

DRYKORN

CAUSE
WE_MIND

DRYKORN MIND

IMPACT REPORT SUMMARY
2025



DRYKORN MIND: OUR COMMITMENT TO CORPORATE RESPONSIBILITY

beauty reveals itself in many forms – in individuality, character, and the courage to stay true to who we are. At DRYKORN, we've always believed that "beautiful" goes far beyond appearance. It's about the inner strength, creativity, and authenticity that define us all. Our fashion exists to help people express their own vision of beauty.

Upholding these values becomes more challenging as the world around us shifts. Political uncertainties, regulatory changes, and economic pressures test our resolve. But we stay committed, because WE MIND.

We want to make our actions transparent to you, which is why, in your hands, you are now holding the IMPACT REPORT 2025 Summary.

GOVERNANCE

Stamp of Approval

New regulations are always a driver of progress. Sometimes, however, they also bring growing pains. This is precisely the case with the Empowering Consumers Directive (EU 2024/825), which will take effect in 2026. We will approach the new requirements step by step. In doing so, it becomes clear that established systems must be viewed from a new perspective. This applies in particular to communication regarding our materials.

We must ask ourselves: How can we communicate accurately? Finding the

answer to this question is exactly what we will do so that we can report in detail again in the future.

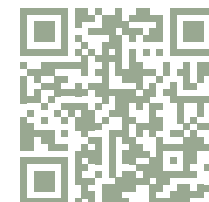
Communication Notice

In this report, we use the word “sustainable” only when there is no logical alternative, as we do not aim to contribute to its devaluation.

All environmental claims are based on the data and methodology specified in each case. We highlight any limitations in the interest of consumers.

WE MIND & BLOG

Want to learn more? Since 2025, we've been running our own CSR Blog on the DRYKORN WE MIND page, which is regularly updated with new content from the DRYKORN CSR sphere.



WE_MIND



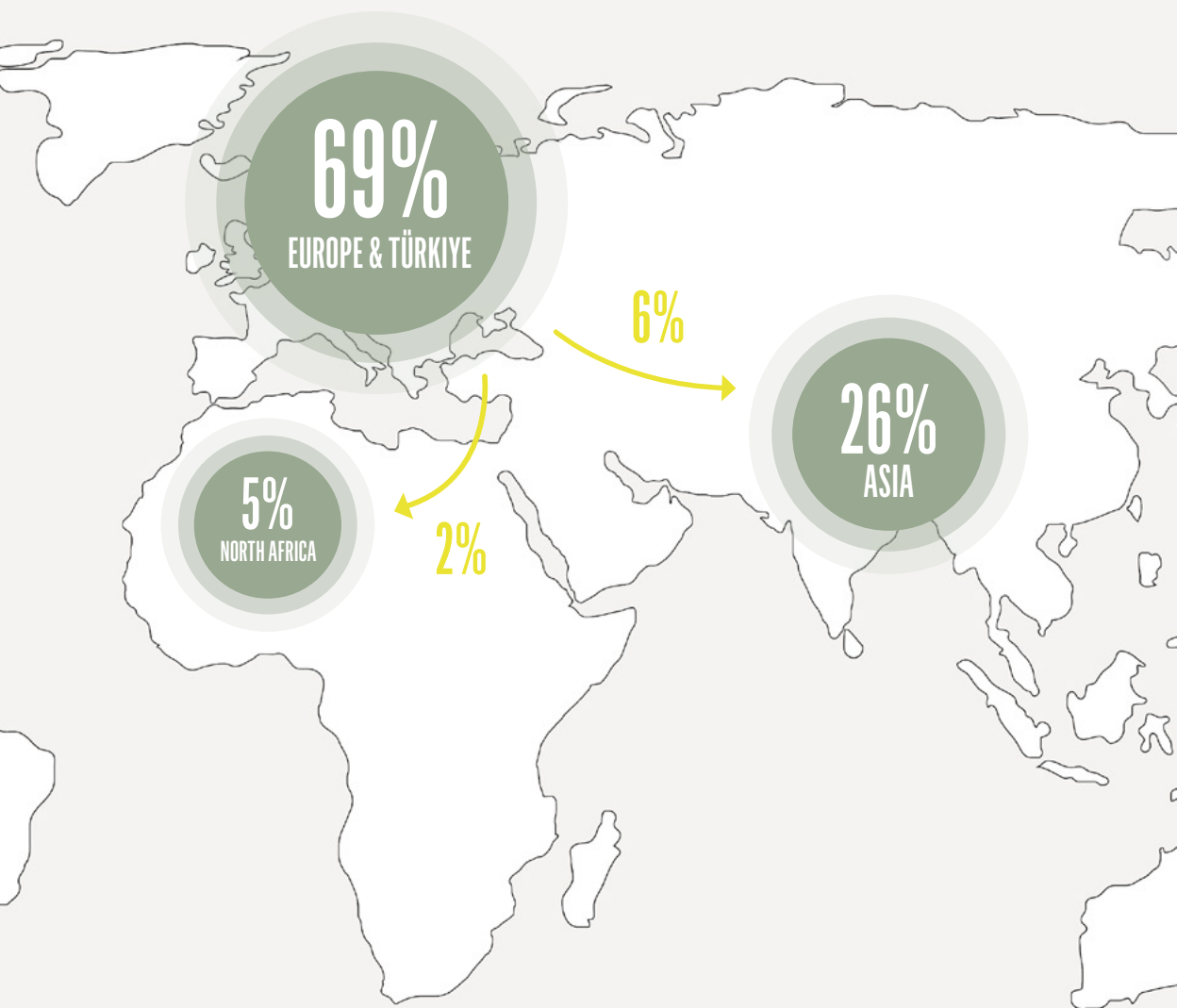
WE_MIND Blog



A photograph of two women sitting at a white plastic table outdoors, with the ocean in the background. The woman on the left is older, with short grey hair, wearing a red jacket and sunglasses, and is gesturing with her hand while speaking. The woman on the right is younger, with long dark curly hair, wearing a white t-shirt, and is listening attentively with her hand on her chin. On the table is a chess set, a white mug, and some small snacks. The word "PEOPLE" is overlaid in large white capital letters across the middle of the image.

PEOPLE

DRYKORN touches the lives of thousands of people every day. Whether it's our customers, workers in the supply chain, or our own team – none of this would be possible without them: **BEAUTIFUL PEOPLE.**



Production Regions of DRYKORN Products (by Revenue)

MADE IN...?

Manufacturing in Europe and Türkiye has always been our priority – and that's how it will stay. About a quarter of our collection is manufactured in Asia, primarily fine knitwear and jersey. For denim, we also rely on a supplier in Tunisia.

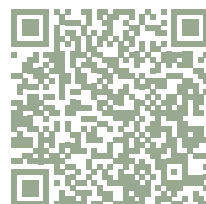
Compared to last year, 8% of our sales in Europe and Türkiye have shifted to Asia and North Africa. This is not the result of a strategic realignment, but rather caused by regular market dynamics.

Production partners in	Countries (#)	Suppliers (#)	Share of revenue generated (%)	Change compared to previous reporting period (pp)	Longest business relationship in the region (years)
Europe & Türkiye	7	36	69	-8	16
Northern Africa	1	2	5	+2	14
Asia	4	9	26	+6	13

SUPPLY CHAIN

Due Diligence

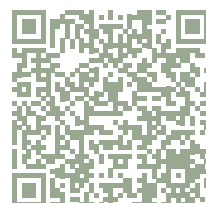
Human rights are never negotiable. We, too, share responsibility for ensuring that they are upheld in the production of our garments. To fulfill our due diligence, we employ various mechanisms, ranging from risk analyses and contractual requirements to social audits and supplier visits.



CODE OF CONDUCT:
SUPPLIERS

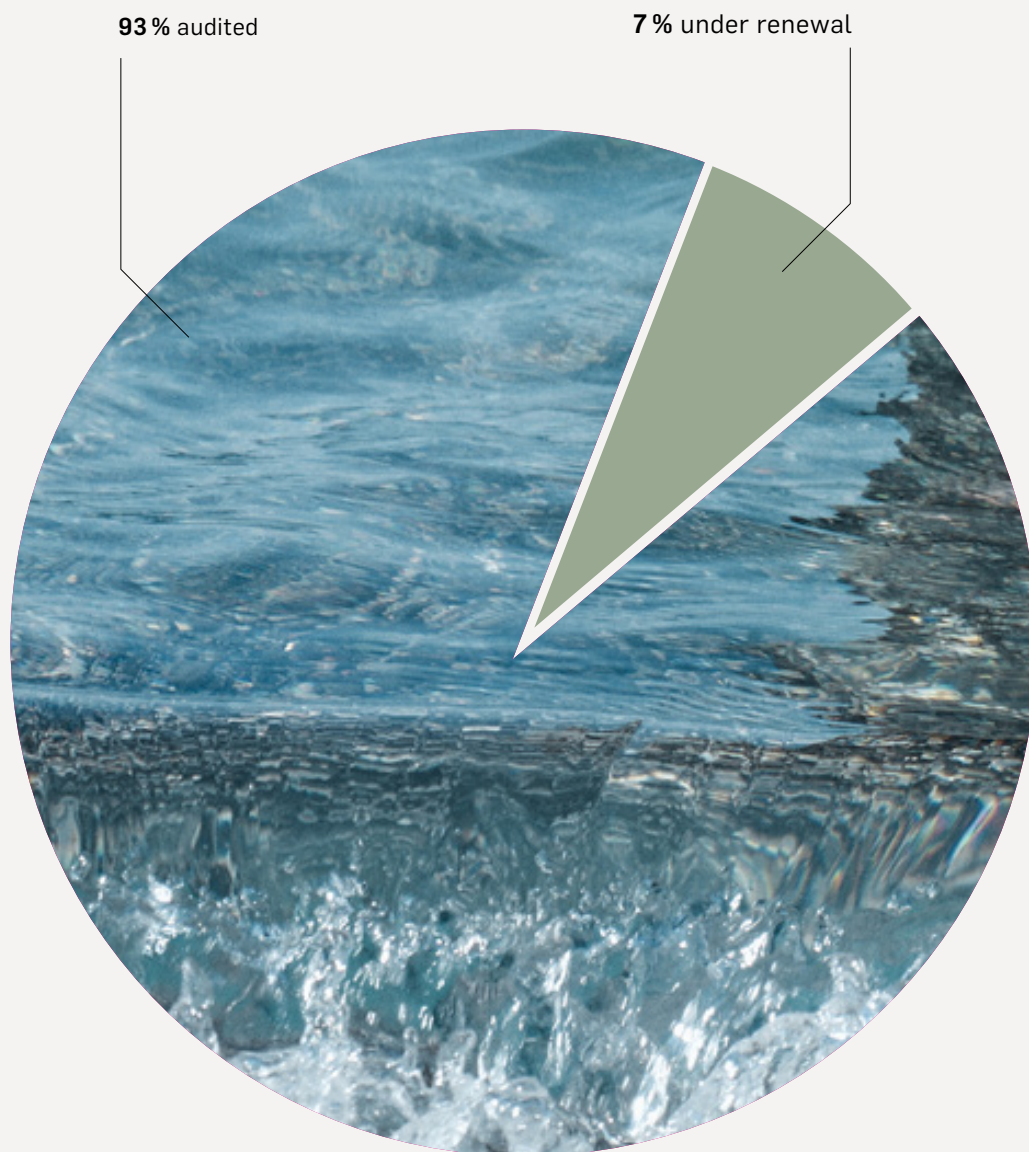
Binding Commitments

We set high standards for our suppliers and ourselves. To secure these standards, our CSR requirements are fixed in our contracts, our binding Supplier Code of Conduct, and our DRYKORN POLICY: HUMAN RIGHTS, published in 2025. This policy also outlines our due diligence process in detail.



DRYKORN POLICY:
HUMAN RIGHTS





Social Audit Rate at Tier 1 Suppliers (by revenue)

SOCIAL AUDITS

All of our direct suppliers of finished garments must provide valid social audit reports for their factories.¹ During these audits, external auditors check and verify compliance with a wide range of human rights and labor standards in the factories.

Measured by revenue generated, 93 % of our suppliers were audited during the reporting period. 7 % of revenue was generated with suppliers in Ukraine, who still cannot be audited due to Russia's ongoing war of aggression.

Beyond Compliance

In 2025, we increasingly sought dialog and direct collaboration within our supply chain to create an impact beyond certifications. We maintain regular communication with key suppliers and their CSR representatives.

In 2025, we implemented a direct co-operation project with the Tamil Nadu Textile and Common Labour Union (TTCU); a women-led union in South India known for its key role in the 2022 Dindigul Agreement², Asia's first legally binding agreement against gender-based violence in textile factories.

Our approach was deliberately unbureaucratic: We established contact between the TTCU and our largest Indian supplier and funded workforce training on gender-based violence and harassment. The design, organization, and implementation were entirely in the hands of the TTCU.

The training sessions took place successfully in 2025. The employees' trust visibly grew over time; a sign of how important local expertise and a long-term approach are. The program will continue in 2026.

¹ We accept audits conducted by recognized third-party organizations: preferably amfori BSCI, the FairWear Foundation, or Sedex. We do not accept internal audits or audits conducted by non-accredited bodies.

² <https://globallaborjustice.org/media/uploads/2025/04/Dindigul-Agreement-Fact-Sheet-Jan.-2023.pdf>

TEAM & WORK

The DRYKORN Team is made up of enthusiasts and free thinkers who, with passion and dedication, make DRYKORN the brand it is today.

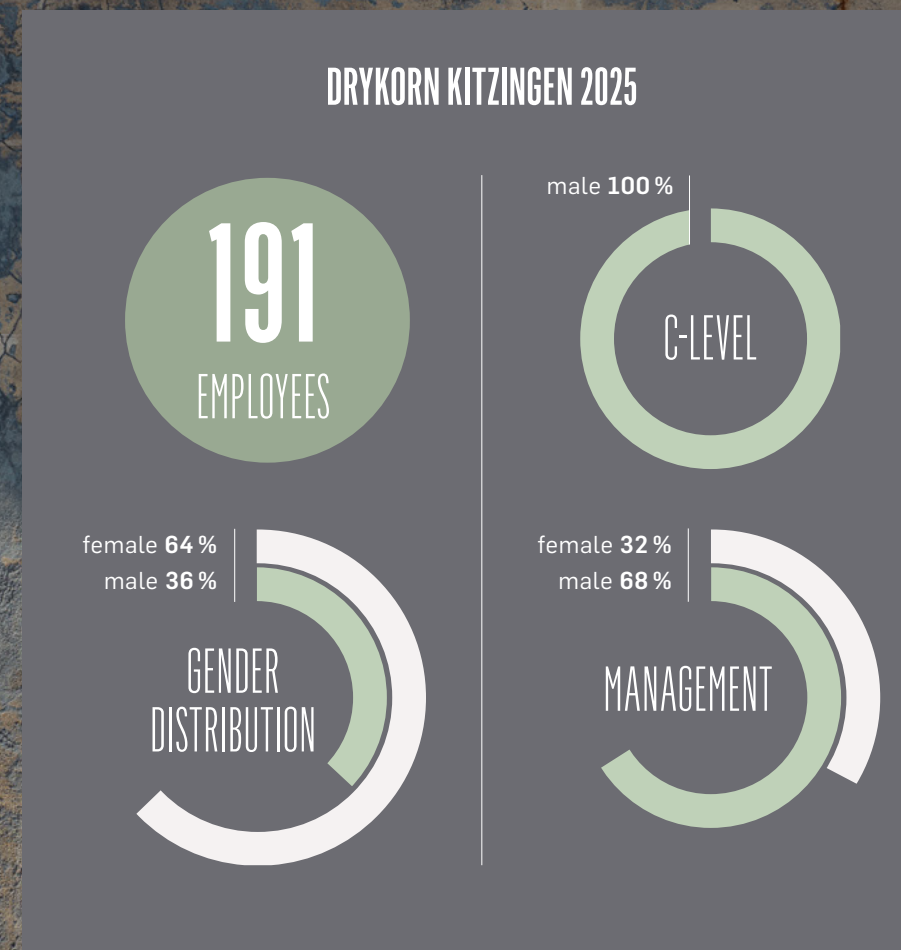
DRYKORN Is Female

DRYKORN employs 191 people, and just under two-thirds of whom are women. Men remain overrepresented in leadership positions, accounting for 68 % of the total. In 2024/25, the executive board was still 100 % male. However, this has since changed, with two women joining the C-suite.

Nevertheless, we see a structural issue with systemic roots, such as the fact

that significantly more women than men work part-time, often due to care work.

At DRYKORN, we want to create an environment where equity and same opportunities for all are an integral part of our workplace. The current figures show us that it is worth taking a closer look and exploring the options we have.



A photograph of two women from the waist down, wearing blue denim dresses. They are standing on a rocky shore next to a body of water. The woman on the right is wearing a small, brown, knitted crossbody bag. The word 'PRODUCT' is overlaid in large, white, sans-serif capital letters across the center of the image.

PRODUCT

DRYKORN is a product brand. Our garments must be excellent in both design and quality. That's why, for us, it goes without saying that we prioritize careful product development based on forward-thinking and ethical principles.

SAFETY FIRST

We ensure that all our products comply with the EU REACH Regulation and the EU Product Safety Regulation. All suppliers confirm their compliance with our Restricted Substances Lists (RSLs) for products, trims and manufacturing processes. In addition, we prohibit the use of PFAS.

Our testing plan is based, among other industry standards, on the REACH 4 Textiles Risk-Based Testing Matrix. Regarding restricted substances, we work with the AFIRM framework, supplemented by market- and material-specific requirements.

DRYKORN MATERIALS

We believe in natural materials. Many of their properties are simply inimitable. This means that 78% of our revenue comes from products made from materials that fall into one of these three categories:

- Natural fibers like cotton, linen, or hemp;
- Animal materials such as wool and leather;
- Regenerated fibers such as viscose or lyocell.³

22% of our revenue comes from synthetic fibers made from fossil-based raw materials, primarily polyester, polyamide, and elastane. We use these materials selectively to improve the durability or other performance characteristics of our garments.

³ These fibers are made from cellulose obtained from bamboo or trees using a chemical process.



Material Distribution (by Revenue)

Flower Power

Cotton is our most important fiber, by far. During the reporting period, cotton was used in more than half of our entire collection.

We source cotton through the Better Cotton (BC) system. BC trains farmers in water efficiency, soil health, responsible use of pesticides, biodiversity, and fair working conditions – with the goal of enabling farmers to increase their yields, reduce their debt dependency, send their children to school, and protect natural resources.

BC is sourced through a mass balance system. This means that BC is produced by a certified farmer but, after harvest, is blended with conventional cotton and placed on the global market.



This way, a specific quantity of Better Cotton enters the market, to which a corresponding number of Better Cotton Claim Units (BCCUs) is allocated. The BCCUs are then passed on by market actors along with the traded cotton volume all the way to the end products.

This means: We cannot guarantee that the cotton in DRYKORN garments is BC, but through our membership we contribute to promoting better cotton farming.⁴

Science for Safety

Since 2022, we have completely excluded Chinese cotton from our supply chain, due to documented state-organized forced labor of the Uyghur population

in Xinjiang. This ban is contractually mandated and non-negotiable.

To verify compliance and ensure our management process, we used isotope analysis for the first time in the reporting year: This complex scientific method enables us to identify where cotton was grown.

A risk-based sample of eight materials was tested for origin by the independent laboratory isoFoodtrace (Hong Kong/Adelaide). Seven of the eight samples matched the declared origin; none originated from China. Isotope analysis is now an integral part of our annual testing process.

⁴ https://bettercotton.org/membership/find-members/?_sf_s=drykorn

Wool and Animal Welfare

Wool is our second most important fiber. In the reporting year, products made from sheep's wool accounted for 14 % of our revenue.

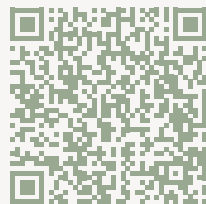
Mulesing

Mulesing refers to the surgical removal of skin folds on the hindquarters of lambs, a practice carried out exclusively in Australia. The procedure prevents infestation by a specific species of blowfly. It is usually performed without anesthesia and causes severe pain for the lambs.

We explicitly oppose Mulesing.

47 % of our wool comes from Australia. Until now, we have secured its non-mulesed status through industry-standard management systems. However, we recognize that these systems are outdated and do not provide 100 % assurance against mulesing.

That's why, at the time of writing this report, we are in the process of deciding on the further development of our verification process to ensure that our Australian wool is mulesing-free.



DRYKORN POLICY:
ANIMAL MATERIALS

What About the Other Animals?

We also use other animal materials besides sheep's wool. These are primarily alpaca wool and cashmere, as well as leather from cattle, sheep, and goats. In a few selected styles each season, we also use silk, mother-of-pearl or buffalo horn, and in very rare cases, duck or goose down.

To establish a clear framework both internally and externally, we published the DRYKORN POLICY: ANIMAL MATERIALS in 2025. It transparently outlines our principles, procurement guidelines, and due diligence processes for animal-

based materials and is an integral part of our contracts with suppliers.

Our strict ban remains unchanged: We never use real fur, angora, mohair, and materials derived from endangered or exotic species.

We only source leather from tanneries that are certified by the Leather Working Group and have received a rating of at least "Silver" or "Gold".⁵

⁵ The LWG rating system ranges from "Bronze" to "Silver" to "Gold." The rating is determined following an on-site audit at the tannery, during which a total of 17 factors related to environmental impact, occupational safety and health, chemical management, and traceability are inspected and evaluated. For more information, visit: <https://www.leatherworkinggroup.com/customer-landing-page/>

CIRCULAR ECONOMY

The circular economy is gaining momentum. For us as well, circularity is no longer uncharted territory – in 2025, we successfully advanced several projects.

Repair

We want our products to make you happy in the long term and become favorite pieces. That is why we repair damaged DRYKORN items even after the warranty period has expired.

For complex invisible repairs – for example on knitwear and woven items – we work together with the experts at Kuns-to in Bayreuth. And if you lose a button, you can simply contact us and we will send you a replacement free of charge. More information can be found in our Repair Guide:



REPAIR GUIDE

Recycling & Leftovers

In the reporting year, we recycled approximately 1,9 metric tons of fabric samples and irreparable returns through the fiber-to-fiber recycling system by TURNS® circular system.

We also established contact with schools and kindergartens in the surrounding area. The response was fantastic, which is why we now also donate swatches that cannot be accepted by TURNS® for arts and crafts purposes. This way, most of our textile waste is put to meaningful use.

At DRYKORN, we never destroy garments that are still wearable. What has long been common practice for us will be prohibited by law in the EU from July 2026 onward – and rightfully so, we think.⁶

⁶ https://environment.ec.europa.eu/news/new-eu-rules-stop-destruction-unsold-clothes-and-shoes-2026-02-09_en



Turnila

In collaboration with TURNS®, we produced our first product using TURNS® fiber-to-fiber recycled yarn during the reporting year – our beach and outdoor blanket TURNILA. It consists of 10 % recycled yarn and showed us that circularity and premium quality work together flawlessly.



TURNILA BLOG

A woman with blonde hair, wearing a white long-sleeved jumpsuit, is lying on her side on a dark, textured, and cracked rock surface. She is looking directly at the camera with a neutral expression. The word "PLANET" is overlaid in large, white, sans-serif capital letters on the left side of the image.

PLANET

There is no way around it: As a fashion brand, we use Earth's resources and cause emissions. Whether it's CO₂, wastewater, microplastics, or other greenhouse gases – we have an impact that we must address. **We take this responsibility seriously and go into greater detail every year.**

CCF 2025

Together with our partner myclimate gGmbH, we – like every year – calculated our carbon footprint for the 2024/2025 financial year. In total, we emitted

20.547 tons of CO₂ equivalents (CO₂e), representing an increase of 26 percentage points compared to the previous reporting year (16.322 t CO₂e).⁷

Emission factor	CO ₂ e emissions FY 23/24 (t)	CO ₂ e emissions FY 24/25 (t)	Change (pp)
TOTAL	16.322	20.547	+25,9
Scope 1	124	130	+4,8
Scope 2	20	18	-10,0
Scope 3	16.178	20.399	+26,1

Why the Increase?

In Scopes 1 and 2, emissions increased somewhat, but most increases are compensated through savings in other areas. For example, we consumed more natural gas due to a cold winter, but at the same time we almost completely electrified our vehicle fleet and reduced emissions there. Overall, the increase in emissions therefore amounts to four tons of CO₂e. Compared to our Scope 3 emissions, however, this increase is negligible.

99 % of our total emissions occur within our value chain – in Scope 3. This is also the main reason why our CCF increased: we collected more data than in the previous reporting year and uncovered emissions that had previously remained hidden.

We were able to significantly increase the emissions dataset for our raw materials, included trims (buttons, zip-pers, etc.), accounted for plastic packa-

ging, and captured emissions from yarn spinning and IT services. Additionally, we collected energy consumption data from our five most important Tier 1 suppliers, had it verified by myclimate, and included it in our calculations.⁸

Science Based Target

In 2023, we committed to setting climate targets and have them validated by the Science Based Targets initiative (SBTi). Our commitment:

DRYKORN Modevertriebs GmbH & Co. KG commits to reducing its direct (Scope 1) and energy-related indirect

(Scope 2) emissions by 46 % by 2030 compared to a 2019 base year and to measure and reduce Scope 3 emissions.

As in the last report, we can proudly report that we have met our first SBTi target. With a 61,5 % reduction in Scope 1 and 2 emissions compared to 2019, we are slightly below the reduction of last year (63 %), but are still well above our original target.

When it comes to recording our Scope 3 emissions, we are right in the middle of it. We are currently exploring options to directly reduce emissions in our supply chain (carbon insetting).

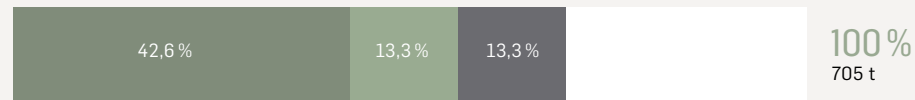
⁷ The Corporate Carbon Footprint (CCF) was calculated together with myclimate Deutschland gGmbH in accordance with the GHG Protocol Standard and is divided into three scopes. Scope 1: direct emissions, Scope 2: indirect emissions from purchased energy, Scope 3: other indirect emissions along the value chain.

⁸ Our Scope 3 inventory includes emissions from: digital activities, commuting and business travel, transportation by third-party companies, food and beverages, water consumption, packaging and office supplies, the production and processing of textile fibers and trims, waste and recycling, as well as other emissions from electricity, heat, and fuel consumption that were not allocated to Scope 1 or 2.

PRODUCT EMISSIONS

For the first time, we have systematically gathered the CO₂e emissions per kilogram of our most important materials, based on myclimate's emission factors:⁹ The results were impressively revealing.

Distribution of Key Materials by Volume Used



Distribution of Total Emissions (CO₂e) by Material

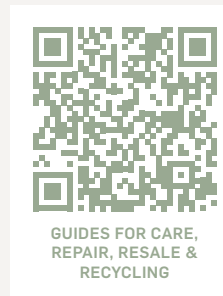


■ Cotton ■ Sheep's Wool ■ Polyester ■ Other Materials

We see:

- About 63 % of our material emissions are caused by sheep's wool, although it only accounts for 13,3 % of the material volume.
- Cotton causes only about 8 % of emissions, although it is by far our most widely used fiber (accounting for about 43 % of the fiber volume)

The data make it clear that animal materials are always the ones causing high emissions. For us, this means: Especially with wool or leather items, we focus on a long product life by giving end consumers circularity tips with our guides and doing our best to create pieces that outlast trends and become favorites of our wearers.



⁹ Methods: The emission factors were modelled by myclimate on the basis of currently available scientific data. Over 90% of our material volume is covered by emission factors.

OUTLOOK

Our road to full responsibility is still long – with ups, downs and some unexpected turns. Occasionally, we must hit the brakes or take a wrong turn. But we report honestly about it. We have big plans for the coming years:

- **Cotton:** Switching to physically traceable Better Cotton as soon as the BC traceability system is operationally usable for us (expected 2026/2027).
- **Wool:** Testing of certification possibilities, e.g. according to Materials Matter Standard, as well as further direct engagement with Australian wool organisations for alternatives to mulesing.
- **Carbon Insetting:** Defining and starting projects for direct emission reduction at key suppliers, especially through renewable energy technologies.
- **Circular economy:** Active engagement in the realm of extended producer responsibility for textiles in Germany and the EU.
- **Digital Product Passport:** Preparing for the EU requirements of the Ecodesign for Sustainable Products Regulation.

And, as always, we pay attention to our surroundings and try to balance the interests of our numerous stakeholder groups with each other and align them with our corporate goals, whenever possible.

DRYKORN FOR BEAUTIFUL PEOPLE



DRYKORN Modevertriebs GmbH & Co. KG

Kommanditgesellschaft – Kitzingen
Rudolf-Diesel-Straße 1A | D-97318 Kitzingen

Registration Court Würzburg: HRA 4625

Tax-No.: 156/01900 – UST/VAT-ID: DE 198 234 655

Personally liable partner:

DRYKORN Modeverwaltungs GmbH – Kitzingen
Rudolf-Diesel-Straße 1A | D-97318 Kitzingen

Würzburg Registration Court: HRB 6352

Managing Directors: Marco Götz, Gerrit Voss, Marino Edelmann

info@drykorn.com

Parts of the content of this IMPACT REPORT summary were created using a language model. All content was developed by qualified professionals and made available to the model. All machine-generated outputs were checked and proof-read several times by internal and external experts. Errors and errors excepted.

Any unauthorized distribution, reproduction or disclosure of this report, in whole or in part, is strictly prohibited.

Partner for more sustainable business:

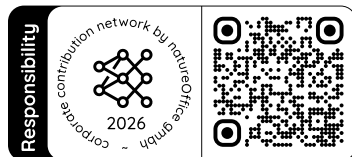
Dr. Michael Arretz
Management in Accordance GmbH

Layout: may agency

Text: CSR-Team

Druck: Bonitasprint GmbH

Printed with mineral oil-free inks on recycled paper, certified with the Blue Angel ecolabel. This IMPACT REPORT was produced in a limited, demand-appropriate edition.



natureOffice.gmbh/342-1524-628

IMPACT REPORT Summary 2025

As of May 2026

CAUSE WE_MIND

DRYKORN FOR BEAUTIFUL PEOPLE