

SUSTAINABILITY REPORT 2024

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1. LETTER FROM THE CEO

GRI 2-22



“We see this shift not as a constraint but as a chance to evolve with greater purpose, creativity and transparency.”

Beat Grüning, CEO

Dear Stakeholders,

As we present our second Sustainability Report, I am pleased to share the progress we have made, the challenges we have faced, and the path we are forging toward a more sustainable and resilient future.

The world is undergoing a profound transformation - economically, environmentally and socially. For businesses like ours, this has meant operating in a dynamic environment marked by tightening regulations, increasing stakeholder expectations, and heightened scrutiny on sustainability performance. The introduction of the Corporate Sustainability Reporting Directive (CSRD), the EU Strategy for Sustainable and Circular Textiles, and the expanded Green Deal are reshaping how fashion brands operate. These developments bring real challenges - especially for an industry long associated with linear models and fast cycles. But they also offer an opportunity to lead with purpose - reimagining how we design, produce, and connect with our communities in ways that are regenerative, transparent and aligned with current requirements. At Tally Weijl, we welcome this shift. We see it not as a constraint but as a chance to evolve with greater purpose, creativity, and transparency.

Sustainability is not a separate initiative - it is a principle that must be woven into every layer of fashion, from concept to creation to customer. This belief guides our strategic direction and underpins our active engagement in two pioneering initiatives:

- The tExtended EU Innovation Project, where we are advancing circular business models that extend product life cycles and reduce environmental impact.
- The Circular Up Textiles (CUT) Swiss Eco-Design Project, through which we are exploring how intentional design decisions can drive more sustainable outcomes across the value chain.

These collaborations reflect our commitment to embedding sustainability into the heart of our business - through innovation, partnership, and purposeful design.

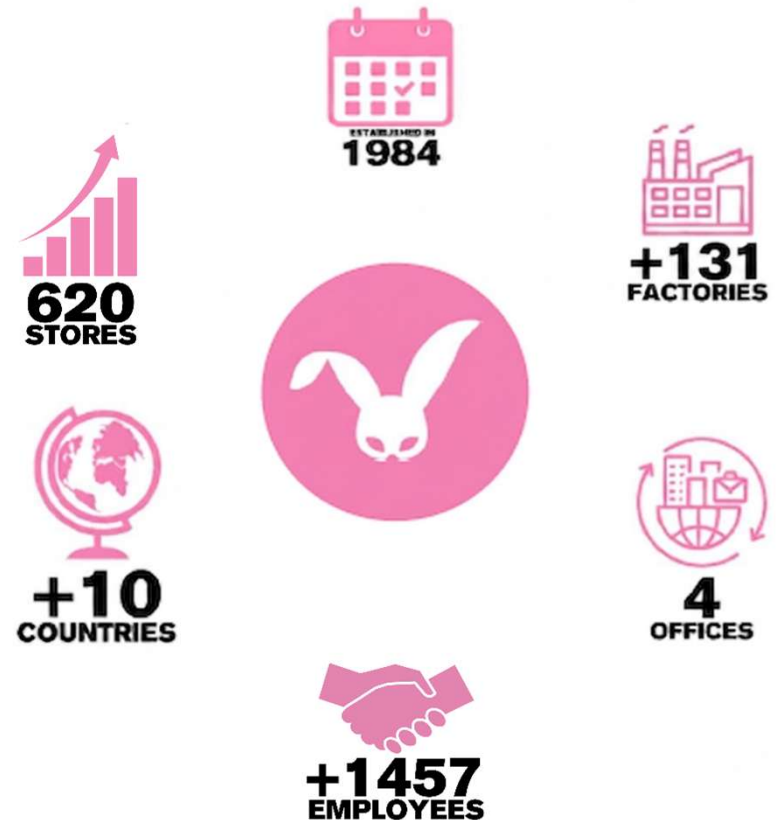
In 2024, Tally Weijl continued to strengthen its commitment to ethical and responsible business practices across our global supply chain. Two key milestones exemplify this progress.

First, we joined the Employment Injury Scheme (EIS) Pilot Project, a pioneering initiative aimed at improving worker welfare in Bangladesh's export-oriented Ready-Made Garment (RMG) sector. By participating in this program, we reaffirm our commitment to ensuring financial security and access to medical care for those who contribute to the development of our products.

Second, we formally registered as a participant in the Better Cotton Traceability Initiative, reinforcing our commitment to responsible sourcing and supply chain visibility. This step enables us to better track the origin of our cotton and ensure it aligns with our sustainability values.

This year also marks our formal alignment with the Sustainable Textiles Switzerland 2030 (STS2030). Its framework has helped us clarify and strengthen our goals on climate impact, responsible sourcing, circular design, transparency and ethical value chains. It's more than a strategy; it's a compass guiding us toward a fashion future that is inclusive, responsible, and regenerative. This alignment reinforces our belief that economic performance and environmental and social stewardship must go hand in hand.

We know that sustainability is a continuous journey that requires transparency, accountability, and collective effort. This reporting is more than a record of our actions, it is a reaffirmation of our promise: to design with care, to innovate with conscience, and to lead with transparency. As we look ahead, we remain committed to listening, learning, and improving, because sustainability is not a destination but a journey, one we walk every day in our unstoppable world.



Thank you for believing in us.

Beat Grüning, CEO

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

GRI 2-1, 2-2, 2-4, 2-6, 2-7, 2-8, 2-23, 2-24, 2-25, 2-27, 2-28, 404-2, 404-3, 405-1, 405-2

Tally Weijl is a fashion brand born from passion and intuition in 1984. It was created by two visionary and determined founders, Tally Elfassi-Weijl and Beat Grüning. In 1987, the first store opened in Fribourg, Switzerland. From the very beginning, Tally Weijl has embraced the belief that every woman deserves access to the latest fashion trends. Our mission is to empower women to feel unstoppable and confident in their own skin.

Our headquarters are in Switzerland, where the core product development decisions are made. Garment production is carried out by external suppliers, while sales take place through our own stores, franchise partners - mainly across Europe - and our online channels. Tally Weijl manages its own distribution centres, receiving products from manufacturers and delivering them efficiently to the points of sale.

Environmental awareness and our commitment to innovation enable us to transform our value chain - design, production, logistics, sales, and customer experience - in an agile and coordinated way. We are guided by respect, transparency, and the promotion of human rights, with the goal of creating a positive impact on our customers, society, the fashion industry, and the environment.

We aim to combine an efficient and sustainable business model with the ambition of decoupling economic growth from resource consumption. Our distribution and sales activities are organized under an international group of companies headed by Tally Weijl Holding AG. Today, we are present in 10 markets, mainly across Europe.



2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

GRI 2-1, 2-2, 2-4, 2-6, 2-7, 2-8, 2-23, 2-24, 2-25, 2-27, 2-28, 404-2, 404-3, 405-1, 405-2



People are at the heart of our business. We are a team of 1,457 individuals from 23 nationalities, inspired by Tally Weijl's foundational values: entrepreneurial spirit, non-conformism, innovation, inclusion, and humility. Our Tally Weijl Minimum Requirements policies - including our Code of Conduct and Ethics - are publicly available on our website. We also maintain an internal Whistleblowing Policy aligned with the EU Whistleblower Protection Directive and distributed to all employees. Human Resources oversees the internal implementation of the Code of Ethics and Whistleblowing Policy, while our Sustainability Team ensures the Code of Conduct and Ethics is applied throughout our supply chain. The Whistleblowing Policy covers the full process - from reporting, to remediation of negative impacts, to closure of cases.

We see fashion as a powerful tool for self-expression and identity - both individual and collective - and as a means of communication between people. Tally Weijl stands as a reference in fashion with a focus on empowering women, individuality, and critical thinking. Our slogan, **"Totally Unstoppable"** reflects not only our brand promise but also the spirit of our teams.

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

GRI 2-1, 2-2, 2-4, 2-6, 2-7, 2-8, 2-23, 2-24, 2-25, 2-28, 404-2, 404-3, 405-1, 405-2

DESIGN AND PRODUCT DEVELOPMENT:

Designers are at the heart of Tally Weijl's creativity and play a crucial role in our business model. Working closely with the commercial and product development teams, they stay in constant touch with stores and street trends, enabling them to identify and respond to emerging customer preferences. This insight allows us to develop products that meet the latest demands in both style and volume. Our designers lead Tally Weijl's sustainability efforts by actively sourcing sustainable materials. Their work helps improve quality standards, reduce environmental impact, and advance our commitment to a circular economy, ensuring sustainability is integrated into every stage of product development.

SOURCING:

Our manufacturing and sourcing are anchored in a socially and environmentally responsible supply chain. We are committed to ensuring decent working conditions for everyone involved and to steadily reducing our environmental footprint. Our supply chain has a strong presence in Asian countries, where we operate two sourcing offices to stay close to our suppliers and align their values and needs with ours. We also work with partners in nearby regions such as Morocco and Turkey. We continuously seek more sustainable and efficient manufacturing processes to minimize the environmental impact of our supply chain¹.

LOGISTICS AND DISTRIBUTION:

In 2023, we successfully integrated our HUB - previously dedicated to goods reception from suppliers- with our main distribution centre in Lörrach, Germany to streamline operations and enhance efficiency. Following this integration, the HUB was fully phased out in 2024. Currently, all goods from our supply chain are received directly at our Lörrach, Germany distribution centre, which now serves as the central hub for receiving, processing, and dispatching products to our stores and fulfilling online orders. This consolidation has allowed us to optimize logistics, reduce handling times, and improve overall supply chain performance.

¹Further information in Section 4 of this document

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

GRI 2-1, 2-2, 2-4, 2-6, 2-7, 2-8, 2-23, 2-24, 2-25, 2-28, 404-2, 404-3, 405-1, 405-2

STORES

We are currently operating 215 own stores and 405 partner stores, following a strategic optimization from 258 and 433, respectively. This evolution reflects our commitment to quality over quantity, ensuring every location delivers a selective, immersive, and unstoppable buying experience that transports customers into the Tally Weijl world. We continue to structure our yearly collections into Spring/Summer and Fall/Winter, allowing us to stay closely aligned with our customers' seasonal needs and preferences.

OUR SUCCESS RESTS ON TWO MAIN PILLARS:

- The strength of our design and commercial teams and the flexibility of our supply chain, and
- A seamless, engaging customer experience across both stores and online channels, with our unstoppable spirit connecting every touchpoint.



2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

GRI 2-1, 2-2, 2-4, 2-6, 2-7, 2-8, 2-23, 2-24, 2-25, 2-28, 404-2, 404-3, 405-1, 405-2



PRODUCT CONFORMITY:

The chemical and physical specifications for products are collaboratively established by the Head of Sustainability and the Quality Manager, both of whom report directly to the Chief Supply Chain Officer (CSCO). These roles ensure that all relevant information, test methods, and legal standards are communicated and applied consistently throughout the product lifecycle.

Inspections are conducted in accordance with applicable health and safety, environmental, and quality regulations. Approval guidelines and procedures are developed to ensure full product conformity with both legal and internal requirements. All suppliers and approved third-party laboratories receive a comprehensive set of policies and technical guidelines, collectively referred to as the Tally Weijl Minimum Requirements (TWMR).

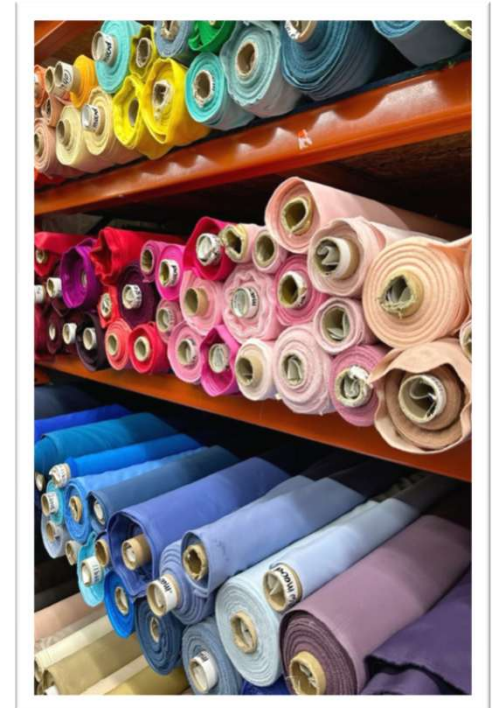
THE TWMR INCLUDES:

1. Code of conduct & code of ethics (CoC & CoE)
2. Manufacturing Restricted Substance List (TWMRSL)
3. Restricted Substance List (TWRSL)
4. Quality Standard Requirements (TWQSR)
5. Animal Welfare Policy

Suppliers are regularly trained on these standards to ensure consistent understanding and implementation across the supply chain.

Through the RSL policy, suppliers receive a list of regulated chemical substances applicable to all Tally Weijl products. The RSL is based on the strictest European and international standards for the apparel industry. For each substance, a standardized and internationally recognized testing method is defined and must be followed by approved laboratories.

Tally Weijl provides suppliers with a list of approved laboratories authorized to test products according to our requirements. All laboratories are ISO 17025 certified, ensuring reliable and accurate testing results. A detailed laboratory guideline is also provided, covering sample management, analytical methods, and test report preparation. Based on risk analyses, the testing program is designed to ensure compliance with all relevant chemical regulations and to maintain product conformity.



2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

GRI 2-1, 2-2, 2-4, 2-6, 2-7, 2-8, 2-23, 2-24, 2-25, 2-28, 404-2, 404-3, 405-1, 405-2

As of 2024, four external laboratories have been officially approved for use by Tally Weijl suppliers. We sent 1853 articles for testing to our approved laboratories in 2024. Further information on testing can be found in 4.1.3

Testing activity overview

YEAR	NUMBER OF TEST REPORTS	NUMBER OF APPROVED LABORATORIES
2023	2,034	4
2024	1,853	4

QUALITY MANAGEMENT AND PRODUCT DEVELOPMENT

The Quality Manager and Technical Department report directly to the CSCO. They establish the functional quality criteria for products entering the market, along with the necessary information and testing methods to apply these standards, all compiled in the Quality Standard Requirements (QSR).

Quality management ensures that inspections are performed in line with these requirements and develops approval procedures to guarantee product conformity and functionality. Suppliers and testing laboratories receive the QSR policy along with the relevant technical guidelines.



2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

GRI 2-7, 2-8, 2-9, 2-30, 404-2, 404-3, 405-1, 405-2,

OUR PEOPLE, DIVERSITY AND EQUAL OPPORTUNITIES

In 2023, Tally Weijl employed 1,436 people worldwide. As of 2024, our global workforce has increased to 1,457 employees, reflecting a net growth of 21 employees. This change is attributed to strategic hiring across key departments, particularly in areas supporting product development, and international expansion. The increase also reflects our commitment to strengthening internal capabilities and investing in talent to support long-term business goals.

Tally Weijl employees represent a diverse mix of nationalities, cultures, religions, and social backgrounds, contributing to a dynamic and inclusive workforce. With a wide range of educational levels, skills, and talents, this diversity and integration form a core strength of our company. We are committed to fostering a culture of respect, fairness, and equality, which are essential values in our work environment. For the purpose of employee data collection, we apply the headcount approach. Full-time employees (FT) typically work between 38 and 42 hours per week, depending on country-specific regulations. Part-time employees (PT) work fewer than 38-42 hours per week. Non-Guaranteed Hours (NGH) employees have flexible schedules, with no fixed working hours, and may have varying work hours based on company needs. All Tally Weijl employees, regardless of their employment type, are entitled to the same benefits, including healthcare, social insurance, retirement plans, and paid leave.



2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

INFORMATION ON THE WORKFORCE BY GENDER AND EMPLOYMENT TYPE

Information on the workforce by gender and employment type

Headcounts	Women	Men	Total
Total	1'308 90%	149 10%	1'457
Full-time	381 82%	84 18%	465
Part-time	927 93%	65 7%	992
Permanent	659 84%	127 16%	788
Fixed term	212 94%	13 6%	225
NGH	437 98%	9 2%	446

Country-wise workforce

Headcounts	Switzerland	Germany	Italy	Austria	Bangladesh	China	Total
Total	457 31%	728 50%	196 13%	39 3%	29 2%	8 1%	1'457
Full-time	290 62%	63 14%	66 14%	10 2%	29 6%	7 2%	465
Part-time	167 17%	665 67%	130 13%	29 3%	0 0%	1 0%	992
Permanent	349 44%	252 32%	125 16%	24 3%	28 4%	8 1%	786
Fixed term	51 23%	95 42%	71 32%	7 3%	1 0%	0 0%	225
NGH	57 13%	381 85%	0 0%	8 2%	0 0%	0 0%	446

Workforce by Age groups & employment categories

Headcounts	< 30 years	30 - 50 years	> 50 years	Women	Men	Total
Board of Directors	0 0%	0 0%	3 100%	0 0%	3 100%	3
Executive group	0 0%	3 60%	2 40%	0 0%	5 100%	5
Management	0 0%	61 89%	8 12%	26 38%	43 62%	69
Total management	0 0%	64 83%	13 17%	26 34%	51 66%	77
Seniors	0 0%	31 100%	0 0%	18 58%	13 42%	31
Specialist	55 22%	158 64%	35 14%	183 74%	65 26%	248
Juniors, assistants & others	896 81%	208 19%	0 0%	1'058 96%	46 4%	1'104
Total non management	951 69%	397 25%	35 3%	1'259 91%	124 9%	1'383

In 2024, Tally Weijl continues to champion diversity across its global workforce. Women represent 90% of our total employees - slightly increased from the previous year. Currently, 34% of our management positions are held by women. While this marks a decrease 7% from last year, we remain committed to improving gender balance in leadership roles. As management positions are primarily filled through internal promotion, we are actively cultivating pathways for women to advance within the company. Our long-term strategy is focused on creating equitable opportunities and fostering an environment where female talent can thrive at every level.

A wage equality analysis was conducted by our Human Resources department for 2024, which concluded that there is no deviation in average salaries between women and men for the same job position and working conditions (hours per week). Any variations in salaries are attributable solely to differences in performance and position.

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

OCCUPATIONAL HEALTH & SAFETY

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

At Tally Weijl, employees are at the core of our success. Tally Weijl is committed to maintain a safe and healthy work environment for all employees, contractors, and visitors. Our comprehensive Health & Safety Management System is designed to proactively address occupational hazards and promote overall well-being. Aligned with ISO 45001 standards and relevant national regulations, we ensure clear responsibilities at all levels to foster accountability and strengthen our safety culture. The system applies to all employees, including temporary workers.

We have established clear procedures for identifying hazards and assessing risks across all our sites. Regular workplace inspections and incident analyses are conducted to ensure that hazards are continuously identified and managed. Each site now maintains a risk register, which is reviewed biannually to ensure that all potential risks are identified and mitigated. Additionally, we have introduced an online platform for reporting incidents, enabling thorough investigations and effective tracking of corrective actions to improve safety outcomes across the organization.

In 2024, we have introduced several new preventive measures to further enhance safety across our organization. These include updated fire safety protocols and evacuation plans to enhance preparedness in the event of an emergency. We also revised our ergonomic standards for various work setups to reduce physical strain and improve employee comfort. Furthermore, we launched a dedicated "Safety Week" campaign to raise awareness about workplace risks and to promote safe work practices at all levels of the organization. These measures reflect our ongoing commitment to improving safety, protecting our employees, and ensuring a healthy work environment.

We continue to prioritize workplace safety by encouraging all employees to report any safety issues they encounter. Our commitment to safety is reinforced through comprehensive training courses and information dissemination on key topics such as fire protection, ergonomics, stress management, and safe lifting practices. This year, we delivered over 1,200 hours of training, with an average participation rate of 85% across the company.

These efforts ensure that our employees are well-informed and equipped to maintain a safe working environment.

Tally Weijl continues to prioritize the health and well-being of its employees through a range of initiatives. In addition to designing ergonomically optimized workspaces in line with local legal requirements, we have expanded our offerings to support both physical and mental health. As part of our ongoing commitment, we provide weekly activities to promote a culture of safety and well-being:

- “Think Safe, Work Safe”: Promoting daily hazard awareness and encouraging proactive safety practices.
- “Move Smart”: Focusing on ergonomic posture to prevent discomfort and injury.
- “Mind Matters”: Highlighting available mental health resources and providing support for emotional well-being.

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT OCCUPATIONAL HEALTH & SAFETY

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

Additionally, we offer incentives like free seasonal fruit snacks and access to a learning platform for personal development.

In 2024, all Tally Weijl employees continue to adhere to our occupational health and safety policies. We are pleased to report that there were no fatal or high-consequence work-related injuries, nor any cases of work-related ill health during the year. The majority of work-related injuries occurred in our stores, primarily resulting from incidents during routine store tasks. We remain committed to improving safety protocols and addressing any potential hazards to further reduce the risk of injury and ensure the well-being of our employees.

Occupational Accidents	Total
Work related injuries	3
Number of hours worked	2,162,032
Rate of recordable work-related injuries (number of cases per 200,000 hours worked)	0.27

COLLABORATIONS

GRI 2-28



Better Work - a partnership between the United Nations International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group - is a comprehensive initiative aimed at improving working conditions, upholding workers' rights, and enhancing the competitiveness of the apparel and footwear sectors. Operating in 13 countries across three continents, Better Work (BW) brings together governments, employers' and workers' organizations, global brands, factory owners, and workers to drive improvements in the garment industry.

By participating in BW, we disclose our factories in the selected countries, collaborating with stakeholders to enhance working conditions and strengthen the sector's long-term sustainability. Since signing our engagement with BW in 2020, we have continued to work closely with them to ensure ongoing progress and positive change in our facilities. As of 2024, we remain committed to this partnership, focused on advancing workers' rights and improving factory competitiveness through continuous dialogue, transparency, and innovation.

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT COLLABORATIONS

GRI 2-28



In 2014, Tally Weijl became a signatory to the Bangladesh Accord, reaffirming our commitment to independent, comprehensive inspections of garment factories in Bangladesh to improve fire and building safety. This remains a core priority for us, and we ensure that all of our factories in Bangladesh are included in the Accord Active Factory List. The International Accord continues to promote a safe and healthy environment within the textile and ready-made garment industry.

In January 2020, representatives from BGMEA and the steering committee of the Bangladesh Accord on Fire and Building Safety signed an agreement to transition operations to the RMG Sustainability Council (RSC). As of June 1, 2020, the RSC inherited the operations, staff, policies, and infrastructure of the Bangladesh Accord office. The RSC is responsible for conducting inspections related to structural, electrical, fire and life safety, and boiler safety, while also supporting and monitoring remediation efforts. Additionally, the RSC offers safety training and operates an independent occupational safety and health complaints mechanism for workers in covered RMG factories.

In 2024, we continued our engagement with the International Accord for Health and Safety in the Textile and Garment Industry in Bangladesh, renewed our commitment to safe and responsible sourcing practices. Looking ahead, we are preparing to expand our efforts by engaging with the Pakistan Accord.



The TCBL (Textile and Clothing Business Labs) association brings together individuals and organizations dedicated to driving meaningful change in the textile and clothing industry. The TCBL community is grounded in seven core values: curiosity, viability, durability, multiplicity, openness, respect, and responsibility. Our continued commitment to TCBL keeps us at the forefront of new developments in the textile sector, enabling us to adopt an innovative perspective on the future of the industry. We are proud to be part of the “Herewear community”, which champions local, circular, and bio-based textiles.



Swiss Textiles is the national network representing the entire textile industry in Switzerland, covering both domestic and international sales and manufacturing activities. It provides up-to-date insights on materials, processes, and technologies within the Swiss textile sector, reflects developments in the EU textile industry, and supports members in staying informed about upcoming EU and Swiss regulations. Our membership enables us to identify synergies within the industry, helping us tackle challenges and drive progress toward more sustainable development and enhanced competitiveness.

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

COLLABORATIONS

GRI 2-28



Tally Weijl is proud to be a member of the Fur Free Alliance and is committed to a fur-free policy. This means we do not sell or promote any products made with real animal fur. Under our program definition, fur refers to material derived from animals that are primarily raised for fur production. As the world's leading program for connecting fur-free companies with ethical consumers, Fur Free Retailer provides an online directory that allows shoppers to easily access information about our fur policy, empowering them to make informed, ethical purchasing decisions.



Sustainable Textiles Switzerland 2030 (STS 2030) is a collaborative program dedicated to driving the Swiss textile and clothing sector toward achieving the Sustainable Development Goals (SDGs). By engaging stakeholders across the entire value chain, STS 2030 continues to make meaningful contributions to sustainability, innovation, and ethical practices within the industry. In 2024, we continued to actively support the STS 2030 initiative, building on the commitment we signed in 2023. Through this collaboration with other textile companies in Switzerland, we are working collectively to address industry-wide challenges and accelerate progress toward the shared sustainability goals set for 2030.



We have been members of Handelsverband, the Swiss commerce association, since 2009. Focused on retailers and online shops, the association helps us align synergies with other businesses as we transition to an omnichannel approach, ensuring optimal coordination across all platforms.

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.1 ORGANIZATION CONTEXT

COLLABORATIONS

GRI 2-28



Ginetex, the International Association for Textile Care Labelling, developed a globally recognized care labelling system for textiles using symbols. This system provides both consumers and textile companies with clear instructions on how to care for textile products, helping to prevent irreversible damage. GINETEX relies on 22 National Members in Europe, South America, Africa and Asia. It has developed an internationally applicable logo for sustainable care. Consumers are given information to help them reduce the environmental impact of caring for textile.



Tally Weijl signed the EIS Pilot project in 2024, contributing to the welfare of 4 million workers in Bangladesh's export-oriented RMG sector. The Pilot program offers monthly compensation to permanently disabled workers and the dependents of deceased workers, supplementing national compensation. Recently, the EIS has also included community accidents in its coverage. This initiative is financed by voluntary contributions from international brands and ensures compliance with international standards (ILO Convention No. 121). The Pilot also includes data-gathering and capacity-building efforts to assess the feasibility of a comprehensive Employment Injury Scheme (EIS) in Bangladesh. All factories and suppliers in Bangladesh are included in the EIS-Pilot Project.

2. OVERVIEW OF TALLY WEIJL HOLDING AG

2.2 GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-17, 2-18, 2-19, 2-20, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27

Effective and transparent governance is central to Tally Weijl's success. Founded as a family business and now supported by external investors, Tally Weijl is overseen by a three-member Board of Directors, comprising a chairperson and two representatives of the main shareholders. Board members are appointed annually by the General Assembly. The management team consists of two members, one of whom also sits on the Board. Management is mandated by the Board of Directors, which also commissions an independent external audit of performance each year.

The Board of Directors also acts as the Finance and Payroll Committee, meeting annually to determine the company's remuneration policies. Both the Whistleblowing Policy and the Code of Ethics apply across the entire Tally Weijl Group, including the Board and management. Information on our governance structure is publicly available in Switzerland. The Board is responsible for defining company strategy, while management oversees its implementation and day-to-day operations. Sustainability principles are embedded in strategy development, with performance and forecasting aligned to benchmarks, legal requirements, and best practices in sustainability.

The CEO ensures compliance with Tally Weijl's sustainability policies and standards. The CSCO oversees the company's sustainability strategy and performance, while the Sustainability Team implements the strategy and policies. This team supports product development, production sites, and local organizations on projects and initiatives, consolidates internal and external sustainability data, and prepares the sustainability report. All departments contribute to strategy execution and project implementation, gathering data to monitor progress on indicators approved by the CEO and Board. A culture of sustainability is integrated horizontally throughout the company.

Corporate Responsibility has always been a cornerstone of Tally Weijl's business conduct. We adapt to a changing landscape to secure long-term success, while seizing the opportunity to lead in sustainable development. Our decision-making process embeds sustainability at every level. The Sustainability Team collaborates closely with other functions and retail markets to develop plans and KPIs aligned with our sustainability targets. The Head of Sustainability reports to the CSCO, while the CEO and Board approve the overall strategy.

We have strengthened our commitment by joining Sustainable Textiles Switzerland 2030 (STS2030), a collective initiative to drive the Swiss textile sector toward shared sustainability goals. STS2030 supports actors across the textile value chain in acting responsibly and integrating transparent criteria. It is built around four key targets:

- **Target 1:** Reduce greenhouse gas emissions by 50% by 2030, on the path to net zero by 2050.
- **Target 2:** Promote fair wages and humane working conditions across the supply chain. By 2030, fully implement due diligence obligations covering working hours, forced labour, child labour, and sexual harassment.
- **Target 3:** Foster innovative business models for a circular economy, with at least 30% of products designed according to circular principles by 2030.
- **Target 4:** Increase transparency so that sustainable purchasing decisions are possible. By 2030, disclose social and environmental information for 90% of products and raise consumer awareness.

3. MATERIALITY ASSESSMENT

GRI 2-12, 2-13, 2-29, 3

MATERIAL TOPICS

In 2024, Tally Weijl continues to apply the material topic framework established in 2022. The Sustainability Team upheld the original list of 23 material topics identified as most relevant to the textile industry, based on a thorough evaluation of both internal priorities and external benchmarks. No formal review was conducted in 2023 due to the company’s focus on advancing implementation of initiatives related to the existing material topics and strengthening sustainability data collection processes. In 2024, reporting cycle reaffirmed these topics through internal validation and alignment with key sustainability frameworks. Each topic remains aligned with a topic-specific GRI standard when available, and internally developed indicators are used to monitor progress where standardized metrics do not exist. The framework remains under executive oversight, with the Chief Supply Chain Officer (CSCO) and the CEO reaffirming its relevance and continued applicability for the reporting year.

The original assessment drew upon:

- Sustainability frameworks: GRI Standards, SASB, UN Global Compact, among others
- Online tools: MSCI (ESG Industry Materiality Map), SASB Materiality Finder
- Peer benchmarking: Analysis of sustainability disclosures from textile brands with similar profiles to TW

These topics were selected to reflect a balanced consideration of environmental, social, and economic dimensions, with a focus on actual and potential negative impacts across TW’s operations and value chain.

LIST OF MATERIAL TOPICS

- 1 Sustainable Materials
- 2 Human Rights In The Supply Chain
- 3 Inclusion & Diversity
- 4 Traceability
- 5 Energy And Emissions Management
- 6 Waste Management
- 7 Biodiversity
- 8 Chemicals Management
- 9 Privacy & Data Security
- 10 Climate Change
- 11 Product Quality & Safety
- 12 Living Wages In The Supply Chain
- 13 Business Ethics & Integrity
- 14 Training Initiatives
- 15 Circular Economy Business
- 16 Stakeholder Engagement
- 17 Responsible Sourcing
- 18 Water Management
- 19 Community Investment
- 20 Anti-competitive Behavior
- 21 Talent Management
- 22 Animal Welfare
- 23 Transparency

3. MATERIALITY ASSESSMENT

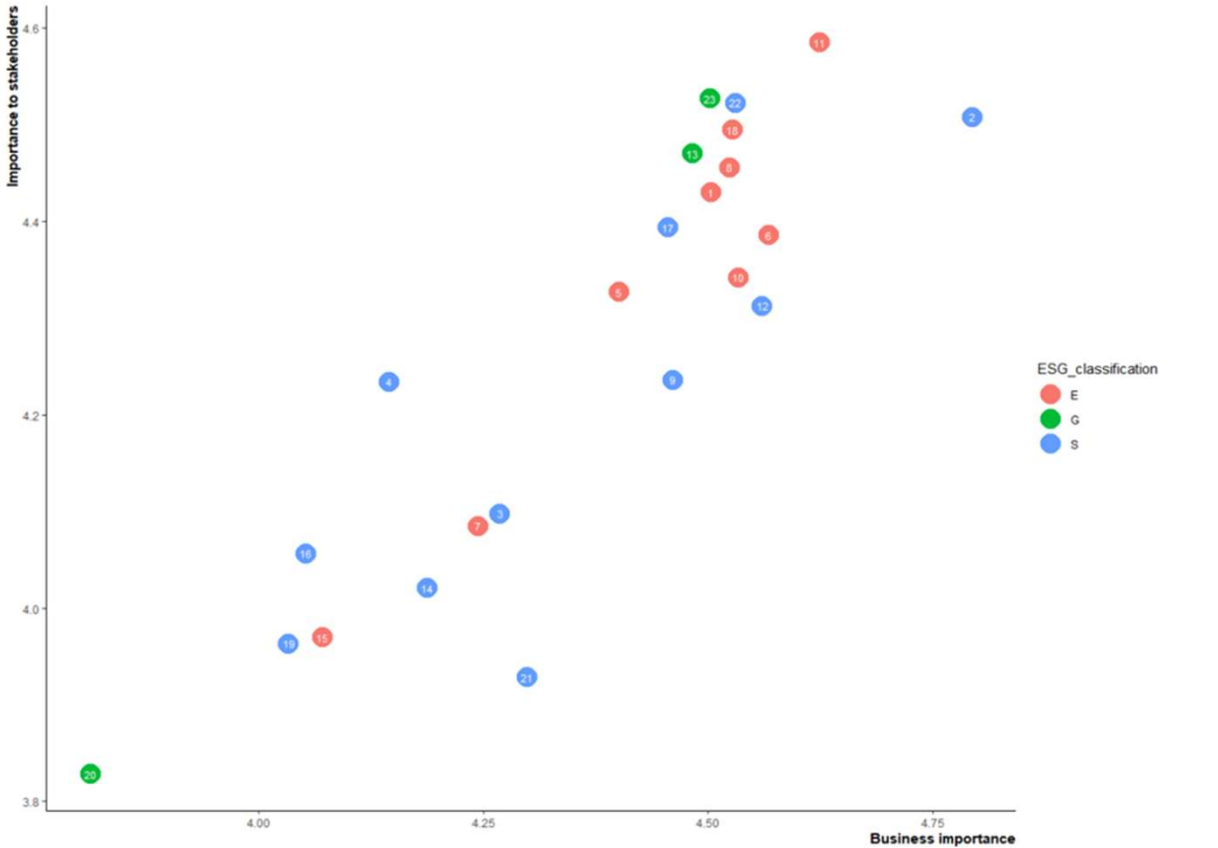
GRI 2-12, 2-13, 2-29, 3

Tally Weijl continues to prioritize the needs and opinions of its key stakeholders within its corporate strategy and operations. Tally Weijl actively engages with stakeholders through various channels, including direct communication with customers in stores and online campaigns, open dialogues with suppliers and employees, and shared business interests with multiple associations. Additionally, Tally Weijl's offices and teams in manufacturing countries enable us to strengthen and nurture relationships with suppliers directly at the country of origin. Based on this context, we have classified our stakeholders into two categories: External (E) and Internal (I) and have listed them accordingly.

A checklist was used to engage stakeholders with the identified material topics, ensuring their feedback was captured systematically. The outcome of this engagement is the materiality matrix, which highlights 23 key topics, ranked according to their significance for external stakeholders and the company's business development. As a result of this collaborative effort, the topics in the top-right corner of the matrix represent those of highest priority.

The materiality assessment is integrated into TW's governance processes by informing both risk management and strategic decision-making. The Sustainability Team consolidates the findings and presents them to the CSCO and the CEO, who review the results. Priority topics identified in the matrix guide risk mitigation measures and the focus of sustainability initiatives across TW's operations and supply chain.

Internal	External
Office & warehouse employees	Franchisees
Store employees	Customers
Board members	Service providers
	Suppliers (garment supply chain)
	NGOs & Industry associations & Educational institutions



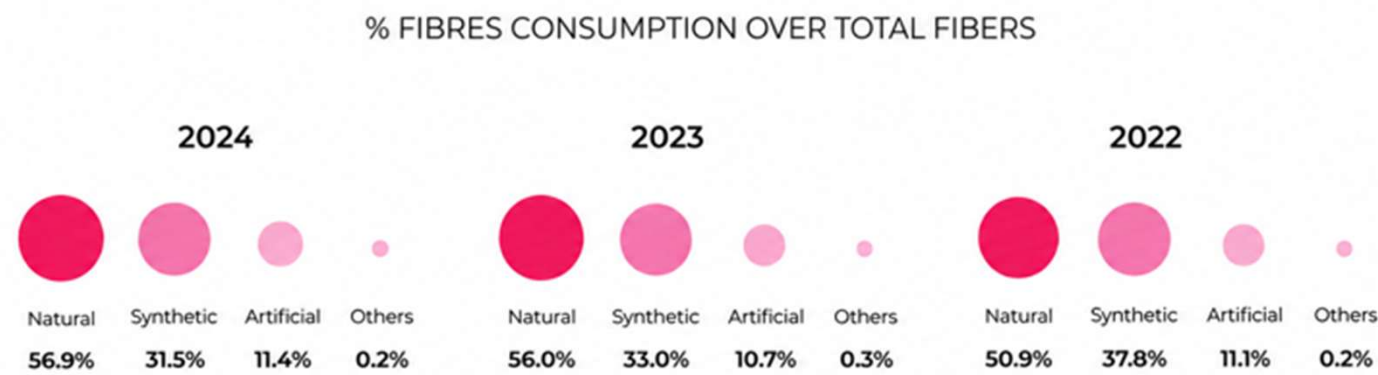
4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

GRI 2-25, 3-3, 301-1, 301-2, 301-3, 416 -1, 416-2

4.1.1 MATERIALS AND PROCESSES

Our materials strategy continues to focus on sourcing more sustainable options. Materials are categorized into three main groups: natural, artificial, and synthetic fibres. Natural fibres are derived from natural sources (e.g., cotton), artificial fibres are made from natural raw materials that undergo several transformations in chemical or laboratory facilities (e.g., viscose), and synthetic fibres are produced entirely in chemical or laboratory settings (e.g., polyester).



Raw material		Tons 2024	Tons 2023	Tons 2022
	Cotton from more sustainable sources	1,286	1,342	1,148
	Polyester & polyamide from more sustainable sources	103	54	17
	Viscose from more sustainable sources	151	113	73

4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

MORE SUSTAINABLE COTTON

We are firmly committed to sourcing 100% more sustainable cotton by 2030 for all our fabrics. Our definition of more sustainable cotton includes Better Cotton, Organic Cotton, In-conversion Cotton, and Recycled Cotton. Global production of organic and Better Cotton is steadily growing. According to the Textile Exchange Materials Market Report 2024², preferred cotton programs reached a significant milestone, with Better Cotton representing over 22% of global cotton production, while organic cotton grew to comprise approximately 3% of the global market share.

We are already making significant progress. In 2023, 65% of the cotton used in our articles came from more sustainable sources, rising to 82% in 2024. This puts us ahead of schedule to reach our 2030 commitment.

As defined by Textile Exchange, Organic Cotton is grown in agricultural systems that work with nature rather than against it. It combines tradition, innovation, and science to benefit the environment, support fair relationships, and improve quality of life for all involved.

In-conversion Cotton is produced by farmers transitioning to organic practices. This shift typically takes 2-3 years, during which the cotton is commercialized as “in-conversion” cotton until full organic certification is achieved. Through these actions, we are not only reducing our environmental footprint but also supporting farmers, communities, and a more sustainable future for the cotton industry.

2. [Textile Exchange Materials Market Report 2024](#)

BETTER COTTON INITIATIVE

Tally Weijl continues its partnership with Better Cotton Initiative (BCI), supporting its mission to help cotton communities survive and thrive, while protecting and restoring the environment. The Better Cotton Standard System offers a comprehensive framework for more sustainable cotton production, addressing the three core pillars of sustainability: environmental responsibility, social equity, and economic viability.

In 2024, Better Cotton Initiative officially launched its traceability solution, enabling members to source cotton with country-level transparency and improved supply chain visibility. Tally Weijl has formally registered as a participant in this initiative, reinforcing our commitment to responsible sourcing and greater accountability in our cotton supply chain.

By engaging with traceable Better Cotton, Tally Weijl aims to:

- Enhance transparency across our cotton supply chain
- Support farming communities through verified sustainable practices
- Align with global expectations for ethical and traceable textile sourcing



4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

GRI 2-25, 3-3, 301-1, 301-2, 301-3, 416 -1, 416-2

MORE SUSTAINABLE VISCOSE

Protecting forests is essential to tackling climate change and halting biodiversity loss. At Tally Weijl, we recognize this responsibility and are taking action to ensure our materials support, rather than harm, the world's vital ecosystems. We are transitioning to more sustainable man-made fibres-including lyocell, viscose, and modal; and we are committed to ensure that the cellulose used in these fibres does not originate from Ancient and Endangered Forests. To guarantee this, we refer to cellulosic fibre manufacturers rated as "green shirts" in Canopy's Hot Button Report.

According to Canopy's Hot Button Report 2024³, 97.5% of global man-made cellulosic fibre (MMCF) production is now rated under the report's "shirt" classification system. Nearly all engaged MMCF producers are actively adopting low-carbon Next Gen alternatives - many derived from waste textiles - or are investing in advanced Next Gen research and development (R&D).

The report further highlights that 71% of rated MMCF producers have achieved "green shirt" status or higher, recognizing leadership in eliminating sourcing from Ancient and Endangered Forests and prioritizing circular, low-carbon fibres within MMCF supply chains. These leading producers collectively represent 53% of the global supply of viscose, rayon, lyocell, and other MMCF textiles.

Among these top performers, Lenzing AG - ranked second globally - has achieved a "dark green shirt" status. We promote our suppliers to source from this supplier and others in the canopy list, ensuring alignment with best practices in sustainable MMCF production.

We have set a clear target: by 2030, 100% of the viscose used in our fabrics will come from more sustainable sources. We are already progressing toward this goal-in 2023, 28% of the viscose in our articles were from more sustainable sources, rising to 47.9% in 2024.

Through these efforts, Tally Weijl is actively reducing its impact on forests and supporting a more responsible and transparent textile supply chain.

RECYCLED MATERIALS

The use of recycled materials allows us to reduce the consumption of virgin resources and minimize the associated environmental impact. When the recycled material comes from the textile industry, it supports circularity by enabling the same material to be used multiple times for the same purpose. We are committed to increasing the presence of recycled materials in our products. In 2024, recycled fibres accounted for 6.81% of the total sustainable materials used in our products. During the year, we utilized over 100 metric tons of recycled post-consumer materials and 1.5 metric tons of recycled pre-consumer materials.

This progress reflects our ongoing commitment to increasing the use of recycled materials across our supply chain and reducing environmental impact. We also continued to integrate post-consumer recycled fibres into our production processes, supporting material reuse and circularity.

As a result, the proportion of recycled fibres in our articles increased from 5% in 2023 to 6.8% in 2024. Looking ahead, our goal is to achieve 30% recycled content in synthetic fibres and/or bio-based synthetic fibres by 2030.

3. [Canopy, Hot Button Report 2024](#)

4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

GRI 2-25, 3-3, 301-1, 301-2, 301-3, 416 -1, 416-2

MORE SUSTAINABLE PROCESSES & ACCESSORIES

In order to address and remediate any potential negative impacts related to customer safety and product quality, we have implemented a robust system of testing and monitoring. Additionally, we provide training for our suppliers on the TWMR, raising awareness about health and safety standards across the supply chain. This ensures compliance with the highest safety regulations. We also offer customers the opportunity to reach out directly through the email address (myconcern@tally-weijl.com) and our web portal for any concerns regarding legal, ethical, or severe violations. These channels enable us to proactively address issues, maintain customer trust, and swiftly remediate any negative impacts. In line with our ongoing commitment to protecting the planet and its ecosystems, reducing resource impact, and combating climate change, we continue to prioritize the selection of raw materials from more sustainable sources for our products, ensuring that each year brings us closer to a more sustainable future.

For our denim articles, we work with suppliers using Jeanologia technology, which provides more sustainable and innovative solutions for the denim industry. This includes laser finishing, ozone treatment, and sustainable washing techniques designed to save water, reduce chemical usage, optimize energy consumption, and improve health and safety conditions in the workplace. The environmental impact of these finishing processes is measured using Jeanologia's EIM tool, helping us focus on areas with the highest impact.

In collaboration with YKK, we are introducing more sustainable accessories in our garments. YKK's AcroPlating® finishing technology eliminates the use of hazardous substances such as Cyanide and chromium, while conserving water and electricity and reducing greenhouse gas emissions compared to conventional plating methods. These innovations not only minimize the environmental impact of production but also enhance product safety by reducing chemical residues for our customers.

Communicating our progress in sustainable materials and processes is a key part of our strategy. Our Tally Cares hangtags on products and online, along with detailed information on our website, highlight the use of more sustainable materials, accessories, or processes. These tags provide clear and transparent information, including the percentage of more sustainable materials in each garment, ensuring accuracy and accountability through close collaboration between our Sustainability and Product teams.

Thanks to these initiatives, 50% of all our units were made with more sustainable materials in 2023, slightly increasing to 56% in 2024. Our midterm target is to reach 80% of more sustainable materials in our articles by 2030.



4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

GRI 2-25, 3-3, 301-1, 301-2, 301-3, 416 -1, 416-2

4.1.2 PACKAGING

Our products must be protected throughout their journey from suppliers to distribution centres, stores, and customers to prevent damage and minimize waste. We are committed to lowering environmental impacts of our packaging.

Our key packaging goals are to:

- Explore and adopt more sustainable alternatives.
- Ensure packaging is made from recycled or sustainably sourced materials.

E-COMMERCE & STORES:

In 2024, we replaced conventional low-density polyethylene e-commerce bags and store paper bags with Blue Angel™ certified plastic bags. Traditional polybags made from virgin plastic have a high carbon footprint, and this transition significantly reduces our environmental impact.

PURCHASE GOODS:

We continue to use polybags for individual products and cardboard for shipping boxes. We are exploring additional alternatives, such as paper-based bags.

WAREHOUSE OPERATIONS:

In our repackaging activities for products and shipments, we primarily use cardboard boxes and low-density polyethylene bags. As of 2024, we have replaced regular plastic bags with Blue Angel™ certified plastic bags to further minimize our environmental impact.

We continue to use a grinder machine in our warehouse to process and compact waste from cardboard boxes, which is then sent to an external company for recycling into paper products. Our ongoing collaboration with our labelling supplier aims to incorporate more sustainable materials, and internally, we are further reducing the amount of tags used in our garments.

Our take-back program remains inclusive of reclaimed products, while packaging reclamation continues to be handled by the final consumer according to local regulations. We continue to submit waste declarations for packaging in all countries where we operate, ensuring compliance with local standards.

Category	Weight (t)		
	2024	2023	2022
e- commerce & stores			
Plastic	1.1	3.4	5.6
Cardboard Boxes	241.9	404.7	560.9
Purchase Goods			
Plastic	187.7	129.3	153.8
Cardboard Boxes	307.5	425.6	524.8
Warehouse operations			
Plastic	2.2	17.8	24.3
Cardboard Boxes	521	723	580.8
Paper Bags Stores			
All Sizes	65	91	93

Product labels: We use FSC mix tags and/or textile labels or polyester strings in our articles.

Input Materials	2024	2023	2022
FSC paper	27.3	55.1	31.7
Textile	5.1	4.2	4.6
Polyester	8.1	4.1	4.0

4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

GRI 2-25, 3-3, 301-1, 301-2, 301-3, 416 -1, 416-2

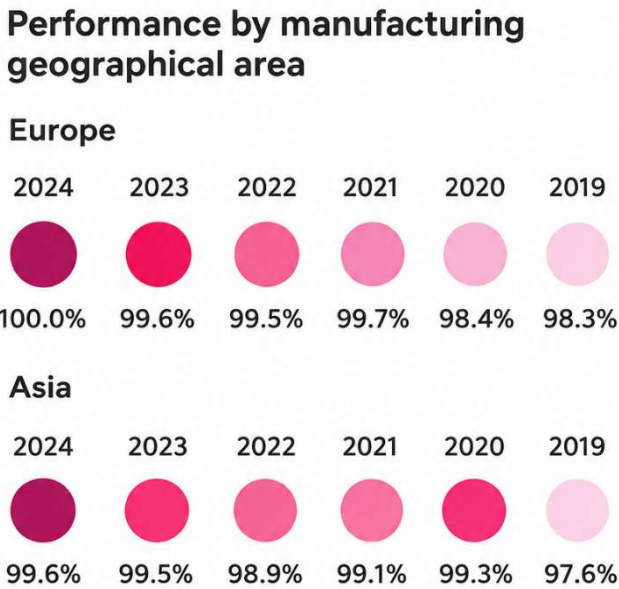
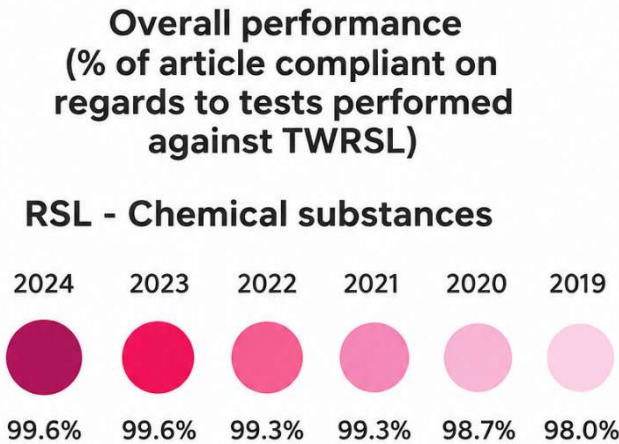
4.1.3 PRODUCT CONTROL & CHEMICAL MANAGEMENT

Tally Weijl maintains a strict policy on product health through its Chemical Restricted Substance List (TWRSL). The TWRSL covers any banned chemicals present in finished products and sets limits for substances with legal restrictions. It also incorporates the European REACH regulation, which governs the registration, evaluation, and authorization of chemicals. Developed in collaboration with external stakeholders and industry groups with expertise in chemical compliance, the TWRSL reflects the most stringent requirements for product safety and is mandatory to follow strictly for all our apparel and footwear suppliers. All suppliers sign and accept the TWRSL to ensure compliance.

To enforce this standard, we operate a controlled testing program, which ensures that our products meet TWRSL requirements. Articles are tested in third-party laboratories approved by Tally Weijl, with samples selected to be representative of the manufacturing lot. Testing decisions are based on a risk matrix incorporating industry practices, chemicals used, and historical test results, allowing us to focus on areas with the highest risk of non-compliance. The program is continuously optimized to improve efficiency and effectiveness.

In 2024, 1,853 articles were sent to laboratories, resulting in approximately 10,000 tests conducted to assess compliance with TWRSL parameters and restricted substances. In both 2023 and 2024, we achieved an overall compliance rate of 99.6%. For the small proportion of non-compliant goods (0.4% in both years), corrective actions were implemented to remove restricted substances and ensure full compliance. We also conduct root cause analyses of non-compliant cases to improve the supply chain and prevent future issues.

Overall, the performance of our testing program remains steady and aligns with supplier training programs and follow-up activities across the supply chain. This approach ensures that product safety and chemical compliance remain a top priority.



4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

GRI 2-25, 3-3, 301-1, 301-2, 301-3, 416 -1, 416-2

4.1.4 OUR APPROACH TO CIRCULARITY AND INNOVATION.

In 2024, Tally Weijl continues to embrace circularity as both a responsibility and an opportunity for change, integrating it across all stages of a product's lifecycle, from design to end-of-life. We recognize that circularity requires a holistic approach, involving all aspects of our value chain- including offices, logistics, products, sales points, and product use. Our primary goal remains to minimize the environmental impact across all phases of the supply chain, product usage, and disposal. Customer awareness is crucial to the success of circularity. We believe that consumers play a pivotal role in the circular economy, not only through informed purchasing decisions but also by actively participating in the separation, recycling, and reuse of products.

In Section 4.1.1, we outline our approach to materials, processes, and chemical management as integral elements of our circular business model.

We have been committed to finding solutions for garments that no longer have functional value, aiming to valorise these items as secondary raw materials. As part of this effort, we introduced a take-back program in our stores in Switzerland, allowing customers to return clothes they no longer use.

This program has now been concluded. We are grateful for the participation and positive impact it has had, and we continue to explore other alternatives.

We recognize that achieving a fully circular model cannot be accomplished in isolation- it requires a collective effort from consumers, the industry, the scientific community, and governments. Collaboration is key, and at Tally Weijl, we actively engage in this through our participation in various research and innovation projects, such as tExtended and CUT2. By joining forces with other stakeholders, we are working together to drive the manufacturing and marketing of more circular and sustainable products.

4. ENVIRONMENTAL MANAGEMENT

4.1 MATERIALS, CIRCULARITY & CHEMICAL MANAGEMENT

GRI 2-25, 3-3, 301-1, 301-2, 301-3, 416 -1, 416-2

tExtended

The EU-funded project tExtended⁴ is spearheading innovation with the development of a blueprint, a knowledge-based masterplan to develop and demonstrate effective textile recovery, reuse, waste valorisation, and recycling processes. With extensive research, tExtended is now entering the second phase of work, where the project continues developing its Conceptual Framework, a knowledge-based solution that targets the retention of quality. Following the development of its Conceptual Framework, the project successfully initiated the Real Scale Demonstrator. tExtended is also preparing for testing it in an Industrial-Urban symbiosis collaborative real scale demonstrator, with the goal of showing its potential to reduce textile waste by 80%.

Tally Weijl continues its active role in the Industrial Exploitation Group, offering strategic insights into circular fashion practices. This contribution supports the alignment of the Blueprint with real-world business models, enhancing its relevance and scalability.

The tExtended consortium will carry out project activities through diverse formats across its member countries, which include Finland, Sweden, Belgium, France, Ireland, Latvia, Slovakia, Spain, Portugal, and Switzerland.

4. [tExtended](#)

5. [Circle Up Textiles \(CUT\) 2 | Lucerne University of Applied Sciences and Arts \(hslu.ch\)](#)

CUT2 (Circle Up Textiles)

In 2024, CUT2⁵ continues its mission to research and develop guidelines and tools for implementing Eco-design principles within the textile industry. Coordinated by the Lucerne University of Applied Sciences and Arts (HSLU), Tally Weijl remains an active participant as a fashion brand, serving as an end user for these Eco-design tools and guidelines. We are now using the Eco-design tool in real-world settings, providing valuable feedback to refine and adapt it to meet the industry's needs. Our design team is directly engaged in the project, enabling us to integrate Eco-design principles at the earliest stages of product development. This approach encompasses considerations such as material selection, durability, reparability, recyclability, and reusability, ensuring that sustainability is embedded into our product creation process.

4. ENVIRONMENTAL MANAGEMENT

4.2 BIODIVERSITY AND ANIMAL WELFARE

GRI 2-13, 2-25, 304-1, 304-2, 304-3, 304-4

Biodiversity protection remains a cornerstone of our sustainability strategy, as it is essential for the resilience of ecosystems, the well-being of society, and the future of our industry. Many of the natural raw materials used in textiles-such as cotton, cellulosic fibres, and linen-depend directly on healthy ecosystems.

Tally Weijl is committed to safeguarding biodiversity by managing natural resources responsibly across our value chain. Our approach is guided by the principles of the United Nations Convention on Biological Diversity, and is closely linked with our efforts to transition toward more sustainable raw materials (section 4.1.1), mitigate climate change (section 4.4), and foster research and innovation partnerships (section 4.1.4).

Animal welfare is another key dimension of our biodiversity commitment. We have developed our Animal Welfare Policy in line with the internationally recognized “Five Freedoms,” established by the World Organisation for Animal Health (WOAH) and the Farm Animal Welfare Committee (FAWC):

- Freedom from Hunger and Thirst
- Freedom from Discomfort
- Freedom from Pain, Injury, or Disease
- Freedom to Express Normal Behaviour
- Freedom from Fear and Distress

In practice, this means we are a proud member of the Fur Free Retailer Program, supported by the Fur Free Alliance. We prohibit the use of animal fur-including skins, shells, horns, bones, feathers, or down-except when derived from food production. Our suppliers sign and comply with this policy, providing transparency on the origin and compliance of all animal-derived materials. Furthermore, we exclude endangered and vulnerable species, as defined by CITES and the IUCN Red List.

Looking ahead, we are working to improve the traceability of biodiversity-related impacts in our supply chain and to strengthen supplier engagement on animal welfare practices.



4. ENVIRONMENTAL MANAGEMENT

4.3 WATER MANAGEMENT

GRI 303-1, 303-2, 303-3, 303-4, 303-5

Water consumption at TW facilities is primarily for cleaning and sanitary purposes, with discharge managed according to local regulations. It has no impact on protected habitats and is sourced from third-party freshwater providers. According to the AQUASTAT database (United Nations-FAO), TW facilities are located in countries with low water stress (below 35%).

Water is also crucial in our supply chain, particularly for textile manufacturing (washing, dyeing, and printing) and in farming raw materials. However, some garment manufacturing locations are in regions with high water stress. We are actively working with materials that have water stewardship plans or lower water consumption (see Section 4.1.1).

Recycled textile materials:

According to the Textile Exchange Market Report 2024, the adoption of textile-to-textile recycled fibers remains a key strategy for significantly reducing GHG emissions, conserving water, protecting biodiversity, and promoting a circular economy. In 2024, we continued to increase the use of recycled cotton and other recycled materials in our products, contributing to our sustainability goals and promoting more responsible material choices. We remain committed to improving supply chain transparency and traceability to support the transition toward a more sustainable textile industry.

Water Stewardship in Cotton Farming:

The Better Cotton Principles and Criteria require farmers to develop a Water Stewardship⁶ Plan for sustainable water management. Better Cotton is also part of WAPRO, a multi-stakeholder partnership focused on increasing water productivity across 16 countries in Asia and Africa, involving 22 public and private sector partners.

Organic Cotton:

According to the Textile Exchange Organic Cotton Market Report 2024, organic cotton farming continues to be a critical practice for enhancing soil health, improving water quality, and supporting sustainable agriculture. By using regenerative practices such as crop rotation, agro ecological techniques, and composting, organic cotton farming promotes better soil water retention, reduces dependence on synthetic fertilizers, and enhances overall water management. These practices contribute to biodiversity conservation and mitigate the environmental impacts of cotton cultivation.

Lenzing:

Lenzing set a goal to improve its specific wastewater emissions (COD) by 20% by 2024, using a 2014 baseline. However, this target was not achieved within the planned timeline. The company expects to meet the goal once major new wastewater treatment plants are fully operational in 2025. Despite this delay, Lenzing continues to uphold a strong sustainability reputation. The company earned the top spot in Canopy's 2024 "Hot Button Ranking" for its responsible fiber production and sourcing from certified, sustainably managed forests. Additionally, Lenzing received Platinum status from EcoVadis for the fourth consecutive year, recognizing its ongoing commitment to sustainability⁷

⁶Water stewardship: how Better Cotton is improving water use in cotton production

⁷<https://hotbutton.canopyplanet.org>

4. ENVIRONMENTAL MANAGEMENT

4.3 WATER MANAGEMENT

GRI 303-1, 303-2, 303-3, 303-4, 303-5

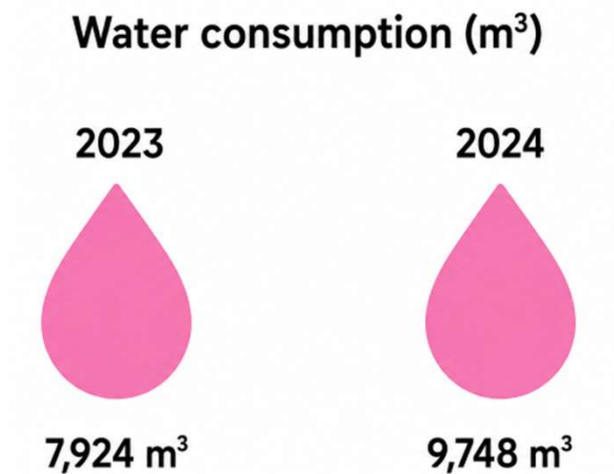
Technology to Reduce Water Consumption:

We are focused on identifying and implementing the best technologies to reduce water consumption in our supply chain. Internally, we are developing an IT tool to better map and understand our supply chain. For denim production, many of our suppliers in Pakistan- a high water stress region - utilize Jeanologia technology or the EIM by Jeanologia software to optimize water, chemical, and energy usage during finishing processes.

As part of our commitment to sustainability, we have partnered with YKK to incorporate Acroplated^R zippers in some of our articles. This innovative technology reduces the chemicals and waste generated during production and significantly lowers the amount of water required compared to conventional zipper manufacturing processes. This collaboration aligns with our ongoing efforts to minimize the environmental impact of our supply chain.

Another key solution implemented in our supply chain is the reutilization of water after treatment at the Water Treatment Plant. This initiative helps to reduce overall water consumption and to minimize environmental impact. We continue to work closely with our suppliers to gather more accurate data on water consumption and discharge across all processes, aiming for greater transparency and improved water management throughout the supply chain.

In 2023, total water consumption across TW facilities was 7,924 m³; however, water consumption data for several facilities was not available at the time of reporting. In 2024 we got more information from our facilities, with a total water consumption increased to 9,748 m³. This increase is largely due to the availability of complete water consumption data for all facilities in 2024 which will be our baseline.



4. ENVIRONMENTAL MANAGEMENT

4.4 ENERGY, EMISSIONS MANAGEMENT AND CLIMATE CHANGE

GRI 2-13, 2-25, 3-3, 302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

Climate change presents both physical and transitional risks for Tally Weijl. Physical risks can be classified as acute or chronic. Acute risks arise from sudden and extreme weather events such as cyclones, hurricanes, or floods, while chronic risks relate to long-term changes in weather patterns, including sea level rise, heatwaves, and prolonged droughts. Both types of risks can directly impact the sourcing of natural materials, disrupt logistics, and affect market stability.

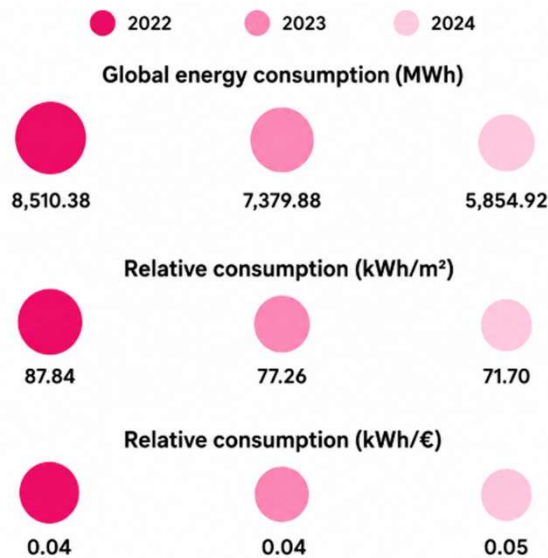
Tally Weijl is also exposed to risks associated with the transition to a low-carbon economy. Decarbonisation is integrated into our strategy in line with industry targets. Climate change is not only a challenge but also an opportunity: since 2022, we have been monitoring our energy consumption and calculating our CO₂ emissions to identify inefficiencies and move toward our goal of reducing emissions by 2030.

In 2024, Tally Weijl reported total carbon emissions of 271516.13 tonnes of CO₂ equivalent (CO₂eq). These emissions were broken down into all three scopes, with Scope 3 emissions accounting for the vast majority. Specifically, Scope 1 emissions were 55.2 tonnes CO₂eq. Scope 2 emissions were 1,509 tonnes of CO₂eq, based on a location-based method. Scope 3 emissions, which cover all other indirect emissions across the value chain amounted to 269951.93 tonnes CO₂eq.

Energy consumption and Greenhouse Gas (GHG) emissions Scope 1 and 2 emission:

Our energy consumption covers our offices, logistics centre, warehouses, and own stores. In 2024, total energy consumption was 5,854.92 MWh, representing a 21% reduction compared to 7,379.88 MWh in 2023. Energy consumption per square meter decreased by 7% compared to the previous year and by 18.4% compared to the base year 2022.

This reduction is directly linked to the streamlining of our retail operations. In 2023, Tally Weijl operated 258 stores, compared to 215 in 2024. This downsizing, along with a smaller logistics hub footprint, led to lower electricity and fuel use and reduced air conditioning demand. As a result, both total energy consumption and energy intensity per square meter decreased significantly.

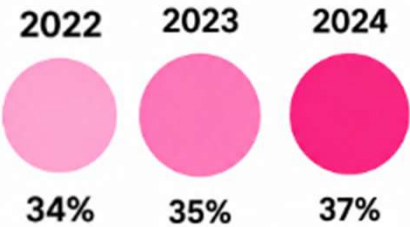


4. ENVIRONMENTAL MANAGEMENT

4.4 ENERGY, EMISSIONS MANAGEMENT AND CLIMATE CHANGE

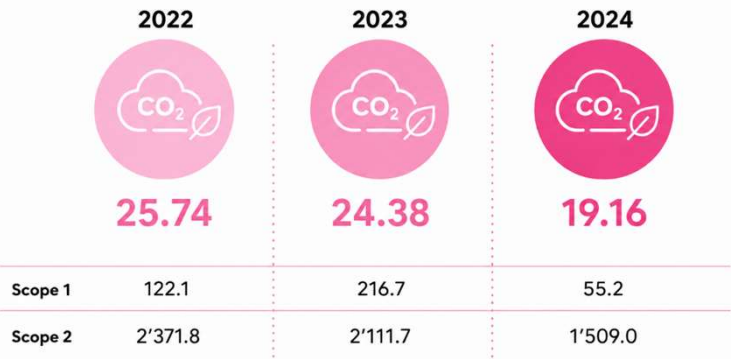
GRI 2-13, 2-25, 3-3, 302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

Percentage of electric energy from renewable origin



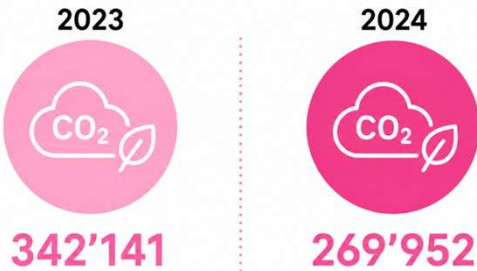
In 2024, 37% of our energy was sourced from renewable sources, consistent with 2023 values. The calculation was based on country-specific averages of renewable energy. Looking ahead, we are exploring targets and roadmaps to further increase this share in the coming years.

kg CO₂eq/m²
Emissions par mètre carré



Scope 1 and 2 greenhouse gas emissions in 2024 totalled 1,564.2 tCO₂eq, representing a 32.8% reduction compared to 2023. Emissions per square meter decreased by 21.4% year-over-year. Compared to the baseline year 2022, total Scope 1 and 2 emissions were reduced by 37.3%, while emissions per square meter dropped by 25.6%.

Scope 3 emissions (tCO₂eq)



Scope 3 greenhouse gas emission: In 2024, our Scope 3 greenhouse gas (GHG) emissions accounted 269952 tCO₂eq, a 21% reduction compared to 2023. The calculation covers key categories such as purchased goods and services, transportation (upstream and downstream), business travel, and franchise operations.

We continue to improve data accuracy and expand the categories covered under Scope 3 reporting to better understand and manage our indirect emissions. Ongoing efforts include supplier engagement, product lifecycle assessments, and low-carbon sourcing initiatives.

4. ENVIRONMENTAL MANAGEMENT

4.4 ENERGY, EMISSIONS MANAGEMENT AND CLIMATE CHANGE

Emission Calculation Methodology

In line with the GHG Protocol (2015) guidelines, we continue to calculate and report our Greenhouse Gas (GHG) emissions across Scope 1, Scope 2, and Scope 3 categories. For Scope 2 emissions, the location-based method has been applied once again this year. All reported GHG emissions are expressed in CO₂ equivalent (CO₂eq) units.

Scope 1 emissions:

These are direct emissions derived from activities owned or controlled by Tally Weijl, such as emissions from owned cars, boilers, refrigerant gases, etc. For these calculations, most recent emission factors DEFRA (Department for Environment, Food and Rural Affairs, 2024) were applied.

Scope 2 emissions:

These are direct emissions associated with Tally Weijl's consumption of purchased electricity, heat, steam, and cooling. For the calculation of Scope 2 emissions, we have continued to use NEEFE (National and European Emission Factors for Electricity, updated in 2024) emission factors.

Scope 3 emissions:

These are indirect emissions from sources not directly controlled by Tally Weijl. Examples include purchased goods and services, business travel, upstream and downstream transportation and Franchises etc. DEFRA (Department for Environment, Food and Rural Affairs, 2024) and NEEFE (National and European Emission Factors for Electricity, updated in 2024) emission factors were used to calculate scope 3 emission.

In 2024, Tally Weijl conducted a comprehensive assessment to identify relevant scope 3 categories across the value chain. Established clear procedure and boundaries for scope 3 data collection. According to GHG protocol (technical guidance for calculating scope 3 emission), we identified below 5 categories to report on scope 3 emission for 2023 & 2024.

- 1.C1: Purchased Goods and services
- 2.C4: Upstream transportation and distribution
- 3.C6: Business Travel
- 4.C9: Downstream Transportation and distribution
- 5.C14: Franchises

4. ENVIRONMENTAL MANAGEMENT

4.4 ENERGY, EMISSIONS MANAGEMENT AND CLIMATE CHANGE

We are reporting those categories based on our internal screening process according to GHG protocol. They are areas that requires high level of spending and generate high level of revenue. In those categories, we have the opportunities to significant reduction of emission.

- C1: Ecobalyse⁸ used for calculation as reference for France.
- For C4, C9: Used distance-based method according to GHG protocol (technical guidance for calculating scope 3 emission). Calculated mass of goods purchased, distance travelled in transport leg, (transport/freight journey from starting point to destination) & emission factors of transport mode or vehicle type.
- For C6: Used distance-based method according to GHG protocol: technical guidance for calculating scope 3 emission. Calculated with distance travelled by vehicle type & vehicle specific emission factors.
- C14: For Franchise, two types of calculation methods are used based on availability of data.
- Used Franchise-specific method for countries where we don't have own stores. Calculated with electricity consumption provided by the stores & emission factors.
- Used Average data method for countries where we have our own stores. Calculated with KgCO₂eq/sqm from owned stores for the same country.

4. ENVIRONMENTAL MANAGEMENT

4.5 WASTE MANAGEMENT

GRI 2-13, 2-24, 102, 306 -1, 306-2, 306-3, 306-4, 306-5

The primary sources of waste continue to be cardboard boxes and plastic bags used in the movement of garments, with additional minor waste sources including hang tag labels and general waste 2.23 tonnes of hazardous waste was also generated. This increase is primarily attributed to the replacement and disposal of obsolete electronic equipment, including printers, network hubs, computer accessories (such keyboards), and associated cabling, which has been responsibly disposed of by certified specialist third-party companies. Tally Weijl continues to adhere to strict safety and environmental regulations in the handling and disposal of hazardous materials.

Waste Generation and Disposal:								
Waste (tonnes)	Recycling		Incineration (energy generation)		Other		Total	
	2023	2024	2023	2024	2023	2024	2023	2024
Hazardous waste	0.002	2.232	0	0	0	0	0.002	2.232
Non-hazardous waste	536.7	433.8	23.3	37.7	103.74	7364.39	663.75	7835.84
Total waste	536.7	436.0	23.3	37.7	103.7	7364.39	663.75	7838.07
Proportion	80.86%	5.56%	3.51%	0.48%	15.62%	93.96%	100%	100%

Our goods continue to be carefully packed in cardboard boxes for shipping and individually wrapped in transparent plastic bags to ensure that they arrive in perfect condition from our suppliers to our customers. This packaging strategy is designed to protect the garments during transportation, maintaining their quality and ensuring a positive customer experience upon delivery.

The textile garment manufacturing process involves a highly complex and fragmented supply chain, encompassing stages such as raw materials extraction, yarn manufacturing, fabric production, wet processing (including dyeing, printing, and washing), and finally, garment manufacturing. Due to this complexity, tracking and managing waste generated at upstream stages remains challenging. We continue to explore solutions to reduce textile waste by increasing the use of recycled materials and supporting circularity within our supply chain.

We also focus on downstream waste generated by our customers. As part of our sustainability commitment, our care labels provide guidance on extending garment life and reducing environmental impact through proper care practices ([clevercare.info](https://www.clevercare.info)).

5. SOCIAL

GRI 406, 407, 408, 409, 413, 414

We recognize the complexity and rapid pace of retail supply chains, which involve numerous global suppliers. While we have made significant progress in standardizing and tracing our supply chain, we acknowledge that there are still challenges to overcome. Improving transparency across our supply chain, in collaboration with our industry peers, remains a key priority.

We are committed to respecting human rights and ensuring fair and safe working conditions. TW follows the UN Guiding Principles on Business and Human Rights and strives to fully align with the OECD Due Diligence Guidance for Responsible Supply Chains.

Human rights in our supply chain are governed by our Code of Conduct and Ethics policy. This policy is grounded in the Universal Declaration of Human Rights (UDHR) and the internationally recognized labour standards of the International Labour Organization (ILO). Tally Weijl requires all suppliers to adhere to our Code of Conduct and Ethics. Suppliers must be validated through an operational audit conducted either by Tally Weijl or by approved service providers, or they must hold a valid third-party audit report on social matters (e.g., BSCI, Better Work, Sedex, WRAP, ETI, ICS).

For new suppliers, we apply a rigorous screening process based on social criteria. The onboarding process involves the disclosure and acceptance of our policies (Tally Weijl’s minimum requirements), a social self-assessment audit as the first screening step, and an on-site social audit to finalize the onboarding process when applicable. Our Social Audit classifies suppliers into four categories:

- A:** Excellent performance with minor deviations from the Code of Conduct and Ethics (CoC & CoE)
- B:** Good performance with some minor or major deviations from CoC & CoE
- C:** Acceptable performance with significant deviations from CoC & CoE
- D:** Breaches the CoC & CoE with zero-tolerance deviations, requiring immediate corrective action

Tally Weijl does not engage in business relationships with suppliers classified as D. After the audit, a Corrective Action Plan (CAP) is shared with suppliers to take necessary actions for resolving non-conformities and improve their social categories.

In 2024, we continued our collaboration with 131 active suppliers. Throughout the year, 18 social audits were carried out by independent third-party firms appointed by TW. Our supplier relationships remain stable, with an average partnership duration of 4 years extending to over 10 years with our core suppliers. Our social compliance team, based in our Bangladesh office, continues to support regular and direct engagement with our global supply chain. Additionally, social compliance teams carry out unannounced visits to production facilities in Bangladesh, using a risk-based approach to select the sites. Throughout any audit, assessment, or visit, suppliers are expected to be cooperative, transparent, and grant unrestricted access to workers, records, and work areas.

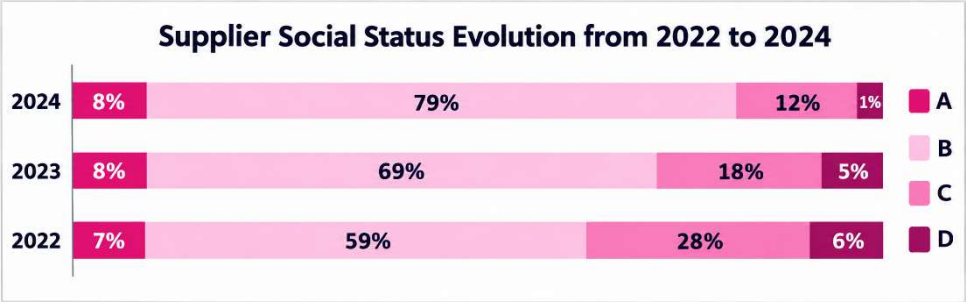
The table below presents the audit scores, categorized by supplier region.

Continent	A	B	C	D
Asia	6	80	9	0
Europe outside the EU	1	20	1	0
Africa	2	9	1	0
European Union	1	1	0	0

5. SOCIAL

GRI 406, 407, 408, 409, 414

Due to continued close surveillance and strict implementation of corrective measures, we have observed a further improvement in suppliers' classification from 2023 to 2024 compared to the baseline year 2022. The percentage of suppliers with A and B scores increased from 77% to 87%. Ongoing supplier training and consistent follow-up on Corrective Action Plans (CAPs) continue to play a key role in significantly strengthening our supply chain.



We continued to uphold our commitment to engaging only with suppliers who meet our Social Requirements. Building on last year's efforts, we have further strengthened our oversight and collaboration across the supply chain. Our assessments highlight that the Asia region presents key opportunities for improvement, particularly in grievance Mechanisms, occupational health and safety, and management practices. We remain focused on implementing CAPs with suppliers, prioritizing those with lower performance scores in the above areas. We are pleased to report continued high compliance in the critical areas such as child and young labour, forced labour and freedom of association. The percentages shown in the accompanying table reflect the current level of compliance across our supplier network. These figures guide our strategic decisions and help us monitor progress year over year.

We remain steadfast in our commitment to empowering manufacturing workers by upholding their right to freely choose representation and engage in collective bargaining.

Through these agreements, workers can effectively advocate for fair wages, comprehensive benefits, improved working hours, and robust safety policies. Our continued support of industry-wide collective bargaining aligns with our advocacy for national living wage agreements, ensuring fair compensation for workers across all sectors.

In line with the principles outlined in International Labour Organization Conventions 87, 98, 135, and Recommendation 143, our Code of Conduct upholds the unrestricted right of employees to form and join organizations of their choice. We also remain committed to informing all personnel of this fundamental right, ensuring there is no fear of reprisal or interference in their decision to organize.

We actively refrain from any involvement in the establishment, operation, or administration of employee organizations or collective bargaining processes. Moreover, our ongoing commitment to fair wages is reinforced by our alignment with the STS2030 Target 2, which continues to be a core component of our sustainability strategy. We will continue to track our progress, ensuring that our workforce is supported and that our collective bargaining agreements evolve to meet the needs of workers in an ever-changing landscape.

		Asia	Europe outside the EU	Africa	European Union
AG	Child & Young labour practice				
AH	No Forced Labour				
AI	No Discrimination				
AJ	Disciplinary & Grievance handling practices				
AK	Freedom of Association and Right to Collective Bargaining				
AL	Working Hours				
AM	Wages & Benefits				
AN	Health & Safety				
AO	Environmental				
AP	Management Practice				

>90%

70-90%

50-70%

5. SOCIAL

GRI 406, 407, 408, 409, 413,414

The below graph illustrates a clear correlation between the length of our supplier partnerships and their Social score performance. 84% of our suppliers with more than 4 years business relationship have score A or B. We will reinforce our CAP revision with score C suppliers. We want to point out that we found a miscalculation in the data disclosed in Sustainability report 2023 on this regard, where most of our suppliers with more than 4 years were classified as A or B. This reporting allow us to have a better understanding on our data sourcing and align our effort to improve our supply chain.



Through our partnerships and memberships in initiatives such as the Bangladesh Accord and the Better Work program of the International Labour Organization (ILO), we receive further information about complaints or any issues that have been uncovered that may require our attention.

The Accord has played a significant role in raising awareness of critical safety measures, empowering and engaging workers, and driving meaningful improvements in fire and building safety across the Bangladesh garment industry. Through our participation in the Accord, we carry out independent inspections, transparently disclose findings, support necessary safety enhancements, and end business relationships with factories that fail to comply- demonstrating our strong commitment to safety and accountability. Since 2014, our membership in the International Accord for Health and Safety in the Textile and Garment Industry has reinforced our long-term commitment to Bangladesh as a key sourcing country and has contributed to improved safety standards across our supply chain.

Better Work is a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC), part of the World Bank Group. It brings together governments, employers' and workers' organizations, global brands, factory owners, and workers to improve working conditions in the global apparel and footwear industry while strengthening the sector's competitiveness. Tally Weijl partnered with the Better Work program in 2020 to strengthen awareness and transparency across its supply chain, with a particular focus on factories in Bangladesh and Cambodia.

6. APPENDICES

6.1 ABOUT THIS REPORT

GRI 2-2, 2-3, 2-5

Tally Weijl Holding AG (hereinafter referred to as Tally Weijl or TW) presents this Sustainability Report covering operational performance and data for the fiscal year December 1, 2023 to November 30, 2024, unless stated otherwise.

We remain committed to adapting and responding to the evolving environmental, social, and governance (ESG) landscape. This report highlights our progress in enhancing data transparency and meeting stakeholder expectations, while acknowledging the challenges ahead in fulfilling our sustainability commitments. We will continue driving industry change towards sustainable development and improving the quality of our disclosures. This sustainability report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards and has been reviewed and approved by the CEO. While we are committed to ensuring the integrity of our reporting, external assurance has not been obtained for this report.

Feedback, questions, suggestions or comments regarding this report can be addressed to tallycares@tally-weijl.com



6. APPENDICES

6.2 GRI CONTEXT INDEX

GRI 2-2, 2-3, 2-5

Statement of use: Tally Weijl has reported the information cited in this GRI content index for the period 1/12/2023 to 30/11/2024 unless otherwise specified in the report, with reference to the GRI Standards (GRI 1: Foundation 2021)

DISCLOSURE CODE & TITLE		LOCATION
GRI 2 GENERAL DISCLOSURES 2021		
2-1	Organizational details	Section 2.1
2-2	Entities included in the organization's sustainability reporting	Section 2.1 & 6
2-3	Reporting period, frequency and contact point	Section 6
2-4	Restatements of information	No restatements have been made
2-5	External assurance	This report is not externally assured
2-6	Activities value chain and other business relations	Section 2.1
2-7	Employees	Section 2.1
2-8	Workers who are not employees	We didn't have workers under this category in 2024
2-9	Governance structure and composition	Section 2.2
2-10	Nomination and selection of the highest governance body	Section 2.2
2-11	Chair of the highest governance body	Section 2.2
2-12	Role of the highest governance body in overseeing the management of impacts	Section 2.2 & 3
2-13	Delegation of responsibility for managing impacts	Section 2.2, 3, 4.2, 4.4 & 4.5
2-14	Role of the highest governance body in sustainability reporting	Section 2.2
2-15	Conflicts of interest	Section 2.2
2-16	Communication of critical concerns	«Critical concerns» are reported to the board during the regular meetings or when necessary by the different departments (supply chain, legal , sustainability we do not record critical concerns communications.
2-17	Collective knowledge of the highest governance body	Section 2.2

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6.2 GRI CONTEXT INDEX

2-18	Evaluation of the performance of the highest governance body	Section 2.2
2-19	Remuneration policies	Section 2.2
2-20	Process to determine remuneration	Section 2.2
2-21	Annual total compensation ration	Section 2.2
2-22	Statement on sustainable development strategy	Section 2.2
2-23	Policy commitments	Section 2.1 & 2.2
2-24	Embedding policy commitments	Section 2.1, 2.2, 4 & 5
2-25	Processes to remediate negative impacts	Section 2.1, 2.2, 4.1, 4.2 & 4.4
2-26	Mechanisms for seeking advice and raising concerns	Section 2.2
2-27	Compliance with laws and regulations	Section 2.1: Tally Weijl did not get any significant instance of non compliance with laws and regulations during 2024
2-28	Membership associations	Section 2.1
2-29	Approach to stakeholder engagement	Section 3
2-30	Collective bargaining agreements	Section 2.1
MATERIAL TOPICS		
GRI3 - MATERIAL TOPICS 2021		
3-1	Pocess to determine material topics	Section 3
3-2	List of material topics	Section 3
3-3	Management of material topics	Section 3
GRI 200 – ECONOMIC		
GRI 205 – ANTI-CORRUPTION		
3-3	Management of material topics	Bribery and anti-corruption are well understand in the company. We have training programs and our code of ethics and whistleblowing policy to identify and report potential cases of bribery and/or corruption. Policy is developed by legal department based on the risk assessment performed

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6.2 GRI CONTEXT INDEX

205-1	Operations assessed for risks related to corruption	All new incorporations are informed and trained according to the Code of ethics and whistleblowing policies.
205-2	Communications and training about anti-corruption policies and procedures	Tally Weijl Group included Board of Directors are informed and trained according to the code of ethics and whistleblowing policies.
GRI 300 – ENVIRONMENTAL		
GRI 301 – MATERIALS		
3-3	Management of material topics	Section 3 & 4.1
301-1	Materials used by weight or volume	Section 4.1
301-2	Recycled input materials used	Section 4.1
301-3	Reclaimed product and their packaging materials	Section 4.1
GRI 302 – ENERGY		
3-3	Management of material topics	Section 3 & 4.4
302-1	Energy consumption within the organization	Section 4.4
302-2	Energy consumption outside the organization	Section 4.4
302-3	Energy intensity	Section 4.4
302-4	Reduction of energy consumption	Section 4.4
302-5	Reduction in energy requirements of products and services	Section 4.4
GRI 303 – WATER AND EFFLUENTS		
3-3	Management of material topics	Section 3 & 4.3
303-1	Water and effluents	Section 4.3
303-2	Management of water discharge-related impacts	Section 4.3
303-3	Water withdrawal	Reason for omission: TW does not have enough quality data for disclosure on b-v

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6.2 GRI CONTEXT INDEX

303-4	Water discharge	Reason for omission: TW does not have enough quality data to report on disclosure 2.4.3
303-5	Water consumption	Reason for omission: TW does not have enough quality data to report on disclosure 2.5.2
GRI 304 – BIODIVERSITY		
3-3	Management of material topics	Section 3 & 4.2
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We do not own, lease or manage any operational site in protected areas or areas of high biodiversity value in Europe according to Natura 2000 network. Our facilities are located in mainly in Europe with some facilities abroad in compliance with local environmental regulations.
304-2	Significant impacts of activities, products and services on biodiversity	
304-3	Habitats protected or restored	Tally Weijl doesn't have any operational sites in protected or restored habitats
304-4	IUCN Red list species and national conservation list species with habitats in areas affected by operations	Section 4.2
GRI 305 – EMISSIONS		
3-3	Management of material topics	Section 3 & 4.4
305-1	Direct (Scope 1) GHG emissions	Section 4.4
305-2	Energy indirect (Scope 2) GHG emissions	Section 4.4
305-3	Other indirect (Scope 3) GHG emissions	Section 4.4
305-4	GHG emissions intensity	Section 4.4
305-5	Reduction of GHG emissions	Section 4.4
305-6	Emissions of ozone-depleting substances (ODS)	Omission reason: Information unavailable. TW does not collect enough quality data to enable reporting
305-7	Nitrogen oxides (Nox), sulphur oxides (Sox), and other significant air emissions	
GRI 306 – WASTE		
3-3	Management of material topics	Section 3 & 4.5

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6.2 GRI CONTEXT INDEX

306-1	Waste generation and significant waste-related impacts	Section 4.5
306-2	Management of significant waste-related impacts	Section 4.5
306-3	Waste generated	Section 4.5
306-4	Waste diverted from disposal	Section 4.5
306-5	Waste directed to disposal	Section 4.5
GRI 400 – SOCIAL		
GRI 401 – EMPLOYMENT		
3-3	Management of material topics	Section 3 & 2.1
401-1	New employee hires and employee turnover	Section 2.1 – OUR PEOPLE, DIVERSITY & EQUAL OPPORTUNITIES
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Section 2.1 – OUR PEOPLE, DIVERSITY & EQUAL OPPORTUNITIES
401-3	Parental leave	Section 2.1 – OUR PEOPLE, DIVERSITY & EQUAL OPPORTUNITIES
GRI 403 – OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of material topics	Section 3 & 2.1
403-1	Occupational health and safety management system	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-2	Hazard identification, risk assessment, and incident investigation	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-3	Occupational health services	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-4	Worker participation, consultation and communication on occupational health and safety	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-5	Worker training on occupational health and safety	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-6	Promotion of worker health	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-8	Workers covered by an occupational health and safety management system	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY

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6.2 GRI CONTEXT INDEX

403-9	Work –related injuries	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
403-10	Work – related ill health	Section 2.1 – OCCUPATIONAL HEALTH & SAFETY
GRI 404 – TRAINING & EDUCATION		
3-3	Management of material topics	Section 2.1 & 3
404-1	Average hours of training per year per employee	Omission reason: Information unavailable. TW does not collect enough quality data to enable reporting
404-2	Programs for upgrading employee skill and transition assistance programs	Section 2.1
404-3	Percentage of employees receiving regular performance and career development	Section 2.1
GRI 405 – DIVERSITY & EQUAL OPPORTUNITY		
3-3	Management of material topics	Section 2.1 & 3
405-1	Diversity of governance bodies and employees	Section 2.1
405-2	Ratio of basic salary and remuneration of women to men	Section 2.1
GRI 406 – NON-DISCRIMINATION		
3-3	Management of material topics	Section 3 & 5
406-1	Incidents of discrimination and corrective actions taken	Section 5
GRI 407 – FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
3-3	Management of material topics	Section 3 & 5
407-1	Operation and suppliers in which the right to freedom of association and collective bargaining may be at risk	Section 5
GRI 408 – CHILD LABOUR		
3-3	Management of material topics	Section 3 & 5
408-1	Operations and suppliers at significant risk for incidents of child labour	Section 5

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6.2 GRI CONTEXT INDEX

GRI 409 – FORCED OR COMPULSORY LABOUR		
3-3	Management of material topics	Section 3 & 5
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Section 5
GRI 414 – SUPPLIER SOCIAL ASSESSMENT		
3-3	Management of material topics	Section 3 & 5
414-1	New suppliers that were screened to social criteria	Section 5
414-2	Negative social impacts in the supply chain and actions taken	Section 5
GRI 416 – HEALTH AND SAFETY		
3-3	Management of material topics	Section 3 & 4.1
416-1	Assessment of the health and safety impacts of products and services	Section 4.1
416-2	Incidents of non-compliance concerning the health and safety and safety impacts of products and services	Section 4.1
GRI 418 – CUSTOMER PRIVACY		
3-3	Management of material topics	Data protection officer according to EU requirements
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We received no complaints from regulatory bodies nor complaints that required notification to customers or governmental authorities.

6. APPENDICES

6.3 GLOSSARY

- BCI-Better Cotton Initiative
- BGMEA-Bangladesh Garment Manufacturers and Exporters Association
- BSCI-Business Social Compliance Initiative
- BW-Better Work
- CAP-Corrective Action Plan
- CEO-Chief Executive Officer
- CITES-Convention on International Trade in Endangered Species
- CO₂ eq-Carbon Dioxide Equivalent
- CoC-Code of Conduct
- CoD-Chemical Oxygen Demand
- CoE-Code of Ethics
- CSCO-Chief Supply Chain Officer
- CSRD-Corporate Sustainability Reporting Directive
- CUT-Circle Up Textiles
- DEFRA-Department for Environment Food and Rural Affairs
- EIM-Environmental Impact Measuring
- EIS-Employment Injury Scheme
- ESG-Environmental, Social and Governance
- ETI-Ethical Trading Initiative
- EU-European Union
- FAWC-Farm Animal Welfare Committee
- FSC-Forest Stewardship Council
- FT-Full-Time Employee
- GHG-Greenhouse Gas
- GRI-Global Reporting Initiative
- HSLU-Lucerne University of Applied Sciences and Arts
- ICS-Initiative for Compliance and Sustainability
- IFC-International Finance Corporation
- ILO-International Labour Organization
- ISO-International Organization for Standardization
- IUCN-International Union for Conservation of Nature
- MMCF-Man-Made Cellulosic Fiber
- MRSL-Manufacturing Restricted Substance List
- MWh-Megawatt-hour
- NEEFE-National and European Emission Factors for Electricity
- NGH-Non-Guaranteed Hours
- OECD-Organization for Economic Co-operation and Development
- PT-Part-Time Employees
- QSR-Quality Standard Requirements
- R&D-Research and Development
- REACH-Registration, Evaluation, Authorization and Restriction of Chemicals
- RMG-Ready Made Garment
- RSC-RMG Sustainability Council
- RSL-Restricted Substance List
- SASB-Sustainability Accounting Standard Board
- SDGs-Sustainable Development Goals
- SEDEX-Supplier Ethical Data Exchange
- STS-Sustainable Textiles Switzerland
- TCBL-Textile and Clothing Business Labs
- TWMR-Tally Weijl Minimum Requirements
- UDHR-Universal Declaration of Human Rights
- WAPRO-Water Productivity
- WOA-World Organization for Animal Health
- WRAP-Worldwide Responsible Accredited Production