

Governing Documents of Recreational Equipment, Inc.

Charter of the Executive Committee

Amended and Restated August 11, 2026

This Charter specifies the scope of the responsibilities of the Executive Committee (the “Committee”) of the Board of Directors (the “Board”) of Recreational Equipment, Inc. (the “Company”) and the manner in which those responsibilities shall be performed.

The primary purpose of the Committee is to act on behalf of the Board between scheduled Board meetings on matters requiring timely action that are within the authority delegated by the Board, subject to the limitations imposed by applicable law. The Committee also serves as a forum for consultation with the Chief Executive Officer and the Board Chair on matters of urgency or sensitivity.

1. **Committee Authority and Responsibilities.** The Committee shall discharge the responsibilities set forth below:
 - a. Act on behalf of the Board between scheduled Board meetings to address time-sensitive matters and provide guidance to management on such matters consistent with Board-approved strategy and policies.
 - b. Report to the Board on all actions taken and maintain appropriate records of its activities.
 - c. Review and assess the adequacy of this Charter periodically and recommend any proposed changes to the Board.
2. **Organization and Membership Requirements**
 - a. The Committee shall be composed of the Board Chair, Vice Chair, and the Chairs of the standing Board committees, or such other members as the Board may designate.
 - b. The Board Chair shall serve as Chair of the Committee.
3. **Meetings**
 - a. The Committee shall meet as necessary.
 - b. The Committee may invite members of management or other advisors to attend meetings as appropriate.
 - c. The Committee may act at meetings or by unanimous written consent.
 - d. A majority of Committee members shall constitute a quorum, and actions shall be approved by a majority of members participating
4. **Access to Resources and Advisors/Privilege.**
 - a. The Committee shall have access to Company resources and may retain

advisors as it deems appropriate.

- b. Communications between the Committee and legal counsel for the purpose of obtaining or providing legal advice, and related attorney work product, are intended to be protected from disclosure to the fullest extent permitted by law, and the Committee shall take appropriate steps to preserve those protections.