



Reformation

The Sustainability Report

Q1 & Q2 2026

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Oh hi,

Time for our mid-year sustainability report. It's a chance for us to check in with you and reflect on the progress we've made toward our big sustainability goals. So far, we've done a lot of work to become circular by 2030, and we have a few updates on our climate action targets. Plus more good stuff.

If we're going to be circular by 2030, we need the majority of our sourcing to be from non-virgin or regenerative materials. That's a really ambitious goal and honestly, a difficult one due to industry-wide constraints. But we're up for the challenge. We continue to invest in research and development for more recycled and next-gen fibers. We are also working on leveraging the industry's collective power to accelerate the adoption of these innovative materials, because our purchasing power alone is relatively limited. So in this report, you'll read more about cross-brand pilots and new collaborative models like our participation with Fiber Club.

We're really hopeful about the future of fashion, and know that we will continue to make measurable progress. Mid-year reports like this one let us see just that. When we first set our circularity goal, we thought we'd only be able to source ~10% of our materials using regeneratively grown fibers since it was such a new, farm-forward approach. **So far in 2026, 14% of the materials we've used are made from regeneratively grown fibers**, and we've more than doubled our uptake of regeneratively grown cotton to 13%. Just one of the many updates this year worth celebrating.

Thanks for following along. We couldn't do it without you.

Love, Ref



Circularity

Circularity

Our goal is to be circular by 2030. We believe the future of fashion is circular, and making something new shouldn't have to mean using virgin materials. **So we want to make products that have as close to zero virgin materials as possible and are recyclable.** We looked at where we still have opportunities in our operations and product development, and found 12 things to focus on to become circular. You can read all about them in our [roadmap](#).

Better materials

Make cool stuff from non-toxic, recycled and regenerative materials.

Made for circularity

Make stuff that lasts, is designed to be recyclable, and in a way that creates less waste.

Wear it a lot

Keep everything in use for as long as possible with care, repair, and love.

Don't throw it away

Keep everything around through resale and recycling. We're too cute to go to waste.



A commitment like this sounds great, but we want to be accountable for making real progress. Here's how we're doing so far in 2026:

Make products that...	Approach	Results so far
Have as close to zero virgin materials as possible	Maximize non-virgin sourcing and balance the rest with regeneratively grown fibers	24% of materials used are made from deadstock, recycled, or next-generation fibers (AKA not virgin) 14% of materials used are made from regeneratively grown fibers
Are recyclable	Design for disassembly and recyclability, and offer recycling programs to prioritize keeping our stuff in the fashion system (e.g. textile-to-textile solutions)	100% of stuff made is recyclable through RefRecycling

We'll report on a lot more of our circularity roadmap targets in our end-of-year report. But below are some highlights across key aspects of the work.

Ref Fiber Standards

In 2026, we updated our Ref Fiber Standards to align with the latest industry standards and the potential for circularity. Here’s a breakdown of how we evaluate fibers and determine their rating:

- 01We measure carbon and water footprints, using primary data wherever possible and Worldly’s [MSI](#) secondary data when we can’t.
- 02We integrate Textile Exchange’s [FMM](#) to evaluate broader impacts like Chemistry, Land Use, Biodiversity, Resource Use and Waste, Human Rights, and Animal Welfare.
- 03We score sustainability attributes, tracking whether a fiber is recycled, regenerative, renewable, or next-gen. That’s where [our circularity roadmap](#) comes in.
- 04We factor in data quality to account for when we are using proxies so we don’t accidentally penalize the innovators doing cool new work where data is still catching up.

In this new rating framework, some of the key fiber scoring has changed compared to prior years. For example, viscose was previously a B grade and is now a C grade, to help us actively drive adoption of higher-rated alternatives like next-generation viscose. Our updated target is to maintain ~95% of sourcing from A-C rated fibers, with most of our research and development focus on shifting to As and Bs, which best align with our circularity roadmap. You can find our updated standards [here](#).

Currently **93%** of our fabrics meet our A-C ratings¹

A All stars	B Better than most	C Could be better	D Don’t use unless certified	E Eww, don’t use
Key fibers: Natural fiber deadstock Naia™ Renew Acetate Naia™ Renew ES Acetate Recycled Cashmere Recycled Cotton Regeneratively Grown Cotton Viscose made with CIRCULOSE® recycled from textile waste	Key fibers: EU Flax Linen Organically Grown Cotton Regeneratively Grown Wool TENCEL™ Lyocell Synthetic fiber deadstock	Key fibers: Better Viscose TENCEL™ Modal	Key fibers: Silk LWG-certified leather RAS Alpaca	Key fibers needed for construction only used in blends: Polyester Spandex
29%	49%	14.5%	6.5%	<1%

¹ Fiber rating is calculated using total fabric volume consumed for apparel and handbags and upper fabric volume for shoes based on fiber consumption. This KPI excludes jewelry, leather clothing from our Veda range, and construction-necessary fibers within specific thresholds (Spandex ≤ 15%; other e-rated fibers ≤ 10%).

5

Scaling recycled & next-gen materials

We are committed to maximizing our use of non-virgin materials. That means investing in more recycled and next-gen stuff like CIRCULOSE®—a material made from recycled textile waste. This year, we're growing our use of a crepe fabric made from 55% Viscose and 45% CIRCULOSE®. We're also actively exploring new ways to transition more of our viscose fabrics to CIRCULOSE® to reduce our reliance on virgin materials while maintaining the look and feel our customers love.

Another next-gen fiber we love is Naia™ Renew Acetate, a lower-impact silk alternative. It's made with wood pulp from FSC-certified forests and recycled waste materials. Plus, it's produced in a closed-loop process that minimizes waste, water use, and carbon emissions, all while delivering that signature smooth, luxurious silky feeling. Almost all of the Naia™ we use today is made with 40% recycled content (Naia™ Renew Acetate), and we're already moving on to a 60% recycled version (Naia™ Renew ES Acetate).

Circ Fiber Club

We can't do all of this circularity work alone. So we joined Circ®'s Fiber Club initiative (with Madewell, C&A, Lenzing Group, and Linz Textil GmbH) to accelerate commercial adoption of recycled textiles. Fiber Club's model helps address critical systemic issues of scaling innovative materials by giving brands a unique, pre-competitive opportunity to pool purchasing power and supply chain networks. We are starting R&D using TENCEL™ | Circ® with REFIBRA™ technology, a fiber made with 30% recycled polycotton waste.

Something old, and new

We only use virgin synthetic materials when we can't find suitable alternatives. That comes out to around 2% of our total material consumption. Not much, but we still want to support better, fashion industry-wide systems for how synthetics are made and what happens to them at the end of their useful life. In a perfect world, that's textile-to-textile recycling, so we partnered with LA-based materials science company Ambercycle to make select bridal pieces with cycora®, a regenerated material made from discarded synthetic textiles. By turning textile waste into a new material, Ambercycle helps reduce reliance on virgin resources and advances textile-to-textile recycling. Supporting materials like cycora® also helps build the infrastructure and demand needed to make circular solutions more widely available over time. Plus it makes a great dress.

Agriwaste pilot

More than 90 million tons of crop residue² are burned every year in India, leading to severe air pollution and public health impacts. At the same time, more than 300 million trees are cut down each year to make viscose, lyocell, and other Man-Made Cellulosic Fibers (MMCFs). So we participated in a pilot called Project Latvus that brought together nonprofits [Canopy](#) and [Fashion for Good](#), philanthropic supporter [Laudes Foundation](#), other brands, supply chain and traceability innovators, and manufacturers to test the potential of wheat straw from India as a forest-free alternative. Basically taking stuff that would have been burned or wasted, and turning it into some of your favorite fabrics. The results from the pilot were promising, demonstrating that wheat straw is a technically feasible and credible pathway to a more resilient, low-impact textile industry. That's a huge step forward for our industry, and we're excited to continue exploring wheat straw as an alternative to other virgin materials. You can read more on Project Latvus [here](#).

Clean chemistry

83% of our materials meet our highest Cleaner Chemistry standards³

One way we work to eliminate waste and pollution in our supply chain is by addressing how and what chemicals are used to make our products. That means not only looking at the finished fabric, but also thinking about the steps before and during fabric manufacturing that can have a huge impact.

That's why we have our [Cleaner Chemistry Supplier Roadmap](#), which dives into the three elements that work together to reduce hazardous chemicals in our supply chain and in our products.

- 01 Cleaner Chemicals, AKA making sure the chemicals and other inputs are safe before using them
- 02 Cleaner Way, AKA making sure the chemical management systems protect workers and the environment
- 03 Cleaner Materials, AKA making sure the finished material is safe for our customers

Our goal is for this roadmap to be used for continuous improvement by all our supply chain partners, from dye houses to printers and tanneries. To help our suppliers out, we've identified three levels: Entry, Better, and Advanced. No matter where they're starting from, we'll work with our partners to implement tools to improve their sustainable chemistry management. We'll continue to consult closely with [bluesign](#), too, so that we can work towards our goal of sourcing 100% of our materials from partners at the Better or Advanced levels.

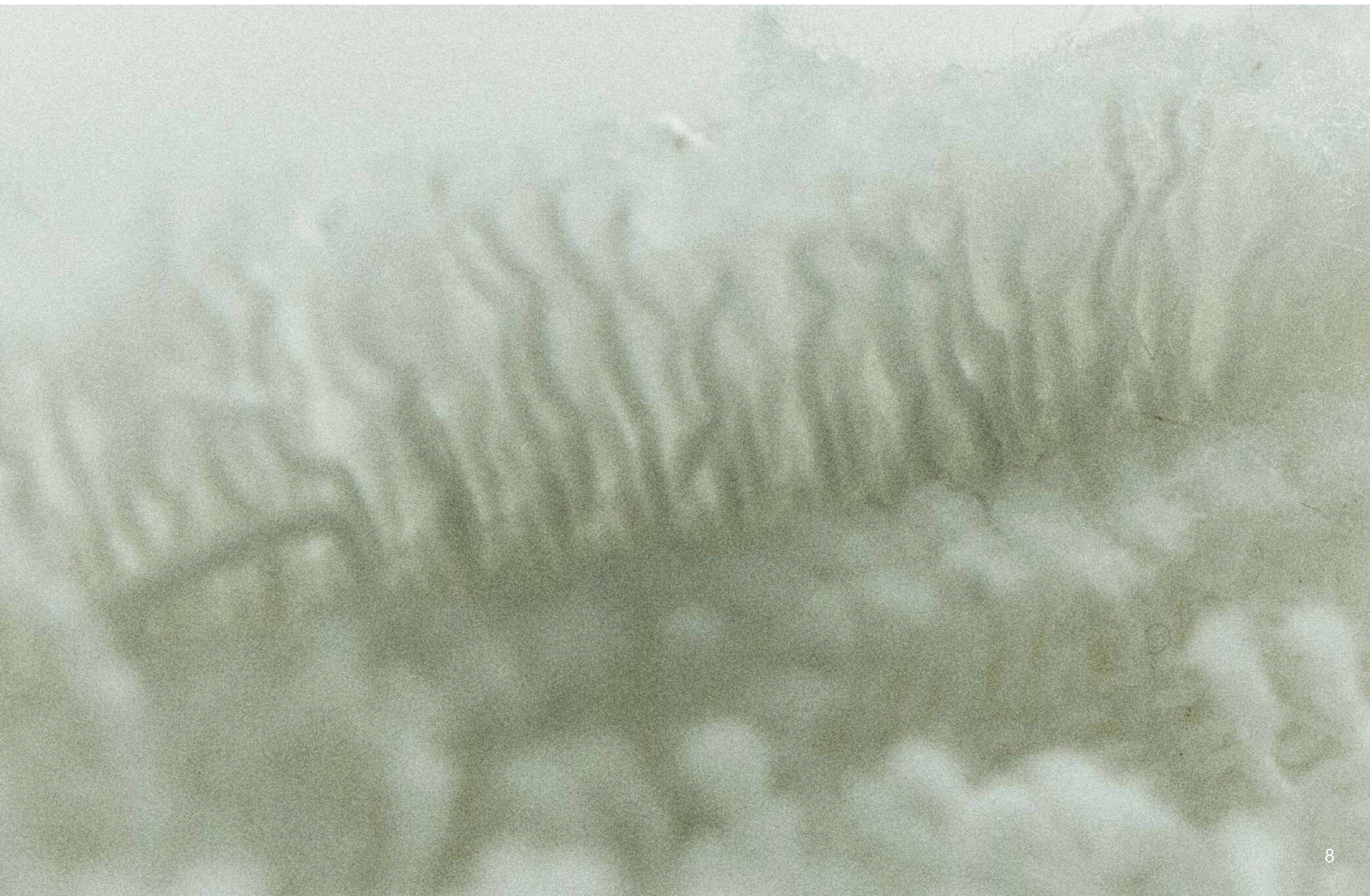
² Crop residue is the leftover plant material remaining in fields after a crop has been harvested, such as stalks, stems, leaves, husks, and roots.

³ Percent of materials that are certified under the OEKO-TEX® STANDARD 100 or come from wet processing facilities that are rated Better or Advanced (i.e., that are certified or are engaged in any of the following programs: ZDHC Supplier to Zero, ZDHC Verified Incheck & ClearStream, Global Recycled Standard (GRS), Global Organic Textile Standard (GOTS), Leather Working Group (LWG), OEKO-TEX® STeP, and/or is a bluesign SYSTEM Partner. It is calculated by total fabric volume consumed for apparel and handbags and upper fabric weight only for shoes. This excludes all jewelry, Veda leather apparel and deadstock materials.

Friends with ZDHC

As part of our commitment to clean chemistry and our [Cleaner Chemistry Supplier Roadmap](#), Reformation joined the [ZDHC](#) Signatory Community as a Signatory Friend of ZDHC - Brand in February 2026. The ZDHC Foundation brings brands, retailers, chemical formulators, machine manufacturers and suppliers together to eliminate hazardous chemicals in the apparel, textile, leather and footwear industries. It does this through its Roadmap to Zero Programme, which includes frameworks and guidelines, like the Wastewater and Sludge Guidelines and the Air Emissions Guidelines, plus solutions like InCheck (monitors input) and ClearStream (monitors output). These tools support the industry in continuous improvement in sustainable chemical management.

As a Friend of ZDHC, Ref has adopted the ZDHC's [Manufacturing Restricted Substances List \(MRSL\)](#), which lists chemicals that should not be used in apparel, textile, leather, and footwear manufacturing. Joining the ZDHC Signatory Community gives us more resources, guidance, and chances to collaborate throughout our supply chain. Already, we've encouraged the use of MRSL-conformant chemicals, and engaged suppliers in continuous improvement activities.



Made for circularity

Circularity

Low-impact care

It's on us to consider the full lifecycle of our stuff. In the first half of the year, **73%** of our garments were designed for low-impact care. Low-impact garment care methods make our stuff easier and cheaper for you to maintain in the long run. As we add more innovative materials to our lineup, we're focused on making sure you can wash them at home instead of taking them to a fancy dry cleaner.



⁴ Low-impact care is defined as garments that are safe for machine wash cold or hand wash.

Alterations & repairs

In the U.S., we offer simple, custom alterations and repairs through [Hemster](#) to help extend the lifespan of our garments and keep them in circulation longer. The service is available to customers both in-store and online nationwide, and is free for members of our Friends With Benefits loyalty program. Since launch, we've repaired or altered over **57,809** items.

A similar program is also available in the UK through our partnership with [SOJO](#). London-based customers can access the service at most of our stores, and it's free for [Friends With Benefits](#) members. Since launching in 2025, we've already repaired or altered hundreds of items, helping keep your favorite pieces in rotation longer so they can be worn, loved, and reworn for years to come. Just another part of our efforts to scale circular solutions globally.

Resell, really fast

We have a partnership with Poshmark to make resale even easier. US and Canadian customers can easily resell their Reformation items by visiting the "Order History" section on our website and clicking the "Resell on Poshmark" button. This button automatically generates a pre-filled Poshmark listing with all the item details. All you have to do from there is tell us how much you wanna make from it. So far in 2026, **3,259** items were listed using the new button, and **2,090** items were resold.

thredUP

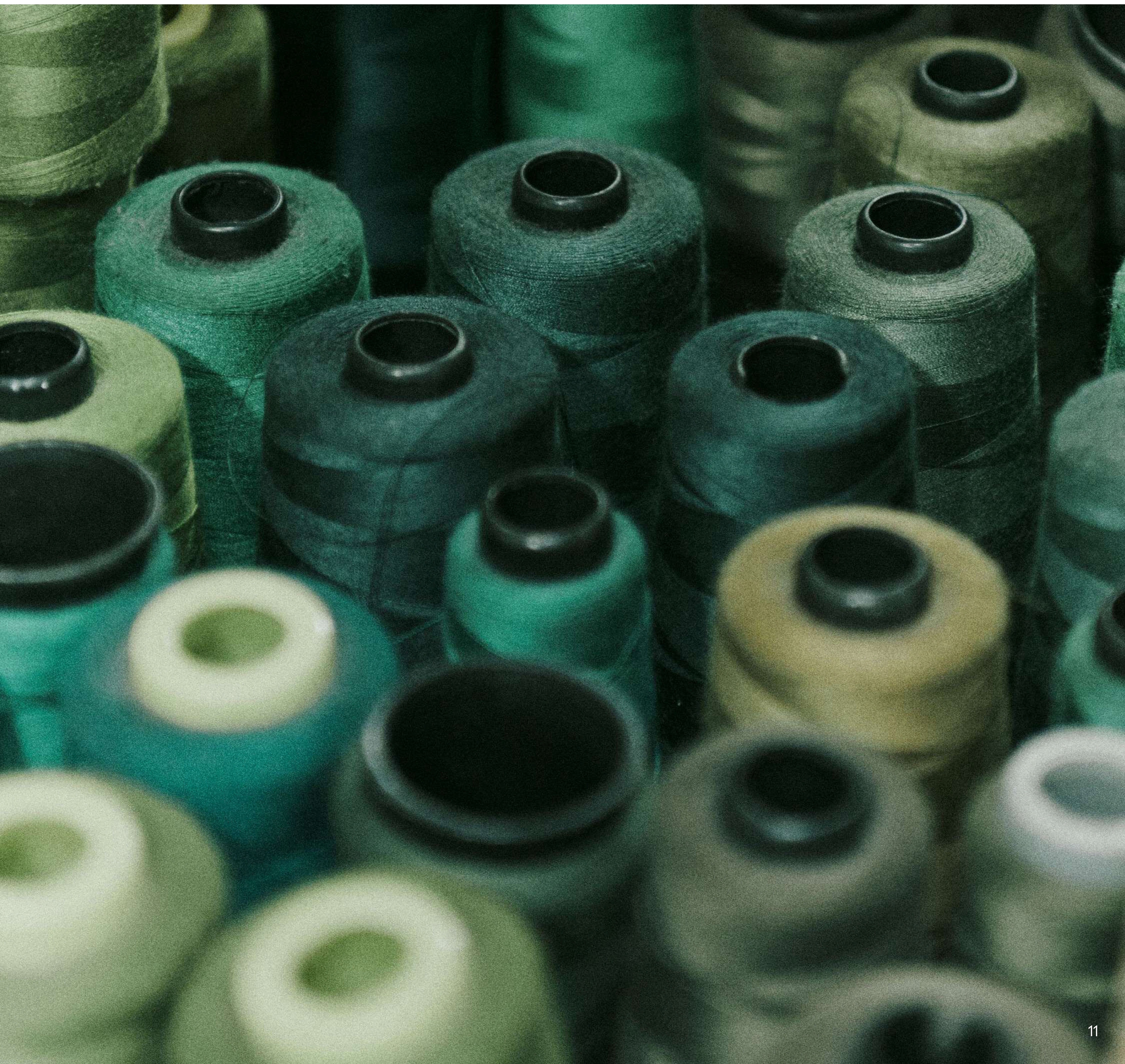
If you're in the U.S. and have non-Ref clothes you aren't wearing, grab a [ThredUP](#) kit and pass them on. We'll give you Ref Credit for every gently used item you sell, which might be a lot. We were the 4th most resold brand on the platform last year. Over **124,211** garments were resold, donated, or recycled via our partnership with thredUP so far in 2026, which is pretty damn cool.

By Rotation

This spring, we teamed up with [By Rotation](#), one of the world's largest peer-to-peer fashion rental platforms, to host a community event at our store in Covent Garden, including a panel led by UK sustainability leader Tiffanie Darke in conversation with Eshita Kabra, CEO and founder of By Rotation, and Georgia Thompson, one of our top Reformation lenders on the platform. The event doubled as a way to test something we've wanted to know—does peer-to-peer rental actually work for our clothes, and is it fun enough that people want to keep doing it? Early signs say yes. Our Mika Bridal Two-Piece alone has been rented more than 45 times across multiple lenders on By Rotation this year, generating over 200% ROI relative to its retail price for the lenders renting it out. It's a promising sign for what circularity can look like when it's built around pieces people actually want to wear again and again.

Care

We design our clothes to last longer, which means you're going to have to take care of them for longer, too. We're making that easier with [tools by Steamery](#) and [Guppyfriend](#), plus [hot tips](#) for product care.



Don't throw it away

Circularity

Putting our best feet forward

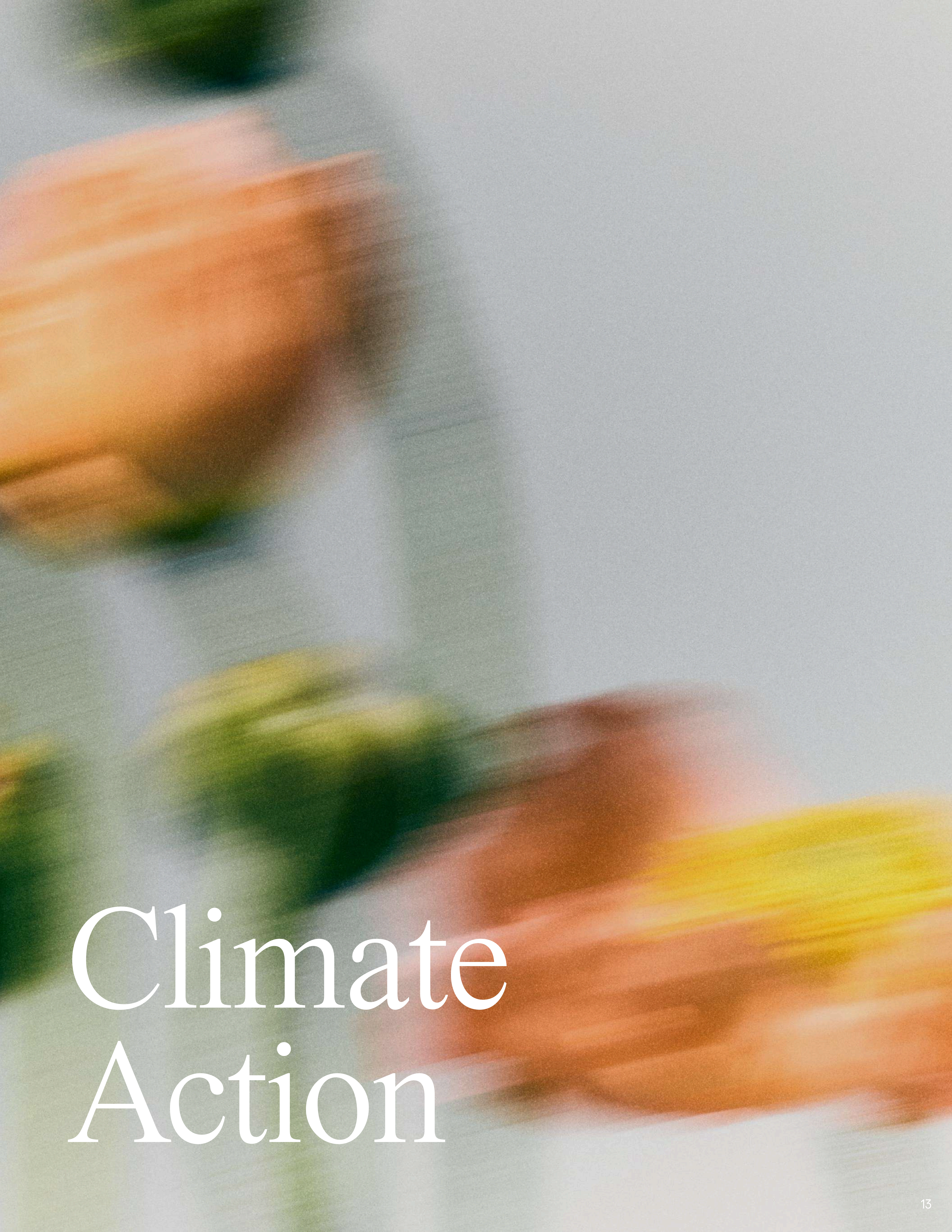
We joined The Footwear Collective (TFC), a nonprofit powered by EarthDNA Inc. that brings together leading brands to build the infrastructure and solutions needed to keep footwear out of landfills. Focused primarily on the US market, The Footwear Collective's Footwear Futures Project has made meaningful progress, including collection efforts from last year that successfully diverted over 30,000 lbs of footwear from landfills in partnership with Goodwill SoCal and Homeboy Industries. The collected footwear is now being distributed to material processing partners—FastFeetGrinded, SuperCircle, and TerraCycle—who are utilizing existing solutions to recover these end-of-life shoes. By mapping recovery pathways, analyzing the outputs of each process, and identifying opportunities to scale, these partners are helping TFC uncover critical insights to inform designing and recycling decisions.

We also joined Fashion for Good's Closing the Footwear Loop initiative alongside 16 other leading brands. Complementing TFC's work in the US, this initiative focuses on understanding and addressing the systemic barriers preventing footwear from being collected, sorted, and recycled at scale across Europe. Phase 1 research has already surfaced critical insights into post-consumer waste flows and the infrastructure gaps that need to be addressed, and the initiative is now advancing into work focused on circular design guidelines and validating scalable recycling technologies.

RefRecycling

[RefRecycling](#), powered by our friends at SuperCircle, is our take-back-for-recycling program for everything we make. To get in on the action, drop off your pre-loved Ref stuff at any of our US or Canada retail locations, or request a shipping label online. As a thanks for keeping materials out of the landfill, you'll get a little something for every item you bring or ship back. Win-win.





Climate Action

Climate Action

The fashion industry is responsible for somewhere between 4-8% of global carbon emissions and is on track to double that by 2050,⁵ making meaningful climate action an urgent priority. Since 2020, we have made climate action a central part of our impact strategy. As standards for credible climate action and environmental claims continue to evolve, so will our approach. We now use The Climate Label from [Change Climate](#) to maintain independent accountability and communicate our progress with you. This certification continues to verify that companies like us measure their emissions, pursue science-aligned reductions, fund climate action, and report transparently every year.

Right now, our carbon reduction efforts focus on having a lower footprint in three areas: transportation, energy management, and material sourcing. When it comes to materials, we’re working on reduction solutions for cashmere, silk, leather, and cotton specifically. You can geek out on the details of our progress below.

Sexy math

[RefScale](#) tracks our product environmental footprint by adding the estimated pounds of carbon dioxide emitted and gallons of water used. Then we calculate how much Reformation saves compared to conventional clothes bought in the US. The whole equation follows the lifecycle of clothes—everything from growing textile fibers and making fabric, dyeing, transporting materials, manufacturing, packaging, shipping, garment care, and even recycling clothes when you’re done with them⁶. While this doesn’t capture all of our business emissions, it’s another helpful way to look at our footprint. It also gives us important reporting on water impacts. Plus, it helps us track our real-time reduction progress, since we can’t currently practically measure our complete footprint more than once a year. We talk a lot about carbon, but fashion is also really water-intensive due to processes like dyeing and printing. So we prioritize sourcing fibers that are less water intensive. We also support our strategic suppliers in their efforts to reduce their water impact through our Factory Forward program.

Here’s a summary of how our stuff added up so far in 2026:

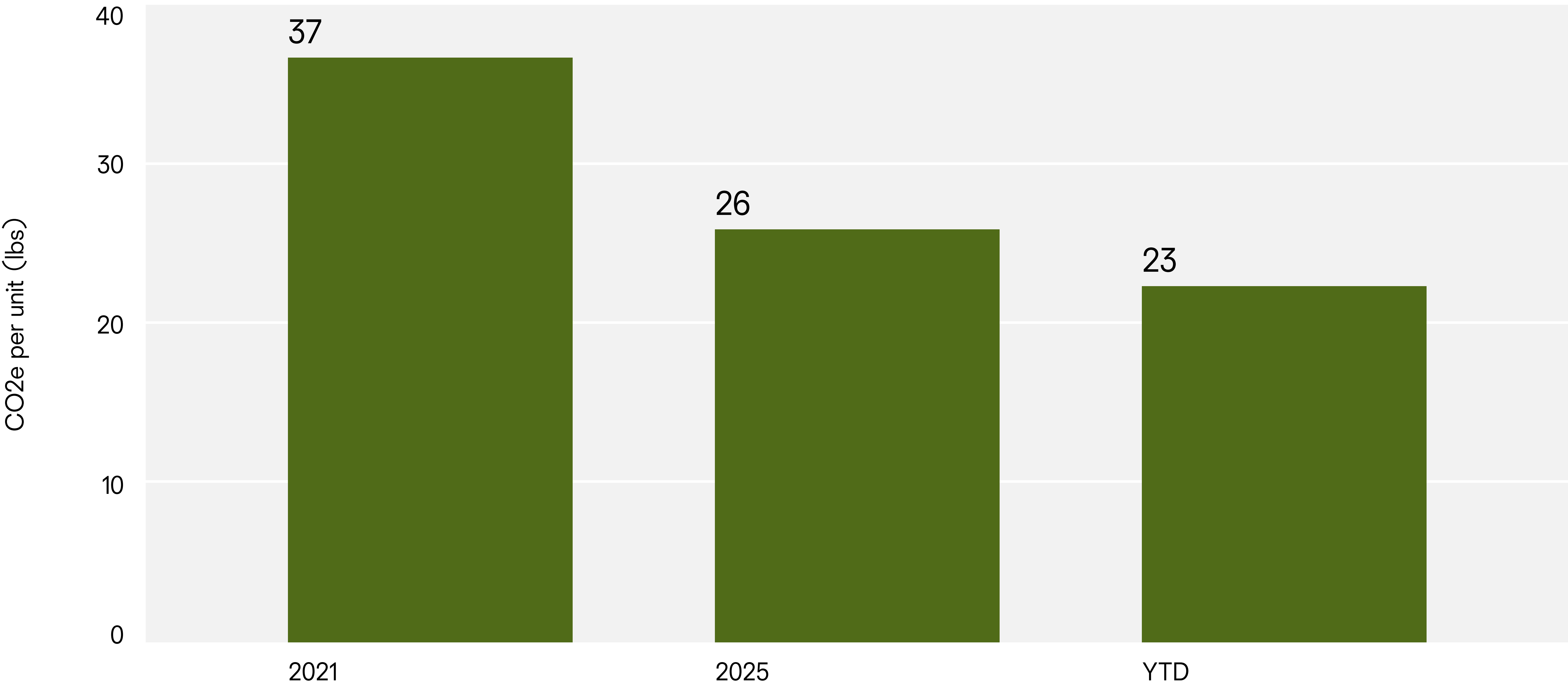
2026 Product Footprint

	Ref footprint	Conventional footprint	Savings
CO2 eq. (metric tons)	22,273	61,641	64%
Water (M gallons)	2,155	9,779	78%

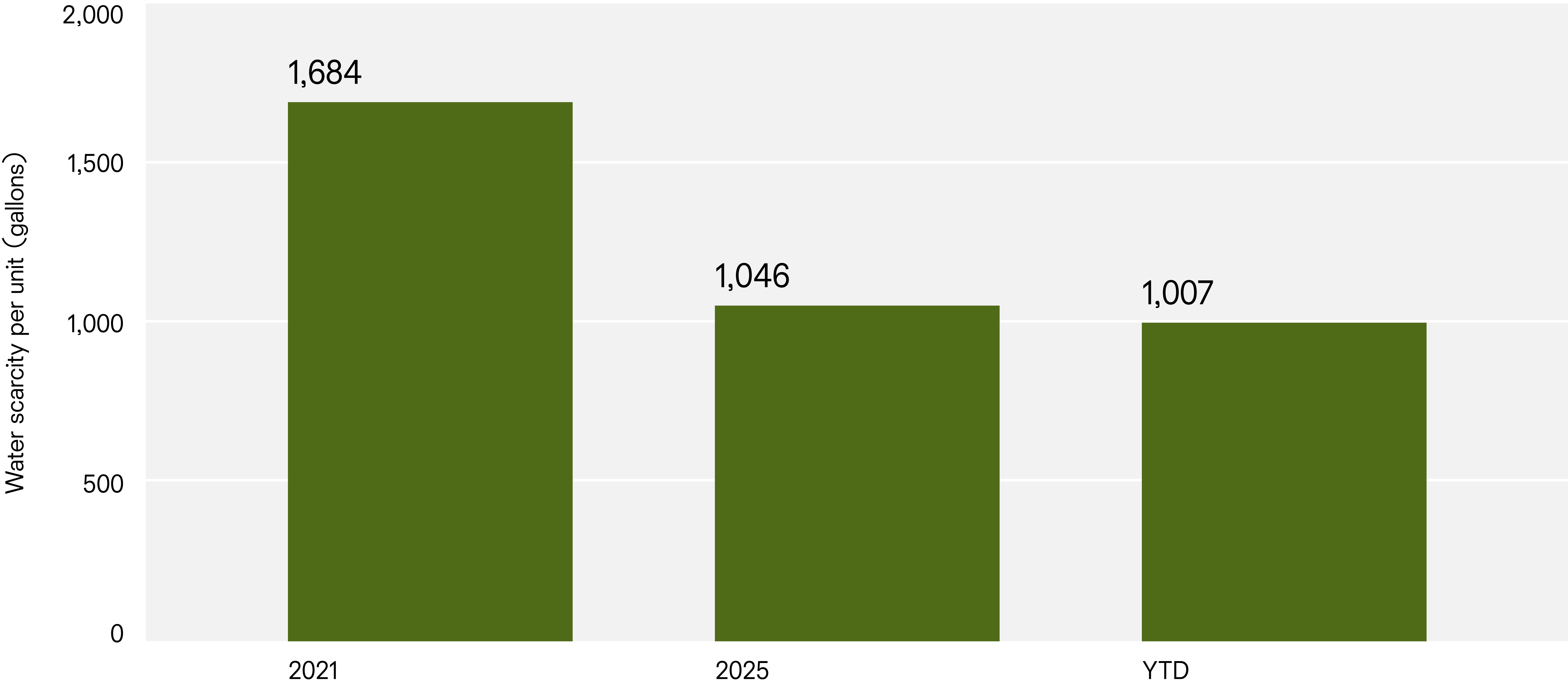
That’s like removing 9,183 cars off the road and reusing 12 Olympic-sized pools of water⁷

⁵ This range reflects a synthesis of data from multiple environmental assessments. The projection regarding the industry’s trajectory is primarily based on the Ellen MacArthur Foundation’s 2017 report, A New Textiles Economy.
⁶ Conventional clothes = garments made with typical industry materials and production methods. Ref pieces are measured against this baseline—see the [RefScale Methodology](#) for more details.
⁷ Equivalencies are based on the 2026 estimated savings, and come from the EPA Greenhouse Gas Equivalencies Calculator and Water from the Patagonia Alliance.

Carbon intensity of our products



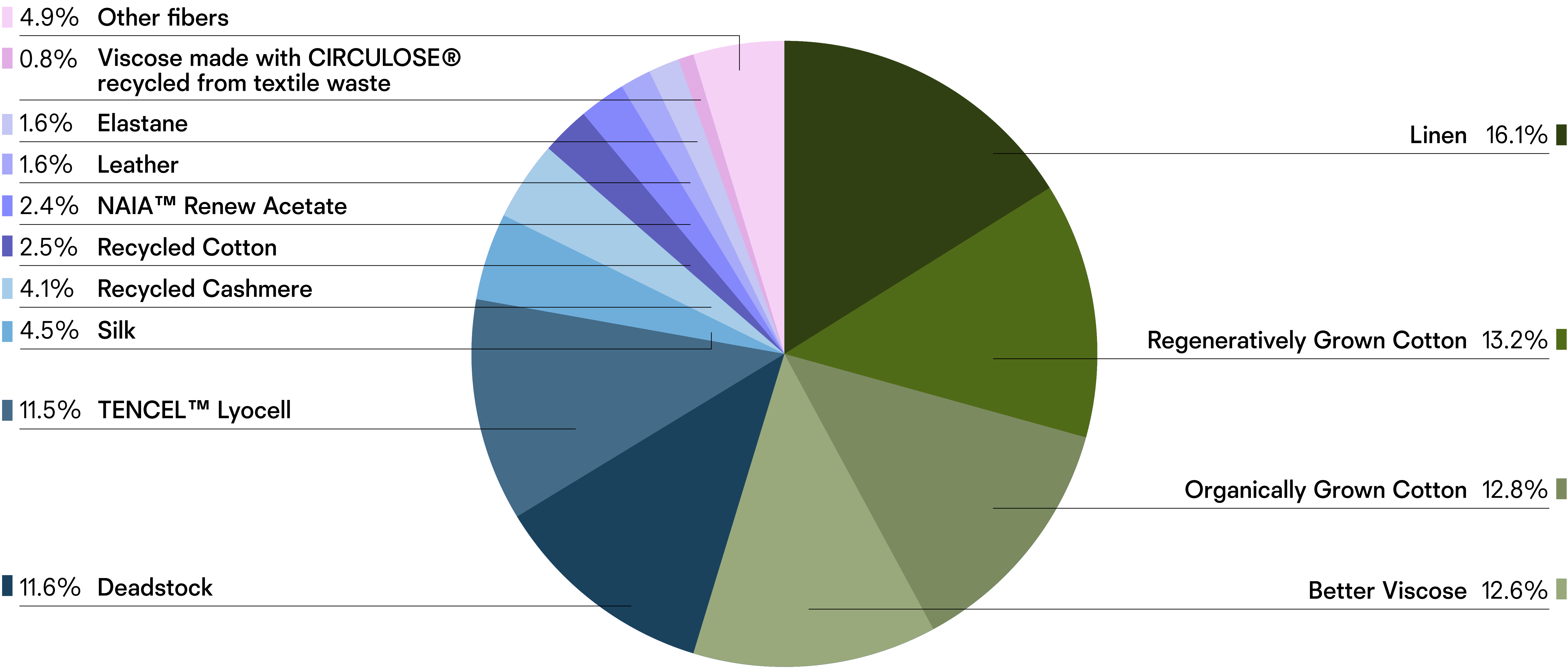
Water Scarcity Intensity of our products



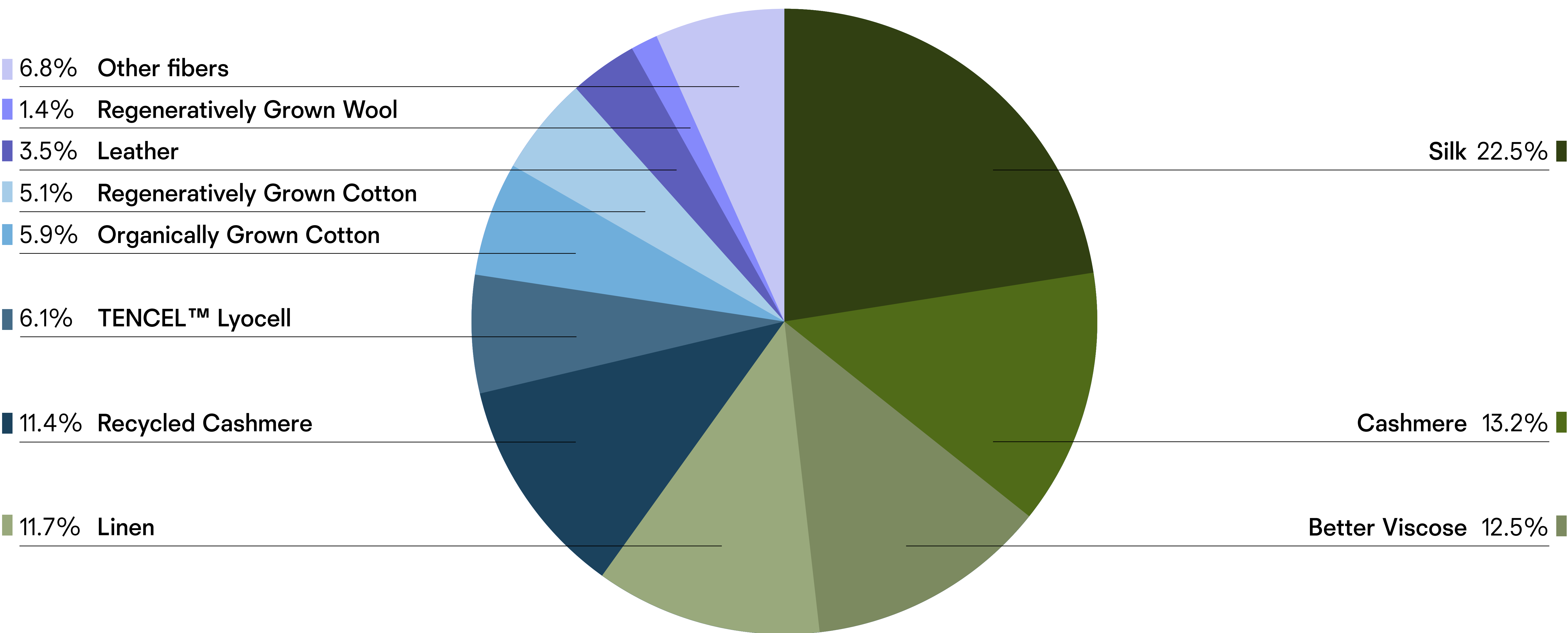
Lower-footprint materials

Creating lower-impact stuff starts with the materials we choose. By investing in next-generation fibers, recycled inputs, and more responsible sourcing, we’re continuing to shift toward materials that deliver the look and feel you love while reducing our carbon, water, and waste footprints. Here’s how much of each key fiber we sourced in 2026, plus their associated emissions.

Material sourcing:⁸



Carbon emissions by materials:



⁸ Calculated using total fabric volume consumed for apparel and handbags and upper fabric weight for shoes. Volume is derived from estimated product weight, units received, and fiber composition. This KPI excludes jewelry and Veda leather apparel. We define Better Viscose as man-made cellulosic fiber sourced from producers who maintain both FSC (Forest Stewardship Council) certification for their raw materials and a "Green Shirt" rating in the annual CanopyStyle Hot Button Report, indicating a low risk of sourcing from ancient or endangered forests.

Summer cashmere

We introduced a new tissue-weight sweater quality, in case you want to wear cashmere all the time. It's a sheer, lightweight fabric made from 90% TENCEL™ Lyocell and 10% recycled cashmere. The recycled cashmere in this blend has almost none of the land, animal, and climate impact associated with conventional cashmere production. Plus, TENCEL™ Lyocell brings a soft drape and natural stretch that makes this quality light enough for warmer months. Together, they provide the comfort of cashmere year-round without using more virgin fiber.

Everyday silk

Silk is good on its own, but we saw a chance to make it a little more sustainable by mixing it with 30% LENZING™ ECOVERO™ Viscose x REFIBRA™ and 15% Viscose. The result is a mid-weight, ultra-smooth fabric with a little less shine for everyday wearability. It's made with 55% silk for a lower impact, since the LENZING™ ECOVERO™ Viscose x REFIBRA™ fiber in this blend comes from responsibly sourced wood and recycled cotton scraps. All of this gets us closer to our climate and circularity goals without giving up the drape and structure that make silk-blend fabrics feel special.

Half naked never looked so good

Another way we're cutting synthetics out is by innovating in categories that still require them. Our swim is made using a renewable, super-soft, plant-based fiber, EVO by Fulgar®, made from castor plants instead of plastic. Creating swim without synthetics is super challenging, so we're really proud to offer a core fabric that is 80% plastic-free. We've made a lot of progress on our swimwear, but we'll keep innovating until it's the most sustainable option out there, or until skinny dipping is widely accepted. Whichever happens first.

Better leather

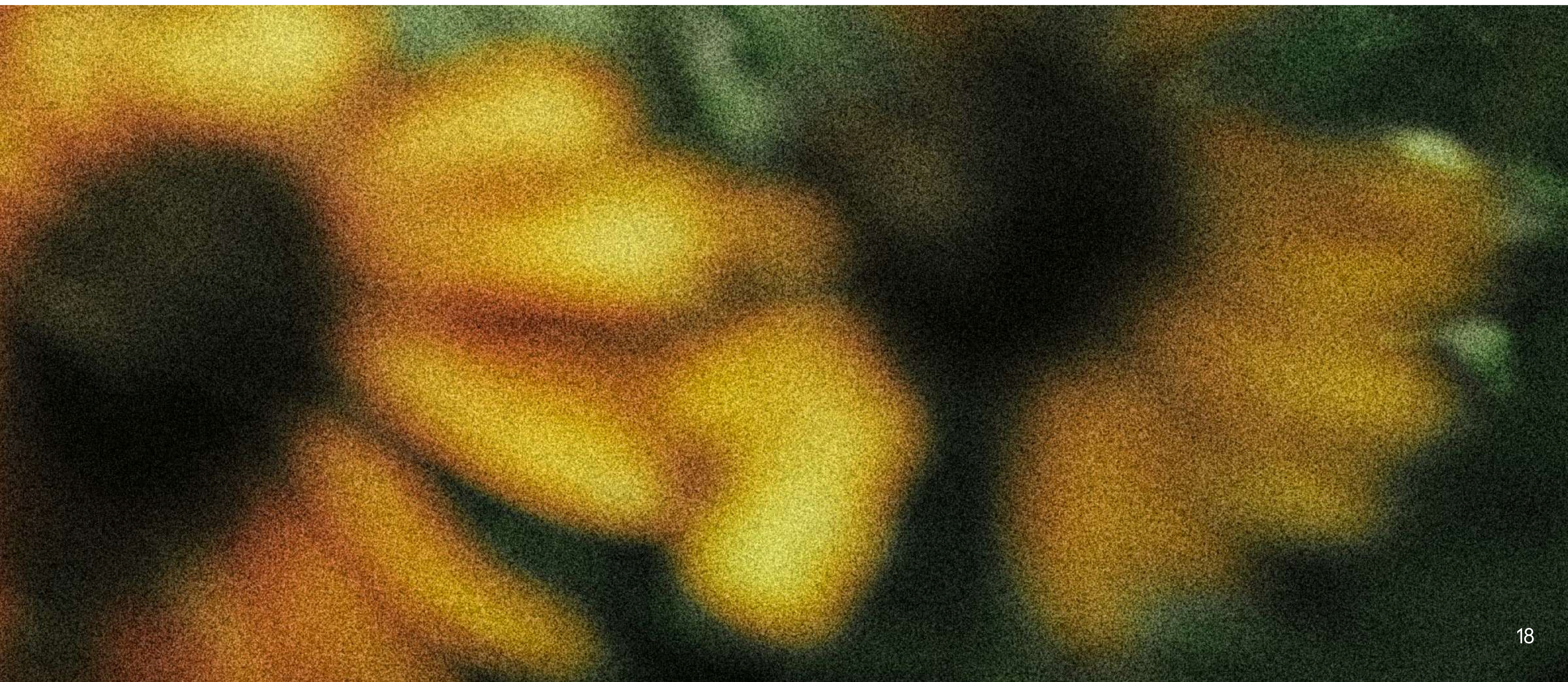
We prioritize using leather sourced from Leather Working Group Gold- and Silver-rated tanneries to ensure their chemical management practices meet our clean chemistry requirements and are aligned with Zero Discharge of Hazardous Chemicals (ZDHC) principles. We also partner with [Land to Market](#) by supporting farmers and ranchers transitioning to regenerative agriculture. Through Ecological Outcome Verification (EOV), Land to Market connects brands with verified regenerative farms, ensuring measurable improvements in soil health, biodiversity, and carbon capture. For over four years, we've been investing in this movement, helping build the community, resources, and support needed to shift away from conventional farming. In 2025, we placed our first orders of traceable, regenerative leather sourced from our partner farms in Uruguay. We used this leather to make some of our bestselling styles, including the Wilda Boot, the Inez Pump, and the Bethany Flat, which represented roughly 4–5% of all the leather we used for footwear that year. In 2026, we've been actively onboarding new partners to scale regenerative leather in our products. All while we explore recycled leathers and test plastic-free and low-plastic leather alternatives, with the goal of bringing these materials into our collections in the coming years.

Scaling regen cotton

We're continuing to partner with our mills to transition more organically grown cotton to regeneratively grown cotton in our denim and other core fabrics, like poplin. So far in 2026, we've more than doubled our uptake of regeneratively grown cotton to 13% compared to last year.

Earlier this year, we joined Cotton Australia's Camp Cotton, a 3-day immersive trip where Ref got to meet with cotton experts and visit cotton growers in New South Wales, Australia. The trip gave us a look into Australian cotton production, regenerative farming practices, and the myBMP program, which underpins best management practices and supports the regenerative outcomes we look for as a brand. We got to meet cotton farmers who have adapted how they farm to grow healthy crops in water-scarce environments. And we also saw how they reduce the need for synthetic inputs (like fertilizers and pesticides) by using drones that release naturally occurring predators of common cotton plant pests. It was kind of a dream trip for our sustainability team, and made us even more excited to make these connections with cotton growers and industry innovators to expand this work globally.

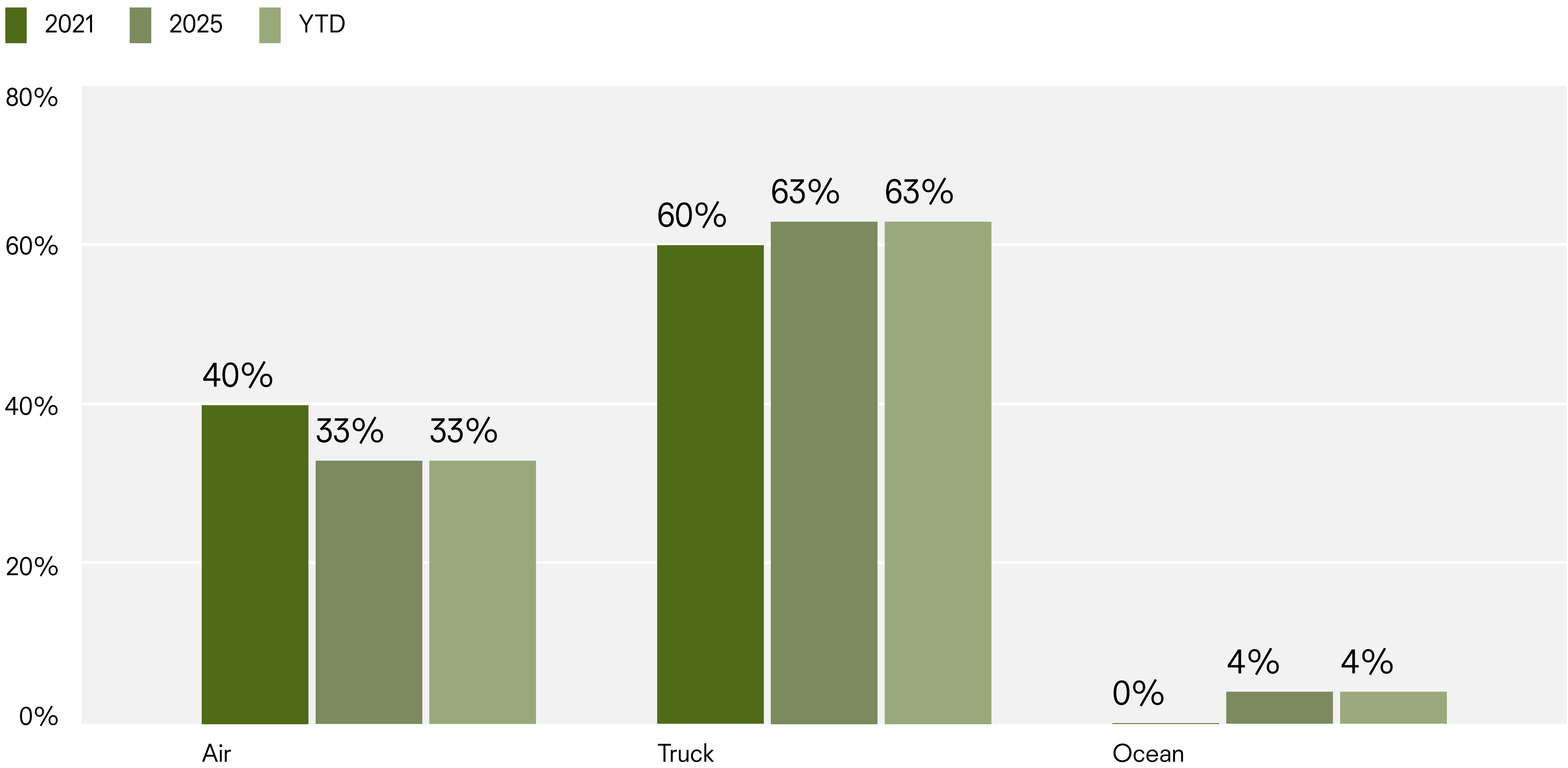
While in Australia, we also got to visit with our friends at Good Earth Cotton®, the world's first net-zero farm, to see how they're transforming regenerative farming with their data- and tech-first approach. We walked the cotton fields and saw all the efforts made to improve soil health and water retention through land leveling projects—which smooth out the ground to let gravity handle irrigation. This optimizes water efficiency and reduces the energy needed to pump water across fields. We also toured their on-farm cotton gin to see FibreTrace technology in action, which enables more visibility from farm to fabric throughout our supply chain. It's exactly why we've been partners since 2021, because knowing our supply chain is super important to us. So far, in 2026, **13%** of our denim styles were made with FibreTrace technology and regeneratively grown cotton from Good Earth Cotton®.



Transporting our raw materials and finished goods to our warehouses, retailers, and customers takes a lot of fuel and represented a big chunk (about 26%) of our total emissions last year. Using less air transportation helps us hit our carbon-reduction targets, since short-haul air transport is around 52x more carbon-intensive than using a cargo ship⁹. At the same time, we rely on air shipping because we launch small collections and restock based only on actual customer demand. Flying lets us move faster and make less, so we can stay flexible and avoid overproducing, which means higher sell-through and a lot less waste. So really it's all about finding the right balance.

We have a task force of basically everyone at Ref who makes decisions about how we move stuff, from our COO to our Production Managers. Between 2021 and 2025, we reduced our reliance on air freight from 40% to 33%. So far in 2026, air and truck modes have stayed relatively steady, while ocean freight has gone up slightly from 3.5% to 4.2%. While ocean freight is moving in the right direction, seasonal fluctuations mean we really need a full year view, which we'll share in our next report.

Transit Mix Year-over-Year



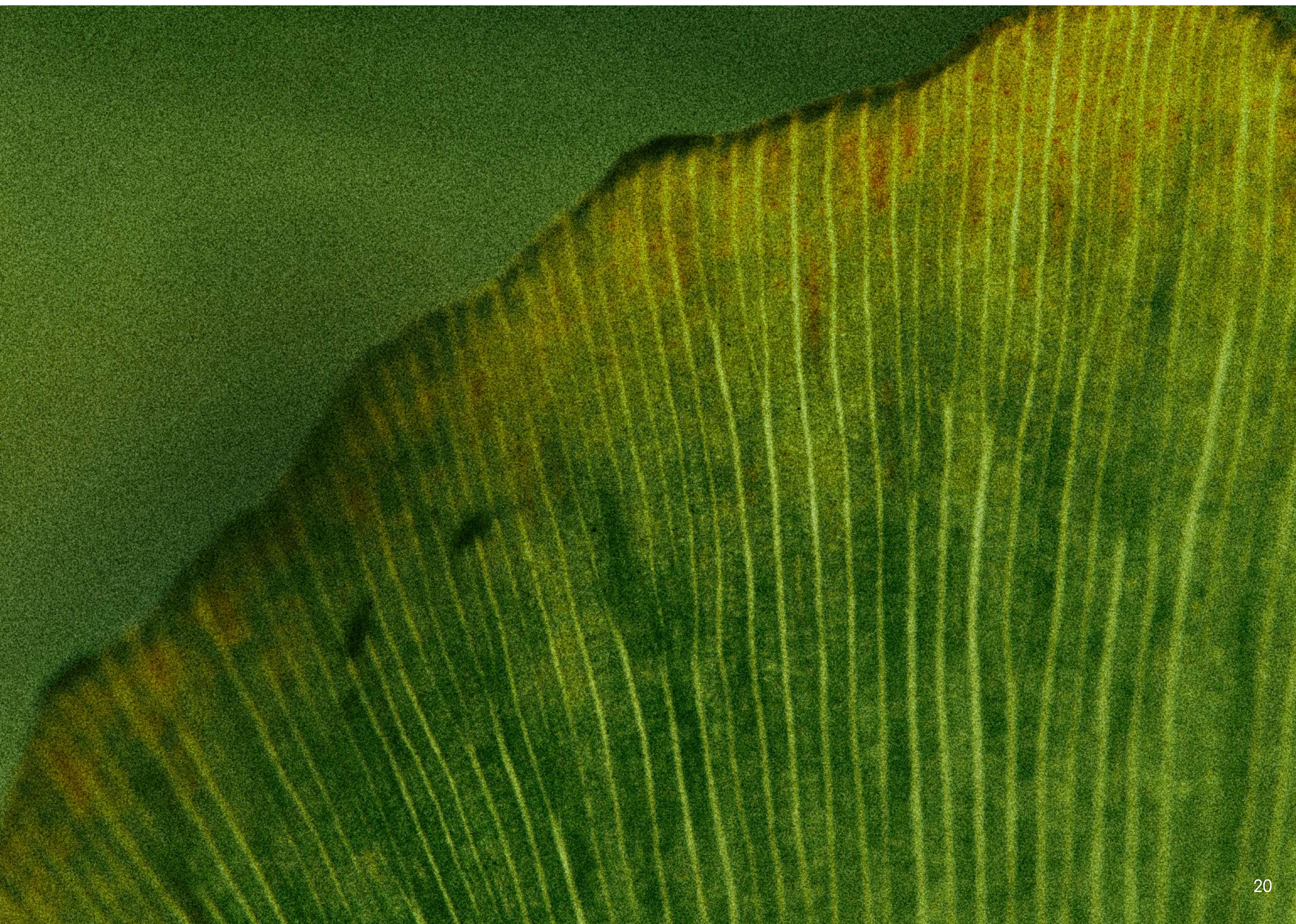
⁹ Based on data from the latest [Global Logistics Emissions Council Framework](#).

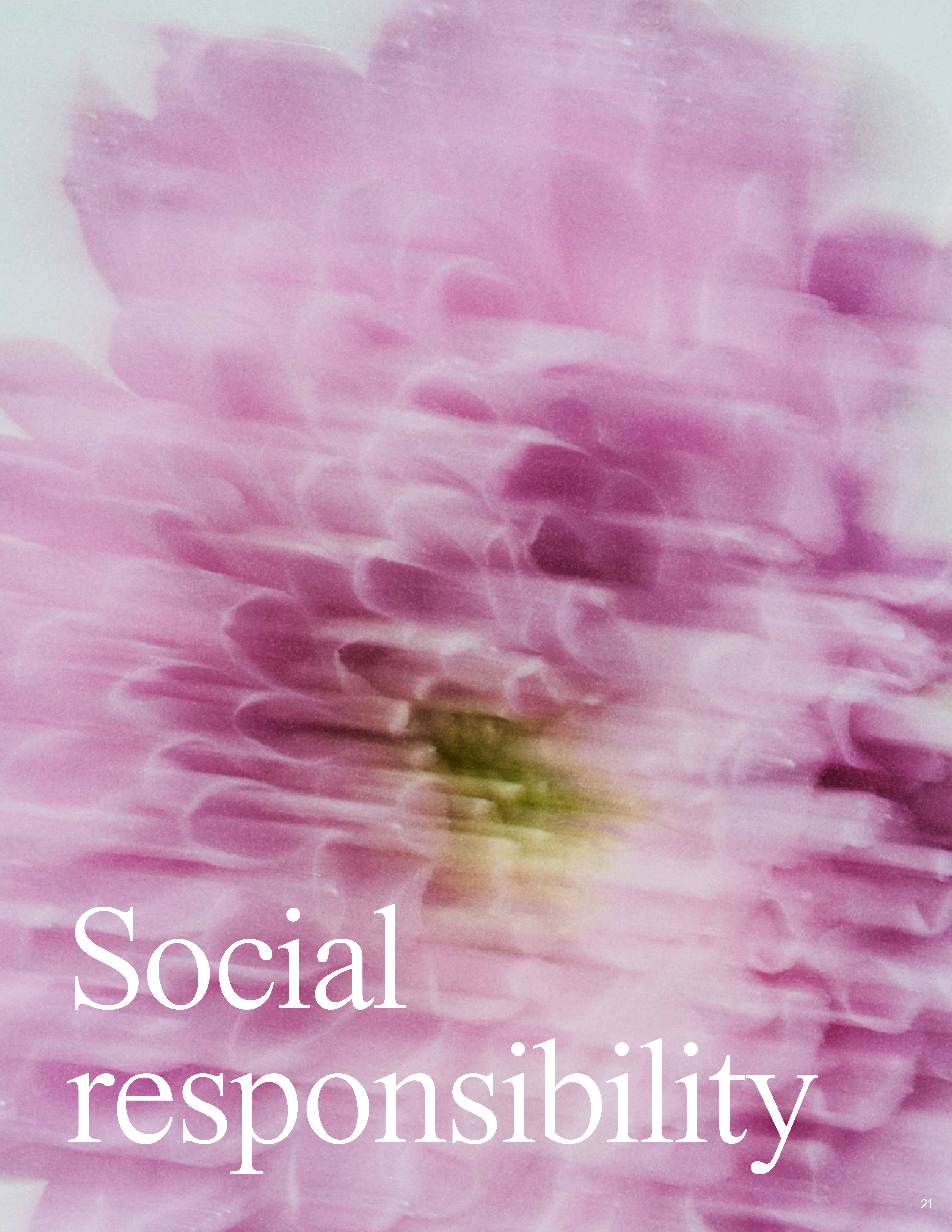
Factory Forward

An important part of our climate action work is reducing emissions in our supply chain, which we can do by building close, collaborative relationships with our suppliers. We do this through Factory Forward, a whole suite of programs that aims to help our suppliers get better at measuring, reporting, and assessing the biggest opportunities for reducing business and environmental costs. We have active projects with strategic suppliers and organizations like [Apparel Impact Institute \(Aii\)](#), and will report more on outcomes when we're ready.

Green Building

We purchase renewable energy credits (RECs) to offset 100% of the energy we use in our factory, offices, and retail facilities. We also have a Green Building program that aims to improve energy savings, water efficiency, resource stewardship, and reduce our carbon footprint in our stores and offices.





Social responsibility

In our supply chain

None of these big-picture, save-the-planet goals happen—or matter—without people. So here’s how we take care of ours across our supply chain, team, and community.

Supplier practices

Throughout our supply chain, we work with incredible partners who share our values of accountability, transparency, and sustainability. We know we’re not perfect, but we always do our best to be transparent and keep pushing for positive change. We require all of our direct cut, sew, and finish manufacturing partners and subcontractors (AKA Tier 1) to adhere to our [Supplier Code of Conduct](#), which is basically our requirements for ethical operations. We are also working towards extending the same requirements to our strategic mills (AKA Tier 2—dyers, printers, weavers, and knitters). These requirements are designed to ensure fair and safe labor conditions and fundamental labor rights, such as the prohibition of child labor and forced labor, and meeting or exceeding local legal minimum wage requirements.

Our suppliers participate in independent, third-party social assessments to ensure fair, safe, and healthy working conditions. These assessments are conducted not only to ensure that they’re meeting our Supplier Code of Conduct but also to identify areas for improvement. All substandard audit findings should be remediated in a timely manner. We know an audit is just a snapshot in time, so we prioritize active continuous improvement, root cause analysis, and development of necessary management systems.

We use a color-coded rating system for our supplier audits and continuous improvement efforts. Our goal is to maintain a “Green” or “Yellow” rating for 95% or more of Tier 1 facilities. We are currently at 89.5%.¹⁰ We’re working toward improvement with facilities that don’t meet our standards by supporting remediation and capacity-building efforts. Currently, 100% of suppliers with Orange/Red initial ratings are actively engaged with us in corrective actions.

Green Authorized for Production	Meets or exceeds all standards.
Yellow Authorized for Production	Meets most standards.
Orange Probationary or Not Authorized	Status is conditional upon the severity of critical/major violations and the progress/conditions of the Corrective Action Plan (CAP).
Red Probationary or Not Authorized	Status is based on addressing critical/zero-tolerance violations and the severity level, transparency and progress/conditions of Corrective Action Plan (CAP).

You can access our factory list and more information [here](#).

¹⁰ As of June 2026, % based on Tier 1 facilities and subcontractors that are authorized for Reformation production and that we’ve worked with for 12+ months.

Traceability

Traceability is about knowing exactly where our stuff comes from. We want to be able to answer “who made our clothes” at every level of the supply chain. Our goal is to maintain 100% traceability into our Tier 1 & 2 suppliers.¹¹

Traceability performance

Tier 1	Tier 2	Tier 3	Tier 4
Finished goods assemblers & subcontractors	Dyers & printers; finishers, weavers, knitters	Spinners, tanneries	Raw material production and processing (farm, forest, recycled material collector/processor)
100%	100%	99.79%	21%

We’ve gone deeper with our supply chain partners to map supply chain steps like spinning (Tier 3) and raw material production (Tier 4). This year, we updated our Tier 4 traceability methodology to share the percent of our fiber volume we can trace back to extraction, production, or collection. We want to know as much about where a material comes from as possible, like where the mulberry leaves for our organic silk are farmed, and where sheep graze for our regeneratively grown wool. Knowing exactly where our materials originate helps us understand our impact more holistically so we can actually reduce it. Beyond visibility, we also foster farm-forward programs (like NATIVA™ or Fibretrace® with Good Earth Cotton®) that allow us to connect and build relationships with the farmers who grow our fibers. For areas where there’s room to improve supply chain visibility, we collaborate directly with our suppliers and industry partners to find data solutions.

Our traceability efforts also help us uphold our commitment to the [Coalition to End Forced Labor’s](#) Call to Action by ensuring our cotton is not sourced from China.

Transparency is a big part of accountability, which is why we disclose 100% of Tier 1 finished goods manufacturers and subcontractors within our supply chain [here](#). We aligned with the [Transparency Pledge](#) and are participating in the [Open Supply Hub \(OS Hub\)](#) to expand on the details that are made public so we can be more accountable for working conditions in our partner factories.

¹¹ Tier 2-3 traceability is calculated by total fabric volume consumed for apparel, handbags and upper fabric weight only for shoes. Tier 4 traceability is calculated by total fiber volume consumed for apparel, handbags and upper fabric weight only for shoes. These exclude all jewelry, trims, Veda leather apparel, and deadstock materials.

People & culture

In 2026, we've focused on elevating the customer experience across all channels to ensure that you have a great time whenever and wherever you interact with us. We put the same level of care into the people who work to deliver that experience to you.

That's why we are constantly investing in new ways to connect with and support Refs holistically. Taking care of our customers starts with our teams having the resources to take care of themselves, so we recently introduced Wellhub, a global wellness program that gives our team access to thousands of gyms, boutique fitness studios, and mental health apps to support their physical and mental well-being. Alongside these wellness benefits, we are focused on what it means to "be a friend." From surprise food trucks, virtual Bingo, peer recognition contests, and Ref product giveaways, to new learning and development programs, we are giving our teams the tools to treat our shoppers like we would our own friends.

At Ref, we know that inspired, healthy, and connected employees are the secret to delivering the absolute best experience for our customers. Coming up, we have:

- 01 **Annual Employee Engagement Survey:** our opportunity to measure our progress and set our future focus areas based on the feedback we receive
- 02 **Ref Values Week:** a weeklong celebration where we volunteer, build deeper connections, and celebrate all that we've accomplished in 2026

Always learning

It's important to us that our team understands why we do what we do. We have a whole library of trainings accessible to all Refs, including a Sustainability series and micro-trainings on our Better Materials. As part of our Ellen MacArthur membership, we've also gained access to hundreds of trainings available to all employees. This year, we also introduced a Green Claims training for our Creative teams to help ensure we represent our sustainability work accurately, transparently, and in a way that stays true to our brand voice. Our sustainability team also facilitates department-specific Sustainability Scorecard workshops, helping teams across the company better understand our mission and, most importantly, how their work contributes to achieving our goals.

Factory Tours

If you wanna see where the magic happens, we host public tours of our headquarters and Factory in Los Angeles. To learn more and save your spot, email love@thereformation.com and come meet some of the amazing people who make your clothes. We can't wait to show you around.

Better together

We want to be leaders and create a community around the sustainable fashion movement, so we are involved with the Textile Exchange, Fashion for Good, Cascale, the Ellen MacArthur Foundation, and other initiatives¹². We act as industry cheerleaders, friends, provocateurs, leaders, and generally just another force pushing for better things in fashion.

We've got the power

Ref has supported [SB 707 \(California's Responsible Textile Recovery Act\)](#) from the very beginning. This legislation requires brands to take accountability for the full lifecycle of their products, shifting the cost burden away from communities and onto the companies creating the waste in the first place. Textiles are the fifth most common material and the fastest-growing category in California's residential and commercial waste streams. Overproduction of hard-to-manage materials creates waste that can tangle, combust, or contaminate recycling streams. As active members of the Governing Board of the Landbell USA Producer Responsibility Organization (PRO) we are directly involved in shaping how this landmark law will be implemented in practice. We look forward to continuing to bring our experience and perspective to the process as California builds a more responsible system for textile recovery.

This year, we joined nearly 70 other fashion brands and organizations to sign onto the [Ellen MacArthur Foundation's business statement](#) calling for policy levers that support resale and repair. While we are already investing in models that keep our clothes in use longer, scaling these circular efforts requires a supportive legislative landscape to remove systemic barriers across the industry. Aligning regulations with collective sustainability goals is the only way to accelerate the transition and make keeping materials in circulation the baseline standard for everyone.

¹² You can see all our memberships and commitments in our annual report Appendix.

Future leaders

We also deepened our partnership with [RAISEfashion](#), a nonprofit dedicated to creating equitable access and opportunity for the next generation of Black and Brown talent in the fashion industry. As part of this year's engagement, we hosted a Masterclass session for RAISEfashion's 2026 cohort, where we talked through how to build sustainability into a business from day one rather than bolt it on later.

And at the end of May, our New York office hosted [BRAG](#) as they wrapped orientation week for their summer internship program. BRAG prepares and educates underrepresented students, professionals, and entrepreneurs for leadership roles in retail and related industries. The energy this group brought into our office was amazing, and we can't wait to see what they accomplish this summer.

Giving back

Every Reformation employee gets 16 hours of paid Volunteer Time Off each year to spend on causes that matter to them. Maybe it's working a shift at a local food kitchen or volunteering at an animal shelter. Each Ref gets to choose where their time makes the most sense. It's one of the simplest ways we've found to make giving back part of how we work, not just something we do once a year.

For Earth Month, we launched Climate Tees, donating 50% of net proceeds from every tee to [Homeboy Threads](#). Homeboy Threads is an initiative of Homeboy Industries, the LA-based nonprofit that helps build a better future for people affected by the justice system. Through their circularity work, they're doing the same for discarded textiles as they are for the people who process them, giving both a second chance.





Legal stuff

Category	Section	KPI Name	Unit	Reporting Period	H1 2026 Result	2025 Result	Baseline year	Baseline performance	Target Year	Target Result
Circularity	Progress	Materials used that are deadstock, recycled, or next-gen (aka not virgin)	%	2026	24%	26%			2030	75-100%
		Materials that are made from regenerative fibers	%	2026	14%	9.7%			2030	100%
		Stuff made that is recyclable through RefRecycling	%	2026	100%	100%			2030	100%
		Units repaired or altered via our Hemster program	Number of units	LTD	57,809	55,000				
		Units listed on Poshmark via one-click partnership	Number of units	2026	3,259	7,116				
		Units sold on Poshmark via one-click partnership	Number of units	2026	2,090	2,979				
		Units resold, donated, or recycled via our thredUP partnership	Number of units	2026	124,211	233,642				
		Garments designed for low-impact care	%	2026	73%	74%			Maintain	>60%
		Materials meet our highest Cleaner Chemistry standards	%	2026	83%	85%				
Climate Positive	Progress	Total product carbon footprint	MT	2026	22,273	42,790				
		Total conventional carbon footprint	MT	2026	61,641	160,181				
		Estimated carbon savings	%	2026	64%	73%				
		Total product water footprint	M gallons	2026	2,155	3,758				
		Total conventional water footprint	M gallons	2026	9,779	17,721				
		Estimated water savings	%	2026	78%	79%				
		Carbon Intensity per unit	lb. of CO2e	2026	23	26.3	2021	37.2	2030	14.4
		Water Intensity per unit	gallons	2026	1,007	1,046	2021	1,684		
	Better Materials	Fabrics that meet our A-C ratings ¹³	%	2026	93%	94%			Maintain	95%
		Fabrics that are A-rated	%	2026	29%	-				
		Fabrics that are B-rated	%	2026	49%	-				
		Fabrics that are C-rated	%	2026	14.5%	-				
		Fabrics that are D-rated	%	2026	6.5%	-				
		Fabrics that are E-rated	%	2026	<1%	-				
	Transport-ation	Proportion of transportation by air	%	2026	33%	33%				
		Proportion of transportation by truck	%	2026	63%	63%				
		Proportion of transportation by ocean	%	2026	4.2%	3.5%				
Social Responsibility		Tier 1 facilities with a "Green" or "Yellow" rating	%	2026	89.5%	87.5%				95%
		Suppliers with Orange/Red initial ratings actively engaged with us in corrective actions	%	2026	100%	96%				
Traceability		Traceability into Tier 1	%	2026	100%	100%			Maintain	100%
		Traceability into Tier 2	%	2026	100%	100%			Maintain	100%
		Traceability into Tier 3	%	2026	99.9%	99.3%				
		Traceability into Tier 4	%	2026	21%	23%				

* Please note that H1 2026 results are based on a half-year reporting period, while 2025 results reflect the full year, making some KPIs not directly comparable.

¹³ Our fiber standards methodology was overhauled this year meaning that 2025 data is not comparable.

Report review & disclaimers

This mid-year 2026 Sustainability Report (and the other disclosures included above) contains forward-looking statements that we believe are based on reasonable assumptions given our current understanding and expectations, but may change since we can't predict the future. A number of factors could cause actual performance or achievements to differ materially from those expressed or implied in the forward-looking statements, including those listed in the "Risk Factors" section of our SEC filings, which are available at investors.thereformation.com and www.sec.gov. We also cannot guarantee that the data provided will be consistent year over year, as data quality, particularly climate-related data, improves. The forward-looking statements made in this report relate only to events as of the date on which the statements are made. We undertake no obligation to update any forward-looking statements made in this report to reflect events or circumstances after the date of this report or to reflect new information or the occurrence of unanticipated events, except as required by law. We may not actually achieve the plans, intentions, or expectations disclosed in our forward-looking statements, and you should not place undue reliance on our forward-looking statements. This report has not been externally verified or assured. The contents of any website referenced or linked are not incorporated by reference into this report.

Okay, that's all for now.