

SUSTAINABILITY REPORT 2025

HUNKEMÖLLER

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MESSAGE FROM THE CEO.

2025 has been a transformative year for Hunkemöller, characterised by bold strategies and significant progress across all facets of our business. We advanced the update of our brand strategy to maintain relevance, emotional connection, and global strength. This renewed strategic direction highlights our dedication to inclusivity, empowerment, and experience-driven retail—key elements that set Hunkemöller apart in a dynamic market.

We have bolstered our omnichannel model, ensuring a seamless integration between our stores and digital platforms. Our store refitting programme has continued successfully, introducing modern, sustainable designs and immersive brand experiences to more locations. Additionally, the ongoing enhancement of our websites has further uplifted customer inspiration, service, and convenience.

Our international expansion continued, where flagship openings and digital-first strategies are helping us build visibility in one of the world's most competitive retail landscapes. Additionally, we have strengthened our presence through valued partnerships in India and the Middle East.

Another key milestone was the outsourcing and onboarding of our new logistics partner GXO for our state-of-the-art warehouse in Almere. This collaboration is already enhancing our operational efficiency, agility, and sustainability performance, laying the foundation for a future-proof logistics network across all markets.
A pivotal development this year was the full acquisition of Hunkemöller by Redwood Capital Management. This marks an important new chapter for our company. With Redwood's long-term vision and support, we are stronger and better positioned to accelerate our growth strategy, enhance our financial resilience, and further invest in sustainability, innovation, and digitalisation. Their partnership affirms confidence in our direction and creates new opportunities for us to scale and evolve.

Sustainability remained at the heart of our transformation. We advanced CSRD-aligned reporting and strengthened data governance. Our validated science-based climate targets and progress in circularity, responsible sourcing, and human rights, reflect our ambition to lead responsibly and transparently. The relocation to our new headquarters in Hilversum and the logistics hub in Almere further improved operational efficiency and collaboration, all while aligning with the highest sustainability standards. Meanwhile, our product innovation continued with the launch of our cashmere range and expansion of inclusive collections, reinforcing our commitment to quality and diversity.



At the same time, we operated in a world shaped by ongoing geopolitical instability. Persistent conflicts, inflationary pressures, and disruptions to global supply chains affected consumer confidence and shifted buying behaviours, with customers increasingly prioritising value, quality, and trusted brands. Thanks to our strong product proposition and clear value positioning, Hunkemöller remained a preferred destination even amidst uncertainty. To respond to global supply chain pressures, we accelerated nearshoring and reshoring, diversified our sourcing base, and deepened supplier relationships. These steps are critical to building a more resilient and sustainable value chain. Alongside this, we continued to invest in digital transformation and omnichannel innovation, ensuring a seamless, connected customer experience across our markets.

Looking Ahead

Despite global headwinds, we remain optimistic. Our strategy is clear: deliver value through innovation, inclusivity, and sustainability, while strengthening financial resilience. The partnership with Redwood Capital Management will enable us to move faster, think bigger, and invest in what matters most for our long-term success. We will continue to closely monitor geopolitical and macroeconomic developments, adjusting our plans to safeguard our business, our people, and our partners. Above all, we reaffirm our commitment to creating a positive impact—on our customers, our communities, and the planet.

Brian

Brian Grevy
CEO



GENERAL DISCLOSURES

BP-1 Basis for Preparation

General Basis for Preparation of the Sustainability Statement

This Non-Financial Statement (2025 NFS) is presented as a separate document from financial statements and covers Hunkemöller B.V.'s national and international operations for the period 1 February 2025 to 31 January 2026, unless otherwise indicated.

This report is prepared in alignment with the Corporate Sustainability Reporting Directive (CSRD) and the corresponding European Sustainability Reporting Standards (ESRS). Hunkemöller has evaluated all ESRS standards and (sub-)sub-topics with a focus on its material impacts, risks and opportunities (IROs) identified through the double materiality assessment (DMA). The disclosure has been prepared in accordance with the guidance laid out in ESRS 1 and ESRS 2. We report on the following topics: 'Climate Change' (ESRS E1), 'Pollution' (ESRS E2), 'Water and Marine Resources' (ESRS E3), 'Resource Use and Circular Economy' (ESRS E5), 'Own Workforce' (ESRS S1), 'Workers in the Value Chain' (ESRS S2), 'Consumers and End-Users' (ESRS S4), and 'Business Conduct' (G1). The statement additionally references the United Nations Sustainable Development Goals (UN SDGs), the United Nations Guiding Principles (UNGPs), the Ten Principles of the United Nations Global Compact (UNGC), and the OECD Guidelines. Where disclosures are influenced by these frameworks, this is explicitly noted.

Reporting Scope

The contents of this report are based on material subjects and our stakeholders' need for information. The sustainability report includes all entities under Hunkemöller's operational control and upstream and downstream activities where material information is available. Due to data limitations, the statement may not cover all value chain activities or actors, especially in our multi-tiered upstream supply chain and certain downstream activities.

Time Horizons

Potential impacts, risks, and opportunities were assessed across three time horizons: short term (covering the current reporting year and the following year), medium term (from the end of the short-term period to five years), and long term (beyond five years).

Estimated Methodology and Uncertainty

The sustainability indicators presented in this report are based on a mix of primary, secondary, and modelled data, expert assessments, or combinations thereof. In cases where source data is unavailable, we may rely on estimates or assumptions derived from actual data trends and credible external sources. All estimates or assumptions are prepared using a consistent methodology and meet the qualitative standards outlined in ESRS 1; however, some degree of uncertainty remains. Estimates are primarily applied to disclose emissions and consumption across the value chain, as well as to report on raw material sourcing—areas where direct measurement is challenging due to geographical and operational diversity.

We anticipate improvements in data availability and the development of new data sources as global reporting standards become more harmonised. As a result, historical data and future projections are subject to revision in future reporting periods.

This sustainability report includes forward-looking statements based on the best available information at the time of publication. These statements are inherently uncertain, and actual results may differ due to factors outside Hunkemöller's control. These statements should not be interpreted as guarantees of future outcomes, and Hunkemöller does not undertake an obligation to update them.

Changes in Preparation and Presentation

2024 marked Hunkemöller's first year of CSRD-informed reporting. In 2025, we have further strengthened our approach by adopting the ESRS structure and guidance, enhancing business processes, improving data collection, and strengthening data governance. As part of our ongoing CSRD implementation, we are progressing towards obtaining limited assurance over our sustainability statement, with a view to progressively strengthening data quality and processes to support potential transition to reasonable assurance in line with future regulatory developments. While no external assurance has been obtained for the 2025 reporting period, we have taken steps to align its reporting processes with the requirements for a limited assurance engagement, as defined under the CSRD and related assurance standards (e.g. ISAE 3000 / ISSA 5000). These steps include:

- Strengthening internal governance and oversight over sustainability reporting
- Enhancing documentation of methodologies, assumptions and data sources
- Improving internal controls and review processes for ESG data
- Increasing traceability of reported information across the value chain

Want to know more about Hunkemöller and sustainability? If you have a question or feedback, please contact us at corporateresponsibility@hunkemoller.com

Company

About Hunkemöller

At Hunkemöller, we are dedicated to understanding every mood, moment, and occasion in a woman's life. With a legacy spanning 140 years, our expertise runs deep, blending innovation, style and comfort to create the perfect bra - always. But we don't stop there. From effortlessly sensual nightwear, flattering and stylish swimwear to matching accessories, our collections are designed to celebrate every woman in every way.

With over 700 stores across 20 countries, our trained experts provide a personalised shopping experience, offering tailored fittings and in-depth product knowledge. Seamlessly blending our physical presence with an inspiring digital journey, Hunkemöller is a one-stop destination for every woman's lingerie wardrobe.

We believe lingerie should do more than fit—it should make women feel comfortable and supported, every single day. That's why we combine decades of expertise with a deep understanding of the evolving lives and needs of our customers. Today, our community is more diverse and dynamic than ever before. Our customers span all ages, backgrounds, and body types—but they share a common desire: to feel comfortable, empowered, and truly themselves. We are here for every woman at every stage of life. Whether she is shopping for her first bra, returning for a trusted fit, or exploring something new for a special occasion, we are here to help her find her perfect match—through expert guidance, thoughtful design, and inclusive experiences across every touchpoint. We are more than just a lingerie brand. We are a community that values individuality, connection, and support. A place where women can feel inspired and included—where we listen, learn, and grow together. Our purpose is to be there in life's real moments, big and small, delivering lingerie that meets her needs and reflects who she is.

HUNKEMÖLLER IN NUMBERS

700+ stores

20 countries

5000+ employees

SBM. Strategy
SBM-1 Strategy, Business Model and Value Chain

Our Brand

Hunkemöller's brand vision, to be the most trusted and preferred lingerie brand, is deeply rooted in two key pillars; understanding women and (lingerie) expertise. Our long-term brand strategy is centred around building emotional and rational loyalty through consistent, purpose-driven communication. We are enhancing our storytelling across every touchpoint, with a strong emphasis on personal relevance, body positivity, and a deeper human connection that goes beyond the product. We've strengthened our brand presence through impactful campaigns, meaningful influencer partnerships, and a more cohesive omnichannel experience.

2025 marked a significant milestone as Redwood Capital Management became the new owner of Hunkemöller. Significant investments have already been made to enhance Hunkemöller's new brand positioning, improve our omni-channel strategy, optimise our physical retail experience, further expand the brand in both existing and new markets, and strengthen our wholesale activities. Hunkemöller is taking ambitious steps to reinforce its market position.

Our comprehensive brand relaunch and store refitting programme - designed to elevate customer experience and reinforce our position as the leading lingerie brand – has already led to a significant increase in store traction across Europe. Our brand relaunch focuses on refreshing our visual identity and strengthening emotional connections with customers, while emphasising a new design language that blends contemporary aesthetics with functionality. This approach is creating inspiring spaces that reflect our brand values of confidence, inclusivity, and sustainability. It also allows for seamless connectivity between our physical stores and digital platforms, ensuring a consistent and personalised shopping experience across all touchpoints.

Looking ahead, we will continue to champion our brand purpose: to support women to be their most beautiful and authentic selves. By placing women at the centre of everything we do, we will grow awareness, trust, and long-term brand equity—ensuring Hunkemöller remains a leading and inspiring voice in the global lingerie market.

Vision

Our vision is clear: we tell a story that goes beyond lingerie - one of comfort, well-being, femininity, and empowerment. We focus on meaning, emotional connection, and cultural relevance, which is a strategic evolution that enables us to build lasting preference and loyalty. Our audience encompasses women of all ages and at every stage of life. What unites them is the desire for perfect fit, comfort, and confidence - no matter the mood, moment, or occasion. Whether preparing for a special event, navigating a busy day, relaxing at home, or simply living everyday life, she looks to Hunkemöller for products that support her in all of these moments. In 2024, we strengthened this direction with our refreshed brand message, *For Every Woman in You* that came to full fruition in campaigns throughout 2025. This evolution elevates our long-term brand strategy, ensuring that our communication remains purposeful, emotionally resonant, and aligned to the needs of today's woman. Looking ahead, we will continue to champion comfort, confidence, and femininity - building a brand that women trust, return to, and feel deeply connected with.

Sustainability Goals

The *Together Tomorrow* sustainability strategy aims to build a resilient, responsible and sustainable business and value chain that supports the transition towards a sustainable fashion industry. As a brand powered by women for women, we want to build communities where women can be themselves, own what makes them different and fulfil their potential. *Together Tomorrow*, focuses on Hunkemöller's material impact areas, which have been identified through stakeholder engagement and value chain analysis and are informed by the United Nations' Sustainable Development Goals (SDGs). The impacts include:

- Climate action
- Chemical Management
- Water
- Products, Circularity & Packaging
- Human Rights
- Health & Safety
- Fair Income



These impacts were confirmed through our 2024 double materiality assessment (DMA) and the setting of Science-Based Targets, reflecting where opportunity exists to create positive impacts on nature and society while addressing vulnerabilities linked to resource-intensive garment production. These impact areas are deeply interconnected, requiring a holistic approach to minimise any associated business risks and negative impacts.

Informed by our material impact areas, our *Together Tomorrow* strategy covers 7 impact areas. To measure success against our material impact areas and deliver real world impact across our supply chain, we have set 34 actionable targets across our three pillars (Planet, People, and Product):

PLANET				
TOPIC	**METRIC**	**TARGET**	**2025 RESULT**	**STATUS***
Climate	Scope 1 & 2 market-based absolute emissions (tCO_2e)	42% by 2030 (vs 2024)	70% reduction	√
	Scope 3 Category 3.1 intensity (kg CO_2e/product)	51,6% by 2030	5% increase	!
Energy Use	Obtain store-level energy consumption data	70% by 2027	43%	√
	Use of LED lighting in stores	10% by 2027	Metric not available in 2025	▪
Chemical & Water Use	Biannual ZDHC ClearStream report coverage (wet facilities) Tier 1 and 2 suppliers	100% by 2027	50% Tier 1 30% Tier 2	▪
	Hazardous chemicals found in water leaving our wet processing facilities	100% ZDHC parameters met by 2030	100% Tier 1 43% Tier 2	√
Chemical Use	Have full insight into the chemical management and chemicals used in our supply chain	100% by 2030	100% Tier 1 44% Tier 2	√
	Products in our collections will incorporate sustainable dyeing techniques	10% by 2030	Metric not available in 2025	√
Energy & Chemical Use & Emissions	Higg FEM verified coverage (Tier 1 and 2)	100% verification by 2025	99% Tier 1 67% Tier 2	!
Air Emissions	Eliminate the use of coal as an energy source by Tier 1 and 2 suppliers	2030	99% Tier 1 91% Tier 2	√
Materials Use	Preferred material used by weight	45% by 2028	17%	!
	Use of recycled nylon and polyester by weight of which 40% is post-consumer	50% by 2028	13%, 20% post-consumer	!
	Single textile materials used in our products	15% by 2028	16%***	√
Transport	Inbound air freight based on volume metric weight	<5% by 2030	6%	!
Product Circularity	Products will be sourced vertically, whereby a minimum of 50% of materials will be local	50% by 2030	Metric not available in 2025	!
Waste	Reduce consumer & non-consumer packaging waste	25% by 2030 (vs 2024)	Consumer: 6% decrease (adjusted), 26% increase (unadjusted)**	▪
	Reduce HQ waste	25% by 2030 (vs 2025)	Not applicable - baseline year	
Product Safety	Product testing	12pcs by 2025	Completed	√
	Textile materials sourced from certified OEKO-TEX® STANDARD 100 suppliers	100% by 2025	93,6% Tier 1 79,5% Tier 2	▪
	Maintain RSL & reach compliance	>90% by 2025	99%	√

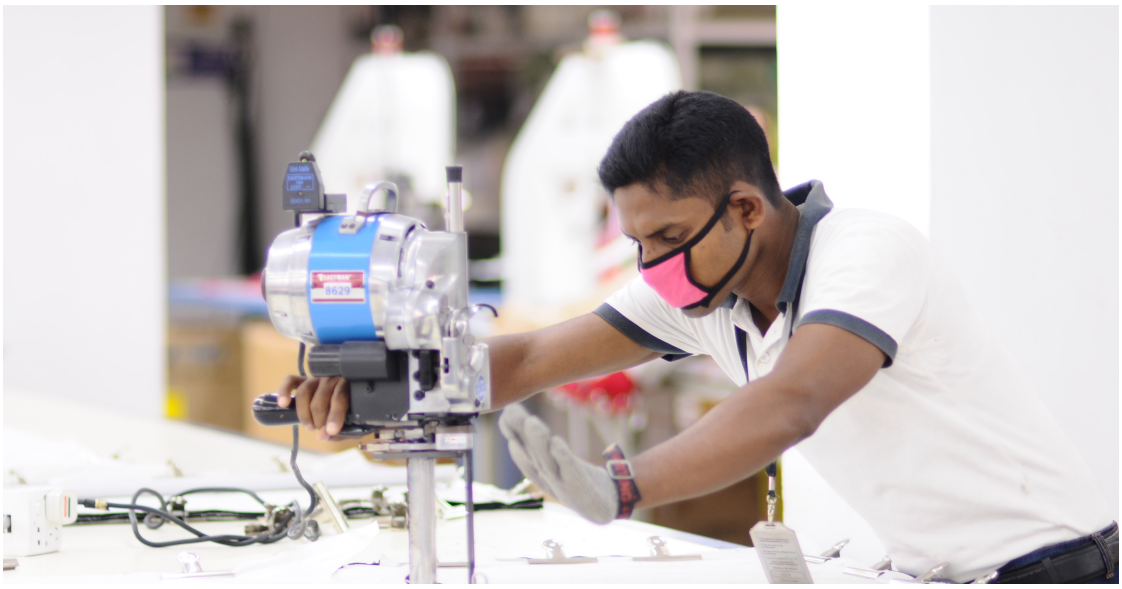
* Status icons: √ on track ▪ needs attention ! off track

** Metric adjusted for data discrepancy in 2024, for more information see section E5-3

*** Metric only captures main material not full bill of materials of a product

PEOPLE				
TOPIC	**METRIC**	**TARGET**	**2025 RESULT**	**STATUS***
Employee Engagement	Engagement score own workforce	80% by 2028	72%	√
	Reduce HQ employee turnover	<25%	2,9%	√
	Reduce HQ store & DC turnover	<55%	Stores: 62,4% DC: 0,4%	▪
	Internal promotions	>20% by 2028	Current numbers are on a country basis. See S1-3 for more information.	▪
	HKM Academy completion rate	80% by 2028	84%	√
	Leadership course attendance rate	80% by 2028	N.A. due to rescheduling of the leadership courses.	▪
DEI	Conduct a full review of all global policies through a DEI lens	2025	Postponed to 2026	!
Gender Equality	Board gender balance	50% by 2028	29%	▪
Living Wage	Calculate the living wage gap of 5 key Tier 1 suppliers	2025	Completed	√
Supply Chain Transparency	Mapping of Tier 2 and 3 suppliers	100% transparency by 2025	100% Tier 2 37% Tier 3	▪
Supply Chain Compliance	Accord remediation completed	100% initial findings by 2025	97,4%	▪
	On time remediation of all grievances lodged	100%	100%	√
	Migrant workers will not pay recruitment fees with Tier 1 and key tier 2 suppliers	100% by 2025	100%	√
	Percentage of female managers in our tier 1 supply chain	50% by 2025	35%	!

* Status icons: √ on track ▪ needs attention ! off track



Our Business Model and Value Chain

Hunkemöller is a Dutch brand operating a large network of physical retail stores, supplemented by our online presence. Our products are both online and in our physical stores, including options like “buy online/pickup in-store.” We offer lingerie for every moment and occasion in a woman’s life. Our production is carried out in collaboration with independent manufacturing partners in our upstream value chain, which includes raw material sourcing, suppliers for material manufacturing, spinning, colouring and finishing, and suppliers involved in assembling Hunkemöller products. A large part of our negative environmental impact occurs in our upstream value chain, particularly during textile manufacturing processes, which are resource intensive. Our upstream business activities also have a large impact on workers in our supply chain employed at different production facilities, as well as on people living in communities affected by the sourcing and processing of raw materials and natural resources used to produce our input materials. Our downstream value chain includes the use, reuse, recycling and disposal of our products. Along our downstream value chain, we have an impact on our customers and the communities we operate in as well as the environment through resource outflows and the generation of waste. In our own operations, we design and develop products, collaborate with investors, engage with consumers through marketing activities and sales, and tailor our global distribution network to meet the needs of our customers. We control and/or influence a wide range of aspects across this chain, such as design, material sourcing, garment production, and retail. This helps us to ensure quality and control costs.

Our business model is centred around designing and developing lingerie products and their sale in our stores and online platforms. It is based on four drivers, with the aim of generating maximum value for our customers, investors and other stakeholders:

- Fashion products built on expertise, innovation, quality and understanding the lives and needs of our customers.
- Providing expert guidance and an engaging shopping experience.
- Building a resilient, responsible and sustainable business and value chain that supports the transition towards a sustainable fashion industry.
- Our people’s talent.

During FY2025, our third-party business expanded significantly with the onboarding of new strategic partners, including Macy’s and Bloomingdale’s, further strengthening our presence in the U.S. market alongside existing partners such as Nordstrom and Amazon US. To date, we have achieved consistent organic growth, supported by operational excellence across our marketplace partnerships, which has delivered strong performance results. In addition, we broadened our product offering to meet regional demands in India and the Middle East, introducing culturally relevant collections such as Ramadan and bridal assortments. These initiatives were complemented by the deployment of localised marketing assets, ensuring alignment with consumer preferences and driving engagement in these key markets.

Highlights 2025

- We strengthened CSRD-aligned reporting, improving data governance, transparency, and consistency across key environmental and social metrics.
- We delivered significant reductions in Scope 1 and Scope 2 emissions, progressing ahead of our Science-Based Target trajectory.
- Scope 3 emissions declined overall, although emissions intensity per product increased, highlighting the need to further accelerate supply chain decarbonisation.
- We enhanced chemical and wastewater management through ZDHC-aligned frameworks and supplier engagement, improving monitoring and performance across Tier 1 and Tier 2 wet processing facilities.
- Product safety performance remained strong, supported by high OEKO-TEX® certification coverage, regular third-party testing, and robust recall procedures.



Where we need to accelerate

- Scope 3 decarbonisation remains a key challenge, with emissions intensity increasing despite overall reductions, requiring strengthened supplier engagement and material transition.
- Preferred materials adoption reached 17 percent of total material volume, remaining below the 2028 target and requiring accelerated implementation of eco-design and sourcing strategies.
- Inbound air freight exceeded the 5 percent target (6 percent), contributing to increased logistics emissions and requiring stronger commercial controls.
- Supplier transparency and performance gaps persist, particularly in Tier 3 mapping and parts of Tier 2 environmental performance.

What's next

- Strengthen supplier engagement on decarbonisation and chemical management, including more consistent follow-up on corrective action plans and performance thresholds.
- Scale supplier decarbonisation and chemical management capability building, including strengthened requirements and followup on corrective action plans.
- Continue enhancing ESG data governance, processes, and controls to support improved reporting quality and future assurance readiness.

Future and Strategic Priorities

In 2026, we will accelerate growth by onboarding new customers, and drive international expansion. These initiatives will strengthen our regional footprint and diversify our customer base. We will also enhance our Operating Model to ensure we remain easy to do business with. A key enabler will be the launch of a B2B portal, improving efficiency and delivering a seamless customer experience. Additionally, we will continue the rollout of our All Year Round Programme, designed to guarantee product availability and ensure consumers have access to essential items whenever needed. This initiative reinforces our commitment to reliability and convenience, supporting long-term customer loyalty.

SBM-2 Interests and Views of Stakeholders

Types of Engagement

We aim to address the topics that are most salient to our business and our stakeholders. To identify these topics, we actively engage with our stakeholders and consider their views and opinions when making decisions that shape our day-to-day operations as well as strategic priorities. We define stakeholders as individuals, groups or organisations who affect – or are affected by – our operations including the following:

- Hunkemöller employees
- Suppliers
- Trade Unions
- Non-profit organisations
- Customers

Nature and animals are considered "silent" stakeholders, whose needs we consider in our policies and actions since their well-being is intrinsically linked to the health of ecosystems and the long-term sustainability of human activities.

As each stakeholder group has unique needs and perspectives - we engage in a wide variety of formal and informal interactions, some of which are long-term and ongoing, while others are more focused, addressing current issues or trends that require critical feedback. These engagements range from basic communication, consultation, and dialogue to more comprehensive processes.

OUR STAKEHOLDERS					
STAKEHOLDER	**PRINCIPLE**	**TOPICS**	**MANNER OF ENGAGEMENT**	**FREQUENCY**	**RESULTS**
Customers	Our (potential) customers are our most important stakeholders. We want to make high quality and responsibly produced garments and accessories accessible to as many people as possible.	Transparency; (Sustainable) Material Use; Quality & Product Safety; Product Care; Circular Economy; Diversity, Equity, and Inclusion	Stores, Website, Newsletters, Advertisements and Leaflets, Social Media, Annual Sustainability Report, Customer Service.	Daily	Sustainable, quality product offer, enhanced transparency
Employees	Our own employees are the core of our organisation. Only with involved, committed employees can we achieve our goals.	Transparency & Traceability; Responsible Purchasing Practices; Working Conditions; Child, Forced and Bonded Labour; Freedom of Association; Carbon Footprint; Circular Economy & EcoDesign; Regulatory Sustainability Developments; Diversity, Equity, and Inclusion.	Internal (Online) Communications and training; Town Halls; Works Council; ESG Steering Committee meetings; Management & Trading Board Consultation; E-learning	Daily	Engaged and informed employees, action plans, policies and policy updates, attractive employment and career paths, fostering skill development, talent and experience.
Investors	Supervisory board with main shareholder Redwood Capital Management	Strategic Decisions and objectives.	Meetings and consultations.	Monthly	Greater investments, and enhanced transparency.
Trading Board	The TB is a body consisting of 9 persons that carries out oversight of the organisation.	Strategic Decisions and objectives.	Meetings and consultations.	Bi-weekly	Enhanced transparency

OUR STAKEHOLDERS					
STAKEHOLDER	**PRINCIPLE**	**TOPICS**	**MANNER OF ENGAGEMENT**	**FREQUENCY**	**RESULTS**
Suppliers & agents in production countries.	Biannual ZDHC ClearStream report coverage (wet facilities) Tier 1 and 2 suppliers	Transparency & Traceability; Responsible Purchasing Practices, Health & Safety; Working Conditions; Child, Bonded and Forced Labour; Discrimination; Freedom of Association; Carbon Footprint; (Sustainable) Material Use; Circular Economy; Diversity, Equity and Inclusion	PLM & Supplier Hub (Digital Correspondence); online and in-person visits to Production Facilities; Supplier Meetings and Conferences.	Daily	Supplier improvement projects, supplier commitment to reduce greenhouse gas emissions, joint projects, informed selection of suppliers.
NGOs, Unions & Industry Associations	We engage in open discussions with NGOs, unions, and industry associations for increased transparency, to learn about industry best practices and real time updates in supplying countries.	Transparency & Traceability; Responsible Purchasing Practices; Wet Processing & Chemical Management; H&S; Working Conditions; Child, Bonded & Forced Labour: Freedom of Association; Discrimination; Diversity, Equity and Inclusion; Carbon Footprint; Sustainable Material Use; Circular Economy.	Working Groups; Meetings through Multi-stakeholder Initiatives; Stakeholder Dialogue and Engagement; Annual Sustainability Report	Quarterly	Joint projects, action plans, policies, and site-specific initiatives.

We assign relevance to stakeholders based on the following:

- **Dependence:** importance of the relationship for the stakeholder, indicating groups or individuals who directly or indirectly depend on Hunkemöller activities or products in order to operate
- **Influence:** importance of the relationship for Hunkemöller, indicating groups or individuals that may have an impact on the company for strategic or operational decision-making
- **Tension:** temporal dimension of the relationship, indicating groups or individuals who require the immediate attention of the organisation on broader financial, economic, social, or environmental topics.

Hunkemöller does not lobby as a separate entity. However, as part of our membership of industry initiatives and organisations, our experts provide feedback on policy positions to those initiatives and organisations and attend meetings with policy makers from time to time. We ensure that our feedback provided is aligned with our Sustainability Strategy and targets, such as limiting global warming to 1,5°C.

Outcomes of Engagement

Through multi-stakeholder initiatives and engagements with non-profit organisations such as IDH, MADE in Myanmar, International Accord for Health and Safety in the Textile and Garment Industry, and Zero Discharge of Hazardous Chemicals (ZDHC) Foundation, we can participate in efforts to support the development of sustainable business practices and discuss social and environmental issues on a global, regional, and local levels. These interactions help us link stakeholder priorities to KPIs and strategic objectives, ensuring oversight and informed decision-making. They also help us improve risk assessments, strategies and mitigation measures. With regards to our customers, we regularly assess their needs to adapt to shifting market demands.

As part of our materiality assessment, we gained further insight into the diverse perspectives of our key affected stakeholders on our impacts, risks and opportunities. These insights help inform the development of our ESG priorities, support our strategic decisions & daily operations and support alignment of our strategy with our goals and societal expectations so we can create short-, medium- and long-term value.

SBM-3 Material Impacts, Risks and Opportunities and Their Interaction with Strategy and Business Model

Disclosures related to the SBM-3 data points as well as the list of material impacts, risks and opportunities (IROs) are displayed in each topical standard, where applicable.



Impact, Risk and Opportunity Management

IRO-1 Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities

Risk management is integral to Hunkemöller's strategy and the achievement of Hunkemöller's long-term goals. Our success as an organisation depends on our ability to identify and respond to and, where appropriate, make use of the opportunities generated by our business and within our markets. In doing so, we take an embedded approach to risk management, placing risk at the core of the Board's agenda, reflecting the importance of risk management in strategic decision-making. Hunkemöller's risk assessment is based on the following:

- Our growth should be consistent, competitive, profitable, and responsible.
- Our actions on issues such as circularity and climate change must reflect their urgency and be informed by the evolving nature of risks and uncertainties.
- Our behaviours must be in line with our Two-Way Code of Conduct (2CoC).
- Our ambition to continuously improve our operational efficiency and effectiveness.

Our approach to risk management is designed to provide reasonable, but not absolute assurance that our assets are safeguarded, the risks facing the business are appropriately assessed and, where feasible mitigated, and all information that may be required to be disclosed is reported to Hunkemöller's senior management including, where appropriate, the CEO and CFO.

Organisation

The Board has overall accountability for the management of risk and reviewing the effectiveness of Hunkemöller's risk management and internal control systems. In 2024, the Board updated the organisational structure with well-defined accountabilities for the principal risks that Hunkemöller faces in the short, medium, and long term. In this structure, the Board has delegated the overall accountability for risk management to both the CEO and CFO. The distribution of accountabilities and responsibilities ensures that every country through which we operate has specific resources and processes for risk reviews and risk mitigation. The Board receives regular updates on environmental, social, and governance matters, and retains responsibility for determining the nature and extent of the significant risks that Hunkemöller is prepared to take to achieve its strategic objectives.

Foundation and Principles

Hunkemöller's approach to doing business is framed by our purpose and values (see page 7). Our Code of Conduct and 2CoC set out the standards of behaviour that we expect all employees and suppliers to adhere to. Day-to-day responsibility for ensuring these principles are applied to rests with senior management across geographies and

functions. Senior management and the ESG Working Group support the activities necessary to communicate the Code, deliver training, maintain processes and procedures to report and respond to alleged breaches, and to capture and communicate learnings. We have a framework of policies that underpin the Code of Conduct and 2CoC and sets out the standards of behaviour expected from all our employees and suppliers.

Our assessment of risk considers both short-term and long-term risks, including how these risks are changing, together with emerging risk areas. These are reviewed on an ongoing basis and reviewed at least once a year.

Processes

Hunkemöller operates a wide range of processes and activities across all its operations covering strategy, planning, execution, and performance management. Risk management is integrated into every stage.

Assurance and Re-Assurance

Assurance on compliance with the Code of Conduct, 2CoC, and Policies is obtained annually from Hunkemöller management. Our Corporate Audit function plays a vital role in providing both senior management and the Board with an objective and independent review of the effectiveness of risk management and internal control systems throughout Hunkemöller. Hunkemöller's compliance and internal audit teams partner with external auditors to conduct audits focused on compliance. Senior management plays a key role in implementing and promoting these policies.

Risk Compliance

The Management Board, advised by the ESG Working Committee where appropriate, regularly reviews the significant risks and decisions that could have a material impact on Hunkemöller. These reviews consider the level of risk that Hunkemöller is prepared to take in pursuit of the business strategy and the effectiveness of the management controls in place to mitigate the risk exposure.

SUSTAINABILITY MATTER & SUB-TOPIC	IRO NAMES	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RATIONALE: DESCRIPTION OF NEGATIVE IMPACT AND/ OR RISK	SHORT TERM	MEDIUM TERM	LONG TERM
Climate Change								
Climate Change Adaptation	Sourcing practices	●	●	●	**Impact**: Climate change poses a significant challenge to sourcing of raw materials, with extreme weather events risks, increased pests and diseases threatening crop yields. Adaptation is costly and complex, and shifting sourcing regions adds to economic instability. **Risk**: Climate-related risks such as heatwaves, drought and water stress may impact raw materials, availability, quality and cost due to lower yields and greater yield variability. • Climate change and extreme weather events may physically damage our own & business partners' properties and disruption of business operations which may result in higher operating costs for us and our business partners and, eventually, in higher cost of sales for Hunkemöller. • An increase in average temperatures and heat waves worldwide may affect our own & business partners' workforce and reduce their productivity. • The transition to a low-carbon economy may influence consumers' preferences and expectations toward brands and products, negatively impacting sales and market share if expectations are not met.	●	●	●

SUSTAINABILITY MATTER & SUB-TOPIC	IRO NAMES	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RATIONALE: DESCRIPTION OF NEGATIVE IMPACT AND/ OR RISK	SHORT TERM	MEDIUM TERM	LONG TERM
Climate change mitigation	Emissions from sourcing raw materials	●	●	●	**Impact**: Greenhouse gas emissions linked to raw material processing, manufacturing, product assembly processes, and from the product use and end-of-life phases such as washing and disposal of products. **Risk**: Policy risks (e.g. carbon tax), technology risks (e.g. replacement and substitution of emission intensive assets), and market risks (e.g. consumers adopting more sustainable choices) may lead to supply disruptions, regulatory action, increasing operating costs and impacts on Hunkemöller's reputation.	●	●	●
Energy	Energy mix	●	●	●	**Impact**: Non-renewable sources of energy (e.g. fossil fuel) may contribute to climate change. **Risk**: Increased stakeholder scrutiny and higher operating costs.	●	●	●
Pollution								
Pollution of water	Water pollution	●			**Impact**: Activities during agricultural or production processes may affect water quality. For agricultural processes, the impact comes mainly from the use of chemicals that can compromise the quality of fresh water. For production processes, the impact is mainly present during the dyeing, printing and finishing phases, as these are water intensive processes and lead to potential discharge of chemicals.	●	●	●
	Substances of concern	●			**Impact**: Multiple chemicals used in our production (Tier 1, Tier 2 and raw material production) are classified as substances of concern which may lead to adverse impacts on the environment. **Risk**: Stricter regulation may lead to higher operating costs for suppliers and/ or market accessibility challenges. Moreover, increased requirements for the traceability and transparency of substances of concern can lead to higher operating costs.	●	●	●
Pollution of soil	Soil pollution from agricultural or wet process activities	●			**Impact**: Excessive or improper use of chemicals like synthetic fertilisers, pesticides in agriculture and chemicals in wet processing may disrupt local ecosystems, thereby affecting the integrity of the soil environment.	●	●	●
	Pollution from microplastics	●		●	**Impact**: Microfibers are generated during the production and use phase of textile products. These microfibers may enter local ecosystems, affecting wildlife and water quality. They can also accumulate in the food chain and so pose a health risks to humans.	●	●	●
Water								
Water consumption	Water scarcity	●			**Impact**: Water consumption can occur during either agricultural processes or facilities' production processes, potentially affecting local water availability and, in severe cases, to reduced water availability for local communities.	●	●	●
Water withdrawals	Water usage impacts	●			**Impact**: Excessive withdrawals from local water resources for dyeing, printing and finishing may place increased pressure on the availability of water for other users or ecosystems. **Risk**: Stricter regulation in our sourcing countries, may lead to higher operational costs for suppliers, business disruption and/or reduced manufacturing capacity at our suppliers, due to the reduced availability and higher cost of water.	●	●	●

SUSTAINABILITY MATTER & SUB-TOPIC	IRO NAMES	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RATIONALE: DESCRIPTION OF NEGATIVE IMPACT AND/ OR RISK	SHORT TERM	MEDIUM TERM	LONG TERM
Water discharges	Water discharges in water bodies	●			**Impact**: Operations within the value chain may impact water quality, primarily through industrial effluent discharges and leaching from agriculture activities. These include thermal change or chemical runoff, which may result in adverse impact on the environment and damage to living conditions for local communities. **Risk**: Stricter regulation in sourcing countries, may lead to higher operating costs for suppliers and/or fines for non-compliance • Claims related to the damage of living conditions by local communities due to improper water discharge may lead to reputational risks.	●	●	●
Resource Use and Circular Economy								
Resource inflows	Material use	●			**Impact**: The apparel industry is heavily dependent on the use of resources, both renewable and non-renewable, which may result in adverse environmental impacts. **Risk**: The unavailability of materials can lead to higher costs and/or unavailability of materials. Moreover, EU regulations such as EUDR may require the use of preferred materials (i.e., organic, high-recycled content) that could become scarce.	●	●	●
Resource outflows	Circularity	●		●	**Impact**: The lack of a circular economy ecosystem and infrastructure in the apparel industry often means that most products have no circular end-of-life solution and end up as waste. **Risk:** High uncertainty in the regulatory developments in different countries and potentially inconsistent approaches to circular product definition and related infrastructure (e.g., sorting and recycling infrastructure) may create challenges for a globally operating company when defining circular product design guidelines. Moreover, the cost of establishing a circular infrastructure for apparel is to be partly paid for by brands (e.g., upcoming EPR legislation in several countries).	●	●	●
	Packaging		●	●	**Impact**: Inadequate packaging designs for minimal material use, and the lack of progress on reusability, recyclability or composability of materials and the lack of proper infrastructure, may lead to increased environmental degradation and elevates the demand for raw materials.	●	●	●
Waste	Waste management			●	**Risk**: Stricter waste management requirements may lead to higher operational costs (e.g., the need for improved processes for waste separation, handling, transportation, disposal, and/or treatment).	●	●	●
Own Workforce								
Secure employment	Working environment		●		**Impact**: Providing a safe working environment for employees can support better productivity, well-being (incl. mental and physical health), and financial stability.	●	●	●
Freedom of association, works councils and rights of workers	Social dialogue		●		**Impact**: Suppression of the right to form unions, to engage in collective bargaining, or to exercise the right to strike, and/or experience trade union membership may affect workers' rights of collective bargaining, stop workers from representing their views, hindering improvements in working conditions and socio-economic development.	●	●	●
Fair remuneration	Adequate wages		●		**Impact**: A living wage may positively impact employees' financial security and stability, contributing to overall well-being and motivation.	●	●	●

SUSTAINABILITY MATTER & SUB-TOPIC	IRO NAMES	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RATIONALE: DESCRIPTION OF NEGATIVE IMPACT AND/ OR RISK	SHORT TERM	MEDIUM TERM	LONG TERM
Persons with disabilities	Employment and inclusion of persons with disabilities		●		**Impact**: Insufficient employment opportunities and career progress for people with disabilities may negatively impact overall employee engagement levels, as employees expect a more inclusive working environment.	●	●	●
Work-life balance	Working hours		●		**Impact**: Providing flexible, fair working times and rules for employees, as well as hybrid working, may support employee well-being (incl. mental and physical health) and work-life balance.	●	●	●
Training and skills development	Career development		●		**Impact**: Lack of training and skills development may result in lower employee engagement and qualifications and hinder career progression. **Risk**: Inadequate training and development may contribute to higher staff turnover rates and the loss of key personnel and capabilities, resulting in productivity inefficiencies, disruption of key business activities, suboptimal business performance, and higher costs.	●	●	●
Health & safety	Work incidents		●		**Risk**: Non-compliance with health and safety regulations may result in legal penalties, fatalities, and reputational damage.	●	●	●
	Stress and mental workload		●		**Impact**: Mental and emotional pressures from work, including but not limited to the intensity and duration of working hours, may affect the health, productivity and well-being of employees.	●	●	●
	Violence and harassment		●		**Impact**: Violence and harassment may negatively impact the mental and physical health of all employees.	●	●	●
Gender equality and equal pay for work of equal value	Unequal pay for work of equal value		●		**Impact**: Unequal pay may deepen socio-economic disparities, negatively impact career progression and employee engagement, and increase the stress levels among underpaid groups.	●	●	●
	Gender inequality		●		**Impact**: Gender inequality in the workplace may lead to reduced employee morale and productivity, hinder talent acquisition and retention and result in missed opportunities for innovation.	●	●	●
Diversity	Incidents of discrimination at the workplace		●		**Risk**: Failure to develop an inclusive workplace for all employees that is non-exclusionary and is non-discriminatory as well as a culture of trust, diversity of thought, creativity, and innovation, may lead to decreased employee satisfaction and engagement.	●	●	●
Workers in the Value Chain								
Secure employment	Working environment	●		●	**Risk**: Breaches of workplace standards may lead to negative media and a loss of reputation.	●	●	●
Fair remuneration	Adequate wages	●		●	**Impact**: A lack of legal minimum wages and benefits / living wages may make workers extremely vulnerable to poverty and potentially contribute to many other social and human rights issues, such as gender inequality and forced labour. The risk of this impact occurring is greatest in countries with weak enforcement of wage and social security regulations, or a lack of effective minimum wage setting mechanisms.	●	●	●

SUSTAINABILITY MATTER & SUB-TOPIC	IRO NAMES	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RATIONALE: DESCRIPTION OF NEGATIVE IMPACT AND/ OR RISK	SHORT TERM	MEDIUM TERM	LONG TERM
Freedom of association, works councils and rights of workers	Social dialogue	●		●	**Impact**: Suppression of the right to form unions, to engage in collective bargaining, or to exercise the right to strike, and/or experience trade union membership may affect workers' rights of collective bargaining, stop workers from representing their views, hindering improvements in working conditions and socio-economic development.	●	●	●
Gender equality and equal pay for work of equal value	Unequal pay for work of equal value	●	●	●	**Impact**: Unequal pay may deepen socio-economic disparities, negatively impact career progression and employee engagement, and increase the stress levels among underpaid groups.	●	●	●
Diversity	Equal opportunities & discrimination	●		●	**Impact**: Here are negative impacts on workers' equal opportunities if any form of discrimination in employment occurs, based on protected characteristics like skin colour, religion, beliefs, gender identification, or discrimination against vulnerable groups such as migrant workers or female workers	●	●	●
Child labour	Incidents of child labour or child labour risks	●		●	**Impact**: Incidents of child labour or child labour risks may adversely impact children's rights, their access to and outcomes of education, deprive children of their childhood, potential, dignity, and be harmful to their physical and mental development.	●	●	●
Forced labour	Incidents of forced labour or forced labour risks	●		●	**Impact**: Incidents of forced labour or forced labour risks may contribute to human rights abuses, economic exploitation, social inequality, and undermine global progress by eroding trust and hindering sustainable development.	●	●	●
Measures against violence and harassment in the workplace	Incidents of violence and harassment in the workplace	●		●	**Impact**: Incidents of violence and harassment (physical, verbal, or mental abuse, which may include cruel, inhumane, or degrading treatment) in the workplace may significantly undermine the overall work environment, leading to decreased employee morale, increased absenteeism and potential reputational damage. These issues may ultimately affect productivity and the organisation's ability to attract and retain talent.	●	●	●
Health and safety	Workplace incidents, diseases and fatalities	●		●	**Impact**: Workplace incidents (due to the nature of the work, such as use of machinery or handling chemicals), diseases and fatalities may lead to a high human, economic and social burden. This includes reliance on benefits, early retirement, exclusion from the labour market, the loss of a breadwinner and poverty. Such impacts are more likely in countries where there is weak regulatory enforcement or inadequate monitoring of safety standards.	●	●	●



SUSTAINABILITY MATTER & SUB-TOPIC	IRO NAMES	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	RATIONALE: DESCRIPTION OF NEGATIVE IMPACT AND/ OR RISK	SHORT TERM	MEDIUM TERM	LONG TERM
Water and sanitation		●		●	**Impact**: Incidents of improper water and sanitation may lead to health issues, child mortality, malnutrition, and hinder economic development by increasing healthcare costs and reducing productivity; can exacerbate social inequalities and contribute to the perpetuation of poverty cycles.	●	●	●
Consumers and End-Users								
Privacy	Protecting consumers' personal data			●	**Impact:** Privacy incidents may lead to potential harm to people's rights and integrity, personal safety and well-being.	●	●	●
Access to (quality) information	Unclear or insufficient product information			●	**Impact:** The lack of clear and comprehensive product information, as opposed to accessible and user-friendly communication, may hamper the ability of all consumers to fully understand the practices and ingredients involved. This gap in communication can lead to confusion and mistrust, preventing consumers from making informed decisions based on their personal preferences, health requirements and ethical considerations	●	●	●
Health and safety and security of a person	Purchase of safe and quality products			●	**Impact:** Negative repercussions for consumers may result from a breach in product safety or improper labelling, leading to customer complaints. Risk: Product safety infringements or incorrect labelling can lead to regulatory action including fines, litigation, loss of trust and impacts on reputation.	●	●	●
Access to products and services	Products accessibility for specific consumer groups			●	**Impact:** Products may not be usable or available to all segments of the population, such as those with different accessibility, fit or affordability segments.	●	●	●
Responsible marketing practices	Ensuring compliance with Marketing Policies			●	**Impact:** Improper marketing communication may mislead and/or affect vulnerable consumer groups (e.g. children, infants and young children).	●	●	●
Governance								
Corporate culture	Lack of adherence to Hunkemöller's values, principles, policies and applicable laws		●		**Impact:** A lack of adherence/awareness of corporate values and compliance with principles, policies and applicable laws and culture may contribute to a decline in public and employee trust, with potential reputational, legal and societal repercussions.	●	●	●
Protection of whistleblowers	Lack of mechanism to identify, report and investigate concerns about unlawful behaviour, including related business conduct, and inadequate protection against retaliation	●	●	●	**Impact:** The absence of an independent and secure system may inhibit individuals from reporting misconduct, undermine transparency, erode trust in institutions, hinder engagement and productivity, and pose risks to public welfare and legal compliance.	●	●	●

Strategic Risks

Geopolitical and Macroeconomic Changes

Hunkemöller operates in a business environment that is influenced by global and regional macroeconomic and geopolitical developments. As most of our sourcing and production takes place in Asia, changes in political, monetary, trade, or tax policies in Asia and the EU may negatively affect our operations and the international markets in which we operate. We expect global market conditions to remain uncertain and volatile due to ongoing geopolitical tensions and macroeconomic pressures.

Geopolitical developments and deglobalisation may weaken economic conditions, reduce consumer confidence and spending, and increase inflation and interest rates. This can put pressure on market growth, investment levels, and overall demand. In addition, volatility in global financial and credit markets may adversely affect our business, our customers, and our suppliers. Consumers may reduce discretionary spending, while suppliers may face challenges in producing or delivering our products.

These developments are difficult to predict but could negatively affect both the demand for and supply of Hunkemöller's products. They may also complicate budgeting and financial forecasting and could impact our financial performance, access to funding, and overall results of operations.

Brick and Mortar Retail Stores

Our business heavily depends on the ability and desire of consumers to travel and shop. Reduced consumer traffic and purchasing, whether in our own retail stores or in our franchisees' stores, could have a material adverse effect on our financial condition, results of operations and cash flows. Reductions could result from economic conditions, increased fuel prices, travel restrictions, travel concerns and other circumstances, including adverse weather conditions, natural disasters, terrorist attacks or the perceived threat of terrorist attacks. Disease, epidemics, pandemics, and other health-related concerns also could result in closed stores, reduced consumer traffic and purchasing. War, the perceived threat of war, political or civil unrest, and demonstrations also could result in reduced consumer traffic and purchasing.

Compliance Risks

Together Tomorrow Strategy

The *Together Tomorrow* sustainability strategy aims to contribute to a more sustainable fashion industry. In recent years, the EU has introduced ambitious environmental and climate objectives, resulting in a growing body of sustainability-related legislation. As a result, sustainability has become a key challenge for governments worldwide, with the garment and textile industry facing increasing regulatory requirements.

Hunkemöller must continuously adapt to these legislative developments while balancing its business needs. Failure to comply with applicable sustainability laws and regulations could result in legal action, administrative penalties, or civil remedies, potentially having a material adverse effect on our business, financial condition, and operating results. Increased regulation and stakeholder scrutiny of our environmental, social, and governance (ESG) strategy may also lead to higher costs, additional risks, and reputational impacts. Greater expectations around transparency, supply chain due diligence, and social and environmental standards further increase our exposure to regulatory, legal, operational, and execution-related risks.

We aim to comply with all applicable laws and regulations and have defined focus areas and targets under the *Together Tomorrow* strategy covering key ESG topics such as human rights, diversity, equity and inclusion, greenhouse gas emissions, water use, and the use of more preferred materials and packaging. However, there can be no assurance that compliance and progress toward these goals can be achieved without significant impact on our business or operating results, or that stakeholders will fully align with our approach. Failure to meet expectations could negatively affect our reputation, sales, supplier relationships, and investor interest.

Operational Risks

Critical Infrastructure

We are exposed to various risks arising from events (incidents, sabotage or accidents) that can lead to a halt or operational inefficiency of IT services or processes needed to perform our business activity. This could compromise the continuity of operations and/or the confidentiality, integrity and/or availability of our information, regardless of whether it is in our own systems or those of third parties; and third parties' information located in our systems. Our inability to execute our digital commerce strategy could materially adversely affect the reputation of our brand and our revenue and our operating results may be harmed.

Keeping up to date with technology, competitive trends, security etc. may increase our costs and may not succeed in increasing sales or attracting consumers. Our failure to respond successfully to these risks and uncertainties might adversely affect the reputation of our brands and our revenue and results of operations. We are aware that technological risks are evolving exponentially,

unpredictably and, in some cases, in a very sophisticated way. Thus, although Information Security is a priority, there is the possibility of an undetectable attack which might affect operations or information managed by us.

Information Security and Cybersecurity

Hunkemöller relies heavily on information technology to operate its business and to store and process confidential and sensitive data. As a result, we are exposed to risks related to system disruptions, hacking attempts, phishing attacks, and unauthorised access to customer or employee information. To remain competitive and comply with evolving regulatory requirements - particularly in relation to data privacy and secure data storage and transmission - we must continuously keep pace with developments in cybersecurity and information security. The number and sophistication of cyberattacks continues to increase globally. As a global organisation, we face risks of direct cyberattacks as well as indirect impacts from incidents affecting our suppliers or other partners, which could disrupt or damage information systems. Security breaches in our own systems or those of third parties could lead to the loss, misuse, or unauthorised disclosure of confidential information, intellectual property, or personal data of our employees, customers, suppliers, or partners. Such incidents could result in significant costs, including lost revenue, reputational damage, remediation and system improvement costs, regulatory penalties, and other liabilities.

We manage information security and cybersecurity risks on an ongoing basis through continuous investments and improvements in our organisation, systems, processes, and third-party arrangements. However, despite these efforts, there can be no assurance that future cyber incidents will not have a material adverse impact on Hunkemöller's business, financial condition, or operating results.

Data Protection and GDPR

Hunkemöller works actively to mitigate privacy risks and protect customers' and employees' data, and to safeguard customer experience. Our employees are our greatest asset, but sometimes also a risk because they can make mistakes or violate applicable rules or procedures. Such events may not always be immediately detected by our technological processes, controls and other procedures, designed to prevent and identify errors or violations. In these circumstances, our reputation and brand could be adversely affected.

Logistics

As a company, we are exposed to risk arising from events beyond our control (natural disasters, fires, system disruptions, labour shortage or interruption, transport or key supplier strikes, interruptions in energy and fuel supplies, etc.). These could have a significant effect on the normal functioning of our operations. The main operational risks that we face are concentrated at logistics centres and at third party operators transporting our goods.



Climate Change Risks

Climate change and its impacts (such as storms, floods, and droughts) have been identified as a significant risk to the company. Our business is susceptible to risks associated with climate change, including potential disruptions to our supply chain and impacts on the availability and costs of raw materials. Increased frequency and severity of adverse weather events due to climate change could also cause disruption to the production and distribution of our products and have an adverse impact on consumer demand and spending. Climate breakdown such as heat and flooding also affects the health and income of workers and communities and can lead to long-term losses for the textile industry. Moreover, a general shortage of materials or an increased demand for sustainable materials or packaging, may result in higher raw material and production costs.

Commodities have been subject to volatile markets, and such volatility is expected to continue and costs to increase. Our inability to comply with these and other sustainability requirements in the future could adversely affect sales of and demand for our products.

Costs may also increase because of stricter climate change-related laws and regulations. Such legislation could require investments in technology to reduce energy use and greenhouse gas emissions, beyond what we expect in our existing plans, or could result in additional and increased carbon pricing.

Environmental Risks

Besides climate risks, environmental risks, such as those arising from the potential adverse environmental effects of our value chain due to the discharge of undesirable or hazardous substances can result in the loss of biodiversity, ecosystems, deforestation, soil degradation etc.

Risks that Materialised over the Course of 2025

Geopolitical and Supply-Chain Risk

In 2025, geopolitical fragmentation and ongoing armed conflicts in Europe's wider neighbourhood had a material impact on global trade flows and supply-chain stability. These developments increased volatility in logistics routes, lead times, and the availability of globally-sourced materials. Policy responses at European level focused increasingly on supply-chain de-risking, leading to higher compliance requirements, greater regionalisation of sourcing, and increased operational complexity for internationally active companies. For the apparel sector, these developments resulted in higher procurement costs, increased administrative burden, and reduced short-term flexibility in sourcing decisions. Supply chains with higher geographic concentration were particularly exposed to disruptions in raw-material flows and manufacturing capacity. The materialisation of this risk highlighted the importance of supplier diversification and long-term supply-chain resilience as key risk-mitigation measures.

Macroeconomic Risk and Cost Volatility

Despite easing inflation compared to previous years, the macroeconomic environment in Europe in 2025 remained characterised by weak growth, subdued investment, and continued uncertainty. While headline inflation moved closer to central bank targets, volatility in energy prices, wage developments, and ongoing trade uncertainty continued to exert upward pressure on operating costs. At the same time, consumer confidence remained fragile, limiting the ability to pass on cost increases through pricing. This combination of cost volatility across materials, logistics, and labour, together with constrained consumer spending power, materially increased margin pressure. Managing this risk required balancing cost discipline with value perception and continued investment in long-term sustainability and resilience initiatives.

Consumer Behaviour and Market Risk

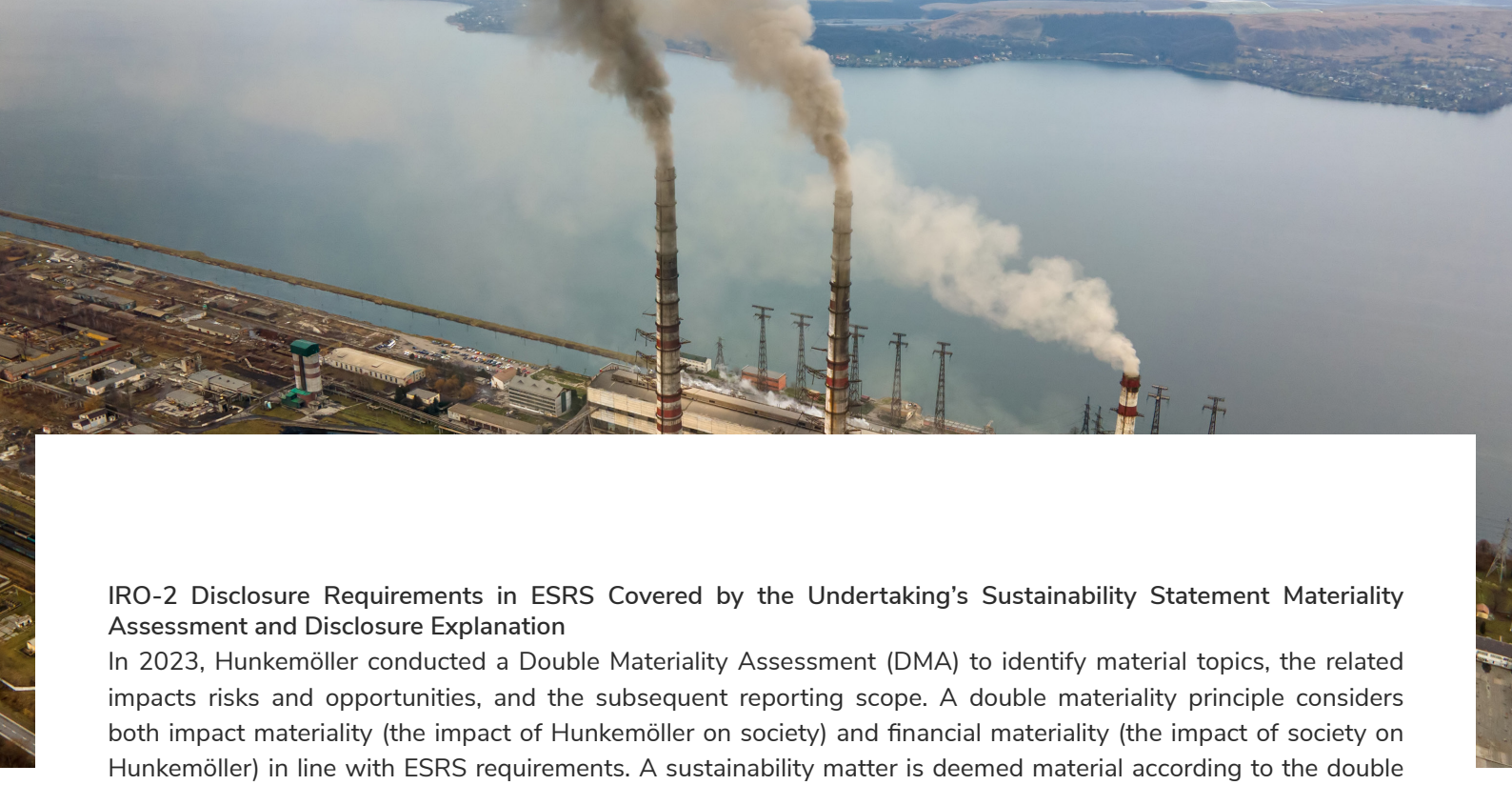
Consumer behaviour in 2025 evolved further in response to prolonged economic uncertainty. While sustainability remained an expected standard, purchasing decisions increasingly prioritised affordability, durability, and perceived value. Sustainability performance was increasingly viewed as a baseline requirement rather than a differentiating factor, weakening the relationship between sustainability investments and willingness to pay price premiums. For apparel brands, this resulted in a material risk of misalignment between sustainability-related cost increases and consumer purchasing behaviour. Expectations that recycled and lower-impact materials should be standard, combined with heightened price sensitivity, increased the risk of slower uptake of higher-cost sustainable products and circular initiatives. This reinforced the need for clearer communication on quality, durability, and value.

Regulatory and Compliance Risk

In parallel, regulatory expectations in Europe continued to increase with respect to transparency, traceability, and accountability across the textile value chain. Although many regulatory requirements were phased in, their cumulative effect in 2025 was a material increase in compliance complexity and reporting effort, particularly in relation to material sourcing, environmental claims, and circularity. Heightened regulatory scrutiny increased the risk of non-compliance and misinterpretation of sustainability claims, reinforcing the importance of robust data governance, internal controls, and conservative external communication practices.

Overall Risk Assessment

Taken together, geopolitical instability, macroeconomic pressure, evolving consumer behaviour, and rising regulatory expectations materially affected the company's operating and sustainability context in 2025. These risks did not diminish the strategic relevance of sustainability; rather, they increased the importance of integrating sustainability objectives with affordability, resilience, and value creation. The experience of 2025 demonstrated that progress toward circularity and lower-impact materials must be pursued in parallel with supply-chain flexibility, cost control, and transparent engagement with consumers and regulators.



IRO-2 Disclosure Requirements in ESRS Covered by the Undertaking's Sustainability Statement Materiality Assessment and Disclosure Explanation

In 2023, Hunkemöller conducted a Double Materiality Assessment (DMA) to identify material topics, the related impacts risks and opportunities, and the subsequent reporting scope. A double materiality principle considers both impact materiality (the impact of Hunkemöller on society) and financial materiality (the impact of society on Hunkemöller) in line with ESRS requirements. A sustainability matter is deemed material according to the double materiality concept if it is material from either or both perspectives. In total, 19 topics have been assessed as material to Hunkemöller.

As a result of the DMA, two ESRS standards (E4 Biodiversity & Ecosystems and S3 Affected Communities) were deemed not material for our strategy and business model. Next, three sub-topics from ESRS E2, S1 and G1 were assessed not to be material to Hunkemöller: E2-4 Pollution of Air, E2-4 Pollution of Soil, S1-4 Other Worker Related Rights, and G1-5 Political Engagement. A high-level outcome of our DMA is shown in the below matrix, aggregated per ESRS topic. Description of material and non-material topics are further elaborated in this report.



ENVIRONMENTAL		SOCIAL		GOVERNANCE	
E1 Climate Change		S1 Own Workforce		G1 Business Conduct	
Climate Change Adaptation	√	Working Conditions	√	Corporate Culture	√
Climate Change Mitigation	√	Health & Safety	√	Whistleblower Protection	√
Energy	√	Equal Treatment and Opportunities	√	Animal Welfare	X
		Talent Development	√	Political & Lobbying Activities	X
		Other Workers Related Rights	X	Payment Practices with Suppliers	√
				Corruption and Bribery	√
E2 Pollution		S2 Workers in the Value Chain			
Air	X	Working Conditions	√		
Water	√	Equal Treatment and Opportunities	√		
Soil	X	Other Workers Related Rights	√		
Living Organisms	X				
Substances of High Concern	X				
E3 Water and Marine Resources		S3 Affected Communities			
Water Withdrawals	√	Economic, Social and Cultural Rights	X		
Marine Resources	√	Civil and Political Rights	X		
Water Habitat Degradation	√	Rights of Indigenous People	X		
E4 Biodiversity & Ecosystems		S4 Consumers & End-users			
Direct Impact Drivers on Biodiversity Loss	X	Information Related Impacts	√		
Impact on the State of Species	X	Personal Safety of Consumers	√		
Impacts on the Extents and Condition of Ecosystems	X	Social Inclusion of Consumers	√		
Impacts and Dependencies on Ecosystem Services	X				
E5 Resource Use and Circular Economy					
Resource Inflows and Usage	√				
Resource Outflows Related to Products and Services	√				
Waste	√				

√ material topic, X immaterial topic



GOVERNANCE INFORMATION

GOV-1 The Role of the Administrative, Management and Supervisory Bodies Corporate Governance and Oversight

Good corporate governance is key to transparency and accountability. We believe that a robust governance structure strengthens the trust placed in our company by our shareholders, business partners, customers and employees, and supports the effective execution of programmes that drive the achievement of our targets. This is why we place corporate sustainable development at the heart of our strategies and seek to integrate it throughout the entire organisation. Responsible is one of the six Hunkemöller Brand Purposes and Values. This means that we aim to use our leverage to help prevent, mitigate, and remediate adverse impacts in everything that we do. Because our suppliers are key players in our value creation, we are committed to promoting stable and lasting partnerships. As the world evolves, we regularly review and evaluate our practices and policies to reflect the changes in the legal and social sphere and to challenge our own commitments on the topics of human rights and environmental change. Our Code of Conduct applies to all Hunkemöller members of staff and addresses matters such as conflicts of interest, discrimination, and harassment.

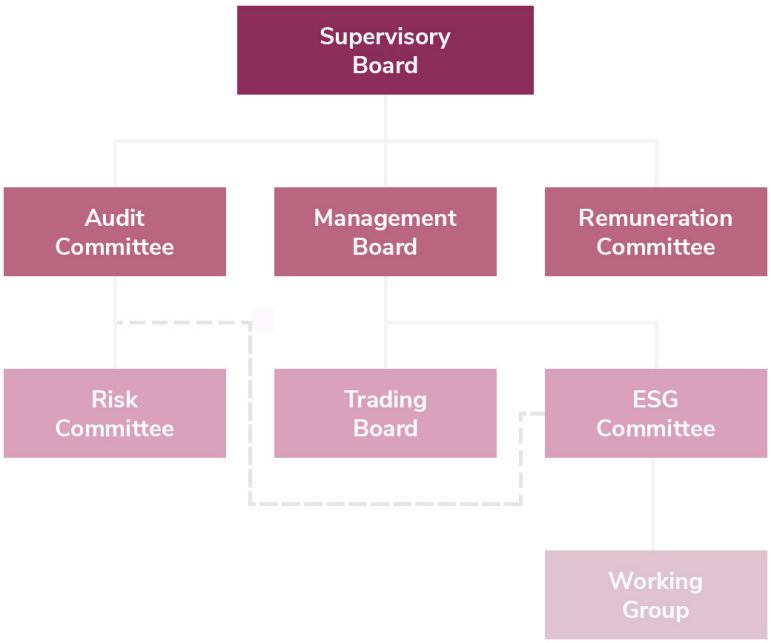
GOV-2 Information Provided to and Sustainability Matters Addressed by the Undertaking's Administrative, Management and Supervisory Bodies

The Chief Executive Officer, appointed by the general meeting, manages the company's operations and - with the support of the Chief Financial Officer and Chief Operational Officer (Executive Board) - oversees the operational implementation of the strategic orientations set by the management board including the trading board (Management Board). The Supervisory Board plays a crucial role in overseeing the management and strategic direction of the company. It monitors and advises the Executive Board, ensuring compliance with legal and regulatory requirements, and safeguarding the interests of shareholders and other stakeholders. The CEO communicates transparently with each director and keeps them regularly informed of all aspects of the company's operations and performance. The Company maintains an ongoing dialogue with its investors, notably at dedicated meetings and events.

The Management Board which comprises 8 members, acts in the interest of Hunkemöller, lays down the company's strategy and makes decisions concerning major investments and divestments, the capital base, key policies, control and audit matters, risk management, and significant operational issues. It seeks to promote long-term value creation and is responsible for the oversight of the environmental and social impacts of the company's operations. The Management Board receives updates on performance on material sustainability impacts, risks, opportunities, progress related to our sustainability priorities, and achievement of our sustainability targets, including our net-zero carbon reduction targets for Scope 1-3 emissions and supports the integration of sustainability and is prioritised in the company's corporate objectives. The Management Board also checks the reliability of information provided to it and verifies that major risks are properly covered by effective policies. The Chief HR Officer is charged, in part, with monitoring issues of corporate conduct and culture, and provides oversight of diversity, equity, and inclusion policies and programmes as it relates to our management development, talent assessment, and succession planning programmes and processes. The Management Board meets as often as required to serve the company's interests and at least bi-weekly.

Due diligence is managed mainly through policies and their related processes. At the core of our approach is the Sustainability team, established to support alignment with Hunkemöller's ethical, social, and environmental standards, as defined in our 'Two-Way Code of Conduct' (2CoC). This code sets out specific requirements and expectations related to human rights, labour conditions, anti-corruption, and environmental protection. The Sustainability Manager reports directly to the CFO and chairs the ESG Working Committee which was established in 2023. The ESG Working Committee consists of the sustainability team and appointed senior managers from all departments. This committee is responsible for monitoring policies and performance related to corporate responsibility, including employment and workers' rights, and matters relating to health and safety (regarding building and fire safety, human rights, health conditions, and environmental compliance in our supply chains). The committee helps integrate sustainability into the company strategy and daily operations by gathering data, creating strategies & setting goals, roadmaps and policies, and by coordinating international reporting and consolidated communication regarding performance. The Working Committee also assists the Management Board in fulfilling its oversight responsibilities with respect to Hunkemöller's sustainability efforts and supports the Management Board in its review of new and existing risks relating to ESG topics. Hunkemöller provides sustainability training to employees, educating them on ESG legislation and topics on how to think and act sustainably, and enabling them to become sustainability ambassadors for specific material topics.

Over 2025, the Hunkemöller ESG team consisted of 4 people: a Sustainability Manager, a CSR Advisor who is responsible for social compliance, a Senior Environmental Coordinator responsible for environmental compliance, and a Sustainable Packaging & Product Technologist who is responsible for product compliance. This team works across the organisation to embed sustainability approaches, policies, and goals throughout our business. They identify social, environmental, and product risks and opportunities, put these into context, and gain information on emerging social and environmental issues. They also visit and audit production facilities, consult stakeholders such as NGOs and Trade Unions, draw up and monitor policy plans, and evaluate whether the 2CoC is complied with. The Sustainability Manager regularly reports to and seeks input from the CEO. The role is primarily responsible for the development and implementation of the Hunkemöller sustainability strategy. The Buying Department includes ESG in their purchasing decisions and Design and Merchandising Departments also integrate social and environmental objectives in their decision-making processes.



At Hunkemöller, the CSR team has been linked to performance criteria in the remuneration of sustainability targets. In 2025, initial ESG-related targets were defined at departmental level and linked to performance evaluation for selected leadership roles. From 2026, progress will be more systematically monitored through Amplify.

Investor Engagement

The Board values open and meaningful discussions with our investors on all matters. The CEO has lead responsibility for investor engagement, with the active involvement of the CFO. The Board receives regular briefings on investor reactions to Hunkemöller's quarterly, half-year and full-year results announcements, as well as other key issues.

GOV-3 Integration of Sustainability-Related Performance in Incentive Schemes

Hunkemöller's Remuneration Policy for the Board of Directors and Executive Board aims to create a remuneration framework that supports achievement of our strategy, with a focus on ensuring continuous long-term sustainable development of our business, while creating long-term value for shareholders. The policy describes target setting for both our long- and short-term incentive programme. The Hunkemöller remuneration system integrates sustainability matters and is part of our commitment to sustainable corporate governance, aligning executive compensation with long-term value creation that includes ESG targets. The key characteristics of this scheme include a mix of financial performance targets and ESG performance targets.

GOV-4 Statement on Due Diligence

Hunkemöller and Sustainability Due Diligence

In carrying out its business activities, Hunkemöller upholds high standards of responsible business conduct throughout its value chain and is guided by ethics, social responsibility and respect for the environment. Our success depends on respect for shared rules, practices, and principles, and this respect has been key to our ability to build trust-based relationships with our customers, employees, suppliers, shareholders, and communities. We have integrated environmental, social and governance (ESG) criteria into our business model and have built our sustainability initiatives around three main pillars: Planet, People, and Product. As we continue to evolve our business, the Together Tomorrow strategy provides a solid framework in our sustainability journey, as do the core values that we share in our day-to-day work.

In 2024, the Trading Board approved the 2024-2030 ESG Strategy which sets specific targets for our social and environmental management. When defining these targets, we adhere to and/or endorse the following leading sustainability initiatives, integrating due diligence into our procurement, operations, and local communities:

- The United Nations Global Compact
- The United Nations Sustainable Development Goals (SDGs)
- The United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises – especially the application of the International Labour Organisation's fundamental conventions.
- The principles and targets contained in the European Union's Green Deal.
- The Paris Agreement to the United Nations Framework Convention on Climate Change (UNFCCC)
- The United Nations Children's Rights and Business Principles.
- The United Nations Global Compact Women Empowerment Principles.

Guided by these frameworks, we have implemented a risk-based due diligence approach centred around accountability, transparency, collaboration, and proactive engagement with stakeholders across our value chain. We are dedicated to continuously enhancing our due diligence approach in line with the CSDDD and OECD Guidelines' principles of ongoing monitoring, learning and improvement.

Together Tomorrow

The Together Tomorrow strategy is our guiding principle in our journey to make progress towards our environmental, social, and governance targets and has three strategic focus areas that drive our sustainability activities – social compliance, environmental compliance, and product compliance. Within these areas, we focus on 34 actionable targets across 7 impacts areas. Hunkemöller's 2CoC and our supplier compliance programme are the basis for any contractual relationship with manufacturers globally and remain the foundation of our responsible sourcing strategy and programme.

GOV-5 Risk Management and Internal Controls over Sustainability Reporting

Our risk management and internal control processes for sustainability reporting aim to cover the following scope areas:

- External reporting: ensure the integrity of disclosed information, with a particular focus on quantitative data points and steering KPIs.
- Regulatory compliance: seek to ensure compliance with all relevant local, national, and international ESG regulations and standards.
- Social and environmental audits: consider the risks, deviations, and action items highlighted in audits.
- Company risk management: consider risks and opportunities identified in risk management, which serves as a comprehensive record of our company-level risk-management efforts, including identified risks, their potential impact, their likelihood, and mitigation measures.
- Stakeholder engagement: consider the expectations and concerns of our key stakeholders, including investors, customers, employees, and the community.

To help identify, assess and address risks related to people, the environment, and combating corruption related matters, we take the following steps:

- Embedding responsible business conduct into policies and management systems.
- Risk identification: regularly assess operations and supply chains to identify potential adverse impacts.
- Prevention and mitigation: enforce policies and provide training; collaborate with business partners and stakeholders to manage risks.
- Monitoring: conduct audits, track performance, and maintain grievance mechanisms.
- Remediation: take prompt action to remedy identified issues and engage with affected stakeholders.
- Transparency: report regularly on due diligence efforts and outcomes.

The ESG team supports the business in identifying risks and addressing process gaps related to sustainability reporting. Their main objective is to implement effective processes and controls to ensure that disclosed ESG information is complete and accurate. As we progress on our ESG journey over the next few years, we aim to highlight gaps in process data and systems and optimise processes to achieve greater efficiency and efficacy.
Regarding data quality, Hunkemöller continuously works to improve this aspect of reporting. In 2025, the primary focus was on assessing the metrics (processes, data points, reporting capabilities etc.) needed for (CSRD) reporting. The main risks identified during the assessment include gaps in understanding of ESRS disclosure requirements, inconsistencies in calculation methodologies, data availability and collection issues, limitations in system capabilities, and insufficient process documentation.

Management of Grievances

Our ambition is to respect the human rights of all people across our value chain and ensure a safe workplace for all. To achieve this, we have established a robust human rights due diligence process and grievance mechanisms. We use various grievance mechanisms that allow open communication and exchange through a variety of channels, including mobile apps, dedicated hotlines, and our third-party complaint mechanism. Workers are encouraged to raise issues directly with managers, or Human Resources. Anonymous reporting is also available in multiple languages though our third-party complaint mechanism which provides an additional option for confidentially raising concerns related to queries and/or doubts regarding the interpretation of our policies, misconduct or violations of company policies, breaches and other non-compliances relating to the legal system, our 2CoC or any other internal regulations.

Our Processes

We perform risk screenings and code of conduct assessments to ensure that our business partners meet the requirements in our 2CoC. We are also developing corrective actions and tailored improvement plans together with our suppliers, where necessary. This is an ongoing effort that includes audits, supplier training, and regular follow-ups to address any gaps identified. Partnerships and cross-industry collaboration are also fundamental if we want to succeed with our due diligence approach. These collaborations provide access to best practices, shared knowledge, and support the continuous improvement of our due diligence processes in the value chain.

Policies Overview

Hunkemöller has a variety of policies to manage material sustainability matters, descriptions of which can be found below, while further details of the key content, scope and implementation of these policies, related to each individual sustainability matter, can be found in the appropriate sections of this Sustainability Report.

POLICIES OVERVIEW		
SECTION	**SUSTAINABILITY TOPIC**	**POLICIES**
Climate Change	Climate Change Mitigation	Hunkemöller Climate Policy
	Climate Change Adaptation	Hunkemöller Climate Policy
	Energy	Hunkemöller Climate Policy
Pollution	Pollution of Water	Hunkemöller Water Stewardship Policy
	Pollution of Soil	Hunkemöller Water Stewardship Policy Hunkemöller RSL & MRSL Hunkemöller Microplastics Policy
Water	Water Consumption	Hunkemöller Water Stewardship Policy
	Water Withdrawals	Hunkemöller Water Stewardship Policy
	Water Discharges	Hunkemöller Water Stewardship Policy Hunkemöller RSL & MRSL Hunkemöller Microplastics Policy
Biodiversity	Impacts on the extent and condition of ecosystems and dependencies on ecosystem services	Hunkemöller Biodiversity Policy Hunkemöller Materials Manual Hunkemöller Circularity and Waste Policy Hunkemöller Deforestation Policy Hunkemöller Animal Welfare Policy
	Climate Change	Hunkemöller Climate Policy
	Land-use, fresh water-use and sea-use change	Hunkemöller Biodiversity Policy Hunkemöller Water Stewardship Policy Hunkemöller Deforestation Policy Hunkemöller RSL & MRSL
Resource Use and Circular Economy	Resource outflows related to products and services	Hunkemöller Materials Manual Hunkemöller Circularity and Waste Policy
Own Workforce	Freedom of Association and Collective Bargaining	Hunkemöller Human Rights Policy
	Health and Safety	Psychosocial Workload Policy Hunkemöller Code of Conduct
	Gender Equality and Equal Pay for Work of Equal Value	Hunkemöller Human Rights Policy
	Diversity	Hunkemöller Human Rights Policy

POLICIES OVERVIEW		
SECTION	**SUSTAINABILITY TOPIC**	**POLICIES**
Workers in the Value Chain	Adequate Wages	Hunkemöller Two-Way Code of Conduct Hunkemöller Responsible Purchasing Practices Policy
	Child, Bonded and Forced Labour	Hunkemöller Labour Policy Hunkemöller 2CoC
	Freedom of Association and Collective Bargaining	Hunkemöller 2CoC Hunkemöller Human Rights Policy
	Health and Safety	Hunkemöller 2CoC
	Measures Against Violence and Harassment in the Workplace	Hunkemöller 2CoC Hunkemöller Human Rights Policy Hunkemöller Grievance Mechanism Rules of Procedure
Consumers and End-Users	Privacy	Hunkemöller Privacy Statement Hunkemöller Cookie Policy Hunkemöller Recruitment privacy Policy
	Information security	Hunkemöller Information Security Policy
	Access to (quality) information	Access Control Guidelines
	Access to products and services	Hunkemöller Terms and Conditions
Governance	Grievance Mechanism and Protection of Whistle Blowers	Hunkemöller Grievance Policy Hunkemöller Whistleblower Policy





ENVIRONMENTAL INFORMATION

E1 CLIMATE CHANGE

For Hunkemöller, climate change is a material sustainability matter because our operations and supply chain generate GHG emissions, and because physical and transition risks, such as extreme weather, regulatory changes and shifting market expectations, affect business continuity, sourcing stability and operational resilience. Our climate pillar therefore addresses both our contribution to climate change and the impacts of climate change on our company and supply chain.

E1-1 Transition Plan for Climate Change Mitigation

Target 1: 42 percent absolute reduction in Scope 1 & 2 emissions by 2030.
Target 2: 51,6 percent intensity reduction in Scope 3 Purchased Goods & Services emissions per product purchased by 2030.

Our ambition is to contribute to the limiting of global warming to 1,5°C in line with the Paris Agreement. We have set near-term SBTi validated targets in line with this ambition based on a 2024 baseline. These targets help us prioritise our climate change mitigation activities in areas where our impact is most material. We ensure that our climate change mitigation actions are integrated into our business strategy by making key decarbonisation actions part of departmental KPIs. The KPIs are developed with CSR support and approved by the Board. Progress is monitored monthly through the ESG Committee and tracked via a company-level project planning tool. Teams from CSR, Logistics, Merchandise, Stores and Sourcing lead climate activities. ESG Working Committee meetings review progress monthly. We continue to keep our sustainability targets, ambitions and objectives, and their interrelation, including our GHG-emissions reduction targets, under review to ensure alignment with our overall strategy.

While no medium- or long-term financial planning or investments have yet been undertaken for our climate change transition plan, short-term financial planning is continuously being reviewed. Each department receives an annual budget allocation, subject to Board approval, which may include funding for decarbonisation actions.

We have identified the following decarbonisation levers and actions that will contribute to the delivery of our climate targets across our operations and our value chain:

DECARBONISATION LEVER	ACTIONS
Energy efficiency	• Increasing energy efficiency across our own operations. This includes our retail operations, such as switching from incandescent to LED lighting, but also our logistics operations, such as improving the efficiency in our new distribution centre. • We always aim to use more energy efficient modes of transportation, such as sea freight compared to air freight, to reduce the carbon intensity of transporting goods. Where possible we explore less carbon intensive fuels for air freight, for example our samples and smaller packages are delivered through a logistics partner using sustainable aviation fuel. • We require our Tier 1 and Tier 2 suppliers to conduct environmental audits annually, which can aid in identifying areas of high energy consumption, inefficiencies in their processes, and set energy reduction targets. • We encourage our suppliers to assess their production processes and increase their energy efficiency across operations, such as investing in more energy efficient technologies.
Renewable energy	• Our new distribution centre includes solar photovoltaic cells. • We aim to increase the share of our stores utilising green energy contracts where possible. • We encourage our suppliers to adopt renewable energy by incorporating carbon performance into our supplier scorecard, incentivising suppliers to increase in their renewable energy share.
Fuel switching	• We support our suppliers in phasing out coal and aim to eliminate coal as a direct energy source across our Tier 1 and Tier 2 suppliers by 2030. We encourage our suppliers to switch to cleaner energy sources and develop coal phase out plans.
Circular economy	• We are working on reducing waste in our HQs and increasing the use of recycled materials across our own operations by developing a responsible purchasing policy for our facilities. • We are members of textile and packaging takeback system organisations, ensuring compliance under the Extended Producer Responsibility legislation, working towards reducing waste. • As part of our Ecodesign Targets, we are investigating how our products can be designed with circularity and recyclability in mind. • Where appropriate, we will always aim to support research and initiatives looking further into fibre-to-fibre recycling technologies. • We take steps to reduce packaging in line with the Packaging and Packaging Waste Regulation through optimising our packaging to increase efficiency and removing unnecessary packaging. We also take steps to align with the PPWR's requirements on recycled content, recyclability and reusability of packaging. • We take steps to prevent our products from going to landfill, instead directing unsold products to DOCs and FOs instead.
Preferred materials	• We work to consistently increase the use of preferred materials – those materials with a lower environmental impact than their conventional counterparts - in our products by opting for natural fibres, organic fabrics, recycled materials or other certified materials. These improvements align with our Ecodesign Targets, where we committed to increasing our total consumption of preferred materials, our recycled materials, and decreasing our usage of virgin synthetic fibres. • We are increasing the usage of preferred materials across our packaging, by opting for recycled materials and swapping out virgin plastic, where possible.

Hunkemöller's decarbonisation efforts are dependent on the below factors:

- Innovation and development of new technologies.
- Cooperation and performance of business partners in also adopting decarbonisation plans.
- Effective implementation of sustainability-related policies and mechanisms by government and the EU.
- Considerable investments by brands, suppliers, government, researchers for the necessary technologies and infrastructure needed for decarbonisation pathways.

We manage these dependencies through monitoring changes in technology and policy shifts, integrating climate performance into supplier scorecards, partnering with NGOs such as Solidaridad and being a member of multi-stakeholder collaborations, such as ZDHC, Cascale, and IPE.

There are also other factors beyond Hunkemöller's control which may impact our ability to achieve our targets, including:

- Changes to local energy grids.
- Our physical presence in geographic areas which are without available necessary technology, equipment or capabilities.
- Changing weather patterns leading to an increase in the number of days a facility requires heating and cooling.
- National and global catastrophic events (e.g., pandemics, recessions and economic downturns, natural disasters, geopolitical instability).



We are also aware of locked in emissions which could jeopardise our climate change transition plan. These locked in emissions include our physical assets, such as our distribution centre, offices and leased retail spaces, and our supply chain commitments, relating to our long-term strategic partners. We are looking at renewable energy as the key pathway to unlock these emissions. The lead time means that finalised product designs and committed orders also contribute to our locked in emissions. However, these have been considered when developing our targets and transition plan. The progress made in the implementation of the transition plan is further explained and quantified in sections E1-5 and E1-8.

E1-2 Climate-Related Risks and Scenario Analysis

Our risk assessment shows that climate change will most significantly affect our supply chain, where most of our greenhouse gas emissions occur and where the greatest geographical and socioeconomic impacts will be felt. Our Double Materiality Assessment confirmed that the most material impacts, risks, and opportunities lie in the upstream stages of our value chain.

The assessment identified key reputational, legal, financial, and operational risks for Hunkemöller by analysing how climate change may affect countries where our suppliers are located. We reviewed physical risks - including shifting agricultural seasons, extreme weather events that disrupt product sourcing, and rising temperatures and humidity that threaten worker health. In addition to physical risks, we recognised transition risks linked to the tightening of ESG regulations, which may require changes to our business practices or lead to financial consequences if compliance is not met.

Based on data and climate projections for supplier regions, flooding and heatwaves emerged as the climatic events with the most significant long-term implications for our operations. While these risks challenge our current business model, they also present opportunities to accelerate our transition toward a more resilient and sustainable fashion industry.

SBM 3 – Climate Change Material Impacts, Risks and Opportunities (IROs)

SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Climate Change Mitigation	~91% of our GHG emissions originate from upstream activities such as raw material processing, manufacturing, and product assembly processes.	Negative Impact	Actual	N.A.	Upstream	No change ↔
Climate Change Mitigation	Downstream GHG emissions primarily originate from the product use and end-of-life phases (e.g., washing and disposal of products).	Negative Impact	Actual	N.A.	Downstream	No change ↔
Climate Change Mitigation	Government action to mitigate climate change - such as the introduction of carbon taxes, land use regulations or product composition regulations that restrict or ban certain GHG-intensive ingredients - could impact our business in the short term through higher costs or reduced flexibility of operations. An increase in regulation could also lead to higher exposure to litigation for non-compliance, both for us and our business partners.	Risk	Actual	Short term	Upstream	No change ↔
Climate Change Mitigation	Failure to meet our Scope 1 and 2 GHG reduction targets could lead to reputational risks.	Risk	N.A.	Short term	Own Operations	No change ↔
Climate Change Mitigation	• The development of low-emission products could provide a competitive advantage and increased consumer demand. The development and use of more efficient production and distribution processes, as well as the increased share of renewable energy used by our business partners could lower greenhouse gas emissions and improve climate change resilience. • A strong environmental performance, characterised by lower greenhouse gas emissions and improved climate change resilience, could lead to increased operational cost efficiency, greater access to capital (including green financing), improved market evaluation, and a stronger ability to attract and retain talent.	Oppor-tunity	Actual	N.A.	Own Operations, Upstream and Downstream	Increase ↑
Climate change Adaptation	• Extreme weather events and changes in weather patterns could damage our properties (such as office buildings, DCs, and stores), disrupt operations and affect inventories. This could result in lower revenues and higher insurance and operating costs. • An increase in average temperatures and heat waves worldwide could harm and reduce the productivity of our workforce.	Risk	Actual	N.A.	Own Operations	No change ↔

SBM 3 – Climate Change Material Impacts, Risks and Opportunities (IROs)						
SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Climate Change Mitigation	• Climate-related matters such as extreme weather and sustained increases in temperature could lead to water shortages, floods, droughts and reduced crop yields. • Extreme weather events could impact the availability and price of raw materials as well as increase energy and water costs and may impact the production and logistic costs of suppliers causing an increase of the cost of goods sold. • Climate change may also cause production and distribution disruptions, also affecting Hunkemöller's purchasing costs. • Changes in consumer preferences and product demand could influence consumers' preferences and expectations toward brands and products, negatively impacting sales and market share if expectations are not met. • Government action to mitigate climate change - such as the introduction of carbon taxes, land use regulations or product composition regulations that restrict or ban certain GHG-intensive ingredients - could also impact our business in the short term through higher costs or reduced flexibility of operations.	Risk	Actual	N.A.	Upstream	Increase ↑
Energy	Our raw material production and manufacturing processes still partially rely on non-renewable energy sources leading to GHG emissions.	Negative Impact	Long-term	N.A.	Upstream	No change ↔
Energy	Our raw material production and manufacturing processes still partially rely on non-renewable energy sources leading to GHG emissions.	Negative Impact	Long-term	N.A.	Upstream	No change ↔
Energy	Failure to meet our Scope 1 and 2 GHG reduction targets could lead to reputational risks.	Risk	N.A.	Midterm	Own Operations	No change ↔

E1-3 Resilience in Relation to Climate Change

Hunkemöller has not yet undertaken a comprehensive climate resilience analysis aligned with ESRS E1-3. Further development of this assessment is planned in line with our CSRD implementation roadmap. While climate-related risks and opportunities are considered within our broader risk management and strategy processes, a structured resilience assessment, including scenario analysis, has not yet been formalised.

In the interim, climate-related risks are assessed through our existing risk management and Double Materiality Assessment processes, which inform our strategy, sourcing decisions, and mitigation actions. This phased approach reflects our current data maturity and ensures that future resilience disclosures are robust, decision-useful, and aligned with evolving ESRS guidance.

E1-4 Policies related to Climate Change

Our climate change journey is guided by our Environmental Strategy, which states that we are committed to reducing our emissions in line with the Paris Agreement to limit global warming to 1,5°C, covering our own operations and all direct business partners. Our Climate Policy is embedded within our wider Environmental Strategy. The Climate Policy was updated in 2025 to centre the Science-Based Targets and identify the key decarbonisation levers, actions and challenges associated with meeting the targets. These are discussed in more detail in section E1-1. The policy is also closely related to the risk assessment and outlines considerations for climate change mitigation and adaptation based on the modelled risks. As well as our Climate Policy, many of our other policies closely interlink with climate change, such as our Circularity and Waste Policy, Materials Manual, Biodiversity Policy, and Deforestation Policy.

E1-5 Actions and Resources in Relation to Climate Change

The key decarbonisation actions we plan to take are part of departmental KPIs. These have been modelled by ClimatePartner, our external carbon accounting consultancy, to assess the greenhouse gas reduction potential of each action. The results of this exercise are shown below, with the emission reductions shown with respect to our Science-Based Targets, as absolute reductions for Scope 1 and 2 and intensity reductions for Scope 3.

SCOPE	REDUCTION MEASUREDESCRIPTION	DECARBONISATION LEVER	EMISSION REDUCTION (%)
1&2	10% of stores have LED lighting and green energy used for our distribution centre and stores across Germany, the Netherlands and Belgium	Renewable energy and energy efficiency	47,9
3	Ecodesign targets (see section E5)	Preferred materials and circular economy	5,5
3	10% of products will incorporate sustainable dyeing practices	Circular economy and energy efficiency	0,5
3	50% of products will be sourced through vertical sourcing	Energy efficiency	0,5
3	All polybags (including supplier sourced) will be made from recycled plastic	Preferred materials	0,2
3	Reduce non-consumer packaging by 25% on a 2024 baseline	Circular economy	0,4
3	Reduce consumer packaging by 25% on a 2024 baseline	Circular economy	0,3

Our planned decarbonisation actions are sufficient to meet our Scope 1 and 2 emission reduction target (47,9 percent absolute reduction compared to target of 42 percent absolute reduction), however we have a significant gap between our planned actions and Scope 3 target (7,4 percent intensity reduction compared to 51,6 percent intensity reduction). To close this gap, we have recognised three additional levers that we are investigating further in 2026:

- Support the transition of renewable energy in our supply chain, focusing on our Tier 1 and Tier 2
- Further increase our use of preferred materials in our products from 2028 to 2030.
- Engage our service suppliers (separate to production) on decarbonisation initiatives.

Over 2025, we have already taken actions which have resulted in greenhouse gas emissions reductions. These actions have helped us surpass our Scope 1 & 2 SBT by 28 percent (70 percent reduction from 2024).

Additionally, despite our emissions per product increasing from 2024, we have begun taking steps to reduce this impact over time. All the actions taken over 2025 are shown below. Any additional YoY changes are discussed in section E1-8.

SCOPE	DECARBONISATION LEVER	DECARBONISATION ACTION	RELEVANT KPI	GHG REDUCTION (tCO_2e)
2	Energy Efficiency	Where applicable, refurbished storefronts have transitioned to LEDs. Scoping project underway to audit % stores with LED lights.	10% of stores will have LED lighting by FY2027.	Impact not determined.
2	Renewable Energy	All stores in Belgium, Germany, Spain and the Netherlands were powered by 100% renewable energy in 2025. While in our operational control (CY25) the Almere DC was powered by 100% renewable energy.	-	- 6.535
3	Energy Efficiency & Renewable Energy	Explored potential renewable energy and energy efficiency projects for 2026 pilot programmes. In 2025 12% of Tier 1 production was renewable.	-	Impact not determined.
3	Energy Efficiency & Renewable Energy	Shared our environmental strategy with our Tier 1 suppliers and engaged key suppliers on decarbonisation strategies.	-	Impact not determined.
3	Energy Efficiency	Filing rate of inbound containers increased to 85% and is expected to increase to 90-95% by 2026.	-	Impact not determined.
3	Preferred Materials – Packaging	Almost all polybags were sourced from certified recycled materials. Over half of the carboard & paper used was sourced from recycled materials.	-	-1.692*
3	Preferred Materials – Product	17% of materials were preferred by weight in 2025.	Preferred materials will make up 45% of materials by weight by FY2028.	Impact unchanged from 2024.

* Reduction is estimated against 2025 volumes, not year on year reduction due to an increase in purchased volumes year on year.

Some of our planned actions include an element of adaptation, which will help our business respond to the current and expected physical impacts and transitional risks of climate change. Examples of this include:

- Developing risk-based sourcing strategies considering suppliers and alternative and sustainably sourced materials to build supply chain resilience.
- Water and chemical management programmes, such as Higg FEM and ZDHC can help fight water scarcity and pollution while protecting natural ecosystems.
- Reusing packaging and increasing the proportion of preferred materials used across consumer and non-consumer packaging, and investing in collection and processing partnerships, ensuring readiness for circularity and waste regulations.

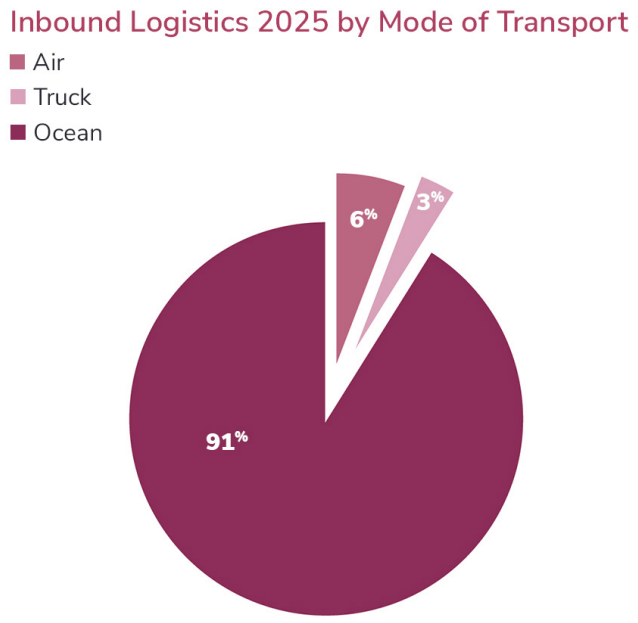


E1-6 Targets Related to Climate Change

Target: Maintain inbound air freight at less than 5 percent of total volume (metric weight) by FY2030.

For our full list of climate targets and progress to date please see SBM-1. Details on the transition plan and 2025 progress relating to Science-Based Targets can be found in sections E1-1 and E1-5.

Our Science-Based Targets were developed alongside ClimatePartner, who ensured the Greenhouse Gas Protocol was followed, and validated by the Science-Based Targets initiative. Our Scope 1 and 2 target is an absolute contraction target, covering 100 percent of the scope. Considering future developments, Hunkemöller opted for a physical intensity target for Scope 3, to allow for growth. The Scope 3 target covers Category 3.1 Purchased Goods and Services, covering 70,1 percent of the scope, which has been classified as in conformance with SBTi guidelines. In addition to our Science-Based Targets, we have set a logistics-related target to maintain our inbound airfreight to below 5 percent.



In 2025, inbound air freight made up 6 percent of total inbound logistics. This exceeds the target threshold driven by time-sensitive campaigns that increased demand and required faster uninterrupted delivery. With the aim to reduce inbound airfreight to under the 5 percent threshold, we will continue to consider the environmental impact before when making commercial decisions relating to time-critical campaigns.

Although air freight remained above 5 percent, the total weight of products transported by air decreased by 42 percent and, overall inbound logistics weight fell by 46 percent year-on-year, resulting in an emissions increase of 36 per cent year-on-year. This decrease in logistics was primarily driven by a decrease in the number of stores year-on-year, which lowered inventory requirements, as well as a reduction in product programmes.

E1-7 Energy Consumption and Mix

Target 1: Obtain store-level energy consumption data covering 70 percent of our store portfolio by FY2027
Target 2: 10 percent of all stores will have LED lighting by 2027

Hunkemöller sources store-level energy consumption data through engagement of retail managers in each country that we operate in. As a result of the manual data collection process, we have historically found many data gaps. As a result, we extrapolate a significant portion of our energy consumption data based on store size and existing actual data. In 2025, 43 percent of store-level energy-consumption data was provided.

The table below shows the total energy consumption related to Hunkemöller's own operations, disaggregated by energy source.

FOSSIL FUEL (MWH)					NUCLEAR (MWH)	RENEWABLE (MWH)
Coal & coal product	Crude oil & petroleum product	Natural gas	Other fossil fuel sources	Purchased electricity, heat, steam or cooling		
	332	7.844	2.068	2.442		14.522

In 2025 we outsourced our B2B logistics activities to an experienced third-party logistics provider with the goal of providing the best service to our customers and further to enhance and accelerate the improvements that have been made since the migration to the new Almere site. As part of this move, we will also relocate our remaining employees to our Hilversum HQ. As a result, from 2026 onwards, the Almere Distribution Centre will no longer be part of Hunkemöller's operational control.

Regarding target 2 (LED lighting), no measurement of this target is available in 2025. This will be available in 2026 as an audit is being conducted on all lighting fixtures used in stores in mid-2026. Further detail on progress on this target can be found in section E1-5 (see page 38).

E1-8 Gross Scopes 1,2,3, Greenhouse Gas Emissions

EMISSIONS CATEGORY	2025 EMISSIONS (TCO2E)	2024 EMISSIONS (TCO2E)	% CHANGE
Scope 1	817	3.073	-73,4%
Natural gas & refrigerants	600	1.747	-65,6%
Fleet vehicles	217	1.326	-83,6%
Scope 2	3.490	11.205	-68,9%
Purchased electricity	690	7.216	-90,4%
Purchased heating	2.800	3.989	-29,8%
Scope 3	75.086	93.071	-19,3%
Purchased goods & services	56.446	68.282	-17,3%
Capital Goods	4.834	3.773	28,1%
Fuel & energy related activities	1.292	3.365	-61,6%
Upstream transport & distribution	4.031	3.124	29,0%
Waste	429	492	-12,9%
Business Travel	684	592	15,6%
Employee Commute	4.701	10.180	-53,8%
Downstream transportation & distribution	231	300	-23,1%
Usage of sold products	0	2	-100%
End-of-life treatment of sold products	1.460	2.197	-33,5%
Franchises	978	765	27,8%
Total	**79.392**	**107.349**	**-26,0%**

In 2025, Hunkemöller's total greenhouse gas (GHG) emissions decreased by 26 percent compared to 2024. This reduction was primarily driven by lower product volumes across Scope 3 categories, alongside operational improvements and increased procurement of renewable electricity.

Scope 1 and Scope 2 emissions decreased significantly by 73 percent and 69 percent respectively, reflecting the transition to renewable energy across retail stores and distribution centres, reduced fleet-related emissions, and improved data accuracy. As a result, we have surpassed our interim Science-Based Target trajectory for Scope 1 and 2 emissions.

Scope 3 emissions, which account for approximately 95 percent of total emissions, decreased by 19 percent year-on-year, largely due to reduced emissions from purchased goods and services. However, emissions intensity within Scope 3 Purchased Goods & Services increased by 5 percent due to an increase in spend within the Purchased Services category. Packaging emissions also increased by 8 percent, primarily due to higher material volumes and improved data coverage. This increase was partially offset by a greater share of recycled materials. Additionally, certain upstream categories increased, including logistics emissions, driven by higher reliance on air freight, and capital goods, due to the increased investment activity for retail store refurbishment.

E1-9 Greenhouse Gas Removals and Greenhouse Gas Mitigation Projects Financed through Carbon Credits

In 2025, Hunkemöller did not finance any greenhouse gas removal or mitigation projects through carbon credits, since we are focusing our efforts on developing our decarbonisation roadmap and KPIs based on our Science-Based Targets. We plan to prioritise reducing our greenhouse gas emissions over the coming years rather than investing in carbon removal schemes as preventing emissions in the first place is far more effective and sustainable than trying to remove carbon dioxide that has already been released into the atmosphere. Moreover, the current carbon market is still fragmented and under-regulated, leading to concerns that available credits lack integrity. When investing in carbon credits, we need to be sure that carbon projects are delivering on promised climate benefits and do not have negative consequences for biodiversity and human rights.

E1-10 Internal Carbon Pricing

While there are many opportunities associated with internal carbon pricing, such as risk management, strategic decision-making and the incentivisation of innovation, there are also many associated risks. Hunkemöller decided not to implement an internal carbon pricing scheme in 2025, finding the risks currently outweigh the benefits. Examples of identified risks are outlined below:

- Implementing an internal carbon pricing scheme is extremely complex, requiring accurate emission data and pricing models.
- Uncertainty surrounding future carbon pricing legislation.
- Financial impact due to reduced competitiveness as other businesses do not have internal carbon pricing or from increased costs based on carbon-intensity of activities.

E2 POLLUTION

The fashion industry is widely recognised as contributing to air, water, and soil pollution. Textile dyeing and finishing processes are widely cited in industry and academic literature as contributing significantly to industrial water pollution, driving both environmental degradation and human health impacts. As Hunkemöller's products are worn directly against the skin, eliminating harmful substances in our materials is essential. To address these challenges, we aim to prevent and reduce hazardous discharges through strong chemical management practices and robust policies aimed at minimising pollution risks across our supply chain.

Risk Identification

The below risk assessment was conducted internally with input from several departments and supported by external industry resources from Cascale, ZDHC, and TMC. We also engaged directly with Tier 1 and nominated Tier 2 suppliers to understand existing controls, particularly around wastewater management and microfibre reduction.

Our risk assessment shows that most pollution related risks occur within our supply chain rather than our own operations, driven by manufacturing and agricultural processes. As a result, our Chemical Strategy prioritises collaboration with Tier 1 and Tier 2 suppliers to eliminate and remediate these risks. We identify actual site level risks through regular wastewater testing and virtual factory assessments. Among the key pollution risks - water, air, and soil - water is the most material. We conduct annual water risk mapping using WRI Aqueduct to assess physical, regulatory, and reputational water related risks across sourcing locations. This analysis indicates that a significant portion of our supply chain operates in water stressed regions and depends on water intensive processes, increasing exposure to risks linked to water withdrawal.

SBM-3 – POLLUTION MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)						
SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Pollution of Water	Pollution (excluding plastic pollution) of water and water bodies caused by our own operations and value chain may negatively impact communities and catchments. Moreover, non-biodegradable substances can build up in the environment and potentially have adverse effects on water resources.	Risk	Actual	N.A.	Upstream	No change ↔
Pollution of Water	New technologies and industry engagement can reduce pollution in the textile and garment industry by improving production processes, using less energy and water, and reducing waste.	Oppor-tunity	Long-term	N.A.	Upstream	Increase ↑
Substances of Concern	• Stricter regulation, either in sourcing or importing countries, can potentially lead to higher operating costs for suppliers and/or market accessibility challenges. In case we or our suppliers fail to comply with stricter laws and regulations on the pollution of ecosystems, it may create additional supply challenges. • Increased requirements for traceability and transparency of substances of concern throughout the supply chain can lead to higher operating costs. • Adverse impacts on pollution could also create a reputational risk for Hunkemöller.	Risk	Long-term	N.A.	Upstream	No change ↔
Substances of Concern	Toxic chemicals used in dyeing and finishing processes can harm the health of workers and consumers. These chemicals can also contaminate water and soil. Moreover, substances of concern can be difficult to substitute, as alternatives either do not exist or are costly and/or difficult to obtain and manage.	Negative Impact	Long-term	N.A.	Upstream	No change ↔
Microplastics	(Micro)plastic pollution from fibres and packaging can cause harm to biodiversity and ecosystems.	Negative Impact	Actual	N.A.	Upstream and Downstream	No change ↔

E2-1 Policies Related to Pollution

Hunkemöller's environmental strategy focuses on the parts of our value chain with the greatest environmental impacts; namely processes that use significant amounts of energy, water, and chemicals, and those that generate substantial wastewater discharges. As most pollution related impacts occur in our upstream supply chain, particularly in wet processes such as dyeing and finishing, our pollution related policies are centred on supplier performance and supply chain management.

Our minimum environmental expectations are defined in our 2CoC, which all suppliers must implement as a condition of doing business with Hunkemöller. Suppliers are required to meet or exceed these standards through appropriate policies, management systems, and operational practices. Built on legal compliance, the 2CoC outlines expectations for managing environmental discharges, including:

- Measuring, monitoring, and minimising emissions to air, water, and land, and limiting noise pollution and providing Hunkemöller with annual verified Higg FEM results.
- Ensuring wastewater is adequately treated before discharge in line with local laws and, where applicable, ZDHC

requirements.
- Conducting annual wastewater and sludge tests at wet processing facilities and providing Hunkemöller with test results.
- Minimising waste through efficiency measures and promoting reuse and recycling wherever possible.
- Complying with regulations governing the transboundary movement of hazardous waste.

We expect suppliers to cascade these requirements to their own partners, with the expectation that all production facilities, subcontractors, and upstream suppliers involved in Hunkemöller production comply with our environmental standards.

As well as Hunkemöller's 2CoC, we also have the below policies to support the management of pollution in our value chain.

POLICY	DETAIL
Chemical Policy	Aims to mitigate social and environmental impacts caused by harmful chemical exposure. Covers chemical and wastewater management at product- and process-level including the recall process, focuses on both mitigation and remediation of potential risks. Includes an industry standard Restricted Substance List (RSL), which is shared annually with all suppliers, and refers to the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing RSL (MRSL) to ensure chemical compliance across products and processes and prevents the use of substances of concern and very high concern.
Microfibre Policy	Aims to minimise the release of microfibres into air, water and soil, along all stages of the value chain, from manufacturing to end-use. The policy is guided by the recommendations made by The Microfibre Consortium (TMC).
Water Stewardship Policy	Promotes adequate (waste)water management by improving treatment processes and minimising the water footprint in the value chain. Fosters measures to reduce potential emissions to soil and freshwater by substances, such as nitrogen and phosphorus, from the supply chain. We also consider possible microfibre shedding in manufacturing laundry.
Circularity and Waste Policy	Aim to reduce waste, diverting packaging and textile from landfills, through efficient resource use and circular design.
Materials Manual	Highlights preferred materials which are less polluting, for instance organic or recycled materials over conventional ones, which use less water and chemicals for their production.

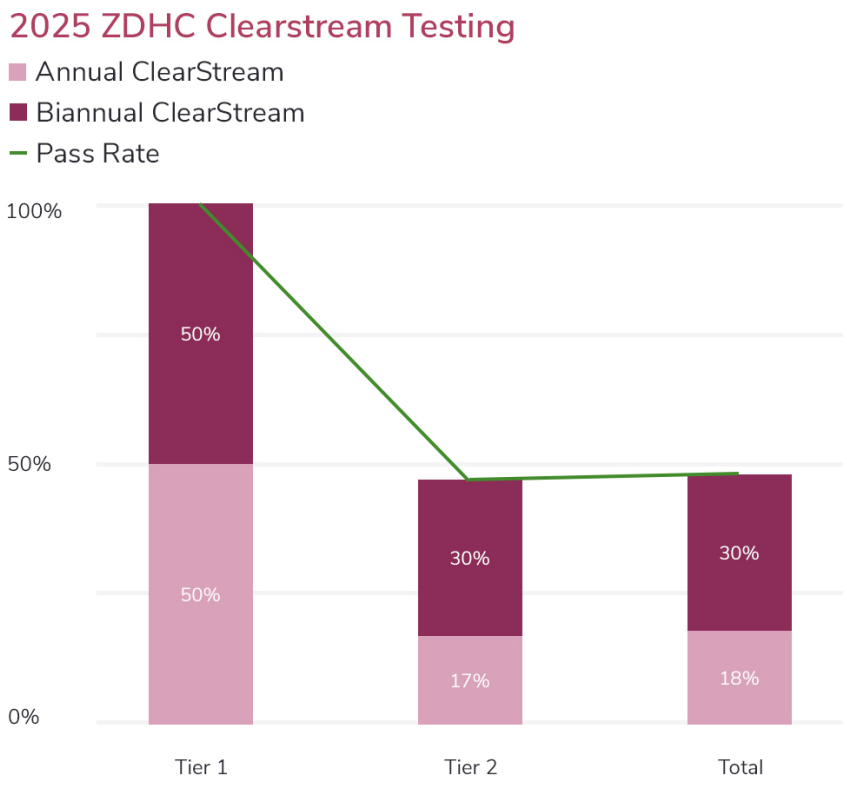
E2-2 Actions and Resources Related to Pollution

Target 1: Full alignment with ZDHC Wastewater testing guidelines by 2027, whereby 100 percent of Tier 1 & 2 suppliers with wet processing sharing ZDHC Clearstream report biannually.
Target 2: Water leaving our wet processing facilities will have zero hazardous chemicals by 2030, whereby 100 percent of ClearStream parameters are met.
Target 3: Have full insight into the chemical management and chemicals used in our supply chain by 2030 where 100 percent Tier 1 & Tier 2 suppliers with wet processing sharing ZDHC InCheck report annually.
Target 4: 100 percent of all Tier 1 and Tier 2 suppliers have verified their Higg FEM by FY 2025.

Our Pollution Strategy is anchored in our Water Stewardship, Chemicals, and Microfibres Policies. Although we currently lack visibility of Tier 4 suppliers, where pesticide use may contribute to soil pollution, we mitigate upstream impacts by prioritising organic materials where possible (see section E5-3). We also address soil pollution linked to wastewater discharge from wet processing facilities by imposing strict chemical and wastewater requirements (see section E2-1 on page 43). While our leverage to measure and reduce air emissions across the supply chain is limited, we monitor supplier environmental performance through the Higg FEM 4.0. We also recognise that product end-of-life can contribute to water and soil pollution from landfill disposal, reinforcing our focus on increasing product circularity (see section E5).

Supplier Engagement

In 2025, Hunkemöller prioritised reducing pollution risks in wet processing facilities, where the majority of chemical, water, and wastewater impacts occur. To strengthen and harmonise chemical management across our value chain, we became a Friend of the ZDHC Foundation, aligning our practices with the Roadmap to Zero Programme and its 2030 objective of eliminating hazardous chemical discharge. We now collect ClearStream wastewater and sludge test reports twice per year to monitor supplier compliance with ZDHC MRSL parameters. The below targets help support the management of pollution in wet-processing facilities.

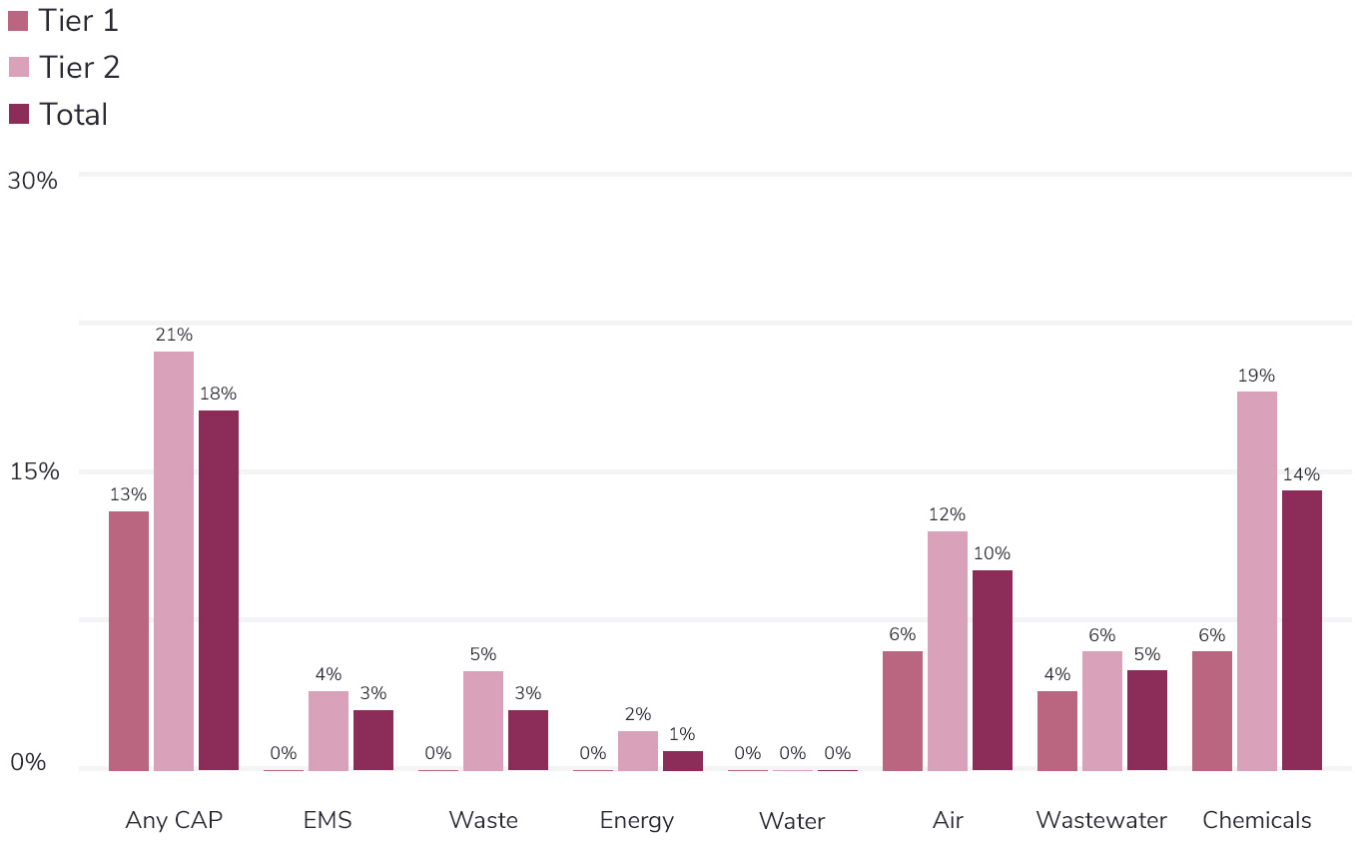


In 2025, we required our suppliers with wet facilities to provide an annual ZDHC Clearstream report as part of our CoC. In 2026 we will require a biannual ZDHC Clearstream report from these suppliers. Despite the requirement in our CoC, 53 percent of Tier 2 suppliers did not share a ZDHC Clearstream report. This is generally due to the size of the facility, indirect nature of the supplier or the supplier being immaterial to Hunkemöller. Additionally, 44 percent of suppliers submitted ClearStream reports which aligned with the ZDHC MRSL parameter thresholds over the year. We aim to increase this number as we require suppliers to share their CAPs and RCAs if a parameter is failed. To support suppliers in adapting to new ZDHC requirements, we did not require annual InCheck reports in 2025, allowing time to get familiar with the new systems. This will become a mandatory requirement from 2027. Despite this, 100 percent of applicable Tier 1 and 44 percent of applicable Tier 2 suppliers already met this requirement

Compliance with our environmental policies and 2CoC is verified through onsite visits and a combination of internal and external audits. These audits assess environmental risk management, chemical and wastewater practices, water use, waste handling, and air emissions performance. As part of our onboarding process, and whenever needed, we conduct virtual factory visits to confirm that responsible chemical management requirements are in place. In 2025, we strengthened our environmental supplier requirements by updating our audit grid to align more closely with ZDHC guidelines. When wastewater or sludge test results exceed ZDHC thresholds, suppliers must prepare a comprehensive Corrective Action Plan and Root Cause Analysis, followed by retesting in the next cycle. While our policies and 2CoC apply to all Tier 1 and Tier 2 suppliers, our enhanced ZDHC requirements apply specifically to wet processing facilities generating more than 15 m^3 of industrial wastewater per day, in line with ZDHC criteria. To support suppliers through these changes, we partnered with ZDHC to deliver training webinars in July and September, helping facilities access the ZDHC Gateway, arrange accredited testing, and generate ClearStream reports.

Hunkemöller also requires a verified Higg FEM from Tier 1 and Tier 2 suppliers. In 2025, 99 percent of Tier 1 suppliers and 67 percent of Tier 2 suppliers shared completed verification for their Higg FEM assessments. As part of the CoC requirements, the Air Emissions, Wastewater, Waste and Chemicals modules in Higg FEM must not score below 15 percent. If a facility does score under 15 percent, it is required to complete a CAP within 30 days of Hunkemöller receiving the verified results. The CAP should include a timebound plan outlining the actions that the facility will take to address the findings to ensure continuous improvement. The table below outlines the portion of suppliers that submitted verified Higg FEM reports and scored below our required threshold and, were therefore required to submit a Corrective Action Plan (CAP).

Suppliers issues Environmental CAPs 2025



We hope to reduce this through our due diligence actions outlined in this section, raising the score threshold which would require suppliers to submit CAPs in 2026.

In 2024, in order to increase environmental transparency and accountability in our supply chain, we signed up to use the IPE (Institute of Public and Environmental Affairs) platform to enhance our environmental due diligence along our Chinese supply chain. Hunkemöller began using IPE to monitor facilities in China and receives automated notifications should an environmental violation be recorded. If we are alerted to a violation, we take steps to reach out to the relevant facility, encourage them to be transparent and disclose the required environmental information, and support them in developing a remediation plan. In 2025, 0 environmental violations from our Chinese suppliers were reported through this platform.



Product Safety

Target 1: Testing 12 products a year by 2025.
Target 2: 100 percent of our textile materials are sourced from suppliers with OEKO-TEX® STANDARD 100 by 2025.
Target 3: Maintain RSL & REACH compliance rate on material and product level above 90 percent by 2025.

Product safety is central to Hunkemöller's operations, particularly because our lingerie, nightwear, and swimwear are worn directly against the skin. We are committed to ensuring all products are free from harmful chemicals, dyes, and finishes that could cause irritation or health risks, protecting consumers, workers, and our business from exposure to restricted substances. To achieve this, we maintain strict standards, training programmes, and control measures across our supply chain. All suppliers must comply with stringent legislation (including EU REACH) and meet OEKOTEX® STANDARD 100 requirements, which exceed many legal thresholds for skin contact textiles. In 2025, we extended the OEKOTEX® requirement to Tier 2 suppliers, resulting in certification coverage of 93,6 percent for Tier 1 and 79,5 percent for Tier 2 suppliers by year end. Our Product Compliance team monitors certification validity and engages suppliers to close any gaps. Chemical testing follows a risk-based approach that considers supplier performance, production processes, and product level risk. Testing is conducted by Hohenstein, an accredited third-party laboratory, and from 2026 onward Modint will support prioritisation of high-risk products for testing. In 2025, 12 chemical safety tests were conducted with no irregularities found; this will increase to 16 tests in 2026, with a broader focus on accessories and other higher risk items.

We regularly update our Restricted Substances List (RSL) in line with evolving legislation, AFIRM guidance, and best practice. RSL requirements are communicated to suppliers and verified through audits, testing, and ongoing engagement. Our Circularity and Waste Policy further outlines requirements for safe chemical handling, wastewater treatment, and hazardous waste management. We also follow the ZDHC MRSL, ZDHC Wastewater Guidelines, and Chemical Management System and are working toward becoming a ZDHC Contributor to strengthen oversight across our supply chain.

In cases where a product fails chemical testing or raises safety concerns, our Technical and Product Compliance teams immediately intervene. Products are withdrawn from sale, recalls are issued following the Chemicals Policy, and a root cause investigation is launched to prevent recurrence. Non-compliant products are responsibly disposed of through Remondis, which provides certification verifying proper and environmentally sound destruction. In 2025, one product was recalled for health and safety reasons (2024: 0; 2023: 3).

Beginning in 2026, we will discontinue reporting the KPI on maintaining RSL and REACH compliance above 90 percent at material and product level. This decision reflects overlap with more robust compliance indicators—such as supplier certification coverage, annual product testing, and tracking of complaints and recalls—which together provide a clearer and more proactive view of chemical safety performance.

Microfibre Pollution

Textile products shed microfibres throughout their lifecycle, contributing to pollution in water, soil, and air. Because industrywide methods to measure and assess microfibre impacts are still emerging, Hunkemöller currently has no quantitative emissions data. In 2025, we built internal awareness through targeted training for design, technical, and buying teams, and we continue to encourage wet processing suppliers to adopt mitigation technologies and wastewater capture systems in line with our Microfibre Policy. As a Friend of ZDHC, we monitor wastewater quality through ClearStream reports and expect to gain actionable insights once the new microfibre testing methodology developed by ZDHC and The Microfibre Consortium is finalised, supporting our goal to establish material specific shedding parameters by 2030.

Air Pollution

Target 1: Eliminate the direct use of coal as an energy source by Tier 1 and Tier 2 suppliers by 2030

Although air pollution is not a material focus to Hunkemöller, there is a significant crossover between air pollution, and the emissions intensity of our supply chain is. As a result, we have set a target to eliminate the direct use of coal as an energy source to support both the reduction of air pollution and reduction in our Scope 3 emissions within our supply chain (see section E1).

As coal remains a common boiler fuel source in parts of the textile industry, we have set this target to further manage our impact on air pollution. Note, in 2025, we updated this target from "eliminate coal from the entire supply chain by 2030" due to the below reasons:

- Not all coal usage across our supply chain is in our suppliers' or Hunkemöller's control, such as coal-powered national grids.
- The many indirect uses of coal in our supply chain, as well as the entire supply chain being in scope, meant that accurately reporting on this target would be extremely difficult.

The revised target allows us to track progress through verified Higg FEM assessments. We now consider "direct use of coal" to mean coal being burnt as an energy source or being used for steam generation. In 2025, based on suppliers who shared verified Higg FEMs, 99 percent of Tier 1 and 91 percent of Tier 2 suppliers reported no direct use of coal. In 2026, we will begin monitoring which coal-using suppliers have a coal phase out plan.

Sustainable Dyeing

Target: 10 percent of our materials will incorporate sustainable dyeing practices by 2030

In 2025, the definition of sustainable dyeing was finalised. Hunkemöller considers sustainable dyeing practices to include Dope dyeing, digital printing, natural dyeing with certified organic inputs, cold pad batch dyeing with low-impact dyes, enzymatic dyeing, waterless dyeing, ultrasound and plasma dyeing, and ozone and UV dyeing. These techniques are considered sustainable as they reduce water and chemical usage. As this is a new target, the exact methodology for its calculation and reporting has not yet been finalised. An initial investigation into current techniques used for Hunkemöller products began in late 2025 and we hope to investigate piloting sustainable dyeing practices with some strategic dyehouses.

As this is a new target, the exact methodology for calculating and reporting progress has not yet been finalised. The KPI has however shifted from "products" to "materials", as measuring at the material level provides more accurate data and aligns with how suppliers operate. We are currently exploring how this data can be captured in internal systems to enable accurate reporting.

To understand the current landscape and future opportunities, we sent out a survey in late 2025 to identify which sustainable dyeing techniques are already applied to Hunkemöller products and available within our supply chain. The survey results have been analysed, and in the coming year we aim to finalise plans for piloting sustainable dyeing practices with selected strategic dyehouses.

E2-3 Targets Related to Pollution

See SBM-1 for our full list of pollution-related targets. Details on pollution-related actions and 2025 progress can be found in sections E2-2 (see page 44).

E2-4 Pollution of Air, Water and Soil

Note: our DMA found only pollution of water to be a material sub-topic and, as a result, the following only relates to water pollution. In our risk assessment, pollutant emissions at different stages of our value chain were identified, and most sources were found in our supply chain, rather than in our own operations. However, Hunkemöller is currently unable to quantify and disclose its pollutant and/or microplastic emissions to air, water and soil. The reasons are outlined below:

- Fragmented and globalised supply chains, often located in regions with limited environmental oversight
- Inconsistent application of emission estimation methodologies, such as mass balance, direct sampling, and emission factors.
- Lack of standardised and reliable data, particularly outside the European Union, which hinders traceability and comparability.

Until harmonised methodologies are available, Hunkemöller prioritises alignment with emerging EU standards over developing proprietary estimation approaches, to ensure future comparability, auditability, and regulatory compliance.

The data on pollutants emitted by our suppliers we receive through ZDHC ClearStream reports and Higg FEM assessments is not only limited to Tier 1 and Tier 2 suppliers but also concerns the supplier as a whole and not Hunkemöller-specific products and processes. As a result, we are unable to produce science-based, or proxy estimates with sufficient confidence. We believe that the most effective way to mitigate these environmental impacts is through enhanced chemical and process management, and by fostering collaboration across the industry to develop and adopt standardised, transparent, and scalable methodologies for emissions tracking.

E2-5 Substances of Concern and Substances of Very High Concern

Substances of concern may pose risks to both human health and the environment. These substances are often present in chemical formulations used throughout our supply chain. Safety Data Sheets (SDS), which are intended to disclose such substances when concentrations exceed 0.1 percent, are a key tool for transparency. We verify that our suppliers are properly managing and disposing of all substances according to legal requirements and our Chemicals Policy through internal and external audits and reports shared through the ZDHC Gateway. More information on these actions is shared under section E2-2. We ensure that our products do not contain any substances of (very high) concern through an RSL, product due diligence testing, and mandatory OEKO-TEX® STANDARD 100 verification for all textile goods at Tier 1 and Tier 2 levels. Our DMA, conducted by a third-party, did not find substances of concern and very high concern to be a material topic for Hunkemöller as no processes using these substances were identified in the value chain and lingerie manufacturers were deemed to prioritise comfort, safety and skin-friendliness, hence avoiding these substances even if not subject to specific regulations. While Hunkemöller has policies and processes in place to ensure these substances are properly managed in the manufacturing stages and tests to ensure these substances are not found in end-products, no separate risk assessment or quantification of these substances has been carried out.

E3 WATER AND MARINE RESOURCES

One of the pressing environmental challenges facing the textile industry is its considerable water footprint. As a fashion brand, we inevitably use a significant amount of water in our processes like dyeing, finishing, fabric treatment, and cultivation of natural fibres. These processes can deplete groundwater reserves and lead to contamination, thereby exacerbating water scarcity. For this reason, water stewardship is a major focus and priority as part of our larger sustainability journey. Beyond environmental concerns, water-related challenges intersect with social risks, since water available for drinking, sanitation, and agriculture can be compromised.

At Hunkemöller, we use water at many stages of our value chain – from the generation of raw materials (such as growing cotton) and wet processes in production to our own operations and customer use. Cotton agriculture and wet processing both use significant amounts of water and can contribute to water scarcity in communities near manufacturing hubs, which in turn disrupt livelihoods and causes disruptions in supply. Chemical use can contaminate water supplies and pose potential risks to humans and the environment. The functioning of offices, retail outlets, warehousing and logistics also use water. Throughout the life cycle of our products, we therefore need to think about water extraction, water use, and water discharge, as well as how our activities, and the activities of our partners, may impact human and environmental health. Hunkemöller has not adopted policies or practices related to sustainable oceans and seas since no known processes associated with our products extract from or discharge into oceans or seas.

SBM-3 Water and Marine Resources and Material Impacts, Risks and Opportunities (IROs)

Hunkemöller does not rely on marine resource extraction or discharge wastewater into the ocean, but water remains a material topic for us due to the significant water use and water related impacts within our supply chain. Key water related material issues include water consumption, withdrawals, discharges, pollution, sanitation, and resource use. Our risk assessment identified overextraction and water pollution as the main industry risks, and we mapped our Tier 1 and nominated Tier 2 facilities against WWF's Water Risk Map to understand our exposure.

Because water use in our own operations is limited to nonindustrial activities in stores, headquarters, and distribution centres, most impacts, risks, and opportunities arise in the supply chain. Our water strategy therefore focuses on supplier engagement and prioritising areas where we can drive the greatest change. We use tools from organisations such as ZDHC and Cascale, and collaborate with NGOs like Solidaridad and with facilities directly to identify site specific risks.

Wet processes, particularly dyeing and finishing, pose the highest risk due to intensive water use and the potential for wastewater pollution. Many of our Tier 2 wet processing facilities are in high water scarcity and high-water quality risk regions such as Bangladesh and China, so water stewardship efforts are prioritised at this level. We also recognise the link between water risks and our preferred materials strategy. While increasing the use of natural fibres supports our decarbonisation goals (see E1-1 and E5), fibres like cotton require significantly more water, underscoring the need to balance environmental trade-offs across our sourcing decisions.

SBM-3 WATER AND MARINE RESOURCES MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)

SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Water Consumption	Wet processing uses significant amounts of water. This can contribute to water scarcity in communities near manufacturing sites, pose health risks to communities and disrupt livelihoods.	Negative Impact	Actual	N.A.	Upstream	No change ↔
Water Consumption	Understanding water risks throughout the value chain and sharing challenges and solutions with other, co-located sectors can help protect, manage and restore water resources.	Oppor-tunity	Long-term	N.A.	Upstream	Increase ↑
Water Withdrawal	Decreasing water availability in production areas could also result in higher prices, broader quality and availability challenges.	Risk	Long-term	N.A.	Upstream	No change ↔
Water Withdrawal	Water withdrawal could lead to reduced water availability for local communities.	Negative Impact	Actual	N.A.	Upstream	No change ↔
Water Discharge	• Our suppliers can potentially release pollutants into nearby water sources, such as rivers, lakes, and oceans, contaminating water and affecting water quality and harming aquatic life. • Pollution of water can also do damage to living conditions for local communities.	Negative Impact	Actual	N.A.	Upstream	No change ↔
Water Discharge	• Increased and stricter regulation and policy relating to water use could result in increased cost for suppliers and/or fines for non-compliance. • Reputational risks linked to sourcing water-thirsty crops from water-stressed areas, especially where there is community impact and/or risks linked to claims related to damage of living conditions by local communities due to improper water discharge.	Risk	Long-term	N.A.	Upstream	No change ↔

E3-1 Policies Related to Water

Hunkemöller's Water Stewardship Policy is built on two pillars - protect and reduce - aimed at preserving water quality and improving water efficiency across our supply chain and own operations. The policy outlines our commitments to valuing water throughout the value chain, minimising our overall water footprint, protecting and

restoring ecosystems, supporting access to water, sanitation and hygiene, and promoting strong water governance. To reduce our impact, we work with suppliers to improve water management practices, encourage responsible and legally compliant water abstraction, and promote water recycling and reuse at production sites. We do not currently distinguish between areas at water risk in this policy.

Our ambition is to reduce absolute water consumption and use water in an efficient way to minimise our negative impact on the environment and contribute to the preservation of freshwater resources globally. We integrate water management across all stages of the production process and aim to encourage our suppliers to adopt responsible water management practices by promoting the continuous reduction of water consumption, providing technical advice and guidance to suppliers and supporting various water management and conservation measures. We expect our suppliers to comply with the following:

- Water abstraction from either surface or ground water must follow local regulatory requirements and approved by the respective authorities.
- Illegal water intake is not allowed.
- Water extraction and consumption must be responsible.
- Water recycling and reuse in production sites are highly encouraged.

Our Water Stewardship Policy includes actions associated with water use, such as the identification, assessment and management of material water-related impacts, risks and opportunities in the value chain, prioritisation of using recycled water and alternative sources, and the reduction of water withdrawal and discharge at every stage of the value chain. We pay special attention to potentially hazardous chemicals and other pollutants, and waste generated in the value chain. In this regard, we promote responsible practices for water withdrawal and discharge that positively impact water quality, and we consider potential chemical pollution throughout the life cycle when designing products and processes, and to explore improvements in treatment technologies. The product design phase covers water management considerations by using preferred materials, including organic, recycled, and other third-party-certified cotton such as Better Cotton – which provides farmers with a comprehensive framework for using water in a way that improves yields while conserving resources for them and their community.

Effective chemical management is essential to ensure the safe use and reuse of textile materials. This involves preventing the release of hazardous substances and microfibres into water during both production and consumer use. We are committed to protecting people and the environment by reducing pollution and eliminating harmful discharges into water and soil throughout the manufacturing process. In 2025, we updated our Environmental Strategy, including our Water Stewardship Policy, to include our additional ZDHC-related requirements and guidance. For more details regarding our Chemicals and Microfibre Policies, please refer to section E2-1. Finally, we are working to increase the share of recycled and sustainably sourced materials that protect rather than deplete nature.

E3-2 Actions and Resources Related to Water

In 2025 we carried out another water risk mapping exercise based on WRI Aqueduct 4.0, for both our own operations and our supply chain, through data received through Higg FEM assessments. Since the highest risk of water pollution and biggest consumption is in our supply chain, our actions have focused there – on our Tier 1 and Tier 2 suppliers, specifically those with wet processing. We have begun monitoring whether suppliers are in a high water-risk location. In 2025, 49 percent of wet processing suppliers who shared their Higg FEM assessment with us were in high water risk locations. Moving forward, we hope that these insights can be used to establish a risk-based mitigation and adaptation plan.

The Higg FEM is not only used to monitor water risk across our supply chain but also used to assess the water and wastewater practices in place at the facilities and support the monitoring of compliance with legal requirements. In 2025, no Tier 1 or 2 suppliers who shared completed verified Higg FEM assessments scored below 15 percent for the Water module indicating that, based on Higg FEM scoring, most suppliers demonstrate a basic level of water process management. In 2026, we will raise the CAP threshold for water to 40 percent to help drive further improvements in water management. Regarding the Wastewater module, 4 percent of Tier 1 and 6 percent of Tier 2 suppliers scored below the 15 percent threshold. While there is room for improvement, ~95 percent of our Tier 1 and

2 suppliers are managing their wastewater effectively. To drive further improvements in wastewater management, we have also increased the wastewater threshold to 25 percent in 2026. Section E2-2 can be referred to for more information regarding our ZDHC journey, as well as our due diligence actions including (virtual) factory visits and the Chinese Institute of Public & Environmental Affairs (IPE) platform, which we rely on to ensure that facilities are following the water management guidance set out in our Water Stewardship Policy.

While we currently do not have visibility of our Tier 4 suppliers, they may contribute significantly to water consumption and pollution, particularly in the case of natural fibres where water is used for cultivation and chemicals may be applied as pesticides or fertilisers. The lack of visibility means that we cannot monitor these suppliers as described above; however, we can minimise our negative impact through our material choices. Opting for recycled or organic fibres can help to minimise pressure on ecosystems. In 2025, preferred materials accounted for 17 percent of our total material use by weight. More information on our resource use can be found under section E5.

Better Mills Initiative

We also foster strong relationships within the sustainability community and among peers, and engage openly with stakeholders to provide technical advice and guidance, promoting sustainable practices along our supply chain. We collaborate with our Tier 1 and Tier 2 wet processing suppliers to implement best practices for water management. An example of this is the Better Mills Initiative, a multi-stakeholder project collaborating with other brands, Solidaridad, and a Tier 2 wet processing facility in our supply chain located in Bangladesh. Following Phase A, we began Phase B in 2025. The project focuses on water and chemical management, and provides training on greenhouse gas accounting, setting Science-Based Targets, and developing a decarbonisation strategy. The water and chemical specific trainings provided to the facility covered the following topics:

- Science-Based Targets Network and setting science-based freshwater targets
- Water stewardship concepts
- Water footprinting and risk mapping
- Tools for water balance, leak detection, and metering
- ZDHC compliance and Chemical Management System framework
- Best practices for storage, handling, and disposal of hazardous chemicals
- Chemical footprint reduction
- Wastewater management

The facility has also received support in developing policies, implementing emission reduction and chemical management measures, and creating action plans to address findings throughout this project. In 2026, we hope to take key learnings from the Better Mills Initiative project and share the best practices with wet processing facilities across our supply chain.

E3-3 Targets Related to Water

All supply chain related water targets can be found in section E2-3. As our risk and Double Materiality Assessments did not identify water consumption as a high-risk topic within our own operations, we are prioritising target setting where we can have the greatest impact: in our supply chain. Nonetheless, we continue working to improve visibility of water consumption across both supplier facilities and Hunkemöller's own operations.

E3-4 Water Metrics

Hunkemöller's own operations do not involve water intensive activities, as our offices, stores, and distribution centres have relatively low water demand. We track water use at these facilities through meter readings and utility bills, and where data is unavailable, we apply extrapolations based on the floor area of comparable sites. Measurement and data collection of water usage is managed by Retail Operations. Data consistency and completeness is reviewed by ClimatePartner when calculating our carbon footprint. In 2025, water consumption across our headquarters, distribution centres, and stores amounted to 29,161 cubic metres, based on these extrapolated calculations.

WATER CONSUMPTION & RISK RATING FOR HUNKEMÖLLER OPERATIONS			
COUNTRY	SCORE	BASELINE WATER STRESS	WATER CONSUMPTION (M3)
Austria	0,3	Low	1.159
Belgium	4,4	Extremely High	2.563
Denmark	1,0	Low	1.627
France	1,9	Low-Medium	396
Germany	2,0	Medium-High	12.694
Luxembourg	2,9	Medium-High	246
Netherlands	1,6	Low-Medium	6.238
Norway	0,2	Low	575
Spain	3,9	High	697
Sweden	0,8	Low	2.677
Switzerland	0,4	Low	289

Water Consumption in our Supply Chain

The ESRS defines water consumption as water withdrawn but not returned to the environment—for example, water that evaporates or is incorporated into products. In Hunkemöller's value chain, this form of consumption is minimal because nearly all water used in production processes is discharged after treatment, making water withdrawal a more representative metric for assessing our impacts under ESRS E3.

In 2025, we expanded our data monitoring relating to water to include both Tier 1 and Tier 2 suppliers. With this expanded scope, in 2025, 53 percent of Tier 1 and 2 suppliers who provided a Higg FEM assessment or provided exemption data were considered high water risk facilities based on WRI Aqueduct Tool and the WWF Water Risk Filter.



E4 BIODIVERSITY AND ECOSYSTEMS

Hunkemöller's Double Materiality Assessment identified biodiversity and ecosystems as not material to our strategy and business model, primarily due to the limited use of natural fibres in our product portfolio and the absence of direct operations impacting ecosystems. While not material, we recognise that biodiversity-related impacts may arise indirectly through our value chain. These potential impacts are managed through existing policies, including our Climate Policy, Biodiversity Policy, Deforestation Policy, and Materials Manual, which support responsible sourcing and environmental risk mitigation.

We monitor biodiversity-related risks through our broader risk management processes, supplier engagement, and evolving regulatory developments. The materiality of biodiversity will be reassessed periodically or in response to significant changes, including:

- Increased use of natural or nature-derived materials
- Changes in regulatory requirements (e.g. EU Deforestation Regulation)
- New insights from stakeholder engagement or value chain mapping

Based on the current assessment, no specific targets, actions, or transition plans have been established for biodiversity.



E5 RESOURCE USE AND CIRCULAR ECONOMY

Hunkemöller recognises that the apparel industry depends heavily on natural resources, and that raw materials, packaging, and waste are the most material circularity topics for our business. Our resource use has environmental impacts from extraction through end-of-life, so we work to mitigate these by increasing resource efficiency, expanding our use of preferred materials, extending product lifespan, and strengthening waste management across our value chain. This approach not only reduces our environmental footprint but also improves the long-term resilience of our business model.

IRO-1 Material Resource Use and Circular Economy-Related Impacts, Risks and Opportunities

As a brand selling physical products and packaging, Hunkemöller generates both direct and indirect waste streams, which result in negative environmental and social impacts. The associated risks and opportunities have been identified and analysed through internal workshops, as part of our DMA process, Hunkemöller's internal risk assessment, and investigating industry-wide trends.

While the subject of resource use and circular economy presents many opportunities and risks to Hunkemöller, we recognise that there are many interconnections between the two. The Double Materiality Assessment identified more opportunities than risks on this topic, as there is growth potential in the sustainable fashion market for which more innovative materials are becoming mainstream. However, there were many dependencies identified. The increasing EU legislation on circularity requires systems and technologies in place to support the recycling of our products. Moreover, the switch to preferred materials may impact product margins.

SBM-3 – RESOURCE USE AND CIRCULAR ECONOMY MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)						
SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Resource Inflows	The apparel industry is heavily dependent on the use of resources, both renewable and non-renewable, which has adverse environmental impacts.	Negative Impact	Actual	N.A.	Upstream	No change ↔
Resource Inflows	Upcoming regulations, such as ESPR, may require the use of materials (i.e., those with high recycled content) that could become scarce, making it more difficult to source suitable alternatives. Also, the costs of materials (plastic / other alternative packaging materials) could increase due to high demand, impacting our business performance.	Negative Impact	N.A.	Midterm	Upstream	No change ↔
Resource outflows	Currently, the lack of a circular economy ecosystem and supporting infrastructure in the apparel industry means that products may have no viable circular end-of-life solution and ultimately become waste.	Negative Impact	Actual	N.A.	Upstream	No change ↔
Resource outflows	• Our suppliers can potentially release pollutants into nearby water sources, such as rivers, lakes, and oceans, contaminating water and affecting water quality and harming aquatic life. • Pollution of water can also do damage to living conditions for local communities.	Risk	N.A.	Longterm	Upstream & Downstream	Increase ↑
Resource outflows	The adoption of circular strategies can reduce global land use change, waste and production costs, while lowering our carbon footprint. It can also strengthen customer loyalty. Moreover, strong environmental performance, characterised by lower greenhouse gas emissions and improved climate change resilience, can enhance access to capital availability (e.g. green financing), strengthen market evaluation, and increase employer attractiveness.	Oppor-tunity	Long term	N.A.	Upstream	Increase ↑
Waste	Non-circular products and materials may lack durability, reusability, repairability, which can lead to over-consumption of resources and excessive waste generation. Stricter waste management requirements may also result in higher operational costs for our suppliers.	Risk	N.A.	Midterm	Upstream	No change ↔

E5-1 Policies Related to Resource Use and Circular Economy

Resource management is an important topic to us as it is our aim to reduce our dependence on virgin materials, ensure regulatory compliance, and foster a culture of continuous improvement in environmental stewardship. Our sustainability policies are interrelated to guide the adoption of a business model that focuses on the use of lower-impact raw materials as opposed to conventional ones, as well as circularity, recyclability, durability & repairability, waste prevention & management, to reduce the impact on society and the environment. Circularity is a complementary component of our SBT journey which we aim to achieve through three primary decarbonisation levers: material substitution, energy and circular business models.

Our Waste Reduction and Circularity Policy establish unified standards for managing circularity and waste within our operations and aims to support the transition to a fair, sustainable and circular economy. It informs and guides our business partners on minimum environmental and ethical practices to ensure that the products we sell meet sustainability-related regulatory requirements, as well as our own. The policy covers both upstream and downstream activities and focuses on circular products, circular business models, and end-of-life. On the product side, the policy considers the transition away from virgin resources by increasing the use of recycled content. We aim to scale the use of recycled content, focusing primarily on polyamide and polyester. Our Material Manual, an informative document providing key information and guidance on preferred materials, will enable both Hunkemöller employees and suppliers to understand and meet Hunkemöller's high material standards. Our Material Manual includes our general standpoint on shifting away from non-renewable resources and mainly covers raw material production and expectations when sourcing sustainable materials. It also includes material specific requirements since the sourcing of materials requires due diligence processes at supplier level to ensure that any risks are identified and addressed. In addition, the manual is complemented by two dedicated matrices: one for animal-derived materials and one for non-animal-derived materials. These matrices rank all materials into five categories: Avoid, To Be Phased Out, Conventional, Responsible, and Innovation. Within Hunkemöller, only materials classified as Responsible or Innovation are considered as preferred materials.

E5-2 Actions and Resources Related to Resource Use and Circular Economy

Our ambition is to decouple growth from resource extraction by keeping products and materials circulating at their highest value. Our sustainability strategy covers our aim to progress towards a circular economy model that transforms waste into resources and that promotes lengthening the life of our products. Not only is circularity a transformative aspect in our company and industry, but it represents an opportunity to improve our long-term resilience and efficiency. That is why we endeavour to integrate it at every level of our organisation, from design and production processes to managing our stores, logistics and offices. To achieve this, we are committed to innovation in materials, production processes and the use and end-of-life of our products. We base this innovation on collaboration with stakeholders from different sectors and social organisations.

To advance this transition, our goal is to collaborate across the apparel industry, work to reduce waste and pollution by optimising our production and resource use and scaling circular business models and solutions across our value chain, increase the use of recycled and responsibly sourced materials, and support approaches that regenerate nature. Because circularity begins with design, we launched internal workshops in January 2026 to lay the foundational knowledge across the product teams to encourage circular design.

In 2025, raw materials and packaging accounted for 26 percent of our Scope 3 SBTi target emissions. We are working to reduce this impact through opting for preferred materials where possible and by reducing unnecessary material use, particularly across our packaging. In 2025, 17 percent of our products and 67 percent of our packaging were made of preferred materials by weight. See E5-3 for more detail.

To ensure the chain of custody of preferred materials for accurate reporting, we have also been focusing on the traceability of materials, supply chain transparency and data availability. We have worked to continuously improve our IT infrastructure and build on our foundational capabilities to create more transparency down the supply chain at component level and improve data accuracy.

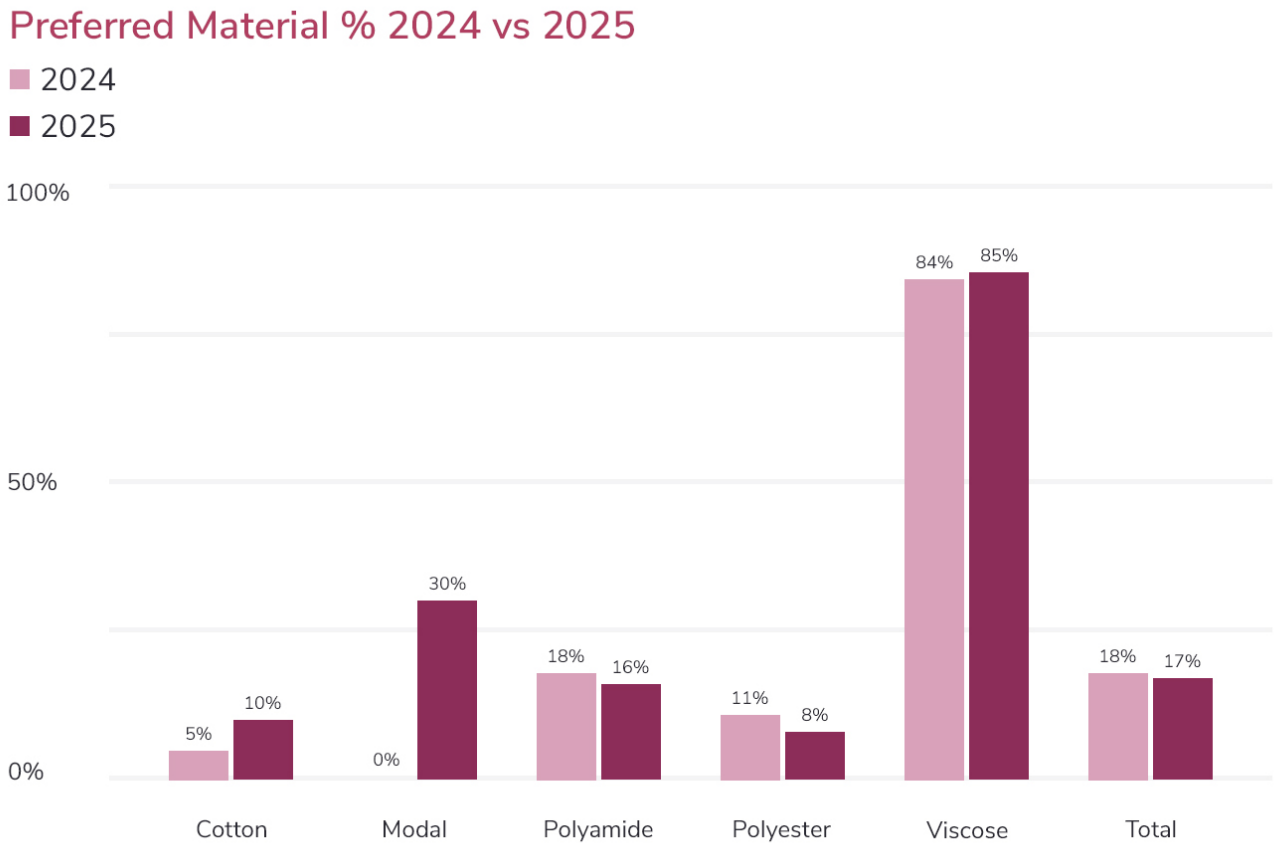
Regarding the end-of-life management of textiles, particularly lingerie, we still face significant challenges in achieving true fibre-to-fibre recycling. Although the concept of a circular textile economy is gaining traction, practical implementation, especially for complex items like lingerie, has not kept pace. This is due to factors like material complexity (blends, elastics), lack of efficient sorting and recycling technologies, and underdeveloped infrastructure. We will continue to explore the landscape in detail to further our understanding and develop solutions within the circular economy. This will also help our customers to purchase and wear apparel with a lower environmental impact, while feeling more informed about their choices. We are part of compliance schemes such as UPV, who support brands by researching end-of-life solutions and implementing take-back schemes. We also design and develop our products to be as durable and long-lasting as possible.

E5-3 Targets Related to Resource Use and Circular Economy

Product

Target 1: Preferred textile materials will make up 45 percent of materials by weight by 2028.
Target 2: Have at least 15 percent of our products made from a single material, rather than blends, by 2028.
Target 3: Have at least 50 percent of polyamide and polyester recycled by weight of which 40 percent is post-consumer by 2028.
Target 4: 50 percent of our products will be sourced through vertical sourcing by 2030, where a minimum of 50 percent of materials will be local.

In 2025, 17 percent of our materials were recycled by weight. In 2025, our preferred materials used in our products decreased slightly (from 18 percent to 17 percent). This however, means we are not on track to meet our 2028 target. To get back on track, in 2026, an eco-design strategy will be developed to help drive the increased sourcing of preferred materials while also considering price and quality. In 2025, 13 percent of our total polyamide and polyester were recycled. We want to increase the proportion of our products made from single materials to make it easier for them to be recycled at the end-of-life stages. In 2025, 16 percent of our products purchased were made of one material.



The production of our collections draws on finite resources; from the water needed to grow cotton to the energy used to make synthetics. As a result, securing lower-impact raw materials is core to our strategy and a key lever to meeting our Science-Based Targets. We define preferred materials as fibres with a demonstrably reduced environmental and social impact versus conventional options, per our Material Manual. We focus on our four key fibre groups: cotton, polyester, polyamide (nylon), and man-made cellulosic fibres (MMCF). Preferred material claims must be verified by third-party standards: primarily GRS (for recycled content, chain of custody, chemical and social criteria) and RCS (for products that contain at least 5 percent recycled material). We also use branded lower-impact fibres including EcoVero™ (Lenzing™ AG) viscose, ECONYL® recycled nylon, TENCEL™ (Lenzing™ AG) Modal, and REPREVE® (Unify) recycled polyester. In 2025, 100 percent of our preferred materials carried product certifications.

Polyester & Polyamide (Nylon)

Polyester and polyamides makes up the bulk of Hunkemöller's material use and carbon impact. To reduce our reliance on virgin resources, we aim to steadily increase our use of recycled polyester and nylon. The main barriers to adopting more recycled polyester and nylon in our collections are price premiums and limited textile-to-textile recycling capacity. As a result, we still rely on polyester made from plastic bottles such as REPREVE®, as well as pre-consumer recycled polyamide sourced from factory offcuts and industrial PET waste with the latter not being considered a preferred material. We see textile-to-textile recycling solutions such as the use of chemically recycled polyester as a key enabler to closing the material loop and meeting our preferred material targets. Additionally, to reduce our reliance on synthetics derived from non-renewable sources, we will explore new alternatives sourced from bio-based materials.

MMC Fibres (Viscose/Modal/Lyocell)

MMC fibre production is energy- and chemical-intensive and can contribute to deforestation and biodiversity loss if pulp is not responsibly sourced. We therefore prioritise preferred MMC fibres such as Lenzing™ EcoVero™ (EU Ecolabel certified, sustainable and controlled wood and pulp sources) and TENCEL™ Modal (closed-loop process that recycles water and solvents). These fibres are traceable through value-chain fibre identification technology, which can be integrated with blockchain platforms for added transparency across both production and distribution.

Cotton

Conventional cotton farming and production processes are more water and chemical intensive and as a result, holds higher social and environmental risks. As a proud member of Better Cotton, we support farmer training on water stewardship, soil health, reduced hazardous chemicals, and workers' rights via the mass-balance system (driving farm-level improvements rather than product-level content claims). In 2025, most of our cotton sourced was Better Cotton. However, as the cotton is not traced at product-level nor is the cotton organic, it is not considered a preferred material by Hunkemöller. As a result, we are expanding to more sustainable natural alternatives in 2026. To support this transition, in December 2025 we ran an internal workshop with design, buying, and technical teams to align on our forward-looking cotton strategy and discuss preferred alternatives.

Packaging

Target: Reduce consumer & non-consumer packaging waste by 25 percent by 2030 from a 2024 baseline.

In 2025 consumer packaging (product and e-commerce packaging) decreased by 6 percent from 2024 and non-consumer packaging (logistics packaging) decreased by 6 percent from 2024. Note, the 2024 baseline has been re-adjusted as Ecom-packaging waste was not fully captured in 2024 and as a result, was understated.

This reduction was largely driven by the reduction in our number of stores which in turn required a lower product volume. However, in 2025 we have taken additional action to reduce our consumer and non-consumer packaging. For example, as part of the rebranding project, we approved a new price tag design that now includes the specific bra shape. This eliminates the need for a separate shape tag. We will retain the small round size disc, as it continues to support store staff and customers in quickly identifying the correct size. The new price tag is produced on FSC Mix–certified material. In addition, we have begun testing and developing a business case to minimise the use of single foil polybags in our stores and e-commerce orders in the future.

We are also taking steps to reduce and optimise our packaging throughout our operations. One way we have achieved this is by reducing packaging through improved container utilisation for inbound shipments, reaching 80 percent utilisation in 2025. We continue to explore opportunities to optimise transport packaging to minimise empty space and reduce dependency on new packaging materials. Simultaneously, we are working on strategies and operations that minimise emissions including consolidating shipments, standardising packaging sizes and minimising air freight.

Increasing Recycled Packaging Materials

In addition to our waste reduction target, we have also set internal guardrails to ensure we are prepared for upcoming PPWR legislation. These guardrails relate to increasing the proportion of recycled packaging materials, reducing our use of virgin plastic, and reusing packaging materials where applicable.

Our packaging consists of 53 percent paper materials, with 56 percent made from recycled content. Hunkemöller aims to reduce the environmental impact of packaging by minimising its use, lowering total packaging weight, and increasing the share of preferred materials. During the rebranding of our packaging, we set the minimum requirement for paper packaging as FSC Mix certification. However, we prefer sourcing FSC 100 percent materials, and our most preferred option is FSC Recycled. This hierarchy is actively applied throughout the ongoing packaging rebranding work, including updates to hosiery packaging, bra accessory boxes, and sock headers. For plastic packaging, our focus is on removing unnecessary components wherever possible and replacing virgin plastic with recycled alternatives when removal is not feasible. For the wood-based raw packaging materials we use, such as wood or pulp, we aim to source from certification programmes and initiatives, such as FSC, PEFC, that ensure they come from responsibly managed forests.

Plastic packaging represents 38 percent of our total packaging, of which 97 percent is recycled plastic. As part of our companywide rebranding, we strengthened sustainability criteria across our updated label portfolio. In 2025, we approved new woven labels made from 100 percent recycled satin polyester, transitioned all care labels to 100 percent recycled polyester, and updated heat transfers to contain 70 percent recycled PET.

Online packaging, including garment polybags, is also part of our reduction efforts. Polybags are necessary for product protection, but they carry a high carbon footprint when made from virgin plastic. In 2025, ~99 percent of our garment polybags shipped from the supplier were made from certified recycled plastic.

In line with phasing out virgin plastics, in 2025, we have transitioned to security seals supplied by our nominated partner, made from recycled polyester (rPET) and recycled ABS, replacing locally sourced virgin plastic kimballs. In addition, to further reduce our use of virgin plastic, we examined whether hygiene strips for swimwear are legally required. While they are not mandated by law, many wholesale partners continue to require them to manage hygiene concerns and customer returns. We will therefore retain hygiene strips while exploring more sustainable material options that meet our performance and environmental standards. We recognise that the adhesive used on hygiene strips poses challenges for recyclability. Nevertheless, we want to ensure that the face stock material is more responsible than virgin plastic, helping to reduce the overall environmental impact of material inputs. Final approval of the new hygiene strips will take place in 2026.

All plastic hangers in 2025 in the Netherlands, Germany and Belgium are collected and fully recycled into new hangers; in calendar year 2025, this amounted to 134.185 kg of recycled plastic hangers.

Waste Management

Target: Reduce HQ waste by 5 percent annually up to 2030 from a 2025 baseline

Hunkemöller focuses on reducing waste by minimising product and packaging waste in our own operations, managing textile offcuts and chemical waste in the supply chain, and supporting textile collection programmes. Although we had no formal waste-reduction targets in 2025, waste streams are monitored locally to ensure compliance, and we work to reduce waste in our logistics and omnichannel operations by increasing carton fill efficiency, lowering waste in e-commerce returns processing, and reducing foliage. We prevent products from becoming waste by selling excess stock through outlets, redirecting B-stock to third parties, and managing unusable C-stock responsibly via Overstock Solutions. In line with the upcoming ESPR ban on the destruction of unsold goods, we are engaging with internal stakeholders to ensure accurate monitoring of all B- and C-stock.

In the supply chain, factories generate hazardous and non-hazardous waste, which must be safely labelled, stored, and handled. All facilities are required to contract authorised waste collectors and maintain appropriate storage to prevent leaks and environmental contamination.

E5-4 Resource Inflows

The material resource inflows used in our own operations and upstream value chain are raw materials, packaging materials, and water:

- Raw materials used to produce our products include materials originating from agriculture and forestry, as well as chemicals which may originate from fossil fuels.

- Packaging materials include plastic, paper and board and glass, and both virgin and secondary materials (materials that are derived from the recycling of primary materials which are reprocessed and then reused).
- Water is used for our manufacturing processes.

Hunkemöller's product portfolio includes apparel, accessories, and cosmetics, all produced by independent manufacturing partners, as we do not purchase significant volumes of materials or components directly. Our main resource inflows consist of the materials used in our products and packaging, which we calculate using product weight and material-composition data. To minimise the impact of these inflows, we are increasing our use of preferred and certified materials.

Products are packaged at the factory to protect them from humidity and dust, using paper-based materials or recycled low-density polyethylene polybags, and transported in corrugated paper cartons. We prioritise lower-impact packaging options, such as FSC- or PEFC-certified paper and recycled plastic. Our materiality assessment identifies materials used in both products and packaging as our most significant resource categories. The inflow breakdown is based on data and extrapolations from our carbon-footprint methodology, which uses purchased-goods information, material specifications, and direct supplier data. We acknowledge that this methodology differs slightly from our internal material-tracking approach and are working toward full alignment.

The tables below collectively represent Hunkemöller's resource inflows (materials, packaging) and outflows (products and waste streams) in line with ESRS E5 disclosure requirements.

PACKAGING GROUP AND MATERIAL	SUM OF WEIGHT [t]	SHARE OF TOTAL PACKAGING WEIGHT
Hangers	238,7	
Recycled hanger (plastic)	214,4	10,5%
Virgin hanger (plastic)	24,3	1,2%
Labels	21,7	
Thermal	1,8	0,1%
Fabric	19,4	1,0%
Paper	0,5	0,0%
Pallet	121,5	
Wood	121,5	6,0%
Paper/Carboard	1.074,4	
Recycled paper/cardboard	603,7	29,7%
Virgin paper/cardboard	470,7	23,3%
Polybags	543,2	
Recycled polybags	541,8	26,7%
Virgin polybags	1,4	0,1%
Other	33,2	
LLDPE	2,0	0,1%
PP	5,4	0,3%
Misc.	25,8	1,3%

PRODUCT MATERIAL	SUM OF WEIGHT [t]	SHARE OF TOTAL PRODUCT WEIGHT
Polyamide	819,7	32,1%
Polyester	417,1	16,3%
Cotton	287,0	11,2%
Elastane	204,0	8,0%
LENZING™ ECOVERO™	183,3	7,2%
High Carbon	161,7	6,3%
Recycled Polyamide	152,0	5,9%
Modal	90,9	3,6%
Other	55,4	2,2%
Recycled Polyester	38,7	1,5%
LENZING™ Modal	38,1	1,5%
Viscose	33,2	1,3%
Organic Cotton	32,7	1,3%
Plastic	12,9	0,5%
Cashmere	9,2	0,4%
Bamboo Viscose	5,9	0,2%
Rubber	4,3	0,2%
Polyurethane	3,6	0,1%
Thermoplastic Rubbers	2,1	0,1%
Silicone	1,0	0,0%
Linen	0,7	0,0%
Eau de Toilette	0,7	0,0%
Metal	0,7	0,0%
Polyacrylnitril / Acryl	0,5	0,0%
Ethylene-Vinyl Acetate	0,5	0,0%
Sheep Wool	0,3	0,0%
Lurex	0,1	0,0%
Acetate	0,1	0,0%

E5-5 Resource Outflows

Resource outflows include consumer products; the packaging materials used to contain or protect them and waste materials. Packaging materials include plastic, paper and board, and glass. Our downstream value chain includes the use, reuse, resell, recycling, and disposal of our textiles and accessories. Along our downstream value chain, we have an impact on our customers and the communities we operate in as well as the environment through resource outflows and the generation of waste. Scaling systems which enable the recirculation of materials and infrastructure to better manage resource outflows is critical to ultimately decreasing our dependence on the extraction of raw materials and reducing our environmental footprint. At Hunkemöller, we are committed to taking actions to prevent, eliminate, or minimise our overall waste. Our sustainability strategy covers this aim and the need to progress towards a circular economy model that transforms waste into resources. The monitoring, handling, and categorisation of waste plays a crucial role in our transition to this circular model. However, we recognise that we are not yet at the level we aspire to. We currently have limited information available for a number of waste streams in our own operations, especially our stores. Collecting accurate, relevant, and verified data across all our waste streams is challenging because we depend on numerous external parties for this information. To gain a better insight into how we manage waste in our own operations, we are developing a waste management approach that examines governance structure, strategies to enhance and standardise our waste collection, tracking and monitoring procedures, and data accuracy for all the waste streams we handle. This will help us to set a better baseline, develop a target, and track progress. Regarding the waste hierarchy, our top priority is the elimination of waste in our own operations, since this is where we have direct influence. For our purchasing and merchandising operations, we are working to further optimise our assortment planning. Unsold merchandise as well as customer returns are currently partly resold and partly donated.

We are committed to keeping our packaging in use for as long as possible and reducing the amount of post-consumer packaging waste going to landfill. This requires us to redesign our packaging materials, improve their recyclability and work with industry partners on innovative solutions through new business models. In 2024, we further improved the reporting accuracy of our packaging waste. The waste that we generate in our own activities is managed by a third party. Currently, all waste data shown in the table below is based on the assumptions and extrapolations made when calculating our carbon footprint, based on a limited scope of actual data from our waste management services. We have taken steps to reduce our operational waste; for example we have gone paperless for all import documents to minimise paper usage.

WASTE STREAM	SHARE OF TOTAL WASTE CONSUMPTION [%]
Paper	54,0%
Hazardous Waste	0,0%
Plastic	3,9%
Municipal Waste	42,0%
Glass	0,0%
Biological and vegetal waste	0,0%

Disclosure Pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

Hunkemöller has assessed the applicability of the EU Taxonomy Regulation in line with current regulatory requirements and guidance under CSRD. Based on this assessment, none of the Group's activities are currently considered Taxonomy-eligible, and therefore no alignment assessment has been performed, as alignment can only be assessed for Taxonomyeligible activities. In accordance with Article 8 of the EU Taxonomy Regulation, Hunkemöller reports 0 percent Taxonomy-eligible and 0 percent Taxonomy-aligned turnover, CapEx, and OpEx.

Standard Article 8 reporting templates have not been included, as no activities were identified as Taxonomy-eligible. Hunkemöller will further align its disclosures with the prescribed template format as part of its ongoing CSRD implementation roadmap.

As a company expected to fall within scope under CSRD, Hunkemöller will continue to monitor regulatory developments, including updates under the EU Omnibus initiative, and reassess eligibility and alignment accordingly.



SOCIAL INFORMATION

Hunkemöller recognises its responsibility to respect human rights and the importance of managing the appropriate due diligence to fulfil this obligation as a business. We do this by striving to operate responsibly along the entire value chain, from raw material production to our own operations, by safeguarding the rights of our own employees and those of workers who manufacture our products through our (Two-Way) Code of Conduct, as well as by using our influence to bring about positive change wherever adverse human rights impacts are linked to our business activities. To fulfil our commitment to respecting human rights across our value chain, we have established a human rights due diligence process to continuously identify, prevent, mitigate, track, and account for actual and potential adverse impacts on human rights arising in our own operations, supply chain, and from other business relationships. We base our approach to human rights and due diligence on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Our work is aligned with fundamental human rights as stated in the International Bill of Human Rights and International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, as well as various other UN Conventions such as the United Nations Convention on the Rights of the Child and the United Nations Convention on the Elimination of Discrimination against Women. Regardless of where we operate, we do it with respect for human rights and ensure compliance with national law and international labour standards. The Hunkemöller Grievance Mechanism Rules of Procedure which can be found on our website, supports our culture by giving workers and stakeholders information about how to report misconduct and what safeguards are in place if they do so (see section S2-2 on page 91 for more information on our grievance mechanism).

Human Rights

In the first half of 2025, Hunkemöller submitted a Human Rights and Environmental Due Diligence Report to the German authorities and published it on its website to fulfil its annual public reporting obligation under the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettengesetz or LkSG). The Act, which became effective on January 1, 2023, regulates the responsibility of German companies to respect human rights in their global supply chains and calls on companies to identify, assess, and prioritise risks and address them by taking steps to minimise or eliminate adverse impacts. To the best of our knowledge and belief, we have aligned our internal due diligence processes and reporting systems to comply with the requirements of the LkSG, which seeks to strengthen human rights and environmental protection in the following areas: child labour, forced labour, discrimination, land grabbing, occupational health and safety, the right to fair wages, the right to form unions, and environmental violations.

We are committed to cooperating in the remediation of adverse human rights and environmental impacts that we have caused and/or contributed to, and in the mitigation and remediation of adverse impacts to which we are linked through our business relationships. In response to the ongoing war in Ukraine, the border conflict between Thailand and Cambodia and the continued political instability in post-coup Myanmar, we continue to carry out a heightened version of human rights due diligence. In Ukraine, while physical access to conduct on-site audits remains restricted, we have actively engaged with our supplier to monitor the human rights situation. In Cambodia we engage with the Center for Alliance of Labor and Human Rights (CENTRAL) to contribute to a transparent and accountable governance for fulfillment of workers' and human rights in Cambodia. To monitor the evolving human rights situation in Myanmar, we continuously engage with international and local stakeholders to monitor the evolving human rights situation. To enhance these efforts, we joined the Multi-Stakeholder Alliance for Decent Employment in the Myanmar Apparel Industry (MADE), a project that is co-funded by the European Union and aims to uphold and monitor human rights and social and environmental standards in Myanmar supplier factories and promote responsible business practices.

Finally, we are committed to maintaining our achieved 100 percent response rate in the Business and Human Rights Resource Centre (BHRRC) company response mechanism, which encourages companies to publicly address human rights issues raised by civil society. We continue to receive external recognition for our transparent approach to managing human rights.

S1 OWN WORKFORCE

Happy people power our brand; they are our greatest asset. Their performance, well-being, and personal growth significantly shape brand desire, customer satisfaction, and, ultimately, financial performance. We are dedicated to fostering an inclusive and supportive environment where everyone can thrive, embrace their unique purpose, and navigate life's challenges with mutual respect. Promoting well-being, vitality, and absence prevention lies at the heart of our corporate social responsibility efforts. Through our global policies and processes we aim to make the employee experience consistent across roles and geographies, while adapting to new technologies, anticipating shifting demands for skills, simplifying our organisational structure, continuously improving our operational excellence, and establishing efficient ways of working. Through resources like flexible work policies, and individual development opportunities, we strive to continually enhance the well-being of our employees, supporting them across various life and career stages.

Our people strategy is built around three key pillars: Leadership & Culture, Talent & Training, and Performance. These pillars seek to focus our efforts on people and culture through:

- Attracting, developing, and retaining key talent across all levels
- Developing role-model leaders who inspire and empower
- Crafting a best-in-class employee experience that prioritises well-being and engagement
- Instilling a culture of continuous learning and innovation
- Recognising and rewarding both individual and team contributions.

We are committed to building an environment where employees feel supported and empowered to grow. To achieve this, we focus on embedding our six core values – Empowering, Playful, In-Touch, Inclusive, Inspiring, and Responsible - into every aspect across our business and people policies and processes, including recruitment,

learning and development, internal communications, and performance evaluation. As a testament to our efforts, Hunkemöller has once again been recognised as a Top Employer in the Netherlands, Germany, and Denmark by the Top Employers Institute Certification Programme, 2025. This independent recognition highlights our dedication to fostering a supportive and engaging workplace.

Our workforce encompasses a diverse array of job families and capabilities and comprises employees in overhead functions, such as design, buying, technical, merchandise, ESG, finance, logistics, human resources, IT, marketing etc. (overhead employees), non-overhead employees working in our DC, and (outlet)stores, and non-employees (individuals working at third-party contractors) who are materially impacted by our own operations. All employees are based in Europe, with the Company's global headquarters located in the Netherlands. The Company's policies are designed to comply with applicable employment legislation in the jurisdictions in which it operates. Compliance obligations relating to suppliers are addressed separately through contractual arrangements and supplier standards. All datapoints in S1 Own Workforce are based on calendar year 2025 rather than financial year. Going forward the 2026 report will be based on financial year data.

ESRS 2 General Disclosures

SBM-3 Material Impacts, Risks, and Opportunities and their Interaction with Strategy and Business Model

Our business thrives on the engagement and strength of our people - skilled, creative individuals who drive innovation and excellence. That's why we place a high priority on cultivating good working conditions and upholding fundamental rights such as freedom of association and collective bargaining. We're committed to providing secure employment, promoting a healthy work-life balance through fair and flexible working hours, and fostering an inclusive, non-discriminatory environment where every employee's talent is recognised and valued. Fair compensation and meaningful benefits are central to our approach, helping us attract and retain top talent - essential for delivering high-quality products and meeting customer expectations.

Our people-first philosophy is anchored in three core priorities: equality of opportunity, leadership, and performance. These pillars guide our cultural and organisational efforts by:

- Deepening our commitment to diversity, equity, and inclusion (DEI) across all talent processes, in full compliance with legal standards.
- Attracting, nurturing, and retaining exceptional individuals.
- Empowering role-model leaders who inspire and enable others.
- Creating a best-in-class employee experience.
- Encouraging continuous learning and growth.
- Celebrating and rewarding both individual contributions and team achievements.



We value the perspectives, rights, and aspirations of our employees. Through ongoing dialogue, events, and feedback channels, we continuously evolve our people strategy to ensure it reflects their needs and supports our shared success.

SBM-3 OWN WORKFORCE AND MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)						
SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Secure Employment	Providing a safe working environment supports employees' productivity and overall well-being - both mentally and physically. This foundation of well-being can also contribute to greater financial stability, even though financial stability does not rely solely on having secure employment. Corporate, DC, and Retail employees.	Positive Impact	Actual	N.A.	Own Operations	No change ↔
Working Time	Corporate employees: providing flexible and fair working times in addition to local working hours laws and rules for employees actively supports employee well-being (incl. mental and physical health) and work-life balance	Positive Impact	Actual	N.A.	Own Operations	No change ↔
Adequate Wages	Adequate wages positively impact employees' financial security and stability, contributing to overall well-being and motivation.	Positive Impact	Actual	N.A.	Own Operations	No change ↔
Freedom of Association	Basic human and labour rights positively impact employees' abilities to protect and enforce their rights and represent their views and interests around working conditions on an institutional level.	Positive Impact	Actual	N.A.	Own Operations	No change ↔
Collective Bargaining	Supporting employee representative organisations (e.g., trade unions) increases employees' ability to negotiate more favourable remuneration and working time packages with employer organisations.	Positive Impact	Actual	N.A.	Own Operations	No change ↔
Work-Life Balance	Providing flexible working hours and hybrid working, where job responsibilities allow, helps employees achieve a better balance between their private and professional lives.	Positive Impact	Long-term	N.A.	Own Operations	No change ↔
Measures against Bullying, Violence and Harassment	Undesirable behaviour - whether internal or external - can significantly affect an individual's physical and mental well-being, and its impact often extends to their families and the wider community. Retail employees in particular face a higher risk of external incidents, such as customer aggression or harassment, theft, and other disruptive behaviours.	Negative Impact	Actual	N.A.	Own Operations	No change ↔
Discrimination	In workplaces, discrimination may occur in the processes leading up to hiring and following termination of employment, as well as during employment. Along with significant impacts on the individual, discrimination has wider social and economic consequences.	Risk	Actual	N.A.	Own Operations	No change ↔

SBM-3 OWN WORKFORCE AND MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)						
SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Training and Skills Development	We rely on a talented and skilled workforce. It is therefore crucial to maintain a skilled and adaptable workforce. Inadequate training and development may lead to higher staff turnover rates, the loss of key personnel and capabilities, resulting in productivity inefficiencies, and the disruption of key business activities. This can adversely affect operations and financial results (higher costs).	Risk	Actual	N.A.	Own Operations	No change ↔
Training and Skills Development	We rely on the skills and capabilities of our people and leaders to realise our strategic ambitions. If we successfully develop a diverse, inclusive, and talented workforce that maintains a culture of trust, creativity, and innovation, employee engagement will increase.	Oppor-tunity	Actual	N.A.	Own Operations	Increase ↑
Employment and Inclusion of Persons with Disabilities	Insufficient employment opportunities and career progress for people with disabilities negatively impact overall employee engagement levels, as employees expect a more inclusive working environment.	Negative Impact	Actual	N.A.	Own Operations	No change ↔
Diversity	Insufficient employment opportunities and career progress for people with disabilities negatively impact overall employee engagement levels, as employees expect a more inclusive working environment.	Positive Impact	Actual	N.A.	Own Operations	No change ↔
Diversity	Providing an inclusive working environment and fair opportunities for individuals helps employees feel a sense of belonging and engagement	Negative Impact	Actual	N.A.	Own Operations	No change ↔
Diversity	Unconscious and conscious biases in our systems and practices can negatively impact employees' career development and personal health.	Oppor-tunity	Actual	N.A.	Own Operations	No change ↔
Diversity	We strive to develop people and leaders of all backgrounds with the capability to maintain an inclusive workplace for all employees that is non-exclusionary and is non-discriminatory as well as a culture of trust, diversity of thought, creativity, and innovation. This development can lead to greater employee satisfaction and engagement, as well as innovation, which may enhance Hunkemöller's capacity to execute its strategy and potentially overachieve its financial objectives.	Risk	Actual	N.A.	Own Operations	Increase ↑

Types of Employees Affected by Workforce-Related Material Impacts

Our workforce includes both internal and external employees, each impacted in different ways depending on the nature of their roles:

- Internal employees
- HQ employees: all individuals directly employed by the company such as Design, Marketing, Finance, Procurement, Tech, HR etc.
- Retail staff: employees in administrative and management roles within our retail operations, as well as frontline staff including store floor associates and cashiers who engage directly with customers.
- Distribution Center (DC) staff: employees handling administrative tasks and those involved in operational activities within our DC.
- External employees (non-employees): our extended workforce consists of three distinct groups, namely:
- Individuals engaged on a temporary or project basis (workers hired through staffing agencies and assigned to our company for short-term roles);
- Independent experts and consultants such as professionals offering specialised advice in areas such as strategy, law, or finance; and
- Services providers (technical consultancies, specialised service firms, marketing agencies etc.).

Our employees are affected by both positive and negative material impacts to varying degrees due to the nature of their work and the potential negative impacts affecting our workforce can be both systemic - linked to global and industry-wide dynamics - and individual, such as occupational accidents, harassment, or breaches of personal data protection. To prevent and mitigate these risks, we implement a range of measures including internal reviews / checks focused on inclusion, accident prevention and risks, and targeted training initiatives.

SBM-3 MATERIAL NEGATIVE IMPACTS – SYSTEMIC OR INDIVIDUAL	
SUBTOPIC	**MATERIAL NEGATIVE IMPACT – SYSTEMIC OR INDIVIDUAL**
Health and Safety	**Individual** – due to incidents in the workplace that could be related to physical violence, accidents in the workplace, or interaction with hazardous materials
Gender Equality and Equal Pay	**Systemic** – countries with more restrictive laws relating to women's employment (or other minorities) are more at risk of having unequal pay and lower workforce diversity.
Training and Skills Development	**Systemic** – due to the availability of training and skill development offerings across countries and functions.
Employment and Inclusion of Persons with Disabilities	**Systemic** – due to inclusion in terms of hiring and accessibility for disabled persons in the workplace.
Measures against Bullying, Violence and Harassment	**Individual** – due to incidents in the workplace that may be related to bullying, harassment, and/or physical violence between employees or between non-employees and customers.
Diversity	**Systemic** – countries with more restrictive laws relating to the LGBTQIA+ community, women's employment, or restrictive immigration laws are more at risk of having lower diversity.

Hunkemöller has identified and acknowledges the following groups of individuals who may face increased risks of harm due to their characteristics, work environments, or specific roles:

- Employees with non-guaranteed working hours, who face heightened risks of job insecurity and fluctuating earnings. This is particularly relevant for those working in our DC or in retail, where seasonal fluctuations impact employment stability. Temporary workers in these areas may also be affected, though to a lesser extent.
- Retail employees in high-traffic urban locations, who are at greater risk of encountering undesirable behaviour and incidents due to the open-access nature of their workplaces.
- Retail and DC employees, who face increased exposure to physical harm, such as workplace accidents, because of the physically demanding nature of their roles compared to corporate positions.
- Employees in countries with legal or systemic barriers that restrict work participation for women or underrepresented groups (e.g., visa limitations), which can hinder progress toward gender equality and diversity.

Additionally, Hunkemöller has identified risks and opportunities that pertain to specific groups within the workforce, rather than applying uniformly to all employees:

SBM-3 MATERIAL IMPACTS ON EMPLOYEE GROUPS		
SUBTOPIC	**CORPORATE / RETAIL / DC**	**NON-EMPLOYEES**
Secure Employment	Job security has a greater positive material impact on corporate employees but is less significant for DC and Retail workers due to the seasonality of workforce demand.	Demand volatility contributes to circumstances where non-employees may face more unpredictable employment conditions or are subject to short- or fixed-term contracting compared to employees.
Working Time	Working time has a more positive impact on corporate employees, who have more flexible working options, whereas Retail and DC employees work on-site.	The positive impact is lower for non-employees as they are subject to working time tracking and benefits from their direct employer.
Work-Life Balance	The actual positive impact on employees, particularly corporate workers who do not work in shifts, stems from the availability of flexible working hours and hybrid work options.	The positive impact is lower for non-employees as they are subject to working time tracking and benefits from their direct employer.
Adequate Wages	This topic is less relevant for corporate employees but has a positive impact. Where the positive impact is not yet that strong for retail and DC staff, whose salaries are comparatively lower than those offered in corporate roles.	Potentially different impact as non-employees are subject to conditions offered from their direct employer.
Collective Bargaining	No differentiation due to common framework.	Less material impact as non-employees are subject to rights from their direct employer.
Health and Safety	Health and safety is a greater risk for DC and Retail employees due to the physical nature of their jobs, which exposes them to potential incidents.	Non-employees benefit from the same on-site health and safety measures as employees.
Gender Equality and Equal Pay	No differentiation within types of employees due to common salary frameworks applicable to these types of employees.	Potentially different impact as non-employees are subject to conditions offered from their direct employer
Training and Skills Development	This opportunity is more pronounced for corporate employees, as they have better access to digital infrastructure, online training programmes, and in-person training sessions conducted within the office environment.	Potentially different impact as non-employees are subject to offers for training and skills development from their direct employer.
Employment and Inclusion of Persons with Disabilities	Greater risk for DC and Retail employees due to the physical nature of their jobs and the physical limitations of retail stores and DC warehouses, which make the inclusion of disabled persons more complex.	Greater risk for non-employees in DC and Retail environments due to the physical nature of their jobs and the limitations of the environment.
Measures against Violence and Harassment	Retail employees face a greater risk due to direct consumer contact, which can impact workplace security. In contrast, corporate and DC employees experience no increased risk, as access to their workplaces is restricted or closed.	Non-employees benefit from the same on-site health and safety measures as employees.
Diversity	Diversity in DC and Retail workers is represented by local ethnicities and diversity demographics, as hiring practices primarily focus on the local and seasonal workforce, and international mobility packages are less common. All DC, Retail and corporate employees benefit from a more positive impact regarding diversity	Similar to employees.

We take a risk-based approach to human rights due diligence across our organisation, aiming to identify and address potential negative impacts on our employees. This includes proactive efforts to prevent and mitigate harm, supported by our whistle blower policy and grievance mechanism, that allow employees to raise concerns, access support and create a socially safe working environment together. We foster an open-door culture that encourages early, informal, and transparent dialogue to resolve work-related issues, disagreements, and misunderstandings.

Recognising the business risks associated with not respecting employee rights is essential to minimising harm. Through ongoing due diligence, we assess both actual and potential impacts arising from our global operations and working practices. These yearly assessments help us better protect vulnerable groups, such as temporary workers and minority communities, and continuously improve the safety and inclusivity of our work environment.

Our analysis of impacts and dependencies - particularly those related to reliance on qualified personnel - enables us to identify risks and opportunities linked to our workforce. We address these by ensuring favourable working conditions, strong regulatory compliance, and early dispute resolution through effective communication channels. We also implement strategies for recruitment and retention to safeguard our talent pool, and promote occupational health, safety, and well-being through targeted initiatives.

Employee engagement is central to our approach. Our engagement survey, which explores Engagement, Accomplishment, Environment, Freedom of Opinions, Goal-Setting, Growth, Management Support, Peer relationships, Recognition, Reward, Strategy, Workload, provides valuable insights that inform improvements across all levels of the organisation. These insights help us strengthen our commitment to respecting employee rights and enhancing our role as a responsible employer.



S1-1 Policies Related to Own Workforce

We have adopted multiple policies, guidelines and standard operating procedures that anchor our approach to our workforce in the management of our business and safeguard the rights of people who make up Hunkemöller. Our policies are based on respect for human rights; diversity, inclusion and equal opportunities; equal treatment and opportunities regarding recruitment and promotion; health, safety and well-being; as well as information security and data protection. We foster continuous dialogue with our workforce to consider their interests. As a diverse company with 85 nationalities, we are united by our values which are articulated and implemented through our policies, with the aim to educate our workforce on acting with integrity and non-discrimination and to foster a culture of inclusion and belonging. An overview of our policies can be found below. Not all policies are global (yet).

S1-1 POLICIES RELATED TO OWN WORKFORCE - POLICY IMPLEMENTATION						
POLICY	CONTENT	SCOPE	RESPONSIBILITY	THIRD-PARTY STANDARDS & INITIATIVES	STAKEHOLDER CONSIDERATION	AVAILABILITY
Code of Conduct	Stipulates the requirements, Hunkemöller expects from all our employees regarding integrity and creating a safe, inclusive, and respectful workforce.	Own operations (all employees)	HR	Written following the social safety within local Working Conditions Act.	Legal, Health & Safety	Internal communication platform - KeepHub Referred to in contract.
Whistle-blower Policy	Outlines the different channels employees can take to report any ethical concerns or complaints.	Own operations (all employees)	HR	Written in alignment with Whistleblower Protection Act. Written following the PSR within local Working Conditions Act.	Legal	Internal communication platform - KeepHub
Working from Home Policy	Outlines the terms and conditions for working from home and abroad.	Own operations (all employees)	HR	N.A.	Legal, Insurance, Health & Safety	Internal communication platform - KeepHub
Psychosocial Workload Policy (PSR)	Outlines what Hunkemöller does to prevent and treat psychosocial workload and undesirable behaviour.	Own operations (all employees)	Health & Safety	Written in alignment with confidential counsellor and according to RI&E + Working Conditions Act.	HR and Legal	Internal communication platform - KeepHub
Travel Allowance Policy	Outlines the stipulations of the travel allowance employees receive.	Own operations (all employees)	HR	Not yet in CLA, expected 2027. Written following the fiscal framework.	Legal	Internal communication platform - KeepHub
Complaint Policy	Outlines the protocol for safe internal complaints regarding undesirable behaviour	Own operations (all employees)	HR	Written following the PSR within local Working Conditions Act.	Merlijn group (external complaint committee) and Confidential Counsellor. Health & Safety, and Legal.	Internal communication platform - KeepHub

Human Rights

Respect for and promotion of the human, labour and non-labour rights of our teams is included in our Human Rights Statement, Labour Policy and 2CoC, which comply with all applicable laws and regulations, including those that seek to remedy human rights violations. They apply to our employees and to all those who have a relationship with Hunkemöller. These policies also identify the rights of people that are most directly connected with our main activities and the stakeholders we interact with. In addition, we embrace all internationally recognised human rights, including the International Bill of Human Rights consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights; the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work. They include freedom of association, the right to collective bargaining, and the rights not to be subjected to forced or child labour or discriminated against regarding employment and occupation; the Global Framework Agreement with UNI Global Union for the respect and promotion of decent work and labour rights, which encourages best practices in labour relations. Our Labour Policy expressly prohibits forced and child labour.

Our commitment to human rights is supported through an ongoing due diligence process to identify, address, evaluate, and communicate the risks of involvement with adverse human rights impacts. Our Human Rights & Environmental Due Diligence (HREDD) processes are also aligned with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We are committed to providing for, or cooperating in, the prevention, mitigation, and remediation of adverse human rights we have caused or contributed to, and will seek to promote or cooperate in the mitigation and remediation of adverse impacts where we are linked to these through our business relationships.

Furthermore, we do not tolerate any form of modern slavery or human trafficking in our organisation or in our supply chain. This rejection of any form of forced or compulsory labour is also reflected in our 2CoC. At the moment, our policies concerning our own operations do not address human trafficking, modern slavery, child labour, forced labour, and/or bonded labour. These topics are covered in our value chain policies, see section S2-1 for more information. Looking forward, we plan to integrate and explicitly address human trafficking, modern slavery, child labour, forced labour, and bonded labour in our internal policies by Q4 2026/Q1 27. The commitment to respect and promote human rights in both our activities and in the communities in which we operate is aligned with international benchmark principles, such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

HR reviews all policies every year to ensure that they are aligned with our goals and commitments that they contribute to fostering an inclusive and supportive environment where all employees can thrive. We remain committed to building an environment where employees feel supported and empowered to grow.

S1-2 Engagement with Own Workforce and Workers' Representatives, Existence of Channels for Own Workforce to Raise Concerns or Needs and Approaches to Remedy

At Hunkemöller, we are committed to maintaining a safe, healthy, supportive, and respectful working environment for everyone and fostering a culture of transparency and accountability. If employees or third parties have any concerns or complaints, they can raise their issues through their line manager, HR, the compliance or ethics office/external complaint committees (according to complaint policy – grievance mechanism), or Hunkemöller's Whistleblower Ethics Line via SpeakUp. These channels ensure that any employee can report any ethical issue or suspected ethical issue safely, confidentially, and without fear of retaliation. Complaints that can be submitted include, but are not limited to cases involving inappropriate behaviour, harassment, miscarriages of justice, policy violations, legal violations, bribery, corruption, public health, animal welfare, safety, and privacy. A full list of examples can be found in Hunkemöller's Whistleblowing Policy and the complaint policy. If a complaint is raised, the complainant will receive a confirmation of receipt within 7 days. The report will be evaluated and assessed, and the appropriate course of action will be determined. The complainant will receive feedback, and the complaint will be remediated within three months after the confirmation. In some cases, remediation can take longer than three months. The effectiveness of the different channels available is assessed every year by HR and if improvements are needed, an improvement plan is developed and put in place. This assessment is done with the best interests and needs of Hunkemöller's employees in mind. We remain dedicated to fostering a transparent and supportive culture. To further strengthen

these grievance mechanisms, we are focusing on increasing awareness and improving accessibility through targeted communication initiatives. Additionally, we are exploring the feasibility of providing practical, targeted training by EOY 2028. By providing safe and effective reporting channels, we strive to create a workplace where everyone feels empowered to speak up and contribute to a positive working environment.

Hunkemöller strives to engage with all our employees and leverage their invaluable feedback into our business decisions, activities, and management. Through various communication and engagement methods such as but not limited to annual surveys, Townhall meetings, working groups, a suggestion box on the internal portal and brainstorms included in training, employees can provide their feedback and perspectives. See section S1-4 for more information on our annual surveys and employee engagement feedback. These forms of engagement are used to identify, understand, and address, any negative, actual, or potential material impacts. Workers' perspectives and feedback are presented to the Board, which in turn informs action plans and is incorporated and integrated into the relevant areas of the business to ensure that material impacts are being targeted. Hunkemöller also incorporates feedback from worker's representatives and work council committees into our management approach and practices. Hunkemöller recognises that vulnerable communities including but not limited to women, people with disabilities, and other marginalised communities are at greater risk of violations and negative impacts. While Hunkemöller does not have specific engagement systems in place for vulnerable communities, we are committed to ensuring that all engagement forums are accessible and inclusive for all our employees.



S1-3 Actions and Resources Related to Own Workforce

We are committed to identifying, preventing, and mitigating both potential and actual negative impacts on our workforce. These include issues such as unequal pay (see section S1-9), gender gaps (section S1-8 and S1-15), occupational accidents, diseases and incidents (section S1-13), workplace harassment, undesirable behaviour, lack of training, and data protection breaches. Our approach combines proactive risk management with responsive actions. When negative impacts occur, we act to remedy the situation and prevent recurrence - particularly in areas like health, safety, and well-being, and in addressing undesirable workplace behaviour. We promote a positive, socially safe and compliant work environment, strictly adhering to labour regulations to reduce the risk of disputes.

To support talent retention and engagement, we develop strategies that include favourable working conditions, early conflict resolution through effective communication channels, and initiatives that promote occupational health and safety. Dedicated teams within our organisation actively manage workforce-related issues, ensuring that risks and opportunities are addressed with care and consistency.

We also focus on maximising positive impacts by enhancing employee satisfaction and engagement. This includes fostering professional development through practical training - often delivered by internal experts or in collaboration with external partners - and maintaining high levels of internal engagement, which we monitor through regular employee surveys.

S1-4 Targets Related to Own Workforce

Target 1: Reduce HQ employee turnover to below 25 percent and store & DC turnover to below 55 percent by 2028 (see section S1-5 for more information).
Target 2: Achieve an employee engagement score of 80 percent by 2028.
Target 3: Increase internal promotions by 20 percent by 2028 .
Target 4: Maintain an 80 percent completion rate at the Hunkemöller Academy and an 80 percent attendance rate for our leadership courses by 2028 (see section S1-12 for more information).
Target 5: Achieve 50 percent gender balance on the board by 2028 (see section S1-8 for more information).
Target 6: Conduct a full review of all global policies through a DEI lens by Q4 2025 (see section S1-8 for more information).
Target 7: Research the possibility of rolling out store walk-throughs to all countries where Hunkemöller is located by Q1 2026.
Target 8: Have the systems in place to collect data on the Fun, Vital & Happy Programme for all countries where we are active by Q1 2026.
Target 9: Have the systems in place to monitor the H&S data of all countries where we are active by Q1 2026.
Target 10: Have the systems in place for collecting data on alleged violations in all countries where we are active by Q1 2026.

We want all our employees to feel happy, safe, motivated, and empowered while working at Hunkemöller. Their feedback is crucial in gaining insight into their needs and identifying ways we can improve as a business. Operating in a dynamic and fast-paced environment, we prioritise fostering an open, continuous, and two-way dialogue with our employees. By listening and collaborating with our employees, we can ensure that everyone's voice is heard, and that our employees' feedback is translated into meaningful action and change, as well as the targets we set as a business. Through our annual engagement survey, we engage employees across our offices, distribution centres, and stores on topics such as well-being and leadership performance. These surveys are completely anonymous and provide real-time feedback, allowing us to align targets, strategies, and identify opportunities for improvement. In 2025, 3590 employees participated in our surveys, achieving a participation rate of 72 percent (85 percent HQ, 0 percent DC, and 71 percent stores). This is an overall increase of 14,3 percent since 2024 (63 percent in 2024). The survey was not conducted in the Distribution Center, as the upcoming outsourcing made it unlikely to provide added value for future actions.

Based on the results from these annual surveys, we continue to improve our approach to employee engagement and satisfaction. Survey outcomes are shared globally with relevant stakeholders and at departmental levels, followed by action plans tailored to team specific needs and targets. As part of our long-term vision, we have set the ambitious goal of achieving an employee engagement score of 80 percent which is reflective of our dedication to creating a workplace culture where everyone feels valued and empowered.

One of our brand pillars is Empowering; at Hunkemöller, we aim to empower each other to be ourselves, unlocking each other's full potential through support and encouragement. We are committed to attracting and fostering a diverse, inclusive, and talented workforce. Recognising that the best talent is often within our organisation, we focus on retaining and developing employees by nurturing their skills. This benefits not only our customers and communities but also our company.

Using FY2024 as a baseline, the internal promotions target is calculated based on comparing the percentage of internal promotions (Workday job changes) against the total employee population per country. In 2025, a total of 377 internal promotions were made, representing a slight decrease compared to 2024, as shown in the table below.

INTERNAL PROMOTIONS 2024 2025 GROWTH DECLINE				
INTERNAL PROMOTIONS	**2024**	**2025**	**GROWTH**	**DECLINE**
Netherlands	87	109	**Netherlands: +22** (87 → 109; **+25%**).	**DACH: –30** (245 → 215; **–12%**).
Sweden	13	6		
Norway	2	1	**Spain: +7** (10 → 17; **+70%**).	**Sweden: –7** (13 → 6; **–54%**).
Denmark	13	13		
Spain	10	17	**Belgium: +6** (8 → 14; **+75%**).	**Norway: –1** (2 → 1; **–50%**).
Belgium	8	14		
Luxembourg	0	0	**France: +2** (0 → 2)	**Denmark: 0** (13 → 13; flat).
France	0	2		
DACH	245	215		**Luxembourg: 0 → 0**

As of the end of 2025, a system has been implemented to annually collect global data on store walk-throughs, events, health and safety metrics, and undesirable behaviour violations. Using 2025 as the baseline to determine where data needs to be expanded or where registration processes require adjustment, we can make the necessary system updates to ensure accurate and aligned reporting moving forward.

S1-5 Characteristics of the Undertaking's Employees

Hunkemöller is committed to fostering a workplace and brand culture that reflects the richness of the communities we serve. This means creating awareness, encouraging open conversations, and equipping employees with the tools and knowledge to prioritise inclusivity. Our brand is built on global diversity – through our 85 employee nationalities and the 11 countries where we operate. We strive to create a work environment where employees feel supported and empowered. Recognising that many of our team members have roots or families in other countries - sometimes even on different continents - we want to help them maintain strong connections with their loved ones. As of 2025, employees can work from abroad for up to two weeks per year. In addition, employees can choose to work from home two days per week, depending on their preference and role requirements. This hybrid working model not only supports a better work-life balance but also provides employees with more leisure time by reducing the need to commute. By embracing flexible work arrangements, we aim to foster a workplace where employees can thrive both personally and professionally. These initiatives reflect our commitment to promoting well-being, inclusivity, and adaptability in an ever-changing world.

Hunkemöller continues to navigate the challenges of competing for highly sought-after talent in a rapidly changing landscape. In 2025, we recruited 3031 new employees globally. Once new hires join, we offer extensive induction programmes tailored to their roles. For example, our head office induction helps non-retail colleagues understand our brand values, while our retail induction programme ensures consistency across all locations. In 2025, 80.5 percent of our workforce worked part-time, reflecting the flexibility we offer to align with personal needs and study schedules.

The full-time equivalent (FTE) workforce represented 686 (stores) and 338 (HQ) with a total of 1.024 total jobs in 2025, compared to 765 (stores) and 338 (HQ) with a total of 1103 total jobs in 2024. In 2025, the global HQ (NL) average employee turnover rate was 2,9 percent and the average global store and DC employee turnover was 62,4 percent(stores) and 0,4 percent (DC), with ranges from 37 percent in Luxembourg, and 98 percent in Germany (due to repeated outlet sales, which requires several short term employments). The percentages in 2024 were 62,5

percent (stores), 1,6 percent (DC). While high turnover in retail store positions is common due to the part-time nature of many roles, our goal is to reduce HQ employee turnover to below 25 percent and store and DC employee turnover to 55 percent by 2028.

To meet this goal, Hunkemöller, is currently implementing a new recruitment tool to increase the quality of our hires by introducing personality assessments. The recruitment process will also increase in efficiency due to the introduction of AI automation (Retail NL FY '25), to be rolled out throughout the rest of the global organisation in FY26. From an HR perspective, retention initiatives could include offering a range of educational and development opportunities for employees. For store employees in particular, it is appealing to participate in internal training programmes, such as those designed to progress to Assistant Store Manager or Store Manager roles.

EMPLOYEE DISTRIBUTION BY CONTRACT TYPE, GENDER, AGE, AND JOB CLASSIFICATION

	2024				2025			
	Temporary		Permanent		Temporary		Permanent	
	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees	%
Distribution by gender								
Female	2.132	98	3.868	97	1.875	97,6	3.439	97
Male	28	1,3	100	2,5	20	1	105	2,9
Non-Binary	3	0,2	0	0	3	0,2	2	0,1
Other/unspecified	19	0,9	2	0,05	23	1,2	0	0
Total	2.182	100	3.970	100	1.921	100	3.546	100
Distribution by age								
<30 years old	1.884	86	1.782	45	1.648	85,8	1.524	43
30 – 40 years old	166	8	921	23	120	6,3	774	21,8
>40 years old	132	6	1.267	32	153	8	1.248	35,2
Total	2.182	100	3.970	100	1.921	100	3.546	100
Distribution by job classification								
Directors	2	0,09	13	0,3	2	0,1	17	0,5
Management	11	0,5	67	1,7	8	0,4	38	1
Other	2.169	99	3.890	98	1.911	99,5	3.491	98,5
Total	2.182	100	3.970	100	1.921	100	3.546	100

EMPLOYEE DISTRIBUTION BY COUNTRY		
	2024	2025
Netherlands	1.693	1.485
Austria	196	166
Belgium	588	493
Denmark	260	218
France	49	30
Germany	2.829	2.670
Luxembourg	29	27
Norway	100	71
Spain	131	97
Sweden	181	146
Switzerland	76	64

S1-6 Characteristics of Non-Employees in the Undertaking's Own Workforce

Non-employees are individuals who perform work for a company but are typically engaged on a contractual, freelance, or temporary basis such as self-employed people and people provided by third parties. Temporary staff (non-employees) are either employed directly by us or via reputable agencies which adhere to relevant employment legislation. To mitigate risks for violation of human rights throughout the value chain, we have a 2CoC for Suppliers which outlines our expectations of our suppliers and contains provisions to address human trafficking, forced and compulsory labour, the health & safety of workers and precarious work. Most of the people working in our offices, DC and stores are directly employed by Hunkemöller, and consequently, we can ensure that our staff are treated fairly and in accordance with the above principles. In 2025, Hunkemöller had 40 non-employees in the Netherlands (19 from third-party companies like cleaning and catering, 21 freelancers). These primarily included marketing freelancers, temporary staff, self-employed specialists, catering providers, security personnel, and cleaning staff. They contribute to our daily operations in various ways:

- Freelancers support different departments on a temporary basis with specific work activities.
- Catering staff provide daily breakfast and lunch services.
- Security personnel are responsible for opening and closing our Distribution Center and office locations, as well as acting as reception hosts at the DC.
- Cleaning staff ensure that our office locations and the Distribution Center are cleaned on a daily basis.

While Hunkemöller values each employee and non-employee, Hunkemöller does not rely nor depend on non-employees; they are not significant drivers of impacts, risks, and/or opportunities to our own workforce.



S1-7 Collective Bargaining Coverage and Social Dialogue

At Hunkemöller, we are committed to respecting the labour rights of all our employees with specific adherence to ILO Conventions 87 and 98, which safeguard the right to freedom of association and collective bargaining. We recognise the importance and the role of trade unions in representing workers and ensuring fair negotiation of employment terms. All our employees are free to join trade unions, and we ensure non-discrimination based on union membership. In line with our commitments to labour rights and freedom of association, we comply with all relevant national laws and international regulations regarding this human right.

According to the Collective Bargaining Systems in Europe (as outlined by UNI-Europa), the following countries have a sector-wide collective bargaining agreement. In 2025, 100 percent of Hunkemöller employees are covered by local collective bargaining agreements, compared to 87 percent in 2024.

COLLECTIVE BARGAINING SYSTEM TYPE COUNTRY'S EXPLANATION		
COLLECTIVE BARGAINING SYSTEM TYPE	**COUNTRY'S**	**EXPLANATION**
Countries with a sector-wide CBA in Retail (incl. Non-Food)	• Netherlands • Germany • Belgium • Luxembourg • France • Spain • Austria • Sweden • Denmark • Switzerland • Norway	9 EU countries plus Norway and Switzerland have retail-sector CBAs (including non-food). These agreements are made at sector level, where national or sector unions negotiate with employer organisations. In these countries, working conditions for Retail Non-Food are set at industry level.

All employees (100 percent) at Hunkemöller are represented by the European Works Council (EWC), which ensures that the interests of employees across all countries are taken into account at a European level. The EWC operates in accordance with applicable European regulations and takes local legislation and national requirements into consideration when addressing cross-border employee matters.

In addition to the EWC, employee representation at the national level is secured through the relevant local bodies:

- The Dutch Works Council (Ondernemingsraad Nederland) represents all employees working in the Netherlands and ensures compliance with Dutch labour laws, including rights to consultation, information, and co-decision making as defined in the Wet op de Ondernemingsraden (WOR).
- The Belgian Works Council (Ondernemingsraad België) represents all employees working in Belgium and operates in line with Belgian social legislation, ensuring structured social dialogue, information sharing, and consultation on workplace matters.

At Hunkemöller, we also have three Works Council Committees. These councils play a vital role in promoting and protecting labour rights and employee interests while serving as sparring partners in decision-making processes:

- The Dutch Works Council is represented by 10 employees from the HQ, DC, and stores
- The European Works Council includes 17 employees from across the company globally (HQ, DC, and stores)
- The Belgian Works Council is represented by 7 employees from the HQ and stores and 2 managers from employer side.

By fostering open dialogue and strong collaboration with these councils, we can ensure that employees and their concerns are heard and integrated into our business decisions. Looking forward, we aim to continually strengthen these partnerships to ensure we are consistently addressing the evolving needs of our workforce.

S1-8 Diversity Metrics

Target: Achieve 50 percent gender balance on the board by 2028.
Action: Conduct a full review of all global policies through a DEI lens by Q4 2025.

Hunkemöller is committed to fostering a workplace and brand culture that reflects the richness of the communities we serve. This means creating awareness, encouraging open conversations, and equipping employees with the tools and knowledge to prioritise inclusivity. Through critical evaluation of our policies and practices, we aim to

align with DEI principles, addressing gaps and making meaningful adjustments where necessary. Hunkemöller has committed to achieving a 50 percent gender balance on the board by 2028. To achieve this commitment, we will take a structured and intentional approach. Our actions include broadening the candidate pool by actively seeking individuals with cross-sector or international experience, and by expanding the criteria beyond former CEOs. We continue to review and refine role requirements to focus on skills and competencies rather than traditional career paths. In addition, we will implement a clear and transparent selection process that considers multiple qualified candidates and is designed to minimise affinity bias, ensuring fair and equitable evaluation. Moreover, we are implementing a revised job framework with clear job descriptions and responsibilities, making it easier to develop role profiles based on skills and competencies rather than past career paths.

In 2025, top management (comprising directors and the Board) consisted of 19 members with a gender distribution of 47 percent female and 53 percent male. As of 1 February 2026, top management has achieved gender parity with an equal distribution of 50 percent women and 50 percent men. However, in 2025, gender balance in the Board sits at 29%. More progress is needed to achieve 50 percent gender balance in the Board by 2028.

At Hunkemöller, diversity, equity, and inclusion are integral to who we are and how we operate. DEI is embedded in our DNA and fuels our brand, powered by the diverse people who make it thrive. While we are proud of the progress we've made, we recognise that DEI is an ongoing journey of growth, learning, and improvement. In 2025, Hunkemöller began developing a new internal DEI policy including criteria (DEI lens) aimed at strengthening diversity and inclusion across the organisation, including the introduction of a clear DEI criterion. Our commitment is to ensure that decisions related to recruitment, promotion, policy, and employee development are based solely on merit and free from bias or discrimination. We strive to encourage employees to support one another, foster an inclusive culture, provide ongoing DEI training aligned with workforce needs, and continuously review and enhance our DEI efforts. While the formal approval and implementation of a standalone DEI policy was not finalised by the end of 2025 - following additional cross-functional review and broader alignment discussions - the foundational work has been completed.

Independently of the policy outcome, the DEI criteria ("DEI lens") has been developed as a practical assessment checklist to support decision-making and policy reviews going forward. Subject to final direction, this lens can be applied across global policies and initiatives to ensure structured and consistent DEI consideration. Further clarity on formal adoption and governance is expected in 2026, with Q4 2026 currently targeted for final alignment and implementation.

Hunkemöller remains committed to building a future where diversity and equity are celebrated, and inclusion is a shared responsibility. Only through continuous growth and accountability, can we foster a culture that inspires, supports, and empowers everyone who interacts with our brand to create a more inclusive society.
This commitment is established based on our Human Rights Statement and is made effective through the application of the DEI Policy / DEI lens, as well as the Code of Conduct, which must be complied with by all our people.

DEI extends beyond internal practices to every aspect of our communication and representation as a brand. At Hunkemöller, we aim to focus on:

- **Inclusive communication:** providing tools to foster respectful, clear, and inclusive dialogue across all levels of the organisation and in our external messaging
- **Inclusive leadership:** equipping leaders to build diverse, equitable, and supportive teams
- **Inclusive recruitment:** addressing unconscious bias and ensuring equal opportunities for all candidates
- **Inclusive marketing:** featuring diverse models and influencers, promoting body positivity, and challenging traditional beauty standards

Through these focus areas and our commitment to DEI not just as a goal but as a continuous process, we aim to build a culture where DEI is embedded in everything we do. In 2025, 60 percent of our employees completed our inclusive communication module, reflecting our commitment to embedding these principles in daily interactions. This is an 11 percent increase from 2024 (49 percent in 2024).

S1-9 Adequate Wages

At Hunkemöller, we aim to remunerate our employees fairly and in alignment with our values and applicable national laws. We strive to ensure that our remuneration practices are equitable and reflect the professional experience, dedication, and responsibilities of everyone. Moreover, our remuneration policy is designed to prevent discrimination on any grounds, including gender, age, culture, religion, disability, background, or any other identity markers. Recognising the diversity of the 11 markets in which we operate, we adapt our remuneration policies to the specific circumstances of each location, aligning with local benchmark practices. Regular reviews through annual analyses help us maintain fairness, equity, and competitiveness across all roles and regions, as well as monitor progress and identify areas for improvement. Any equity disparities are identified and addressed which reinforces our commitment to fairness across Hunkemöller. While we recognise that achieving full wage parity is a continuous process, we are dedicated to making consistent progress. Through ongoing monitoring and targeted actions, we aim to foster a workplace culture where fairness, transparency, and equity guide our pay practices.

All our employees are paid an adequate wage. Our remuneration framework consists of both fixed and variable components. Fixed remuneration is determined by role responsibilities and experience, while variable pay is tied to clear, measurable indicators such as company performance and individual or team achievements. In our stores, monthly sales commission schemes and performance-based bonuses recognise contributions to key business goals, such as customer satisfaction and team success. To ensure clarity and engagement, we communicate our remuneration policies transparently and provide channels for employees to ask questions or raise concerns. By continuously refining our approach, we aim to align our practices with our broader commitment to fostering a supportive and equitable work environment.

S1-10 Social Protection

At Hunkemöller, we believe our employees are our greatest asset. Therefore, we aim to foster a culture where they feel supported to tackle all major life events whether sad, difficult, or joyful. No matter in which country they are employed, it is our aim to ensure that all employees in our own workforce are covered by social protection through public programmes or benefits offered. We have established a minimum standard of benefits for caregivers, irrespective of gender or marital status. In addition, we offer various other paid or unpaid family-related leaves, according to country provision, local market practice, and potential collective bargaining agreements, such as marriage leave, compassionate leave, childcare leave, and nursing care leave. Our Healthy and InTouch Policy and our Special Leave Guide, take employees through the different types of social protection they are eligible to, the duration, responsibilities, possible salary consequences, and how they can apply to each type of leave. Types of social protection include pregnancy, maternity and parental leave, sick leave, employment injury and acquired disability, care leave, partner leave, adoption and foster care leave, emergency leave, sabbatical leave, and special leave which includes leave for bereavement and special occasions. Depending on the type of leave, the duration, and reasoning there are possible salary consequences and protection against loss of income.

On 31 December 2025, all Hunkemöller employees were covered by social protection against loss of income due to one or more major life events. However, due to different legal systems and employment laws, the employee groups covered by social protection for the different major life events vary across the 11 countries in which Hunkemöller has employees. All employees are entitled to maternity, paternity, and child-fostering leave in line with the European minimum standards set by the Work-Life Balance Directive (2019), with country-specific variations in duration and pay.

The details provided below apply specifically to the Netherlands, as global overviews for this topic are still being developed. The collection of international leave data can be incorporated into the annual global data cycle described in S1-4 for EOY 2026.

PARTNER / BIRTH LEAVE			
Headcount	Period	Type	Total hours
0	0	0	0

SHORT / LONG TERM CARE LEAVE*			
Headcount	Period	Type	Total hours

Not available to pull from Workday as it is registered as 'Holiday' in Workday.

PARENTAL LEAVE - NL ONLY					
Parental leave paid			Parental leave unpaid		
Headcount	Period (rounded to full weeks)	Total hours	Headcount	Period (rounded to full weeks)	Total hours
1	15	345	4	52	1.455
1	32	278	1	36	384
3	9	1.062	3	9	93
1	3	103	1	39	311
1	35	276	4	5	472
1	25	354	1	17	133
1	37	338	1	40	320
1	8	64	2	43	354
4	2	146	1	44	174
1	30	149	4	51	1.077
1	36	285	1	30	120
2	27	322	1	26	77
1	18	90	1	24	477
1	17	120	1	21	107
1	15	288	1	16	526
3	6	528	1	11	46
3	4	107			
1	1	21			

S1-11 Persons with Disabilities

We aim to foster an inclusive and supportive work environment where every employee feels safe, welcomed, and empowered to succeed. This includes promoting sustainable and inclusive recruitment practices that create fair opportunities for candidates with different types of disabilities.

We understand that some individuals may require adjustments to perform their roles effectively and comfortably. That is why we aim to provide appropriate support throughout the entire employment journey - from recruitment and onboarding to career development and workplace accommodations. Due to privacy regulations (GDPR), we rely on employees to voluntarily share any conditions that may require support. When they do, we work closely with them to explore suitable and feasible accommodations.

Additionally, we continue to integrate functionalities and tools that support employees with a wide range of disabilities, ensuring our workplace becomes more accessible step by step.

The collection of disability information has certain limitations, such as those linked to confidentiality and/or the heterogeneous legislation in the markets where we operate, which do not always have regulations comparable to those in the Netherlands. In addition, some countries have specific regulations that affect the accessibility of such information. Consequently, the actual number of people with disabilities in the company may differ from the figure reported in some countries. At Hunkemöller Netherlands, four colleagues disclosed that they identify as having a disability. In addition, two colleagues were visibly and temporarily physically impaired. The data regarding disability apply specifically to the Netherlands, as global overviews for this topic are still being developed. The collection of international leave data will be incorporated into the annual global data cycle described in S1-4 for EOY 2026.

S1-12 Training and Skills Development Metrics

Action: Have the systems in place to collect data on the Fun, Vital & Happy Programme for all countries where we are active.

We believe that when our people learn and grow, our business grows too. That's why we continue to invest in the continuous learning, training, and development of all employees - particularly those in our physical stores. With technical advancements, ever-changing product trends, and retail innovations, and in person training conferences, continuous training is essential to remain competitive. To ensure consistency in service, we provide online training programmes that are regularly evaluated and certified. These are complemented by in-store training sessions led by our global network of training ambassadors, who focus on maintaining high service standards. Strategic workforce planning and the use of Workday helps us to identify skill gaps and determine the capabilities of our employees. We provide a wide choice of training and development options, including courses, workshops, and coaching -both online and offline, standardised or tailored to specific needs. In 2025, 602 employees (global) participated in virtual and in-person development modules covering topics such as leadership, commercial skills, customer service, and supply chain management (see the below table). Hunkemöller aims to maintain 80 percent (of eligible employees) completion rate at Hunkemöller Academy and an 80 percent attendance rate for leadership courses by 2028.

S1-12 TRAINING AND SKILLS DEVELOPMENT			
	Hours Online	Hours In Person	Total number of Employees Trained
Academy	10 (of content available per person)	40 (onboarding, all other online content has no in person component)	364 (active users in 2025)
Lepaya	12 (virtual sessions total)	32	140
First Time Leadership Development Programme	1,5 (pre-work total)	12	9
Insights Sessions	-	20	48
CoachHub	45 (total hours coached)	-	21
Lunch & Learn	-	2	20

Looking ahead, to achieve this, we aim to continually personalise learning experiences, integrate advanced digital tools, and expand leadership training to ensure every employee can grow and contribute to Hunkemöller's success.

At the start of every year, Hunkemöller employees undergo a performance and career development review. This review consists of a self-evaluation where employees are asked to review their own performance. Following this, there is a meeting between each employee and their manager to discuss their performance and career development. Prior to this evaluation, managers are required to attend a mandatory training session. The four-eye principle is also applied to each review. All employees are required to participate in a performance and career development review, with the exception of employees who are on long-term sick leave, employees who are leaving the company in April of the upcoming year (in consultation with the employee), or employees who started after December of the year to which the review relates.

S1-13 Health and Safety Metrics

Action 1: Research the possibility of rolling out store walk-throughs to all countries where Hunkemöller is located by 2026.

Action 2: Have the systems in place to monitor the H&S data of all countries where we are active by Q1 2026.

Our 'Fun, Vital & Happy Programme' is the Dutch committee who provides a wide range of activities and initiatives to support employees in staying healthy, balanced, and energised. These include relaxation sessions, healthy lifestyle workshops, mindfulness and stress management sessions, nutrition advice, various sporting events, stop-smoking courses, and individual coaching. We support carer-employees - those who provide care for individuals with physical, mental, or cognitive conditions such as a parent, spouse, relative, or friend - by offering free coaching sessions through our partnership with Fello. For mothers returning from maternity leave, we have partnered with Partner Inc., an organisation dedicated to reducing the dropout rate of working parents. By prioritising employee well-being through these initiatives, we are fostering a workplace culture where everyone feels valued, supported, and empowered to thrive. Looking ahead, we plan to expand the Fun, Vital & Happy Programme to include more flexible and accessible options for all employees. In 2025, we began collecting data on company events. While it is evident that events are organised globally based on the specific country's preferences or needs, the system's baseline revealed that most countries do not track event participation rates. It also became clear that the name *Fun, Vital & Happy* is used exclusively in the Netherlands. Other countries indicated that they have dedicated teams responsible for major event organisation, but these teams do not operate under the same name (FVH). Therefore, the term "Fun, Vital & Happy programme," as referenced in the target, should be interpreted as the committee responsible for organising Hunkemöller events - regardless of the local team's specific name.

Safety is a shared responsibility, and maintaining a safe working environment requires continuous awareness from all of us. At Hunkemöller, our facilities and stores operate under corporate safety standards that align with national legislation. Health and Safety is integral to who we are and is embedded in our policies, culture, governance, and operational structures.



Our Health and Safety Policy - applicable to the Hunkemöller Netherlands DC, HQ, and stores - complies with the EU Directive 89/391/EEC, the Dutch Working Conditions Act, and relevant ISO standards. The policy outlines our overall approach to health, safety, security, and environmental protection, ensuring the well-being of employees, suppliers, and business partners while preventing accidents and incidents. Hunkemöller aims to review and revise this policy to establish a unified global Health & Safety standard by the end of 2026. The policy is introduced to DC employees during onboarding and highlighted in the HQ onboarding presentation.



Store onboarding for Health & Safety is planned for implementation by the end of 2026. In addition, the policy is accessible to all employees at any time via KeepHub. It includes guidance on general health and safety, working conditions, emergency response procedures, safety instructions, and security protocols (such as CCTV, fraud prevention, bag checks, and card registration). We expect all employees to follow these guidelines and to act proactively when identifying potentially unsafe situations.

The Health & Safety (H&S) Teams in the Netherlands and BeFrUx lead compliance efforts, ensuring alignment with applicable legislation, and striving to exceed regulatory requirements where possible. The team monitors safety performance, implements improvements, and delivers targeted training to employees and contractors. In cases of injury or ill-health, we are committed to supporting employees in their recovery and return to work by making reasonable adjustments to their roles or working environment. In the countries where H&S responsibilities fall under other departments or external partners, the level of focus may differ from locations with a dedicated Health & Safety department.

Incident and situation reporting processes vary between countries due to differing legal requirements. As a result, a fully centralised H&S reporting system has not yet been implemented. However, recording near-misses and incidents remains essential for thorough investigations and the development of effective risk controls. Depending on local law, reporting is conducted either by the designated Health & Safety responsible or by government authorities. This enables us to prioritise short-, mid-, and long-term action plans that support both safety and operational excellence.

Workplace injuries are recorded and included in the Global Health & Safety data collection system, allowing us to monitor safety performance across all countries in which Hunkemöller operates. However, other types of incidents and cases of ill health are not consistently registered in every country due to varying local processes and regulatory requirements. Using the 2025 Global Health & Safety data collection as our baseline, we will assess the feasibility of registering all incident types by the end of 2026 - either by integrating these reports into the global system or determining that this is not achievable due to the significant variations in local incident-registration practices. Regardless of these differences, 100 percent of Hunkemöller employees are covered under our Health & Safety management system.

HEALTH AND SAFETY MANAGEMENT SYSTEMS									
COUNTRY	#STORE	AFTERCARE PROCEDURE	INTERNAL GRIEVANCE PROCEDURE	INTERNAL REGISTRATION GRIEVANCE	HEALTH & SAFETY RESPONSIBILITY	H&S REVIEW OFFICES	CHECK IN STORES	SAFETY TRAINING	SAFETY TRAINING ATTENDANCE
Netherlands	151	Yes	No	Yes	Internal: Health & Safety team consisting of 2 people and 1 intern (changes 2 per year).	External checks done throughout the whole year by Mediapark	Recurring, 1 per year done by stores	Yes. 24 Emergency Response Trainings organised by HKM with support from external party.	337
Sweden	25	No	Yes	No	Internal: RM + HR + HOR + Cluster manager	No office location present	Recurring, 1 per year done by stores. 0 checks in 2025.	No	0
Norway	8	No	No	No	Internal: Employee representative (currently being elected) + RM + HR	Recurring, 1 in 2025 done by HR / Health & Safety	Non recurring. 1 done by stores	Yes. Mandatory training from Malls, mandatory HKM online/in person training with lifting techniques etc.	N.A.
Denmark	26	Yes	Yes	No	Internal: RM + HR	Recurring, 1 in 2024 done by HR. 0 checks in 2025.	Recurring, 1 per year done by stores	Yes. Stores located in malls receive training directly from the mall in safety. Otherwise we have e-learning from HKM.	N.A.
Spain	18	No	No	No	External: Vitaly prevention	Recurring, 1 in 2025 done by HR	Recurring, 1 per year done by stores	Yes. Health & Safety in onboarding stores.	N.A.
Belgium	81	Yes	Yes	Yes	Internal: HR External: Securex	Recurring, 5 in 2025 done by HR	Recurring, 1 per year done by stores	Yes, all employees through E-learning.	N.A.
Luxembourg	6	Yes	No	Yes	Internal: Health & Safety team consisting of 1 person	Recurring, 4 in 2025 done by HR	Recurring, 1 per year done by stores	No	0
France	9	Yes	Yes	Yes	Internal: Health & Safety team consisting of 1 person	Recurring, 4 in 2025 done by HR	Recurring, 1 per year done by stores	Yes. External fire training for/from the shopping malls.	N.A.
DACH	358	Yes	No	No	External: AS-conform - Occupational Safety Specialist.	Recurring, 1 in 2025 done by HR	Recurring, 4 per year done by stores	Yes. Initial introduction once new hire joins, follow-up introduction each year for employees.	N.A.

WORK-RELATED INCIDENTS GLOBAL					
	Total hours worked by own workers 2025	Injuries	Days lost due to injury	Rate Multiplier	Total Rate
Netherlands	1.482.224,46	32	5	1000000	21,6
Sweden	124.120,4	3	6	1000000	24,2
Norway	46.790,1	1	5	1000000	21,4
Denmark	143.363,77	8	3	1000000	55,8
Spain	113.255,61	4	84	1000000	35,3
Belgium	456.465,72	5	452	1000000	11,0
Luxembourg	28.737,22	1	2	1000000	34,8
France	38.156,58	2	97	1000000	52,4

INJURIES AND ILL HEALTH STATISTICS GLOBALLY 2025	
Work-related injuries	Number: 74 Number of days lost: 654
Work-related ill health	Complete and comparable data is not yet available*
Fatalities from work-related accidents	Number: 0 Number of days lost: 0
Fatalities from work-related ill health	Number: 0 Number of days lost: 0

* Cases of work-related ill health are not currently recorded consistently across all countries in which Hunkemöller operates due to differences in local processes, legal requirements and reporting practices. Consequently, Hunkemöller is currently unable to report a complete and reliable global figure. The company is assessing the feasibility of implementing a consistent global registration process by the end of 2026.

Our facilities and stores adhere to rigorous corporate safety standards, aligned with governmental regulations. Retail store operations include regular walk-throughs to identify risks and mitigate potential hazards. Employees are encouraged to actively participate in safety initiatives by reporting risks and suggesting improvements. To support the physical well-being of our employees, we regularly assess workstations to enhance ergonomics and reduce physical strain. At this moment, these evaluations are conducted in the Netherlands and Belgium, as specific qualifications and training are required to perform them effectively.

We recognise that our workplace safety and well-being standards are not yet fully implemented across all EU countries in which we operate. However, we also understand that building a safe, healthy work environment is an ongoing journey - and we are committed to making steady, meaningful progress.

Using the Global Health & Safety data collection system as our baseline, we will identify the necessary improvements, required implementations, and training needs across all countries. These insights will enable us to develop a comprehensive Global Plan of Approach by the end of 2028.

This timeline has been set for 2028 because there is currently no established Global Health & Safety framework, and not every country has a dedicated Health & Safety representative focusing exclusively on this area. As a result, additional time is required to collect consistent data, align responsibilities, and implement the corresponding action points. But establishing the baseline and outlining clear priorities sets us on a strong path forward.

S1-14 Work-Life Balance Metrics

We believe that the physical, mental, and social health and well-being of our employees is crucial and forms the foundation of our sustainable performance. We are committed to the well-being and safety of our employees, customers, and stakeholders, and we aim to ensure that everyone feels safe and supported. Promoting employee well-being is important at Hunkemöller. Through a holistic approach that addresses the diverse needs of our employees, we actively implement measures to support a healthy work-life balance. As a brand powered by women for women, we advocate for the shared responsibility in caregiving, recognising it as both a right and a duty. This commitment is reflected in our equality plans, which aim to create an equitable and fair environment for all.

Recognising that many of our team members have roots or families in other countries - sometimes even on different continents - we want to help them maintain strong connections with their loved ones by allowing them to work from abroad for up to two weeks per year. We offer part-time and full-time contracts and have a hybrid working model that supports a better work-life balance and provides employees with more leisure time by reducing the need to commute. All of our employees are entitled to take family-related leave (parental, maternity, foster etc.). This overview can be found in S1-10.

These numbers highlight the importance of our efforts to support employees during critical and transformative life stages. By prioritising a healthy work-life balance and shared responsibility, we can continue to nurture a workplace culture where all employees feel supported, valued, and empowered to succeed both personally and professionally.

An important part of a healthy-work life balance is also a commitment to mental health. At Hunkemöller, we focus on mental health, staying fit, and fostering vitality. We actively work to eliminate the stigma around mental health by encouraging open conversations and working together to address potential barriers that may prevent employees from seeking help. Additionally, a specific global campaign ‘We Care For You’ has been launched: with this initiative, we bring important - but often unspoken - topics to the forefront. We offer practical tips, tools for those supporting others, guidance for managers, and clear pathways to professional help. The themes we address are dark thoughts (suicide); domestic violence; financial difficulties; loneliness; gender-based violence; coping with grief; and digital overload (technostress).

S1-15 Remuneration Metrics

We recognise that fostering gender equality requires transparency, consistency and accountability in our remuneration practices. The gender pay gap is defined as the difference between the average pay levels of female and male employees, expressed as a percentage of the average male pay level. In 2025, Hunkemöller’s gender pay gap is 6,2 percent. While this outcome is influenced by factors such as role distribution, seniority levels and market positioning, we acknowledge our responsibility to identify and address any unjustified differences. This number includes the Dutch and global HQ, Grade 1-7 and people that are not falling under. The gender pay gap in February 2026 for the same population is 5,1 percent, indicating a slight reduction in disparity in pay between men and women.

To support greater pay equity, we are taking structural steps to strengthen our remuneration framework. In 2026, we will implement a global job architecture, developed in partnership with an external professional consulting firm, which will include systematic market salary benchmarking. This “job house” will provide clear role evaluation criteria and transparent salary bands, supporting internal equity and external competitiveness. In parallel, we have appointed a dedicated Compensation & Benefits specialist to develop and embed a clear and transparent pay philosophy, including governance principles for salary setting, progression and review. Through these initiatives, we aim to create a consistent and data-driven foundation for fair pay decision-making across the organisation.

The annual total remuneration ratio compares the remuneration of the company’s highest paid individual to the median annual total remuneration of all employees, excluding the highest paid individual. In 2025, this ratio was 2,4. We recognise that this metric reflects broader structural considerations, including leadership responsibilities and market competitiveness. Nevertheless, we remain committed to ensuring that executive and variable compensation structures are governed by transparent principles and aligned with long-term company performance and sustainable value creation.

Taking these remuneration metrics into consideration, we acknowledge that remuneration inequality may currently exist within Hunkemöller. Through the implementation of a structured job architecture, strengthened pay governance and ongoing monitoring of remuneration data, we are committed to progressively improving pay transparency and advancing a culture of fairness and equality across all levels of the organisation.

S1-16 Incidents of Discrimination and Other Human Rights Incidents

Action: Have the systems in place for collecting data on alleged violations in all countries where we are active by Q1 2026.

In 2025, no incidents were reported through the whistleblower mechanism. During the same period, HR Netherlands received 22 internal reports of undesirable behaviour. These included 1 case of discrimination - classified as a human rights violation - 2 cases of internal aggression, and 6 cases of bullying, with the latter two categories classified as forms of harassment. The remaining reports concerned various other matters, such as issues involving line management and fraud. Additionally, 11 reports of undesirable behaviour were submitted to the confidential counsellor. Of these, 9 reports involved discrimination, intimidation, or bullying, while 2 reports related to HR topics, including working hours and similar matters.

S1-16 INCIDENTS OF DISCRIMINATION AND OTHER HUMAN RIGHTS INCIDENTS		
	2024	2025
Incidents of harassment	10	12
Incidents of human rights violations	1	6
Total amount of fines, penalties, and compensation for damages as a result of incidents	NA	NA

Most complaints concerned issues between employee and manager (hierarchy - chain of command). All complainants received confirmation of receipt of their complaint within 7 days, and all complaints were remediated within three months. We remain committed to maintaining a safe, healthy, and respectful working environment where human rights are respected, promoted, and protected for all our employees. From the Global Health & Safety data collection systems it became clear not every country registers internal complaints or has an internal complaint procedure.

Using the Global Health & Safety data collection system as our baseline, we will identify the necessary improvements, local laws and required implementations across all countries. These insights will enable us to develop a comprehensive complaints registration process across all countries by 2028.

This timeline has been set for 2028 because there is currently no established Global Health & Safety framework, and not every country has a dedicated Health & Safety representative focusing exclusively on this area. As a result, additional time is required to collect consistent data, align responsibilities, and implement the corresponding action points. But establishing the baseline and outlining clear priorities sets us on a strong path forward.

S2 WORKERS IN THE VALUE CHAIN

S2-1 Policies Related to Value Chain Workers

We are proud of our company values and the trust we have built with our employees, suppliers, and business partners. All our policies are based on international law and regulations, internationally recognised human rights, ILO conventions, and UNGPs, amongst others. Our employees and business partners are expected to comply with these policies and ensure the protection of human rights and the environment. We maintain rigorous internal policies and oversight mechanisms to ensure continued adherence to our 2CoC and related policies, and to ensure they address any risks and opportunities across our value chain. Our policies are reviewed annually to ensure they remain effective and reflect the current operating context and the latest legal requirements.

S2-1 POLICIES RELATED TO VALUE CHAIN WORKERS						
Policy	Content	Scope	Responsibility	Third-Party Standards / Initiatives	Stakeholder Consideration	Availability
Two-Way Code of Conduct (2CoC)	Sets out the contractually binding expectations of business partners regarding human rights and environmental protection. Also dictates what business partners can expect from Hunkemöller regarding RPP.	Upstream (all suppliers, their subcontractors and all other business partners who do business with Hunkemöller)	Board of Directors and Sustainability Manager	Internationally recognised human rights, ILO conventions, UNGPs, OECD Guidelines for Multinational Enterprises, SDGs, amfori BSCI Code of Conduct	Suppliers provided feedback in the creation of the 2CoC	Available on all Hunkemöller websites, Supplier Hub, and signed by all Tier 1 and 2 suppliers
Labour Policy	Sets out Hunkemöller's Zero-Tolerance approach to child, bonded, and forced labour and the requirements for our business partners.	Upstream supply chain	Board of Directors and Sustainability Manager	Internationally recognised human rights, ILO conventions, UNGPs, Dhaka Principles for Migration with Dignity, Bangladeshi Labour Act	N.A.	Available on all Hunkemöller websites, Supplier Hub, and shared with all suppliers
Human Rights Policy Statement and Supply Chain Diversity, Equity, and Inclusion Policy	Affirms Hunkemöller's commitment to human rights, environmental protection, and supply chain DEI	Own operations and upstream supply chain	Board of Directors and Sustainability Manager	Internationally recognised human rights, ILO Conventions, UNGPs, Children's Rights and Business Principles, Women's Empowerment Principles, OECD Guidelines, UN Global Compact Principles, etc.	N.A.	Available on all Hunkemöller websites, Supplier Hub, and shared with all suppliers
Responsible Exit Policy	Outlines we take when exiting a Business Partner to ensure the exit is ethical, and the (human) rights of workers are protected.	Own operations	Board of Directors. Legal Counsel, Director of Buying, and the Sustainability Manager	Internationally recognised human rights treaties, Fair Wear Responsible Exit Guidelines, ACT Responsible Exit Guidelines, UNGPs	N.A.	Internal sites



Two-Way Code of Conduct

In 2025, we replaced the Ethical Code of Conduct with our Two-Way Code of Conduct (2CoC). The 2CoC is based on Hunkemöller's holistic approach and commitment to ensuring the continuous improvement of human rights and environmental due diligence within our own operations, our supply chain, and within the organisations of our business partners. It forms the basis for how we combine CSR with responsible and ethical business conduct. The requirements set out in the 2CoC are based on the core UN human rights conventions and treaties, the International Labor Organisation (ILO) conventions, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact, the UN Sustainable Development Goals (SDGs), and the amfori BSCI Code of Conduct. The 2CoC not only outlines what we expect from our suppliers, but also what the suppliers can expect from Hunkemöller regarding ethical and sustainable practices and is applicable to permanent, temporary, as well as agency workers, home-workers, piece-rate, salaried, hourly paid, legal young workers, part-time, nightshift, and migrant workers.

To capture and address potential and actual risks related to upstream and downstream supply chain labour rights violations, the 2CoC stipulates that suppliers in turn ask for compliance from their suppliers – who ask the same from their suppliers and compliance cascades down the supply chain. Differing from our previous Ethical Code of Conduct, our 2CoC recognises that human rights and environmental due diligence is a joint commitment that requires mutual collaboration to achieve long term and sustainable relationships where human rights and environmental due diligence is kept at the forefront of our work. The 2CoC also stipulates Hunkemöller's commitment to responsible purchasing practices and the role Hunkemöller has on our Business Partners' ability to ensure human rights protection.

The 2CoC includes our Responsible Purchasing Practices Policy and the 5 principles that Hunkemöller is committed to adhering to. It is an important part of our human rights commitment to our employees, our customers, our shareholders, and our stakeholders. By shifting our relationship from a compliance-based to a collaborative one, by creating space for suppliers to raise concerns and suggest improvements, and by sharing commitments we try to encourage open dialogue, joint problem-solving, a co-investment in improvements and long-term partnerships. In case of changes to laws or social changes, the 2CoC will be updated accordingly.

Labour Policy

Hunkemöller's Labour Policy supplements the 2CocC and outlines our Zero-Tolerance approach to child, bonded, and forced labour, modern slavery, and human trafficking. This policy describes the requirements for our business partners and the remediation process in the event of child-, bonded-, and/or forced labour. It is essential for Hunkemöller that workers are not put at risk and that children are not deprived of their fundamental human rights to education or childhood. This policy was updated in 2025 to ensure alignment with all relevant legislation.

Human Rights and Supply Chain Diversity, Equity, and Inclusion

Hunkemöller's Human Rights Statement and Supply Chain Diversity, Equity, and Inclusion Policy affirms our established commitment and strategy on DEI and our pledge not to cause, contribute to, participate in, or enable human rights and environmental violations within our supply chain. This policy commits us to engaging with our suppliers and working towards an inclusive gender transformative, safe, and healthy work environment, including at the supplier level that is free from discrimination, harassment, abuse, and violence. This policy was updated in 2025 and is in alignment with all internationally recognised human rights.

Responsible Exit Policy

Hunkemöller is committed to acting responsibly. We recognise that our suppliers play a significant role in our success and we are committed to engaging with them responsibly and ethically. Our responsible exit process sets out how we manage factory exits to ensure they are conducted ethically, minimising the risk to both factory owners and employees.



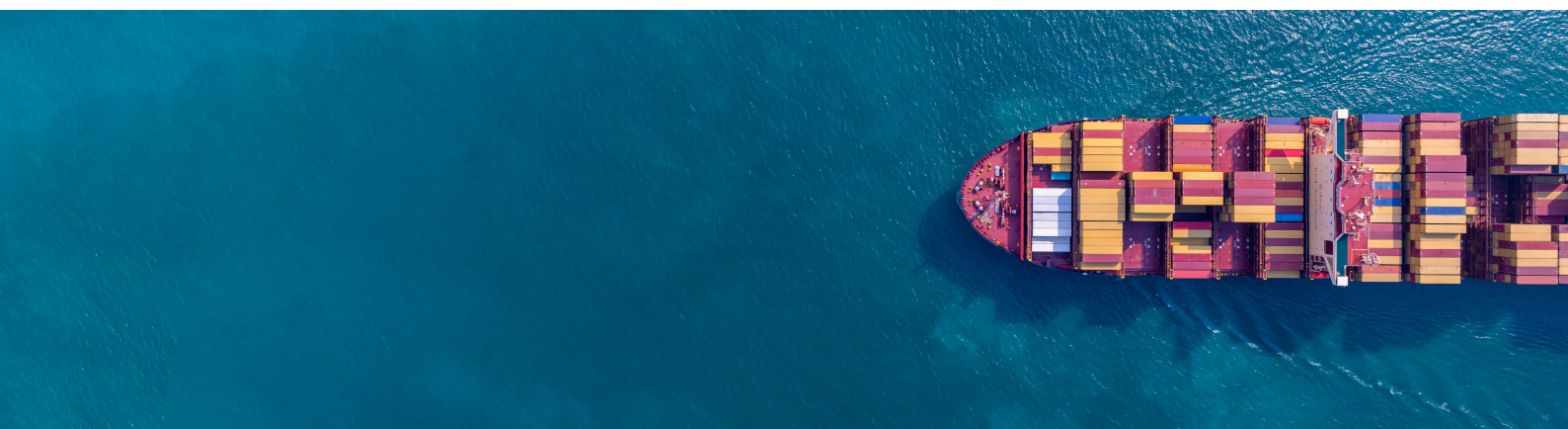
S2-2 Engagement with Value Chain Workers, Existence of Channels for Value Chain Workers to Raise Concerns or Needs and Approaches to Remedy

Building a sustainable future is not something we can do alone; achieving our sustainability goals requires extraordinary effort by all, and only by working and learning together can we drive meaningful change to shape a better tomorrow. Stakeholder engagement helps us understand different perspectives, share insights and innovations, and connect with our value chain. At Hunkemöller, we have joined forces and collaborated with NGOs, industry peers, trade unions, local communities, our value chain workers, and other stakeholders to work together to improve our actual and potential social and environmental impact. We also value the ability to engage with policymakers and regulators, as their work shapes the frameworks, guidelines, and incentives that drive sustainability initiatives and transparency. This collaborative effort enables us to gain valuable insights into evolving regulatory landscapes, allowing us to adapt our strategies and operations accordingly. Stakeholder engagement not only helps us understand the perspectives of those who might be affected by our activities, but also by engaging in two-way communication we can formulate our ESG and broader business strategies. This ensures that we can make the biggest change and have a lasting positive impact.

S2-2 PROCESSES FOR ENGAGING WITH SUPPLY CHAIN WORKERS ABOUT IMPACTS

Stakeholder	Principle	Topics	Manner of Engagement	Frequency
Value chain workers and their representatives	We engage with our value chain workers and their representatives for transparency, updates, and any HREDD concerns.	HREDD and any human rights or environmental concerns / issues, transparency, health and safety working conditions.	Grievance mechanisms, digital correspondence, meetings, in-person factory tours, meetings, and hotlines.	Monthly
Business Partners in production countries	We work together with our business partners to achieve our goals and joint commitment to human rights and environmental protection.	Responsible purchasing practices, HREDD, transparency and traceability, H&S working conditions, material use, forced / bonded / child labour protections etc.	Digital correspondence, PLM and Supplier Hub, online and in-person factory tours, supplier meetings and conferences.	Daily
NGOs, Unions & Industry Associations	We engage in open discussions with NGOs, unions, industry peers and associations for increased transparency, real time updates in supplier countries, and to learn about industry best practices.	Responsible purchasing practices, HREDD, transparency and traceability, H&S working conditions, material use, forced / bonded / child labour protections etc.	Working groups, conferences, multi-stakeholder initiative meetings, stakeholder engagement, and digital correspondence.	Bi-weekly

Through our engagement methods with our value chain workers and other key stakeholders, we can prioritise and address their concerns and needs which in turn informs our business activities that target any actual or potential negative impacts. Active and open dialogue allows us to adjust our strategies where needed and build on our knowledge of human rights and environmental due diligence. We remain committed to using our stakeholder engagement to ensure that our value chain - including vulnerable and marginalised communities - is prioritised and that their concerns are heard and addressed.



Collaboration with NGOs, unions, and industry associations is a key part of our sustainability initiatives as sustainability is a global problem with no single solution. Our partnerships bring us diverse insights into how we can mutually tackle problems, identify unexplored opportunities, and gain access to new skills and resources. To achieve our shared goal of creating a more sustainable and inclusive future for all, in 2025, we have partnered with:

amfori BSCI and BEPI

Hunkemöller has been an active member of amfori since 2004 and makes use of both amfori BSCI and BEPI. Amfori BSCI (Business Social Compliance Initiative) is an international social compliance standard that monitors suppliers on issues of human rights and helps us enforce compliance and implement improvements within our global supply chain. Amfori BEPI (Business Environment Performance initiative) is a cross-sectorial tool that helps identify and address sustainability issues and focuses on improvement efforts. As a partner of amfori, we also make use of their Code of conduct, management tools, monitoring system, capacity building, grievance mechanism, and external auditing.

International Accord

In 2023, Hunkemöller re-signed the New International Accord and its Bangladesh Country-Specific Safety Programme. This is a legally binding agreement that aims to ensure healthy and safe working environments for workers in the textile industry. The International Accord includes independent safety inspections of facilities and public reporting thereof. Through this partnership, we can collaborate with multiple stakeholders to identify and address fire, electrical, structural, and occupational safety hazards. We work closely with our suppliers and business partners to identify root causes behind any safety issues and collaborate to develop lasting solutions.

Cascale – Higg BRM, Higg FSLM, and Higg FEM

Since 2021, Hunkemöller has been a member of Cascale (previously known as the Sustainable Apparel coalition). Cascale is a non-profit sustainability organisation that aims to measure sustainability performance in the textile sector and drive collective action and positive change. Through this partnership, we can work collaboratively with 250+ global industry peers to lower negative environmental impacts and uphold social justice. Since joining Cascale, we have rolled out the Higg Index tools which have been integrated into our day-to-day business. The Higg Facility Social & Labour Module (FSLM) measures and audits social labour practices while the Higg Facility Environmental Module (FEM) is a standardised tool that uses data to measure the environmental impact of production facilities. The FEM also helps us measure the direct impact from production in terms of global warming, wastewater, depletion of fossil fuels, water scarcity, eutrophication, and chemistry. Since 2021, we have also been participating in the Higg Brand and Retailer Module (BRM).

Solidaridad

Since 2022, we have been partnering with Solidaridad, an NGO operating in over 50 countries which aims to improve supply chains through social and environmental aspects. Through our collaboration with Solidaridad, we can work together to build a more strategic approach to development, improving working conditions, and strengthening our sustainability efforts throughout our entire supply chain. This partnership allows us to enhance our relationship with the communities we operate in and assist in continued efforts to establish sustainability as the norm.

Netherlands Trade Union Confederation

The Netherlands Trade Union Confederation (FNV) is the largest trade union in the Netherlands, campaigning for a just and egalitarian distribution of work, power, and well-being for all. The FNV unions are members of and affiliated with other European and international trade union organisations. This means they can assist and support unions in other countries through their solidarity programmes. Thanks to this international network and their specialist knowledge on the ground, they can help us activate their networks and articulate actions where needed in the production countries where we are active.

The Centre for Child Rights and Business

The Centre for Child Rights and Business is an NGO working in sourcing countries across Asia. Their mission is to promote supply chain transparency, improve corporate practices and the lives of children and their families by collaborating with companies to strengthen children's rights protection. Working with the Centre helps us to prevent and remediate any potential child labour in our protection facilities.

Multi-Stakeholder Alliance for Decent Employment in the Myanmar Apparel Industry

In 2023, Hunkemöller joined the Multi-Stakeholder Alliance for Decent Employment in the Myanmar Apparel Industry (MADE in Myanmar). This EU funded project began its operations in 2022 with the objective of strengthening responsible business practices in the textile sector. MADE visits production facilities and conducts technical assessments, offers advisory support, workshops, and assists with remediation. Working with MADE helps us raise and monitor standards of conduct in our Myanmar facilities.

The Sustainable Trade Initiative

The Sustainable Trade Initiative (IDH) is an international organisation, aiming to make global agricultural and industrial markets more sustainable and inclusive. IDH operates across more than 23 countries and collaborates with over 250 companies in 50 sectors to drive sustainability and equity in global value chains. Their work spans several key areas: living wages & decent work; responsible purchasing practices (RPP); gender equality & economic empowerment and climate & nature. IDH convenes multi-stakeholder collaborations, including governments, NGOs, and corporations. Their approach is rooted in capacity building, auditing, and data-driven benchmarking. We partnered with IDH as part of our Living Wage Project to calculate and understand the wage gap between wages and living wage standards in 9 of our key facilities in three of our sourcing countries (see page 99 for more information on our living wage project).

Women Empowerment Principles

We are a signatory to the Women Empowerment Principles (WEPs) which are a set of principles offering guidance to businesses on how to advance gender equality and women's empowerment in the workplace. Established by UN Women and UN Global Compact, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. By joining the WEPs community, Hunkemöller demonstrates its commitment to this agenda at the highest levels of the company and its dedication to working collaboratively within multistakeholder networks to promote business practices that empower women.



ClimatePartner

Since 2023, Hunkemöller has been partnering with ClimatePartner, a consulting agency who has helped us calculate our carbon footprint across Scope 1, 2, and 3 (direct and indirect emissions). This partnership is key to ensuring that we meet our Science-Based Targets as ClimatePartner supports us in our data collection process and data analysis.

At Hunkemöller, it is vital that workers across our value chain can raise their concerns and have access to effective remedies. Grievance mechanisms are a crucial aspect of human rights and environmental due diligence and the UNGPs. Our approach to support our value chain workers is three-fold: we work with suppliers and factories to help improve their internal workplace grievance mechanisms in line with our 2CoC, we support existing and new industry-wide grievance mechanisms, and we have our own grievance mechanism. We believe it is important that workers' voices and experiences are heard, especially those of vulnerable groups. All of our Tier 1 production facilities must have their own internal grievance mechanism where workers can anonymously and in confidence submit any issues. If management needs assistance, complaints can be escalated directly to Hunkemöller. Through our partnerships with amfori, MADE, and the International Accord, workers can raise concerns directly with these organisations, which are then escalated to us. If workers are unwilling or unable to raise their concerns through these industry-specific or the internal factory mechanisms, Hunkemöller provides its own grievance channel for external stakeholders via SpeakUp. This mechanism allows individuals to file a complaint anonymously (via phone call, web browser, app - iOS and Android) and is accessible on all Hunkemöller websites. It is inclusive for everyone, including more vulnerable groups such as women, people with low literacy rates, and the youth, thanks to multiple points of entry such as written complaints, audio messages, or e-mail. Complaints can be lodged in the complainant's native language (75+ languages) all year round, at any time of the day. Additionally, complainants can remain anonymous throughout the entire process and do not have to fear victimisation, retaliation, discrimination, or disadvantage.

The Hunkemöller Grievance Mechanism can address single party, multi-party, and multi-issue complaints and is open to a wide range of concerns: both those based on factual data and those arising from perceptions or misperceptions. When a complaint is reported, it is shared with us, and we strive to investigate each complaint and identify a resolution within 60 calendar days. We consider a high number of complaints a positive sign as

it indicates both awareness of the mechanism's existence and confidence that Hunkemöller can provide a credible first avenue of recourse. Moreover, complaints help us understand the main challenges and human and labour rights issues in a manufacturing facility and offer valuable information on how we can improve our operations. We also regularly assess and review our grievance mechanism and the complaint findings to ensure effectiveness and that we are actively working towards improving our human rights due diligence and existing preventive and remedial measures. In 2025, 3 admissible complaints were submitted through our SpeakUp grievance mechanism. Two of these reports related to the volume of plastic packaging used for our online orders. This complaint was noted and raised with the right internal experts and departments who are working towards reducing our plastic packaging. One complaint concerned data privacy which was remediated by our Data Privacy team. All complaints were remediated and resolved within the designated timeframes. Through our multistakeholder initiatives, we received 7 complaints from Bangladesh and 1 from Cambodia. All these complaints have been remediated and concerned non-payment of due separation from employment entitlements (5 cases), contract disputes (1 case), harassment (1 case), and freedom of association disputes (1 case). We follow-up on all cases of non-compliance and require our manufacturing partners to remediate open issues within a specified timeframe. While many issues may have been resolved in practice, our approach is to 'close' a case in our systems once we have verified evidence of completion and confirmed that corrective actions taken are sustainable and sufficient to prevent reoccurrence.

S2-3 Actions and Resources Related to Value Chain Workers

Human Rights Risks

Respect for- and the promotion and protection of human rights is a key priority when it comes to our supply chain and managing impacts and risks. Through identifying and reviewing the most salient human rights risks in our supply chain, it provides us with a comprehensive overview which allows for the development of effective human rights due diligence processes, tools, policies, and practices. Risks are steered through internal management and control systems that play a key role in the way we conduct and monitor our activities along the value chain. This ensures that the protection and promotion of human rights is kept at the forefront of our work and all aspects of the business, and we can identify, prioritise, and mitigate Hunkemöller's impact. Our risk assessment process is always ongoing and includes amongst others:

- **External sources:** NGO & industry reports, media, country indices and country regulations, Hunkemöller partnerships, and stakeholder dialogue.
- **Internal sources:** Hunkemöller social and environmental audit data, grievances and complaints, supply chain risk mapping, number of factories in high-risk countries including non-critical factories, material processing, and raw material extraction.



We prioritise risks based on:

- **Severity:** scale (how serious the impact is) in relation to the scope (how many people are or will be affected) and irremediability.
- The likelihood of the risk occurring based on the operating environment: location and proximity to conflict zones, weak governance, mismatch between local practices and international standards.
- Material risks per supplier, factory, or site.

S2-3 HUMAN RIGHTS RISKS						
RISK	RELEVANT HUMAN RIGHT	RISK DESCRIPTION	LOCATION OF RISK	MOST VULNE-RABLE GROUPS	MANAGEMENT OF RISK	LEVEL OF RISK
Freedom of Association	Right to belong to a trade union and bargain collectively (UDHR art 23.4); freedom of association (UDHR art. 23.1); right to strike (ICESCR art. 8.1 [d]).	Social conflict and freedom of association breaches could be a risk due to a lack of social dialogue at factories. The risk is more likely upstream in our supply chain when no audit programme is in place or when there is no monitoring programme at the raw material extraction stage. An increase in geopolitical conflicts can increase the likelihood of this risk.	Operations; supply chain (employees and workers).	Women, LGBTQIA+, minorities and marginalised communities, persons with disabilities.	Following up on third-party complaints related to freedom of association and supporting factory management to create a worker participation committee as a platform for social dialogue.	No change ↔
Discrimination, Sexual Harassment, and Gender-Based Violence	Respectful treatment and freedom from discrimination (UDHR art. 1 and 2); freedom from degrading treatment (UDHR art. 5); right to just and favourable working conditions (UDHR art. 23.1); equal pay for equal work (UDHR art. 23.2); freedom of belief and religion (UDHR art. 18); rights of minorities (ICCPR art. 27).	Workplace discrimination based on gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, caste, birth or social background, marital status etc. is a very prevalent risk and is rampant in all industries and countries. Vulnerable and marginalised groups such as women and migrant workers make up the biggest part of our supplier workforce, and they are more at risk of facing discrimination, harassment, and gender-based violence	Operations; supply chain (employees, workers, and local communities).	Women, LGBTQIA+, minorities & marginalised communities, persons with disabilities, local communities (including indigenous peoples).	Using social dialogue as a tool to overcome the under-representation of women and promote gender equality at work. We support our core suppliers in setting up effective social dialogue platforms in factories that include the voices of marginalised groups such as women. We also support them in conducting women empowerment training for factory workers.	No change ↔
Health & Safety	Right to health (ICESCR art. 12.1); right to life (UDHR art. 3).	Due to climate change, the risk of natural disasters, disease outbreaks, and health risks is increasing worldwide, including in Asia where most of our supply chains are located. In addition, building and fire safety risks have been identified as major risks in the apparel sector, especially in Tier 1 and Tier 2 facilities.	Operations; supply chain (employees and workers).	Pregnant women, persons with disabilities, minorities and marginalised communities, night workers, workers in dormitories and young workers.	We focus on the OHS performance of our core Tier 1 and Tier 2 factories through social audits and factory injury rate monitoring. We regularly visit our suppliers to monitor their OHS performance and are signatory to the International Accord.	No change ↔

S2-3 HUMAN RIGHTS RISKS						
RISK	RELEVANT HUMAN RIGHT	RISK DESCRIPTION	LOCATION OF RISK	MOST VULNE-RABLE GROUPS	MANAGEMENT OF RISK	LEVEL OF RISK
Fair Remuneration and Working Hours	Right to just working conditions (UDHR art.23.1); right to just remuneration (UDHR, art.23.3).	Alongside low pay, excessively long hours are a major concern for workers in the textile and garment industry. This risk can arise due to several types of factors including late payment, inefficient capacity planning, improper deductions, time based or piecework rates, or the level of wages or income paid.	Operations; supply chain (employees and workers).	Employees and Workers including women, migrant workers, temporary workers etc	We monitor our suppliers regarding working hours and paying minimum wages to workers. As part of the Responsible Purchasing Project, we measured the living wage pay gap of our key Tier 1 suppliers in 2025.	No change ↔
Child Labour, Forced Labour, and Bonded Labour	Freedom from child labour (ICCPR art. 24 & ICESCR art. 10.3); right to education (UDHR art. 26); right to a family life (UDHR art. 16.3); right not to be subjected to slavery, servitude or forced labour (UDHR art. 4 and 5); right to life, liberty, and security of person (UDHR art. 3); freedom of movement (UDHR art. 13).	Hunkemöller's main sourcing countries have a high risk of forced-, bonded and child labour practices. This risk particularly concerns external workers (temporary workers and subcontractors) and increases our upstream supply chain when no audit programme is in place or when there is no monitoring programme at the raw material extraction stage.	Operations; supply chain (employees and workers).	Children, migrant and temporary employees / workers, women, marginalised communities.	Increase the use of certification to address raw material extraction and Human Rights risks. Work with stakeholders on the ground to monitor practices, provide training, and remediate cases when brought to our attention.	Increase ↑

Along with identifying the most salient human rights risks, Hunkemöller also conducts country risks assessments. Some countries may go through periods of volatility which can present more challenges but also increase the risk of human rights violations. These risk assessments allow us to review whether we can continue to operate in such contexts and how to manage the risks and any potential impacts. When identifying risk countries, and what this could look like for our business, we are guided by external expertise to consider conflict, security, and economic, political and social factors such as governance, economic development, and potentially vulnerable groups. The risk in different countries invariably changes over time in relation to these external contexts, therefore we conduct country risk assessments on an annual basis that analyses both the impact and our purchase volume in those countries. Based on our country-risk assessments, as of January 31st, 2026, 4 countries representing approximately 46.5 percent of purchase volumes have been identified as "critical" (high-risk). In 2024, Hunkemöller updated its buying strategy to strengthen the resilience of its supply chain to supply risks (linked to geopolitical, macroeconomic, environmental, etc. events) and to be more responsive to market demands and uncertainties. This strategy makes it possible to source products closer to the markets we serve.

Human Rights Due Diligence

Our human rights due diligence approach is in alignment with all internationally recognised human rights, the UNGPs, the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, as well as other relevant responsible business conduct standards. This approach includes but is not limited to factory

monitoring programmes, supplier scorecards, social and environmental audits, corrective action plans, regular in-person and online visits and factory tours, and training. Responsible business conduct is embedded in our own policies, training, strategies, and management systems. Because we are subject to the different laws and regulations that apply in every country in which we operate, we proactively monitor and identify the social and environmental legislation in each country and stay up to date with the latest changes in laws and regulations. Based on the most salient human rights risks and countries identified, Hunkemöller has developed its human rights due diligence programme to ensure that we are preventing, mitigating, and remediating material negative impacts that affect our value chain workers:

- **Freedom of Association:** we believe workers' rights to freedom of association and collective bargaining is a fundamental human right. Among other things, this means that workers should be able to join a union, form a union, and engage in worker participation committees without persecution or discrimination. Worker participation, along with maintaining and developing ecosystems for open dialogue, are the two core premises for achieving mature industrial relations and, as a result, for promoting more engaged and equal societies. Empowering worker representatives and employers through social dialogue platforms at local or industry levels is one of the best ways to generate impact at different stages of the supply chain. Moreover, dispute resolution mechanisms can provide dialogue between workers and employers, which helps build trust and commitment among the workforce and ensures that problems can be resolved quickly, amicably, and fairly. These mechanisms have proved very useful in preventing and resolving disputes related to freedom of association and have sometimes offered a framework for the conclusion of collective agreements. We are aware that in some of the production countries in which we operate, freedom of association is a sensitive topic. To start a dialogue with a supplier on freedom of association and collective bargaining, it is therefore essential that our working relationship is one of mutual trust and respect and that cultural aspects and different rules and regulations in the country are considered. To achieve the best results, freedom of association, social dialogue, and grievance mechanisms are always on our agenda when talking to and meeting with these suppliers.

- **Discrimination, Sexual Harassment, and Gender-Based Violence:** we recognise everyone's right to a safe workplace that is free from discrimination, violence, and harassment. Hunkemöller has a zero-tolerance approach to discrimination on any ground, and all aspects of employment must be based on the principle of equal opportunities regardless of one's identity. We do not tolerate physical abuse or discipline, the threat of (physical) abuse, inhumane or degrading treatment, economic, emotional or psychological abuse, coercion, sexual, or any other harassment or intimidation in our value chains. We collaborate with stakeholders to address the shared challenges of upholding these human rights, and we work closely with our value chain workers to understand their needs and provide them with the necessary tools for their empowerment. As part of our due diligence process, we identify and prioritise potential human rights impacts through a number of internal and external information sources including but not limited to surveys, grievances, social audit data, legislation analyses, NGO human rights trends, and risk reports. In 2025, we received 1 complaint regarding discrimination, violence, and/or harassment. This issue was filed with the International Accord. This issue was remediated and considered resolved.



- **Health and Safety:** the textile industry is known to be rampant with occupational health and safety risks including noise, dust, chemical substances, ergonomic and physical hazards, as well as electrical, structural, and fire safety amongst others. Ensuring safe working conditions for our own employees and the indirect employees at our production facilities is therefore an ethical imperative. Our ongoing auditing programme includes occupational health and safety assessments, to identify, eliminate, reduce, and control significant hazards and risks. Our factories under the Accord programme in Bangladesh must have a completion rate (initial findings) of 93 percent, which is 16 percent higher than the average rate of all factories under the Accord programme. 10 out of 15 Accord active factories achieved 100 percent remediation of the initial findings. The 5 that do not have 100 percent remediation are new extension buildings and have achieved more than 83 percent remediation of the initial findings. No fatal injuries were recorded in any of our production facilities in 2025.

- **Fair Remuneration and Working Hours:** we believe that a living wage is a fundamental human right and that a decent standard of living includes access to food, water, housing, education, healthcare, transportation, clothing, as well as basic needs, and providing the ability to manage unexpected events. A living wage should be earned during legal working hours (i.e. without overtime). We expect all our suppliers and business partners to adequately compensate value chain workers. In high-risk countries, we see a gap between minimum wage and living wage. In many countries, all over the world, wages fall short of what is needed to meet these basic needs. For example, in Central, Eastern and South-Eastern Europe, average wages for garment workers are often only around 26 percent of a living wage. In the Global South, average wages are 2-5x less than the amount that a worker and their family need to live with dignity.

Through social audit data we monitor the wages of our value chain workers and in 2025, our findings demonstrate that in our Tier 1 facilities:

- The lowest actual paid wage was the same as the local minimum wage in 38 percent of facilities
- The lowest actual paid wage was 1-10 percent above the local minimum wage in 18 percent of facilities
- The lowest actual paid wage was 11-20 percent above the local minimum wage in 18 percent of facilities
- The lowest actual paid wage was 20+ percent above the local minimum wage in 24 percent of facilities
- 28 percent of facilities paid a living wage

A living wage can only be achieved through efficient industry-wide collaboration between workers' representatives and employers with the aim of fostering social dialogue and ongoing respect for the freedom of association, collective bargaining rights, and responsible purchasing practices. RPP helps create an environment that is committed to improving working conditions, wages, and benefits for value chain workers. It outlines a commitment that companies have a responsibility to ensure that they have a positive impact on their suppliers through their purchasing practices. It constitutes a fair, equal, sustainable, and joint commitment that considers the needs of both parties and prioritises human rights.



In 2025 we rolled out human rights and living wage training to colleagues to deepen their understanding of our human rights and environmental due diligence processes – ensuring that our values are firmly embedded in our management processes. Additionally, in 2025, we updated our Supplier Onboard Terms and Conditions and officially kicked off our Living Wage Project with IDH. This project aimed at identifying the living wage gap in 3 of our supplier countries in 9 key long term facilities. Our living wage roadmap:



With the help of IDH, we calculated the living wage gap in 9 of our key facilities in three countries: Bangladesh, China, and Vietnam through collecting wage data from these suppliers. The 9 facilities that took part represent 19, 460 workers (38 percent of total workers in our supply chain). Hunkemöller remains committed to working towards a living wage as we undergo phase 2 in 2026 where we will calculate the living wage gap in more of our Tier 1 supply chain. By the end of 2026, it is our aim to draw an action plan for each key supplier, based on the number of employees, open costing, and our production share with the aim to start working towards closing the gap. Hunkemöller is committed to advancing living wages for supply chain workers via collective bargaining agreements between suppliers and trade unions. This approach is a key component of the ILO Principles on wage setting.

Regulating working hours is an essential part of ensuring decent working conditions in the garment industry. At Hunkemöller, we require all our suppliers to comply with applicable laws, collective bargaining agreements (if applicable), and industry standards regarding working hours, breaks, and public holidays. Normal working weeks, not including overtime, shall be defined by law but shall not exceed 48 hours, and workers must be provided with at least one day off following six consecutive working days. We monitor the working hours of our Tier 1 and Tier 2 suppliers, especially on excessive overtime. Excessive overtime is a sign of bad production planning but can also be attributed to faster turnaround times in production schedules and last-minute order changes. In case of excessive overtime, we work with factory management to identify the root-cause, explore opportunities for improvement, and develop a corrective action plan. In 2025, we found systemic excessive overtime (48+ hours per month) in 16 Tier 1 facilities, mainly in China. Other brands sharing these production locations contribute towards the overtime hours, especially if they have bigger purchasing volume in these facilities. In countries such as Bangladesh and Myanmar, the high overtime can be attributed to geopolitical instability which often results in factories having to close then request governmental extensions to meet production demands. High overtime is a prevalent problem within the textile industry, and we are working together with our value chain and factory management to explore opportunities for improvement through Responsible Purchasing Practices.

As part of our commitment, in 2025, we conducted an anonymous supplier satisfaction survey that also looked at our purchasing practices with our Tier 1 suppliers. The results from this survey indicate an encouraging comparative benchmark for Hunkemöller's purchasing practices as well as highlighting areas of improvement. Suppliers indicated that they are generally very satisfied with Hunkemöller and their business relationship with us. They regard us as a reliable business partner; and expressed a desire for continued growth and collaboration. Areas of improvement highlighted by suppliers include better forecasting and capacity planning, internal data management system

improvements, better payment terms, and faster communication and approval processes. As part of our ongoing commitment to transparency, improvement, and fostering long term stable relationships with our suppliers, we have taken these findings into consideration, notified relevant teams, and created an action plan that going into 2026 will be implemented. This action plan focuses on streamlining and resolutions for the areas highlighted. Additionally, we have started working on improving internal data management systems for a more streamlined and efficient approach to our Business Partners.

- **Modern Slavery:** child-, forced, & bonded labour and human trafficking (collectively referred as forced labour) are all human rights issues that are very prevalent in global supply chains. According to the ILO, an estimated 27,6 million people were in situations of forced labour in the private sector in 2021. At Hunkemöller, we recognise that this means that we must be vigilant in our commitment to safeguard workers' fundamental human rights and recognise the vulnerability of marginalised communities. Having fair recruitment and employment practices is key to achieving this. We have a zero-tolerance policy towards any kind of child, bonded, and forced labour. These topics are discussed in our Labour Policy and 2CoC which specify that these types of labour by our business partners are strictly prohibited. This means that the recruitment, transport, transfer, accommodation, and reception of a migrant worker for the purpose of paid employment must take place without threat, use of force, and constraint. Workers shall not work to pay debts; they shall not pay any recruitment fees, and no identity documents shall be taken from them. All employees must work of their own free will. In 2025, we found 0 cases of child labour. By the analysis of our social audit data and amfori BSCI 2024 audit reports, we identified that the majority of indirectly hired workers were not production workers but were security officers, cleaning crew, and food service providers. 0 cases of non-compliances and workers being forced to pay recruitment fees were found in 2025 in Tier 1 facilities.

Supply Chain Monitoring

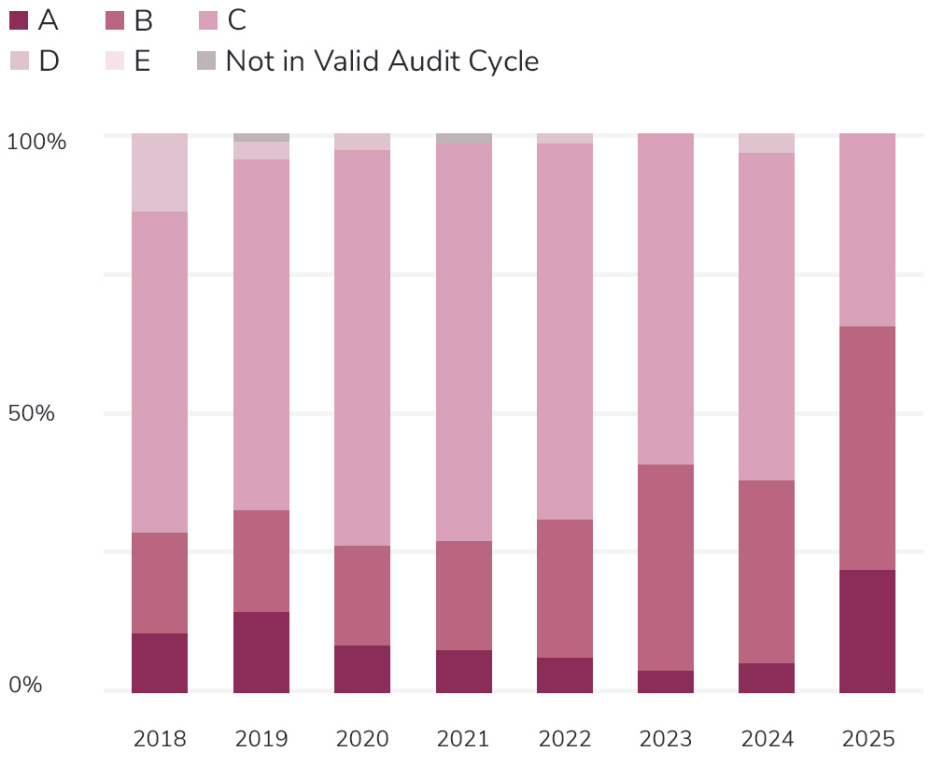
Target: 100 percent of Tier 2 and 3 suppliers mapped by FY2025

Supply chain monitoring through social audits is a crucial part of our approach to human rights due diligence. Our 2CoC underpins this approach and has been signed by all our Tier 1 suppliers and 84 percent of our Tier 2 suppliers. In 2026, we aim for 100 percent of our Tier 2 suppliers to sign our 2CoC. Suppliers and business partners are expected to comply with the standards set out in our 2CoC and, in turn, to require the same from their suppliers, cascading sustainability compliance and HREDD down the value chain. We are aware that cascading sustainability requirements through our extended supply chain remains a challenge as the concept has not become fully institutionalised nor do some suppliers feel compelled to ensure compliance of their suppliers. Through social audits, our main human rights risks amongst others can be monitored and verified in relation to our 2CoC. Production facilities are evaluated to reflect the situation at a given time and assessed on their ability to provide fair, safe, and healthy workplaces that promote human rights and environmental protection. We assess our suppliers against a number of critical compliance issues. This makes it possible to identify short, medium, and long-term areas for improvement. Any cases of non-compliance identified during audits are given a clear time frame for remediation. While threshold issues are considered serious but correctable through remedial action, zero-tolerance issues – such as forced, bonded, and child labour practices; or critical life-threatening health, safety, and environmental conditions – immediately trigger an action towards remediation and potential disqualification of a supplier. Our suppliers and business partners are required to propose a plan to mitigate and resolve the identified zero-tolerance issue, commit to structurally resolving it, and provide regular updates and evidence of remediation. Potential new manufacturing facilities are assessed in a similar way, and orders can only be placed if the facility is approved by the CSR team. In an increasingly uncertain and volatile world, we must have purchasing strategies in place to manage supplier risk. We annually assess our suppliers according to four major risk categories:

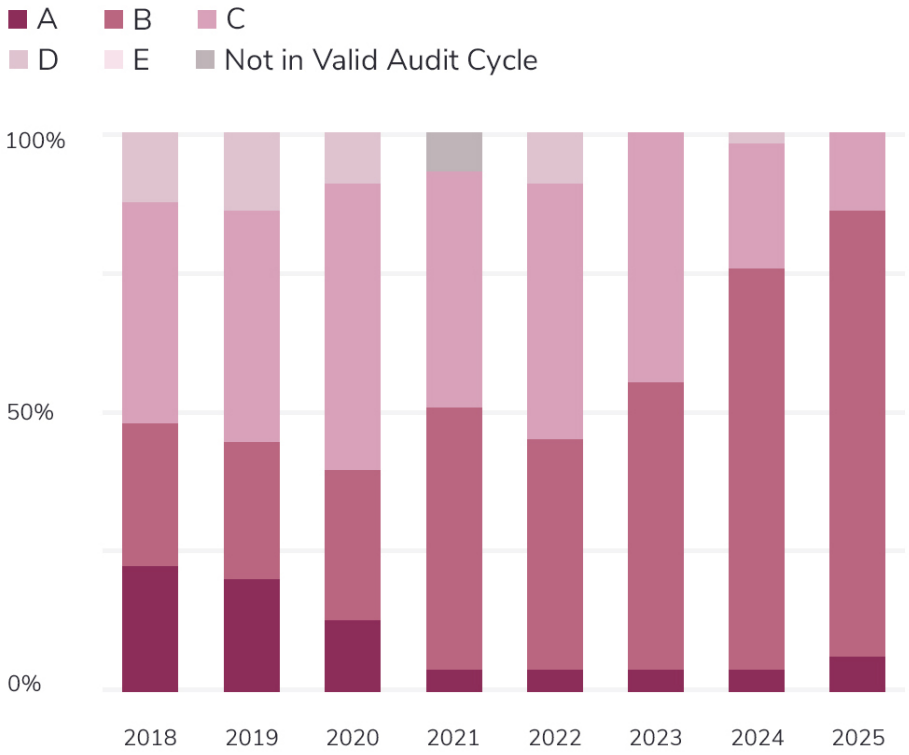
- **External risks:** geopolitical or economic crises, climate change, epidemics and pandemics, cyberattacks, etc.
- **Strategic risks:** rising costs, financial risks, supplier integration of sustainability, innovation and obsolescence, quality of the supplier relationship, etc.
- **Operational risks:** capacity risks, product quality, procurement, workforce availability, skills management and development, etc.
- **Sustainable development risks:** regulations, business ethics, human rights protection and due diligence, health and safety, environment due diligence etc.

Our focus is on maintaining partnerships with existing manufacturing partners rather than onboarding new ones. In 2025, 11 new suppliers were onboarded (2024: 4 suppliers). Hunkemöller requires its suppliers to obtain a minimum audit C-score (on a scale from A to E). If they are assigned a D score in non-risk areas, the supplier has six months to take corrective action and make improvements. They will then need to be re-audited to get a C-score. If a supplier earns a D score in risk areas or an E-score, then production is suspended until the problem has been resolved and the supplier is once again in possession of a C-score. In 2025, 22 percent of our production sites had an A-score, 44 percent a B-score, and 34 percent a C-score.

Compliance in % of Amount of Factories

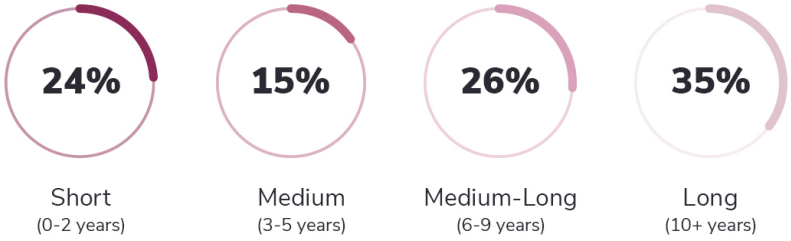


Compliance in % of Purchase Value



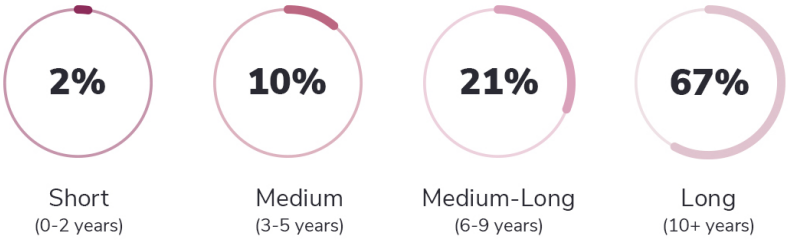
At the end of 2025, Hunkemöller worked with 50 supplier facilities (2024: 58) that manufacture products for our company in 11 countries (2024: 10). The reduction in the number of facilities reflects the consolidation of sourcing operations in line with our strategy to form long-term relationships with our core manufacturing partners. 24 percent of our suppliers have been working with us for up to 2 years, 15 percent for between 3 to 5 years, 26 percent for between 6-9 years, 35 percent for 10+ years.

Supplier Relationship Length



% of FOB (Euros)

per Supplier Relationship Length

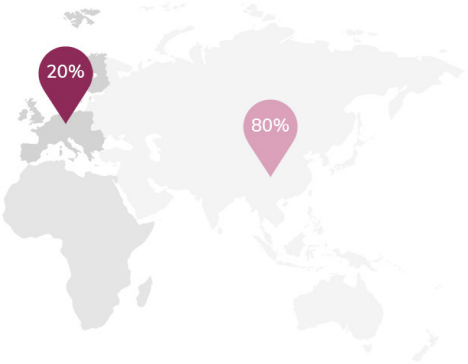


In 2025, 80 percent of our supplier facilities (2024: 87 percent) are in the Asia-Pacific region and 20 percent are in Europe including Turkey (2024: 13 percent).

Geographical Supplier Distribution

20%
EUROPE

80%
ASIA PACIFIC

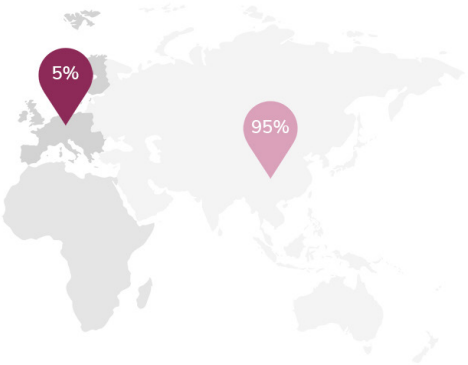


Geographical Supplier Distribution

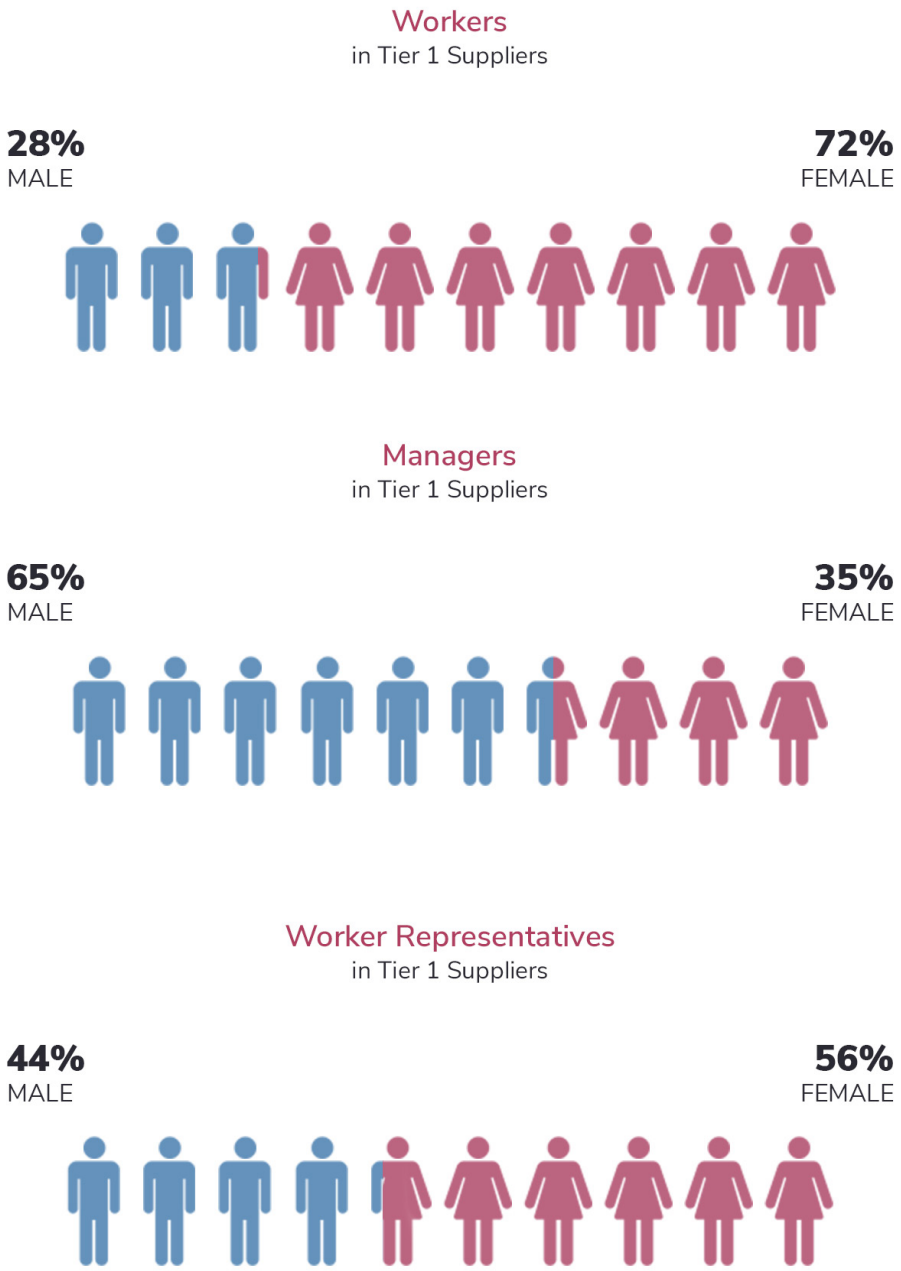
by Total % of FOB

5%
EUROPE

95%
ASIA PACIFIC



We continue to monitor gender equality in our supply chain to meet our objectives to bring a gender lens to our strategic suppliers' operations and ensure that all workers will have equal opportunities and rights. In 2025 our findings demonstrate that 35 percent of management positions in our Tier 1 facilities are held by women (2024: 39 percent).



S2-4 Targets Related to Value Chain Workers

We aim to address the risks that are most salient to us and our value chain. Targets are set in relation to our risks, impacts, and opportunities. Stakeholder engagement and engaging with our value chain is a vital part of our due diligence activities and monitoring risks. While we have not directly engaged with our value chain workers in regard to setting targets, we have incorporated their needs and most salient risks when setting the targets, as well as in reviewing the effectiveness of our actions and programmes. We monitor the performance of each of our publicly stated targets and provide transparent annual reporting on our progress annually. This allows us to adjust targets when and if needed and identify areas of improvement in our social compliance due diligence measures, as well as set new future targets.

S2-4 TARGETS RELATED TO VALUE CHAIN WORKERS			
Target	Scope	Results 2025	Additional Information and Looking Ahead
100% remediation of International Accord initial safety findings from existing production facilities (from before 2024) by 2025	Upstream Bangladesh supply chain	Based on production facilities from before 2024, we have achieved 97.4% remediation of International Accord initial safety findings. Before 2024, we had 10 facilities in Bangladesh.	Before 2024, we had 10 facilities in Bangladesh, 9 out of the 10 have achieved 100% remediation. One extension building is currently at 74%. Looking at all our current facilities, 10 out of the 15 active factories have achieved 100% remediation. The 5 that do not have 100% remediation are new extension buildings and have achieved 83% remediation. While we did not reach our target, we still consider this successful as our Bangladeshi facilities have worked hard to ensure safe and healthy working environments. Looking ahead, we plan to continue working together with our business partners and the International Accord, to reach 100% remediation of initial findings for all our current 2025 facilities by 2027.
100% grievances within the scope remediated on time	Upstream supply chain	100% of admissible grievances within scope were remediated on time.	Looking ahead, we want to bring forth more knowledge about our grievance mechanism across our tier 1 supply chain.
Calculate the wage gap of 5 key suppliers in 3 different countries by 2025	Upstream supply chain; key suppliers based on 61.2% of purchase value (FOB Euros)	The living wage gap was calculated with 6 key suppliers in 3 different countries. Phase 1 of the living wage project was successfully completed.	For phase 2, the living wage gap will be calculated in 19 other tier 1 suppliers. This gap analysis will be crucial for phase 3 of this project and the creation of the action plan to determine possibilities for closing the gap. See section S2-3 for more information.
100% of migrant workers in our Tier 1 and key Tier 2 suppliers will not pay recruitment fees by 2025	Upstream supply chain; Tier 1 and key Tier 2 facilities (if Hunkemöller production exceeds 10% of facility volume)	100% of migrant workers in our Tier 1 and key Tier 2 suppliers did not pay recruitment fees by 2025	This target was achieved and we did not have any migrant workers paying recruitment fees in our tier 1 or key tier 2 suppliers. Key tier 2 suppliers was determined on whether Hunkemöller production exceeds 10% of facility volume. Looking ahead, we plan on expanding this target and ensuring that 100% of migrant workers in tier 1 and tier 2 suppliers will not pay recruitment fees by 2026.
50% of female managers in our Tier 1 suppliers by 2025	Upstream supply chain; all Tier 1 facilities	In 2025 our findings demonstrate that 35% of management positions in our Tier 1 facilities are held by women.	Reflecting on this, it has been hard to reach this target, as we have limited influence on the management hiring practices of our tier 1 supply chain. Looking ahead, we remain committed to achieving this target and will adjust the timeline in accordance with our impact.

Looking ahead, we plan to review these targets to ensure that we are not only addressing the most material risks to our business and our value chain, but also that the targets remain aligned with relevant legislative requirements. We will also assess where we can have the biggest impact and where there are opportunities for improvement. These targets will be adjusted and expanded accordingly.

S3 AFFECTED COMMUNITIES

In alignment with the Corporate Sustainability Reporting Directive (CSRD), Hunkemöller has assessed the relevance of ESRS S3 – Affected Communities. Following a thorough materiality analysis, this topic has been deemed immaterial to our operations due to the nature of our business activities and supply chain structure. Hunkemöller does not operate industrial or extractive activities and therefore has limited direct interaction with affected communities in its own operations. Potential impacts are primarily located upstream in the value chain, where the company is indirectly

linked through its suppliers. While risks related to environmental pollution, water use, and land impacts may affect surrounding communities in sourcing countries, these risks are addressed through existing due diligence processes, including supplier audits and environmental programmes. No substantiated cases of significant adverse impacts on affected communities linked to Hunkemöller were identified during the reporting period. Furthermore, relevant environmental and social impacts are already captured under other material topics, including climate change, pollution, and workers in the value chain.

S3-1 Policies Related to Affected Communities

Our policies related to affected communities are not stand-alone policies but are rather incorporated into a broader set of documents, including our 2CoC, Human Rights and Supply Chain Diversity, Equity, and Inclusion Policy, and Climate Policy (see section E1-4 for more information on our Climate Policy, and section S2-1 for more information on our 2CoC and Human Rights and Supply Chain DEI Policy).

Stakeholder Engagement

We care about the social and environmental impacts of our activities and want to make a positive impact on the communities where we work and operate. We want to foster and cultivate inclusivity, equity and diversity, promote sustainability, and drive innovation. To improve people's lives and the communities in which we operate, we collaborate with partners to support societal and environmental awareness and education and create opportunities in the fashion industry. Our community engagement is reflected in initiatives and projects which focus - amongst others - on:

- **Gender equality:** gender is a priority that underpins every aspect of our community engagement projects which aim at advancing respect for diversity and the struggle for gender equality in every aspect of life (economic, social, cultural, workplace, political etc.). As well as being a fundamental human right, gender equality is a main building block for creating a peaceful, prosperous, and sustainable world.
- **Environment:** activities that foster the preservation and resilience of natural ecosystems, through an increased use of preferred materials.

The initiatives that we promote and the projects that we embark upon must be voluntary; non-profit, focused on social and/or environmental benefits, and we must be able to measure their outputs and impacts. In 2025, we collaborated with the following organisations and advocated the following initiatives:

- **Pink Ribbon:** in 2016, Hunkemöller entered a partnership with Pink Ribbon; an international symbol of breast cancer awareness. Each October, during Breast Cancer Awareness Month, we support Pink Ribbon and the Dutch cancer Society (KWF) by donating a portion of sales from selected products, such as customised bracelets. Sold in our physical and online stores. These contributions help fund research into breast cancer treatment, aftercare and long-term effects. In 2025, we donated 20.000 euro to Pink Ribbon in the Netherlands, 20.000 euro in Germany and 10.000 euro in Belgium.

Measures to provide and/or Enable Remedy for Human Rights Impacts

See section S2-2 and S2-3 for the measures we undertake to provide and/or enable remedy for human rights impacts.

S3-2 Processes for Engaging with Affected Communities about Impacts

Hunkemöller uses stakeholder engagement to gain insights into the perspectives of affected communities. This especially includes vulnerable groups, minorities, or those whose circumstances expose them to exploitation or the abuse of their rights and who may be particularly affected by adverse impacts (see section S2-2 for how we engage with our stakeholders). While direct engagement with affected (indigenous) communities is not currently part of our formal strategy, we integrate their rights and perspectives through the following mechanisms:

- **Human Rights Commitments:** our policies are aligned with internationally recognised standards;
- **Preferred Materials Strategy:** we prioritise materials that reduce environmental degradation and land conversion, which are often linked to indigenous territories;
- **Multi-Stakeholder Engagement:** we participate in initiatives such as Better Cotton, ZDHC, and the International Accord which promote sustainable practices and human rights across the industry. These platforms allow us to contribute to broader conversations about community and indigenous rights.

We continue to monitor evolving expectations and regulatory requirements. We aim to strengthen our indirect engagement and explore multi-stakeholder initiatives that address community-related risks and opportunities.

S4 CONSUMERS AND END-USERS

SBM-3 Material Impacts, Risks and Opportunities and Their Interaction with Strategy and Business Model

SBM4 CONSUMERS AND END-USERS AND MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)						
SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Information	By providing reliable, standardised sustainability data for consumers we can contribute to an informed decision-making process for consumers.	Oppor-tunity	Actual	Medium term	Downstream	Increase ↑
Privacy	Failure to implement and maintain effective strategies to manage personal data in operational business processes could result in the inability to effectively comply with legal requirements. This could result in administrative fines, individual legal claims, or other administrative action, such as business operations restrictions upon complaints, audits, or lawsuits.	Risk	Actual	Mid term	Downstream	No change ↔
Product Safety	Inadequate product safety standards (e.g. regarding materials in beauty products and garments) could lead to adverse effects on human health. This may, in turn, result in fines or reputational damage. Furthermore, increasing EU and regional regulatory requirements on the use of chemicals heighten the risk of non-compliance which could lead to voluntary or mandatory product recalls, returned stock, penalties, fines, personal injury claims and further reputational damage.	Risk and Negative Impact	Actual	Short term	Downstream	No change ↔
Social Inclusion	By offering a diverse and inclusive product assortment (e.g. regarding sizes, or adaptive fashion for people with disabilities) we can cater to the needs of consumer segments which are often overlooked and have limited options.	Oppor-tunity	Actual	Short term	Downstream	Increase ↑
Responsible Marketing Practices	Marketing practices can have an impact on the mental and psychological well-being of our consumers. This includes, e.g., any form of communication that is sent without consent or a lawful basis, or unfairly targets or excludes certain groups based on race, gender, age, or other characteristics and that can have detrimental effects on the mental health and overall well-being of consumers; or personalised provision of services and products that limits a consumers autonomy and choice.	Negative Impact	Actual	N.A.	Downstream	No change ↔
Responsible Marketing Practices	Environmental claims in advertising should be accurate and not misleading. Consumers should have all relevant information about the product before making a purchase decision. If not, consumers could purchase a product that does not meet their expectations, which could negatively impact their trust in our brand and leave them financially dissatisfied.	Negative Impact	Potential	Short term	Upstream	No change ↔

SBM4 CONSUMERS AND END-USERS AND MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)						
SUBTOPICS	RISK & OPPORTUNITY DESCRIPTION	MATERIAL IRO	CLASSI-FICATION	TIME HORIZON	VALUE CHAIN	LEVEL OF RISK OR OPPORTUNITY
Corruption & Bribery; Protection of Whistleblower; Corporate Culture	Bribery and corruption in the fashion industry could conceal serious violations like child labour, human rights and environmental abuses, posing legal and reputational risks for Hunkemöller. Failure to promptly address compliance issues through whistleblowing protection increases the likelihood of legal or reputational harm. Furthermore, meeting EU packaging targets is critical to avoiding fines.	Risk	Potential	N.A	Upstream and Downstream	No change ↔

We strive to create a positive impact on our customers by offering an accessible and inclusive product range. Our values, standards, and business model are rooted in a commitment to equality, ensuring that our products and services are available to all, while celebrating diversity in every form. This commitment extends to our marketing practices, which play a vital role in building brand desirability and attracting a broad consumer base. Our marketing approach emphasises inspirational and innovative concepts designed to foster consumer advocacy, strengthen brand equity, and drive demand. By aligning these efforts with our business model, we focus on deepening consumer engagement and loyalty while actively avoiding any form of discriminatory messaging. Accuracy and transparency remain central to our communications, reinforcing consumer trust and supporting our long-standing dedication to sustainability.

Customer Communication

To be able to offer the right quality product to our customers, we try to gain an in-depth understanding of their behaviours, motivations, and concerns. Our store, Ecom, and marketing teams work with designers and product teams to understand customer needs and identify trends. By listening to our customers and offering a response adapted to their needs at the right time and place, we can deliver the best customer experience and journey. We aim to facilitate easier, informed choices through transparent, accessible information. Simultaneously, our photographers, audiovisual producers, and stylists ensure that the images of the models and the campaigns that feature them convey a positive, inclusive, and diverse image, while presenting their characteristics and qualities in the most honest way. Besides our physical stores, we offer our customers a variety of digital tools, such as online browsing and online purchase, in-store pickup or home delivery. This allows us to increase the availability of items and foster a more direct relationship with our customers, who can access our products whenever, wherever, and however they choose. In 2025, until January 31st, 2026, we recorded 70+ million sessions and 40+ million users on our websites/ online stores.

To address the challenges of serving customers in different countries and stores, we train our teams in product knowledge, store processes, customer orientation, and respect for diversity and inclusion. Hunkemöller is also working to guarantee accessibility in its stores and on our online sales channels. Therefore, it is our aim that all our stores meet architectural accessibility standards to enable people with disabilities to access and move around the stores with ease. We have the ambition to refurbish a significant amount of our stores in the future to optimise the shopping experience for all customers. Regarding accessibility to our websites and using accessibility menus, our American website already complies with the Accessibility Guidelines or General Accessible Design Principles established by Web Accessibility Initiative (WAI) Working Group, a part of the World Wide Web Consortium (W3C). These menus, visible from the home pages of each website, provide a variety of voice, browsing, colour, and content adjustments to ensure an inclusive and barrier-free browsing experience for users and customers. It is our aim to have the same menus integrated in all our other corporate websites by 2026 latest, by which time we will have updated our corporate website.

S4-1 Policies Related to Consumers and End-Users

To prevent or mitigate any form of risk or negative impact on consumers and end-users concerning privacy, health and safety, and responsible marketing practices, we have several policies in place:

POLICY CONTENT SCOPE RESPONSIBLE PARTY THIRD-PARTY STANDARDS & INITIATIVES STAKEHOLDER CONSIDERATION AVAILABILITY						
POLICY	CONTENT	SCOPE	RESPONSIBLE PARTY	THIRD-PARTY STANDARDS & INITIATIVES	STAKEHOLDER CONSIDERATION	AVAILABILITY
Hunkemöller Privacy Statement	Affirms HKMs commitment to handle personal data according to legal obligations	Consumers' personal data	DPO	GDPR, AP guidance, EDPB guidance	Loyalty, marketing, eComm, BT	Available publicly on all HKM websites
Hunkemöller Recruitment Privacy Policy	Describes how we handle personal data of applicants	Applicants for jobs	DPO	GDPR, AP guidance, EDPB guidance	HR and Recruitment	Available on HKM jobs website
Hunkemöller Cookie Policy	How HKM uses cookies and tracking tools to gather information about end users of our website and app	End users of our website and app	DPO	GDPR, AP guidance, EDPB guidance	Loyalty, marketing, eComm, BT	Available publicly on all HKM websites
Hunkemöller Privacy Handbook	Guidance and explanations of concepts relevant to privacy	Employees	DPO	GDPR, AP guidance, EDPB guidance	HR, Legal, Privacy	Available internally on Keephub
Hunkemöller Information Security and Privacy Policy	Sets expectations for employees handle data (including confidential and personal data) regarding information security and privacy. Also sets governance elements to governance of confidentiality, integrity, availability, reliability, and accountability of information within Hunkemöller.	Applies to all employees, contractors, suppliers, agents, and third parties with authorised access to Hunkemöller's systems and data.	Board of Directors ultimately accountable CISO	GDPR, AP guidance, EDPB guidance, NIS2, ISO standards	BT, HR, Legal, Privacy	Internal document
Human Rights Policy Statement and Supply Chain Diversity, Equity, and Inclusion Policy	Affirms HKMs commitment to human rights and environmental protection and supply chain DEI	Own operations and upstream supply chain	Board of Directors and Sustainability Manager	All internationally recognised human rights, ILO Conventions, UNGPs, Children's Rights and Business Principles, Women's Empowerment Principles, OECD Guidelines, UN Global Compact Principles, etc.	NA	Available on all Hunkemöller websites and Supplier Hub
Circularity and Waste Policy (Section 6: Product Safety)	Describes how HKM ensures consumer safety	The chemical safety of all finished products	Board of Directors and Sustainability Manager	AFIRM for RSL alignment and OEKO-TEX® as certification standard	Product Compliance	Available on Supplier Hub

Human Rights Policy Statement and Supply Chain Diversity, Equity, and Inclusion Policy

This policy affirms our established commitment and strategy to DEI and our commitment against causing, contributing to, participating in, or enabling human rights and environmental violations within our supply chain. See section S2-1 for more information.

Product Safety

For more information, please refer to E2-3 Targets Related to Pollution.

Data Protection and Privacy

We consider privacy as part of all new projects, conducting in depth risk assessments when projects involve substantial personal data processing. To strengthen data privacy awareness across the organisation, we offer a range of tailored training sessions designed to enhance employees' understanding of data protection. For example, key teams participate in in-person training sessions, and all office-based staff are required to complete an annual e-learning module on data privacy. This training equips them with the essential skills to identify and appropriately handle personal data, fostering a culture of privacy consciousness and ensuring compliance with our data protection standards at every level.

In terms of customer data privacy, our dedicated team of data privacy professionals reviews all personal data processes to ensure that individuals' privacy rights are balanced with our legitimate commercial interests. Our approach prioritises proactive measures to prevent, mitigate, and address any potential risks to customer personal data, such as data minimisation. To further safeguard customer rights, we have introduced robust measures such as data encryption technologies, access controls and privacy audits to detect and resolve vulnerabilities.

Information Security Strategy (ISS)

Our ISS is a structured framework of policies, procedures, and controls designed to manage and protect sensitive information. It focuses on cybersecurity management and technology-related risks with the aim to protect data and systems, reduce risk, minimise the effect of potential incidents, and comply with current and future regulatory obligations. Our cybersecurity documentation consists of four core elements:

- Policies are set by our management board to establish "management's intent" for cybersecurity and data protection requirements that are necessary to support our group strategy and mission.
- Standards provide us with specific, quantifiable requirements for cybersecurity.
- Procedures establish the defined practices or steps that are performed to meet or implement standards and satisfy control objectives.
- Guidelines comprise additional guidance that is recommended for use

We have established mechanisms to ensure all our policies are regularly revisited and updated annually to ensure effectiveness and appropriateness.

S4-2 Engagement with Consumers and End-Users, Existence of Channels for Consumers and End-Users to Raise Concerns or Needs and Approaches to Remedy

To gain consumer insights, we mostly use three types of data sources:

- Quantitative (structured) consumer survey data gathered for us from third-party providers (agencies, software-as-a-service (SaaS) providers). We work with agencies in the field who execute a brand perception and brand health survey in various countries annually – this type of data is collected continuously throughout the year.
- Behavioural data from digital data sources from social media platforms and search engines that are used by our target consumer such as Instagram, Tik Tok, Google – this data is sourced via SaaS partners who provide platform access and raw data (dashboards, files, API access). This type of data is always accessible.
- Qualitative consumer feedback on products, concepts, ideas, looks, and styles from focus groups, workshops and in-depth interviews. This data is gathered on an ad-hoc basis, pending requirements.

Through our multiple open channels of communication, we can directly engage with consumers and end-users. We strive to uphold our commitment to consumer satisfaction and responsible marketing practices, and where appropriate, effective remedies are provided. To be able to offer the right quality products to our customers, we try to gain an in-depth understanding of their desires, behaviours, motivations, and concerns. An important part of our measures to engage with our consumers and end-users is recognising that marginalised groups are more vulnerable to any actual or potential impacts. Any complaints and issues brought forth to us by our consumers and end-users through the multiple channels are all taken seriously and inform our activities to address actual and potential impacts and risks.

S4-3 Processes to Remediate Negative Impacts and Channels for Consumers and End-Users to Raise Concerns
As part of our customers engagement process, our customer service teams handle a range of issues related to product purchases before, during, and after each transaction. During this process, each concept classifies autonomously the reasons for customer contact, which can be grouped in four broad groups of queries: pre-purchase (issues prior to purchase), post-purchase (related to an order or purchase at the store), customer service (regarding contact channels, web and app), and complaints and claims. In 2025, the Hunkemöller customer service areas handled approximately 220,000 customer cases (calls, e-mails, WhatsApp conversations and messages via social media profiles), covering queries related to products, the purchasing process, shipments, incidents, or current issues affecting the retail operations, among other matters. Notably, the growth in online sales in recent years accounts for the majority of these contacts, primarily driven by order-related enquiries, such as delivery status (Where Is My Order) and questions regarding to the refund process. Service level, defined as the percentage of contacts resolved, was close to 100 percent.

In case of human rights or environmental violations, consumers and end-users can raise their concerns through our grievance mechanism (see section S2-2 for more information regarding our grievance mechanism). Even though the SpeakUp grievance mechanism is meant for serious human rights and environmental violations, in 2025, 8 issues were raised by consumers and end-users regarding alleged disrespectful behaviour by employees in our stores. All issues were resolved and remediated.

S4-4 Actions and Resources Related to Consumers and End-Users
At Hunkemöller, we are committed to managing and targeting the risks and impacts that negatively affect our consumers and end-users. These due diligence efforts remain ongoing and are regularly reviewed and assessed to ensure effectiveness, alignment with legislative requirements, and materiality.

Privacy
To mitigate privacy risks and negative impacts, we have integrated robust privacy management and protection systems into our business practices. This includes updating the Cookie Policy, cookie banner and cookie settings, updating the template DPA, updating our DPIA process, and running 15 tailored training sessions for teams that handle significant amounts of personal data.

Product Safety
Our Quality Assurance team conducts regular testing of products and materials throughout the production cycle, from raw materials to finished goods, utilising accredited third-party laboratories. We closely track the compliance performance and identify any trends or recurring issues that may require additional attention. Since 2024, we have been working with Hohenstein, a nominated test facility that offers smart testing and performs chemical testing. Their customised testing programmes align with our strategic plan and focus on testing high-risk products based on supplier and product performance. In 2025, we tested 12 products. From 2026, we plan to test 16 products. Our internal capabilities for addressing product risks are managed by members of our Product Compliance, Technical, and CSR teams. While we leverage the expertise of Hohenstein for testing and compliance, our internal teams ensure alignment with regulatory requirements and company standards. This also ensures that we are actively managing any actual and potential risks and impacts related to our consumers and end-users. Part of our due diligence efforts to manage impacts is also regular reviews and updates of our Restricted Substances List (RSL). Through annual reviews, we can assess the effectiveness of our RSL and ensure alignment with the latest legislation, industry best practices, and AFIRM standards. Our RSL requirements are clearly communicated to all suppliers and regular audits, and testing is conducted to verify that our suppliers meet the chemical management standards which keeps our

consumers and end-users' safety. In 2025, we implemented an additional supplier requirement requiring all our Tier 2 suppliers to be OEKO-TEX® STANDARD 100 certified. Our Product Compliance team ensures that certificates are kept up to date, and that expired certificates are promptly addressed to maintain ongoing product compliance with the required standards. In case we receive any information about incidents and/or complaints about our products, our Technical and Product Compliance teams are immediately notified for evaluation and follow-up. Where products fail chemical testing or there is any indication that a product may be unsafe for consumers, we follow strict protocols and procedures. Products are immediately withdrawn from the market; customers are notified through the relevant channels, and all units sold are recalled. Following this, we launch an investigation to identify the root cause of the incident to prevent recurrence. When a product is recalled, we also follow strict protocols regarding the responsible disposal or destruction of non-compliant products. To support this, we work with Remondis, a global recycling and waste management company that provides us with certifications and proof that the disposal process has been carried out in accordance with legal and environmental standards. In 2025, 1 product was recalled for health and safety reasons (In 2025: 1 and 2024: 0). The recalled product was a hot water bottle, withdrawn after health and safety authorities concluded not enough testing had been carried out to deem the product safe and compliant with regulations. While factory testing by Intertek confirmed that the hot water bottles met all safety standards, these tests could not be directly attributed to Hunkemöller. Consequently, the product was recalled. In 2025, we became friends of ZDHC, reinforcing our commitment to ensuring chemical safety throughout our supply chain (see section E2-2 for more information).

Store Accessibility

At Hunkemöller, we value accessibility, and we are working to guarantee and ensure that everyone, including people with disabilities, can access our stores and our websites. To address the challenges of serving customers in different countries and stores, we train our teams in product knowledge, store processes, customer orientation, and respect for diversity and inclusion. It is our aim that all our stores meet architectural accessibility standards to enable people with disabilities to access and move around the stores with ease. Through our rebranding efforts, we aim to refurbish and modernise our stores to optimise the shopping experience for all customers. In 2025, 60 stores were renovated as part of our rebranding efforts. Renovated stores are designed with accessibility in mind including wider aisles, fitting rooms with curtains instead of doors, and updated service practices that meet the needs of people with disabilities. In 1 location in the Netherlands, stores underwent independent accessibility audits by social enterprises, receiving a quality mark and advice on accessibility (mobility, hearing, and visual) improvements. All our stores in Switzerland comply with accessibility legislation where a side piece has been added to the register for people in wheelchairs.

Hunkemöller is committed to making its digital platforms accessible and inclusive for all users, in line with the principles of the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA. We are continuously working to improve the accessibility and usability of our websites and mobile applications. As part of this effort, we collaborate with external experts to monitor, assess, and enhance our digital experience across markets. Our external partners completed an audit of our applications for 2025–2026, and we plan to conduct such audits annually. In addition, we use an automated monitoring tool for our websites to ensure continuous tracking of accessibility status. Accessibility is a process of ongoing improvement, and while we aim to meet or exceed applicable standards, certain areas may still be in development as part of our broader compliance roadmap. This includes reviewing and updating content, navigation, and interactive features to ensure they are accessible to all.

Targets Related to Consumers and End-Users

To establish targets, Hunkemöller has adopted a structured cross-departmental approach that considers the risks, opportunities, and impacts affecting consumers and end-users in combination with their insights and engagement. Our target performance and effectiveness are assessed on an annual basis, and action plans are adjusted where necessary.

TARGET SCOPE RESULTS 2025 ADDITIONAL INFORMATION AND LOOKING AHEAD			
TARGET	**SCOPE**	**RESULTS 2025**	**ADDITIONAL INFORMATION AND LOOKING AHEAD**
Maintain RSL & REACH compliance rate on material and product level above 90%	N.A.	N.A.	Starting in 2026, we will discontinue this KPI, as its content overlaps with the two other product-safety KPIs listed below.
Hunkemöller Recruitment Privacy Policy	Tier 1 and Tier 2 suppliers	93,6% of our Tier 1 suppliers and 79,5% of our Tier 2 suppliers are OEKO-TEX® STANDARD 100 certified.	We will continue prioritizing the timely renewal of all OEKO-TEX® STANDARD 100 certifications and will ensure that all suppliers are certified or progressing toward certification.
Testing 12 products a year by 2025	High-risk products Q1-Q4 2025	In 2025, we conducted chemical safety tests on 12 products, whereby no irregularities were found.	Starting in 2026, we will increase this number to 16 to strengthen our due diligence and include more tests on accessories and other higher-risk products.
Research the possibility of rolling out store walk-throughs to all countries where Hunkemöller is located by Q1 2026.	Global	Using the ESG Information System for global data collection, we have mapped that all countries in which Hunkemöller stores are located conduct annual, recurring safety inspections. Although the specific focus areas differ slightly per country (some being more comprehensive than others), all countries include the following topics in their assessments: emergency exits and escape routes, evacuation floorplans, safety instructions, and safety equipment. Most countries also assess physical workload, hazardous substances, stair safety, storage conditions, general working conditions, and transportation. A limited number of countries additionally include aftercare, electrical appliances, internal emergency response, psychosocial risks, and working alone. One country did not complete the inspection in 2025, as their most recent assessment was carried out in 2024. Although they normally conduct the inspection annually, circumstances made it not feasible to perform the 2025 check.	Implementing the same system and unified checklist across all countries is feasible; however, it will require time to roll out, partly due to the absence of dedicated Health & Safety departments in several countries.

While we do not have any specific privacy targets, we aim to comply with all applicable privacy legislation. If any new privacy legislation is passed - such as the Digital Fairness Act and the Omnibus for De-Regulation - we will also ensure compliance. At Hunkemöller we are dedicated to respecting and constantly ensuring the privacy rights of all our consumers, end-users, employees, value chain workers, and all other stakeholders. Our commitment and dedication to privacy protection is reflected every day in our continuous efforts to being a trusted brand and our implementation of our Together Tomorrow strategy.

Ensuring responsible marketing practices is an ongoing part of our commitment to Together Tomorrow. While we do not have any specific targets for this ambition, we remain committed to ensuring that our marketing strategies are in alignment with consumer expectations and that our campaigns convey a positive, inclusive, and diverse image.

List of Abbreviations

ABS - Acrylonitril-Butadieen-Styrene
ACT – Action Collaboration Transformation
AI – Artificial Intelligence
BCI – Better Cotton Initiative
BEPI – Business Environmental
BHRCC - Business & Human Rights Resource Centre
BMI – Better Mill Initiative Performance Initiative
BREAAM – Building Research Establishment Environmental Assessment Methodology BSCI – Business Social Compliance Initiative
CAP – Corrective Action Plan
CBA – Collective Bargaining Agreement
CEO – Chief Executive Officer
CFO – Chief Financial Officer
CFRPP – Common Framework for Responsible Purchasing Practices
COC – Code of Conduct
CSRD – Corporate Sustainability Reporting Directive
CSDDD – Corporate Sustainability Due Diligence Directive
2CoC – Two-Way Code of Conduct
DACH – Germany, Austria and Switserland
DC – Distribution Center
DEI – Diversity, Equity and Inclusion
DMA – Double Materiality Assessment
DPP – Digital Product Passport
ECoC – Ethical Code of Conduct
EPR – Extended Producer Responsibility
ESG – Environmental, Social and Governance
ESPR - Ecodesign for Sustainable Products Regulation
ESRS – European Sustainability Reporting Standards
EU – European Union
EWC - European Works Councils
FNV – Netherlands Trade Union Confederation
FSC – Forest Stewardship Council
FVO – Fund for Responsible Business
GDPR – General Data Protection Regulation
GHG – Greenhouse Gas
GRI – Global Reporting Initiative
H&S – Health and Safety
Higg BRM – Higg Brand & Retail Module
Higg FEM – Higg Facility Environmental Module
Higg FSLM – Higg Facility Social Labor Module
HQ – Headquarters
ICCPR - International Covenant on Civil and Political Rights
ICESCR - International Covenant on Economic, Social and Cultural Rights
IDH – the Sustainable Trade Initiative
ILO – International Labour Organization
IPE - Institute of Public and Environmental Affairs
IRO – Impacts, Risks, and Opportunities
IT – Information Technology
KPI – Key Performance Indicator
LGBTQIA+ – Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual/Aromantic/Agender communities
LED – Light emitting Diode
LIC – Learning and Implementation Community
LkSG – Lieferkettensorgfaltspflichtengesetz (German Supply Chain Due Diligence Act)
MADE - Multi-stakeholder Alliance for Decent Employment
MMCF - ManMade Cellulosic Fibres
MRSL – Manufacturing Restricted Substance List
MSI – Multi-Stakeholder Initiative
NGO – Non-Governmental Organisation
NFS – Non-Financial Statement
NPS – Net Promotor Score
OECD – Organisation for Economic Cooperation and Development
PLM – Product Lifecycle Management
RCA – Root Cause Analysis
REACH – Registration, Evaluation, Authorisation and Restrictions of Chemicals
RPP – Responsible Purchasing Practices
RSL – Restricted Substance List
PEFC - Programme for the Endorsement of Forest Certification
PET – Polyethylene Terephthalate
PPWR - Packaging and Packaging Waste Regulation
rPET - Recycled Polyethylene Terephthalate
SAC – Sustainable Apparel Coalition
SBT – Science-Based Targets
SBTi – Science-Based Target Initiative
SDGs – Sustainable Development Goals
SLCP – Social & Labor Convergence Programme
UDHR - Universal Declaration of Human Rights
UN SDGs – United Nations Sustainable Development Goals
UNGC – United Nations Global Compact
UNGP – United Nations Guiding Principles
WEPs – Women Empowerment Principles
WMS – Wage Management Systems
WWF – World Wide Fund for Nature
ZDHC – Zero Discharge of Hazardous Chemicals

Key Definitions

- Preferred materials: materials with a lower environmental impact than conventional alternatives, including certified organic, recycled or sustainably sourced materials.
- Tier 1 supplier: a supplier directly contracted by Hunkemöller for finished product manufacturing.
- Tier 2 supplier: spinning, dyeing or finishing facilities or suppliers providing materials (e.g. fabrics, trims) to Tier 1 suppliers.
- Renewable energy: energy sourced from renewable resources such as wind, solar, or hydro power, verified through supplier contracts or certificates where applicable.
- Circular economy: a production and consumption model focused on reducing waste, extending product life cycles, and increasing material reuse and recycling.
- Intensity reduction (Scope 3): reduction in emissions per unit of product purchased, rather than absolute emissions.
- Locked-in emissions: emissions associated with existing infrastructure, contracts, or design decisions that cannot be easily changed in the short term.