

DRYKORN®

CAUSE
WE MIND

DRYKORN MIND

IMPACT REPORT 2024

drykorn.com

DRYKORN MIND IS OUR COMMITMENT TO FOSTERING THE BEAUTY IN EVERY INDIVIDUAL – AND TO PRESERVING THE BEAUTY OF OUR PLANET.

Beauty has many facets and goes far beyond looks. At DRYKORN, “beautiful” represents the intellectual, emotional, and moral beauty that exists within all of us. Our fashion is designed to help our customers express their personality and define their own understanding of beauty.

2024 was a year of transformation. Whether it was SBTi climate targets or new legislation – the past year pushed us to refine our processes and gain a new

perspective on corporate responsibility. We recognize that our responsibility is growing and that it must dynamically adapt to evolving conditions while being closely observed from many sides. For us, this means acting with agility and thoughtfulness, and to engage in transparent dialog. We want you to understand our actions – with all their positive and negative outcomes. That’s why you’re now holding our **IMPACT REPORT 2024** in your hands.



A photograph of three models lying on a light-colored sofa. On the left, a Black man with a shaved head and sunglasses wears a silver sequined tank top. In the middle, a blonde woman wears a grey and black patterned dress. On the right, a blonde woman wears a grey sequined dress and black cowboy boots. A large, bold, white text overlay reads 'FOR BEAUTIFUL PEOPLE'.

FOR BEAUTIFUL PEOPLE

Fashion is more than fabric and style. It is the result of human creativity, craftsmanship, and collaboration. Every DRYKORN product carries the stories of the people who created it — stories that, in all their facets, deserve to be told.

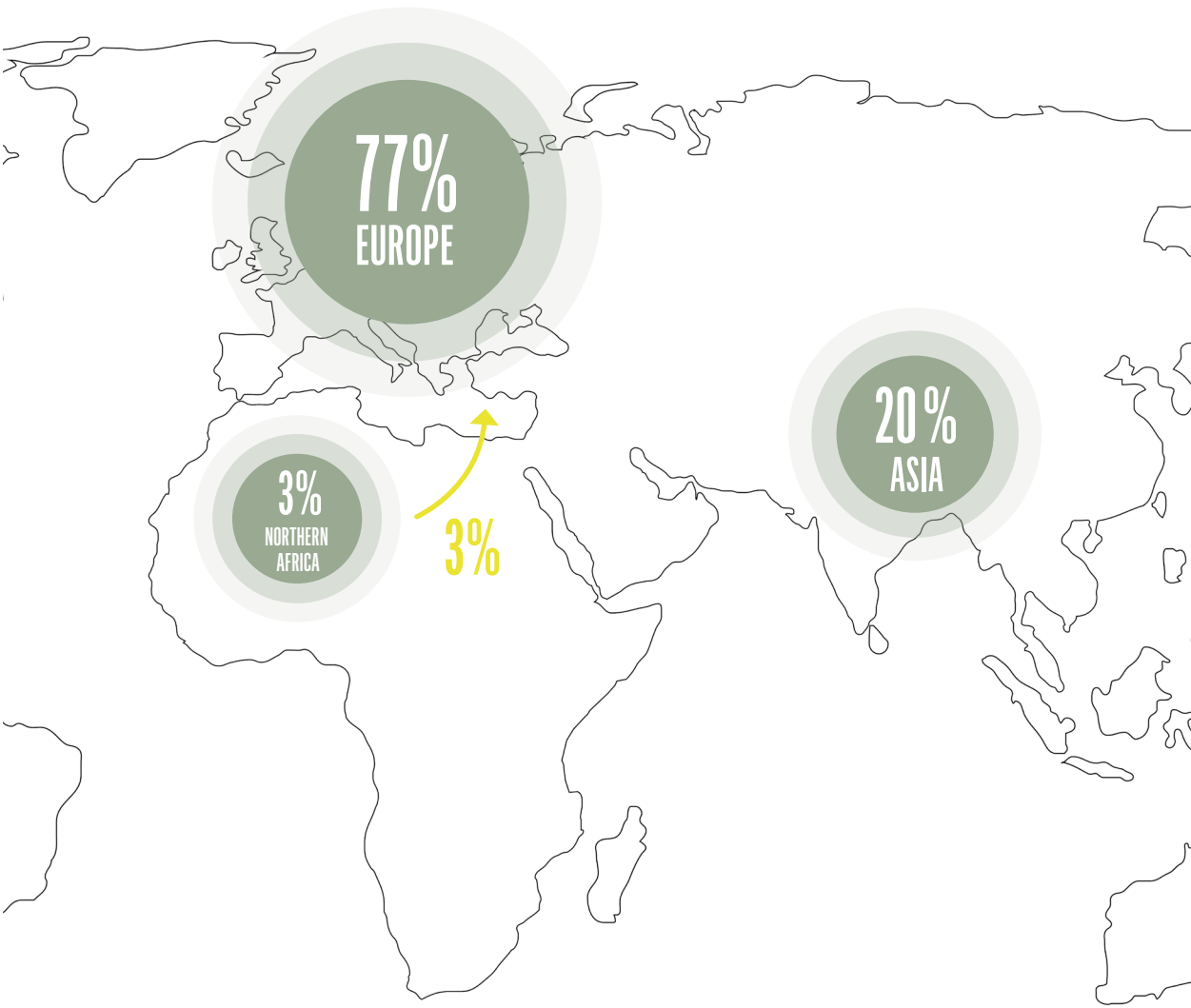
GOING STRONG – FOR YEARS

Strong partnerships are the foundation of our success. With up to **17 years of collaboration**, we've built relationships that go far beyond ordinary business connections. This trust not only ensures the consistent quality of our products but also enables us to face the **challenges of our industry** together with our partners.

Production Countries

Our production is primarily based in **Europe and Türkiye**. Measured by the share of annual revenue generated, 77% of our products are manufactured in this region. This is complemented by long-standing partnerships in Asia (20%) and Northern Africa (3%).

Region	Share of revenue	Duration of Partnership
<i>Europe and Türkiye</i>	<i>77 %</i>	<i>Up to 14,5 years</i>
<i>Asia</i>	<i>20 %</i>	<i>Up to 17 years</i>
<i>Northern Africa</i>	<i>3 %</i>	<i>Up to 12,5 years</i>



Production regions by revenue share in fiscal year 2023/24

FOUNDATIONS FOR WORKING WITH DRYKORN

Our **Code of Conduct** is non-negotiable – it is the foundation of our corporate responsibility, both within and beyond the boundaries of our company. Every partner commits to it in writing and thereby becomes **part of a continuous improvement process**.



DRYKORN
Code of Conduct



Supplier
Code of Conduct

No Child or Forced Labor

In our audited Tier 1 level – the sewing facilities – there were **no suspected cases of child or forced labor** in 2024. Starting in 2025, we are implementing **additional preventive measures** to further safeguard this standard.

Fair Pay

In 2024, we conducted a detailed analysis of our partners' **wage structures**. The results show that 68% of facilities pay the legal minimum wage, while 32% already exceed it. This in-depth analysis enables us to engage in targeted dialog with our suppliers and initiate further improvements.

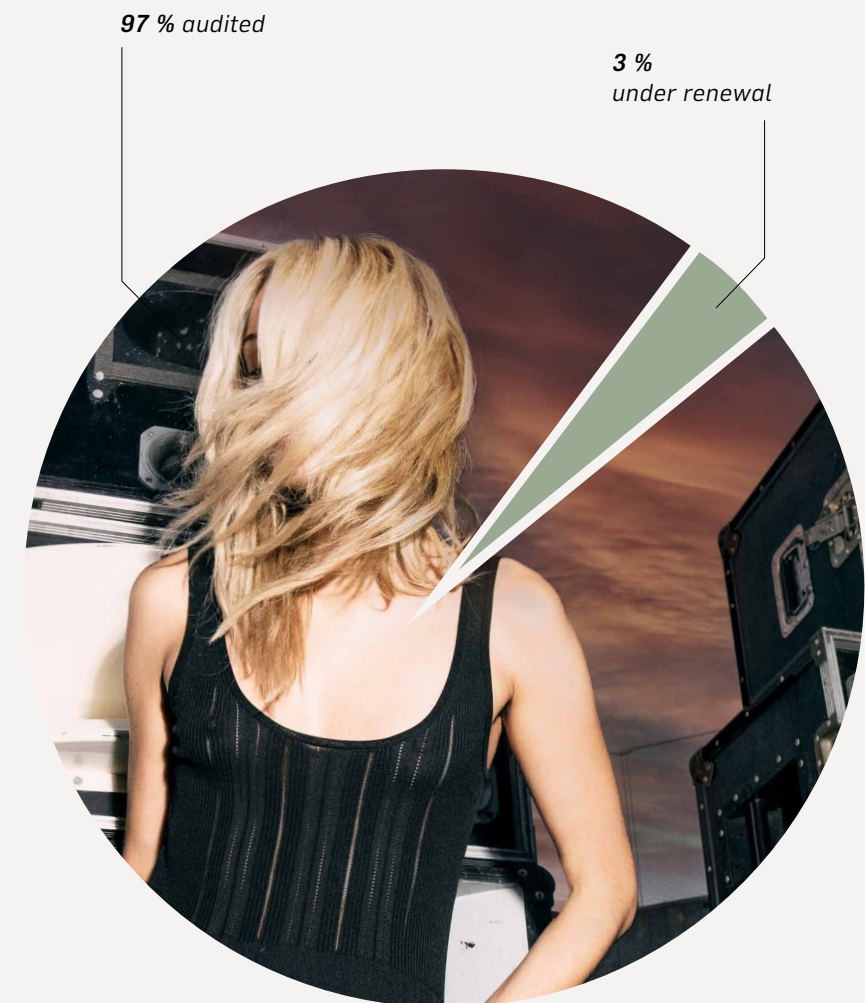


TRANSPARENCY BUILDS TRUST

97% of our production – measured by annual revenue – was manufactured in **audited facilities**. Social audits are **external assessments** of compliance with labor and human rights standards. They form the foundation of our social responsibility monitoring.

Face Reality, create Solutions

The remaining non-audited 3 % relate to our **Ukrainian partners**. Due to the war, on-site audits have not been possible since 2022. We remain in close dialog and are developing **alternative mechanisms** to verify social compliance.



Audit rate – Based on the reporting year

RETHINKING STAKEHOLDER DIALOG

In 2024 we've taken steps to further deepen our exchange with stakeholders – especially with our suppliers. We maintain an active **professional and cultural exchange** with our production partners in all 25 manufacturing countries.

Through regular **surveys** and a more direct, ongoing exchange, we're creating the transparency needed for effective **development projects** within our supply chain. This also helps us identify **opportunities and risks** more clearly – and empowers all sides to act responsibly.

We're listening!

Our **anonymous whistleblowing platform** is open to anyone directly or indirectly involved in our operations. It allows us to detect and address potential violations of laws or our principles at an early stage.



DIVERSITY MAKES US STRONGER

194 individuals shape the future of DRYKORN with their unique expertise. The gender distribution within our company varies significantly depending on the level: While **women** make up 64% of our overall workforce, only 33% of leadership positions are held by women.

These figures highlight a gap we are actively working to close. How? By systematically **identifying** and **breaking down** the **root causes and barriers** behind these numbers over the long term. Because diversity makes us stronger.



A photograph of an older man with white hair, wearing a dark brown suit, leaning against the edge of a swimming pool. He is barefoot and looking towards the camera. The pool is surrounded by a stone wall and lush tropical vegetation, including palm trees. The background shows a modern building with a glass facade.

FOR A BEAUTIFUL PLANET

Beauty cannot thrive without a healthy planet. Period. As a fashion company, we take this responsibility seriously and are making bold commitments to the future. From fiber to finished product, we develop innovative materials and processes that use resources efficiently and deliver measurable results.

OUR PLANET, OUR RESPONSIBILITY

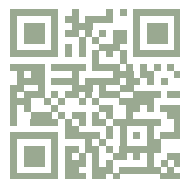
2024 marks a milestone in our commitment to climate action: the **Science Based Targets initiative (SBTi)** has officially validated our climate goals.

Our Science Based Targets through 2030

DRYKORN MODEVERTRIEBS GMBH & CO. KG commits to reduce Scope 1 and Scope 2 GHG emissions 46% by 2030 from a 2019 base year, and to measure and reduce its Scope 3 emissions.

A lot has changed for us since our base year of 2019. That's why we can proudly say: **We have already achieved our first Science Based Target this year.**

This means we are now operating at all sites in alignment with the 1.5-degree target. Our second goal – measuring and reducing Scope 3 emissions – presents an even greater challenge in our commitment to climate action. But we're continuing to push forward here as well.



More about SBTi

ACHIEVED

63% REDUCTION

2024

GOAL

46% REDUCTION

2030

BASE YEAR EMISSIONS

2019



CARBON CARDS ON THE TABLE

Nothing but the Truth	
16.322	tons of CO ₂ make up our Corporate Carbon Footprint for 2024.
99%	of our emissions are produced within the value chain.
28%	Reduction in direct and energy-related emissions at our headquarters.

You can't improve something if you don't know where you are starting from. That's why, in 2024, we once again partnered with myclimate Deutschland gGmbH to dig deep into every corner of our carbon footprint. From fiber production to shipping – **we wanted to know more than ever before.**

Scope	Emissions Closeup
01	<div>→ direct emissions from controlled sources.</div> <div>124 t CO₂e</div> <div>- 37% TO THE PREVIOUS YEAR</div>
02	<div>→ indirect emissions from purchased electricity.</div> <div>20 t CO₂e</div> <div>+400% TO THE PREVIOUS YEAR</div>
03	<div>→ indirect emissions from our value chain.¹</div> <div>16.178 t CO₂e</div> <div>+416% TO THE PREVIOUS YEAR</div>

¹ Our Scope 3 assessment accounts for emissions from: digital work, commuting and business travel, third-party transports, food and beverages, water usage, packaging and office supplies, production and processing of textile fibers, waste and recycling, as well as other emissions from electricity, heat, and fuel consumption that are not accounted for under Scope 1 or 2.

HOMEWORK DONE: SCOPES 1 & 2

When it comes to our direct emissions, one thing is clear: consistent action pays off. We've cut our emissions by **more than a quarter** compared to the previous year – thanks to measures like:

EVs: Our fleet is ready for the future – fully electric or hybrid.

Solar Power: 2023 was the first year our solar panels generated electricity all year-round.

Smart Heating: Energy-saving efforts from the gas crisis 2022/23 are still in effect.

A Bit of Luck: A mild winter meant less need for heating.

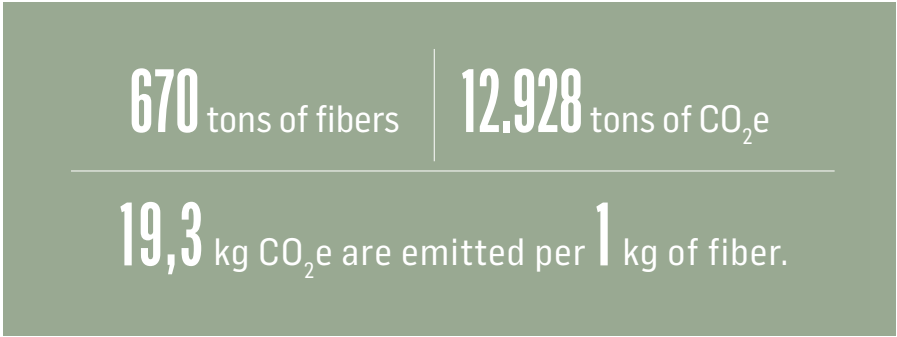
Our emissions from purchased electricity quadrupled – for a reason: We've **fully included the Scope 2 emissions of our subsidiaries** (stores and prototyping atelier) in our carbon accounting.



STRAIGHT TALK: SCOPE 3

For the first time, we've measured **emissions from fiber production**. We knew this would significantly increase our carbon footprint. After all, our products – which are everything that defines us as a company – are made of fibers.

Therefore, it was about time to measure this vast dimension of our Scope 3 emissions. It's the only reasonable data to base informed decisions about **material choices** on. This way we can **continue reducing our emissions** in the most effective ways.

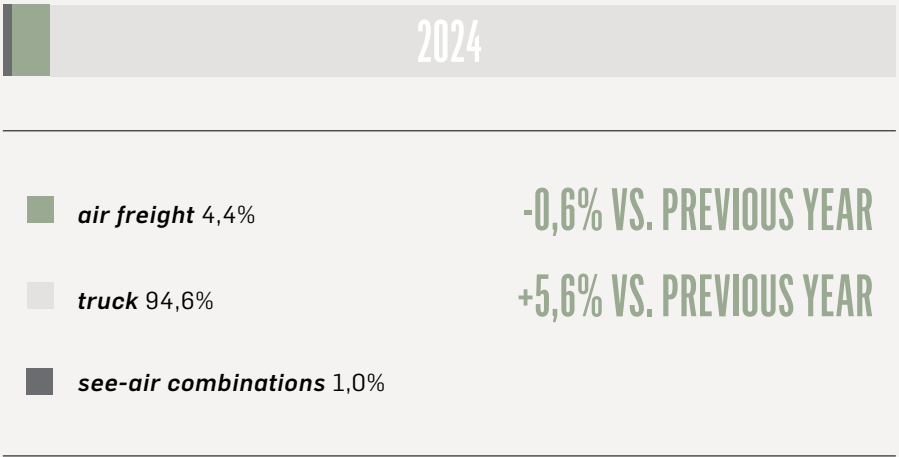


Transport: Less is more

An **update** in scientific measurement methods is forcing us to reshuffle the deck. Our partner's revised assessment framework offers a more accurate – but sobering – picture. Despite **significantly reducing air freight, lowering our trans-**

port volume, and **shortening** the total **transport distance** by an impressive **27%**, our overall emissions still rose by 15.4%, reaching 2,415.7 tons of CO₂e. An uncomfortable truth that only motivates us further to optimize our logistics.

Truck yeah



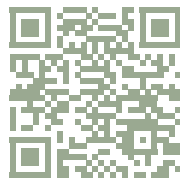
Our Transport Emissions

<i>CO₂e</i> 2.415,7 t	+15,4% VS. PREVIOUS YEAR
<i>transport volume</i> 1.641 t	- 6,3% VS. PREVIOUS YEAR
<i>transport distance</i> 2,15 Mio. km	- 27% VS. PREVIOUS YEAR

GOOD NEWS

Thankfully, our Scope 3 balance sheet isn't just filled with rising emissions – we've also made meaningful progress:

- Emissions from **private vehicles** used by our team have nearly been **cut in half**. We've improved access to **carpooling** and public **transportation**, more and more colleagues are switching to **electric and hybrid vehicles** and – thanks to work from home – cars get used less altogether.
- **Paper** and printing material usage has **dropped by nearly 25%** compared to the previous year. Even with a growing team, this figure has been steadily declining since we began tracking it in 2017.
- We've saved **18% in packaging material** and reduced emissions from packaging by 20% compared to the previous year – thanks in part to **grass-based shipping boxes** for end customers and **reusable transport boxes from hey circle** in our intralogistics.



More about
Hey Circle

WHAT'S NEXT?

At our own sites, we've reached the current limits of emission reduction. That's why we're aiming for even more ambitious climate action moving forward. Our keyword here: **carbon insetting**. Put simply, instead of just doing less harm, we want to actively do more good for the climate. Specifically, we're preparing to drive decarbonization within our own supply chain – for example, by supporting long-term suppliers in switching to renewable energy sources.





FOR BEAUTIFUL PRODUCTS

DRYKORN, that's quality, timeless design and efficient use of resources. We design our collections with a view beyond the horizon – they are wearable, repairable, reusable, and recyclable. Our 2024 track record: nearly 20% of our styles are already recyclable, and we've significantly increased the share of preferred materials.

RESPONSIBLE MATERIAL CHOICES

Nature's Finest

Natural fibers make up 43% of our collection. Of these, 89% come from preferred sources – an **increase of 4 percentage points compared to the previous year.**² We are focusing on certified cotton from controlled cultivation.

Future's Fibers

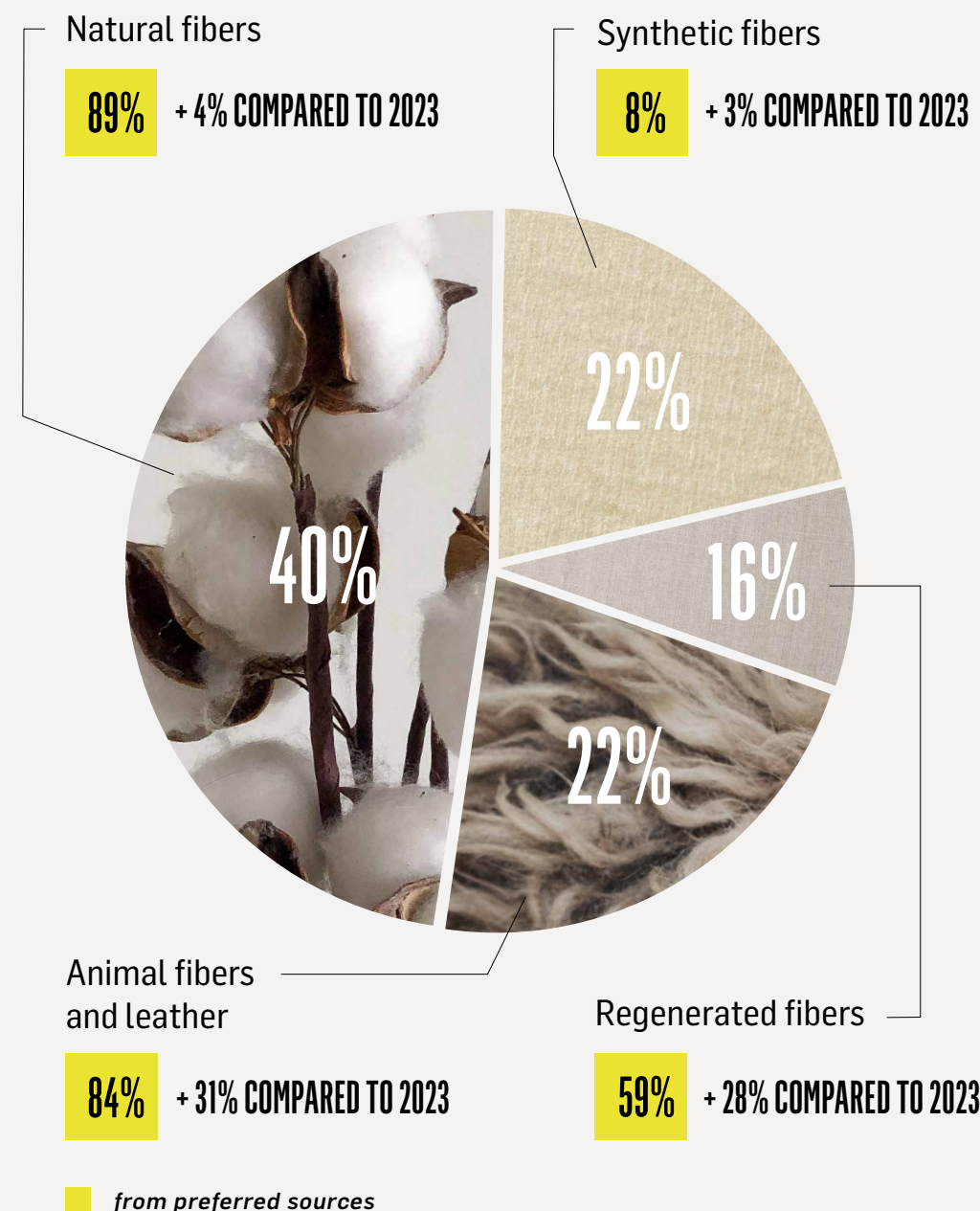
The share of preferred sources for regenerated fibers rose to 59% – an **increase of 28 percentage points** compared to 2023. This progress is the result of an intensified supplier dialog and optimized procurement processes.

Animal Origins

84% of our materials from animal origin come from preferred sources – a **plus of 31 percentage points**. This significant improvement is the result of stricter selection criteria and – once again – stronger collaboration with our suppliers.

Smart Synthetics

We intentionally use synthetic fibers in 22% of our styles – for bold **looks, functional** properties, and enhanced **durability**. The share of recycled synthetic fibers currently stands at 8% – a figure with clear room for growth.



² Transparency note: Comparisons and year-over-year differences are based on the same assessment basis as in 2023: incoming goods volume. Any discrepancies with the new basis of measurement (share of revenue) are a result of this change.

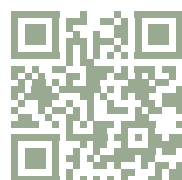
Fiber use – Preferred fibers/materials as a share of total fiber consumption in the reporting year

CIRCULARITY DOES NOT MEAN GOING IN CIRCLES

2024

we continued our efforts to make our products more **recyclable**. Based on our internal expertise and existing industry benchmarks, we are seasonally assessing our collections in terms of their recyclability. In the long term, we aim to evaluate our **circular performance** using **standardized norms**.

But let's not forget: in the circular economy, **secondhand is always preferred to recycling** – a new business branch for fashion brands, which we are actively exploring. We also make **repairs** as easy as possible. You can even send us your complex DRYKORN **knitwear** if it needs mending. We'll have it flawlessly restored by the experts at Kunsto, our trusted repair atelier for knitwear.



More about Kunsto

Success in numbers

In 2024, **19 %** of our revenue came from **recyclable products**. Additionally, 69% of our fabrics are made from **mono-materials or two-component blends** – a key requirement for effective recycling.





GUIDE ME RIGHT

This year, our Guide-family grew. To our **Care Guide** – **accessible via QR code** on every product – we added three new, informative circularity guides.

The **Care Guide** offers tips for gentle textile care to maximize longevity. The **Resale Guide** supports customers who want to resell or donate high-quality clothing. The **Repair Guide** provides help with repairs when a garment gets damaged. And the **Recycling Guide** explains how DRYKORN pieces can be properly disposed of and recycled at the end of their life cycle.



URNS®

In collaboration with TURNS®, we recycle all textile waste at our company headquarters in Kitzingen. **Fabric swatches and irreparable returns** are no longer disposed for incineration, but ideally **processed back into yarn**. For every piece of textile waste, TURNS® aim to achieve the highest possible value retention. During the reporting period, we successfully recycled **over half a ton of fabric**.



ETHICS IN AESTHETICS

High-quality, unique fashion – yes, please. But not at all costs. When sourcing materials of animal origin, we follow **strict ethical principles** and use **high-quality alternatives** wherever possible. One example: in roughly 30% of our 5-pocket jeans, we've replaced leather patches with **Jacron**, a cellulose-based alternative.

Certified Origins

We only use leather generated as a by-product of the food industry and source it exclusively from **LWG**-certified tanneries. Down is used only in selected styles and is always RDS-certified. When it comes to wool, we prefer it **non-mulesed**.

Mulesing

Mulesing is a practice commonly used in Australia in which skin flaps are removed from the hind of young sheep to prevent parasite infestation. It's a cruel procedure performed without anesthesia which we judge and reject.

Tested & Verified

To ensure quality, we rely on established certifications such as STANDARD 100 by OEKO-TEX® and GOTS. Regular **material testing**, **real-life wear tests**, and **risk-based sampling** complete our quality assurance process.

Our strict ban remains in place:

**NO ANGORA | NO MOHAIR |
NO REAL FUR | NO MATERIALS FROM
EXOTIC OR ENDANGERED SPECIES**



A woman with short hair and tattoos on her arms is wearing a long, shimmering silver dress. She is stretching her arms above her head, with her hands clasped. The background is a lush, tropical setting with palm trees and a swimming pool. Large, white, sans-serif text is overlaid on the image, reading "FOR A BEAUTIFUL FUTURE".

FOR A BEAUTIFUL FUTURE

BEAUTIFUL, BUT BETTER

2024 was a year of meaningful progress for us: the expansion of our material strategy, our hands-on work with new legislation, and a deepened dialog with our partners are all showing tangible results. The results speak for themselves: we significantly increased the use of preferred fibers, strengthened and future-proofed the mechanisms behind our circularity strategy and achieved one of the highest audit rates in recent years. This systematic

development – backed by measurable results – is paving our way into the future.

Every day holds new challenges – and we continue to find new solutions. That's why we firmly believe: beauty lies in conscious action. For people. For our planet. For fashion that means more.

FOR BEAUTIFUL PEOPLE.

Notes on Data Basis & Text Creation

In alignment with the Corporate Sustainability Reporting Directive (CSRD), the share of company revenue was used as the basis for measurement. Previously, this assessment was based on incoming goods volume. Where deemed relevant, both methods of calculation are presented.

Parts of this report were created using a language model. All content was thoroughly reviewed and refined for accuracy and style by qualified staff and consultants.

The Impact Report 2024 refers to the fiscal year 2023/2024.

Although our company size does not place us under the scope of the German Supply Chain Due Diligence Act (LkSG) or require us to report according to CSRD standards, we align our practices with the guidelines of these regulations and ensure compliance in all areas.

DRYKORN Modevertriebs GmbH & Co. KG

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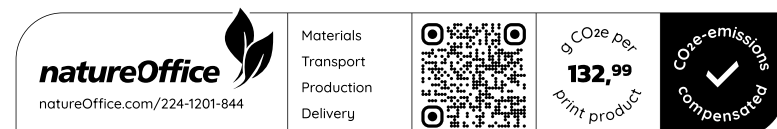
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IMPACT REPORT 2024

As of March 2025



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DRYKORN FOR BEAUTIFUL PEOPLE