part of this review, KMD refreshed its assessment of physical and transition climate risks and opportunities. The key physical and transition risks and opportunities identified are set out in the Tables on the following page.

The assessment concluded that the Group's key climate-related risks and opportunities remain broadly consistent with those identified in the prior year, with no material changes to their nature or potential impacts. While these risks are not expected to have a material impact on the business over the short term, they could adversely affect revenue, margins and operations over the medium to long term if not effectively managed.

During the reporting period, several stores in the North Island of New Zealand were temporarily affected by Tropical Cyclone Vaianu. Seven stores were closed due to flooding on surrounding streets, while a further five stores closed as a precaution in response to high winds. These disruptions were short-term in nature and did not result in a material financial impact to the Group.

No material financial impacts arising from either physical or transition climate-related risks were identified during the reporting period.

KMD will continue to monitor and assess climate-related risks and opportunities as part of its ongoing risk management processes, recognising that their potential financial effects may become more significant over longer time horizons.

Physical and Transition risks

Category	Description	Anticipated impacts
Physical		
Extreme weather events	Increase in intensity of average wind speed and number of windy days. Increase in intensity and frequency of cyclone events.	• Closure of factories, warehouses and stores impacting production timelines, distribution and sale of product (R-P1). • Damage to inventory, store fit outs and raw materials resulting in write-offs and loss of revenue (R-P2). • Grid blackouts and communications network outages negatively impacting productivity (R-P3).
Increased temperatures	Increasing annual average temperatures resulting in significantly more hot days per annum causing extended dry periods.	• More hot days are expected to reduce sales, especially in rainwear and insulation, which are highly weather-sensitive categories (R-P4). • Negative impacts on raw material production and growing conditions reducing quality of, and accessibility to, key commodities, increasing price and procurement cost. This may impact product margin and reduce revenue (R-P5). • Impacts on working conditions for our own, and contracted supplier, employees, reducing productivity and delaying product timelines (R-P6).
Pluvial and fluvial flooding	Increasing frequency and intensity of pluvial flooding due to increasing extreme, rare rainfall events.	• Damage to warehouses, stores and inventory causing loss of revenue (R-P7). • Transport and shipping delays resulting in loss of revenue (R-P8). • Impacts on manufacturing suppliers in areas where flooding is occurring with greater frequency impacting lead times and capacity for product delivery (R-P9).
Wildfire	Increase in wildfire events due to increasing temperatures, lower rainfall and drought conditions.	• Inventory loss, store fit out damage, loss of revenue (R-P10). • Disruption of transport networks causing delay in movement of product (R-P11). • Delays in wholesale customer payments causing an increase in accounts receivable and an increase in bad debts (R-P12). • Impacts of air quality on employee health and consumer activities post wild-fire event (R-P13).
Transition		
Market	Consumer preference for sustainable product.	• Limited consumer willingness to pay for low-emissions product ranges, posing a risk to market share and reduced revenue (R-T1).
Policy, legal and technology	Investment required for transition capabilities.	• Expanding traceability, disclosure, and product stewardship obligations may increase costs, strain resources, and delay product development and delivery (R-T2).
Reputation	Investor and Customer sentiment.	• Failure to meet sustainability targets and stakeholder expectations, resulting in reputational damage, reduced customer loyalty and sales, constrained access to finance, and potential share price decline (R-T3).

Physical and Transition Opportunities

Category	Description	Anticipated impacts
Physical		
Increased product demand	More pronounced weather patterns and more extreme seasonality of conditions.	• Greater consumer demand for products designed for specific weather conditions, including a shift towards UPF-rated products, may increase sales in key product categories and support improved margins (O-P1).
Transition		
Market	Potential for increased profitability and growth driven by rising demand for climate-responsive products, reduced competition in existing markets, and heightened barriers to entry for new market participants.	• Ability to build a strong customer value proposition and expand market presence through demonstration of sustainable business practices resulting in increased sales, greater customer loyalty and market share growth (O-T1).
Energy Source	Early adoption of renewable energy sources.	• Early investment in solar energy across key operating sites may reduce energy costs in the longer term, improving operating profit and reducing emissions (O-T2).

3.3 Transition planning

Our approach

The Group's purpose-led outdoor brands are closely connected to natural environments and outdoor activities. Climate change has the potential to influence demand for the Group's products, operating conditions, supply chains and its stakeholder expectations. Understanding and responding to these impacts supports the long-term resilience of the Group and its brands.

KMD Brands' approach to climate transition is integrated into our broader business and ESG strategy. Our focus is on reducing emissions across our operations and value chain, improving resilience to climate-related risks, and supporting the transition to a lower-carbon and more circular economy.

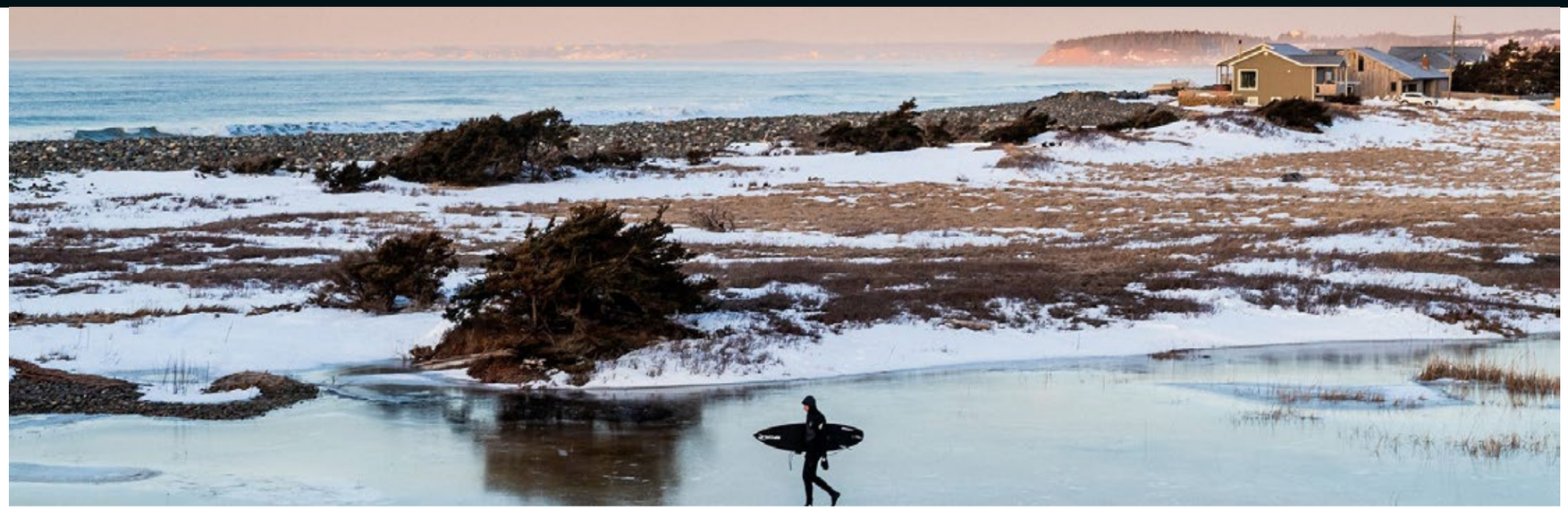
Key initiatives include progressing our emissions reduction targets through renewable energy, energy efficiency and fleet improvements, increasing the use of responsibly sourced materials, driving product and business model innovation, and expanding circular programmes such as repair, resale, renewal and recycling. We also continue to work with suppliers and industry groups to improve transparency and support broader sustainability outcomes across our value chain.

Climate-related initiatives are incorporated into our business planning, capital allocation and sustainability-linked financing arrangements where appropriate. Our approach remains adaptive and will continue to evolve in response to changing climate-related risks, opportunities, customer expectations and market conditions. Solar installations remain an important component of our emissions reduction strategy. During FY26, we continued to assess potential installation opportunities and develop project scopes; however, given the operating environment and competing capital priorities, we did not proceed with any new installations during the year.

Our FY26 progress

During FY26, we continued to strengthen our understanding of value chain emissions, with a particular focus on improving the quality, accuracy and coverage of Scope 3 emissions data. This included greater use of supplier-specific environmental data and enhanced product-level emissions insights to support more informed decision-making and emissions reduction planning. Our next steps will be to continue to work with manufacturing partners to improve their environmental performance, including energy use and greenhouse gas management, helping to build greater transparency and capability across our supply chain.

These initiatives are supporting our transition from spend-based emissions estimates towards more representative, activity-based data over time, while improving our ability to identify and address the most significant sources of emissions within our value chain.



KMD Brands high-level transition plan

Priority area	Actions already underway	Achievements to date	Current strategy and planned initiatives	Relevant Risk/ Opportunity
Scope 1 and 2 emissions reduction	Solar installations at strategic locations, energy efficiency upgrades, transition to electric and hybrid vehicles	Solar at 22 sites, hybrid vehicles replacing conventional vehicles 41% reduction in Scope 1 and 2 (location-based) emissions in FY26 against FY19 base year	Continue evaluating and implementing solar and battery options and upgrade HVAC systems at key strategic AU sites, balancing emissions reduction benefits with commercial and capital allocation priorities; vehicle fleet transition	O-T2, R-T3
Scope 3 emissions reduction	Freight consolidation and 3PL strategy alignment, product impact analysis for Scope 3 data quality improvement	16% reduction in freight emissions (FY25 vs. FY26) 3,865 styles uploaded into life cycle assessment portal to understand product-level emission footprint	3D design platform, SBTi/SLL targets, embedding learning of new technology tools to improve Scope 3 data quality	R-T3
Waste reduction	Waste audits, waste-to-landfill diversion	76% waste diverted from landfill FY26	SBTi Scope 3 target	R-T3
Responsible materials	Increase responsible material content in our products	**For FY26: Kathmandu** 100% of wool sourced is RWS; **Rip Curl** 93% sustainable cotton; **Oboz** 85% of range using a minimum of 20% environmentally preferred materials by weight	Traceability tools; Product Lifecycle Management system investment; focus on responsible material innovation	R-P5, R-T2
Product innovation	Category expertise in insulation, rainwear, UPF wear	Winner of three product innovation ISPO awards in FY26	Focus on technical products, speed-to-market; circular design processes	O-P1, R-P4
Store network resilience	Climate hazard monitoring	Geographic Information System (GIS) completed on impacts of extreme heat, extreme rainfall and storm surge, on key asset register locations	Monitor climate events and respond as needed to alter store operations to limit potential damage	R-P1, R-P2, R-P7, R-P10
Circular models	Take-back, repair, recycling, rental	Multiple customer take-back programmes launched; global repair services, resale in AU/NZ, pop-up repairs in-store in NZ and at Europe events	Increase communication of programmes to customers to build awareness. New locations for customer engagement	O-T1, R-T1
Supply chain engagement	Energy data reporting	169 factories reporting verified GHG data in FY26	Support continued supplier uptake and engagement of Worldly reporting tools (vFEM)	R-T3
Industry collaboration	Maintaining key industry memberships	Group B Corp re-certification achieved 2026	Complete Group B Corp surveillance audit 2027, meet Year 3 requirements in FY28	R-T3, O-T1

4. Risk management

Climate-related risks are assessed through the Group's Enterprise Risk Management (ERM) framework and reported to the Audit and Risk Committee and Board where material.

Risks are prioritised based on impact, timing, exposure and the Group's ability to adapt. Risks within tolerance are monitored, while those exceeding tolerance require treatment actions such as mitigation, adaptation, transfer or avoidance. Climate risk may also exacerbate existing enterprise risks, including supply chain, property, product and regulatory risks.

During FY26, KMD reviewed its climate risk profile through workshops with subject matter experts (SMEs), reassessing existing risks, considering changes since FY25, and identifying emerging risks and opportunities. This review informed the refreshed assessment of KMD's climate-related impacts, including its physical and transition climate risks and opportunities, as described in Section 3.2.

Physical and transition risks are assessed annually. Physical risk ratings consider exposure, sensitivity and adaptive capacity across multiple climate scenarios, while transition risks are assessed based on impact and urgency. The results are evaluated within the broader ERM framework to prioritise risks requiring monitoring and treatment over time.

5. Metrics and targets

5.1 Our GHG emissions inventory

Our Kathmandu brand has been measuring and building on the reporting of its GHG emissions for over a decade. Since 2022, we have measured and reported our GHG emissions at a Group level following the acquisition and integration of the Rip Curl and Oboz brands.

5.1.1 Emissions categories

The base year for our Scope 1, 2 and 3 emissions reporting is the period covering 1st August 2018 to 31st July 2019. This was the first year that data was available across the full Group, and a year not affected by any COVID-19 pandemic disruptions and trading conditions. Our Scope 1 emissions include direct emissions from sources within our operational control, such as fleet vehicles and gas heating. Scope 2 emissions include indirect emissions from the energy we purchase from electricity grids around the world. We disclose Scope 2 emissions calculated using both the location-based and market-based methods in our emissions reporting. The substantial majority of our GHG emissions resides in the Scope 3 categories, representing our supply chain and the raw material processing, manufacture and transportation of our products.

5.1.2 Accounting, reporting boundary and verification

Our GHG inventory is prepared annually for the KMD Brands financial year, from 1 August to 31 July, using the operational control consolidation approach. Emissions are reported in tonnes of carbon dioxide equivalent (tCO2e), the standard unit of measurement to compare and account for various GHGs based on their global warming potential (GWP) and calculated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and Corporate Value Chain (Scope 3) Standard.

Our GHG inventory includes direct emissions from activities within the operational boundaries of KMD Brands, including all owned and operated subsidiaries, offices, stores and operated distribution centres as well as the indirect emissions associated with our organisation's activities. We measure and report emissions data in our Scope 3 reporting boundary across each of the following GHG Protocol Scope 3 categories:

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 3: Fuel and energy related activities
- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution
- Category 11: Use of sold products
- Category 12: End-of-life treatment of sold products
- Category 14: Franchises
- Category 15: Investments

Categories 8 (upstream leased assets), 10 (processing of sold products) and 13 (downstream leased assets) are excluded because these activities are not relevant to the Group and no emissions have been identified for those categories. Table 1 in Appendix 4 describes other excluded emissions sources and the reasons for their exclusion (Scope 3 Reporting Boundary).

The boundary for our Scope 3 science-based target is narrower than our reporting boundary. It includes categories 1, 3, 4, 5, 11, 12 and 15. Categories 2, 6, 7, 9 and 14 are reported in our emissions inventory, but excluded from our Scope 3 target boundary (Scope 3 SBTi Target Boundary).

See Table 1 in Appendix 4 for a description of key methodologies, assumptions, emissions factors and exclusions applied when calculating our GHG emissions.

In FY26, Toitū Envirocare completed a limited assurance engagement over the Group's Scope 1, Scope 2 and Scope 3 emissions. The independent assurance report for FY26 is included in Appendix 4.



5.1.3 Methods and uncertainty

Our inventory uses actual and estimated activity data and published emissions factors. Scope 3 estimates are inherently less certain because they rely on supplier information, spend-based data and industry-average factors. We continue to improve product-level and supplier data where possible and may restate prior periods when material changes in methodology, organisational structure or errors affect comparability.

Our GHG inventory is calculated using Toitū Envirocare's emissions calculation and reporting software platform 'emanage'. Emissions factors are sourced from a range of public and proprietary sources. These factors are selected and reviewed by KMD Brands when calculating our GHG inventory, prioritising relevance and endorsed data sets where available. When using emissions factors, we assume the selected factors are representative of the activity we are measuring based on available information. Due to the global nature of KMD Brands' operations, emissions factors are assessed and selected based on the location in which the emissions have occurred. Further methodology, assumptions, emissions factors and exclusions are provided in Table 1 Appendix 4.

To accurately track progress towards our GHG reduction targets over time, we will sometimes need to adjust our base year emissions inventory to account for significant changes to our business, methodological changes, the discovery of significant errors, and general improvements in reporting and data. Our recalculation policy is a 5% increase or decrease in total emissions due to changes and improvements in reporting practices. We may also choose to recalculate our baseline for changes less than 5%, particularly if structural changes to the business occur. During FY26, our base year data has remained unchanged.

5.2 Our targets and performance

5.2.1 Scope 1 and 2 emissions

By 2030, KMD Brands commits to reduce absolute Scope 1 and 2 emissions by at least 47% from our FY19 base year. This target has been validated under the SBTi Criteria V5.0 for near-term targets. The SBTi's Target Validation Team classified our Scope 1 and 2 target ambition as being in line with a 1.5°C trajectory. Carbon offsets are not relied upon and do not contribute towards meeting this emissions reduction target.

Target	FY26 Performance
Reduce absolute Scope 1 and 2 emissions by a minimum of 47% by 31 July 2030, from a FY19 base year	*41% decrease in Scope 1 and 2 emissions compared to FY19 base year and 19% decrease compared to FY25*



In FY26, KMD Brands' total Scope 1 and 2 emissions (location-based) were 7,427 tonnes of carbon representing a 41% decrease in our 2019 base year on an absolute basis. Our combined Scope 1 and 2 emissions decreased by 19% in FY26 over our prior year.

Reported Scope 1 emissions decreased in FY26 compared to FY25, decreasing by 15%. Scope 1 emissions have reduced by 33% compared to our 2019 base year. This change is substantially due to reduced fleet vehicle travel, more fuel-efficient hybrid vehicles in the fleet and improved access to primary data.

Scope 2 location-based emissions decreased by 19% in FY26 over FY25 primarily due to a reduction in our store fleet during FY26 (net store movement in FY26: -10), as well as lower grid-average emissions factors in FY26. Overall, our Scope 2 emissions (location-based method) represent a 41% decrease on our base year. This is in large part due to the 'greening' of electricity grids across Australia, rather than individual actions by KMD Brands. Continued progress in reducing our Scope 2 emissions relies heavily on the Australian energy grid's ongoing shift towards renewable energy sources. Additionally, we must balance our investments in solar installations with our profitability and available capital, which may influence the speed at which we work towards our reduction targets.

Our FY26 Scope 1 & 2 emissions are set out in the KMD Brands GHG emissions inventory table opposite.

5.2.2 Scope 3 emissions

Target	FY26 Performance
Reduce absolute Scope 3 emissions by a minimum of 28% by 31 July 2030, from a FY19 base year[1]	*64% decrease in Scope 3 emissions compared to our FY19 base year and 54% decrease compared to FY25*

KMD Brands commits to reduce absolute Scope 3 emissions by a minimum of 28% by 31 July 2030 from a FY19 base year[1] (Scope 3 SBTi Target). The SBTi's Target Validation Team classified our Scope 3 target ambition as being in line with a well-below 2°C trajectory. Carbon offsets are not relied upon and do not contribute towards meeting this emissions reduction target.

During the reporting period, we have seen reductions in several Scope 3 emissions categories, such as those relating to purchased goods and services, upstream freight, waste and business travel when compared with FY25 and our base year of FY19. These reductions are primarily due to reductions in freight-related emissions, supported by a focus on packing efficiencies, and prioritising sea freight over air. Further Scope 3 reductions were a direct result of lower inventory purchases across the Group in FY26, as well as favourable downward trends in several Scope 3 emissions factors since our FY19 base year.

Our Scope 3 SBTi Target contains a number of risks, assumptions and dependencies that may impact our ability to reach the Target. In particular, data in Category 1 is calculated using a "spend-based" method, utilising data from the cost of purchasing goods and services, multiplied by an emissions factor based on industry averages. However, the activity data and emissions factor used may not be an accurate representation of the actual emissions footprint of individual product composition. We expect we will need to make further adjustments to our reported emissions profile particularly in this category as our access to higher quality and better representative data and emissions factors improves and new methodologies develop. This may impact our ability to reach our Scope 3 SBTi Target.

The table below summarises our operational GHG emissions data for the reporting period 1 August 2025 to 31 July 2026 with comparisons to our prior year and base year data from FY19.

KMD Brands GHG emissions inventory

Category	FY19 base year emissions (tCO_2e)[2]	FY25 emissions (tCO_2e)[3]	FY26 emissions (tCO_2e)[4]	% change from base year	% change FY26 vs FY25
Scope 1	653	514	437	-33%	-15%
Scope 2					
Scope 2 (location-based)	11,934	8,663	6,991	-41%	-19%
Scope 2 (market-based)	10,474	10,568	8,453	-19%	-20%
SUBTOTAL: Scope 1 and 2 (location-based)	12,587	9,177	7,427	-41%	-19%
SUBTOTAL: Scope 1 and 2 (market-based)	11,127	11,082	8,889	-20%	-20%
Scope 3					
Category 1: Purchased goods and services	Not reported	Not reported	59,555	n/a	n/a
Category 2: Capital goods	Not reported	Not reported	3,732	n/a	n/a
Category 3: Fuel and energy-related activities	Not reported	Not reported	670	n/a	n/a
Category 4: Upstream transportation and distribution	Not reported	Not reported	4,742	n/a	n/a
Category 5: Waste generated in operations	Not reported	Not reported	990	n/a	n/a
Category 6: Business travel	Not reported	Not reported	1,174	n/a	n/a
Category 7: Employee commuting	Not reported	Not reported	2,543	n/a	n/a
Category 9: Downstream transportation and distribution	Not reported	Not reported	6,723	n/a	n/a
Category 11: Use of sold products	Not reported	Not reported	8	n/a	n/a
Category 12: End-of-life treatment of sold products	Not reported	Not reported	3,184	n/a	n/a
Category 14: Franchises	Not reported	Not reported	4,623	n/a	n/a
Category 15: Investments	Not reported	Not reported	179	n/a	n/a
SUBTOTAL: Scope 3 Reporting Boundary[5]	210,473	171,174	88,123	-58%	-49%
SUBTOTAL: Scope 3 SBTi Target Boundary[6]	192,895	151,374	69,328	-64%	-54%
TOTAL GHG emissions[7]					
Scope 1, Scope 2 (location-based) & Scope 3	223,060	180,350	95,550	-57%	-47%
Scope 1, Scope 2 (market-based) & Scope 3	221,600	182,255	97,012	-56%	-47%
Emissions intensity ratio (tCO2e / $million of revenue)[8]	Not reported	182	91	n/a	-50%

1. As set out in section 5.1.2 above, our Scope 3 SBTi Target Boundary includes the following GHG Protocol categories: 1 (purchased goods and services), 3 (fuel and energy related activities), 4 (upstream transportation and distribution), 5 (waste generated in operations), 11 (use of sold products), 12 (end of life treatment of sold products), and 15 (investments).
2. Our FY19 base year is partially verified including GHG Protocol Scopes 1, 2 & 3. The base year is estimated from a Scope 3 screening and verified inventories for Kathmandu, Rip Curl and Oboz from FY19, FY20 & FY21 respectively.
3. In FY25, KPMG was engaged to carry out a limited assurance review of our Scope 1 & 2 emissions. No assurance was obtained over FY25 Scope 3 emissions.
4. The FY26 Scope 1, 2 & 3 emissions data has been subject to a limited assurance engagement by Toitū Envirocare. Refer to Appendix 5 for the Assurance Statement.
5. Refer to paragraph 5.1.2 for information on our Scope 3 reporting boundary.
6. Our Scope 3 SBTi Target Boundary includes the following GHG Protocol categories: 1 (purchased goods and services), 3 (fuel and energy related activities), 4 (upstream transportation and distribution), 5 (waste generated in operations), 11 (use of sold products), 12 (end of life treatment of sold products), and 15 (investments).
7. Categories 11 and 12 link to emissions yet to occur for product use and disposal. These figures are validated emissions and are therefore reported separately from the verified emissions in the Toitū Assurance Report in Appendix 5, under the "Validation" section.
8. GHG emissions intensity has been calculated using Scope 1, Scope 2 (location-based) and total measured Scope 3 emissions.

Modern Slavery Statement: Executive summary

During FY26, KMD Brands strengthened its human rights due diligence program through expanded worker engagement, greater supply chain transparency and enhanced oversight of higher-risk workers and suppliers.

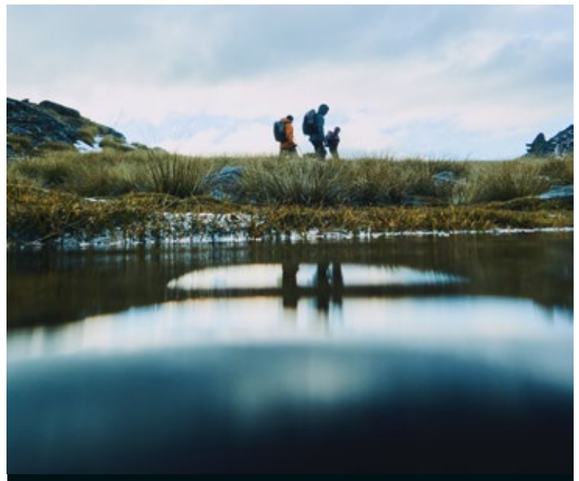
Key areas of focus included foreign migrant worker recruitment practices, worker voice and freedom of association, and modern slavery risks beyond Tier 1 manufacturing.

Activities included engaging 1,280 workers through worker voice surveys, completing 385 social assessments across Tier 1-3 suppliers, increasing traced and publicly disclosed Tier 2 suppliers by 45%, updating the Supplier Code of Conduct to include buyer commitments and delivering human rights and modern slavery training to 549 employees. These activities improved visibility of modern slavery risks, strengthened responsible recruitment and worker protection efforts, and supported ongoing remediation and supplier capability-building across our global supply chain.

For more information on KMD Brands' approach to identifying, assessing and addressing modern slavery risks across our operations and supply chain, please refer to the **KMD Brands Modern Slavery Statement 2026**. The Statement provides further detail on our governance and accountability framework, human rights due diligence approach, risk assessment processes, worker voice initiatives, supplier monitoring and remediation activities, stakeholder collaboration, and how we measure the effectiveness of our actions.



FY26 Key activities



Worker Voice

1,280

workers engaged through anonymous worker voice surveys across Tier 1 and Tier 2 manufacturing facilities

Supply Chain Traceability and Transparency

45%

increase in traced and publicly disclosed Tier 2 suppliers

47%

increase in Tier 2 social assessments completed



Risk Identification

385

social assessments completed across Tier 1, Tier 2 and Tier 3 suppliers

~3,000

foreign migrant workers traced within KMD Brands' supply chain



Capability Building and Awareness

Released a revised Supplier Code of Conduct incorporating buyer commitments and multilingual grievance channel

549

employees completed human rights training

Integrated ethical sourcing and modern slavery considerations into wider organisational risk management, including RAPID risk decision-making guidance

APPENDICES



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Appendix 1: GRI index

Statement of Use: KMD Brands Limited has reported the information cited in this GRI content index for the financial year 1 August 2025 to 31 July 2026 with reference to the GRI Standards. The 2026 reporting suite referenced in this GRI Index can be accessed by visiting: **kmdbrands.com/reports**

Contact point: companysecretary@kmdbrands.com

Published: 25 November 2026

GRI reference	Description	Document	Reference / response	Page #
THE ORGANISATION AND ITS REPORTING PRACTICES				
2-1	Organisational details	Annual report	Overview – Our group, Our brands	P. 28-29
2-2	Entities included in the organisation's sustainability reporting	Annual report	Overview – Global footprint Financial report – Section 5: Group Structure	P. 30-31 P. 76-77
2-3	Reporting period, frequency and contact point	–	Refer to statement of use above	–
2-4	Restatements of information	–	No restatements to report for FY26	–
2-5	External assurance	Impact Report	Contents	P. 1
ACTIVITIES AND WORKERS				
2-6	Activities, value chain and other business relationships	Annual Report	Financial Report – Section 1: Basis of Preparation	P. 44-45
2-7	Employees	Impact Report	Appendix 2. GRI additional tables	P. 40
2-8	Workers who are not employees	–	The Group engages a small number of workers through third-party contractors to perform services at its sites. These workers are not employed or controlled by the Group	–
GOVERNANCE				
2-9	Governance structure and composition	Impact Report Annual Report	Overview - Governance at KMD Brands, Board of Directors, Executive team Financial Report – Section 5: Group Structure	P. 7-8 P. 76
2-10	Nomination and selection of the highest governance body	Annual Report	Corporate governance statement – Principle 2: Board composition and performance	P. 91-94
2-11	Chair of the highest governance body	Annual Report	Corporate governance statement – Principle 2: Board composition and performance	P. 91-94
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report Impact Report	Overview – Our board and executive team, Corporate governance statement – Principle 3: Board Committees Overview – Governance at KMD Brands, Group impact - Our approach to material topics	P. 32-33 P. 94-95 P. 7-8, 10
2-13	Delegation of responsibility for managing impacts	Annual Report	Corporate governance statement – Principle 2: Board composition and performance	P. 91-94
2-14	Role of the highest governance body in sustainability reporting	Impact Report	Group Impact - Our approach to material topics	P. 10
2-15	Conflicts of interest	Annual Report	Corporate governance statement – Principle 1: Code of ethical behaviour	P. 90-91
2-16	Communication of critical concerns	Annual Report	Corporate governance statement – Principle 1: Code of ethical behaviour	P. 90-91
2-17	Collective knowledge of the highest governance body	Annual Report	Corporate governance statement – Principle 2: Board composition and performance	P. 91-94
2-18	Evaluation of the performance of the highest governance body	Annual Report	Corporate governance statement – Principle 2: Board composition and performance	P. 91-94
2-19	Remuneration policies	Annual Report	Corporate governance statement – Principle 5: Remuneration	P. 98-106
2-20	Process to determine remuneration	Annual Report	Corporate governance statement – Principle 5: Remuneration	P. 98-106
2-21	Annual total compensation ratio	Annual Report	Corporate governance statement – Principle 5: Remuneration	P. 98-106
STRATEGY, POLICIES AND PRACTICES				
2-22	Statement on sustainable development strategy	Impact Report	Overview – Governance at KMD Brands	P. 7
2-23	Policy commitments	Modern Slavery Statement	About – Governance and Accountability: Policies and Standards	P. 4
2-24	Embedding policy commitments	Impact Report	Overview – Governance at KMD Brands	P. 7
2-25	Processes to remediate negative impacts	Modern Slavery Statement	Taking Action – Supplier Monitoring, Corrective Actions and Remediation	P. 8-10
2-26	Mechanisms for seeking advice and raising concerns	Annual Report	Corporate governance statement – Principle 1: Code of ethical behaviour	P. 90-91
2-27	Compliance with laws and regulations	Annual Report	Corporate governance statement – Principle 1: Code of ethical behaviour	P. 90-91
2-28	Membership associations	Impact Report	Appendix 3: Group partners	P. 43
STAKEHOLDER ENGAGEMENT				
2-29	Approach to stakeholder engagement	Impact Report	Group Impact – Our approach to material topics	P. 10
2-30	Collective bargaining agreements	–	Employees in France and Brazil as per legal requirements	–
MATERIAL TOPICS				
3-1	Process to determine material topics	Impact Report	Group Impact - Our approach to material topics	P. 10
3-2	List of material topics	Impact Report	Appendix 2. GRI additional tables: table 10	P. 42
3-3	Management of material topics	–	Refer to sections referenced within each material topic index	–
GRI 205: ANTI-CORRUPTION				
GRI 3	3-3 Management of material topics	Annual Report	Corporate governance statement – Principle 1: Code of ethical behaviour	P. 90-91
205-2	Communication and training about anti-corruption policies and procedures	Annual Report	Corporate governance statement – Principle 1: Code of ethical behaviour	P. 90-91
GRI 301: MATERIALS				
GRI 3	3-3 Management of material topics	Impact Report	Brand impact: Responsible materials	P. 15, 21, 26
301-1	Materials used by weight or volume	–	By weight: Kathmandu 2523 tonnes, Rip Curl 3376 tonnes, Oboz 549 tonnes	–
301-2	Recycled input materials used	–	By weight: Kathmandu 1059 tonnes, Rip Curl 500 tonnes, Oboz 56 tonnes	–
GRI 302: ENERGY				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material issues	P. 10
302-1	Total fuel consumption	Impact Report	Appendix 2: GRI additional tables – Table 13: Energy	P. 42
302-3	Energy intensity ratio	Impact Report	Appendix 2: GRI additional tables – Table 13: Energy	P. 42

GRI reference	Description	Document	Reference / response	Page #
GRI 305: EMISSIONS				
GRI 3	3-3 Management of material topics	Impact Report	Climate related disclosure – 5. Metrics and targets	P. 34
305-1	Direct (Scope 1) GHG emissions	Impact Report	Climate related disclosure – Metrics and targets: KMD Brands GHG emissions inventory	P. 35
305-2	Energy indirect (Scope 2) GHG emissions	Impact Report	Climate related disclosure – Metrics and targets: KMD Brands GHG emissions inventory	P. 35
305-3	Other indirect (Scope 3) GHG emissions	Impact Report	Climate related disclosure – Metrics and targets: KMD Brands GHG emissions inventory	P. 35
305-4	GHG emissions intensity	Impact Report	Climate related disclosure – Metrics and targets: KMD Brands GHG emissions inventory	P. 35
305-5	Reduction of GHG emissions	Impact Report	Climate related disclosure - Metrics and targets: KMD Brands GHG emissions inventory	P. 35
GRI 306: WASTE				
GRI 3	3-3 Management of material topics	Impact Report	Brand impact: Circularity	P. 16, 22, 27
306-1	Waste generation and significant waste-related impacts for the organisation	Impact Report	Appendix 2: GRI additional tables – Table 11: Operational waste	P. 42
306-2	Management of significant waste-related impacts	Impact Report	Brand impact: Circularity	P. 16, 22, 27
306-3	Waste generated	Impact Report	Appendix 2: GRI additional tables – Table 11: Operational waste	P. 42
306-4	Waste diverted from disposal	Impact Report	Appendix 2: GRI additional tables – Table 11: Operational waste	P. 42
306-5	Waste directed to disposal	Impact Report	Appendix 2: GRI additional tables - Table 11: Operational waste	P. 42
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
308-1	New suppliers that were screened using environmental criteria	Impact Report	Appendix 2: GRI additional tables – Table 14: Supplier environmental impact	P. 42
308-2	Negative environmental impacts in the supply chain and actions taken	Impact Report	Appendix 2: GRI additional tables – Table 14: Supplier environmental impact	P. 42
GRI 401: EMPLOYMENT				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
401-1	New employee hires and employee turn over	Impact Report	Appendix 2: GRI additional tables – Table 1, Table 2, Table 3	P. 40
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Impact Report	Appendix 2: GRI additional tables – Table 6: Employment benefits	P. 41
401-3	Parental leave	Impact Report	Appendix 2: GRI additional tables – Table 7: Parental Leave	P. 41
GRI 403: OCCUPATIONAL HEALTH AND SAFETY				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
403-1	Occupational health and safety management system	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-2	Hazard identification, risk assessment, and incident investigation	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-4	Worker participation, consultation, and communication on occupational health and safety	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-5	Worker training on occupational health and safety	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-6	Promotion of worker health	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-8	Workers covered by an occupational health and safety management system	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-9	Work related injuries	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
403-10	Work related ill health	Impact Report	Appendix 2: GRI additional tables – Table 9: Occupational health and safety management	P. 41
GRI 404: TRAINING AND EDUCATION				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
404-1	Average hours of training per year per employee	Impact Report	Appendix 2: GRI additional tables – Table 8: Training hours and assistance programme	P. 41
404-2	Programmes for upgrading employee skills and transition assistance programmes	Impact Report	Appendix 2: GRI additional tables – Table 8: Training hours and assistance programme	P. 41
404-3	Percentage of employees receiving regular performance and career development reviews	Impact Report	Appendix 2: GRI additional tables – Table 8: Training hours and assistance programme	P. 41
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
405-1	Diversity of governance bodies and employees	Annual Report Impact Report	Corporate governance statement – Principle 2: Board composition and performance Overview – Global footprint, Appendix 2: GRI additional tables – Table 2: Employee data by gender, Table 3: Employee data by age"	P. 94-95 P. 6, 40
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Modern Slavery Statement	Our Supply Chain Risk Profile: Worker Voice and Freedom of Association, Taking Action: Freedom of Association, Collective Bargaining and Grievance Mechanisms, Looking Ahead: Emerging Risks	P. 6, 10, 12
GRI 408: CHILD LABOUR				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
408-1	Operations and suppliers at significant risk for incidents of child labour	Modern Slavery Statement	Our Supply Chain Risk Profile: Children and Young Workers	P. 6
GRI 409: FORCED OR COMPULSORY LABOUR				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
409-1	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour	Modern Slavery Statement	Our supply chain risk profile	P. 5-7
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
414-1	New suppliers that were screened using social criteria	Modern Slavery Statement	Taking Action: Pre-Sourcing Assessments and Onboarding	P. 8-10
414-2	Negative social impacts in the supply chain and actions taken	Modern Slavery Statement	Taking Action: Supplier Monitoring, Corrective Actions and Remediation	P. 10
GRI 416: CUSTOMER HEALTH AND SAFETY				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact – Our approach to material topics	P. 10
416-2	Incidents of non-compliance concerning the health and safety impacts of products and service	–	No reportable incidents	–
GRI 418: CUSTOMER PRIVACY				
GRI 3	3-3 Management of material topics	Impact Report	Group Impact - Our approach to material topics	P. 10
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	3 total: 1 customer complaint substantiated, 1 litigation claim, 1 incident involving loss of customer data	–

Appendix 2: GRI Additional Tables

TABLE 1: EMPLOYEE DATA BY REGION[1]

	AUS	NZ	THAI	USA	EUR	OTHER	TOTAL
TOTAL	**2590**	**634**	**301**	**381**	**308**	**151**	**4365**
BY EMPLOYMENT TYPE							
Full-time	627	270	301	144	255	151	**1748**
Part-time	292	289	0	237	41	0	**859**
Casual	1671	75	0	0	12	0	**1758**
BY CONTRACT TYPE							
Permanent	896	545	301	143	224	151	**2260**
Temporary	23	14	0	11	74	0	**122**
Non-guaranteed hours	1671	75	0	227	10	0	**1983**
GENDER							
Female	1701	421	231	221	175	69	**2818**
Male	854	209	70	160	132	82	**1507**
Other	35	4	0	0	1	0	**40**
NEW HIRES							
Number	1416	305	10	250	137	58	**2176**
Rate	55%	48%	3%	66%	44%	38%	**50%**
TURNOVER							
Number	1460	320	81	298	124	82	**2365**
Rate	56%	50%	27%	78%	40%	54%	**54%**

TABLE 2: EMPLOYEE DATA BY GENDER[1]

	FEMALE	MALE	UNDISCLOSED	TOTAL
TOTAL	**2818**	**1507**	**40**	**4365**
BY EMPLOYMENT TYPE				
Full-time	1077	663	8	**1748**
Part-time	568	288	3	**859**
Casual	1173	556	29	**1758**
BY CONTRACT TYPE				
Permanent	1440	810	10	**2260**
Temporary	81	40	1	**122**
Non-guaranteed hours	1297	657	29	**1983**
BY LEVEL (%)				
Group Executive*	44%	56%	0	**100%**
Brand Executive	35%	65%	0	**100%**
Management	53%	46%	<1%	**100%**
Non-Management	65.5%	33.5%	1%	**100%**
NEW HIRES				
Number	1361	779	36	**2176**
Rate	48%	52%	90%	**50%**
TURNOVER				
Number	1499	858	8	**2365**
Rate	53%	57%	20%	**54%**

* Brent Scrimshaw is included in the Group Executive numbers for reporting purposes, however also sits on the Board.

TABLE 3: EMPLOYEE DATA BY AGE[1]

	<30	30-50	50+	TOTAL
TOTAL	**2493**	**1484**	**388**	**4365**
BY EMPLOYMENT TYPE				
Full-time	479	1021	248	**1748**
Part-time	564	223	72	**859**
Casual	1450	240	68	**1758**
BY CONTRACT TYPE				
Permanent	767	1185	308	**2260**
Temporary	73	42	7	**122**
Non-guaranteed hours	1653	257	73	**1983**
BY LEVEL (%)				
Group Executive	0%	45%	55%	**100%**
Brand Executive	0%	67%	33%	**100%**
Management	7%	74%	19%	**100%**
Non-Management	61%	31%	8%	**100%**
NEW HIRES				
Number	1685	419	72	**2176**
Rate	68%	28%	19%	**50%**
TURNOVER				
Number	1687	584	94	**2365**
Rate	68%	39%	24%	**54%**

TABLE 4: EMPLOYEE DATA BY REGION AND BRAND[1]

Category	AUS	NZ	THAI	USA	EUR	OTHER	TOTAL
TOTAL	**2590**	**634**	**301**	**381**	**308**	**151**	**4365**
KMD BRANDS							
Full-time	35	18	0	0	81	0	**134**
Part-time	10	6	0	0	6	0	**22**
Casual	1	0	0	0	0	0	**1**
KATHMANDU							
Full-time	292	236	0	0	2	0	**530**
Part-time	189	252	0	0	0	0	**441**
Casual	722	58	0	0	0	0	**780**
RIP CURL							
Full-time	300	16	301	104	171	151	**1043**
Part-time	93	31	0	236	35	0	**395**
Casual	948	17	0	0	12	0	**977**
OBOZ							
Full-time	0	0	0	40	1	0	**41**
Part-time	0	0	0	1	0	0	**1**
Casual	0	0	0	0	0	0	**0**

1. Employee data for the year ended 31 July 2026 has been updated from that reported in the 2026 Annual Report following further validation of workforce data, primarily relating to the United States. The updated data reflects improvements in data governance and reporting following the implementation of Dayforce as KMD Brands' global HR platform in October 2026.

TABLE 5: EMPLOYEE DATA BY BRAND[1]

Category	KMD BRANDS	KATHMANDU	RIP CURL	OBOZ	TOTAL
TOTAL	**157**	**1751**	**2415**	**42**	**4365**
EMPLOYMENT TYPE					
Full-time	134	530	1043	41	1748
Part-time	22	441	395	1	859
Casual	1	780	977	0	1758
AGE					
<30	20	1003	1459	11	2493
30-50	105	559	796	24	1484
50+	32	189	160	7	388
GENDER					
FEMALE	92	1083	1618	25	2818
MALE	65	649	776	17	1507
UNDISCLOSED	0	19	21	0	40

TABLE 6: EMPLOYMENT BENEFITS PROVIDED TO PERMANENT EMPLOYEES BUT NOT PROVIDED TO CASUAL EMPLOYEES

BENEFIT TYPE	BRAND / REGION BENEFIT APPLICABLE TO
Life insurance	KMD Brands – NZ head office, North America Kathmandu – NZ head office, NZ DC & Retail Management Rip Curl – Onsmooth, North America, Brazil Oboz – North America
Health care/Insurance	KMD Brands – NZ head office, North America Kathmandu – NZ head office, NZ DC & Retail Management Rip Curl – Brazil, Indonesia, Onsmooth, North America Oboz – North America
Disability and invalidity coverage	Rip Curl – Indonesia (work accident cover), North America (long term disability) Oboz – North America (long term disability)
Parental leave	All brands – As per Government requirements KMD Brands, Kathmandu, Rip Curl, Ozmosis - Australia and New Zealand 14 weeks paid primary carers leave, 2 weeks paid leave for the partner of a primary carer Rip Curl – Brazil provides additional 60 days leave on top of Government requirement through Empresa Cidada programme, North America provides employees with 22 weeks job protection and 8 weeks paid leave for the primary carer Oboz – North America provides 22 weeks job protection and 8 weeks paid leave for the primary carer
Retirement provision	All brands – per Government requirements Rip Curl and Oboz – North America 401(k) plan offered
Others - to eligible employees	KMD Brands, Kathmandu, Rip Curl – New Zealand and Australia product allowance and discounts, flu vaccine, EAP, purchase leave, flexible working. Australia – novated leasing. New Zealand – Work Ride scheme Rip Curl – Rice allowance (Indonesia and Onsmooth), Meal allowance (Brazil), Diligent allowance, Grieve compensation, Provident fund, Childbirth bonus, sports clubs (Onsmooth), on-site free gym, pickleball court, yoga (North America) Oboz – North America product allowance and discounts, EAP, volunteering hours, ski days, on-site free gym

TABLE 7: PARENTAL LEAVE

	FEMALE	MALE	UNDISCLOSED	TOTAL
Number of employees by gender who were entitled to parental leave	1376	761	10	**2147**
Number of employees by gender who took parental leave	55	12	0	**67**
Number of employees who returned to work after parental leave ended by gender	15	9	0	**24**
The number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work by gender	32	7	0	**35**
Retention rate of employees who returned to work after parental leave ended by gender	27%	75%	0%	**36%**
Last year returned from parental leave	27	9	0	**36**
Retention rate of employees who returned to work after parental leave ended by gender from FY25	68%	64%	0	**67%**

TABLE 8: TRAINING HOURS AND ASSISTANCE PROGRAMME

TOPIC	METHOD	METRIC
Anti-corruption	Redseed eLearning	732 employees assigned / 49% completion
Average hours overall by employee	Redseed eLearning Face-to-face learning Total	3 hours and 43 minutes 32 minutes 4 hours and 15 minutes
Employee upskilling programmes	Redseed eLearning	- Diversity, Equity, and Inclusion (DEI) module - Health, Safety & Wellbeing module - Workplace Ethics & Code of Conduct module - Modern Slavery Awareness module - Cyber Security & Data Privacy module
Bespoke workshops	Face-to-face facilitated	- Team Collaboration & Communication - Time Management & Productivity - Leadership Capability - Retail Sales & Customer Experience - Conflict Resolution
Employee assistance programme (EAP)	Converge App and hotline	Offered to all employees Termination support programmes: Navigating Workplace Change, Career Transition and support
Formal performance reviews	Mid-year check in	Enrolled: 3067 employees Completed: 1643 employees Completion rate: 54%

TABLE 9: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

TOPIC	DESCRIPTION	RESPONSE
Occupational Health & Safety Management System	Describe OHS management system (OHSMS)	KMD Brands OHSMS is currently in development and will align with ISO45001 & ISO45003, with an intent to cover all workplaces operated by KMD Brands, inclusive of retail stores, showrooms, head office, and warehouses.
Hazard Identification, Risk Assessment & Incident Investigation	Explain processes for identifying hazards and investigating incidents	Identifying hazards through workplace inspections, risk assessments, audits, scheduled maintenance, purchasing, contractor engagement, training, incident reports, and codes of practice/standards. Hazards are reported in Safety Champion (software system). We display QR codes that allow team to report anonymously if they wish via their personal device. Incident hotline also available. Incident investigation processes are used to determine corrective actions. These are recorded in Safety Champion and tracked for completion.
Occupational Health Services	Occupational health services available to workers	Access to an Employee Assistance Programme (EAP), mental health and wellbeing resources, injury management and return-to-work support and ergonomic assessments where required (AU/NZ).
Worker Participation & Consultation	Worker involvement in OHS decisions	Established Health & Safety committees who meet monthly with worker representation.
Worker Training on OHS	Training provided to workers	Incident and hazard reporting, emergency preparedness and response, ergonomics, hazards relevant to their site, occupational violence & aggression, bullying harassment & discrimination; some workers also receive first aid and/or mental health first aid & driver safety (ANZ/US)
Promotion of Worker Health	Programmes promoting worker health	Wellbeing programme and EAP to access mental health and wellbeing services, skin checks, flu vaccinations
Prevention & Mitigation of OHS Impacts in Business Relationships	OHS controls applied to contractors and suppliers	Partial implementation for retail stores. New contractor management procedure being developed
Workers Covered by an OHS Management System	Coverage of workers under OHS system	100% employees and contractors under operational control are covered
Work-Related Injuries	Report injury performance metrics	Zero fatalities; LTIFR 6.79; TRIFR 9.68, main types of injuries sprain & strain, impact, and musculoskeletal injuries
Work-Related Ill Health	Report occupational illnesses	Zero fatalities; 11 ill-health cases total with 5 mental health conditions recorded

TABLE 10: OUR MATERIAL TOPICS

TOPIC	DESCRIPTION
Harmful substances	Identifying, managing and eliminating harmful substances in the manufacture of our products to protect human health and the environment, complying with international regulations and industry standards.
Responsible design and materials	Creating innovative, industry-leading products that appeal to our customers, build brand recognition globally, and use responsibly sourced materials to minimise waste across our supply chain.
Customer experience	Delivering high-quality products and services, fostering positive customer experiences and addressing customer needs and concerns to cultivate trust and loyalty.
Supply chain human rights and transparency	Implementing and monitoring transparent processes and systems to address modern slavery and other human rights risks, and to uphold workers' rights in our supply chain.
Responsible leadership and ethical conduct	Adhering to high standards of ethical, accountable and transparent corporate governance and public reporting, and actively addressing dishonest and fraudulent conduct.
People and wellbeing	Providing a people-centred workplace and culture that values inclusivity and equity, and that fosters health, safety and wellbeing, and attracts, retains and supports high-performance talent.
Economic performance and operational excellence	Driving long-term value by maximising synergies, streamlining processes and optimising financial and operational performance while keeping pace with global best practice.
Cyber, data security and privacy	Safeguarding information through resilient systems, protecting personal data, and ensuring responsible use of customer and stakeholder information in compliance with global privacy standards.
Supply chain management	Responding to global logistics challenges, including geopolitical tensions, shipping delays, port congestion and freight access, to support access to raw materials, and predictable and consistent movement of products to customers.
Digital transformation	Leveraging digital technology and data-driven insights to enhance decision-making, accelerate growth in our direct-to-consumer business, improve customer experiences, drive operational efficiency and foster organisational innovation.
Climate change, energy and emissions	Addressing climate change, improving energy efficiency and reducing emissions by integrating climate resilience into strategy, optimising energy management and reducing our operational and supply chain footprint.
Biodiversity, water, waste and environmental protection	Protecting biodiversity and ecosystem capacity, managing water use and reducing waste by designing for circularity across products and packaging.

TABLE 11: OPERATIONAL WASTE

Operational Waste Generated for FY26 In Metric Tonnes	
Soft plastics recycled	41.3
Mixed plastics recycled	214.9
Paper and cardboard recycled	941.5
Glass and aluminium recycled	1.4
Neoprene offcuts recycled	142.3
Organic composting	4.2
Total operational waste diverted	**1,345.5**
Store/warehouses/offices/factory waste to landfill	424.8
Total operational waste[1]	**1,770.3**
Total % diverted	**76%**

1. FY26 reported figures are based on verified data for our own operations across 335 sites in Australia, New Zealand, Indonesia, Thailand, Brazil, Europe, USA and Canada. Where primary data was not available, estimates have been used based on similar sites from our own operations or industry average figures.

TABLE 12: POST-CONSUMER WASTE

POST-CONSUMER WASTE RECOVERY (metric tonnes)	FY25	FY26	Total FY22 to FY26
Recycle My Rubber	29.1	12.1	89.4
Upparel	7.0	2.8	12.7
ImpacTex	0.4	0.7	1.5
TOTAL TEXTILE WASTE RECOVERY	**36.5**	**15.7**	**103.5**

TABLE 13: ENERGY

FY26 Energy Consumption[1]

	FY26 consumption	Units	FY26 energy (GJ)[4]
Non-renewable fuel consumed			
Diesel	56,229.0	litres	2,141.0
LPG	10,106.0	kg	505.3
Natural Gas	3,704.3	Therm	390.8
Petrol[2]	100,847.5	litres	3,476.7
SUBTOTAL			**6,513.8**
Renewable fuel consumed			
Ethanol	961.1	litres	22.5
Solar PV-rooftop[3]	499,150.8	kWh	1,796.9
SUBTOTAL			**1,819.4**
Electricity consumed			
Purchased Electricity	16,130,831.6	kWh	58,071.0
SUBTOTAL			**58,071.0**
Total energy consumption			**66,404.2**
Energy intensity ratio (GJ / $million of revenue)			**63**

1. Includes all fuel and energy consumption within the Group's operations aligned to our Scope 1 and 2 emissions reporting.
2. Petrol includes both regular and premium grades, as they have identical energy content per litre despite different octane ratings.
3. Solar PV generated across our sites with rooftop solar, all consumed on site.
4. Energy content conversion factors from New Zealand Ministry for the Environment's Measuring Emissions Catalogue 2026 v1 have been used for the conversion of diesel, petrol and LPG fuels into GJ. The Australian National Greenhouse Accounts Factors 2026 has been used for the conversion of ethanol fuel into GJ. The conversion of natural gas from Therms, and electricity from kWh, are both standard energy conversions.

TABLE 14: SUPPLIER ENVIRONMENTAL IMPACT

TOPIC	RESPONSE
Process of identifying environmental impacts	- Supplier screening - Independent audits - The Higg Facility Environmental Module (FEM)
Management of impacts	- investigate causes - implement corrective actions - monitor progress
Environmental assessments metrics	- 100% of new Tier 1 suppliers screened using internal environmental assessment* - 56% of new Tier 1 suppliers (10) and 37% of new Tier 2 suppliers (26) screened using third-party verified environmental assessments - 169 suppliers completed verified environmental assessments using the Higg Facility Environmental Module (FEM) - 245 suppliers underwent third-party social audits that included environmental compliance criteria - 31 suppliers identified as having critical actual or potential negative environmental impacts - Improvements agreed upon with 64% (20) of suppliers identified as having critical impacts - Discussions ongoing with 23% (7) of suppliers and no improvement plans agreed with 13% (4) suppliers - No supplier relationships terminated because of environmental assessment
List of critical actual or potential negative environmental impacts	- Abstracting groundwater beyond the legal limit - Non-compliance with local environmental permits, reporting or testing - Potential soil or groundwater contamination - Non-compliance with wastewater treatment requirements - Failure to adequately monitor indoor air quality

*Environmental assessment incorporates criteria relating to preferred fibre usage, environmental certifications and investment in green technology.

Appendix 3: Our partners

KMD BRANDS

TOITŪ ENVIROCARE

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Textile Exchange Member

Converge INTERNATIONAL

RESETcarbon AN LRQA COMPANY

worldly

LaborSolutions

International ACCORD for Health and Safety in the Textile and Garment Industry

Social & Labor Convergence Program

Kathmandu®

GRAEME DINGLE FOUNDATION
Empowering kids to overcome life's obstacles
Whakamanawatia ngā tamariki kia eke panuku.

RAINBOW TICK
www.toitūtekatāpui.co.nz

Fashion &Textiles NEW ZEALAND

RIPCURL

SURFAID

SURFRIDER FOUNDATION AUSTRALIA

Seamless Member

Obōz®

veritree

WILD MONTANA

The Conservation Alliance
Outdoor Business Giving Back to the Outdoors

Appendix 4: Climate related disclosure tables

Table 1: GHG emissions sources, methods, assumptions, exclusions and uncertainty

GHG Protocol Scope & Category	Activity Measured	Emissions Factor Source		Methodology, key assumptions, exclusions and uncertainty (qualitative)
Scope 1 **Direct emissions sources**	Direct emissions from mobile combustion of fuel used in company-owned vehicles. Direct emissions from stationary combustion of fuels used to produce heat, steam and/or electricity.	DCCEEW (2025) DESNZ (2025) DESNZ (2026) MfE (2026) USEPA (2025) Toitū		Activity data is sourced from fleet management portal, internal financial reporting and supplier invoices. Average-data method: the unit of fuel consumed multiplied by relevant fuel emission factor (petrol, diesel, LPG and natural gas). Excludes fugitive emissions due to immateriality. High certainty in activity data and emissions factor sources.
Scope 2 (location-based method) **Purchased electricity**	Indirect, location-based emissions from imported electricity for owned and operated sites.	DCCEEW (2025) USEPA (2025) TMOE (2025) MfE (2026) PLN (2026) AIB (2026) RTE (2025)	BRA MSTI (2025) DESNZ (2025) CAN ECCC (2025) DESNZ (2026) UBA (2026) IEA (2025)	Activity data is sourced from supplier invoices and our third-party energy monitoring system. Average-data method: kWh electricity consumed multiplied by local electricity emissions factor. Assumes utility provider reporting is accurate. High certainty in activity data and emissions factor sources.
Scope 2 (market-based method) **Purchased electricity**	Indirect, market-based emissions from imported electricity for owned and operated sites.	AIB (2026) BRA MSTI (2025) BraveTrace (2026) CAN ECCC (2025) DCCEEW (2025)	Green-e (2025) IEA (2025) PLN (2026) TMOE (2025) USEPA (2025)	Activity data is sourced from supplier invoices and our third-party energy monitoring system. Average-data method: kWh electricity consumed multiplied by market or residual-mix factor. Market and residual-mix factors are unavailable in some territories where we operate; assumes the location-based method is a representative proxy. High certainty in activity data. Medium certainty in emissions factor sources.
Scope 3 Category 1. **Purchased goods and services**	Indirect emissions from the upstream cradle-to-gate processes for the production and delivery of purchased goods and services to our organisation.	thinkstep (2024) DESNZ (2025)		Activity data is sourced from internal financial reporting. Spend-based screening method: $NZD spent on purchased goods and services multiplied by relevant emissions factor for GL code. Assumes all upstream raw materials, processing, assembly and transportation between manufacturing stages (cradle-to-gate) is in scope of selected emissions factor. Assumes emissions from the manufacturing of all purchased inventory are equivalent to apparel manufacturing. Low certainty in activity data and emissions factor sources.
Scope 3 Category 2. **Capital goods**	Indirect emissions from the upstream cradle-to-gate processes for the production and delivery of capital goods to our organisation.	thinkstep (2024) MEL (2023)		Activity data is sourced from internal financial reporting. Spend-based screening method: $NZD spent on capital goods multiplied by relevant emissions factor for GL code. Assumes all upstream raw materials, processing, assembly and transportation between manufacturing stages (cradle-to-gate) is in scope of selected emissions factor. Low certainty in activity data and emissions factor sources.
Scope 3 Category 3. **Fuel and energy related activities**	Indirect emissions from the transmission and distribution losses that occur in electricity grids that we purchase electricity from.	DCCEEW (2025) USEPA (2025) MfE (2026) PLN (2026) DESNZ (2025) DESNZ (2026)	AIB (2026) RTE (2025) BRA MSTI (2025) CAN ECCC (2025) UBA (2026) IEA (2025)	Activity data is sourced from supplier invoices and our third-party energy monitoring system. Average-data method: kWh electricity consumed multiplied by relevant electricity emissions factor for transmission and distribution losses in the applicable territory. Assumes utility provider reporting is accurate. Excludes the indirect lifecycle emissions associated with the extraction, production and transport of the fuels used by the company and generation of electricity purchased by the company due to being de minimis. High certainty in activity data. Medium certainty in emissions factor sources.

GHG Protocol Scope & Category	Activity Measured	Emissions Factor Source	Methodology, key assumptions, exclusions and uncertainty (qualitative)
Scope 3 Category 4. Upstream transportation and distribution	Indirect emissions from the transportation and distribution of our purchased inventory from the port of origin to the point of receipt, such as a distribution centre or store.	DESNZ (2025) DESNZ (2026) MfE (2026)	Activity data is sourced from internal supply-chain reporting, supplier provided impact reporting and estimates of average distances travelled between port of origin and receipt, as well as between distribution centres and end customers. Average-data method: tonnes per estimated kilometre travelled multiplied by emission factor for relevant mode (air, sea or road). Assumes the cradle-to-gate transportation of materials and components during manufacturing, prior to us taking ownership of finished goods, is accounted for in Scope 3 Category 1 and 2. Medium certainty in activity data. Low certainty in emissions factor sources.
Scope 3 Category 5. Waste generated in operations	Indirect emissions from waste generated at operated sites.	Turner et al. (2015) DCCEEW (2025) MfE (2026) DESNZ (2025) DESNZ (2026)	Activity data is sourced from supplier-provided waste reporting. Average-data method: mass disposed by waste stream (landfill, and recycling including: mixed plastics, paper, cardboard, soft plastics, glass, aluminium, neoprene). Assumes primary data from waste management providers is accurate and can be used as a representative proxy for operational waste where primary data is unavailable. Assumes mixed plastic recycling is a suitable emissions factor for neoprene recycling. Low certainty in activity data and emissions factor sources.
Scope 3 Category 6. Business travel	Indirect emissions from business-related air and road travel.	MfE (2026) DESNZ (2025) DESNZ (2026) DCCEEW (2025) Toitū	Activity data is sourced from corporate travel agency and internal financial reporting. Average-data method: distance travelled by class (economy, premium economy, business or first class) or mode (taxi, rental vehicle, Uber or Uber Green) multiplied by relevant emissions factor. Assumes reporting from corporate travel agency is accurate. Medium certainty in activity data and emissions factor sources.
Scope 3 Category 7. Employee commuting	Indirect emissions from employees commuting to their place of work.	MfE (2026)	Activity data is sourced from an estimated average commute derived from Statistics New Zealand and applied to the number of full-time employees globally. Average-data screening method: estimated distance travelled and emissions factor for a medium sized petrol vehicle. Assumes Auckland statistics are representative of global locations and four weeks annual leave is taken. Assumes New Zealand MfE factors are representative of global road vehicles. Excludes casual employees and time worked from home. Low certainty in activity data and emissions factor sources.
Scope 3 Category 9. Downstream transportation and distribution	Indirect emissions from purchased electricity for third-party operated sites owned and operated by our wholesale customers.	Ember (2026) – with major processing by Our World in Data	Activity data is sourced from internal financial reporting, supplier invoices and our third-party energy monitoring system. Average-data method: 5% of the average annual kWh consumption at Kathmandu and Rip Curl operated stores multiplied by local grid electricity emissions factor. Assumes the impact of wholesale customers operating a retail store is similar to the impact of our own retail operations. This impact is allocated at 5%, based off utilisation rates in our own operations and the estimated space occupied by the goods of other brands that these retailers stock. Low certainty in activity data and emissions factor sources.

GHG Protocol Scope & Category	Activity Measured	Emissions Factor Source	Methodology, key assumptions, exclusions and uncertainty (qualitative)
Scope 3 Category 11. Use of sold products	Indirect emissions from customer use of sold products that directly consume electricity or contain fuel.	MfE (2026) DCCEEW (2025) DESNZ (2026)	Activity data is sourced from internal financial reporting. Average-data method: estimated lifetime consumption of electricity of sold electrical products multiplied by local electricity emissions factor. Average-data method: combustion of cooking fuel from sold gas products multiplied by relevant fuel emission factor (Propane, Butane and Isobutane). For electrical products, we assume customers follow user instructions and use sold products in the country of purchase for approximately four years. Excludes the indirect use phase emissions from the laundering and care of sold products due to this being optional under GHG Protocol. For gas products we assume customers combust the entire contents of the product. Low certainty in activity data. Medium certainty in emissions factor sources.
Scope 3 Category 12. End-of-life treatment of sold products	Indirect emissions of end-of-life treatment of sold products.	DESNZ (2026)	Activity data is sourced from internal financial reporting. Average-data method: average mass of sold products in reporting year multiplied by emissions factor for textiles in landfill. Assumes all product is destined for landfill eventually and has an equal impact to textiles in landfill. Medium certainty in activity data. Low certainty in emissions factor sources.
Scope 3 Category 14. Franchises	Indirect Scope 2 emissions from purchased electricity for third-party operated sites owned and operated by licensees under the Rip Curl name.	Ember (2026) – with major processing by Our World in Data.	Activity data is sourced from internal financial reporting, supplier invoices and our third-party energy monitoring system. Average-data method: average annual kWh consumed at operated Rip Curl stores multiplied by local electricity emissions factor. Assumes utility provider reporting is accurate and licensed stores have a similar impact to our operated stores. Excludes the Scope 1 emissions associated with franchised operations (e.g. fuel combustion or refrigerants) due to immateriality. Low certainty in activity data and emissions factor sources.
Scope 3 Category 15. Investments	Indirect emissions from our joint-venture Rip Curl Thailand.	n/a - no specific emission factor is used for this source, as it is based off the emissions intensity of Rip Curl.	Activity data is sourced from internal financial reporting. Average-data screening method: $m revenue from Rip Curl Thailand multiplied by emissions intensity (tCO_2e/$m) of Rip Curl operations / 49.99% ownership. Assumes Rip Curl Thailand has a similar emissions intensity to sites operated by Rip Curl Globally. Low certainty in activity data and emissions factor sources.

Table 2: Glossary

Term	Definition
AIB (2026)	European Residual Mixes. Association of Issuing Bodies. Brussels, Belgium. IPCC Sixth Assessment Report (AR6)
BRA MSTI (2025)	Brazilian Ministry of Science, Technology and Innovation. CO2 emission factors for electricity generation in the Brazilian National Interconnected System. Brasília, Brazil. IPCC Fifth Assessment Report (AR5)
BraveTrace (2026)	BraveTrace. Annual Production Year Report: Including Residual Supply Mix (RSM) for New Zealand. Auckland, New Zealand.
CAN ECCC (2025)	Canadian Ministry for Environment and Climate Change Canada (ECCC). Canada's Official Greenhouse Gas Inventory - ECCC Data Catalogue. Quebec, Canada. IPCC Fifth Assessment Report (AR5)
DCCEEW (2025)	Australian Department of Climate Change, Energy, the Environment and Water. National Greenhouse Accounts Factors. Canberra, Australia IPCC Fifth Assessment Report (AR5)
DESNZ (2025)	UK Department for Business, Energy and Industrial Strategy. Government greenhouse gas conversion factors for company reporting. London, United Kingdom. IPCC Fifth Assessment Report (AR5)
DESNZ (2026)	UK Department for Business, Energy and Industrial Strategy. Government greenhouse gas conversion factors for company reporting. London, United Kingdom. IPCC Fifth Assessment Report (AR5)
GHG	Greenhouse gas emissions
Green-e	Green-e® certification programme. Green-e® is a programme of the nonprofit Center for Resource Solutions, based in San Francisco, USA.
IEA (2025)	International Energy Agency. IEA Emission factors. Paris, France. IPCC Fifth Assessment Report (AR5)
IPCC	Intergovernmental Panel on Climate Change
KMD Brands or the Group	KMD Brands Limited and its subsidiaries

Term	Definition
MEL (2023)	Market Economics Limited | Auckland Council Environmental Services. IPCC Fifth Assessment Report (AR5)
MfE (2026)	New Zealand Ministry for the Environment. MfE Guidance for Voluntary Greenhouse Gas Reporting. Wellington, New Zealand. IPCC Fifth Assessment Report (AR5)
PLN (2026)	PLN (State Electricity Company). Sustainability Report. Jakarta, Indonesia. IPCC Fifth Assessment Report (AR5)
RTE (2025)	Le Réseau de Transport d'Électricité. Bilan Electrique Rapport Complete. Paris, France. IPCC Fifth Assessment Report (AR5)
SBTi	Science Based Target initiative
Scope 3 SBTi Target	KMD Brands approved Scope 3 SBTi target
tCO_2e	Tonne of carbon dioxide equivalent
thinkstep (2024)	Emission Factors for New Zealand: Greenhouse Gas Emission Intensities for Commodities and Industries. IPCC Fifth Assessment Report (AR5)
TMOE (2025)	Thailand Ministry of Energy. Energy Statistics, CO2 Statistic. Emissions Dashboard. Energy Policy and Planning Office, Ministry of Energy, Royal Thai Government. IPCC Fourth Assessment Report (AR4)
Turner et al. (2015)	Greenhouse gas emission factors for recycling of source-segregated waste materials. Resources, Conservation and Recycling. 2015, Pages 186-197. IPCC Fourth Assessment Report (AR4)
UBA (2026)	Umweltbundesamt (UBA) (German Federal Environment Agency). List of emission factors for the greenhouse gas accounting of organisations. Dessau-Roßlau, Germany. IPCC Fifth Assessment Report (AR5)
USEPA (2025)	U.S. Environmental Protection Agency. Emission Factors for Greenhouse Gas Inventories. Washington, DC, USA. IPCC Fifth Assessment Report (AR5)

Appendix 5: Toitū Assurance Report

TOITŪ ENVIROCARE

INDEPENDENT AUDIT OPINION
Toitū Verification and Validation

To the intended users

Organisation subject to audit:	KMD Brands Managed Services (NZ) Limited
Audit Criteria:	Greenhouse Gas Protocol: A Corporate Accounting and Standard (2004) GHG Protocol Supply Chain (Scope 3) Standard: 2011 ISO 14064-3:2019 Technical Requirements – Audit V3
Responsible Party:	KMD Brands Managed Services (NZ) Limited
Intended users:	The intended users of the GHG inventory are the financial community and KMD Brands management. (1.3.2)
Registered address:	223 Tuam Street, Christchurch, 8011, New Zealand
Inventory period:	1/08/2025 - 31/07/2026
Inventory report:	IMR_2526_KMD Brands Managed Services (NZ) Limited_VO_Org.pdf

We have reviewed the greenhouse gas emissions inventory report ("the inventory report") for the above named Responsible Party for the stated inventory period.

Responsible Party's Responsibilities

The Management of the Responsible Party is responsible for the preparation of the GHG statement in accordance with GHG Protocol Corporate Standard: 2004 and the GHG Protocol Supply Chain (Scope 3) Standard: 2011. This responsibility includes the design, implementation and maintenance of internal controls relevant to the preparation of a GHG statement that is free from material misstatement.

Verifiers' & Validtors' Responsibilities

Our responsibility as verifiers is to express a verification opinion to the agreed level of assurance on the inventory report, based on the evidence we have obtained and in accordance with the audit criteria. We conducted our verification engagement as agreed in the pre-audit engagement letter, which defines the scope, objectives, criteria and level of assurance of the verification.

Our responsibility as validators is to express an opinion on the forecast based on our validation. We conduct our validation in accordance with the ISO specification with guidance for the verification and validation of greenhouse gas statements, i.e. ISO 14064-3. This International Standard requires that we plan and perform the validation to reach a conclusion as to whether the forecast in the GHG statement is based on reasonable assumptions.

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The International Standard ISO 14064-3:2019 requires that we comply with ethical requirements and plan and perform the verification to obtain the agreed level of assurance that the GHG emissions, removals and storage in the GHG statement are free from material misstatement.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the ISO 14064-3:2019 Standards will always detect a material misstatement when it exists. The procedures performed on a limited level of assurance vary in nature and timing from, and are less in extent compared to reasonable assurance, which is a high level of assurance. The procedures performed on a limited level of assurance vary in nature and timing from, and are less in extent compared to reasonable assurance, which is a high level of assurance. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of the information we audited.

GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Basis of verification opinion

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Verification

We have undertaken a verification engagement relating to the Greenhouse Gas Emissions Inventory Report (the 'Inventory Report')/Emissions Inventory and Management Report of the organisation listed at the top of this statement and described in the emissions inventory report for the period stated above.

The Inventory Report provides information about the greenhouse gas emissions of the organisation for the defined measurement period and is based on historical information. This information is stated in accordance with the requirements of GHG Protocol Corporate Standard: 2004 and the GHG Protocol Supply Chain (Scope 3) Standard: 2011.

Verification strategy

Our verification strategy used a combined data and controls testing approach. Evidence-gathering procedures included but were not limited to:
—activities to inspect the completeness of the inventory;
—interviews of site personnel to confirm operational behaviour and standard operating procedures;
— detailed retracing of pre-calculated emissions related to Purchase Goods and Services, Downstream transportation and distribution and Franchises;
— recalculation of emissions;
The data examined during the verification were historical in nature.

Basis for modified verification opinion

The following qualifications have been raised in relation to the verification opinion: The opinion is unmodified.

Scope 3 emission sources for purchased goods & services, capital goods, downstream retail and storage, use of sold products, end of life treatment, franchises, and investments are heavily assumptions based, using dollar spend data and an industry average to estimate emissions. Any change in assumptions could significantly impact the measurement of these emissions.

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Verification level of assurance

ISO CATEGORY	LOCATION BASED tCO_2e	MARKET BASED tCO e	LEVEL OF ASSURANCE
Direct Emissions:			
Category 1	436.55	436.55	Limited
Indirect emissions from imported energy:			
Category 2	6,990.53	8,452.81	Limited
Indirect emissions from transportation			
Category 3	15,181.44	15,181.44	Limited
Indirect emissions from products used by organisation:			
Category 4	64,947.15	64,947.15	Limited
Indirect emissions associated with the use of products from the organisation:			
Category 5	4,802.16	4,802.16	Limited
TOTAL NET EMISSIONS	**92,357.82**	**93,820.10**	

GHG PROTOCOL CATEGORIES

GHG SCOPE	LOCATION BASED tCO_2e	MARKET BASED tCO e
Scope 1	436.55	436.55
Scope 2	6,990.53	8,452.81
Scope 3	84,930.74	84,930.74
TOTAL INVENTORY	**92,357.82**	**93,820.10**

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Validation

We have examined the forecast of GHG emissions, removals and storage related to downstream product use for product produced during the measurement period in the Organisation's GHG statement, which comprise the following:
—product use;
—product disposal.

Validation strategy

Our validation assessed the:
— recognition;
— GHG boundary;
— activity estimates;
— calculation methodologies and measurements;
— data management;
— conservativeness;
— calculation outcomes;
— future estimates;
— uncertainty;
— sensitivity of the forecast to the assumptions.
The data examined during the validation were projected in nature.

Validation level of assurance

GHG SCOPE	MARKET BASED tCO e	LEVEL OF ASSURANCE
Scope 3	3,191.78	Limited

Responsible party's greenhouse gas assertion (claim)

KMD Brands Limited has measured its greenhouse gas emissions in accordance with the GHG Protocol Corporate Standard: 2004 and the GHG Protocol Supply Chain (Scope 3) Standard: 2011 in respect of the operational emissions of its organisation including New Zealand and international operations.

Verification and Validation conclusion

GHG Protocol

EMISSIONS - LIMITED ASSURANCE
Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the emissions, removals and storage defined in the inventory report:
• do not comply with GHG Protocol: A Corporate Accounting and Reporting Standard ; and
• do not provide a true and fair view of the emissions inventory of the Responsible Party for the stated inventory period.

VALIDATION EMISSIONS - LIMITED ASSURANCE
Based on our examination of the validation evidence, nothing comes to our attention which causes us to believe that reported assumptions do not provide a reasonable basis for forecast emissions. Further, in our conclusion, the forecast is properly prepared on the basis of the assumptions. Actual results are likely to be different from the forecast since anticipated events frequently do not occur as expected and the variation may be material.

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Other information

The responsible party is responsible for the provision of Other Information. The Other Information may include emissions management and reduction plan and purchase of carbon credits, but does not include the information we verified, and our auditor's opinion thereon.

Our opinion on the information we verified does not cover the Other Information and we do not express any form of audit opinion or assurance conclusion thereon. Our responsibility is to read and review the Other Information and consider it in terms of the inventory. In doing so, we consider whether the Other Information is materially inconsistent with the information we verified or our knowledge obtained during the verification.

	VERIFIED BY	AUTHORISED BY
Name:	Khairul Saidah Abas Azmi	Ana Tatana
Position:	Verifier, Toitū Envirocare	Certifier, Toitū Envirocare
Signature:		

Date verification audit:	9-11 September 2026	
Date opinion expressed:	24 September 2026	9 October 2026

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Kathmandu®

Obōz

RIPCURL

KMD
BRANDS

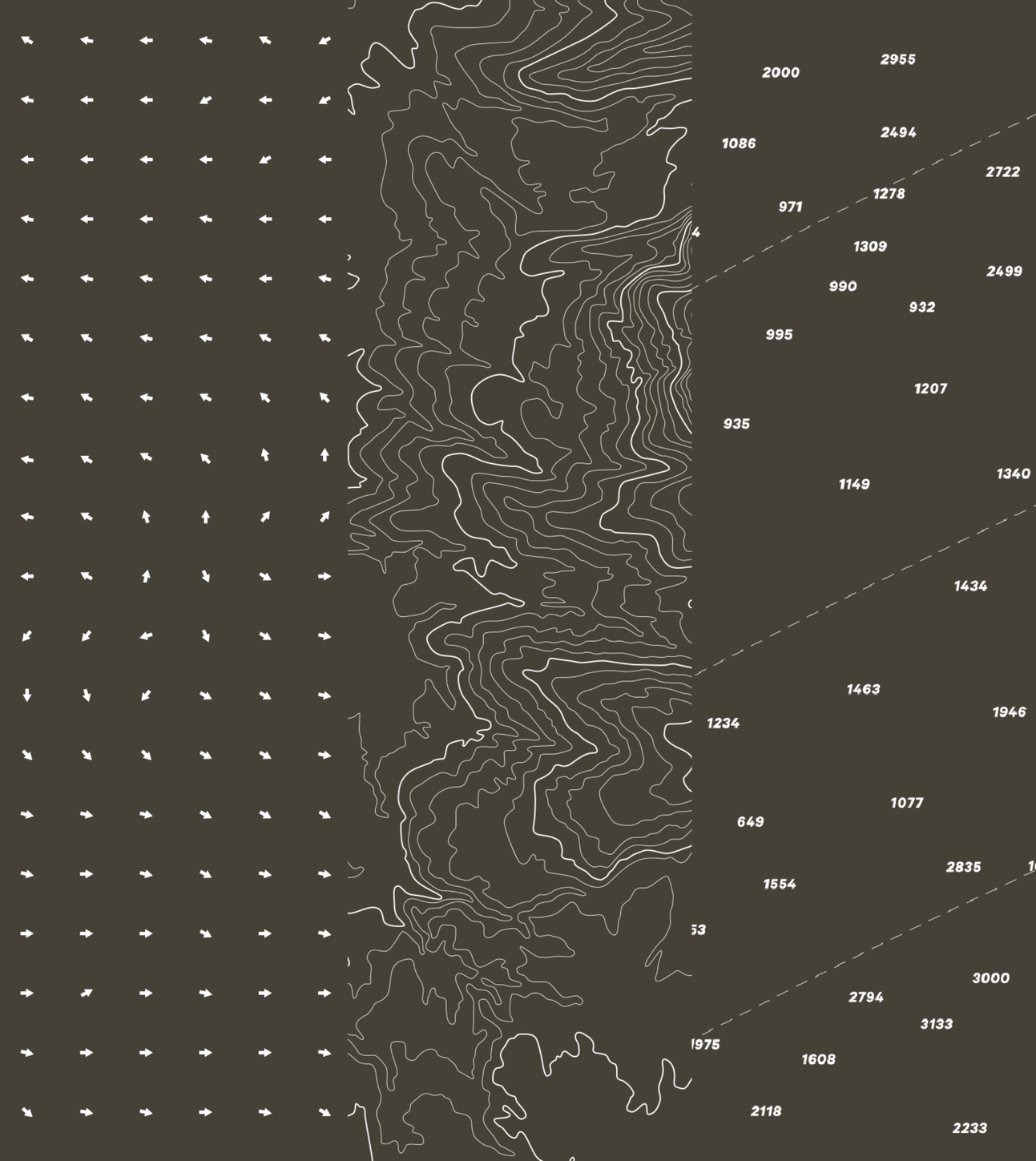
KMDBrands.com

KMD BRANDS

ANNUAL MEETING 2026

25 NOVEMBER 2026

Kathmandu® Oboz® RIPCURL



OUR BOARD



Philip Bowman

Chairman



Abby Foote

Non-Executive Director



Andrea Martens

Non-Executive Director



Ian Morrice

Non-Executive Director



John Strowger

Non-Executive Director



Brent Scrimshaw

Group CEO and Managing Director

TODAY'S AGENDA

ITEM 1: CHAIRPERSON'S ADDRESS 6

ITEM 2: GROUP CEO'S ADDRESS 8

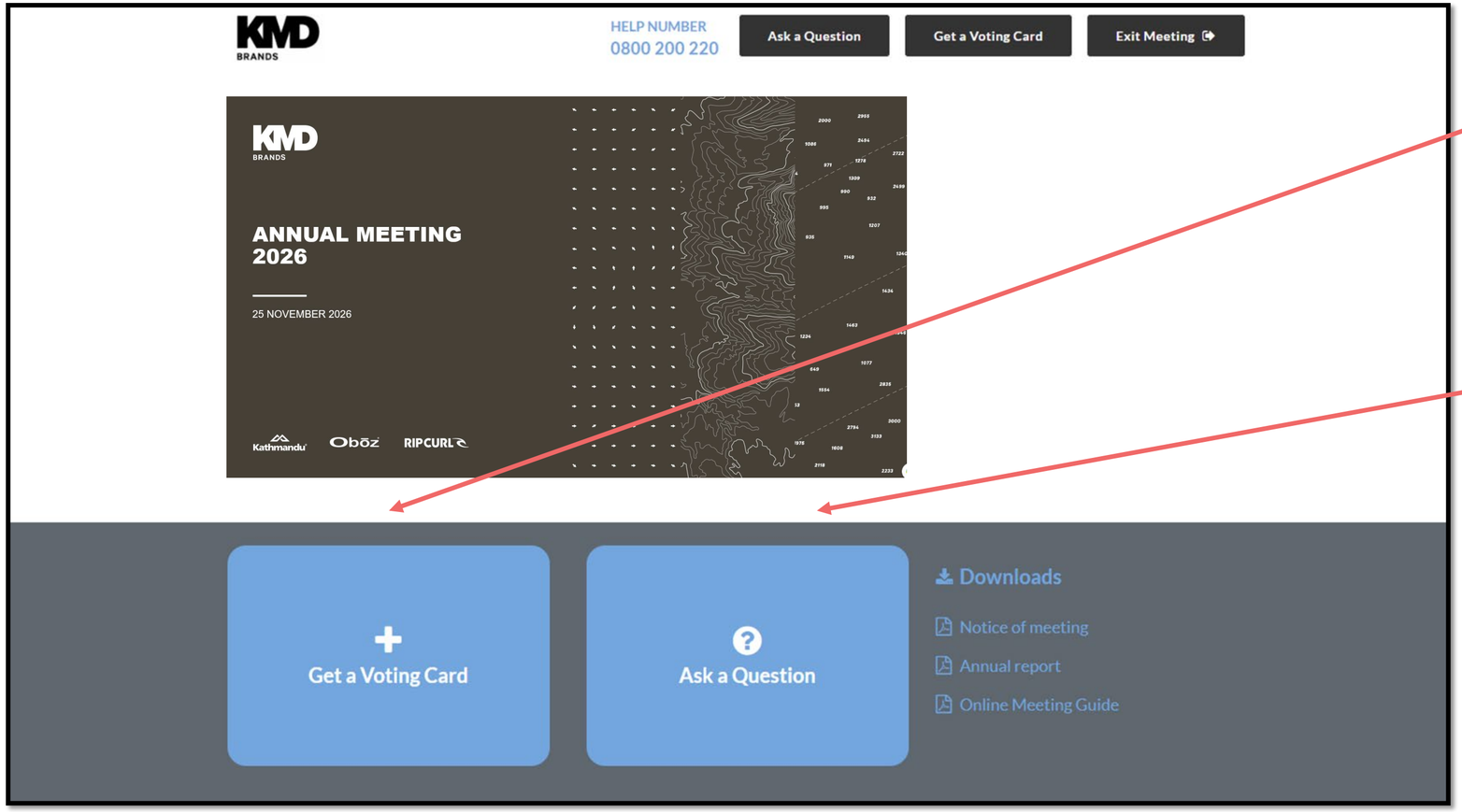
ITEM 3: RESOLUTIONS 27

- ELECTION & RE-ELECTION OF DIRECTORS 28
- AUDITOR REMUNERATION 32

ITEM 4: OTHER BUSINESS 33



VOTING AND REGISTRATION



To vote, you will need to click **“Get a Voting Card”** within the online meeting platform shown here

Please use the **"Ask a Question"** function, and your question will be conveyed to the meeting

FY26 ANNUAL REPORT & IMPACT REPORT





ITEM 1

CHAIRMAN’S ADDRESS



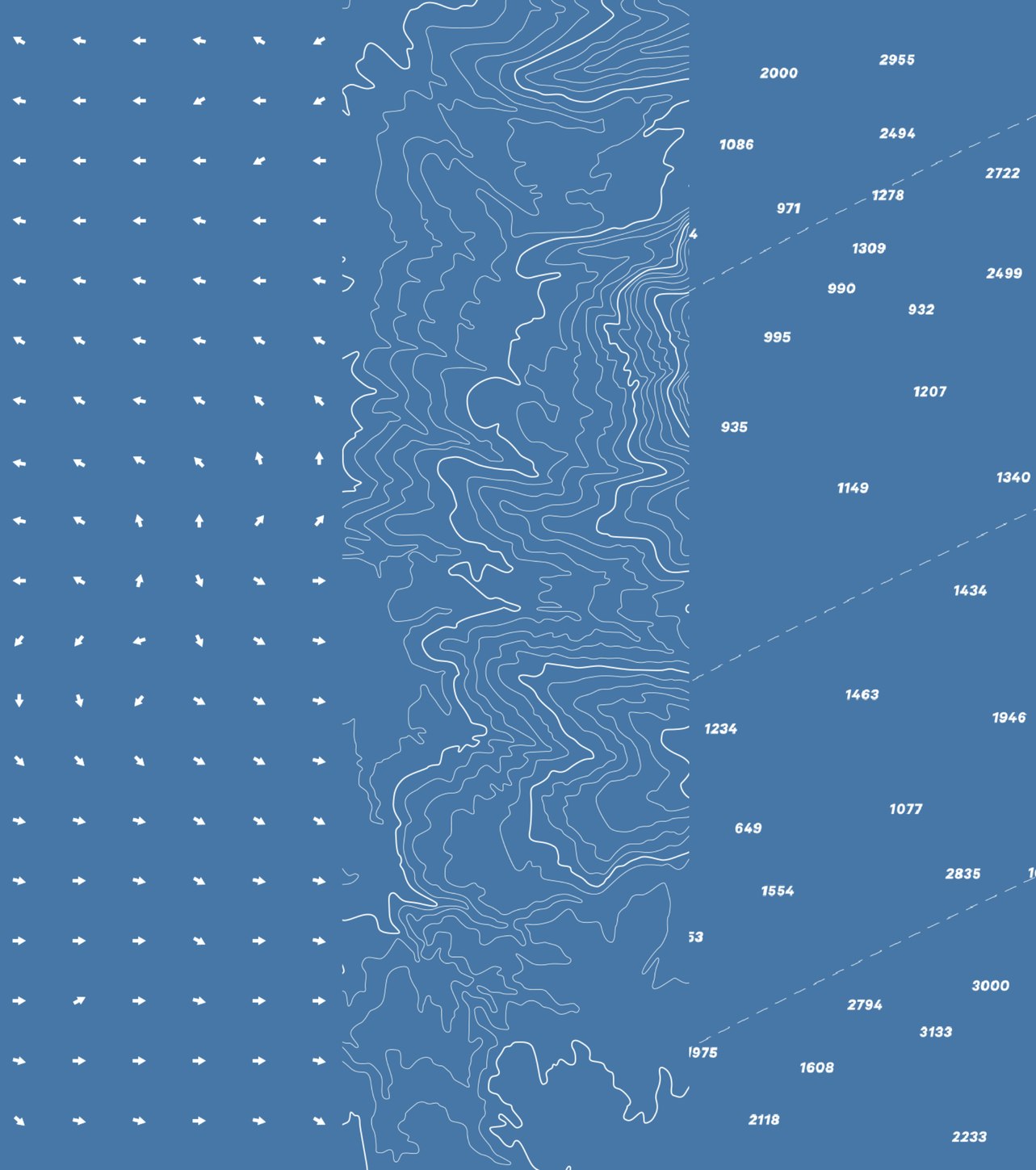

Kathmandu®


RIPCURL


Obōz®
FOOTWEAR

ITEM 2

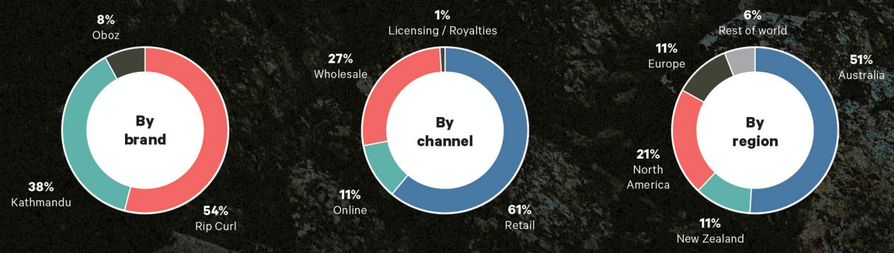
GROUP CEO'S ADDRESS



FY26 performance overview

	FY26	FY25
Total sales	**$1,053.0m** ▲	$989.0m
Gross margin	**57.7%** ▲	56.5%
Underlying EBITDA[1]	**$42.0m** ▲	$17.7m
Underlying NPAT Loss	**-$9.0m**	-$28.3m
Statutory NPAT loss	**-$414.4m**	-$93.6m
NET DEBT BALANCE		
	$48.1m c. $147m Bank facility headroom	$52.8m c. $235m Bank facility headroom

SALES MIX FY26



1. Statutory results include the impact of IFRS 16 leases. The impacts of IFRS 16, restructuring, software as a service accounting, the notional amortisation of customer relationships, impairment and onerous contracts have been excluded from Underlying results. Refer to Appendix 1 of the FY26 Results Presentation for a reconciliation of Statutory to Underlying results.

KATHMANDU

Kathmandu®

TOTAL SALES

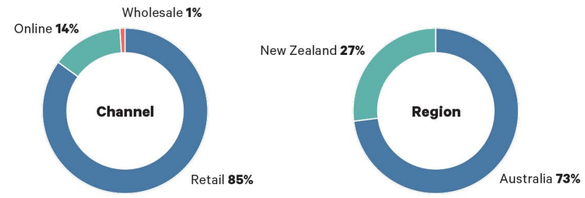
NZD **$402.3m**

ONLINE SALES

NZD **$57.1m**

representing 14.3% of direct-to-consumer sales

SALES MIX



OBOZ

Obōz

TOTAL SALES

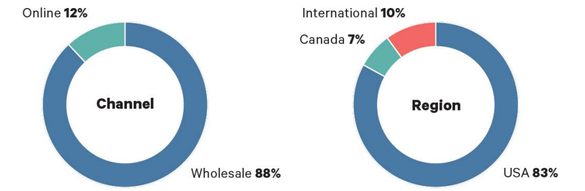
NZD **$79.5m**

ONLINE SALES

NZD **$9.8m**

+11.8% above last year

SALES MIX



RIP CURL

RIPCURL

TOTAL SALES

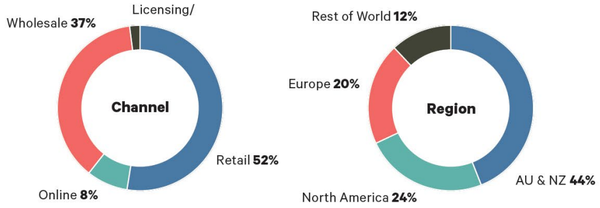
NZD **$571.2m**

ONLINE SALES

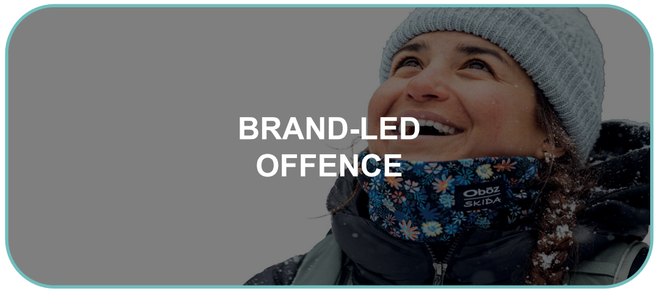
NZD **$45.5m**

representing 13.3% of direct-to-consumer sales

SALES MIX



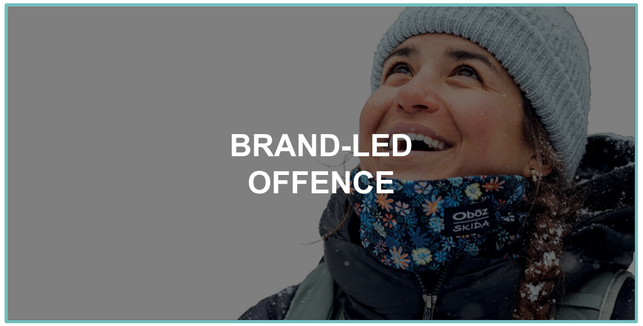
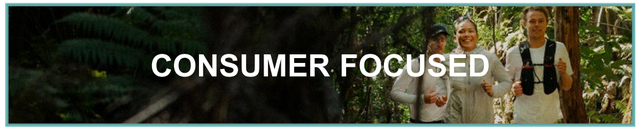
OUR FINANCIAL RESULTS ARE UNDERPINNED BY OUR NEXT LEVEL STRATEGY…

OUR STRATEGIC PRIORITIES	FY26 DELIVERED OUTCOMES	WHAT'S NEXT IN OUR 3-YEAR JOURNEY
	✓ Reset Kathmandu to focus on product innovation for the outdoor consumer. ✓ Rip Curl restructured product engine, SKUs rationalization and 'Next Gen' consumer reset. ✓ Reset Oboz brand to focus on the core hiking customer and accelerated offering to trail category.	→ Consistent flow of seasonal product launches building on the trajectory from newness in FY26. → Strong digital growth across all 3 brands to start FY27, delivering ROI on platform investments. → Aligning store segmentation and product assortment to optimise financial performance.
	✓ Online technology platform delivered to enhance customer journey. ✓ Group ERP & HRM systems delivered to support broader growth trajectory. ✓ Inventory optimisation through automation and ways of working to enable further inventory efficiency.	→ Further investment to accelerate online growth. → Productivity initiatives across the supply chain, automation and product returns. → Further expansion of demand forecasting tools to drive efficiency in inventory.
	✓ Disciplined delivery of next level cost savings in excess of target ($27.5m vs $25.0m target) with simplification of the org structure. ✓ Reset Kathmandu international business model and return Rip Curl US to profitability. ✓ Operational efficiency delivered through centralisation of the DC in Australia.	→ Continued focus on right-sizing the store network against our evaluation framework. → Inventory health and improved stock turns a continued focus. → Growth opportunities will continue to be assessed against a rigorous ROI framework.

...DELIVERING ON THE 'PROOF POINTS' THAT MATTER

WHAT WE SAID	WHAT WE'VE DELIVERED	WHAT IS NEXT IN FY27
Reboot growth at the right level of profitability	✓ Grew revenue +6.5% YOY and continued effective gross margin management for all brands despite challenging macro conditions. ✓ Reset of International Operations for all three brands.	► Deliver sustainable brand sales growth and continued gross margin expansion. ► Drive new Kathmandu international distributor model.
Reset strategy on three core brands	✓ Faster product innovation, speed to market and storytelling, sharper channel right assortments.	► Scaling product-led growth and channel discipline to build sustained brand momentum and margin improvement.
Cost reset in FY26	✓ Delivered $27.5m cost savings in FY26, OPEX -0.2% on constant currency basis. ✓ Strategic growth investments moderated to $8.7m in year with ROI focus.	► Continued assessment for simplification and cost savings including offshoring. ► Maintain cost growth in line with inflation.
Store profitability	✓ Delivered on 17 closures in FY26. 11 in Rip Curl and 6 in Kathmandu.	► On-going evaluation of stores against clear criteria to determine optimal profitability and ROI for store portfolio. 10 Rip Curl and 5 Kathmandu in FY27.
Improved inventory management	✓ Inventory mix improved in FY26 while managing global supply chain disruption.	► Working capital investment significantly lower than FY26 driving operating cashflow generation and further deleveraging.
Review non-core assets	✓ Wind down of OnSmooth, first production run in partner wetsuit factory completed.	► OnSmooth wind down completion in FY27. ► Right-sizing of Ozmosis post business review.

KMD BRANDS STRATEGY HOUSE FY26 - FY28

PURPOSE	 INSPIRING PEOPLE TO EXPLORE AND LOVE THE OUTDOORS.
VISION	 TO BE THE LEADING FAMILY OF GLOBAL OUTDOOR BRANDS – DESIGNED FOR PURPOSE, DRIVEN BY INNOVATION, BEST FOR PEOPLE AND PLANET.
STRATEGIC PRIORITIES	 BRAND-LED OFFENCE  ENABLED BY INTELLIGENT DECISION-MAKING  GOVERNED BY RESPONSIBLE FINANCIAL GUARDRAILS
GROWTH DRIVERS	 ICONIC PRODUCT  INTEGRATED MARKETPLACE  DIGITAL
BEHAVIOURS	 CONSUMER FOCUSED  ACCELERATED  DECISIVE
VALUES	 ACCOUNTABILITY  INNOVATION  CONTINUOUS IMPROVEMENT  COACHING

KMD BRANDS STRATEGY HOUSE FY26 - FY28

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GROWTH DRIVERS	ICONIC PRODUCT INTEGRATED MARKETPLACE DIGITAL
BEHAVIOURS	CONSUMER FOCUSED ACCELERATED DECISIVE
VALUES	ACCOUNTABILITY INNOVATION CONTINUOUS IMPROVEMENT COACHING



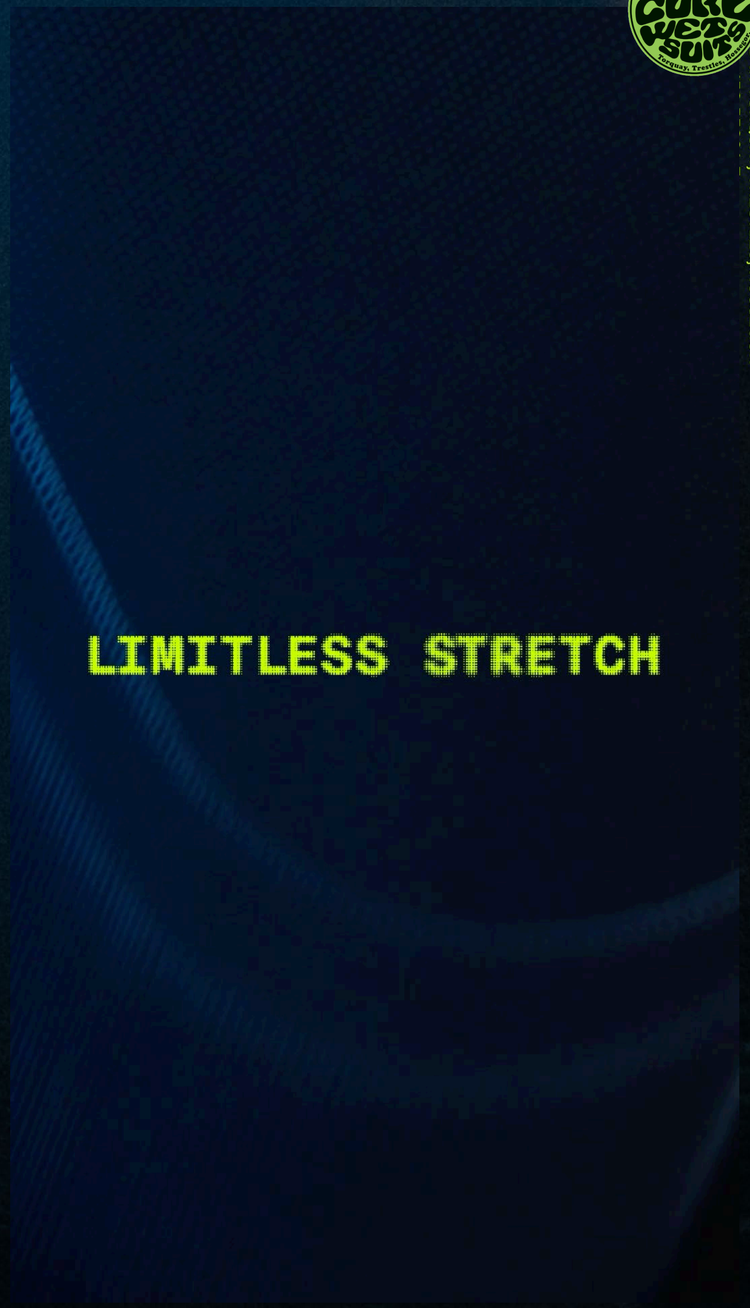
ELASTO

DESIGNED TO BE FORGOTTEN

RIP CURL WETSUITS
Torquay, Trestles, Hossegor.





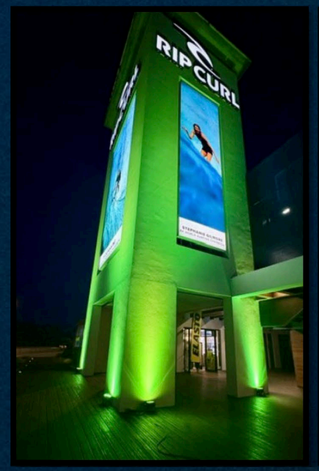


THE ULTIMATE SUPER STRETCH WETSUIT
DESIGNED & TESTED IN TORQUAY, TRESTLES, HOSSEGOR
EST. 196

THE ULTIMATE SUPER STRETCH WETSUIT
DESIGNED & TESTED IN TORQUAY, TRESTLES, HOSSEGOR
EST. 196 153.5500' E

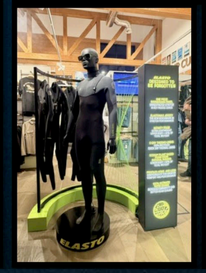
















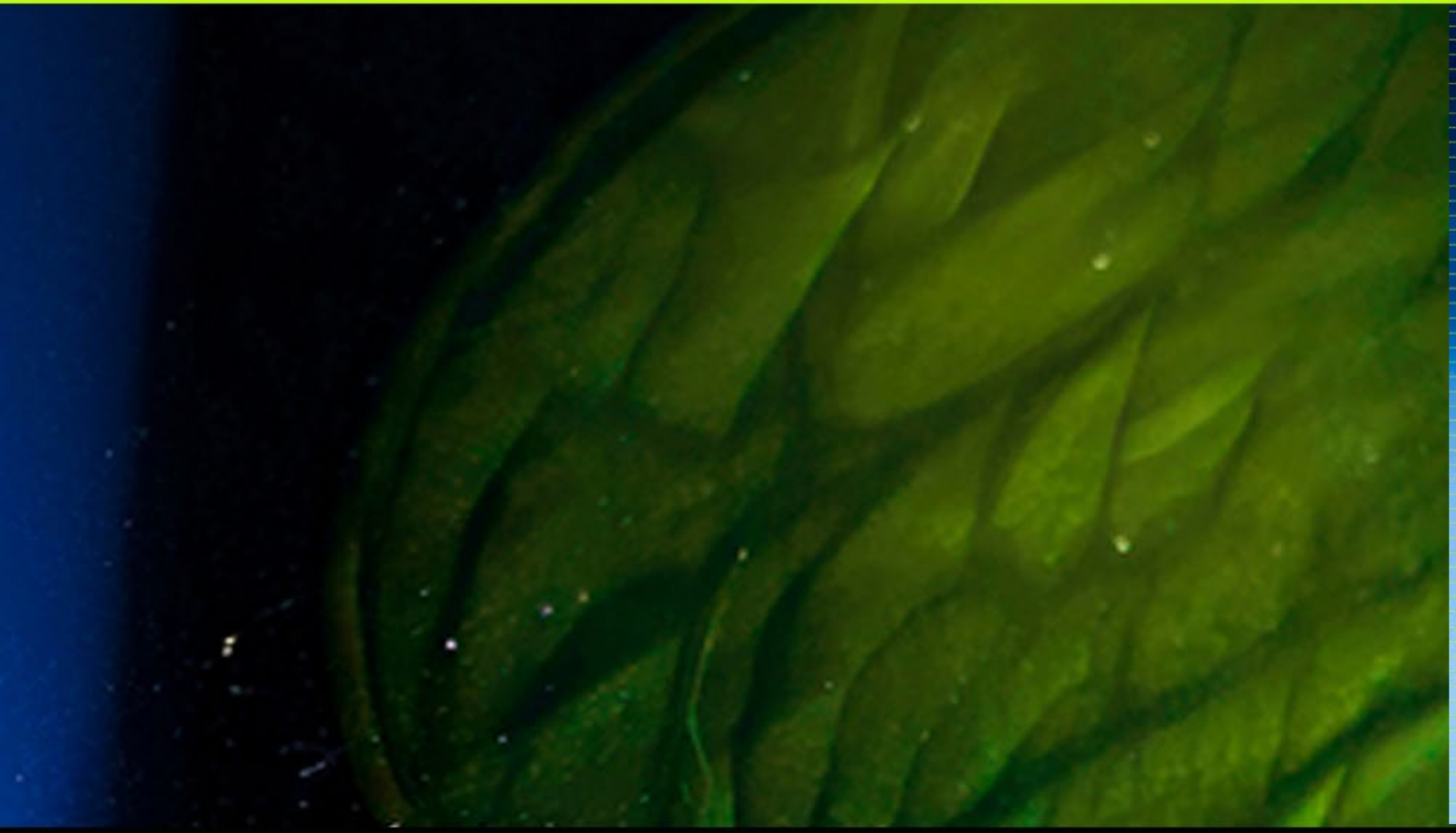






SOMETHING IS COMING...

8	17	49	53
Days	Hours	Minutes	Seconds





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Join today and earn points while shopping and surfing.

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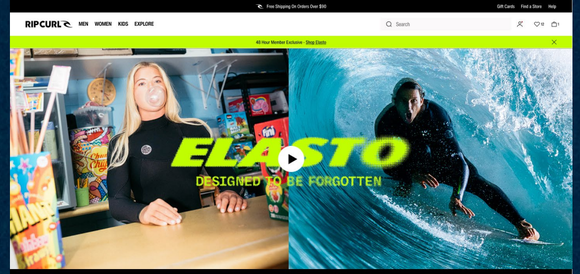
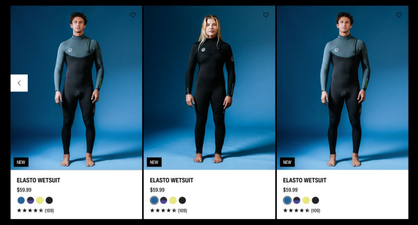
RIP CURL WETSUIT

THE ULTIMATE SUPER STRETCH WETSUIT
DESIGNED & TESTED IN TORQUAY, TRESTLES, HOSSEGOR
EST. 196
153.5500° E



ELASTO. DESIGNED TO BE FORGOTTEN.

It's taken a lifetime to create a wetsuit so stretchy, lightweight, and quick-drying you will forget it's on.



ELASTO WETSUIT
$59.99

ELASTO WETSUIT
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ELASTO WETSUIT
$59.99





LIMITLESS STRETCH

Our Elastomax jersey, lightweight Infinity Foam and inner E-Dry thermal lining work as one to deliver ultimate flexibility and freedom of movement.





QUICK-DRY LINING

Made from 100% recycled materials, the new E-Dry Thermo Lining actively drains water away from the surface, making it touch-dry in under 30 minutes in typical conditions.









ULTRA LIGHTWEIGHT

New Infinity Foam through the upper body reduces weight and water retention, creating a significantly lighter suit for easier, less restricted surfing.

ADDITIONAL FEATURES



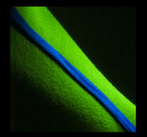
One Piece Boomerang Panel

A unique one-panel upper body design that removes seams from key paddle zones for greater freedom of movement.



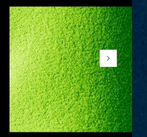
Elastomax Jersey

Our new external jersey, critical to the Elasto's overall stretch. Offering superior flexibility with a soft hand-feel.



Infinity Foam

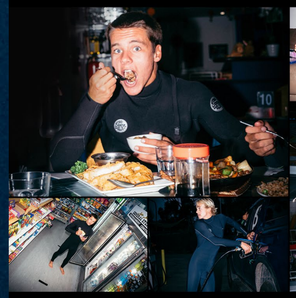
An ultra-lightweight foam used through the upper body that retains less water and reduces resistance when paddling.



E-Dry Thermo Lining

A lightweight inner lining that drains water quickly, helping the suit become touch-dry in under 30 minutes in typical conditions.

A wetsuit so light, stretchy and quick drying that you will forget it's on - Designed to be forgotten.







FIND YOUR ULTIMATE WETSUIT

Take our wetsuit quiz to find the perfect wetsuit.

TAKE THE QUIZ

LIVE THE SEARCH

WETSUITS ON THE SEARCH

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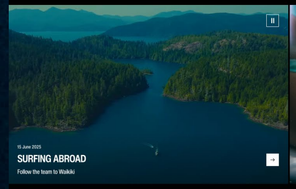
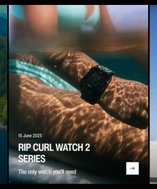
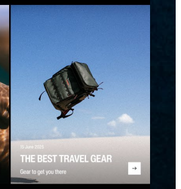
READ ALL ARTICLES



15 June 2025
SURFING ABROAD
Follow the team to Waikiki



15 June 2025
RIP CURL WATCH 2 SERIES
The only watch you'll need

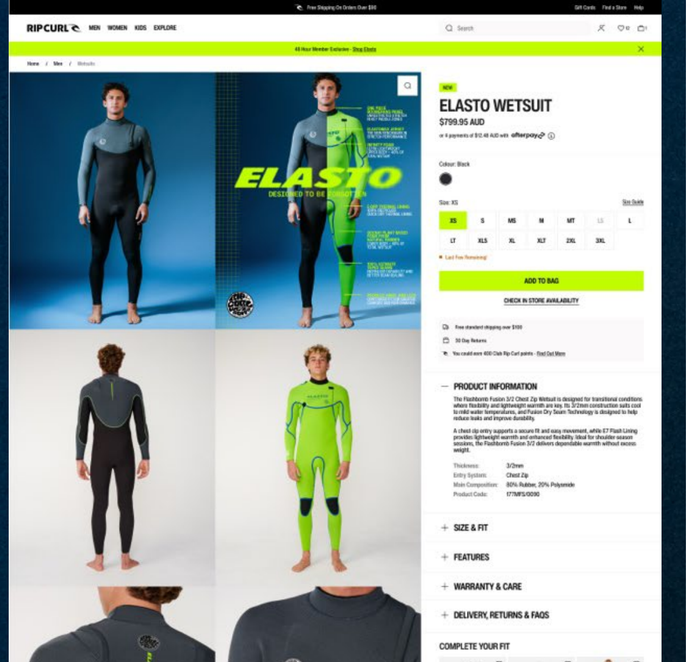


15 June 2025
THE BEST TRAVEL GEAR
Gear to get you there

CLUB RIP CURL

Join today and earn points while shopping and surfing.

JOIN THE CLUB



ELASTO WETSUIT
$799.95 AUD

Colour: Black

Size: XS

ADD TO BAG

CHECK IN STORE AVAILABILITY

PRODUCT INFORMATION

SIZE & FIT

FEATURES

WARRANTY & CARE

DELIVERY, RETURNS & FAQS

COMPLETE YOUR FIT

SURF SERIES 25L VENTURA BACKPA... $69.99

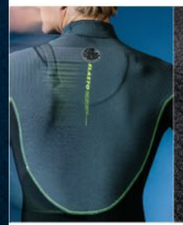
FLASHBOMB 2MM WETSUIT HOOD $69.99

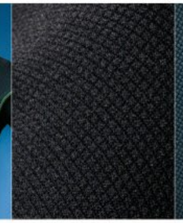
BRAND HOODED TOWEL $69.99

SHOW MORE

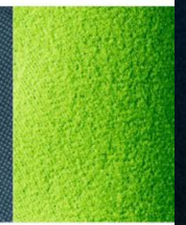
ELASTO WETSUIT

Ultra-lightweight. Unrestricted stretch. Quick dry lining.









ONE PIECE BOOMERANG PANEL

A unique one-piece panel that removes seams from across your shoulders for unrestricted paddling and ultimate comfort.

ELASTOMAX JERSEY

Our new external jersey, critical to the Elasto's overall stretch. Offering superior flexibility with a soft hand-feel.

INFINITY FOAM

An ultra-lightweight foam used through the upper body that retains less water to create our lightest wetsuit ever.

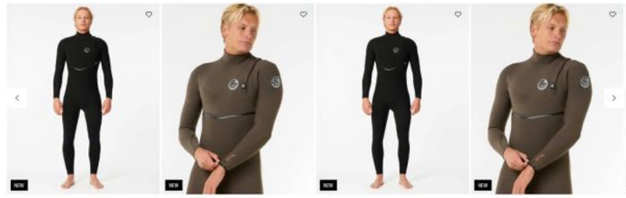
E-DRY THERMAL LINING

A lightweight inner lining, made from 100% recycled materials, designed to drain water quickly, helping the suit become touch-dry in under 30 minutes in typical conditi...





CUSTOMERS ALSO VIEWED



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FLASHBOMB 3/2 ZIP FREE WETSUIT $59.99

FLASHBOMB 3/2 ZIP FREE WETSUIT $59.99

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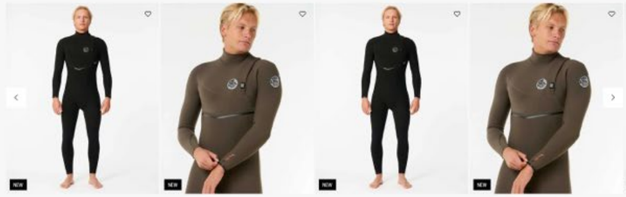

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- Surf Schools
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- Rip Curl Planet
- Find a Store
- International Sites

Rip Curl is a company for, and about, the crew on The Search. The products we make, the events we run, the riders we support, and the people we reach globally, are all part of the Search that Rip Curl is on.

Certified Corporation

BACK TO TOP

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vibram
ICETREK
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BRANDS & PRODUCTS
ISPO
AWARD
2025
Winner
GORE-TEX
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We didn't make it
TO FASHION WEEK


ONE WAY
COMPANY
PARAGON SPORTS
22 BROADWAY
20 YEARS
We did not make it to FASHION WEEK.
Obōz
TRUE TO THE TRAIL
WE FOUND A PLACE ON THE UPPER UPPER East Side.
Obōz
TRUE TO THE TRAIL


Obōz
Save 10%— when you buy 3 or more full-price socks
IT'S ALWAYS A THRILL TO WALK the Red Carpet.
TRUE TO THE TRAIL
LIGHTWEIGHT, BREATHABLE, DURABLE.
Ready to Wear.
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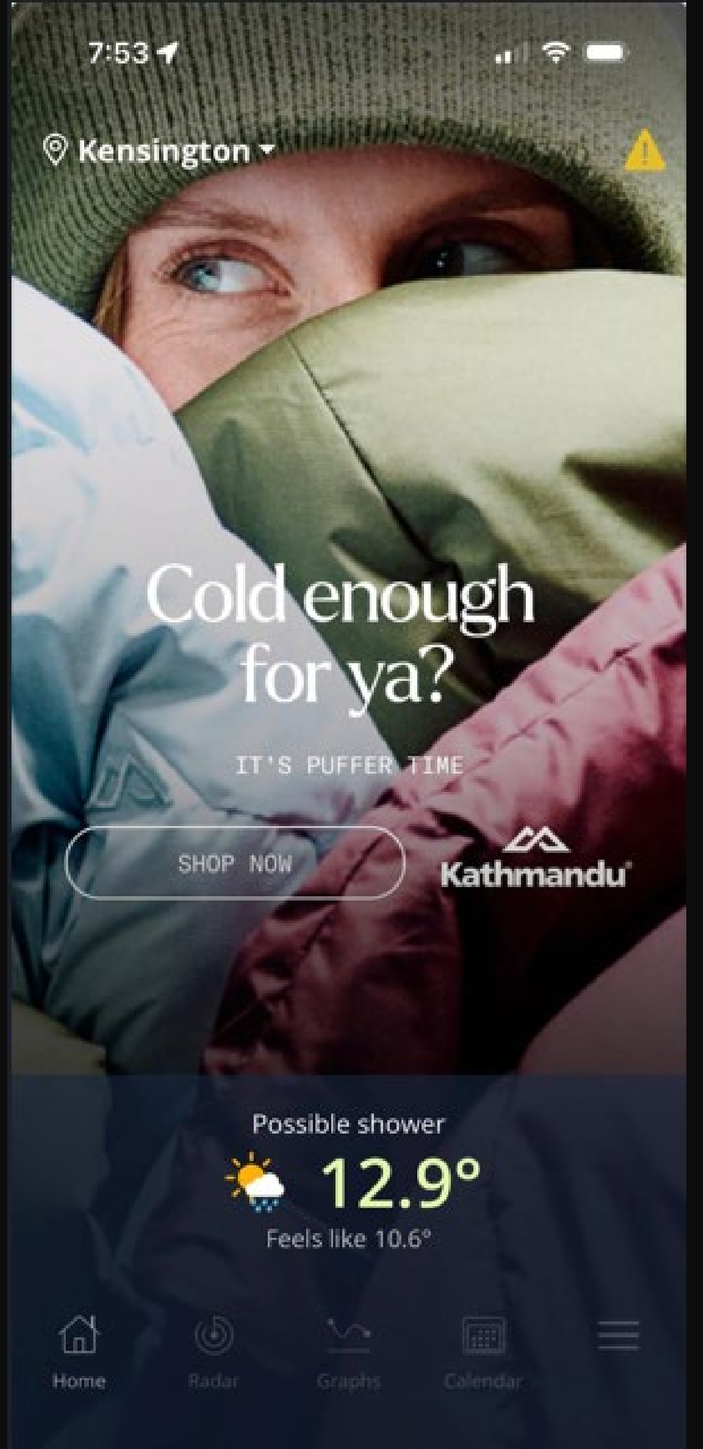
NEW YORK
FASHION
WEEK
THE BUREAU


Pine Creek
LODGE
Obōz
TRUE TO THE TRAIL
We didn't make it to
FASHION WEEK
LUCKY
TRUCKS


Kathmandu


It's Puffer Time!
Welcome to warm.
Explore puffers


7:53
Kensington
Cold enough for ya?
IT'S PUFFER TIME
SHOP NOW
Kathmandu
Possible shower
12.9°
Feels like 10.6°
Home
Radar
Graphs
Calendar

TRADING UPDATE

FIRST QUARTER FY27

TOTAL SALES CHANGE YOY[1] (unaudited)	Q1 FY27 *Aug 26 to Oct 26*
Rip Curl	+0.8%
Kathmandu	+10.2%
Oboz	-19.5%
Group	**+1.6%**

1. *Total sales for Q1 FY27 benefit by approximately +5% from the year-on-year movement in exchange rates used to convert Rip Curl AUD and Oboz USD results to the Group NZD reporting currency.*
2. *At constant exchange rates.*

TRADING UPDATE

- Direct-to-consumer ("DTC") same store sales (including online)[2] +3.1% for the 14 full weeks ended 1 November 2026:
  - Rip Curl +2.5% YoY (excluding Ozmosis). Ozmosis same store sales were -11.1% YoY.
  - Kathmandu +5.8% YoY.
- DTC Retail continues to be impacted by an Australian consumer focused on value.
- Group digital revenue growth of 25.5% heading into the key trading period.
- Kathmandu sales momentum continued, supported by the enablement of ship from store and a strong NZ marketplace.
- Rip Curl 'Next Gen' product is progressively available in Q2 in support of peak sales trade period.
- Oboz wholesale sales were down as planned due to the relocation of the distribution centre. Q2 is anticipated to return to growth.
- Group gross margin of 57.3% has expanded (+140bps YoY) as anticipated. Kathmandu was impacted by new season product delays, an ongoing focus on inventory optimisation and clearance access enabled by the roll out of ship from store. Rip Curl margin growth across all channels including Ozmosis.
- Oboz and Rip Curl wholesale order books remain in-line with prior year.
- Depreciation of the New Zealand dollar continues to create headwinds impacting operating costs, finance costs and net debt, which the Group continues to manage.



THANK YOU

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