



MARCCAIN

RETHINK TOGETHER

FOR MORE SUSTAINABILITY

SUSTAINABILITY
REPORT 2024

Dear readers,

2024 was a year of contrasts. Global uncertainties, economic pressure and the tangible consequences of climate change have once again shown how fragile existing structures can be – and how important responsible action is. For us at Marc Cain, however, this environment was not only a challenge but also a driving force.

Despite these hindrances, Marc Cain was able to successfully assert itself in the market and provide important strategic impetus. With our entry into sports sponsorship at the Porsche Tennis Grand Prix in Stuttgart, we have tapped into new target groups and strengthened our brand presence. With the introduction of the new Glam label, we have been able to expand our portfolio and set new accents. Internationally, we have expanded our presence – with a new store in Madrid, the opening of a showroom in New York and new online shops for Denmark, Sweden, Norway, Luxembourg, Croatia, Greece, Romania and Bulgaria.

At the same time, 2024 was a decisive year for our further development in the area of corporate responsibility. One focus was on carrying out the materiality analysis in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD). Simultaneously, we established new processes for structured data collection and established interfaces throughout the company to further increase transparency, reliability, and efficiency in sustainability reporting.

In the area of social compliance, we were able to make significant progress through intensified cooperation with our suppliers and the introduction of new processes. We succeeded in further expanding transparency in our supply chain and initiating tangible improvements among our partners. These developments reinforce our commitment to assuming responsibility along the entire value chain.

There is no doubt that 2024 was another challenging year. But with a clear commitment to sustainability, transparency, and innovation, we are stronger as we head into the future and are determined to play our part in a more sustainable, resilient economy. We do not see sustainability as an obligation, but as an integral part of our corporate position.

With warmest regards,



Helmut Schlotterer

Chairman of the Management Board, founder and owner



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ABOUT THIS REPORT

This report, published on April 30, 2026 for the 2024 fiscal year, is broadly oriented towards the EU sustainability reporting requirements. Even while it was being drawn up, it had become apparent that Marc Cain no longer met the relevance criteria that would oblige the company to report. Likewise, Marc Cain is not subject to the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz). Nevertheless, we continue to publish our sustainability-related activities annually in the form of a sustainability report on a voluntary basis. This report is not subject to external audit. It falls under the responsibility of Marc Cain management and was drawn up by the Corporate Responsibility Department.

The pursuit of good working conditions in our value chain, compliance with animal welfare and the preservation of the environment is an ongoing process, also for reasons of remaining well-equipped for market requirements and the demands of the future. By doing so, we are pushing forward our sustainability strategy and defining goals and measures.

The report is based on data and facts collected in the various business departments. The reporting period covers January 1 to December 31, 2024. In the following chapters, we will report on developments and progress in the context of our four areas of activity: product, supply chain, environment and stakeholders.

The report covers all business units of Marc Cain GmbH. In 2024, we have continued to make great progress with regard to systematic, comprehensive and process-optimized data collection. This is reflected not only in the key indicators relating to our materials and suppliers but also very clearly in the indicators in the “Environment” chapter.

To avoid misunderstandings, we would like to point out here that we do not want to make any claim to perfection by using general terms such as “environmentally sound”, “sustainable”, “environmentally friendly”, etc. The report in no way sets out a perfect sustainable solution, rather a step towards more sustainability. Moreover, all personal designations expressly apply equally to all genders.

Any questions or suggestions can be directed at any time to our CR team:

sustainability@marc-cain.de

SUSTAINABILITY MANAGEMENT AT MARC CAIN

Marc Cain takes the fulfillment of its due diligence obligations seriously, which is why the concept of sustainability has long been part and parcel of our actions at Marc Cain. This includes the responsible handling of materials, the use of renewable energies, as well as innovation and waste prevention through utilization of appropriate technologies.

The Management Board initiated the Corporate Responsibility department in February 2019 but continues to be jointly responsible for monitoring and coordination of sustainability management and the company's impact on the environment and society, taking economic aspects into consideration. The Corporate Responsibility department defines key sustainability-related strategies and goals in coordination with the management.

Our goal is all-encompassing sustainability management in order to achieve our claim to sustainability systematically and for the long term. We know that sustainability is not a process that can be completed overnight, rather one that required continuous improvement.

Here, we orient ourselves towards the guiding principles of the Organization for Economic Cooperation and Development (OECD), the Universal Declaration of Human Rights of the United Nations and the standards of the International Labour Organization (ILO), among others. We also strive to address some of the sustainable development goals (SDGs) of the United Nations through our actions. When it comes to animal welfare, we refer to the five-domain model of the Four Paws animal welfare organization.

Our sustainability management is risk-based

Our measures and activities are aimed at minimizing environmental and human-rights risks along our value chain and, where necessary, taking remedial action in the event of grievances. We have conducted a "materiality analysis" to determine which sustainability-related issues are particularly relevant for Marc Cain. In the analysis, various sustainability aspects along the value chain are assessed according to the relevance and severity of the impact on internal and external stakeholders. The probability of occurrence and our ability to exert influence are decisive factors. For high-risk areas, we assess existing mitigation measures to determine if the residual risk has been effectively reduced. This allows us to monitor these issues without designating them as immediate priorities.

We conducted a materiality analysis again in 2024 with regard to double materiality to determine if risks had changed or new ones had arisen. We looked at the positive and negative effects that our business activities have on people, the environment, and animals. At the same time, however, we looked at financial risks and opportunities that could impact Marc Cain. The results of the materiality analysis were recognized by external auditors.

Our materiality analysis identified several high-priority environmental focus areas, including climate change, pollution, and the sustainable management of water, marine, and circular economy resources. From a social perspective, we view our own workforce, value chain workers, and affected communities as material priorities. Another relevant area of our corporate policy is animal welfare.

Our sustainability management focuses on these aspects and aims to create transparency and take mitigation measures where necessary. Our activities can be divided roughly into four areas: Product, supply chain, environment and stakeholders. These are presented in more detail in the following chapters.

Looking at our business model and its impact, we have integrated the SDGs and categorized our activities to reduce impact. The United Nations' sustainable development goals (SDGs) constitute the Agenda for sustainable development. They were adopted in 2015 and all 193 countries of the United Nations have committed themselves to their implementation. The political framework for action is to be implemented by 2030. With 17 objectives, 169 sub-objectives and 232 indicators, the Agenda contains a wide range of topics. These include combating poverty, inequality, climate change, the protection of human rights and the promotion of peace.

Through their actions, companies can make a difference in at least some of these objectives. We evaluated our activities and their environmental and social impacts to identify the Sustainable Development Goals (SDGs) Marc Cain can most effectively advance through its goals and commitments.

6 CLEAN WATER AND SANITARY FACILITIES



No life without water. Clean drinking water is fundamentally important for life on Earth. As a clothing company, we are reliant on water in our value chain. We need a lot of water: in the cultivation of plant fibers and the husbandry of animals from which we source our animal materials, but especially in processes such as dyeing, tanning, and washing. As end consumers we also need water for washing the garments. In order to improve water quality, we strive to avoid releasing hazardous chemicals in all steps of the process.

8 HUMANE WORKING CONDITIONS AND ECONOMIC GROWTH



In addition to our own production site in Germany, we procure products and services in Europe, Asia and North Africa. Many of these countries have other working conditions than those in Germany. We see it as our responsibility to ensure compliance with human rights there too. First and foremost is the ban on child labor and forced labor. We also take various measures to protect the rights and health of the workers not only at our own site but also at our suppliers.

10 FEWER INEQUALITIES



Our interpretation of this goal is that we avoid discrimination among ourselves in the professional context and also work to ensure that our partners' employees are not discriminated against in terms of age, gender, disability, race, ethnicity, origin, religion, etc.

12 SUSTAINABLE CONSUMPTION AND PRODUCTION



We are committed to several areas encompassed by this goal: for our products that are dyed, tanned, washed and for which raw materials are cultivated, we strive for an environmentally friendly approach to working with chemicals. We want to design the products to be durable and to save resources, for example by reducing or even eliminating waste. We wish to inform our customers about the sourcing of raw materials or production processes not only through our annual Sustainability Report but also through our website or our magazine.

13 MEASURES FOR ENVIRONMENTAL PROTECTION



At our own site, we strive to protect the environment through electricity-saving measures, the use of renewable energies and avoiding textile waste. We use more and more recycled materials and motivate our suppliers to put measures to protect the environment into effect in their production plants. We are currently working on a valid assessment of our carbon footprint and intend to set further objectives based on this.

14 AQUATIC LIFE



Various chemicals can have an impact on the conservation of organisms and fish in the oceans. We want to minimize their negative impact through strict regulations on their use.

With our new goals with regard to plastic packaging, we are taking the first step to inhibiting the distribution of microplastics.

15 LIFE ON LAND



In the purchase of paper and wood, but also at least a portion of our cotton, we ensure to use certified materials sourced from sustainable forestry and farming. The ban on trade in materials from protected animals is part of our supply contracts. Marc Cain uses only animal materials that come from domesticated animals or are a by-product of the meat industry.



Marc Cain – the company

MARCCAIN

OUR VALUE CHAIN

As a globally operating Company, we sell and produce internationally. At the same time, we remain true to our roots with our own production facilities in Germany.

We not only purchase finished goods from our suppliers: almost half of what we procure comprises raw materials such as fabrics and yarns, which we process ourselves or have processed. In contrast to simply purchasing finished goods, this grants us greater transparency regarding the value chain of our products, as we not only know our garment makers, but also our fabric and yarn suppliers personally. Thanks to our in-house expertise, our experienced specialists work on site as equals with our suppliers to develop more sustainable solutions that fulfill our design and quality requirements.

These two different channels of procurement can be summarized under the terms “merchandise” and “sub-contracting” (SC). All processes involving product development, such as procurement activities or product design, are managed from our headquarters in Bodelshausen. For the SC procurement channel, the development and design process takes place in Bodelshausen, whereas the supplier is involved in the development in the case of merchandise.



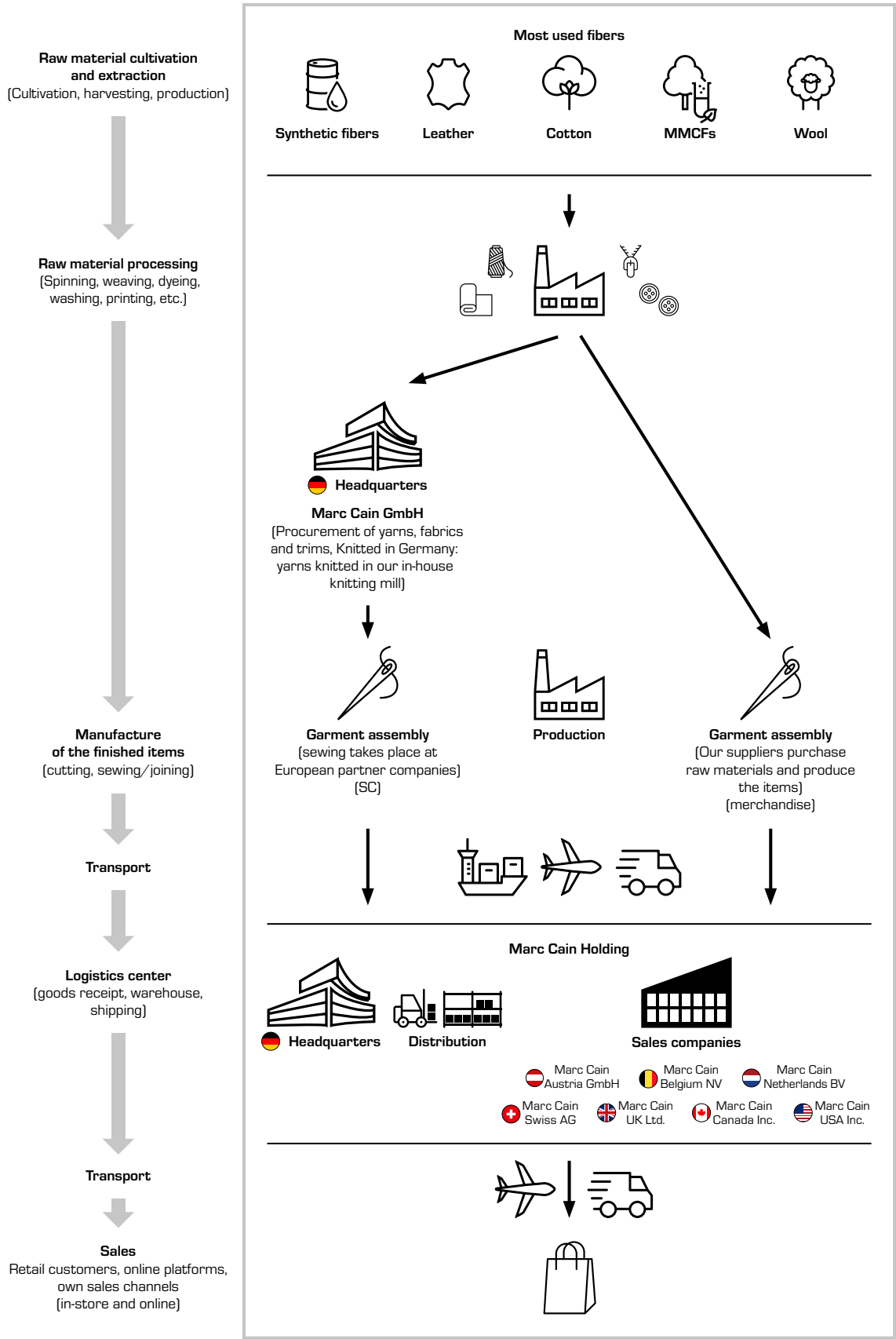
Merchandise:

Products that are purchased and sold in a finished state. Product development is carried out in close cooperation between Marc Cain and the suppliers. For denim in particular, Marc Cain often specifies long-term fabric suppliers with whom our merchandise suppliers then work.

Sub-contracting:

In SC, raw materials such as fabrics or yarns are purchased and further processed and finished at our own production site in Germany or by contract manufacturers.

Value chains are complex and globally branched. The following is a simplified illustration of our value chain; we take all-round responsibility for its impact on animals, the environment and society.



Marc Cain GmbH is a 100% subsidiary of Marc Cain Holding GmbH.
The Marc Cain Foundation holds a stake in Marc Cain Holding GmbH.

THE COMPANY

The internationally successful fashion company Marc Cain was founded in 1973 by Helmut Schlotterer, Chairman of the Management Board and owner. Today, Marc Cain is a globally operating premium brand for women's fashion with its own share of production in Germany. For 50 years now we have been creating unique fashion in Germany, with passion, dedication and great attention to detail. These creations include impressive knitted highlights, exceptional patterns and brilliant colors. Four collections each year offer women's outerwear as well as shoes and bags under the labels Marc Cain Collections, Sports, Glam, Pants, Essentials and Additions. Marc Cain GmbH manages the global business from its headquarters in Bodelshausen. Through our numerous stores, wholesale partners and our online shop, we reach customers all over the world.

MARC CAIN IN FIGURES



986 employees
729 female
257 male
216 part-time
48 on parental leave
57 trainees
 and interns



142 Marc Cain stores
 in 27 countries
355 Shop-in-stores
281 Depository
 customers
4 Marc Cain outlets
17 Showrooms
772 upscale specialist
 retail shops in
 42 countries



65% of managers
 are female



The average age
 of the employees
 is **45***.
 The average length
 of service is around
11 years.



**Our own production in
 Bodelshausen,**
 Germany, as well as
 in 13 production
 countries



Since 2020
 Sustainability label:
 "Rethink Together"



Since 2020
 Quality label:
 "Knitted in Germany"

*Excluding USA, Canada and UK

MARC CAIN – OUR HEADQUARTERS IN GERMANY

Marc Cain company policy is determined by the highest standards in every area of our company. This includes the high quality standards of our products and their manufacture, with ecological and social aspects being taken into account. Innovation through research and development is an elementary part of our DNA and enables us to combine our sustainability and quality standards for the perfect product. We have the expertise required for this at our Bodelshausen site, where core processes are managed and we still manufacture today. In addition to our administration, our headquarters in Bodelshausen is home to our own production facility for knitwear with finishing, a print department, a sewing room, our own laboratory for quality testing, our own joinery, the logistics center, and an outlet.

Our knitting plant

In 2024, **72%** (2023: 64%) of our knitted items were knitted at our headquarters. We label these products with “Knitted in Germany”.



In our knitting park, which is one of the most modern and innovative in Europe, we knit the yarns on cutting-edge flat and circular knitting machines and finish the knitted collection items in finishing processes. The complex work on the knitting machines requires a lot of expertise – which is why we rely on our experienced knitting technicians. They continuously develop new programs for our machines, so that our knitted items are manufactured state-of-the-art.

Our in-house winding and twisting facilities allow Marc Cain to produce its own yarn creations. These also enable us to pull out defective knitted items so that the yarn can be re-knit.

Our next-generation circular knitting machines are equipped with a variable working width. We are able to knit the items wider or narrower, depending on the garment size. This means fewer offcuts and less consumption of materials.

The new technology in these machines allows us to produce even more custom designs. It also offers the opportunity to knit jacquard patterns on both sides of the garment as well as different seam and hem variants, or even to produce pleated effects.

The circular knitting machines have a special filter creel that removes all fluff and thus prevents soiling on the knitted garment. This also greatly reduces dust exposure for employees, which significantly improves working quality.



On our numerous flat knitting machines, we manufacture both whole products and individual components that are then assembled by our European partners.

The items knitted whole – called “Knit & Wear” – are knitted in one piece without seams using our 3D knitting process at the German site. This means that the machines, thanks to state-of-the-art technology, are able to produce a ready-to-wear knitted garment in one single step. At the very end, only two threads have to be sewn in: the starting thread and the end one. There is practically no yarn waste at all.

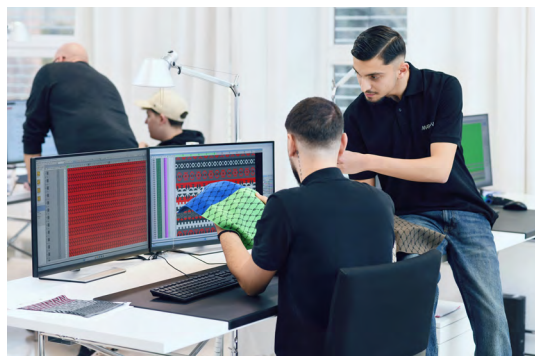
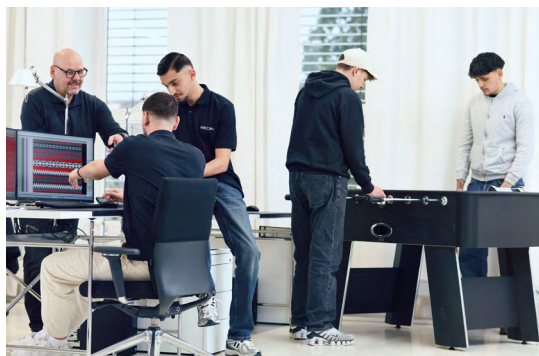
We procure the yarns directly for this. We also carry out all other production steps – twisting, when necessary, knitting, printing, textile finishing and garment finishing.

This applies to 7% (2023: 8%) of the knitwear.

Barely any textile waste is produced either in the manufacture of garments produced from individual components – so-called “fully-fashion knitwear”. The individual elements such as sleeves, front and back are already knitted in the final form. After knitting, we send the individual pieces to our makers, where they are sewn together. 11% of all of our knitted items are produced this way.

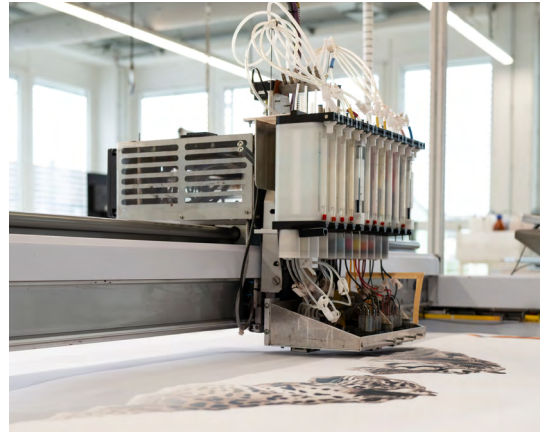


Knitwear is our passion. To ensure that we can continue to offer high-quality, innovative products, we set up a modern knitting laboratory in 2024 where our trainees can learn and deepen their specialist knowledge of knitting.



Our sewing plant

In our sewing plant, we produce cut-to-size pieces, prototypes, samples and trial garments as well as small orders. We process knits, jersey and woven fabrics here. This is also where we recondition production parts that have failed to pass our strict quality controls. The prototypes are the basis for later processing in series production. At the same time, this production step enables a realistic calculation of labor hours and therefore a fair basis for negotiation with our suppliers. From the very beginning, the company has developed its own expertise in the garment assembly process and has maintained it at the highest level to this day. This has only been possible thanks to continuous further development and investment in the individual departments. This is why Marc Cain invests purposefully in the next generation with vocational training in tailoring, the supervision of Bachelor's and Master's dissertations and internships.



Our printing plant

Marc Cain's headquarters in Bodelshausen has been using digital printing for many years. In addition to the inkjet process, we also use the screen printing process. The designers create the image data for the print designs and forward them to the in-house printing plant. The mere printing process for a small, placed motif on a T-shirt takes about two minutes. An all-over print on the front, back and sleeves of a jacket takes about 14 minutes. The prints are then fixed, washed and dried in special facilities.

The fact that this entire process takes place under one roof has enormous advantages. The designers have the opportunity to create and try out many different print motifs in a very short space of time in order to optimize them for the collection. After all work-steps have been completed, a printed item with a small motif can be ready within around 90 minutes. These printing techniques offer us a great deal of flexibility and speed in production, since we save transport to external printers.

Our logistics center

The largely automated Marc Cain logistics center at the Bodelshausen site went into operation in November 2015. The building houses a 4-story utility building for offices, storage, technology, packaging and quality assurance. Right next to it is the warehouse building for dispatch preparation, a shuttle warehouse for flat-packed goods and a hanging goods warehouse that extends over five levels. Our logistics center also handles online shipping.



Our interiors department

We established our own interiors department, including our own joinery with warehouse, in 2007.

As well as the planning and project coordination for the opening of our own Marc Cain stores, shop-in-stores, outlets, showrooms, seasonal events and window campaigns, we develop our own store and office furniture. We manufacture the greater part of the furniture ourselves in our joinery. The materials are primarily sourced in Germany.

The shop concepts are developed in a way to allow designs to be updated, equipment repaired and thus reconditioned. We call it "Recycling Design".

Lighting relies for the most part on LED technology and any remaining old lighting is being gradually modified so that the housings continue to conserve resources and only the technology is replaced. So far, our interiors department has planned and equipped 35 Marc Cain stores, 4 outlets, around 100 franchises and approximately 340 shop-in-stores.





We have bettered ourselves:
In the “**Material Change Index**” industry comparison
by Textile Exchange, we have achieved
the second-highest level: “**Scaling**”

OUR PRODUCT – THE CENTERPIECE OF MARC CAIN

The items we produce are the centerpiece of our brand. Many of our efforts for better environmental compatibility and for the protection of animal welfare can be seen right here. We orient ourselves towards concepts for a circular economy, increasingly use more sustainable materials, ensure compliance with strict chemical regulations and pursue innovative product development and production processes. These themes are all part of the product and can be seen and experienced in it by our customers.

We are well on the way to achieving some of the goals we set ourselves and expanded upon in the area of materials last year – as planned and on schedule.

OUR SELECTION OF MATERIALS

We use various fibers and materials for our high-quality products. Each type of fiber or material has its own particular use and specific technical properties. The quantities of the fiber types contained in our main materials are recorded annually by weight at raw commodity level:

When collecting our data, we take into account the Textile Exchange organization's so-called "fiber conversion or loss factor". In doing so, we try to approximate the original amount of raw materials produced before it goes through further production and processing steps.

As the following table shows, synthetic fibers continue to be our primary fibers. Leather moves into second place in relation to the original raw material weight. It should be taken into account here that leather is generally heavier and is also associated with high "fiber conversion or loss factors" – particularly in outerwear.



Which fibers were used in our collections in 2024 compared to 2022 and 2023?

	2022 in t	2023 in t	2024 in t	2024 in kg
Synthetic fibers	503 t (34%)	608.5 t (37%)	609.7 t (31%)	609,687 kg
Leather/fur¹	160 t (11%)	183.2 t (11%)	456.7 t (23%)	456,703 kg
Cotton	384 t (26%)	405.7 t (24%)	416.2 t (21%)	416,234 kg
MMCFs	150 t (10%)	226.9 t (14%)	226.4 t (11%)	226,438 kg
Wool	233 t (16%)	199.0 t (12%)	233.3 t (11%)	223,268 kg
Linen	24 t (2%)	25.5 t (2%)	24.2 t (1%)	24,211 kg
Silk	16 t (1%)	12.8 t (1%)	19.6 t (1%)	19,642 kg
Ramie	2.3 t (< 1%)	1.2 t (< 1%)	1.0 t (< 1%)	1,029 kg
Other fibers	0.2 t (< 1%)	0.1 t (< 1%)	0.6 t (< 1%)	597 kg
Metallic fibers	1.6 t (< 1%)	0.9 t (< 1%)	0.0 t (0%)	0 kg
Total	1,474 t (100%)	1,664 t (100%)	1,978 t (100%)²	1,977,810 kg

In 2024, we worked more intensively on more efficient data acquisition using digitally supported evaluation systems and on improving data quality. In addition, the amount of leather recorded now also includes shoes and bags as well as clothing. As a result, leather is in second place in terms of weight, although the number of items has not increased significantly.

Through our materiality analysis, we have recognized that the issues of CO₂ emissions, water consumption, land use, biodiversity, threats to animal welfare and possible pollutants are in focus at the raw material extraction and processing stage. Our goal is therefore to minimize the negative impact on the environment, health, occupational safety and animal welfare where we have the greatest volume. For the most commonly used types of fiber, we have set ourselves the ambitious goal of increasing the proportion of more sustainable alternatives.

We understand more sustainable fibers to be those that, compared to conventional alternatives, have lesser negative impact on the environment, are more socially compatible or take animal welfare into account. The goals and achievements are described below.

¹ Including shearling/lambskin (in 2024 at 0 kg)

² excluding material amounts from shoes, bags and most accessories made of textiles

NATURAL FIBERS OF BOTANICAL ORIGIN

COTTON

Cotton is our most commonly used single fiber. The plants can generally get by with little water. For this reason, it tends to be grown in dryer, warmer regions. However, it is reliant on water in certain phases of growth. Cotton is conventionally cultivated as a monoculture and uses artificial fertilizers and pesticides. Not only can these pose a health risk to the people working in agriculture but they can also lead to the contamination of the groundwater and surface water. Added to this is the high amount of greenhouse gases released during the production and use of nitrogen fertilizers.

To minimize the harmful effects on the environment and surrounding communities, various more sustainable alternatives are available on the market, with different approaches, requirements and prices.

Which more sustainable alternatives do we use?

Organic cotton

This cotton comes from controlled organic cultivation without genetically modified seeds and without synthetic pesticides and fertilizers – for more biodiversity and better soil health. We source organic cotton that is certified according to the internationally recognized standards GOTS (Global Organic Textile Standard) and OCS (Organic Content Standard). In 2024, our percentage of organic cotton used was 15% (2023: 18%). Organic cotton is a material criterion for Rethink Together items and can be seen in the material composition of the product.

Supreme Green Cotton®

This cotton comes from Greece and is traceable from the field to the spinning mill. It is grown without genetically modified seeds, with sparing use of pesticides and drip irrigation. The entire supply chain, from the cultivation of the cotton to the production of the garment, takes place in Europe. In 2024, our percentage of Supreme Green Cotton was 2% (2023: 3%) of the total volume of cotton used. Supreme Green Cotton is a material criterion for Rethink Together items.

Cotton from regenerative agriculture

Some of denim products are certified according to the regenagri® standard. Regenerative agriculture aims at working the soil to restore soil health, for example through crop rotation or cover crop cultivation. This is achieved by means of natural measures that, for example, help to reduce soil erosion, retain carbon, promote biodiversity in the soil and help the soil to store water. The focus here is on looking at the farm as a whole. However, it should be noted that regenagri® cotton also allows genetically modified seeds. regenagri® cotton guarantees traceability along the entire supply chain. In 2024, we used this cotton with a share of 4% (2023: 5%). Regenerative cotton in accordance with the regenagri® standard is a material criterion for Rethink Together items and can be seen in the material composition of the product.

Better Cotton

We source the majority of our more sustainable cotton through our membership of Better Cotton. Farmers growing Better Cotton are trained to use water efficiently, to reduce the use of growth promoting substances and to respect biodiversity, soil health and the well-being of their workers. Tracing according to “mass balance” means low additional costs and effort for the further supply chain and enables consistent quality, as the fiber blend can remain the same. The relative volume of Better Cotton was 54% in 2024 (2023: 39%).

Spanish Cotton

We are currently using this cotton in our denim products. It is cultivated in Spain and therefore under European legislation, which means the risk of inhumane working conditions in the cultivation and harvesting are reduced considerably. According to European legislation, genetically modified cotton may not be cultivated. This aspect is comparable to organic cotton. In addition, only approved pesticides may be used in European agriculture.

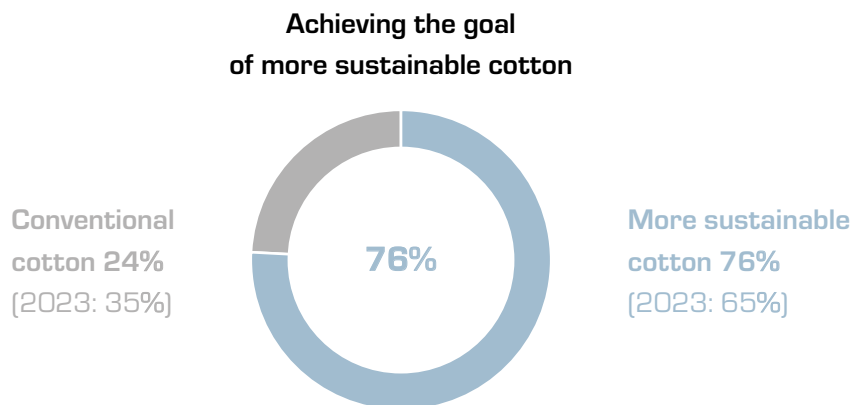
The exact origin of this cotton is known and can be traced even back to the very field. This not only means that we have better transparency but also that, by using Spanish cotton, we have shorter transport routes, since all production steps, from the raw material to the finished product, take place in Europe or close to Europe in North Africa. In 2024, the share was a little over 1% (2023: just under 1%) of our total cotton.

Recycled cotton

The use of recycled cotton reduces the impact of cotton cultivation. However, a disadvantage of recycled cotton is its lower quality compared to virgin cotton, which can be particularly problematic for fine cotton fabrics. The proportion in 2024 was less than 1% again. Recycled cotton is a material criterion for Rethink Together items and can be seen in the material composition of the product.

OUR GOAL: 100% MORE SUSTAINABLE COTTON

We strive to be using 100% more sustainable cotton for our products by the end of 2025.



LINEN

Linen is made of flax fibers, of which 80 – 85% is grown in Europe, mainly in France. Other countries of cultivation are Belarus, Russia, Ukraine and China. Depending on the manufacturer, the processing of linen can be water-intensive. Overall, linen makes up a very small proportion of our raw materials. 1% of the linen we used was from organic cultivation.

RAMIE

Ramie is a bast fiber. It's of the purest white, very robust and durable. Processing of the fiber is currently associated with high mechanical effort and manual labor, making it expensive. We have continuously used ramie in individual items for years and these items always contain 100% ramie. The proportion of this fiber used in 2024 was less than 1%.

FIBERS OF ANIMAL ORIGIN

High-quality animal fibers and materials are a key quality characteristic for us. In contrast to synthetic fibers, merino, mohair, alpaca, cashmere, silk, leather, down and feathers stand out as naturally occurring fibers. An animal-cruelty-free procurement process and environmentally friendly pasture farming are top principals.

Our supplier framework agreement contains an animal welfare policy, which we updated in 2022 together with the Four Paws animal welfare organization. The policy is currently being revised to respond even better to market requirements in terms of traceability.

In our contractual animal-welfare requirements, we refer to the five-domain model. According to it, animals should receive good nutrition and a good husbandry environment. At the same time, good health, appropriate behavioral interactions and positive mental experiences must be promoted. We require our suppliers to use only products from animals that are bred and kept in accordance with the applicable laws and regulations. In particular, we refer to regulations on the protection of species, which, among other things, implements the requirements of the Washington Convention on International Trade in Endangered Species (CITES). In 2024, 39% (2023: 36%) of our animal fibers were certified according to a recognized standard.



We do not process any fur or angora.



We use no leather from exotic animals. The leather we use is a by-product of the food industry.



We use only down and feathers as filler from suppliers that have been certified for species-appropriate animal husbandry.

WOOL AND FINE HAIR

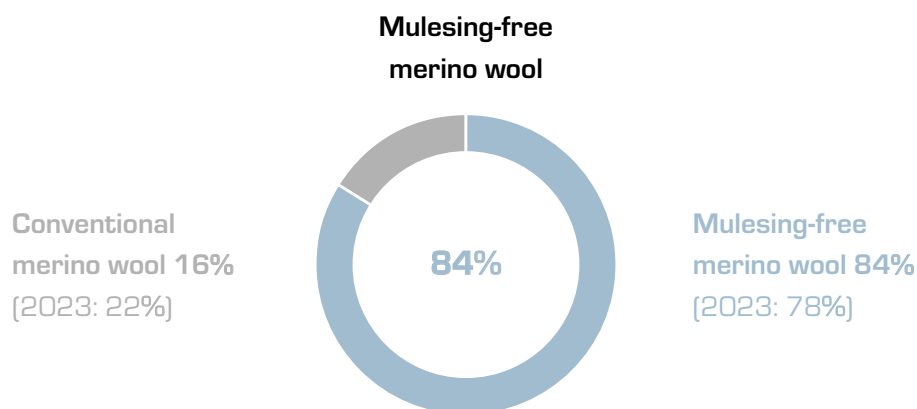
Knits are one of our core competences and we process a lot of wool fibers, also in woven or fulled. Wool and all associated fine hairs are our fourth largest fiber group.

Sheep's wool

A large proportion of the wool we use is from merino sheep. Australia is the largest producer of merino wool. As part of the Four Paws animal welfare association's "Brands against mulesing" initiative, we are also speaking out against the practice of mulesing at a political level. In the case of Australian wool, proof of mulesing-free wool is provided by RWS certificates. We have been able to steadily increase the proportion of mulesing-free wool in recent years.

OUR GOAL: 100% MULESING-FREE MERINO WOOL

From 2028 onwards, our goal is to only use wool from sheep that have not been subjected to mulesing.



Fine hair

In addition to wool from alpacas, we also use wool from cashmere goats and, in very small amounts, wool from angora goats (mohair). All of these types of wool are very fine, warming and expensive. The largest supplier country for alpaca wool is Peru. The alpacas are farmed there, but also kept by the indigenous peoples in the agricultural tradition. Cashmere comes almost exclusively from Mongolia. The goats are also raised by nomads there. More than half of mohair wool is produced in southern Africa, but also in Türkiye, where the angora goats originated. We set ourselves a target for mohair wool for the first time in 2024. For cashmere and alpaca, we intend to do this in 2025.

Which more sustainable alternatives do we use?

RWS – Responsible Wool Standard

This certification ensures a traceable supply chain. The farms on which the sheep are raised comply with the RWS standard. This includes the five-domain model for animal welfare. The certification also indicates that the wool was sourced mulesing-free. 47% of our sheep's wool was certified according to this standard in 2024 (2023: 47%). RWS-certified wool is a material criterion for Rethink Together items.

RAS – Responsible Alpaca Standard

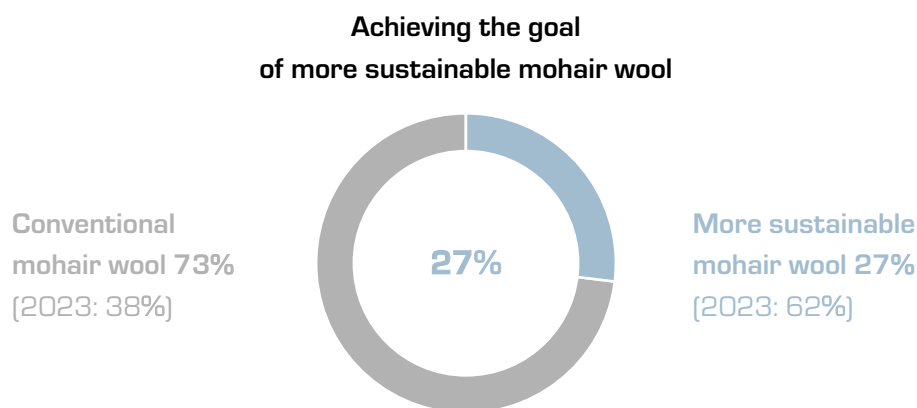
This certification relates to alpaca wool and in principle has the same requirements as the RWS standard. We did not use any certified alpaca wool in 2024 (2023: < 1%).

RMS – Responsible Mohair Standard

This certification relates to mohair wool and has the same requirements as the standards referred to above. The proportion of certified mohair wool has declined significantly compared to the previous year. We will nevertheless try to achieve the target by the end of 2025. RMS-certified wool is a material criterion for Rethink Together items.

OUR GOAL: 100% MORE SUSTAINABLE MOHAIR WOOL

We aim to use only certified mohair wool by the end of 2025.



SILK

Silk is synonymous with elegance and brilliant colors. It is also very soft and skin-friendly. Silk is an animal product, since it is harvested from the cocoons of the silk worm.

Although the share of silk in the total material used has stayed the same for the last two years, we used more silk in 2024 in absolute numbers than in the previous year.

LEATHER AND FUR

We use only animal skins that are a by-product of meat production. As a fur-free brand, we are also listed with the German Animal Welfare Association and the Fur Free Retailer initiative. Lambskin does not fall under the definition of farmed fur. We mainly use sheepskin and calfskin in our collections. Leather has a myriad of applications and impresses with qualities such as durability, elasticity, abrasion resistance and water vapor permeability.

The processing and especially tanning of leather can have a negative impact on the environment. For this reason, we require proof from our suppliers that the leather has been produced in accordance with the standards of the Leather Working Group (LWG).

Which more sustainable alternatives do we use?

Since the Fall/Winter 2022 collection, we have been using bags made of recycled leather fibers. This type of leather is more than 50% pre-consumer recycled and certified in accordance with the GRS standard. Leather fibers obtained from pre-consumer leather scraps are applied to a textile fabric in an upcycling process and are thus given a second life. In terms of the overall use of leather in clothing, shoes & bags, we used 2% recycled leather fibers in 2024 (2023: 3%). Recycled leather fibers is a material criterion for Rethink Together items and can be seen in the material composition of the product.

DOWN AND FEATHERS

Down and feathers are used as filling material and occasionally also as decoration. All down and feathers used as filling material are certified in accordance with the Responsible Down Standard. The Responsible Down Standard requires responsible animal husbandry, with the animals being bred exclusively for meat production and not plucked alive or kept for foie gras production. Insofar as feathers are used for decorative purposes, we use only ostrich feathers from South Africa, which are by-products of the meat industry. At around 4 tons, we used a little less down and feathers in 2024 than in the year before (2023: 4.6 t).

SYNTHETIC FIBERS

Synthetic fibers – also known as artificial fibers – have their advantages in terms of functionality and ease of care. The best-known synthetic fibers are polyester and polyamide, but they also include elastane, acrylic and variations of the same. Polyurethane is a component in some outer fabrics but it is most commonly used as a coating on other materials, e.g. as a leather substitute in sneakers. Polyurethane is lightweight, resilient, and can be customized in color and shape. The risks associated with these synthetic fibers lie in their impact on the environment: The source material – crude oil – contributes to CO₂ emissions, abrasion during washing can generate micro-plastics, and these materials are not biodegradable. Resource-saving alternatives are, for example, synthetic fibers made from recycled materials. Recycled materials can be seen in the material composition of the product.

Which more sustainable alternatives do we use?

Recycled polyester

Simply switching from conventionally produced polyester to recycled polyester is not the only solution for Marc Cain. This is because recycled polyester actually made from textile waste is still very limited in terms of quantity. In 2024, our percentage of recycled polyester used was 9% (2023: 7%) in relation to the overall use of synthetic fibers. Recycled polyester is a material criterion for Rethink Together items.

Recycled polyamide

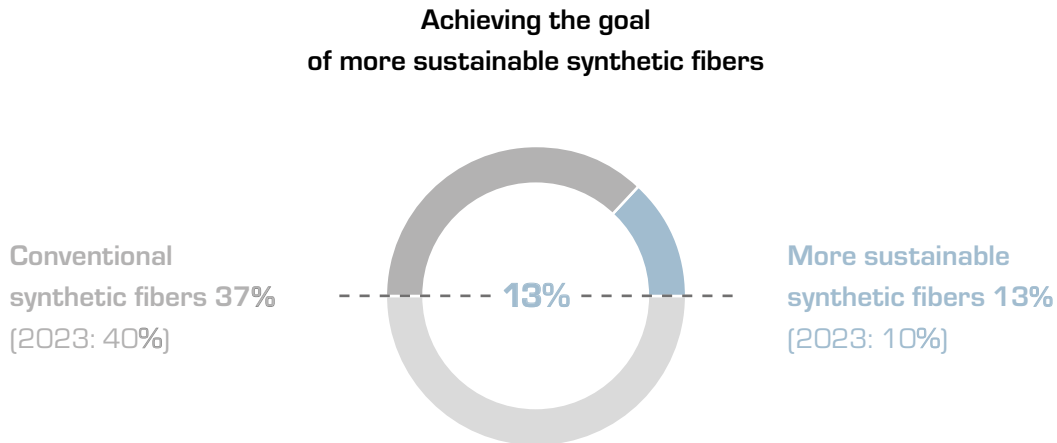
At Marc Cain, we accept recycled polyamide certified to the GRS or RCS standard, as well as the Econyl fiber brand. The proportion of recycled polyamide in 2024 was 4% (2023: 3%). Recycled polyamide is a material criterion for Rethink Together items.

Recycled elastane

The elastane component of some denim items is recycled in part. The proportion this year again was less than 1%.

OUR GOAL: 50% MORE SUSTAINABLE SYNTHETIC FIBERS

Our target is to achieve 50% more sustainable alternatives in relation to all synthetic fibers by the end of 2025.



REGENERATED CELLULOSIC FIBERS

Just like natural plant fibers, man-made cellulosic fibers (MMCFs) consist of the raw material cellulose. For MMCFs, the cellulose mainly comes from wood, wood pulp or other plants such as bamboo. The fiber production process is carried out using chemical methods, which is why these are not natural but artificially produced cellulosic fibers. Nevertheless, as the raw material is plant-based, they are considered renewable fibers. As the global production volume of MMCFs increases, environmental risks and compliance with basic human rights are also becoming increasingly serious issues. These include increasing illegal deforestation of forests and rainforests for the extraction of cellulosic raw material and thus the destruction of biodiversity and the livelihoods of indigenous populations. The chemicals used in the manufacturing process have harmful consequences for human health and the environment if they are not handled and disposed of properly, for example if these chemicals get into the water or soil.

The MMCF fiber group includes viscose (also known in the USA as rayon), acetate, triacetate, Lyocell, modal and cupro. Viscose is the most frequently used synthetic fiber, both globally and by us at 84% (2023: 86%). It is often called “artificial silk”, because it is very similar to natural silk in terms of look and feel.

The pulp for Lyocell at 4% (2023: <4%) is extracted in a closed production process in which the solvent is recovered. This means that Lyocell is already a more resource-efficient fiber even when it is produced conventionally.

At 3% (2023: 2%), modal is used to a much lesser extent at Marc Cain than the cellulosic fibers referred to above. Modal fibers are lighter and finer than viscose fibers.

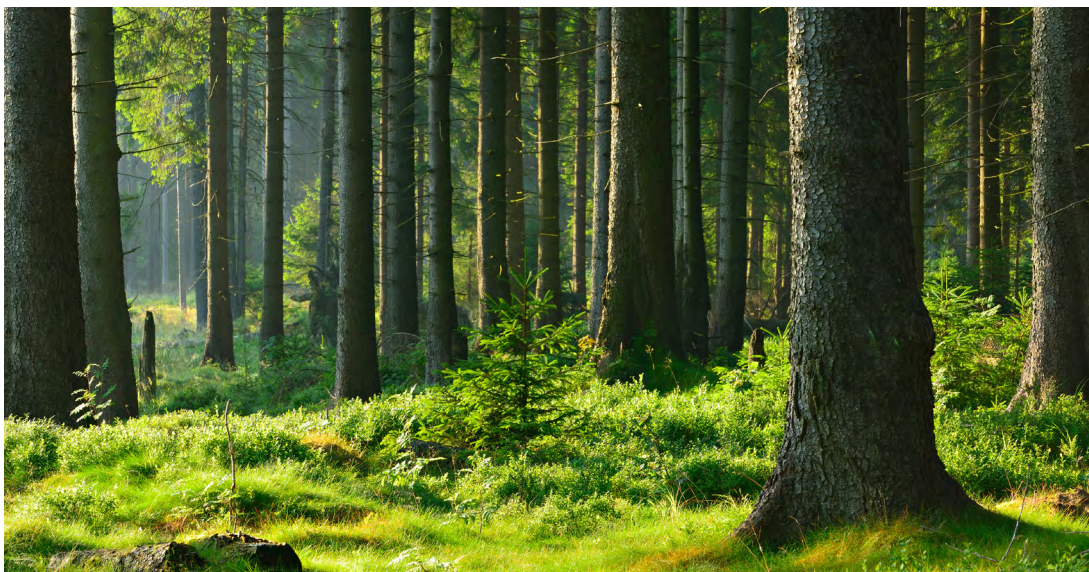
Acetate and also triacetate together account for around 9% (unchanged from the previous year). Triacetate is a higher-quality form of acetate. These fibers are even more similar to silk.

Cupro (< 1%) is made from cotton linters. These are non-spinnable, very short cotton fibers that are a by-product of the ginning process. Cupro is now produced by only one manufacturer worldwide in compliance with strict environmental conditions and is often used in lining fabrics. Our system-based fiber quantity survey covers only outer fabric materials.

Which more sustainable alternatives do we use?

In order to reduce the above-mentioned risks in the use of man-made cellulosic fibers, we rely on a range of more sustainable alternatives. By more sustainable regenerative cellulose fibers, we mean the fibers that are characterized by two properties in particular: First, that the raw material wood is sourced from certified sustainable forestry. This means that the biodiversity and regenerative capacity of the forest is protected when the wood is harvested. Secondly, fiber production takes place in a largely closed water-chemical cycle in which the resources used see a high rate of reuse. In 2024, the proportion of more sustainable MMCFs used was 26% (2023: 19%).

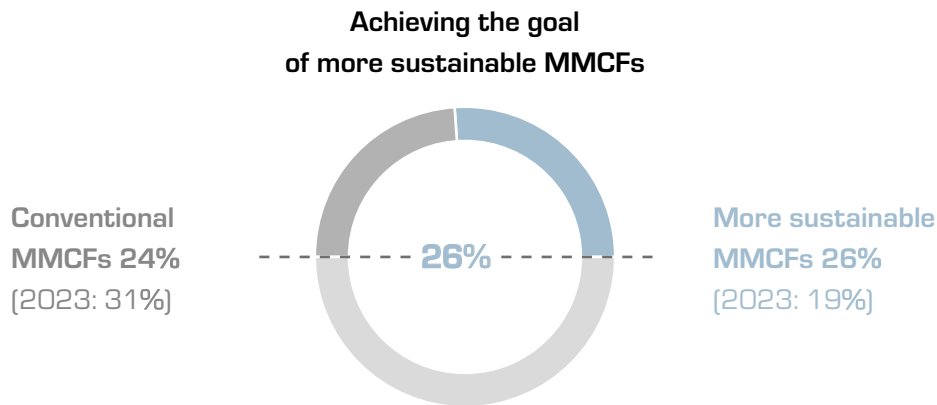
For viscose, we at Marc Cain rely on **LENZING™ ECOVERO™** or **ENKA® viscose**. For Lyocell, we consider **TENCEL™** a better alternative. **TENCEL™ Lyocell** with the innovative **REFIBRA™** technology is already taking a crucial step towards a circular economy, since up to 30% of the raw material consists of recycled pre-consumer cotton. For modal, we like to use **TENCEL™ modal**, and for acetate **Eastman Naia™** or **Naia™ Renew**. ECOVERO™, TENCEL™ and REFIBRA™ are trademarks of Lenzing AG. ENKA® is a trademark of ENKA GmbH & Co. KG.



OUR GOAL:

50% MORE SUSTAINABLE REGENERATED CELLULOSIC FIBERS

Our goal is to switch to 50% more sustainable man-made cellulosic fibers (= MMCFs) by the end of 2025.



OTHER FIBERS

When “other fibers” is listed in the material composition, this is the result of the pragmatic approach of global textile labeling regulations. If the exact weight percentage in relation to the surface area is very difficult to determine at the time of manufacture and the proportion of the fiber in the material composition is less than 5%, it may be listed as “other fibers”.

MORE SUSTAINABLE MATERIALS IN AN INDUSTRY COMPARISON

We have participated in the Textile Exchange “Materials Benchmark” since 2019. The objective of the Benchmark is to report on and thus ascertain what progress the textile industry is making in the switch to more sustainable materials and is driving the transition to a circular economy. At the same time, companies gain an insight into the current industry comparison. The advantage of this benchmark is the standardized methodology, which enables direct comparability between companies. The company’s performance is evaluated in the areas of “Strategy and Integration”, “Materials Portfolio” and “Impact Areas”. In 2024, we faced the assessment of the Impact Areas area for the first time for the 2023 reporting year. Based on the company data, an evaluation is carried out within four levels: Developing, Establishing, Scaling (formerly Maturing), Leading, on a scale of 1 – 100 points.

The findings of the Material Change Index 2024 are based on the data from 2023. The data in this Sustainability Report from 2024 will first be included in the Materials Benchmark 2025. We made significant progress in the individual modules also in 2023. Overall we achieved the level of “Scaling” for the first time. Our results in detail:



1. Business integration

As in the previous year, we were able to show in 2024 that we have integrated our strategy for more sustainable materials in central decision-making and corporate culture in accordance with Level 3 “Scaling”.



2. Circular economy

We were able to make some progress in the circular economy in the year under review. In addition to a number of projects to reduce pre-consumer waste, we continue to focus on durability and repair services. In 2024, we achieved Level 4 “Leading”.



3. Materials portfolio

We set ourselves goals for the raw materials we use based on the consideration of risks. Accordingly, we look for more sustainable alternatives and measure the progress of the goals set by us. We set ourselves a target for mohair for the first time. In 2024, we achieved Level 2 “Establishing” across all raw materials. With regard to the raw materials cotton, polyester, polyamide, man-made cellulosic fibers, i.e. MMCFs, and alpaca, we were at the industry average. For mohair and cashmere, we were below the industry average and for down and feathers, wool, and leather we were above the average.



4. Impact areas

The measures we presented were assessed as “Scaling”, i.e. Level 3.



The results from all participating companies can be viewed by following the link below: <https://textileexchange.org/material-change-index/>

INNOVATION

Innovation is a central component of Marc Cain's brand DNA. Besides cutting-edge knitting and printing technology, our focus areas include the digitalization of processes and 3D product development.

Digital visualization of the collection

The digitalization of product development opens up numerous opportunities: Digital processes make collaboration across departments more transparent and flexible. At the same time, we reduce the consumption of resources such as paper and printing inks, as physical sketch printouts are increasingly eliminated. The need for raw materials for prototypes is also reduced, minimizing transport routes.

Today, up to 80% of the collection is created using 3D technology, of which around 50% have a fully developed digital twin. For 25% of the items, the physical prototype is not required at all – especially for basic items such as T-shirts or tried-and-tested styles and silhouettes.

Digital product development not only speeds up the entire process, but also makes it possible to reduce physical samples for sale. For example, in the case of the anniversary collection, valuable insights were gained from a purely digital order, which are now being used for further sample savings. A capsule collection of proven models in new seasonal colors is now presented solely in digital form. Outfit and merchandise images visualized in 3D also assist in sales.

However, there are still some challenges here: so far, it has not been possible to realistically simulate every product. Due to their special finishes and wash effects, denim products are especially complicated in digital representation. In the knitwear sector, new insights have been gained in the past year through the use of new design software from a manufacturer of flat knitting machines.

The software enables early, faster, and more flexible development of knitting designs. By scanning yarns directly, knitted tabs can be digitally visualized from scratch, which enables a more precise and sustainable design.



HOW DOES MARC CAIN STRIVE FOR POLLUTANT-FREE PRODUCTS?

To ensure that are high-quality Marc Cain products are durable and fashionable, the materials undergo various processes that also involve the use of chemicals. For example, leather is tanned and fabrics dyed or sometimes printed.

To protect our customers and employees in the production facilities from harmful substances, we have listed chemicals in a so-called Restricted Substances List (RSL); these are either prohibited in our products or restricted to non-hazardous levels. We update our RSL on an annual basis. It is part of the contracts with our suppliers and our suppliers assure us of compliance with it every year in writing.

The list is based, first of all, on our own high standards for the responsible use of chemicals, which standards we continue to raise. For example, we have banned PVC (polyvinyl chloride) from our products for several years now. But the REACH regulation (European Chemicals Regulation for the Registration, Evaluation, Authorisation and Restriction of Chemicals) and also the international legislation of our sales countries are, of course, also taken into account.

In order to check our suppliers' compliance, the materials are tested in external accredited laboratories. The testing is risk-based. What is relevant here is which material is involved, from which country we source it and whether it comes from a new supplier. Marc Cain approves for production only those commodities that are found to be "good".

In addition to the limit values for our products, we also demand responsible handling of chemicals during processing. Our Rethink Together products are subject to particularly stringent requirements, for which we obtain the relevant evidence from our suppliers. Both their own production and that of their upstream suppliers must meet the requirements of the Manufacturing Restricted Substances List (MRSL) of the "Zero Discharge of Hazardous Chemicals" (ZDHC) association.



What is the difference between an RSL and an MRSL?

An RSL prohibits the use of certain chemicals in a product or defines the upper limits for their use. The RSL aims at protecting the end consumer and all persons who come into contact with the product. Some people are allergic to certain substances. We want to avoid both sensitization and allergic reactions by avoiding the use of specific substances altogether or strictly restricting their use.

The MRSL sets upper limits or bans on the use of chemicals that are used in production processes such as dyeing or tanning. Some of these chemicals are only used to trigger reactions, but do not remain in the product. The MRSL aims to ensure that water is not contaminated at all with objectionable chemicals during processing.

RETHINK TOGETHER

“Rethink Together” describes the understanding under which we integrate sustainability at Marc Cain. Because, after all, we all have to rethink, act mindfully and take responsibility together if we are to protect our common future and preserve our planet for future generations. Out of this approach, we created a label with the Spring/Summer 2021 collection that identifies products for which we not only focus as a whole on sustainability but also set ourselves stricter requirements. Ever since, we have been distinguishing items that fulfill the three criteria.

Our Rethink Together items fulfill three criteria:



The items are made from a main material that is at least 50% more sustainable, and which is selected by us according to strict principles and comes from independently certified sources. These include, for example, certified organic and recycled fibers or cellulosic fibers from the Lenzing company (TENCEL™ fibers or LENZING™ ECOVERO™).



The products also undergo an environmentally friendly production process. This means that, in the wet processes, e.g. washing, dyeing, printing, compliance with the ZDHC (Zero Discharge of Hazardous Chemicals) MRSL is checked. In addition, renewable energies or resource-saving methods, such as water recycling technologies, are applied in production.



Our producers, i.e. the factories where the goods are sewn together, have been checked for compliance with our social standards. To this end, our supplier must provide relevant proof (e.g. a valid social audit according to an internationally recognized standard). We set this minimum requirement for socially compliant working conditions for all our producers.

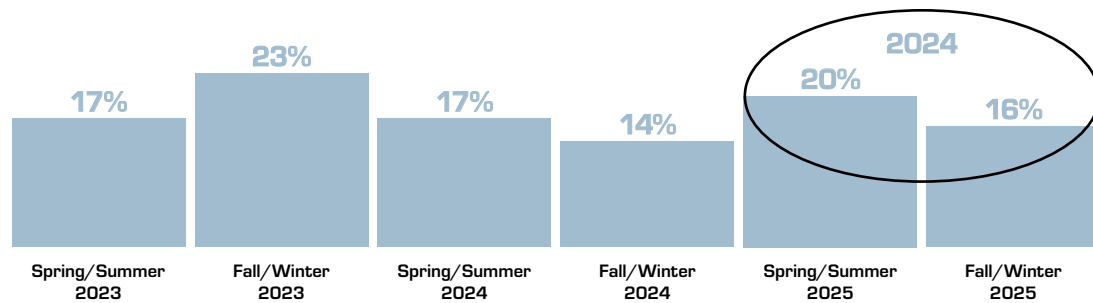
The consistent development of our suppliers with regard to compliance with human rights and fair working conditions has resulted in the requirement for compliance with social standards applying to all Marc Cain products. Moreover, significantly more items in our collections now contain materials that are certified according to recognized material standards. We work to ensure that our customers can learn more about this in our online shop.

OUR GOAL:

20% OF THE COLLECTION UNDER THE RETHINK TOGETHER LABEL

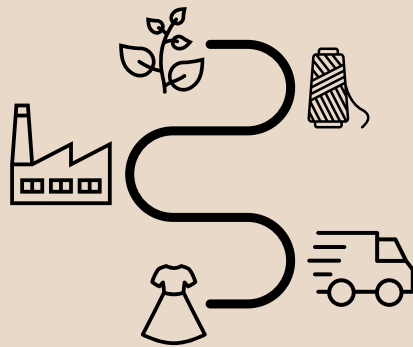
With the Spring/Summer 2025 collection, we have been able to achieve again after more than a year the goal we set ourselves: 20% of the items we offered in this season fulfilled the requirements and thus carried the Rethink Together label. However, at 16%, we were below our target with the Fall/Winter 2025 collection. Taking the year as a whole, 18% of the collection items bore the Rethink Together label (2023: 16%).

Share of Rethink Together items per season



OUR GOALS IN THE PRODUCT AREA AT A GLANCE:

Plant fiber target	Target year	Status 2024
100% more sustainable cotton	2025	76%
Animal fiber target	Target year	Status 2024
100% mulesing-free merino lambswool	2028	84%
100% more sustainable mohair fibers	2025	27%
Synthetic fiber and man-made cellulosic fiber goals	Target year	Status 2024
50% more sustainable synthetic fibers	2025	13%
50% more sustainable man-made cellulosic fibers	2025	26%
Rethink Together items	Zieljahr	Status 2024
20% of the collection	2023	18%



Supply chain

Thanks to improved processes in **supplier management**, we have come significantly closer to achieving our **goals**:

85% of our **suppliers** can demonstrate
GOOD SOCIAL COMPLIANCE

OUR SUPPLY CHAIN

The manufacture of our products – from raw materials through to the ready-for-sale items – is based on global supply chains. Because our production is both international and local and since we offer different product categories (clothing, shoes, bags, and accessories), the Marc Cain value chain is very complex, and results in a number of challenges. Direct suppliers, as well as their upstream suppliers, may be exposed to social and environmental risks. As an international fashion company, we are aware of our responsibility in our actions along the value chain. As part of our due diligence obligations, we work actively towards quantifying these risks in an ESG (environmental, social and governance) context and reducing or even eliminating them by instigating appropriate measures. Our suppliers are contractually obliged to comply with certain social and environmental standards and to implement these in their supply chain.

Marc Cain works with its suppliers*
for an average of



In our cooperation with our suppliers, it is important to us that we communicate in a trusting manner and as equals – in line with our value of “partnership”. A long-term partnership is advantageous in terms of guaranteeing high-quality products and expanding cooperation. Moreover, long-standing business relationships are a valuable basis for further developing CR activities. For one thing, continuous cooperation guarantees our production partners planning security for the future. For another, there is less time pressure in production due to a stable order quantity, which enables longer production runs and thus ensures better planning of production capacities and investments in more environmentally friendly technologies.

*Contractors and suppliers of merchandise, raw materials and accessories

OUR PROCUREMENT MODELS

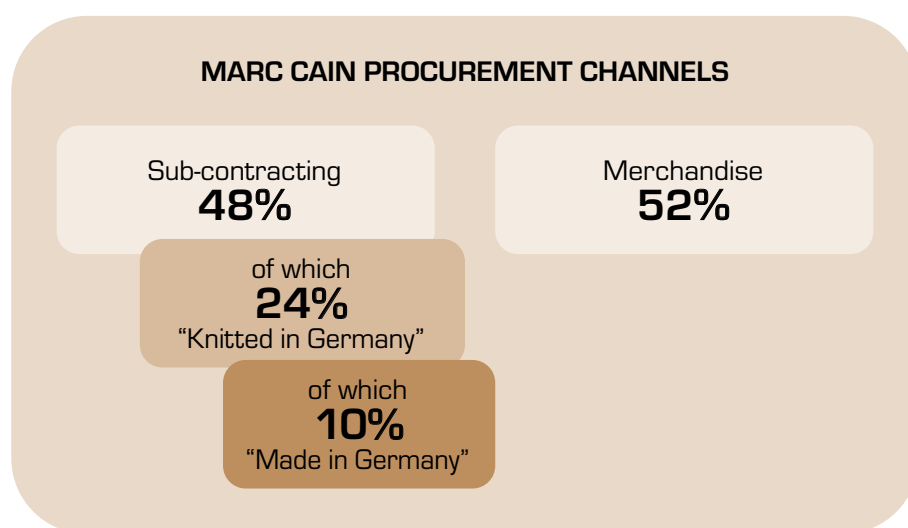
Marc Cain's upstream value chain can be subdivided into two different procurement channels: sub-contracting and merchandise.

Sub-contracting procurement channel (SC)

In this procurement channel, we purchase fabrics, yarns and trimmings directly from our raw-material suppliers. Depending on the item, the knitting of the yarns, the finishing processes and the screen and digital printing are carried out at our headquarters or in other EU countries by sub-contracted clothing manufacturers. Our in-house sewing and textile technology department expertly assist the suppliers in all questions relating to the manufacture of the products.

Merchandise procurement channel

In this procurement channel, our suppliers provide us with the finished items. The supplier is responsible for the complete production of the garment, including the procurement of the materials required. To enhance supply chain transparency and guarantee quality consistency, we are gradually shifting toward a nominated supplier model for our raw materials. In other words, our procurement department specifies the suppliers from which the raw commodities are to be sourced. Our merchandise garments are then sewn together in the production facilities (assembly/sewing plants).



In 2024, 48%* of our collection was still procured via the SC procurement channel and 52% of our produced items via the merchandise procurement channel. Looking at the SC procurement channel, almost a quarter of items were knitted in Germany: 24% (2023: 19%). These are labeled "Knitted in Germany". Of these, just under 10% (2023: 12%) are so-called 3D items that were manufactured entirely in Germany. In terms of all knitwear, a total of 72% (2023: 64%) of knitted items were given the "Knitted in Germany" label.

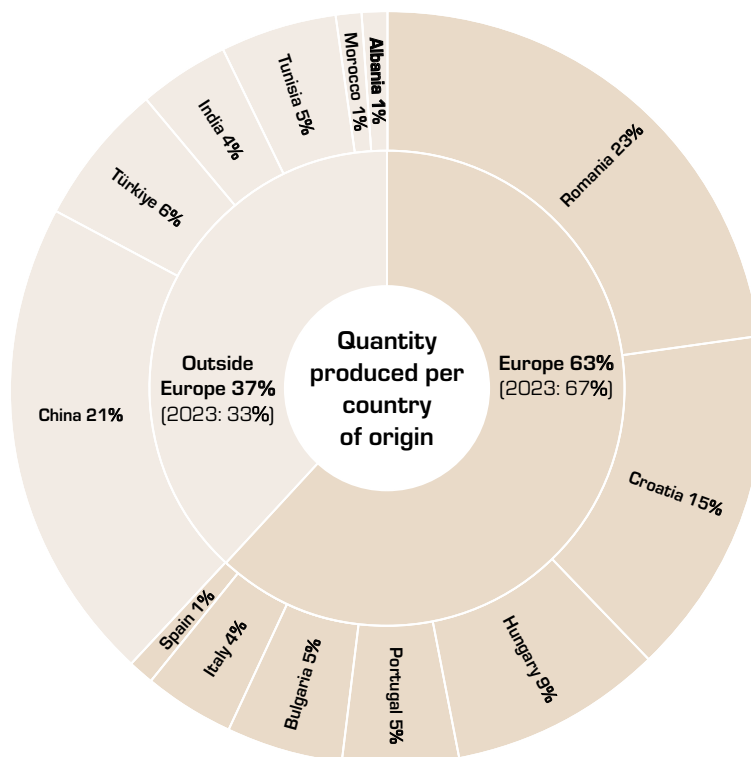
*The figures in this section are based on the manufacturing contract volumes in 2024

OUR OTHER PRODUCTION COUNTRIES

In 2024, too, our products were manufactured in 87 production facilities in 14 countries including Germany (see world map below). Approx. 63%* (2023: 67%*) of these products were produced in Europe and around 37%* (2023: 33%*) outside Europe.

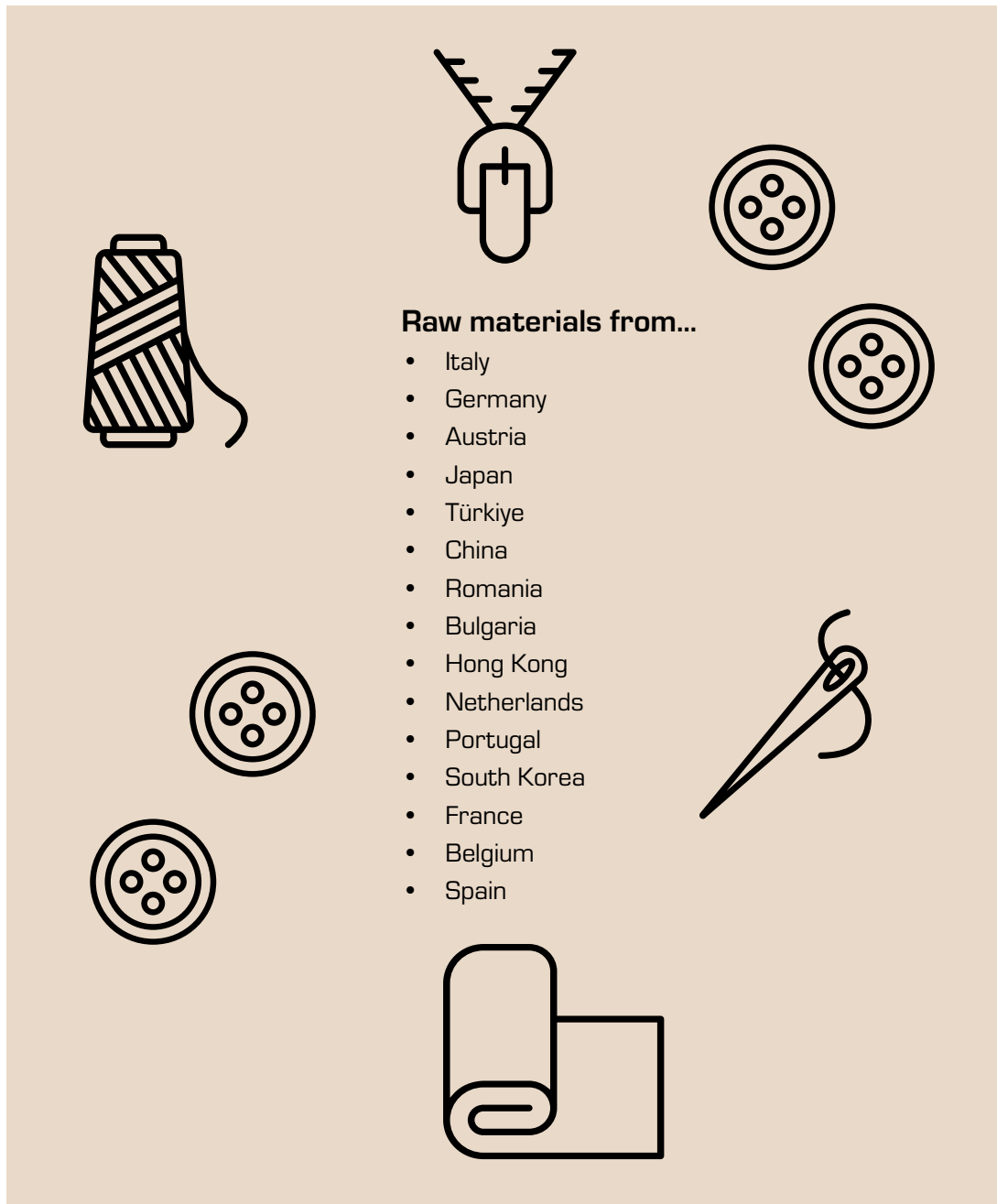


A percentage comparison of the amounts produced per country of origin shows that 23% (2023: 24%) of the products were manufactured in Romania, followed by China with 21% (2023: 20%), Croatia with 15% (2023: 16%), Hungary with 9% (2023: 11%), Türkiye unchanged with 6%, Tunisia moving up with 5% (2023: 3%), Portugal with 5% (2023: 7%), Bulgaria with 5% (2023: 4%), India with 4% (2023: 3%), Italy unchanged with 3%, Morocco, Albania, Spain (together approx. 3%).



*Percentage distribution by produced volume of items per year

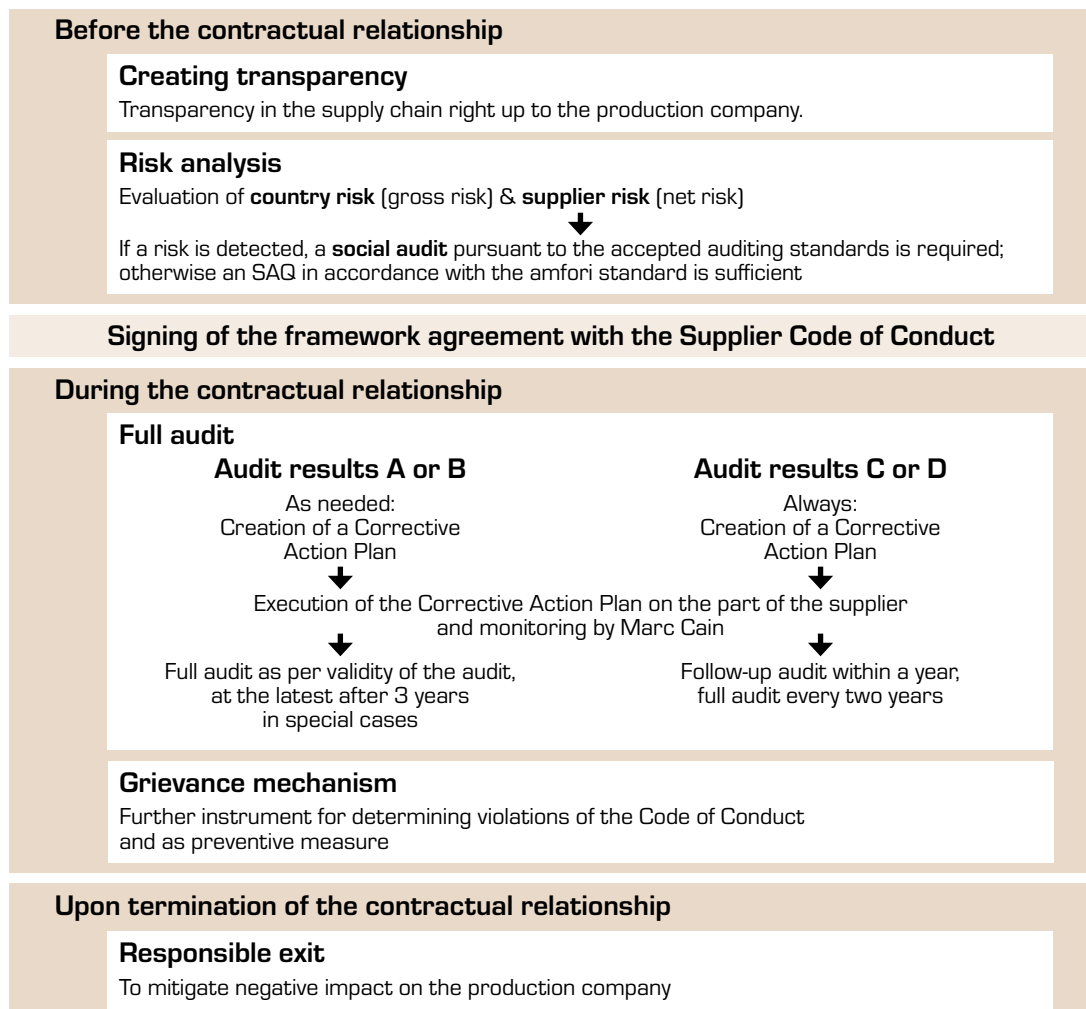
The graphics above reflect our production countries, i.e. the countries in which our products are produced in the final step. For our SC procurement channel, we require a variety of raw materials [yarn, fabrics and trimmings]. Another change: measured in terms of turnover of the items produced, our direct suppliers for these raw materials are primarily in Italy. Together with Germany and Japan, we source a total of 93% of our raw materials from there.



OUR SOCIAL COMPLIANCE PROCESS

The objective of the Social Compliance Process is ensuring compliance with the requirements of the Supplier CoC in the manufacture of our products. The most important topics are the ban on child labor, forced labor, and discrimination in employment. But safety in the workplace and the right to freedom of association and collective bargaining are also fundamental. Creating transparency in our supply chain is essential in achieving this goal. We are continuously working on these issues with our direct business partners, who are also required to establish the corresponding processes at their upstream suppliers.

The results of the social compliance process are a crucial factor in the selection of suppliers for a collection. Our Social Compliance Process is divided into three phases. We make a distinction between the time **before** a contractual relationship, **during** the contractual relationship and **upon** termination of a contractual relationship. Altogether, the Social Compliance Process can be described as follows:



Our Supplier Code of Conduct

Our Supplier Code of Conduct within the framework agreement forms a central pillar for the integration into our Social Compliance Process. It contains the social requirements that we expect our suppliers to uphold and is thus the basis for cooperation with our partner companies.

We joined the amfori BSCI initiative in 2019. By so doing, we committed ourselves to the values and principles of the amfori BSCI Code of Conduct for the respect of human and labor rights and the OECD guidelines for responsible business practices. In 2023, we extended the CoC to include further principles in the area of human rights and environmental protection, thus creating our own Marc Cain Supplier Code of Conduct. We obligate all our suppliers and production facilities to comply with the Code of Conduct with the following principles and to implement the standards in their upstream supply chains with knock-on effect.



The right to freedom of association and the right to collective bargaining



Appropriate remuneration



Safety in the workplace



Special protection for young employees



No forced labor



Ethical business practices



No discrimination



Reasonable working hours



No precarious work



Environmental protection



No child labor

The Marc Cain Supplier Code of Conduct is available in languages relevant to our suppliers. We have set ourselves the goal of checking compliance with the CoC by all production facilities of our direct business partners. In addition, selected employees of ours regularly visit the production facilities on site.

Creating transparency

Our Social Compliance Process begins with the logging of all our suppliers' production sites. This is the only way we can check and evaluate the individual locations with regard to compliance with our Code of Conduct. To ensure transparency, improved procurement processes were implemented in 2024. Social compliance is assessed in a risk-based way. The country of production is decisive. In high-risk countries, we have introduced more far-reaching measures to verify compliance with our Code of Conduct.

Risk analysis

The risk analysis aims at identifying potential human rights violations at the country level and actual risks at the supplier level along our value chain.

The first step is a risk analysis at country level. In this, the extent to which human and labor rights are enshrined in the country is examined. The findings are reflected in our "risk matrix", which places the countries examined into certain risk classes. This is based on the amfori ESG Risk Compass and other HREDD (Human Rights and Environmental Due Diligence) indexes. Our CR department also draws on public reports, indexes and analyses from institutions such as the United Nations, press reports, and empirical data from our audit reports. Our current focus in the country risk analysis is on the origin of our direct business partners. According to our current risk matrix, China, Türkiye and India are classed as being of higher risk of potential human rights violations and violations of occupational health and safety.

In a second step, following the risk assessment of the land of origin, we examine which risks actually apply to our suppliers and their production facilities. For suppliers and their production facilities in risk countries, further assessment requires a valid social audit. If the supplier comes from a non-risk country, a self-assessment questionnaire (SAQ) is required at the very least for the assessment of a preliminary supplier risk. In addition to the country-specific risks, previous audit results and our influence at the production facility based on the production capacity used and the strategic importance of the supplier are taken into consideration.

In addition to the identified risks at the country and supplier level, quality, price, performance, transparency and sustainability are of course also decisive criteria for us in deciding whether we want to work with a supplier.

Audits, SAQs and CAPs

We use various instruments to determine the actual risks of a supplier. These are social audits and self-assessment questionnaires (SAQs) as well as visits to the production facilities. The findings of the audit reports and SAQs provide us with important information on production conditions and environmental standards. If results have to be improved or remedies found, a Corrective Action Plan (CAP) will follow.

In an social audit, independent and specially trained auditors check the extent to which a production facility complies with the requirements of our Code of Conduct. An audit includes an inspection of the production site, an examination of relevant documents, as well as interviews with employees and workers representation, and an exchange with the management of the production facility. We carry out “semi-announced” audits. This means that the audit is carried out within a known time frame of one month, without the company knowing the exact point in time. This should ensure that the right contact persons are on site at the right time. The audit results are then summarized in an audit report and transmitted to our CR department.

Another instrument is the conducting of SAQs. Here, the supplier risk is evaluated with the help of a self-disclosure questionnaire and the answers and evidence provided.

Should an audit or SAQ uncovers deviations from our Supplier Code of Conduct (“findings”), measures are subsequently drawn up as a corrective action plan (CAP). We follow up on these CAPs together with the supplier. Such a plan lists all issues, the corresponding measures and the time frames for implementation. In this process, the companies are provided with our advice and support, particularly on the basis of a root-cause analysis for an existing problem, as well as the definition of short- and long-term remedial measures. The supplier itself is responsible for the implementation of the remedial measures.

In the event of critical audit findings, we arrange a follow-up visit to the production site as quickly as possible. A large number of findings can only be checked on site. This involves analyzing the extent to which the corresponding audit results are attributable to the activities at Marc Cain.

Grievance mechanism

Another instrument is the grievance mechanism. It is intended to give employees in our production facilities the opportunity to anonymously report any violations of the Supplier Code of Conduct. The amfori BSCI grievance mechanism has been in place since 2021. To facilitate access to this sort of mechanism, we have been working since 2023 with another provider that in particular covers our production countries. This means that our grievance mechanism should be available in all our production countries in future.

Responsible exit

Where cooperation with a supplier comes to an end, we proceed in accordance with the “responsible exit” process, with an emphasis on terminating the business relationship in a responsible way. This means that measures must be taken at an early stage to minimize or mitigate negative impact on production facilities and thus on employees. The length of the business relationship, the production volume and dependencies play a major role in this. Termination of cooperation is the last resort if the supplier shows no willingness to improve when confronted with critical audit findings.

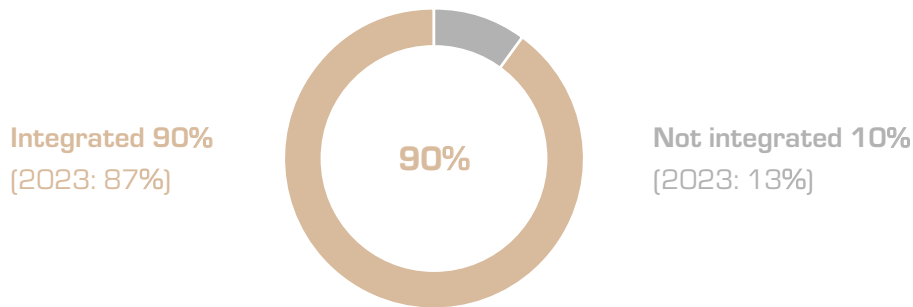
OUR SOCIAL COMPLIANCE GOALS

Marc Cain attaches great importance to ensuring that its products are manufactured under fair and safe working conditions. Child and forced labor are unacceptable to us. There should be compliance in the supply chain with our Supplier Code of Conduct, which is reflected in our sustainability vision and corporate values. We have identified a high risk for assembly companies. The degree of automation is low in these and the working conditions can be strongly depend on the country of production. Our influence is greatest with our direct suppliers, so we have initially set ourselves the goal of integrating all our finished goods suppliers and their production facilities into our social compliance process as a first step. In a second step, we strive for “good” social compliance. In evaluation terms, each supplier is only as good as its worst production plant.

OUR GOAL: 100% OF OUR DIRECT BUSINESS PARTNERS FOR FINISHED GOODS ARE INTEGRATED INTO THE SOCIAL COMPLIANCE PROCESS UNTIL THE END OF 2024

We almost achieved our goal in 2024. Regarding those suppliers who were not integrated into the social compliance process, either the termination of the business relationship was imminent, the suppliers were producing in plants that had not been approved by Marc Cain, or there were no valid audits or SAQs.

**Goal attainment: Integration of the direct suppliers
into our Social Compliance Process**

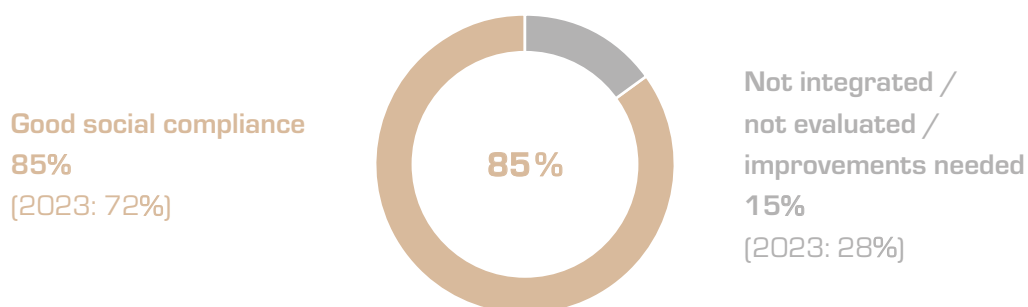


We can now act in a more targeted way, thanks to new, improved processes and the more reliable data situation and thus better transparency these create.

**OUR GOAL: 100% OF THE DIRECT BUSINESS PARTNERS
FOR FINISHED GOODS WILL DEMONSTRATE GOOD SOCIAL
COMPLIANCE BY THE END OF 2025**

Achieving transparency can only be a first step. Decisive is that the suppliers implement and respect our Code of Conduct in all production facilities. The current achievement of goals shows that this target has been met for almost all the suppliers integrated. 85% of our business partners can demonstrate that they have a social audit (according to the amfori BSCI standard, Fair Wear, GOTS, SMETA, SA8000 or SLCP) or an SAQ for their production facilities, which either comply with the Supplier CoC or are recommended for improvements that are not urgently required.

Goal attainment: Good social compliance



In terms of suppliers' production facilities, the situation was as follows: In 2024, we worked with 91 production sites of our total of 61 direct suppliers for finished goods. Of these, 78 facilities were integrated in our Social Compliance Process. The majority of the production sites (57) were audited in accordance with the amfori BSCI standard. The other social audits (20) were carried out in accordance with other standards. In place of an audit, we also accept an SAQ in accordance with the amfori BSCI standard from those suppliers in countries with a low risk in terms of social issues. Last year, we implemented the alignment of the results evaluation of SAQs and third-party audits.

	2023	2024
Production sites (assembly)	91	87
Production sites integrated in our Social Compliance Process	78	78
with valid social audit	68	67
• amfori BSCI standard	52	47
• Other audit standards (Fair Wear, GOTS, SA8000, SLCP, SMETA)	16	20
with valid SAQ	10	11
• amfori BSCI SAQ	0	10
• Own previous SAQ format	10	1
Audit/SAQ results*		
• Compliant with the CoC	28*	13
• Largely compliant with the CoC	9*	40
• Improvements recommended	29	21
• Improvements required	2	3
• Not acceptable	0	1
Non-integrated production facilities	13	9

9 production facilities of a total of 6 suppliers were not integrated into the social compliance process. Of these, 3 suppliers engaged in sub-contracting in breach of contract. 2 suppliers were already at the end of the exit process, so no new social compliance proof was requested in this case, and 1 supplier failed to provide corresponding proof. Newly implemented process improvements should prevent sub-contracting in breach of contract from 2025 onwards.

The results from the production facilities in the social compliance process show that, in 2024, 13 of the audited production sites work in line with our Code of Conduct. 40 companies were largely compliant with our social standards, 21 manufacturers were recommended to make improvements, 3 production sites required improvements, and 1 production site was unacceptable in terms of social compliance.

*We have raised the requirements for the result "Compliant with the CoC" in the last year, meaning that some suppliers are now evaluated in the audit results as "Largely compliant with the CoC".

The unacceptable audit result relates consistently to occupational health and safety violations that the supplier has made no effort to put an end to. Quality defects and delivery delays had also occurred over a longer period of time, so we ultimately parted ways with this supplier.

Of the two suppliers where improvements were necessary, one company was shut down by the owner for personal reasons. In the other, there were critical violations in various areas: including unlawful clauses in employment contracts, a wage gap for women for the same work, no special occupational health and safety for pregnant women, reduced wages due to miscalculation, and not enough holiday leave at a time. We visited the production facility in person. Both the management and some of the staff received training in the issues mentioned. We have set up a grievance mechanism through which the workers can also submit complaints anonymously. No complaints have been received in the course of 2024.

OUR GOALS IN THE AREA OF THE SUPPLY CHAIN AT A GLANCE:

Goals	Target year	Status 2024
100% of direct business partners for finished goods are integrated in the social compliance process*	2024	90%
100% of direct business partners for finished goods demonstrate good** social compliance	2025	85%

* Integrated in our social compliance means that the supplier's producers are known to us and all producers had a valid & accepted audit/SAQ in 2024. If a producer of a supplier has not had a valid audit, the entire supplier is deemed non-integrated.

** Good social compliance means that the supplier can demonstrate an audit or SAQ with a result of A, B, C, or "good" (in the case of audits that are not evaluated A, B or C) in all associated production facilities.

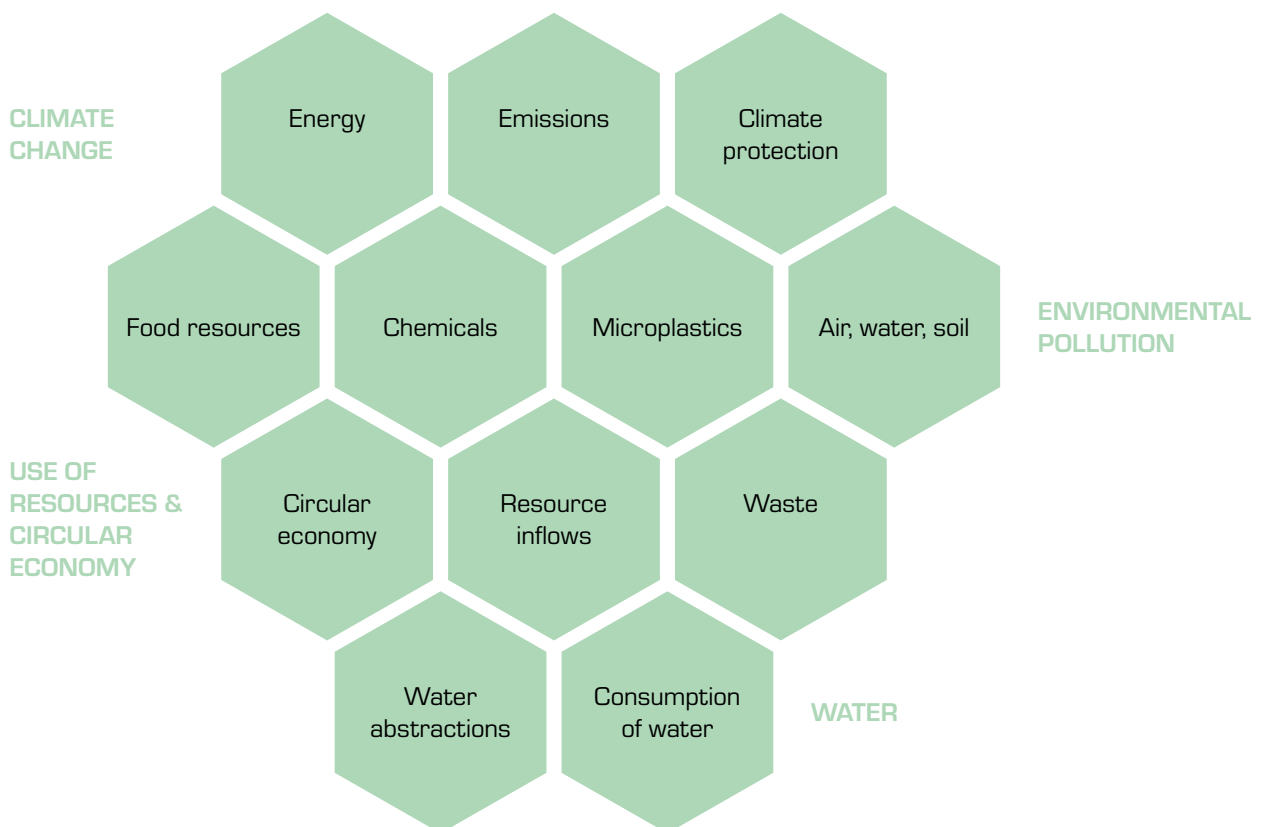


Environment

Thanks to **cooperation** with a **repair service provider**,
our customers can extend
the **life of their favorite pieces**

OUR RESPONSIBLE APPROACH TO THE ENVIRONMENT

In 2024, as part of a materiality analysis, we systematically assessed the potential environmental impacts of our own business activities as well as the risks that environmental changes could pose for our company. As a result, issues such as climate change, environmental pollution, water and marine resources as well as the use of resources and the circular economy were classified as material for Marc Cain. Against this background, we aim to take targeted measures to gradually reduce the environmental impact of our own actions.



CLIMATE CHANGE – ENERGY AND EMISSIONS

Greenhouse gases contribute significantly to climate change. They are produced, for example, by the burning of fossil fuels or the felling of forests. The effects of climate change are increasingly threatening the lives of humans, animals and plants, for example through ever more frequent extreme weather events. We are aware that, in the production of our Marc Cain products, a certain amount of CO₂ is released along the value chain. In the upstream supply chain, emissions are generated during the production of our raw materials, during the production of our articles, and also at our own site. There are also emissions in the downstream chain during the transport of our goods to the customer, through the care of the goods and finally also through their disposal.

In order to create transparency and remedy this, we first evaluate our energy consumption and the emissions generated by it. Our focus here is currently on the consumption volumes in Germany: the Bodelshausen site as well as our stores and showrooms in Germany.

Marc Cain has prioritized the issue of emission reduction for some time now. Some of the energy we use comes from renewable sources, for example, and we strive to implement energy-saving measures where possible. As part of an even more targeted approach, Marc Cain plans to be certified according to ISO 50001. To this end, we are setting up an energy management system.

But we are also active on a small scale, too: We provide our employees with opportunities to reduce their personal CO₂ footprints through offers such as Job Bike or commuter networking.



ISO 50001 – an international standard for energy management

The aim of certification according to this standard is to increase energy efficiency and reduce costs and environmental impact.

To this end, energy flows are systematically recorded and improvement measures are implemented. The certification is valid for 3 years, but must be monitored by means of annual audits.



Energy sources at the headquarters in Bodelshausen as well as in the German stores

In addition to heating oil and natural gas, Marc Cain uses pellets made from certified wood for heating and generates electricity through the in-house photovoltaic system (= solar power) and the company's own combined heat and power plant (CHP). Additional electricity and district heating are purchased.

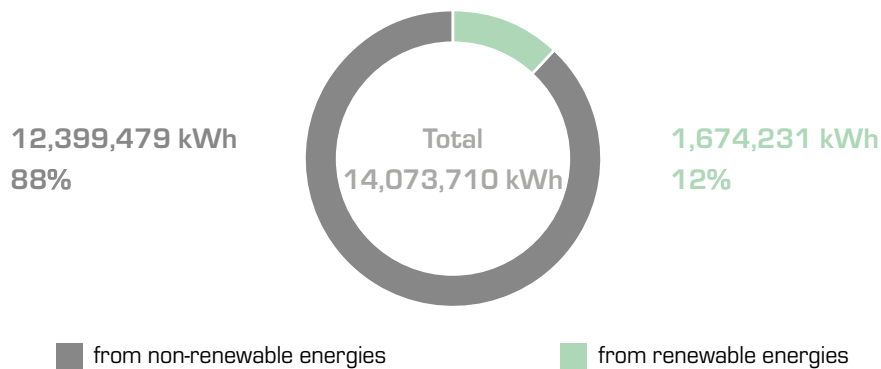
Energy consumption by energy source (in kWh)	2023	2024
Direct energy consumption	9,557,907	8,364,467
Heating oil	464,400	710,603
Natural gas (including CHP consumption)	7,103,832	5,746,573
Wood pellets	1,344,000	1,152,000
Self-generated electricity through our CHP	93,123	54,324
Self-generated electricity through our PV system	552,552	436,267
Indirect energy consumption	5,681,352	5,709,243
Purchased electricity	5,678,550	5,618,246
District heating	2,802	90,997
Marc Cain vehicle fleet	1,174,817	854,560
Petrol	356,057	375,675
Diesel	795,887	470,644
LPG (propane for forklift operation)	21,230	2,983
Consumption of electricity for electric vehicles	1,643	5,258
Total energy consumption	16,414,076	14,928,270

In 2024, a total of 14,928,270 kWh of energy was consumed at the headquarters in Bodelshausen and in the Marc Cain sales facilities in Germany (2023: 16.414.076 kWh*). A large proportion of the energy demand lies in the administration department with its own canteen, in production for operating the knitting, printing and finishing machines and for generating steam. Energy use also includes an outlet, our logistics center, warehousing and all sales facilities in Germany. The fuel consumption of our Marc Cain vehicle fleet is also included in overall consumption. In terms of heat recovery, a steam boiler in the production utilizes the steam that condenses to water to heat water in the buildings at the Bodelshausen headquarters. The exhaust air from the ventilation systems is also used for heat recovery, meaning that less additional energy is required for heating.

*Energy consumption is partly based on figures from 2022 or projections with the help of average values and the respective floor area, since the exact consumption for 2023 was not available.

Looking at total energy consumption, excluding our vehicle fleet, 1,674,231 kWh (2023: 1,896,552 kWh) was generated by renewable energies (photovoltaics and wood pellets). This corresponds to 12% (2023: 13%). 88% (12.399.479 kWh) of the energy comes from non-renewable energy sources (heating oil, natural gas, self-generated electricity from our CHP and district heating). Purchase electricity is included here. Since the electricity mix is unknown, it is classified as non-renewable energy.

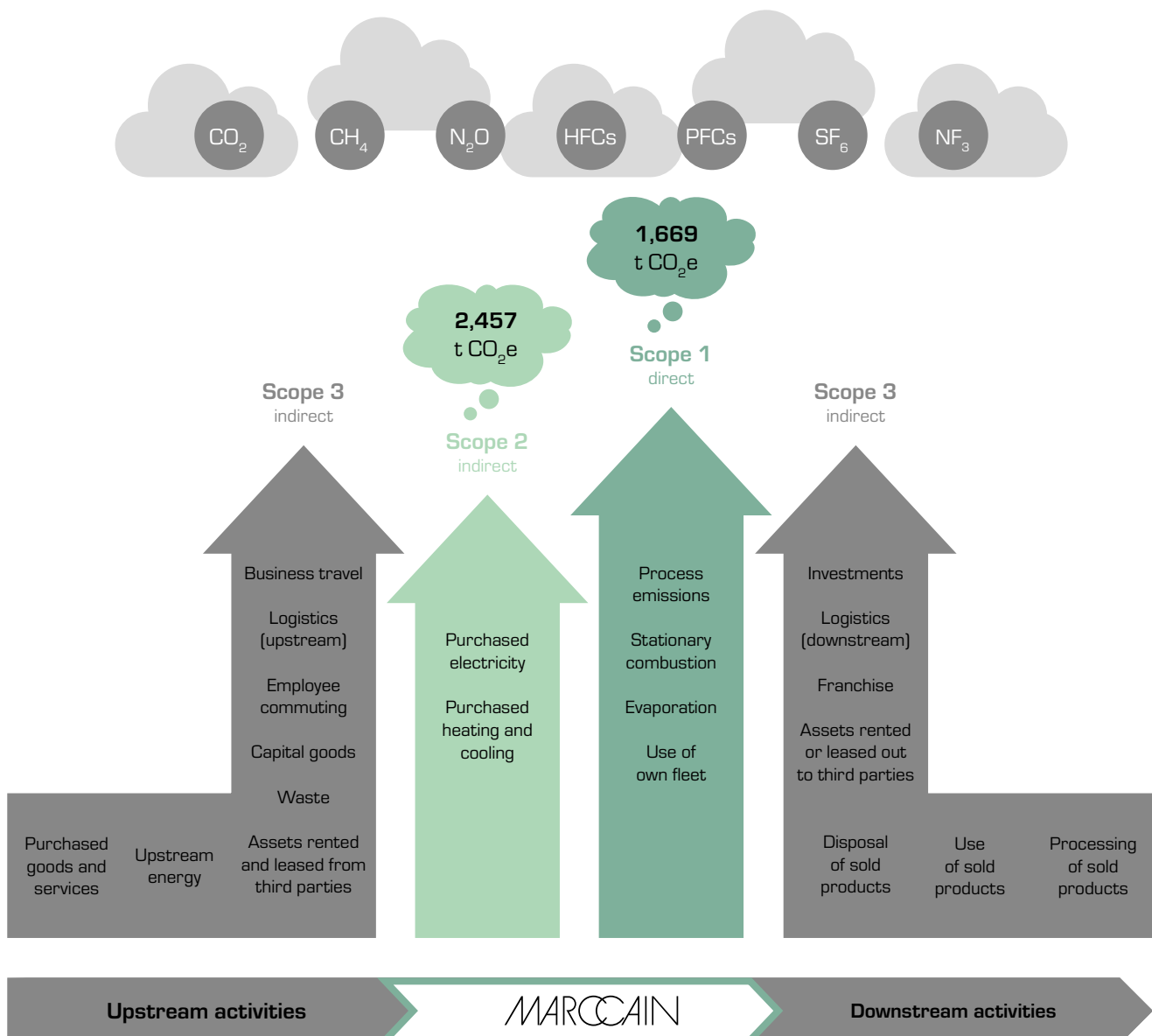
**Renewable vs. non-renewable energies –
energy consumption (in kWh) at the Bodelshausen site
and in stores in Germany (excluding vehicle fleet)**



Our emissions

Internationally, the Greenhouse Gas (GHG) Protocol has established itself as a standard to assist companies in measuring and comparing the greenhouse gases caused by their activities. For this purpose, emissions are divided into three categories known as “scopes”, depending on whether the emissions are directly or indirectly caused by the company.

Overview of the scopes and emissions along the value chain based on the GHG Protocol*



* <https://ghgprotocol.org/corporate-standard>

Scope 1 tracks **direct emissions** from energy sources that are under Marc Cain's direct control. In the balance for 2024, these include the consumption of heating oil, natural gas and wood pellets for heating, for operating our CHP and for our production. Also included is the fuel required for the vehicles of our fleet and for the emergency power generator (petrol, diesel and propane). In 2024, direct greenhouse gas emissions amounted 1,669 tons of CO₂ equivalents (2023: 1,979 tons of CO₂ equivalents).

Scope 2* describes our **indirect emissions**. These are caused by our activities but are generated at another company. One example would be electricity that is consumed by us but generated by an electricity company. In addition to purchased electricity for our everyday processes or for the electric vehicles in our fleet, we also include purchased district heating here. In 2024 a total of 2,457 tons of CO₂ equivalents was attributed to our Scope 2 (2023: 2,494).

Scope 1 and 2 emissions (in t CO ₂ e)	2023	2024
Scope 1 / Scope 1	1,979	1,669
Direct energy consumption	1,600	1,387
Marc Cain vehicle fleet	379	282
Scope 2	2,494	2,457
Indirect energy consumption	2,494	2,457
Total Scope 1 and 2	4,473	4,126

Indirect GHG emissions are also attributed to **Scope 3** emissions. These are emitted along the value chain and are not under the direct control of Marc Cain. They may arise in the upstream value chain, for example in the production of raw materials that we procure, or in the downstream value chain, for example in the disposal of textiles. Despite a lack of control over the sources of Scope 3 emissions, we have the opportunity to exercise indirect influence, e.g. through our selection of materials. The evaluation of these emission is quite a challenge for some companies due to the indirect access to data. For this reason, Scope 3 was not evaluated at Marc Cain for 2024.

*In the calculation of Scope 2 GHG emissions, the location-based method was used. The CO₂ emission factors included are taken from official databases (GEMIS Data Bank 5.0 for Federal Promotion of Energy and Resource Efficiency (EEW) 2022).



What is meant by CO₂ equivalents (CO₂ e)?

In addition to carbon dioxide (CO₂), there are other GHGs (methane CH₄, nitrous oxide N₂O and fluorinated gases) that can be emitted from various production processes and contribute to global warming and thus climate change. The CO₂ equivalent is a unit of measurement that includes various GHGs. This basically standardizes the climate impact of the individual gases and creates comparability, with the impact of carbon dioxide serving as the basis.

Our measures to reduce emissions

We have already taken measures to reduce these GHG emissions in recent years. All lights are gradually being replaced by LED lights, for example, and motion detectors control the switching on and off of the ceiling lighting. The Marc Cain outlet at the Bodelshausen site has also had an e-charging station since 2015. This allows customers and staff to conveniently charge their cars free of charge for the duration of their shopping trip or while they are at work. We are also working continuously to recognize and implement improvements, also in terms of climate change. Our photovoltaic system generates electricity that is classified as renewable energy. In the first place, the electricity is accounted for in Scope 2, as CO₂ emissions are caused by monocrystallines, according to the Federal Environment Agency. Secondly, the PV system also allows CO₂e emissions to be avoided. In 2024 we were able to save around 315 tons of CO₂ equivalents (2023: approx. 390 t CO₂e) through the production of solar energy. The calculation is based on our own consumption of the solar energy generated, calculated using the avoidance factor specified by the German Environment Agency (Umweltbundesamt) for CO₂ emissions (0.690 kg CO₂e/kWh).



DHL GoGreen

Since May 2015, we have been sending all our parcels and packages to end consumers by DHL GoGreen. With this further contribution per parcel and package, we aim at supporting climate protection projects promoted by DHL. In 2024, we offset a total of 156,54 tons of CO₂ equivalents (2023: 106.97 t CO₂e) through GoGreen products and services.

OUR CONTRIBUTION TO AVOIDING ENVIRONMENTAL POLLUTION

In the production of textiles, account has to be taken of numerous processes along the value chain that can lead to the pollution of our environment. The air, water and soil can be contaminated by various sources that have been described already in the previous chapters. Greenhouse gas emissions, textile waste and the use of plastic packaging are just a part of this. One major factor behind the pollution of the environment in the production of clothing is the use of chemicals, which can lead to the contamination of wastewater and thus also to the pollution of water and soil.

Our handling of chemicals

To ensure that our garments are colorful and durable, have a nice feel and are comfortable to wear, and even to ensure that the materials can be processed at all, the raw commodities such as fabric, yarn and leather are dyed, tanned, washed and finished. The chemicals used in these processes can have negative impact on the wastewater. This applies both in our own production and that of our upstream supply chain. For this reason, the responsible handling of chemicals is of great importance for us. Waste, too, can contain harmful substances that can have a negative impact on our environment. We implement various measures to recognize, minimize and, in the best case, eliminate these sources of pollution in our business activities. To this end, Marc Cain sets upper limits or bans on the use of chemicals that are used in production processes. We implement the ZDHC MRSL (Manufacturing Restricted Substances List) and also require our supply chain to comply with these.

The improper use of chemicals can lead to the pollution of the groundwater through harmful substances in the wastewater. Accordingly, wastewater is a decisive factor in relation to environmental pollution. In the best-case scenario, water in our supply chain production processes would not be polluted with questionable chemicals in the first place thanks to compliance with the ZDHC MRSL and the ZDHC wastewater guidelines. For our Rethink Together items, we already today require the corresponding proof of compliance. In the future, these requirements are also to apply for the production processes of all items.

In our own production, we make every effort to reduce chemicals even further where this is technically possible and does not lead to a loss of quality. For example, only minimal quantities of perchloroethylene (PER) are used in the chemical cleaning processes of our in-house production. Here, the chemicals are used to remove impurities and grease from natural fibers such as wool and silk in particular, without damaging the quality of the textile. The amount of PER used depends on the type of fiber in each case as well as the degree of soiling to the item after knitting. In this process, the items are washed without the use of water. In addition, chemical cleaning takes place within a closed cycle, meaning that, after the process, neither people nor the environment are exposed to the solvent through the product itself. The solvent – PER-waste – is disposed of separately under strict regulations. Since 2023, our chemical cleaning process using PER was partly switched to an alternative formula that is largely biodegradable.

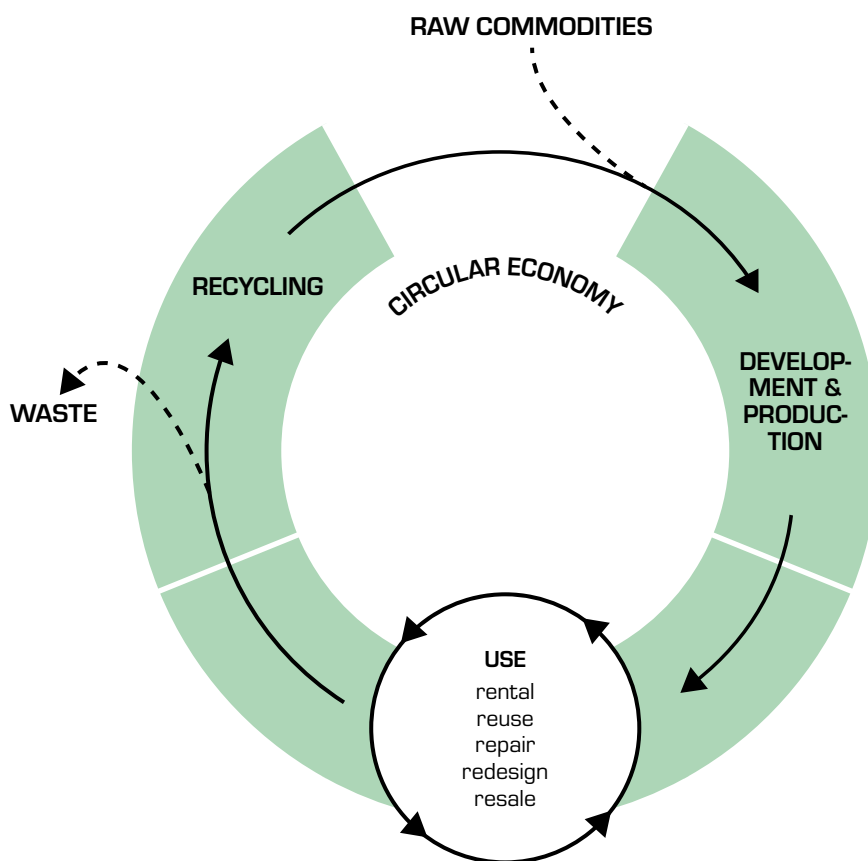


USE OF RESOURCES & CIRCULAR ECONOMY

The selection of a raw material for yarn, fabric and trimmings predetermines the environmental impact of an item of clothing to a large extent. Materials made from fossil resources produce high CO₂ emissions, for example. Recycled materials, on the other hand, reduce the negative environmental impact that would result from the new harvesting of these resources.

Ensuring the high quality of the materials and of the produce as well as a timeless design make it possible for a product to remain in use for a long time. As well as durability, the circular economy includes other aspects, such as the reparability, reusability or recyclability of a product. Not least of all, our handling of used textiles and waste also plays an important role in keeping resources in circulation for as long as possible.

But, alongside our products, packaging – for example protective covers or cardboard boxes used in shipping Marc Cain goods – is also included in the resources we consume and is a vital part of the use of resources and the circular economy.



How does our choice of raw materials impact resource use?

In estimating the impact of our materials on the environment, we focus above all on the way in which the raw materials we use are obtained. The focus here is on topics such as water and pesticide use in the cultivation of plant fibers, the use of fossil raw materials for the production of synthetic fibers or land use in plant cultivation and animal husbandry for wool production.

To minimize the impact on the environment, we have set ourselves goals with regard to the various types of fiber, which have already been discussed in the “Product” chapter. But we also want to achieve the maximum service life of our products through high quality requirements and their close monitoring of these. At the same time an innovative production process with minimum textile waste at our Bodelshausen site using state-of-the-art flat and circular knitting machines minimizes the consumption of unnecessary resources.

Our quantity analysis shows that synthetic fibers (including polyester and polyamide), cotton, MMCFs (primarily viscose) and wool are the four most commonly used fibers at Marc Cain.

The poor ecological balance of **synthetic fibers** results mainly from the use of crude oil, i.e. fossil raw materials. The utilization of, for example, recycled polyester or polyamide at least reduces the use of new crude oil, which is in line with our goal of having “50% more sustainable synthetic fibers by 2025”.

In contrast to synthetic fibers, cotton is produced from plant fibers from renewable raw materials. The negative impact of cotton results from monoculture cultivation, inefficient water consumption and the use of pesticides or artificial fertilizers. Here, we counteract this with our goal of “using 100% more sustainable cotton by 2025”, since precisely this more sustainable **cotton** prioritizes soil health, more efficient use of water (for example, through drip irrigation) and biodiversity.

MMCFs are based on the raw material cellulose, which is usually obtained from wood. As well as issues such as deforestation and the loss of biodiversity, the use of harmful chemicals in the manufacturing process is associated with negative environmental impact. Here, too, we are focusing on more sustainable **regenerative cellulosic fibers** in order to achieve our 50% target by 2025. These fibers are not incompatible with species diversity and the regenerative capacity of the forest, and are also produced to a large extent in closed water-chemical cycles.

The fourth largest fiber group at Marc Cain is wool, a raw material that is often associated with a lack of animal welfare, intensive land use through animal husbandry and a resulting loss of biodiversity. We are trying to reduce these negative effects on animals and the environment through our two goals regarding animal fibers, including: 100% more sustainable **mohair wool** by 2025. Avoiding intensive animal husbandry also reduces the danger to soil and bodies of water in the environment.

What are we doing in development and production?

Highest quality for long-lasting enjoyment

One aspect that supports the circular economy is the durability of a product. Our customers rely on the fact that they are purchasing high-quality products. All materials are cross-checked in our own laboratory in Bodelshausen to ensure compliance with our strict quality standards. Typical test parameters are pilling behavior, light fastness and fastness to washing and rubbing. Approval for production is granted only once the product has successfully passed these tests.

In addition to these physical and technical laboratory tests, the test routine also includes wearing tests to ensure maximum durability and comfort. Female employees wear sample items for testing purposes and are then asked about their wearing experience. In this way, improvements can be made in production and wearing comfort for the end customer optimized.

Innovative production techniques reduce waste already in the creation process

For the knitted items that are created entirely at our Bodelshausen site, we use the innovative **“3D-Knit and Wear” technology**. This process enables optimal use of resources, as it reduces the offcuts that would otherwise be produced from the rolls of fabric during the cutting process. The items come off the knitting machine practically ready to wear. They are made in one single step with no seams, so that only the start and end threads have to be sewn in.

The fully fashion technology works a little differently. Here, it is not the finished item that comes off the knitting machine but rather the individual garment pieces such as the front, back, sleeves and collar. In this case too, waste from cutting is eliminated. However, these prefabricated pieces have a few additional rows of stitches knitted in for marking and stabilization. This marking allows the producer who is assembling the pieces to be sure that they are sewing the right pieces together in the right position. These extra rows of stitches are removed by the producer.

How do we extend the useful life?

Care and repair instructions for more durability

The conscious handling of resources does not stop with the selection of high-quality materials and good processing. The proper care and repair of a garment by the customer is also decisive for a long service life. To help our customers treat their favorite clothes properly, we provide care and repair videos in our website, in which experts from our own lab and the restoration sector let customers in on tips and tricks, including on how to wash Marc Cain items the right way, how to carefully remove stains or how to mend small holes virtually invisibly.

Cooperation launched with the Cashmere Spa repair service provider

Since the end of last year, our customers have been able to have their particularly valued clothing items refurbished by the professional care and repair service provider Cashmere Spa at a special price if they have suffered damage, e.g. due to moth-holes. The service is provided in Germany, but is offered to customers worldwide. Further information and contact details can be found on our website.



Our + items

When developing the collection, we always pay attention to the material requirements and check whether timeless leftover material from previous seasons can be used for the production of basic items with simple designs.

Surpluses of outer fabrics and trimmings

Fabrics, yarns, jerseys left over after the seasonal production process or from the current sampling are rechecked and examined with regard to inclusion in the coming season. Old remaining stock goes to special item buyers, universities or are also passed on in small quantities to charitable associations. By doing this, we would like to ensure that our surpluses are utilized in the best possible way.

Handling unsold goods

Naturally, it is our goal to adapt our product range precisely to the needs and wants of our customers. Despite our best efforts, there are always prototypes and samples pieces left over in our warehouses at the end of each season, as well as items which could not be sold. To ensure the best possible use of these goods, Marc Cain has already been implementing a fixed recycling process for years: Our products are initially available in the online shop for around 10 months. Thereafter, they are offered as perfect items or seconds in the outlet or resold to third-party providers. Only goods that are no longer wearable are ultimately passed on to a textile recycler. To this end, we would like to determine the quantities in the coming year, define further measures to reduce the amount of unsold items and look for alternative recycling options.

OUR PACKAGING MATERIALS

In transporting our high-quality products from the production sites to our warehouse and from there on to our customers, it is essential to protect them from adverse influences such as dirt, moisture or other loss of quality. We differentiate between transport packaging, which is used to transport our items between the production facilities and Marc Cain and from Marc Cain to business customers, and sales packaging, which ends up directly at the end consumer via online shipping. Added to this are various kinds of sales packaging, e.g. carrier bags are used in our stores. This distinction enables us to identify changes and improvements in terms of packaging materials in a targeted manner.



Marc Cain has been working for some time on the question of how packaging can be reduced and how packaging can become an even more significant part of the cycle economy. To this end, we have set ourselves specific packaging targets and have already introduced some measures.

As one of the first measures, we have set ourselves the goal of using only recycled material for our packaging, which is made of plastic. It is also planned that this packaging stays in the cycle after use by means of our recycling process.

OUR GOAL: 100% RECYCLED PLASTIC PACKAGING

Polybag material: reduced and remaining in the cycle

We have come much closer in 2024 to achieving our goal of using only recycled polybags by the end of 2025. The switch is almost complete in the area of SC procurement. At the end of 2024, we only had leftover stocks of non-recycled polybags – only in the largest and smallest sizes. As well as the change in material, the thickness was reduced, which greatly reduces the proportionate amount of plastic. For the "merchandise" procurement segment, the changeover to a thinner and 100% recycled material is still in full swing. The switch has still to take place for our items that are warehoused on hangers.

I am a polybag made from 100% recycled material

**MY JOB IS TO PROTECT OUR VALUABLE GOODS ON THEIR JOURNEY.
PLEASE HELP CONTINUE THE CYCLE AND RECYCLE ME AGAIN.**

In 2024, we optimized the **protective and shipping sleeves for our hanging garments** by increasing the proportion of recycled material and halving the wall thickness. By doing so, raw materials go into these sleeves that would otherwise have been thrown away. By reducing the weight of our materials, we have halved the potential waste – directly supporting our commitment to waste prevention and reduction. Moreover, these protective sleeves are produced in Germany, thus minimizing transport routes and reducing negative environmental impact.

For both our goal regarding recycled plastic packaging and our other targets, we have undertaken to draw up a realistic and clearly structured plan, tracking progress with the appropriate key indicators.

Our other goals for plastic packaging

100% reduction in
single-use packaging
except where essential

20% reduction in
single-use plastic packaging

100% inclusion of all
single-use plastic packaging
in a recycling stream

Minimum proportion of
10% reused packaging

Paper packaging – improved recyclability of online shop boxes

New **cardboard boxes** have been in use for online shipping to the end customer since the end of 2024. The eco-labeled material is now no longer coated, making it easier to recycle. By the end of 2025, only these more environmentally friendly cardboard boxes will be used for our online shipping.



To reduce the use of boxes in B2B transport or to even do away with it altogether in some areas, we are using **reusable, and thus environmentally friendlier, plastic small load carrier boxes**. In practice, this means that the boxes are shipped folded up on pallets to suppliers and factories so that they may be returned with finished goods. The boxes are very durable and can be used over many years. The boxes are used for notions store shipping and have already proven their worth.



WATER AS A RESOURCE

The consumption of water and generation of wastewater is unavoidable in the textile industry. Natural fibers must be washed after extraction before they can be further processed. Dyeing and so-called post-treatments are essential for giving yarns and fabrics their beautiful colors, pleasant feel and a special look. We are aware that water is scarce in many parts of the world and is a precious resource. For this reason, the responsible use of water and handling of wastewater is of great importance for Marc Cain.

We have a direct impact on water consumption through our own production processes and general facility operations at our Bodelshausen site. In contrast, it is difficult for us to collect data on the volumes of water consumed deeper in the supply chain. In this regard, our current focus is rather on the issue of wastewater in the sense of monitoring the handling of chemicals in our production facilities. But especially in jeans production, our suppliers work with state-of-the-art machines and make sure to produce with minimal water consumption.

Our measures and projects in relation to water

Digital denim print jeans

Our denim suppliers have developed a highly innovative, more sustainable printing technique as an alternative to conventional lightening denim washes: In it, the undyed base fabric is printed on the outside and inside precisely to match up with cutting, including a wash effect. For this purpose, a pair of conventionally washed jeans with the desired look is photographed and then optically recreated using digital printing. This type of finishing is done using GOTS-certified inks, is completely water-free and thus very resource-saving. As well as less water, fewer chemicals are used and the energy consumption of industrial machinery is minimized.



Marc Cain started using this technology in 2023. We now offer jeans in our collections that are made using this process.

Rainwater cistern

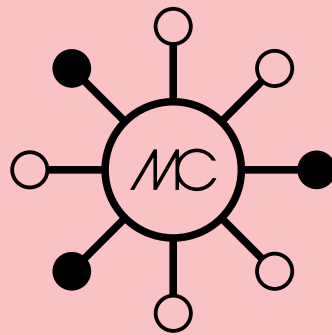
Marc Cain has a rainwater cistern at its headquarters. Up to 100,000 liters of water can be collected in it and used for the irrigation of the gardens on the company premises.



OUR ENVIRONMENTAL GOALS AT A GLANCE:

To be able to systematically address climate-related risks and opportunities, we plan the complete calculation in the medium term of our ecological footprint, including Scope 3 emissions. In addition, a more detailed breakdown of our generation of waste and a quantity evaluation in each case are planned to enable us to act in a targeted manner.

Our packaging goals	Target year	Status 2024
Switch in polybags to 100% recycled materials	2025	The switchover has already been implemented for SC; begun for Merchandise but not yet finalized
100% uncoated cardboard boxes for online shipping	2025	Implementation successfully completed



Stakeholders

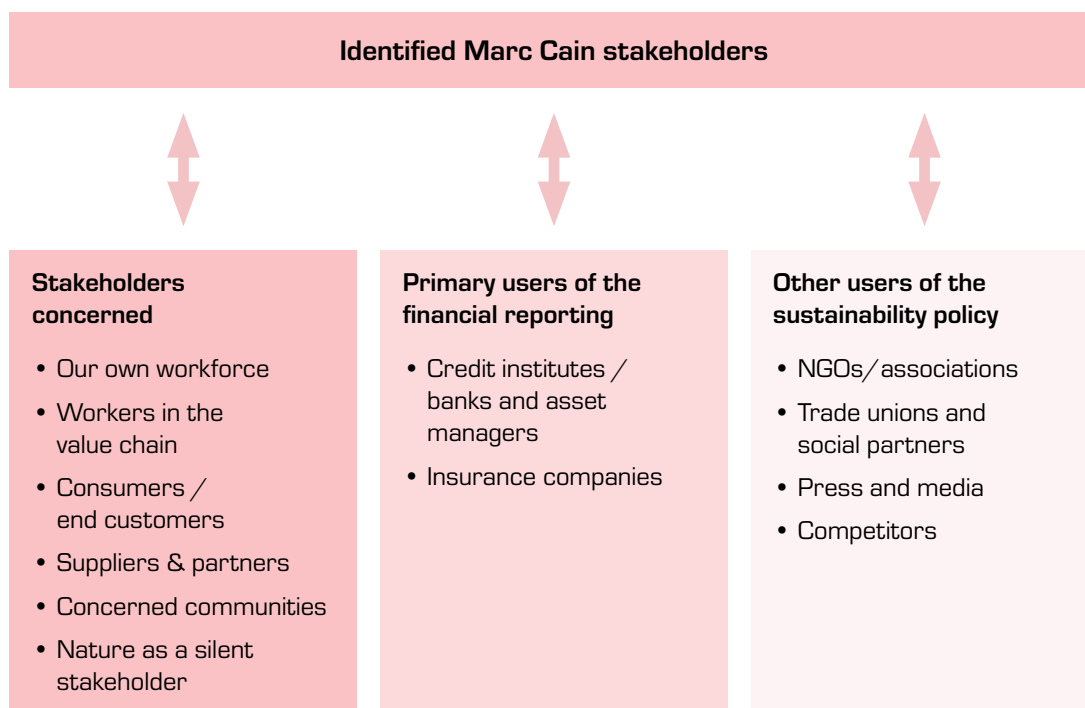
Marc Cain has conducted a **materiality analysis** in accordance with the **CSRD** (Corporate Sustainability Reporting Directive)

Introduction of a “corporate barometer” for **the health care** of the company’s own workforce

OUR STAKEHOLDERS

A core element of our corporate responsibility approach is to ensure that all stakeholders are considered or directly involved in the strategy and execution of our sustainability initiatives. Identifying our stakeholders and their interests enables us to identify potential risks and better manage these. Future-oriented business requires that companies not only respond to the requirements of customers and markets, but are also well positioned with regard to legal requirements in the areas of the environment, society and corporate governance. For us, stakeholder engagement is an ongoing process of listening, exchanging ideas and learning. In this, we rely on clear and open communication. We see this as an opportunity to constantly improve and to create added value for all those concerned and involved.

We have taken a new look at our stakeholders in the context of the double materiality analysis. We have defined our own workforce, as well as our suppliers and partners with employees in the value chain as well as our customers as material stakeholder groups. In addition to nature itself as a silent stakeholder, there are numerous internal and external groups of persons that have an interest in the business activities of Marc Cain or can be impacted by them. Exchange with our stakeholders takes place through numerous channels of communication and various forms of cooperation. Our end customers are warmly invited to send us suggestions or questions on the topic of sustainability via our email address sustainability@marc-cain.de.



OUR EMPLOYEES

Our employees are the key to our success and therefore a particularly important stakeholder group. For this reason, we are constantly working on further developing our working conditions and creating a dynamic environment with interesting tasks, an appreciative working atmosphere and other benefits.



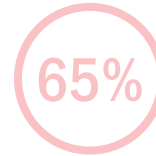
of our employees
are female



of our employees
are employed
in Germany



is the average length
of time that employees
stay with the company



of our managers
are female

WHAT WE OFFER OUR EMPLOYEES

Promoting professional and personal development:

- With our Marc Cain Academy, we offer our employees numerous and individual training opportunities
- We also provide assistance in arranging childcare and reconciling family and career

Promoting cohesion among colleagues

- Parties in summer or at Christmas or our after-work events offer employees the opportunity to better know each other in a relaxed atmosphere outside the office. Alongside individual team-building events, these promote team spirit among the staff
- An internal employee communication app facilitates cross-departmental exchange, information and organization as well as transparent and continuous corporate communication

Benefits for well-being

- Sports courses offered in-house as well as subsidies for selected fitness studios
- Job Bike leasing for staff
- Fresh, healthy and mostly regional meals in our own company cafeteria – employees are always welcome to submit recipe suggestions
- “relaxed start” on Monday morning (work starts at 10am) and “early weekend” on Friday afternoons (end of work from 2pm) as well as the option of mobile work outside the office
- A company supplementary health insurance offers employees subsidies for treatment and health assistance

TRAINING IS IMPORTANT TO US

For many years, Marc Cain has been renowned as an employer that supports young people in their training be it as a training company, as a partner company for a dual study program or through internships that are offered for various directions of study.

Training young talent:

We are currently offering training in the following professions:

- IT specialist for system integration
- IT specialist for application development
- Specialist for warehouse logistics
- E-commerce clerk
- Wholesale and foreign commerce clerk
- Retail clerk
- Production mechanic
- Textile and fashion machinist/tailor
- Cook

Our trainees in wholesale and foreign commerce spend 2-3 months of their training in the CR department.



Marc Cain has set up its own apprenticeship knitting mill for the trainees in the knitting mill.



OUR EMPLOYEES' OPINIONS ARE IMPORTANT TO US

An employee survey took place in spring last year. This so-called corporate barometer allows us to assess the existing burdens and resources in the company. The goal is to improve the work situations and the health of employees by actively working on improvements where negative abnormalities are detected. Various topics such as work organization, environment and duties were surveyed. But also aspects of social relationships, management and job satisfaction. The overall result was quite good. The whole process is carried out by an independent third party, which also actively supervises any improvements undertaken in individual areas.



... and when problems do crop up

With the Marc Cain WhistleApp, we have set up a reporting point where employees can report grievances anonymously and confidentially. Especially when it comes to sensitive issues, it is often easier to pass this information on to independent persons. A similar system is also

in place for employees in our supply chain (grievance mechanism detailed in the Supply Chain chapter). No grievances were reported in the year under review.

Marc Cain has an appointed and specially trained human rights officer. In confidential cooperation with those responsible for the WhistleApp and for the grievance mechanism, reports can thus be followed up and measures put in place to solve any shortcomings.



OUR EMPLOYEES IN FIGURES

	DE	BE	CH	NL	AT	USA	CAN	UK	Total
Number of employees *	887	11	6	10	12	8	45	7	986
of which are female	635	10	6	8	12	8	43	7	729
of which are male	252	1	0	2	0	0	2	0	257
of which are trainees, interns, volunteers	57	0	0	0	0	0	0	0	57
of which are female	39	0	0	0	0	0	0	0	39
of which are male	18	0	0	0	0	0	0	0	18
Number of employees by age group									
under 30	175	1	0	1	0	0	5	0	182
30 – 50	347	1	4	1	4	6	24	1	388
over 50	365	9	2	8	8	2	16	6	416
Employees by limited-term / permanent contract									
limited-term	759	10	6	6	12	8	45	6	852
of which are female	552	9	6	4	12	8	43	6	640
of which are male	207	1	0	2	0	0	2	0	212
permanent	128	1	0	4	0	0	0	1	134
of which are female	83	1	0	4	0	0	0	1	89
of which are male	45	0	0	0	0	0	0	0	45
Number of employees by contract type									
Full-time	664	5	2	4	5	4	25	4	713
of which are female	430	4	2	2	5	4	23	4	474
of which are male	234	1	0	2	0	0	2	0	239
Part-time	169	5	4	5	6	4	20	3	216
of which are female	161	5	4	5	6	4	20	3	208
of which are male	8	0	0	0	0	0	0	0	8
Temps	54	1	0	1	1	0	0	0	57
of which are female	44	1	0	1	1	0	0	0	47
of which are male	10	0	0	0	0	0	0	0	10
Supervisors and managers	123	2	1	2	1	0	0	1	130
of which are female	79	1	1	1	1	0	0	1	84
under 30	6	0	0	0	0	0	0	0	6
30 – 50	36	0	1	0	0	0	0	0	37
over 50	37	1	0	1	1	0	0	1	41
of which are male	44	1	0	1	0	0	0	0	46
under 30	5	0	0	0	0	0	0	0	5
30 – 50	19	0	0	0	0	0	0	0	19
over 50	20	1	0	1	0	0	0	0	22
Covered by collective labor agreements **	94%	100%	100%	100%	100%				
Family leave ***	99% of all employees are entitled to leave for family reasons 6% have claimed leave for family reasons (55 persons)								
Persons on parental leave									48
Staff turnover rate	11.5%	15.4%	0.0%	41.2%	0.0%				11.8%
				Store closing				excluding USA, Canada and UK	
Departures worldwide	114	2	0	7	0	0	0	0	123

* No. per head (head count)

** In DE, 38% of our workforce is covered by collective bargaining agreements, while an additional 56% are compensated in alignment with these standards; in AT, BE, CH, and NL, 100% of employees are covered by collective bargaining agreements

*** Vacation entitlement and parental leave was calculated excluding US, Canada and UK data

All employees take part in a performance review within the framework of employee appraisals that take place regularly but at least once a year.

OUR COOPERATION WITH OTHER ORGANIZATIONS



In 2019, we became a member of the **amfori** organization, a global business association that promotes sustainable trade, sustainable supply chains, and sustainable business.

We are committed to the amfori labor standards and require compliance also by our suppliers. For us, the aim of this membership is to review working conditions for workers in the production facilities of our suppliers and, if necessary, to improve them.



We joined the **Better Cotton** initiative in July 2020. Better Cotton is a multi-stakeholder initiative with the aim of promoting more sustainable cotton cultivation. The initiative's approach is to help cotton communities survive and thrive by educating cotton farmers on how to grow cotton while at the same time protecting and restoring the environment.

We have been working with the **Four Paws** animal welfare organization regularly since 2021. We support the "Brands Against Mulesing" initiative by publicly speaking out against this painful practice. At the end of 2022, we supported the "Fur Free Europe" petition. Specifically, this involved calling for a ban on the keeping and killing of animals exclusively or mainly for the production of fur and on the import of furs from breeding animals and products that contain such fur. In 2023, there was an open cross-brand appeal to the EU Commission.

The **Textile Exchange** organization makes it possible to participate annually in a brand benchmarking process. This primarily involves tracking the current status of the transformation to an increased use of more sustainable materials. As well as participating in this benchmark, we also purchase raw materials and products that are certified in accordance with one of the various sustainability labels [more on this in the "Products" chapter].

Within the industry, we also regularly exchange ideas with **other brands and trade associations** such as Gesamtmasche e.V., Fachvereinigung Wirkerei Strickerei, Fashion Net Düsseldorf e.V., and German Fashion Modeverband on common challenges in the field of sustainability.

OUR SOCIAL ENGAGEMENT

In addition to our activities mentioned so far, as an internationally active company based in Germany, we undertake corporate responsibility by donating money and goods to various organizations and associations. We support many of these institutions on a regular basis and most of them already for many years. We are committed not only to helping in the short term, but to making a lasting difference.

Women and children have always been at the center of our social engagement, and we wish to support them in particular with our donations and campaigns. Marc Cain therefore attaches great importance to organizations that work – internationally or locally – for their protection, equality and rights as well as improved opportunities for the future through school or further education.

Regional engagement

Our company history is closely linked with Bodelshausen in Germany. This is still one of our production locations today, as well as the site of our headquarters. Regional projects are therefore very important to us. For example, Marc Cain supports school PTAs or other local clubs and institutions.

OUR COMMUNICATION ON THE TOPIC OF SUSTAINABILITY

With our communication on the topic of sustainability, we keep all our stakeholders, e.g. our customers and employees, up to date on our activities, challenges and successes in the area of sustainability. We provide information on our engagement for sustainable development not only in our sustainability report, but also on our website, in social media and in our customer magazine and newsletter. In this way, we would like, among other things, to promote environmentally conscious purchasing and firmly establish the value of sustainability in our corporate culture.

The principles of openness, transparency and authenticity are particularly important to us in our sustainability reporting. Therefore, we strongly disapprove of communication promoting greenwashing and align ourselves with current industry standards as well as political and NGO guidelines. We continue to raise our standards. In 2022, we adopted an internal guideline for claims on sustainability, which is regularly revised and on which employees receive internal training.

Communication on the product

In order to present specific sustainability aspects to our customers in a product-specific way, Marc Cain has decided to be certified as a brand for certain more sustainable materials. We are beginning with our down items. For years, we have only used certified down and feathers as filling material. With our certification as a brand, we want to close the chain of custody. By certifying every step of the process from the farm to us, it is demonstrated that the down and feathers we use as filling material comply with the very clearly defined aspects of animal welfare. This will be made visible for our customers on our down hangtags.

OUR GOALS IN THE AREA OF STAKEHOLDERS AT A GLANCE:

Goals	Target year
Certification of Marc Cain by an independent certification company for the Responsible Down Standard (RDS)	2025

INDEX OF ABBREVIATIONS

3D	3-dimensional
AG	German Joint-Stock Company
amfori BSCI	amfori Business Social Compliance Initiative
BSCI	Business Social Compliance Initiative
B2B	Business-to-Business / Traders
B2C	Business-to-Consumer / End consumer
BV	Dutch private limited liability company
CAP	Corrective Action Plan
CHP plant	Combined heat and power plant
CO ₂	Carbon dioxide
CO ₂ e	Carbon dioxide equivalent
CoC	Code of Conduct
CR	Corporate responsibility
CSRD	Corporate Sustainability Reporting Directive
DNA	Deoxyribonucleic acid – carrier of the genetic information of all living beings
EE	Employee
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
EU	European Union
e.V.	Registered Association in Germany
GHG	Greenhouse gases
GmbH	Limited liability company
GOTS	Global Organic Textile Standard – Standard certified organic materials
GRS	Global Recycle Standard
HAWA	Merchandise
HREDD	Human Rights and Environmental Due Diligence
ILO	International Labour Organization
Inc.	Incorporated / US company form – similar to a German corporation (AG or GmbH)
kWh	Kilowatt hour
LED	Light-emitting diode
LWG	Leather Working Group
MMCF	Man-made cellulosic fibers

INDEX OF ABBREVIATIONS

MRSL	Manufacturing Restricted Substances List – List of substances that may only be used to a limited extent in the manufacturing process
NGO	Non-governmental organization
NV	Dutch legal form for a public limited company
OCS	Organic Content Standard (OCS) – Standard for labeling certified organic materials
OECD	Organisation for Economic Cooperation and Development
PER	Perchloroethylene
PV system	Photovoltaic system
PVC	Polyvinyl chloride
RAS	Responsible Alpaca Standard
RCS	Recycled Claim Standard – certification standard for recycled materials
RMS	Responsible Mohair Standard – certification standard for mohair wool
RSL	Restricted Substances List – List of substances that may only be present in a product in limited quantities
RWS	Responsible Wool Standard – certification standard for sheep's wool
SA8000®	SAI international standard for social responsibility
SAI	Social Accountability International – Non-governmental organization, developer of the SA8000® standard
SAQ	Self-assessment questionnaire
SC	Sub-contracting – In this procurement channel, raw materials such as fabrics or yarns are purchased and further processed and finished at our own production site in Germany or by contract manufacturers.
SDG	Sustainable Development Goal(s)
Sedex	Supplier Ethical Data Exchange – online platform for the disclosure of social processes for companies
SLCP	Social & Labor Convergence Program (Multi-Stakeholder Initiative)
SMETA	Sedex Members Ethical Trade Audit – auditing process from the Sedex organization
t	Metric ton – unit of mass
UK Ltd.	Private Company Limited by Shares – British corporation not listed on the stock exchange, which is similar to the German GmbH
ZDHC	Zero Discharge of Hazardous Chemicals – Merger of companies to eliminate harmful substances in the value chain

CSRD CATEGORIZATION

In preparation for the Corporate Sustainability Reporting Directive and the respective requirements for sustainability reporting, we already try in this Sustainability Report to refer to the respective CSRD standards. Only those standards are listed that are included in our Report (in full or in part). The information has not been verified externally.

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