



RESPONSIBILITY REPORT 2024

IMPACT, PROGRESS, OUTLOOK

A MESSAGE FROM OUR CEO



2024 has been a year of both challenge and transformation. The fashion industry keeps riding through heavy waters. In an environment characterized by global uncertainty, changing market conditions and shifting consumer expectations, one thing remains clear for us at **Tom Tailor**: sustainability is not a trend – it's something we *do*. And it's part of who we are.

This year, we launched the **TOM TAILOR Blueprint** – our long-term framework for a future-fit company. It lays out how we want to grow as a business and as a community. At its core are four strategic fundamentals – Brand, Product, People, and Sustainability.

Taking responsibility isn't new to us. We started our journey back in 2020, when we launched our sustainability strategy BE PART – and it was just the beginning. What started with a bold strategy has grown into an everyday mindset. Not just a nice-to-have, but a non-negotiable.

In 2024, we stepped up again. We moved closer to full supply chain traceability, we made progress on our science-based targets to cut emissions, and we accelerated our work around circularity and responsible sourcing. And through it all, we stayed transparent about what's working – and where we still need to improve.

As we are moving forward and beyond, we are catching the next wave – one shaped by regulations,

stakeholder expectations, and real climate responsibility. We will continue to explore circularity, strengthening supply chain transparency & responsibility, and building partnerships that reflect our shared values. We expect that regulatory requirements will increase – and we are not waiting to be compliant. We are preparing to lead. Our next goals include establishing a robust data structure, developing a decarbonization roadmap, and building further resilience in our operations.

Looking ahead, we'll keep doing what we believe in – challenging the status quo, investing in innovation, collaborating with the right partners and creating fashion that lasts – for the planet, for the people, and for progress.

Because that's what our vision is all about: **"a future in which sustainable fashion involves everyone"** – Our crew, our suppliers, our customers.

And we know: this journey isn't over. Far from it. The next wave is coming – and we're ready to catch it.

Thank you to our incredible crew – for showing what's possible when we move together with courage and commitment. Let's keep growing.

Gernot Lenz
CEO, Tom Tailor Group



LET'S CONTINUE THE JOURNEY

2023 marked an important milestone. It was the first time we aimed to align our reporting with the CSRD & ESRS standards. In 2024, we remained committed to this path – continuing to improve our data quality, to strengthen our processes, and to deepen our understanding of where we are – and where we want to go.

Our Vision

A future in which sustainable fashion involves everyone.

At Tom Tailor, we take responsibility – for the planet, people and progress. Sustainability is not a side project. It's part of our DNA and embedded across every team, every product, every decision. Our 360° strategy **BE PART** and the four fundamentals of our **BLUEPRINT** – People, Product, Brand, Sustainability guides our way forward.

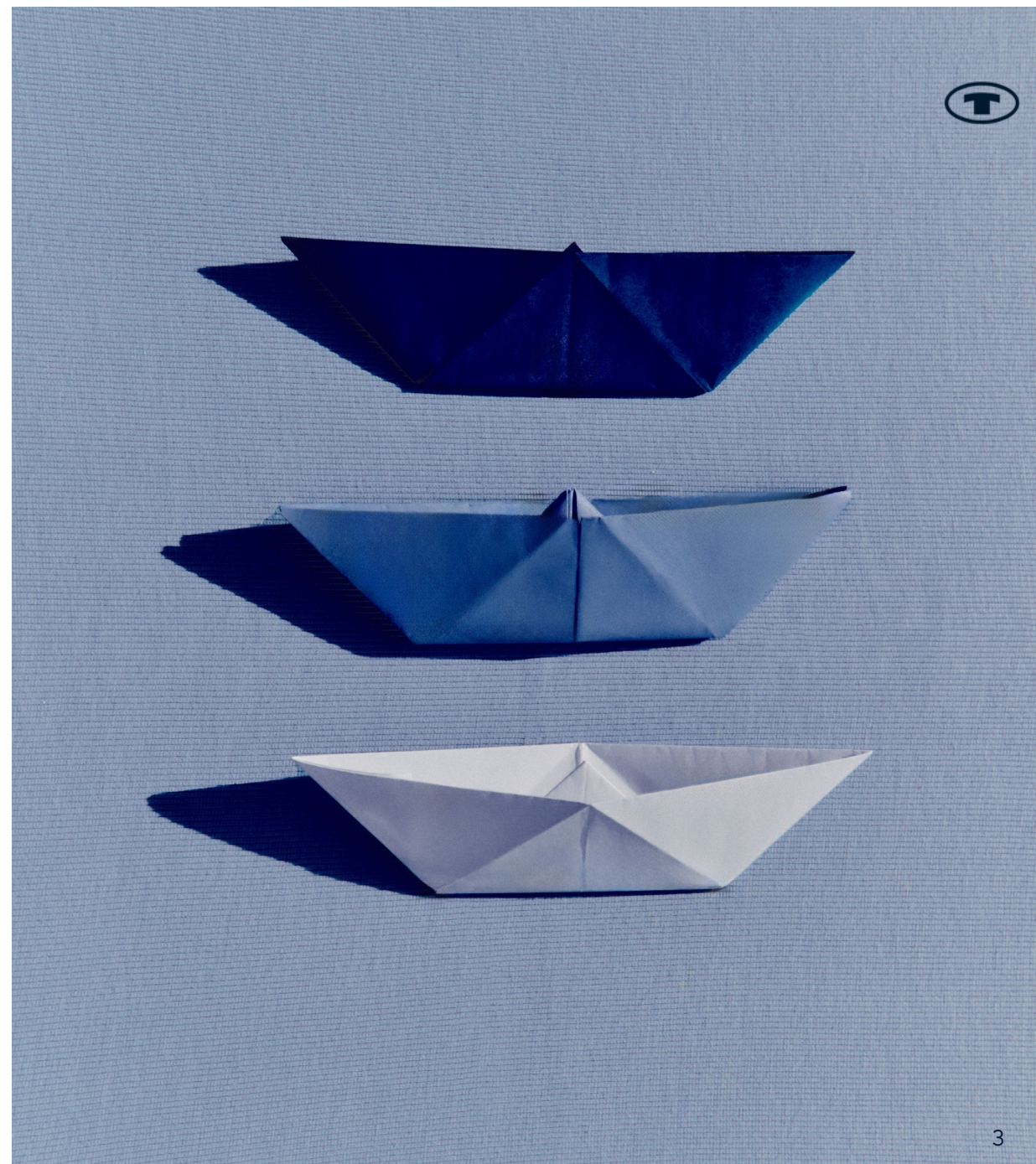
2024 in short

From reducing our carbon emissions and expanding circularity initiatives to further

improved supply chain transparency – **2024 was a year of real momentum.** But we're not done. There's more to come.

What you'll find in this report

This highlight report gives you a compact overview of our sustainability efforts, achievements and ambitions in 2024. For full disclosure, please refer to our detailed 2024 CSRD pilot report.





01 ENVIRONMENT

Whatever we do — from designing collections to delivering finished products — we leave a footprint. As a fashion brand, we are aware of the environmental impact linked to our value chain and the responsibility that comes with it. We aim to reduce our negative impact and to use natural resources more consciously.

This means rethinking how we design, source, produce and transport — and working towards solutions that respect the limits of our planet.

We take a holistic view on sustainability. From the choice of materials to energy use and chemical management, we continuously improve our practices.

A significant part of our impact happens before the product even reaches us — in the early stages of manufacturing.

That's why collaboration with our suppliers is key to driving real change.

We are committed to progress, step by step — and to learning, adjusting and sharing along the way.

Because we believe:

We can not fix, what we can not see.

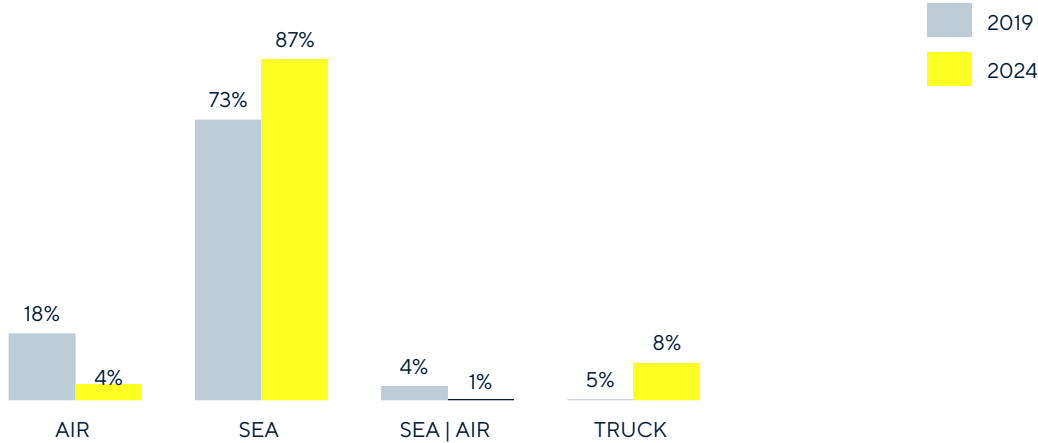
OUR GOAL REMAINS: ZERO AIR FREIGHT



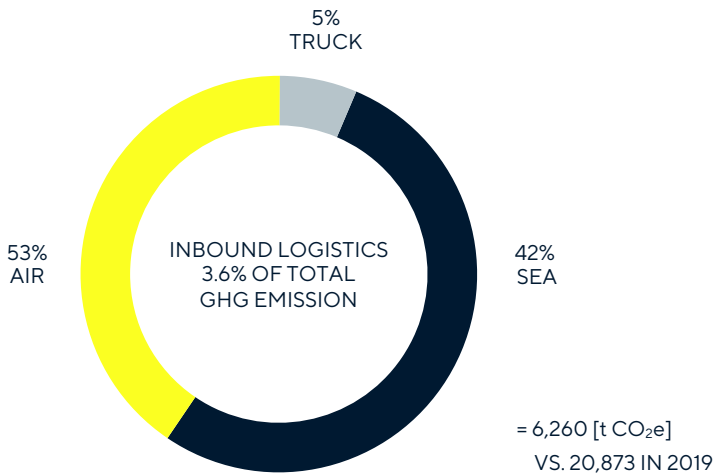
Despite significant external challenges in 2024 such as the Suez Canal blockage, extended lead times from Asia, and unexpected supply chain disruptions, we remained committed to our strategic path - no air freight - except in exceptional cases. While we successfully reduced air freight from 18% in 2019 to just 1% in 2023, the increase in 2024 shows the difficulties of managing supply chains in a volatile global environment. To remain fully focused on our goal, we have implemented a central production team as an additional measure.

Through early ordering and capacity planning, detailed tracking of all production steps, and close risk management to avoid bottlenecks, we are able to ensure a long-term reductions. At the same time, we adjusted our delivery calendar. The production time gained increases the potential to further reduce air freight. Additionally, we continue to carefully review every air freight request - all shipments must be approved by our board. Our commitment remains unchanged: Zero air freight wherever possible.

TRANSPORTATION TYPE BASED ON QUANTITIES



CARBON FOOTPRINT BY TRANSPORTATION (2024)



14 %
Reduction

Of air freight compared with our base year 2019

CORPORATE CARBON FOOTPRINT IN 2024



Back in 2021, we began collecting carbon data and calculated our corporate carbon footprint for the very first time. We choose 2019 as the baseline year to avoid any distortions caused by the COVID-19 pandemic.

Since then, we have repeated this exercise annually and continuously improved data quality by collecting more primary data and refining our corporate carbon footprint calculations.

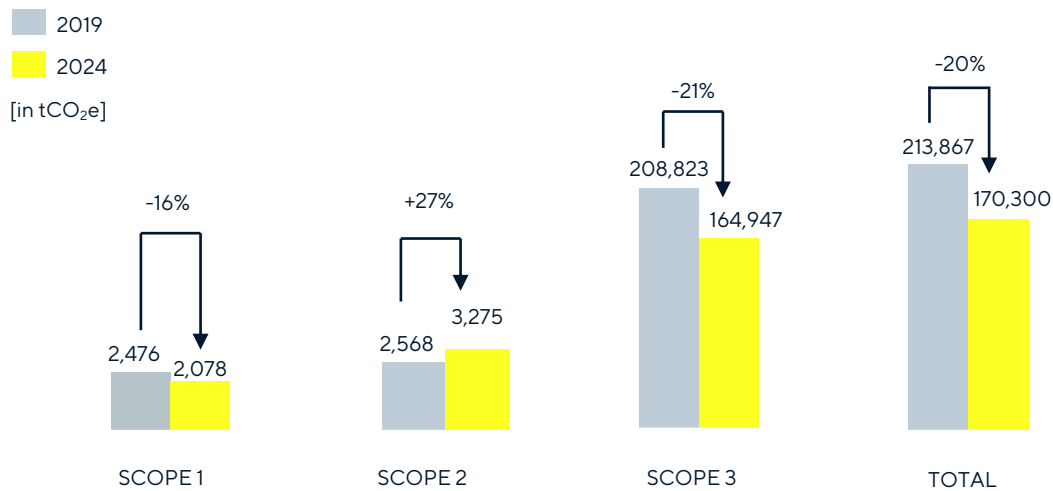
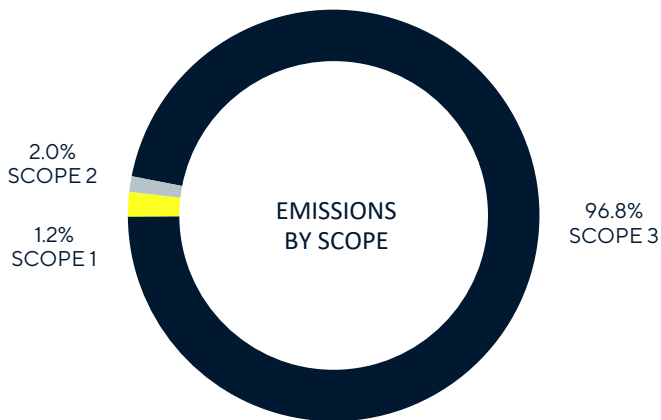
In 2024, we transitioned to an AI-powered carbon emissions tracking tool, increasing the accuracy of our corporate carbon footprint calculation.

Carbon emissions are a complex challenge – but every step we take, both individually and as a company, we can make a difference. From production and shipping to business travel and energy use in our offices and stores – even the food we eat –

everything contributes to TOM TAILOR’s carbon footprint. That is why we have strengthened internal collaborations and identify practical ways to reduce emissions.

For 2024, Scope 1 shows a decrease due to the improved accuracy in data tracking. However, Scope 2 emissions increased compared to 2019, primarily due to higher energy consumption from the expansion of our IT infrastructure at our head offices. Scope 3 emissions show

a strong reduction of 21% compared to 2019, driven by our continued shift to more sustainable fibres, and reduced air freight. Overall, this results in a 20% reduction in our total corporate carbon footprint compared to the baseline year.



*For 2024, we shifted to Tracera as our new service provider for the CCF Accounting

SCOPE 3 EMISSIONS & SCIENCE BASED TARGETS



As part of our commitment to the climate Paris Agreement and our 2030 Science-Based Targets (SBTs), we've identified the main areas where we need to reduce emissions.

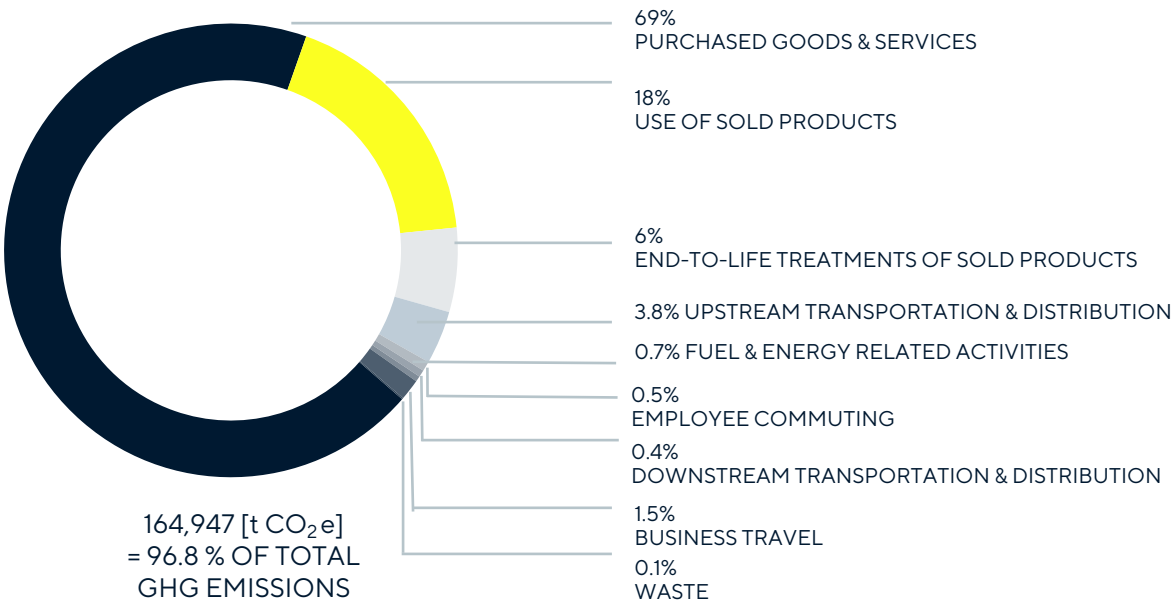
TOM TAILOR has committed to the following near-term reduction targets by 2030 (baseline year: 2019):

Scope 1 & 2: Absolute GHG emissions reduction of 50%

Scope 3: Absolute GHG emissions reduction of 30%

Since our 2019 baseline, we have already achieved a 21% reduction in Scope 3 emissions. This progress reflects clear accountability, cross-functional collaboration, and targeted actions – such as increasing the use of more sustainable materials, reducing air freight, and improving supplier practices.

We will continue to monitor our progress closely to highlight where we're making the most impact—and where more effort is needed.



ENVIRONMENTAL FOOTPRINT IN OUR SUPPLY CHAIN



As a BEPI member, TOM TAILOR supports a shared industry standard for measuring, comparing, and improving the environmental supply chain performance. BEPI provides a harmonized framework



to track key KPIs such as energy use, water consumption, and emissions – creating transparency and a common baseline for both suppliers and brands.

In 2024, total energy consumption across our Tier 1 supplier base increased slightly by 5%. At the same time, the share of green energy sources rose from 17% to 18%.

We observe particularly positive developments in sourcing countries such as: India (99% renewable energy share), and Cambodia: major increase from 0% to 63%.

By integrating BEPI data into our supplier scorecard, we create transparency, drive awareness, and support long-term improvements in energy efficiency and sourcing.

	Total energy consumption in kWh			Share of green energy sources *	
Country	2023	2024	DELTA in %	2023	2024
Bangladesh	40,460,813,038	47,886,256,379	18%	1%	0.05%
Cambodia	7,795,023	39,291,605	404%	0%	63%
China	72,428,618	63,279,875	-13%	13%	15%
India	818,121,968	1,011,969,334	24%	94%	99%
Indonesia	15,612,902	15,836,833	1%	21%	49%
Pakistan	1,521,256,675	53,987,549	-96%	5%	88%
Sri Lanka	5,266,139,409	5,140,119,439	-2%	78%	77%
Türkiye	6,737,020,938	3,531,124,201	-48%	0%	0.02%
Vietnam	10,001,694,562	10,667,341,827	7%	54%	70%
Total	64,900,883,133	68,409,207,039	5%	17%	18%

* Solar, Steam from Renewable Sources, Biodiesel, Biomass, Textile scrap or waste, Wood Chips, Wood Pellets Briquettes Logs

OUR MORE SUSTAINABLE MATERIALS



Choosing the right materials is crucial to reducing our environmental impact and strengthening the sustainability of our products. At TOM TAILOR, we align our material strategy with recognized external standards such as those of Textile Exchange. From the earliest stage of collection

development, we actively seek out materials with a positive environmental and social impact - and evaluate options for more sustainable alternatives. 2024 was a key year in refining our material strategy and reinforcing the credibility of our more sustainable materials.

Progress

Looking ahead, we continue to focus our material efforts where they can have the greatest impact. One important step is our transition to physically traceable Better Cotton - as a qualitative and transparent replacement for mass balance better cotton. At the same time, we are increasing the use of certified materials that meet

internationally recognized environmental and social standards. Our product teams work with clearly defined material targets, that make a measurable contribution to our climate strategy. These targets are an integral part of product development - from the initial planning phase to the selection of specific qualities.



TARGETS & ACTIONS

FOLLOW-UP AUDIT PASSED

An independent 3rd party has reviewed and validated our progress as part of a follow-up audit.

NEW ON-PRODUCT COMMUNICATION STRATEGY

Rolled out a clearer communication approach for our more sustainable materials. Showing the specific requirements of certification standards or branded fibres.

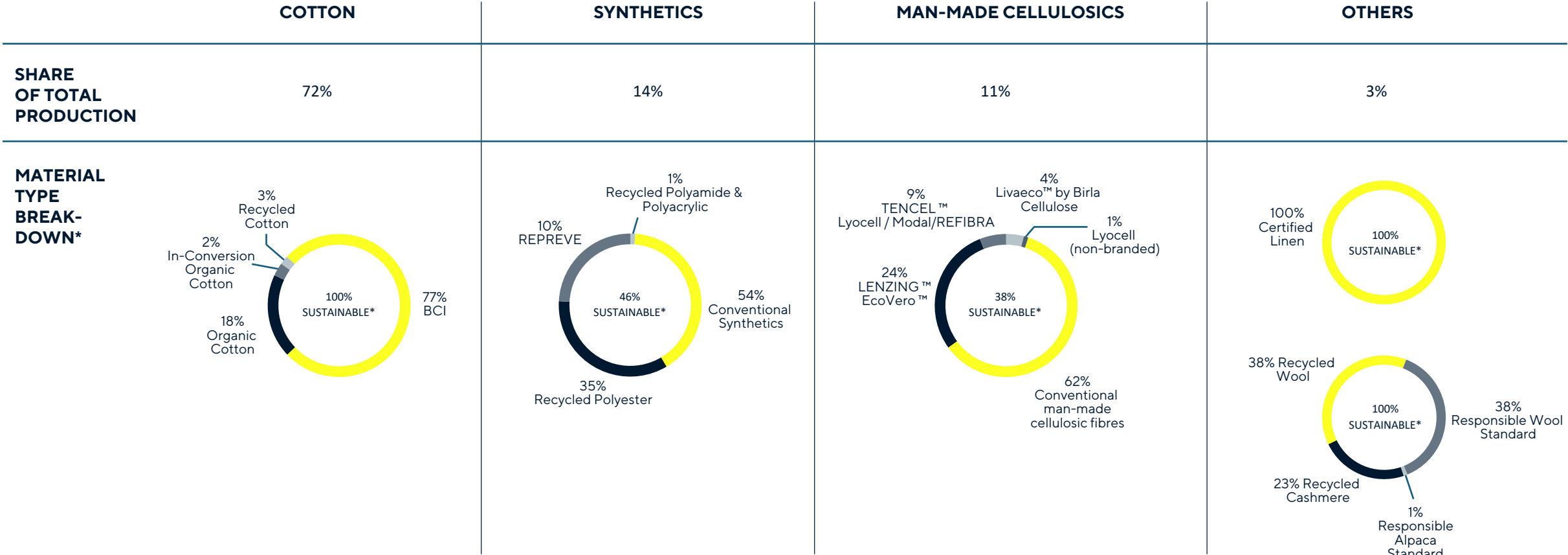
OFFICIAL CERTIFICATION LABELS

We have laid the foundations for more sustainable materials.

DETAILED MATERIAL COMPOSITION

From 2025, we will indicate the detailed material composition on our care labels.

MATERIAL SPLIT 2024



* Products which have been assigned to one of the material categories based on the material composition. 'Sustainable' always means 'more sustainable' according to external certification standards.

OUR WAY TO CIRCULARITY

To produce and transport our products, we need natural resources, such as raw materials, water, and energy. We are aware that this resource consumption has impacts – on the environment, on people in our supply chain and on the sustainability of our business model.

At TOM TAILOR, we don't see circular economy as a trend, but as the key to a more sustainable future for fashion. Our aim is to extend the life cycle of our products, conserve resources and avoid textile waste. The topic is becoming increasingly important, especially in view of upcoming legal requirements – such as Extended Producer Responsibility (EPR) or textile take-back obligations in the EU.

Choosing the right materials is crucial to reducing our environmental impact and strengthening the sustainability of our products. At TOM TAILOR we align our material strategy with recognized external standards such as those of Textile Exchange. As early as the collection creation stage, we specifically look for materials with a particularly positive impact – and options for more sustainable alternatives.

Our measures for a more conscious use of resources

Materials	Use of recycled or certified sustainable materials
Services	Extending life cycle through repair and take-back offers
Cooperations	Cooperation with partners such as TEXAID and MENDEED to develop circular models.
Packaging	Improvement of efficient product and packaging design



BE PART OF THE LOOP – GIVING CLOTHES A SECOND LIFE



In Q1 2024 we launched our take-back programme. An easy way to recycle and reuse clothes, instead of throwing them away.

Customers have been able to easily return used clothing – either directly in participating TOM TAILOR stores or free of charge by post. It doesn't matter whether the item of clothing is from TOM TAILOR or another brand – most important is that it remains in the loop.

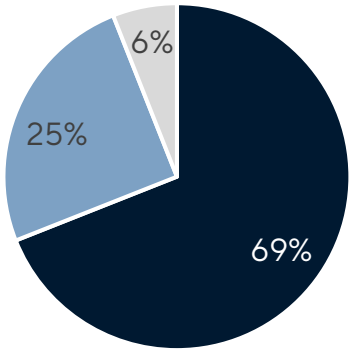
After the return, our partner TEXAID takes over the sorting according to certain criteria. The collected items are assigned to the 3 recycling loops. REWEAR, REUSE/RECYCLE, Thermal Recovery. Our first evaluation shows: The program is well received – and effective. 94% of the clothing collected was therefore kept in the cycle – a strong signal for the next step we are going to take.

9.5t
of used clothing
collected

Within the first year

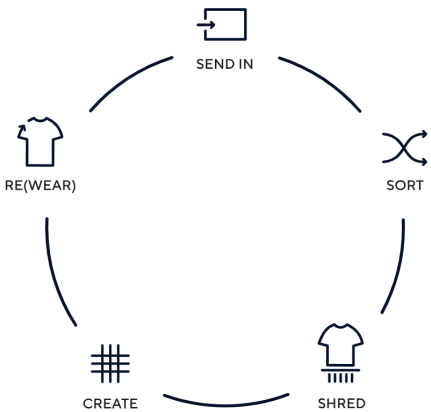


Distribution of recycling loops



■ Recycling / Reuse ■ Rewear ■ Thermal Recovery

How it works



*THERMAL RECOVERY uses high temperatures to convert textile waste into energy, such as electricity or heat

REPAIR, REWEAR & CARE

TURNING FAVOURITES INTO FOREVER FAVOURITES

In Q4 2024, we laid the foundation for another initiative under 'BE PART of the loop' by launching a repair service. Together with MENDED, a pioneer in clothing repair, we will be able to offer our customers an easy-to-book service for repairing and altering their clothing from spring 2025.

Because broken zips or lost buttons are no reason to throw out clothes - but

the perfect reason for a second round! With this service, we not only want to extend the life of our products and reduce the consumption of resources but also set a new standard for customer-centered innovation. Focusing on our vision to reduce our environmental footprint and taking our community on this journey with us.

COMPLEMENTARY MEASURES: CARE & EDUCATE

Repairing is only a part of the solution - the right care makes all the difference. That's why we also revised our Care Guide in 2024 and show how to wash, dry and store clothing correctly so that it lasts as long as possible. Additionally, we launched a new mini-series on the topic of 'Care Guides' under the BE PART Academy, our in-house learning platform. In short videos, we give our customers and employees simple tips on how they can significantly extend the lifespan of their clothes with small routines. This initiative ideally complements our repair service because clothes that are well cared for need to be repaired or replaced less often.

Want to learn more? Here's the link to the [FAQ's](#).

WEAR YOUR FAVOURITE PIECES LONGER.



BOOK REPAIR



SEND IN YOUR CLOTHING



GET IT REPAIRED



WEAR IT LONGER

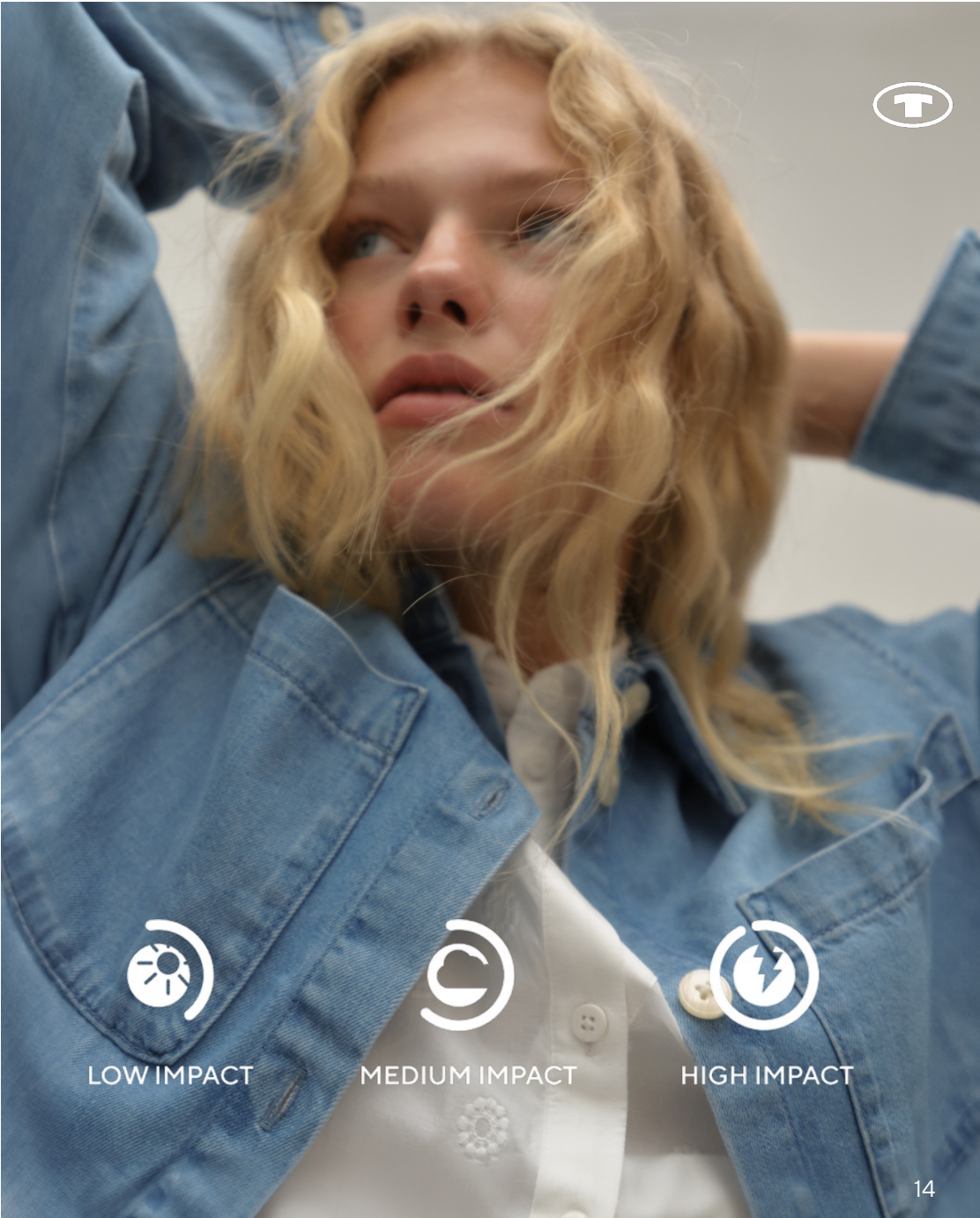
BE PART
of the loop

OUR GOAL 100% LOW IMPACT DENIMS UNTIL 2025



Compared to 2023, we have made steady progress in reducing the environmental impact of our denim production. We increased the share of "low impact" denim by 20 percentage points – from 64 % in 2023 to 84 % in 2024. This development reflects our ongoing efforts to optimize manufacturing processes and reduce resource consumption. A denim is defined as "low impact" based on the Environmental

Impact Measurement (EIM) Score (by Jeanologia). This score assesses four key areas water consumption, energy use, chemical usage & worker health & safety. By focusing on these indicators, we continue to work towards our 2025 target of 100 % low impact denim.



WATER SCARCITY AREAS AND THE ACTION WE TAKE



As a fashion brand, we are a large consumer of freshwater, especially in the upstream stages of our value chain. Dyeing, washing and cotton farming are water-intensive processes – and contribute significantly to our environmental footprint. That’s why we measure both the impact of our processes, and the actual water use by sourcing country to better understand and reduce our water footprint.

Denim & Water Scarcity

Wet processes in denim production are particularly water-intensive. That’s why we closely monitor where our denim is produced – using global water scarcity zone data and EIM (Environmental Impact Measurement) scores.

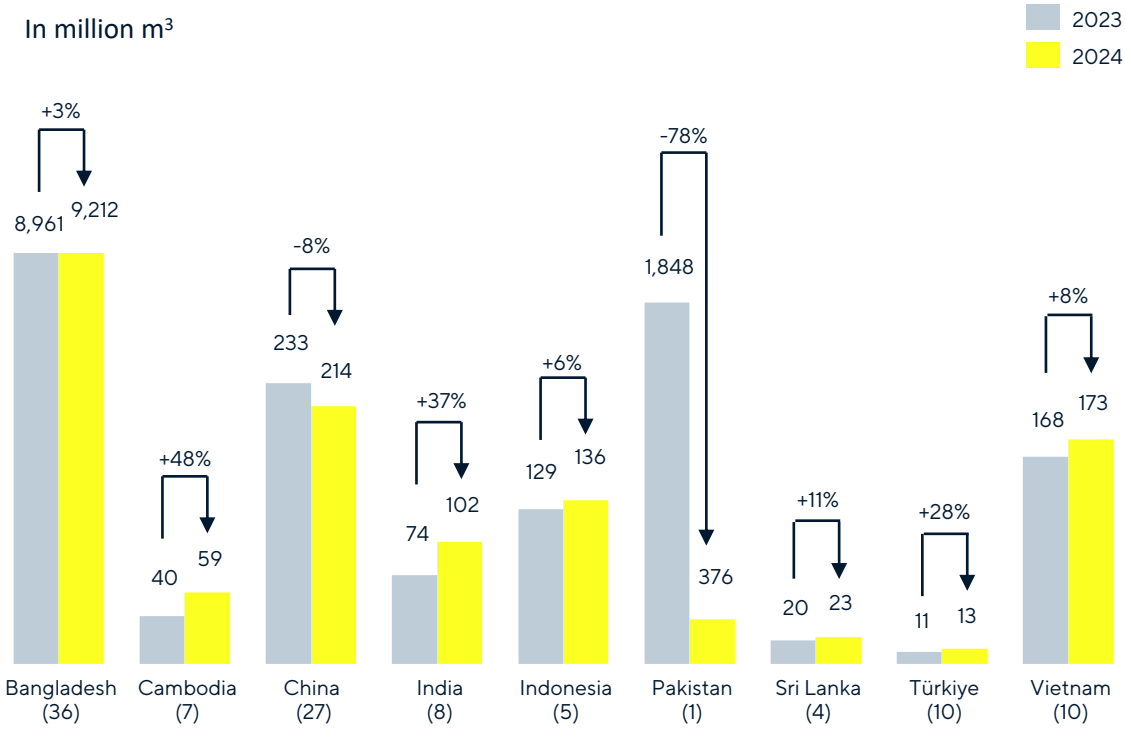
In 2024 84% of our denims were rated as *Low EIM Score*. Our goal for 2025: produce only low-impact denims, verified through the EIM score.

Water Scarcity	Low EIM Score	Medium EIM Score	TOTAL
Extremely High (>80%)	57%	61%	58%
High (40-80%)	7%	2%	6%
Medium - High (20-40%)	5%	3%	5%
Low - Medium (10-20%)	28%	34%	29%
Low (<10%)	3%	1%	2%
Total	84%	16%	100%

Country-Level Water Tracking

Since 2023, we have been measuring water use via amfori BEPI, now fully integrated into our supplier scorecard. 2024 results show mixed trends across sourcing countries. We use these insights to raise awareness

and encourage concrete action among our suppliers. By connecting environmental risk and operational data, we strengthen responsible sourcing where it matters most.



NO HARMFUL CHEMICALS

Chemicals play an essential role in textile production – for dyeing, printing and fabric performance. But safe handling is key. That’s why we follow the industry standards defined by the ZDHC (Zero Discharge of Hazardous Chemicals) framework, using both the MRSL (for manufacturing) and the RSL (for final products).

In 2023, TOM TAILOR became an official

ZDHC signatory brand. Since then, we have started to onboard all relevant suppliers to the ZDHC Gateway – ensuring a shared standard for chemical input management. 91% of our Tier 1 suppliers have been successfully in the ZDHC Gateway. This onboarding ensures more transparency, safer input chemistry and aligned environmental expectations across our supply chain.

Country	Tier 1		Tier 2	
	No of onboarded suppliers	No of invited suppliers	No of onboarded suppliers	No of invited suppliers
Bangladesh	26	2	21	3
Cambodia	4	0	0	0
China	17	2	22	16
India	8	0	9	2
Indonesia	7	0	0	1
Pakistan	5	0	6	2
South Korea	0	0	1	0
Sri Lanka	2	1	0	0
Taiwan	0	0	0	1
Thailand	0	0	0	2
Türkiye	11	2	21	1
Vietnam	6	2	3	0
Total	86	9	83	28





02 SOCIAL



Whatever we do — from collaborating with suppliers to serving our customers — we connect with people. As a brand, we carry responsibility for the well-being, safety and inclusion of everyone involved in our value chain. We aim to create adequate and respectful working conditions — not only in our own organization but especially where our products are made. This means working closely with our partners, setting clear expectations and supporting continuous improvement. We also believe in fostering a culture of diversity, equal opportunities and mutual respect. That applies to our teams, our stores, and the communities we are part of. True social responsibility is not a one-time achievement — it's a journey. That's why we keep listening, learning and taking action to make sure progress is made where it truly matters: with people. Because we believe:

Change starts with people — and is built step by step.

OUR GLOBAL SUPPLIER NETWORK

Within our sustainability strategy BE PART, one key focus area is ensuring fair and equal working conditions – both within our own operations and throughout our supply chain. TOM TAILOR does not own any factories. We rely on 72 suppliers, primarily located in Asia. These partnerships are built on shared values, mutual trust and long-term commitment.

Progress in 2024

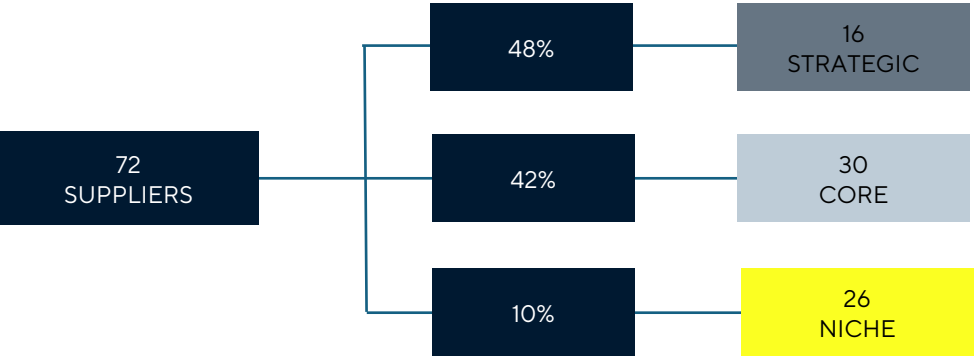
We further integrated working conditions into our supplier evaluations. Social compliance is a key part of the updated supplier scorecard:

- BSCI audit performance is continuously tracked and improved
- Dedicated onboarding for new partners ensures alignment from day one

Looking ahead:

We are also exploring strategic options to diversify our sourcing setup, including the potential addition of selected nearshore suppliers. Together with our suppliers, we remain committed to continuously improving labour conditions – step by step and with a long-term perspective.

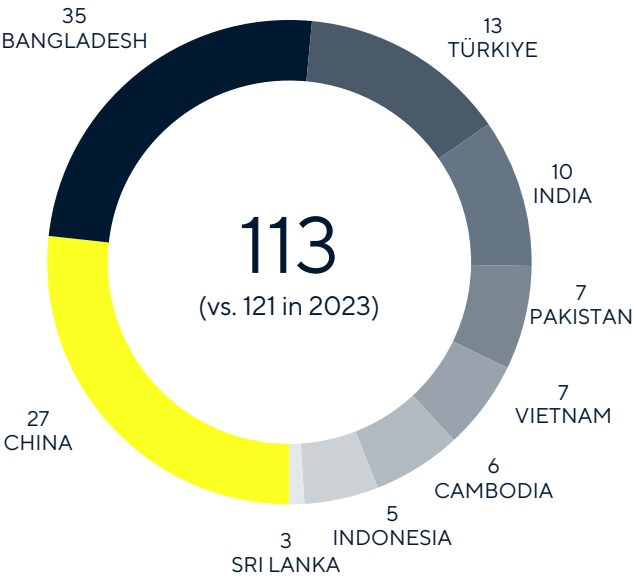
Supplier Set up



*FOB VOLUME



Supplier’s Factory Distribution in 2024



BUILDING SUPPLY CHAIN TRANSPARENCY

At TOM TAILOR, we believe that transparency is the foundation of responsible business. We can only act on what we can see – which is why traceability across all supplier levels is a strategic priority to us. Since 2022, we have been working with RETRACED, a digital platform that enables us to map and manage our full value chain – from Tier 1 garment suppliers down to Tier 4 raw material origin. The system links supply chain data with product information and risk indicators, giving us with a detailed and dynamic view of our sourcing structure.

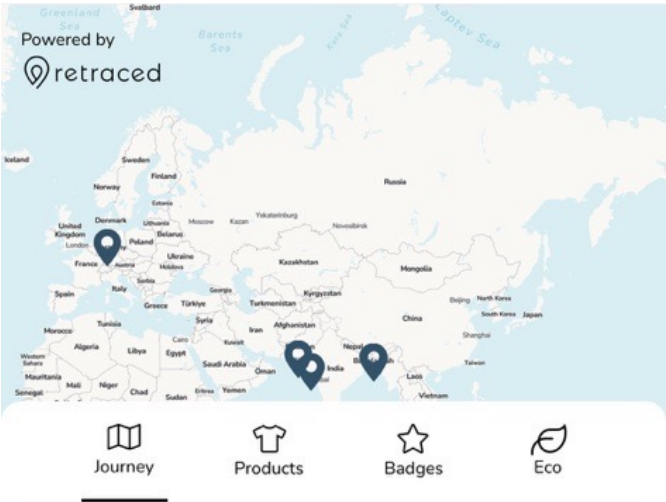
In 2024, we made significant progress. Supplier onboarding continued across all tiers. More partners actively shared data and certificates, and risk assessments were enhanced and linked to

specific production steps. Internally, we supported this development with dedicated trainings, enabling our teams to ensure data quality and active engagement across the platform. RETRACED now enables us to address key elements of human rights and environmental risk management, aligned with the requirements of the German Supply Chain Due Diligence Act (LkSG). It strengthens our ability to meet today's expectations – and prepares us for the regulatory future.

The graphic on the right-hand side illustrates the product journey of a selected TOM TAILOR style – from raw material to finished product.



Scan the QR code to learn more about the product development journey



Steps & Processes 7

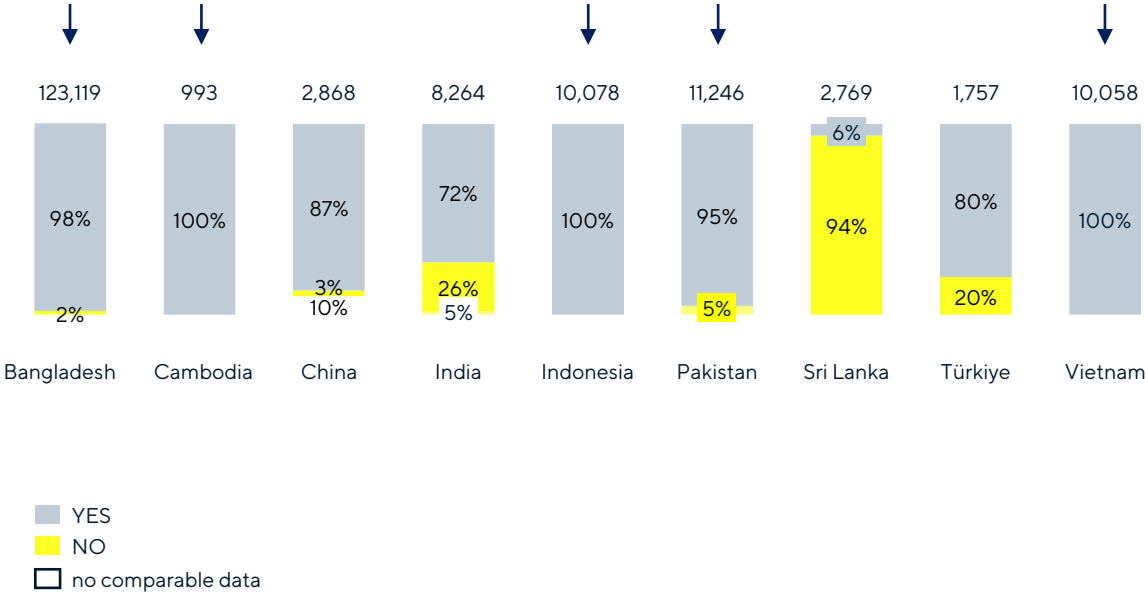
- Raw material creation**
Origin of the raw material.
- Raw material processing**
Refining and supplying material.
- Yarn processing**
Spinning raw material into yarn.
- Fabric processing**
Processing and turning yarn into fabric.
- Trims and components**
The different trims and components used.
- Manufacturing**
The different manufacturing steps and processes.
- Retailer**
Fashion company that designs and commercializes the product.



WAGES: EQUAL PAY FOR EQUAL WORK

Equal pay is a fundamental principle of fair & equal working conditions. At TOM TAILOR, we assess whether workers are paid equally for the same qualifications, regardless of gender. The data shown reflects suppliers across our sourcing countries. “Equal pay” refers to workers at the same skill level being paid the same, based on reported data. “No comparable data” means that only men or only women were working at a specific skill level, making a comparison impossible.

What the 2024 data shows: In total, 94% of workers in our supply chain are confirmed to be paid equally. 5 out of 9 sourcing countries report over 90% equal pay (Bangladesh, Cambodia, Indonesia, Pakistan, Vietnam). India and Türkiye remain focus countries for improvement. In Sri Lanka, gender pay gaps were reported in 94% of cases. We continue to engage with suppliers to improve transparency and close identified gaps. Pay equality is not just a number – it reflects our values in action.



LIVING WAGES IN OUR SUPPLY CHAIN



Each year, we collect wage data from all Tier 1 garment suppliers to assess whether workers are being paid a living wage. The calculation follows the amfori BSCI methodology, based on the Anker method. It reflects real-life needs, including food, housing, healthcare and education. In 2024, 86% of the workforce across our supply chain received a living wage – a major improvement from 38% in 2023 and 24% in 2022. Countries with full living wage coverage include Cambodia and Vietnam, while strong progress was

also made in Bangladesh (84%), India (97%) and China (98%). Türkiye and Pakistan remain key focus areas for further improvement. The comparison is based on the lowest paid worker per skill level and includes wage data submitted directly by our suppliers. We ensure that 100% of workers receive at least minimum wage – but our goal goes beyond compliance: We want to contribute to better livelihoods by promoting fairer wages.

Anker Methodology:

Net Living wage = (food + housing + health + education) x average family members ÷ full time workers per family

Country	TOTAL workers	Workers w/ living wage	% w/ living wage
Bangladesh	127,385	107,531	84%
Cambodia	3,468	3,468	100%
China	4,435	4,343	98%
India	5,324	5,170	97%
Indonesia	10,444	8,480	81%
Pakistan	5,476	3,451	63%
Sri Lanka	5,380	5,369	99.8%
Türkiye	2,257	1,190	53%
Vietnam	10,480	10,480	100%
TOTAL	174,649	149,482	86%



03

GOVERNANCE

Whatever we do — from setting goals to making decisions — we are guided by clear responsibilities and shared principles. As a brand, we understand that strong governance is essential to turn ambition into action and ensure long-term accountability. At TOM TAILOR we have established structures that help anchor sustainability in our business — from internal roles and steering to transparent reporting systems. We are committed to making our sustainability efforts measurable, verifiable and integrated into our day-to-day business.

Good governance also means staying agile — keeping pace with change, responding to new risks and making decisions based on facts.

That's why we invest in data quality, transparency and collaboration across teams and systems.

Because we believe:

Clear structures build trust — and trust drives real impact.

SUSTAINABILITY – ONE OF OUR 4 FUNDAMENTALS

BE PART reflects TOM TAILOR's vision and strategy for a more sustainable future, including our corporate responsibility towards the planet, people, and progress.

Sustainability is one of the four strategic pillars of TOM TAILOR's BLUEPRINT strategy, alongside People, Product, and Brand, which was launched in early 2024.

Transparency is a core principle of BE PART and a critical enabler in our journey to becoming a more sustainable, responsible, and conscious company.

Our commitment goes beyond legal requirements and fosters continuous dialogue about our efforts, achievements, and the challenges we face. Internally, we promote awareness through the BE PART Academy and integrative training programs. Externally, our communication focuses on openness around our sustainability strategy, successes, and challenges. In our supply chain, we aim to achieve 100% traceability of raw materials – underscoring our commitment to responsible sourcing.

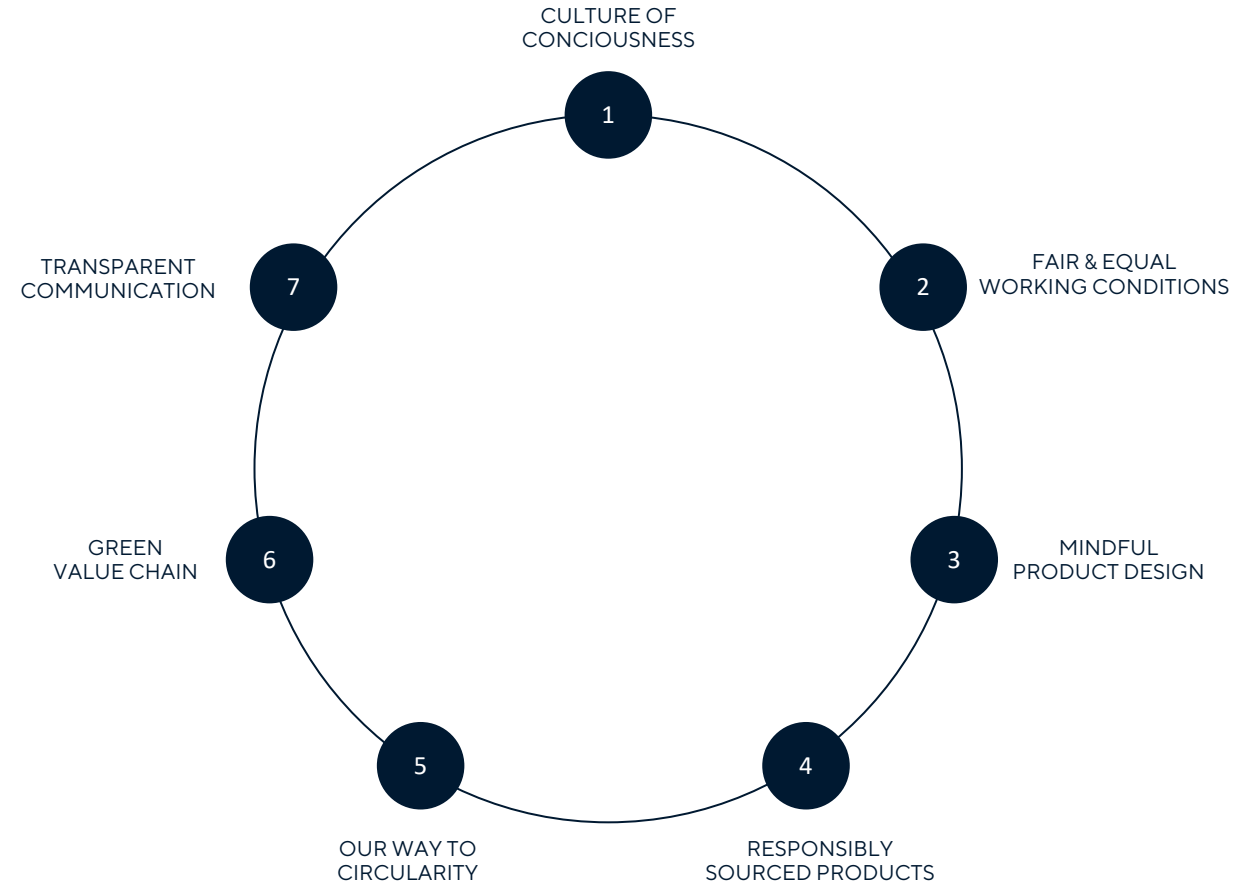


BE PART – SHARPENING OUR FOCUS OF WHAT MATTERS

With **BE PART**, we continue to evolve our strategy to keep pace with a fast-changing world. Staying relevant means staying connected – with our customers, partners, suppliers and employees.

In 2024, we conducted our first Double Materiality Assessment to align our sustainability strategy with the requirements of the CSRD regulation in

accordance with the ESRS requirements. This step was essential to sharpen our strategic focus, better understand risks and opportunities and prioritize actions that matter – for our business and stakeholders. The insights gained confirm the direction of BE PART and will help us further strengthen impact and transparency going forward.



Our BE PART strategy continues to guide our actions – with clear priorities and stronger foundations for what's next.

SUSTAINABILITY IS NOT LIMITED TO ONE DEPARTMENT

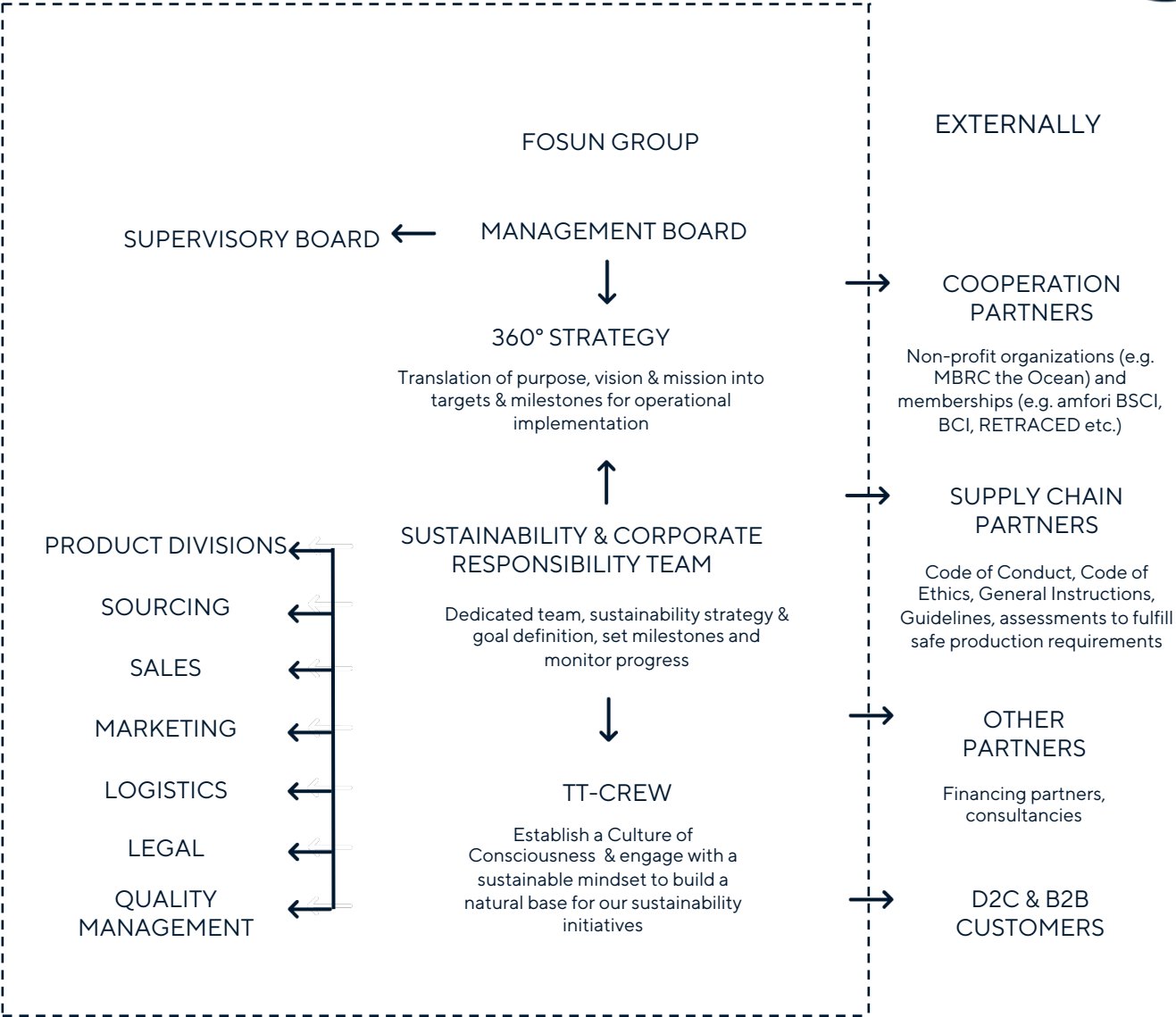
A future in which sustainable fashion involves everyone.

This is the company vision we launched in early 2024.

Our journey began in 2020, when we started to develop our sustainability strategy. From the very beginning, a dedicated core team worked on turning this vision into reality.

In 2022 we established our Sustainability & Corporate Responsibility team – with a focus on refining the strategy, setting new goals, defining measures and knowledge sharing across the business. Yet, one principle has been clear from the start: Every department and every crew member plays a crucial role in achieving our goals. It is the responsibility of the entire crew to take ownership and to contribute to a more conscious fashion era.

Additionally, close collaboration with TOM TAILOR’s external stakeholder – including suppliers, NGOs, and both B2B and D2C customers – is essential to truly make a difference. Together.



WHAT MATTERS MOST – OUR DMA RESULTS



In 2024, TOM TAILOR conducted its first double materiality assessment – a key step in aligning our sustainability priorities with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The goal was to identify the sustainability-related impacts, risks and opportunities that are most relevant to our operations, our financial performance, and our broader value chain.

The assessment looks at two dimensions: how our activities impact people and the environment, and how sustainability-related risks and opportunities affect our business performance.

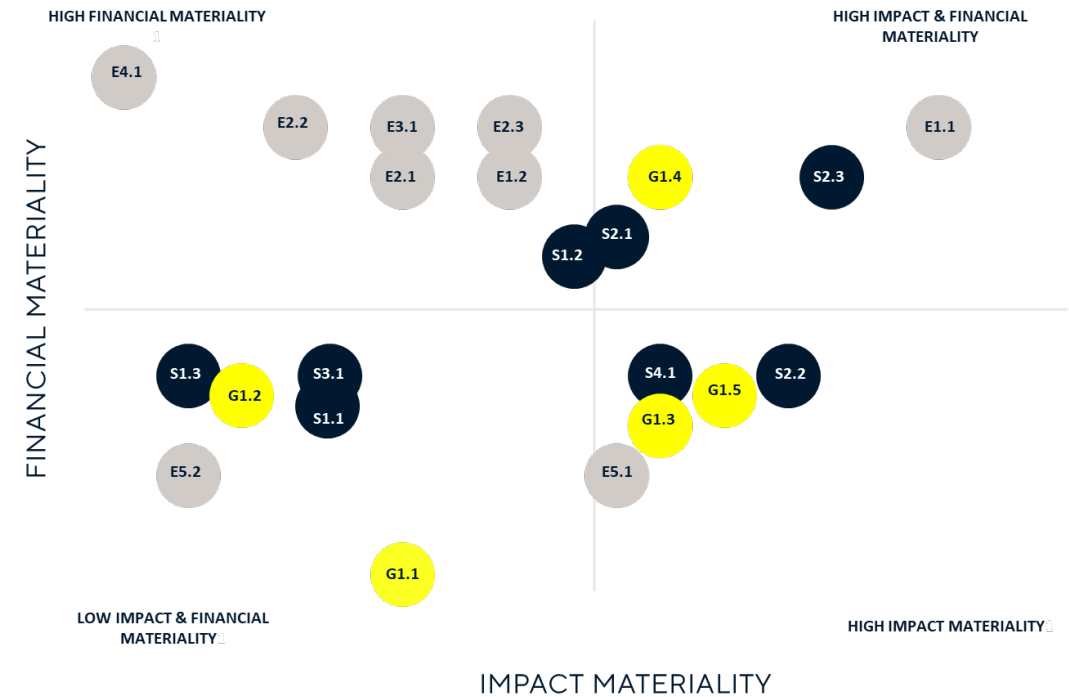
The results of this analysis provide a clear foundation for further developing our BE PART strategy and help us focus our efforts where they matter most. Starting with a stakeholder survey, we shortlisted 70 sustainability-related topics at a sub-sub-topic level, as a basis to assess in total 196 IRO's in

collaboration with internal & external experts. The result: a clearly defined list of 55 material IROs that are guiding our strategic focus and reporting priorities.

At the same time, the assessment confirms that TOM TAILOR is already addressing many of the right areas – and gives us direction for where to go deeper.

The double materiality assessment is part of our preparation for CSRD reporting and an essential tool to strengthen our long-term sustainability management. It confirms the relevance of our existing BE PART strategy and enhances our ability to act with clarity, accountability and future readiness – across teams, topics and decisions.

OUR DOUBLE MATERIALITY MATRIX



ZOOMING IN - OUR MOST RELEVANT TOPICS



OUR MATERIAL TOPICS & IROs

E1 – CLIMATE CHANGE		IROs
E1.1 Climate change mitigation		2
E1.2 Energy		2
E2 – POLLUTION		
E2.1 Pollution of water		2
E2.2 Substances of concern		2
E2.3 Microplastics		2
E3 – WATER AND MARINE RESOURCES		
E3.1 Water		
E3.1.1 Water consumption		2
E4 – BIODIVERSITY AND ECOSYSTEMS		
E4.1 Impacts and dependencies on ecosystems services		1
E5 – RESOURCE USE AND CIRCULAR ECONOMY		
E5.1 Resources inflows, including resource use		3
E5.2 Waste		1
S1 – OWN WORKFORCE		
S1.1 Working conditions*		
S1.1.1 Health and safety*		1
S1.1.2 Secure employment		1
S1.1.3 Working time*		2
S1.1.4 Adequate wages		1
S1.2 Equal treatment and opportunities for all		
S1.2.1 Gender equality and equal pay for work of equal value*		2
S1.2.2 The employment and inclusion of persons with disabilities*		1
S1.2.3 Diversity		1
S1.3 Other work-related rights		
S1.3.1 Privacy		1

S2 – WORKERS IN THE VALUE CHAIN		IROs
S2.1 Working conditions		
S2.1.1 Health and safety*		1
S2.1.2 Adequate wages		4
S2.1.3 Working time*		1
S2.1.4 Secure employment		1
S2.1.5 Freedom of association, works councils, and participation rights*		3
S2.2 Equal treatment and opportunities for all		
S2.2.1 Gender equality and equal pay for equal value*		1
S2.2.2 Measures against violence and harassment in the workplace*		2
S2.2.3 Diversity		1
S2.3 Other work-related rights		
S2.3.1 Child labour*		2
S2.3.2 Forced labour*		2
S3 – AFFECTED COMMUNITIES		
S3.1 Communities' economic, social and cultural rights		
S3.1.1 Water and sanitation		1
S4 – CONSUMERS AND END-USERS		
S4.1 Information-related impacts for consumers		
S4.1.1 Privacy		1
G1 – BUSINESS CONDUCT		
G1.1 Corporate culture		1
G1.2 Protection of whistle blowers		1
G1.3 Animal welfare		1
G1.4 Management of relationships with suppliers including payment practices		3
G1.5 Corruption and bribery		
G1.5.1 Prevention and detection including training		1

* Potential negative impacts on human rights

DRIVING DATA TRANSPARENCY AND EFFICIENCY

At TOM TAILOR, we continue to evolve our data environment to support smarter decisions, faster processes and greater transparency.

Implemented measures and current initiatives already support alignment with today's requirements and prepare us for what's ahead.

Sustainable Master data

In early 2024, we launched a sustainability data end-to-end project to define sustainability-related data as master data. We successfully completed Phase 1 which has enabled us to implement sustainability data points, such as a detailed material composition and certification standards. In the second project phase, which has already been started, we will focus on expanding system interfaces, both internally and externally, in order to be able to respond to increasing customer requirements.

Artificial intelligence and digitalization play a key role in this transformation. We are already using AI in various fields of application such as AI-powered demand forecasting to support

better planning to improve inventory management or AI tools to accelerate image editing an product design.

We rely on digitalization to reduce complexity, increase transparency and create better outcomes - for people, product and planet.



OUR CULTURAL LEARNING JOURNEY

How can we build a shared understanding of sustainability, culture and collaboration – across all teams and locations?

In 2024, we continued to grow our BE PART Academy – an internal learning platform for sustainability. The BE PART Academy offers short, engaging video content that helps our teams better understand what sustainability means at TOM TAILOR.

New in 2024

We expanded the format by producing a series of interviews with internal experts and launched a short mini-series on Care Guides – highlighting how we can extend the life of our products through everyday actions. This brings sustainability to life in a way that's tangible, authentic and connected to everyday work. To further embed sustainable thinking and behavior, we launched our Culture Journey – a company-wide initiative to connect values, leadership and collaboration. At its core lies a clear mission: to strengthen collaboration, bring our values and culture to life, and empower change – grounded in a sustainability-driven vision.

This journey links our cultural development directly to our broader transformation as a company.

Our Culture Journey and the BE PART Academy are closely linked: Together, they help us grow a common mindset – one that strengthens ownership, fosters innovation and puts sustainability into action.

As a next step, we plan to roll out dedicated employee trainings on ESG and supply chain due diligence in 2025 – making sure our teams are ready to meet evolving legal expectations.



MORE TO COME.
STAY TUNED.

Questions or feedback? Please contact BEPART@tom-tailor.com



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