

Sustainability Report 2024

*This report refers to the Peek & Cloppenburg group of companies with headquarters in Düsseldorf and Vienna. Please note: In Germany, there are two independent companies Peek & Cloppenburg with headquarters in Düsseldorf and Hamburg. Where this report refers to the German company, it covers the Peek & Cloppenburg B.V. & Co. KG based in Düsseldorf, whose offices are listed [here](#). Where this report refers to the Austrian Peek & Cloppenburg company, it covers the Peek & Cloppenburg B.V. & Co. KG based in Vienna, a sister company of the German company mentioned above.

Foreword

by the Management

Dear Reader,

Sustainability is an opportunity for the Peek&Cloppenburg Group¹ (hereinafter „P&C Group“) to play an active role in shaping the future of our industry. As a traditional family business, we see it as our responsibility to protect the society and environment in which we live and work and to keep it in a liveable condition for future generations.

We have valuable levers at our disposal to help us with this: our quality standards, our expert advice and our extensive reach in the industry and among consumers. At the same time, we are aware that the fashion industry is facing major challenges: complex supply chains, limited transparency and an economic system that is often still linear in nature all make sustainability more difficult. This makes us all the more determined to face these hurdles and develop solutions for a real and lasting transformation.

This report provides you with a comprehensive insight into our actions and progress in the area of environmental and social sustainability – two closely interrelated aspects that we always consider holistically within the P&C Group.

Our focus is on:

- a responsible work culture that promotes diversity, inclusion and equity
- a supply chain that sets high standards for people and the environment
- high-quality fashion and a growing certified product range
- our customers' enthusiasm for long-lasting fashion, supported by corresponding offers and services
- and decarbonisation in order to systematically reduce our ecological footprint.

We are driving the transformation towards sustainability in our own business through targeted actions and initiatives in these areas. Our vision is a positive future for our employees, our customers, our industry and our environment.

Sustainable corporate management and a people-centred corporate culture are essential for this. As an employer, we stand for tolerance, respect and openness – discrimination has no place here. We create a working environment in which all employees can realise their full potential – regardless of gender, age, sexual orientation, physical and mental abilities, religion, nationality, ethnicity or social background.

We know that we still have a long way to go. But at the same time, we are convinced that we can promote a conscious lifestyle through our products, services and locations. Our special thanks go to all employees, partners and customers who support and accompany us in this endeavour.



Alexander Deopito
Alexander Deopito
Managing Director, Peek&Cloppenburg
B.V. & Co. KG, Vienna



Thomas Freude
Thomas Freude
Managing Director, Peek&Cloppenburg
B.V. & Co. KG, Düsseldorf

¹ There are two independent Peek&Cloppenburg companies with headquarters in Düsseldorf and Hamburg. This report relates exclusively to the group of companies Peek&Cloppenburg B.V. & Co. KG, Düsseldorf, whose store locations are listed [here](#). The P&C Group comprises Peek&Cloppenburg B.V. & Co. KG, Vienna and its subsidiaries, Peek&Cloppenburg B.V. & Co. KG, Düsseldorf and its subsidiaries, as well as the companies Fashion ID GmbH & Co. KG and Fashion Digital GmbH & Co. KG, which also belong to the group of companies.

Foreword

Sustainability

Dear Reader,

I am delighted to present the first sustainability report of the P&C Group. In publishing this report, we are creating transparency about our progress and challenges from the definition of our first sustainability strategy in 2022 through to the end of 2024.

This gives us a data-driven starting point for dialogue with our stakeholders and enables us to obtain valuable feedback for our journey to a more sustainable future.

In our main areas of action

- **People & Company**

- **Product & Customer**

- **Planet & Climate**

we were able to implement a number of important initiatives last year.

For example, we introduced our Code of Conduct for all employees and revised our management principles. At the same time, we developed a Diversity, Equity & Inclusion (hereinafter „DE & I“)

strategy that anchors diversity, equity and inclusion in our corporate culture. To meet our customers' growing demand for certified fashion, we are working with our partners to steadily increase the proportion of such products.

11 % of our entire product range now has a sustainability label from an independent third party that we recognise. The figure for our exclusive brands² is 17 %. In preparing a climate assessment, we have developed a precise understanding of our carbon footprint, from production to sales. This analysis helps us to identify specific carbon reduction potential and take targeted action.

The transformation of the fashion industry and our business is a dynamic process that requires time and commitment. I have been working at the P&C Group for 20 years and see how our

organisation develops on a daily basis. It makes me proud to be part of this process and to advance the future viability of fashion and our business. Consumers, companies and legislators increasingly recognise that sustainable action is a basic prerequisite for long-term success. With this sustainability report, we are expressing a clear sign of our commitment, our optimism for the coming year and the opportunity to inspire even more customers to opt for conscious consumption.



Lena Böringschulte

Head of Sustainability, Fashion ID GmbH & Co. KG, part of the Peek&Cloppenburg Düsseldorf group of companies

² Where the term „exclusive brands“ is used in this report, it refers to the own brands Christian Berg, McNeal, Montego, Jake*s and Review of our P&C Group, which are exclusively sold there.



Company presentation & sustainability strategy



Chapter 2.1

The Peek&Cloppenburg
group of companies

Who we are

Our corporate structure

The group of companies Peek&Cloppenburg B.V. & Co. KG, Düsseldorf, includes several subsidiaries, each with different areas of responsibility. Among other things, the subgroup operates the sales outlets in Germany, the Netherlands, Switzerland and Belgium. IB Company GmbH & Co. KG (hereinafter referred to as „IBC“) is responsible for the design, material procurement and production of our exclusive brand products. Other services, IT and administration of the online shop are provided by companies in the Swiss subgroup. For example, our sustainability initiatives are managed by Fashion ID GmbH & Co. KG (hereinafter „Fashion ID“), which acts as a shared service centre for the P&C Group alongside the online business and centralises numerous key services.

Founded in 1997, Peek&Cloppenburg B.V. & Co KG, Vienna, looks after our stores in Austria and Eastern Europe together with its subsidiaries.

Of our 16,000 employees in 16 countries, 70 % work for our Düsseldorf subgroup, 28 % for our Vienna subgroup and 2 % for other central services. 87 % of our employees work in sales and 13 % in head office (including logistics).

The independent company of the same name, Peek&Cloppenburg, headquartered in Hamburg, is not part of the P&C Group to which this report refers.

„As part of the P&C Group, Fashion ID and its Sustainability team bears overarching responsibility for further development and implementation of the sustainability strategy.

We work closely with all companies in the Group to achieve our sustainability goals together.“



Esther Ley

Managing Director, Fashion ID Komplementär GmbH, part of the Peek&Cloppenburg Düsseldorf group of companies

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Our history to date

As a family business, Peek&Cloppenburg has been shaping the fashion world with style awareness and quality for over 120 years.

What began in 1900 with the opening of the first stores in Düsseldorf and Berlin has developed over the decades into one of the leading multi-brand fashion retailers in Europe with a steadily growing omnichannel offering.

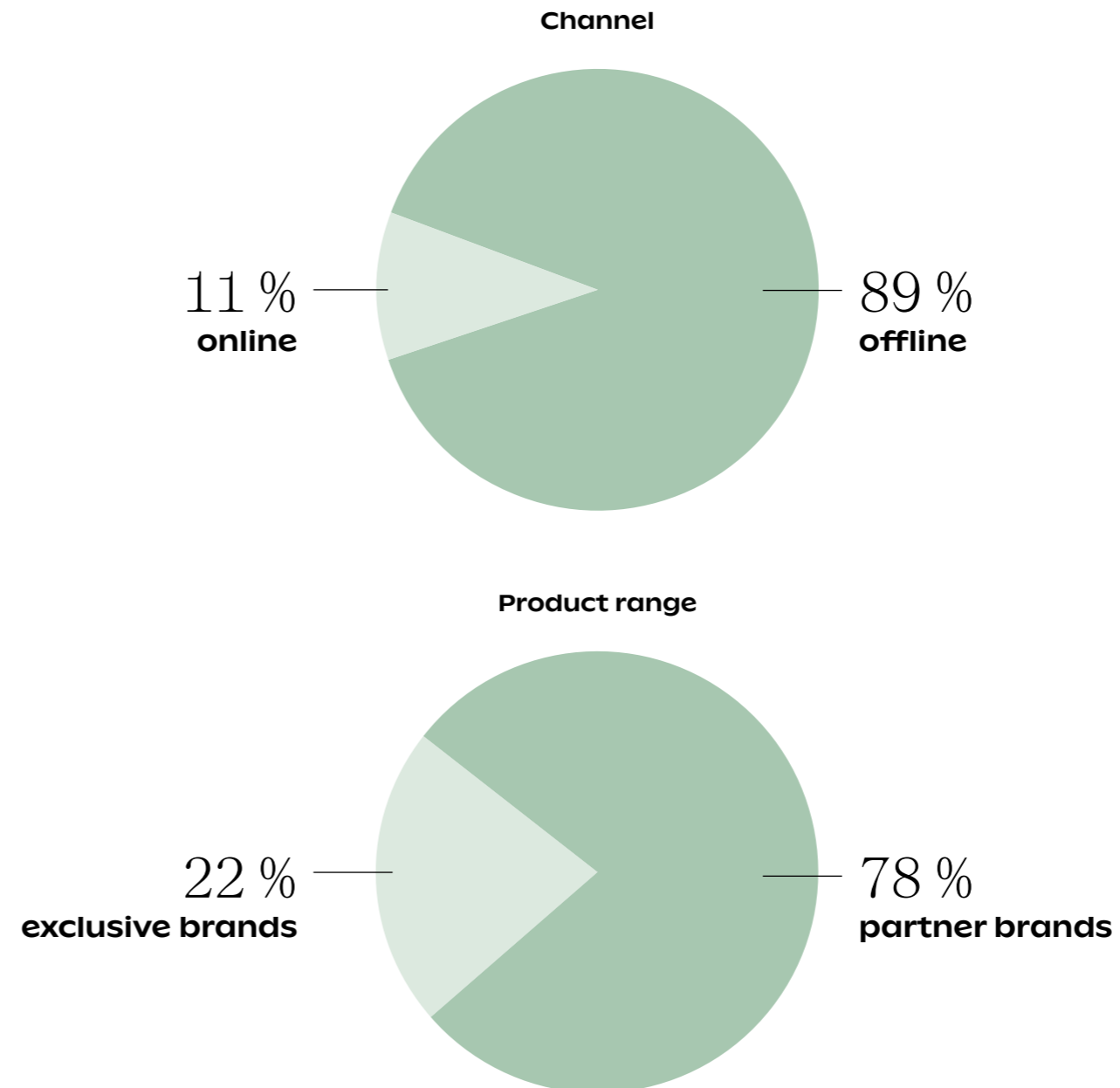
The story of our success is one of innovation and further development. With the introduction of the first uniform sizing system in menswear 1901, we revolutionised the industry and made well-fitting fashion accessible to many people. Another milestone was the addition of women's outerwear to the range, making P&C the first retailer of full ranges for the whole family in 1936. In the following decades, we expanded into new markets – in 1970 into the Netherlands and Belgium, in 1998 into Austria and in 2002 into Poland. Further locations followed, including in the Czech Republic, Romania and Croatia, meaning that we are now represented in eleven Eastern European countries.

We also operate P&C online shops in Germany, Austria, Poland and the Netherlands as well as a German ANSON'S shop. Online, our customers can choose from a range of over 100,000 products from more than 300 brands.

However, our particular strength has always been the direct in-store shopping experience. We are proud to be represented in over 160 stores of our brands Peek&Cloppenburg, ANSON'S and Magasin du Nord in 16 countries around the world. We focus on quality and personalised advice everywhere. Our curated range includes top international brands from various fashion segments and price ranges as well as our own exclusive brands. Our stores in city centre locations have a total sales area of 675,000 square metres and offer space for inspiration and individual advice. The aim is to offer the best service and high-quality products at every point of contact – both in bricks-and-mortar stores and online.

Our history and development emphasise our adaptability and focus on the needs of our customers. One thing remains unchanged: our passion for high-quality fashion, with which we continue to inspire our customers to this day.

Revenue shares 2024



Chapter 2.2

Our

sustainability strategy



For a future-oriented fashion industry

As one of the largest multi-brand fashion retailers in Europe, we stand for more than just high-quality products. We take responsibility for the environmental and social impact along our entire value chain – from the materials and resources we use to the people who manufacture and sell our products.

By transforming our own business in relation to sustainability, we want to help shape a positive future for our employees, our customers, our industry and our environment.

With our sustainability strategy, we laid an important foundation for our ecological and social actions in the coming years at the end of 2022. It applies to the entire P&C Group and is managed and implemented centrally by the Sustainability team, which is part of Fashion ID.

We know that we can only achieve our goals together – as a team, as a company, as an industry and as a society.

The basis for our sustainability strategy and targets is a comprehensive materiality analysis from 2022. In this process, we assessed various aspects of our business according to their strategic relevance and their impact on us and our stakeholders and prioritised them according to importance. The result was ten focus topics for more sustainability in the company:

- Sustainable corporate governance
- Corporate culture & Working conditions
- Human rights in the supply chain
- Materials
- Guidance system & Labelling
- Relationships along the value chain for exclusive brands
- Relationships with contractual partners for partner brands
- Climate & Emissions
- Transport & Logistics

Based on the focus topics, we have set specific targets (see next page) for the entire P&C Group and assigned them to three central areas of action for our company:

- **People & Company**
- **Product & Customer**
- **Planet & Climate**

Depending on the topic, our goals are either time-bound or ongoing. In 2022, we set ourselves a number of goals for 2024 to provide us with concrete, timely impetus. In the meantime, we have already achieved some of our goals, while we are currently working on others. In the progress section, we report in detail on the current status and provide an outlook for the future.

In view of future legal requirements, we began a double materiality analysis in 2024 in accordance with the European Corporate Sustainability Reporting Directive (CSRD). This analysis looks at specific sustainability issues such as climate change, biodiversity, working conditions and data protection across the entire supply chain from a dual perspective: what impact does our company have in these areas? And what financial opportunities and risks (e.g. rising raw

material prices) does this present for our company? We will finalise our dual materiality analysis in the first quarter of 2025 and use the results to further develop our strategy and reporting over the course of the year and set ourselves corresponding strategic goals.

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Our goals from 2022 at a glance



People & Company

- In the interests of sustainable corporate governance, we will establish an understanding of values and management that is geared towards sustainability by the end of 2024.
- We will set out our understanding of responsible corporate governance in a Code of Conduct for Employees by the end of 2024.
- Holistic diversity management will enable us to strengthen diversity, inclusion and equity and promote the diverse skills and competences of our employees.
- By implementing a risk management system for suppliers, we are committed to respecting human rights worldwide on an ongoing basis.

Product & Customer

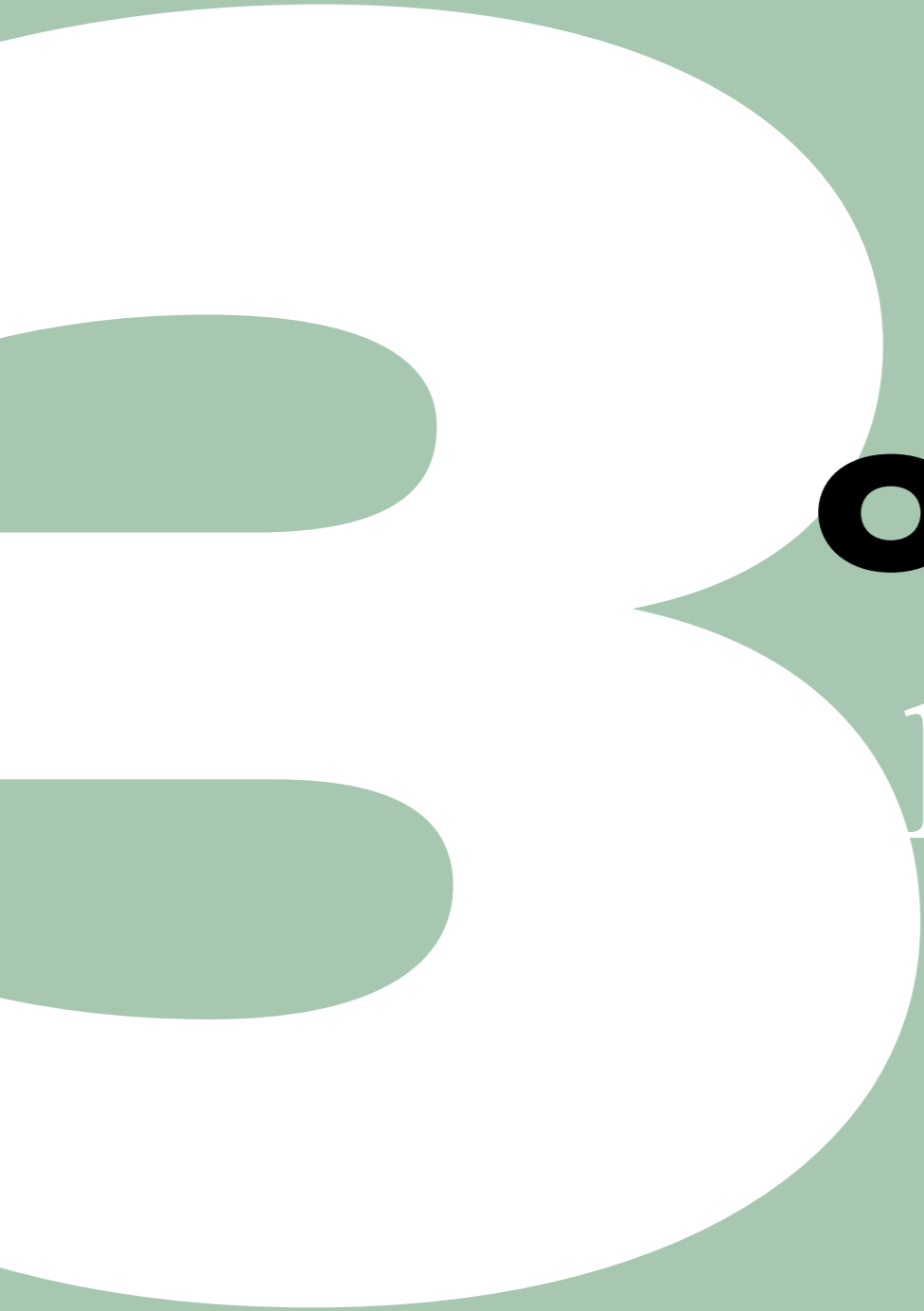
- By the end of 2025, 20 % of our partner and exclusive brand range should have a sustainability label from an independent third party that we recognise³.
- We will increase the proportion of certified cotton in our exclusive brand range to 50 % by the end of 2025 and expand the use of certified animal fibres in our partner and exclusive brand range.
- We are constantly working to improve traceability and transparency in the procurement structures of our exclusive brands.
- With „We Care Together“, we want to credibly stand for sustainability by the end of 2024 and proactively promote more sustainable consumer behaviour.

³ Includes both licensed fibres such as TENCEL™ or ECOVERO™ from Lenzing and certified materials.



Planet & Climate

- To minimise our carbon footprint, we will create transparency about our greenhouse gas emissions by the end of 2024 and develop a climate strategy.
- We are reducing waste and packaging and switching to more sustainable alternatives for the packaging material required.



our

progress



Chapter 3.1

**People
& Company**

Our corporate culture

P&C is a place for diversity, team spirit and creativity. Our success is based on the people who work for us and their passion for fashion. To attract the best talents and promote a value-oriented working culture, we create an inspiring working environment with plenty of room for development and collaboration. We offer our employees varied projects, extensive training and development programmes, individual working models such as flex office and attractive offers in the areas of culture, sport and health.

Our goals

In the interests of sustainable corporate governance, we will establish an understanding of values and management that is geared towards sustainability by the end of 2024. We will set out our understanding of responsible corporate governance in a Code of Conduct for Employees by the end of 2024.

Measures and target achievement

The further development of our managers is a decisive factor in our understanding of values geared towards sustainability. They exemplify our culture of openness and mutual support and encourage appropriate behaviour. We have developed five leadership principles as guidelines in participatory workshops with managers and those responsible for human resources (hereinafter „HR“):

- **We give direction**
- **We communicate transparently**
- **We lead by example**
- **We enable & empower**
- **We grow together**

Through targeted training and workshops, we promote the implementation of our leadership principles and their values in practice.

Responsible cooperation is important to us – both internally and in our dealings with external partners. In 2024, we created clear guidelines with a new Code of Conduct for Employees

that define our values and ethical principles in the areas of society, ecology and business integrity. The central principles include, for example, equal treatment, conscientious use of resources and compliance with the law. The Code of Conduct for Employees serves as a set of rules for the entire workforce of the P&C Group. It helps us to make decisions based on integrity, transparency and respect, and to create a corporate culture that promotes continuous improvement and development.

In future, we want to focus our corporate culture even more strongly on diversity, inclusion and equity, and support all employees in developing their individual skills.





16,000

employees

137

nationalities

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Our approach to diversity, equity and inclusion

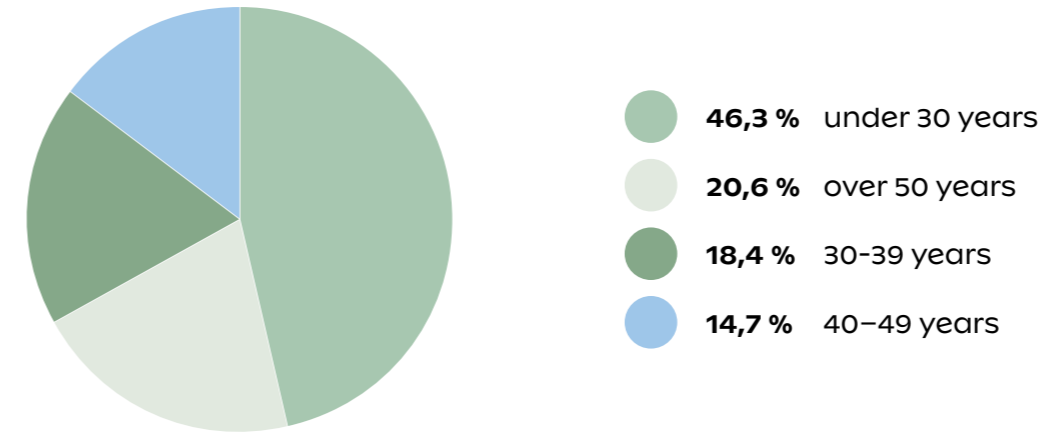
As an international family business with around 16,000 employees from 137 nations, our success depends largely on our employees.

We promote an inclusive working culture and stand for tolerance, respect and openness. All employees should feel optimally supported and be able to realise their full potential, regardless of their gender, age, sexual orientation, physical and mental abilities, religion, nationality, ethnicity or social background. Our commitment to diversity not only strengthens our own workforce, but also our brand and customer loyalty. For transparency about our own company, we provide an overview of the diversity of our workforce in 2024.

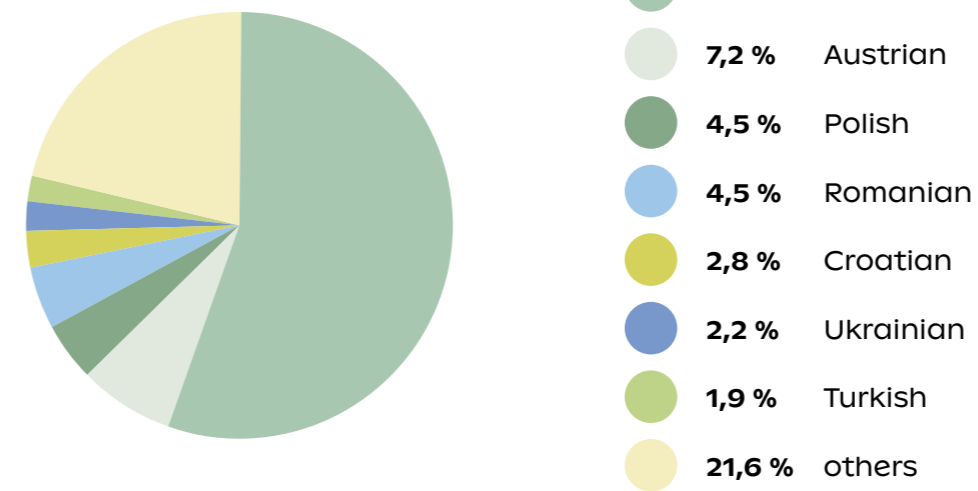
We know that the diversity of our employees does not yet reflect the diversity of our society. For example, only 1.5 % of our employees in 2024 were people with disabilities. In particular, we need to make our application procedures, workplaces and processes more inclusive in order to achieve diversity in all its dimensions and offer everyone the same opportunities for success and fulfilment. We are continuing to work on this.

Our 16,000 employees

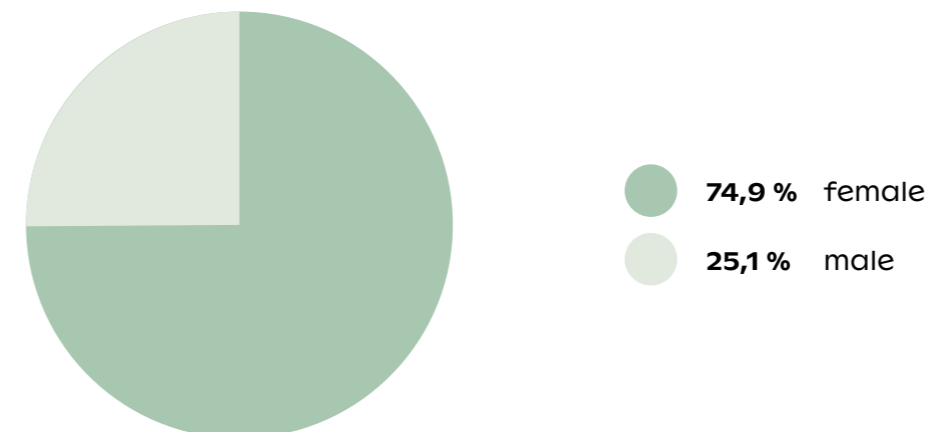
Age groups



Nationalities



Gender distribution



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„As a family business, we put people at the centre and create a working environment that everyone feels they belong to –
regardless of their background, their physical and mental abilities, their beliefs or their personal relationships.“

A working atmosphere characterised by trust and psychological security is a basic prerequisite for good cooperation in diverse teams.

We want to provide an environment in which team members can openly address unpleasant truths, admit mistakes and show their insecurities – without fear of negative consequences.

We have established an anonymous whistleblower system to recognise discrimination at an early stage and address it effectively. This offers our employees a secure way to report potential incidents confidentially.

We also want to talk openly about mental health and work-life balance and address our employees' needs. Our commitment to health-promoting offers is reflected in our Employee Assistance Programme (EAP), which we introduced in 2021. This support programme offers

employees in Germany, Austria and Switzerland advice and information on personal and professional challenges, for example through life coaching sessions. We also offer learning and qualification programmes such as resilience training for employees in the head offices and for sales specialists. We also want to support and relieve the burden on families. In Austria, we successfully underwent the „berufundfamilie“ (career and family) audit process for the third time in 2024 and were recognised as a family-friendly employer.

The physical health of our employees is just as important to us. Depending on the location, we offer a variety of well-being programmes, including company sports courses, annual health weeks, medical check-ups and informative lectures.



Paulina Wiedl
HR Director Austria & CEE,
Peek&Cloppenburg Holding B.V., Vienna

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Our goal:

Holistic diversity management will enable us to strengthen diversity, inclusion and equity to promote the diverse skills and competences of our employees.

Measures and target achievement

In 2024, we collected comprehensive data on diversity, inclusion and equity in our company and recruited employees with the relevant expertise to develop systematic diversity management.

In our first Diversity, Equity & Inclusion strategy, we have defined three goals that include the gradual establishment of processes and contact points for all dimensions of diversity as well as the targeted support and promotion of managers and employees.

By 2026, we will create a DE&I community and exchange spaces for minority groups within the company and expand our contact points to report and process potential cases of discrimination.

Among other things, we will further optimise our existing whistleblower system and promote its use through internal communication. We are setting up a central information hub on DE&I topics on the intranet, which will provide employees with all relevant information and resources.

Another goal is to offer all employees the same opportunities for professional development and participation, regardless of gender, age, sexual orientation, physical and mental abilities, religion, nationality, ethnicity or social background.

We currently collect data on gender distribution, age distribution, nationality and disabilities. We plan to add the third gender and migration background to this data in order to optimise transparency on diversity as we expand our data systems. We analyse various aspects of the employee life cycle, such as parental leave, care leave and return-to-work rates, as well as demographic data on staff turnover. We use these findings to further develop our recruiting and employee retention processes in a targeted manner. We are also reviewing our policies and working models to promote equity.

We expect our managers to promote a positive and inclusive working environment in their area of responsibility by 2026, in which all employees are fully supported and valued.

This is why we introduced our leadership principle „We lead by example“, which stipulates inclusive and fair behaviour for all managers. By building respectful and appreciative relationships, actively including different perspectives and promoting an open feedback culture, they serve as role models for their teams. To strengthen this awareness of diversity, inclusion and equity and build a shared understanding of leadership (see section 3.1 Corporate culture), we empower our managers through training and guidelines on DE&I topics.

Ensuring diversity, equity and inclusion is an ongoing process that we shape together. Our initiatives start with our managers and gradually build up processes and contact points for all employees and across all aspects of diversity. We know that we still have a long way to go. That is why we want to make the voices of different minorities heard more and learn from them in order to create a working environment that everyone feels they belong to.

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Human rights in the supply chain

Characterised by our roots as a family business, we put people at the centre of everything we do. We want to promote fairness at all locations and along the entire supply chain.

That is why we select our suppliers carefully, maintain long-term business relationships and communicate our binding guidelines. We check compliance with social standards through various control mechanisms such as audits and documentation requirements. We have been working with amfori BSCI for our exclusive brands since 2003.

We also carry out regular announced and unannounced visits to production sites to obtain first-hand insights.

Our approach to protecting human rights in the supply chain is based on our Code of Conduct for Suppliers and our Declaration of Principles.

- **Code of Conduct for Suppliers:**
This was introduced for partner brands in 2024. It formulates clear requirements. Child labour, forced labour, discrimination and unsafe working conditions are prohibited. The code demands fair wages and working hours and addresses ecological issues such as environmental pollution and land rights. It is based on internationally recognised standards such as the core labour standards of the International Labour Organization (ILO), the UN Guiding Principles on Business and Human Rights (UNGPs), the amfori Code of Conduct, the Minamata and Stockholm Conventions and the Basel Convention. The Code of Conduct will also be rolled out to suppliers of our exclusive brands in 2025. Until then, the amfori Code of Conduct applies to them.
- **Declaration of Principles for Human Rights:**
This declaration, which is in line with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), emphasises our commitment to fair business practices. It identifies specific risks such as child labour, forced labour, discrimination and environmental pollution and describes how we intend to mitigate these risks through due diligence measures.



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Our goal:

By implementing a risk management system for suppliers, we are committed to respecting human rights worldwide on an ongoing basis.

Measures and target achievement

With the introduction of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), we have established a comprehensive risk management system for suppliers of our exclusive and partner brands. A project team consisting of representatives from the Sustainability, Corporate Social Responsibility and various operational purchasing areas of the P&C Group is responsible for implementing the due diligence measures and reports regularly to the management via a control committee. Our work is based on three steps: risk analysis, risk management and optimisation.

Step 1: Risk analysis

We carry out annual assessments based on legal and social developments as well as industry-specific risks. We differentiate between internal business processes and our supply chain so that we can specifically address the different requirements of these areas. Internally, we work with questionnaires. We regularly screen our sup-

pliers and use various data to recognise risks at an early stage. In addition to our risk analysis, we have established a comprehensive complaints and reporting system that employees, external parties and stakeholders along the supply chain can use to report potential risks and violations. This enables us to react quickly to challenges and maintain an overview of potential risks.

Step 2: Risk management

Regular audits are a central component of our control mechanisms in the supply chain of our exclusive brands. We have been a member of amfori BSCI through our subsidiary IBC since 2003 and apply the standards developed by amfori in the supply chain. Production facilities must present a valid audit in accordance with the amfori BSCI standard during onboarding and provide their employees with the amfori Code of Conduct. The audits are graded with results from A to E. If the result is A or B, production sites only have to submit a new audit after 2 years. If actual human rights violations are identified in our supply chain through our reporting system or as part of audits, individual remedial measures are initiated to end these as quickly as possible. If the production facilities of our exclusive brands achieve an audit result of C to E, a written action plan with corrective measures is mandatory and a follow-up audit must be submitted after two to 12 months, depending on the violation. We also carry out risk monitoring for our partner brands. In cases of suspected

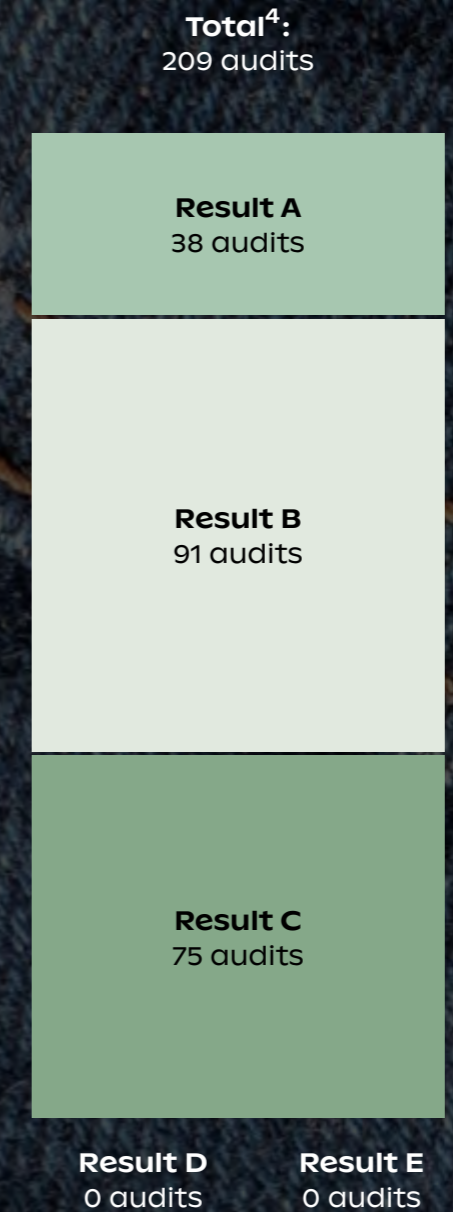
potential risks, we contact the supplier for rapid clarification and possible measures.

Step 3: Optimisation

Once our suppliers have implemented measures to remedy and prevent identified violations of our standards, we continue to monitor developments. We review the effectiveness of the measures at least once a year and whenever the risk situation changes. Before we consider withdrawing from the business relationship, we actively support our suppliers in improving their performance. If necessary, the business relationship can be temporarily suspended during risk minimisation.

In future, we plan to include our own Code of Conduct for Suppliers in all contracts and to expand our risk management.

Active audit results of our exclusive brands in 2024



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⁴ This includes five audits in accordance with SA8000.

Chapter 3.2

**Product
& Customer**



Our product range

For our customers, we curate a diverse range of fashion for different age groups, occasions and price brackets. It includes a large number of international partner brands with which we have been working for many years, for example Hugo Boss, PVH (including Tommy Hilfiger) and Bestseller (including JACK & JONES). We also offer specially developed exclusive brands such as Jake*s, Review, McNeal, Christian Berg, Montego and others, which are specifically tailored to the needs of our customers for versatile collections and attractive pricing.

A responsible product range is becoming increasingly important. For P&C, this means complying with specific environmental and social standards across the entire supply chain (in accordance with our Code of Conduct for Suppliers, see section 3.1 Human rights in the supply chain) and using certified materials.

Over the next few years, we want to continuously increase the proportion of products that bear sustainability labels of independent third parties. Since March 2023, we have been proving that modern design and responsible products go well together with our exclusive brand Jake*s Studio. The collections consist exclusively of products

that have been awarded sustainability labels by independent third parties in accordance with our criteria and are aimed at fashion-conscious customers who value a conscious lifestyle. With four collections per season, Jake*s Studio is already available in numerous P&C stores and is constantly being expanded.

Minimum requirements and standards apply to all products sold by us, with or without a label. We define these for our collaboration with procurement partners and brands in our comprehensive supplier manuals for partner and exclusive brands, which we update on a regular basis. They contain the most important guidelines, such as the amfori Code of Conduct (only for our exclusive brands) and the Restricted Substances List (RSL). In our RSL, we stipulate permissible limit values for various chemical substances in accordance with the EU Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH). In some cases, we also set stricter limits than the EU regulation, for example for solvents used in fibre production or plasticisers used in textile printing. In dialogue with our brand partners, suppliers and customers, we are committed to raising awareness of certified fashion and advancing the further development of our industry.

“For us, responsible fashion means consciously designing collections – from the selection of certified materials to transparent labelling for our customers.

With our Jake*s Studio collections, we offer future-oriented fashion that combines style-conscious design with long-lasting quality.“



Femke Van der Linden
Brand Director Jake*s Studio, IB Company GmbH & Co. KG

Certifications and labels

Our goal:

By the end of 2025, 20 % of our partner and exclusive brand range should have a sustainability label from an independent third party that we recognise⁵.

Measures and target achievements

There is no standardised definition of sustainability in the fashion industry. A large number of different labels and certifications have been established for individual materials or production methods. However, they do not provide full evidence of environmental and social aspects over the entire life cycle of a product. Nevertheless, they are essential in order for us to make resource-conserving products visible to customers and to reduce the negative effects of fashion production (we go into this in more detail in chapter 3.2 Materials in our product range).

In 2022, we defined in our sustainability label standard which sustainability labels and certifications of independent third parties we recognise on the market.

Our focus is on responsible materials that have been obtained and produced in a way that conserves resources, on production methods with higher environmental and social standards and on the use of recycled fibres.

A product must consist of at least 30 % materials that fulfil these standards. We differentiate between licensed fibres such as TENCEL™ or ECOVERO™ from Lenzing and certified materials such as the Organic Content Standard (OCS), which focus on traceability along the entire supply chain. We re-evaluate the sustainability label standard annually to ensure that it meets our standards of quality, relevance and traceability. In 2023, for example, we decided to exclude the Better Cotton Initiative (BCI) and Cotton made in Africa (CmiA). Although both standards promote more environmentally friendly cultivation methods, they are unable to guarantee physical traceability of the cotton in the end products due to mass balancing, which is not sufficient for our claim to transparency.

We record and document scope certificates of certifications or licences at brand level as early as during the onboarding of brands or suppliers. In this way, we ensure that the entire product supply chain is certified. As these certificates are only valid for one year, we request them annually.

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⁵ Includes both licensed fibres such as TENCEL™ or ECOVERO™ from Lenzing and certified materials.

The proportion of products with a sustainability label from independent third parties was 11 % at the end of 2024. In 2023, the figure was 7 %. We were able to achieve a share of 17 % for our exclusive brands by the end of 2024. Around 90 % of these were certified in accordance with OCS and RCS.

This means that we have already achieved half of our 20 % target. In order to fully realise it by the end of the year, we need to simplify the processes for querying and entering certificates. These are currently still associated with a high manual and time-consuming effort – especially when implementing them with partner brands. By optimising the flow of information between all parties involved, we will be able to check sustainability information more easily and present it correctly more quickly in future. In addition, we will prioritise the purchase of products with labels of independent third parties, engage in dialogue with our partners and improve our data systems and checks.

Sustainability labels of independent third parties recognised by P&C in 2024

1

Focus on plant-based fibres

- Organic Content Standard (OCS 100 & OCS Blended)
- Global Organic Textile Standard (GOTS)
- Naturtextil IVN zertifiziert BEST
- bioRe® Sustainable Textiles

2

Focus on animal welfare

- Responsible Wool Standard (RWS)
- Responsible Mohair Standard (RMS)
- Responsible Alpaca Standard (RAS)
- NATIVA™
- Global Traceable Down Standard (Global TDS)
- The Good Cashmere Standard® (GCS)
- Responsible Down Standard (RDS)
- Leather Working Group (LWG)

3

Focus on circular economy

- Recycled Claim Standard (RCS 100 & RCS Blended)
- Global Recycled Standard (GRS)
- Cradle to Cradle Certified®

4

Other

- MADE IN GREEN by OEKO-TEX®
- bluesign® PRODUCT
- LENZING™ ECOVERO™
- TENCEL™
- FAIRTRADE Cotton
- FAIRTRADE Textile Production
- Green button

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Materials in our product range

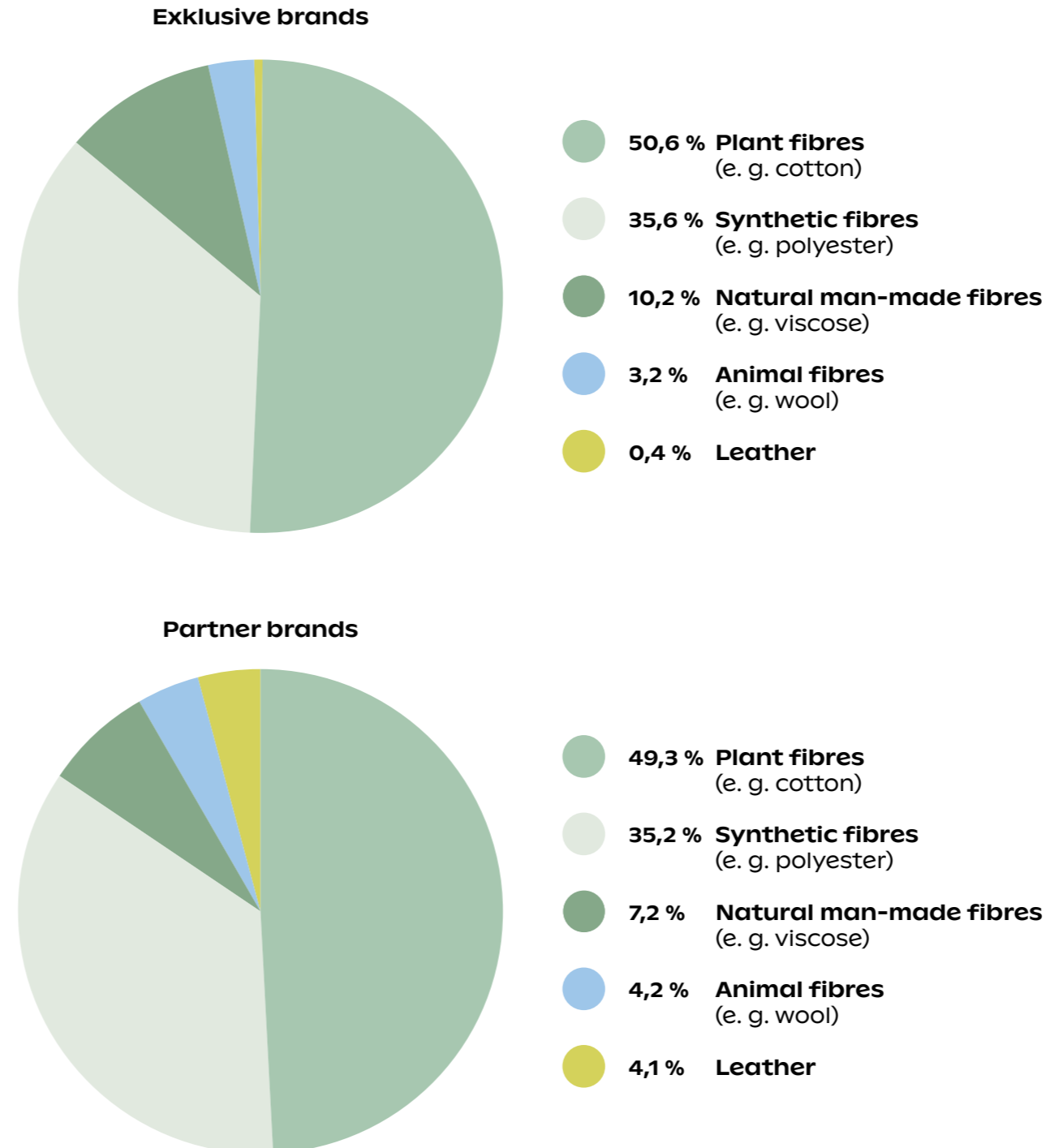
A key lever for offering more certified products and reducing negative environmental impacts lies in the conscious selection of materials.

They have a direct influence on social and ecological aspects. For example, they influence the health protection and living conditions of the people who produce and process them, as well as the pollution of air, water and soil. By using recycled fibres, such as recycled polyester, we can avoid the production and consumption of new resources and promote the circular economy. The use of organic cotton, certified in accordance with the Organic Content Standard (OCS), guarantees, for example, that no pesticides or artificial fertilisers may be used during cultivation. This helps to maintain soil fertility and protects the environment. We have Organic Content Standard (OCS) and Recycled Claim Standard (RCS) certifications for all our exclusive IBC brands. In 2024, we also achieved certification for animal fibres in accordance with the Responsible Wool Standard (RWS), the Responsible Down Standard (RDS), the Responsible Alpaca Standard (RAS) and

the Responsible Mohair Standard (RMS). These certifications are an important driver for our planned changes in the materials we use. Since 2019, we have also completely avoided the use of fur in our entire range. By joining the Fur Free Retailer Programme of the Fur Free Alliance in 2023, we have further reaffirmed our position and taken a clear public stance against the use and sale of fur.

Our goal:
We will increase the proportion of certified cotton in our exclusive brand range to 50 % by the end of 2025 and also expand the use of certified animal fibres in our partner and exclusive brand ranges.

Fibres used⁶



⁶ In 2024, measured in units by weight (tonnes)

Measures and target achievement

In order to gradually implement our purchasing and material strategy for exclusive and partner brand products, we have divided frequently used materials into three categories in a short material guide:

- Prefer: fibres that have been recycled and thus aim for circular material cycles
- Accept: fibres that are either organically grown or have another sustainability label of an independent third party that we recognise
- Avoid: conventional and non-certified fibres

We use this guide together with our sustainability label standard in discussions with brands and internal teams. In order to achieve our overarching goal, we have also formulated specific sub-goals for frequently used materials.

1 For our exclusive brands, we place a particular focus on switching to certified cotton, as it makes up the largest proportion of the materials used at 49 %. In 2023, the proportion of certified cotton in our exclusive brand range was 11 %. We were able to increase this to 21 % in 2024. The materials used in our clothing also have a direct impact on animal welfare, for example in the case of wool or down. Together with the animal welfare organisation FOUR PAWS, we developed a comprehensive animal welfare guideline at the end of 2023 and have

since integrated it into our Code of Conduct for Suppliers. It defines clear standards and principles for the humane treatment of animals along our supply chains, including all phases of procurement. The following three sub-targets for cashmere, sheep's wool and down are a central part of our approach.

2 For cashmere, we are aiming for an 80 % share of certified material in our partner brand and exclusive brand ranges by the end of 2025. At the end of 2024, the proportion of certified cashmere was 4 % for our partner brands and 92 % for our own brands.

3 For sheep's wool, we want to achieve a 30 % share of certified wool (RWS, Nativa or GOTS) in our partner brand range by the end of 2025 and gradually increase this share to 50 % by 2027. At the end of 2024, this share was 4 %, compared to 3 % in 2023. For our exclusive brand range, we plan for at least 50 % of the sheep's wool used to be certified according to the RWS standard by the end of 2025 and at least 70 % by the end of 2027. As IBC did not receive certification in accordance with the RWS standard at brand level until the end of 2024, we still count 0 % in this area for 2024.

4 We will completely remove non-certified down from our range and offer fully certified down from 2025. Since 2024, we have no longer used real down in our exclusive brand products, instead working with synthetic alternatives. From 2025, all down used in partner brand products must also be fully RDS-certified.

Despite our ambitions, implementing sustainability standards in our product range takes time as well as careful planning and close coordination with our partners. One key factor is the long lead times in purchasing – collections are usually ordered a year in advance. Internal processes also need to be adapted and coordinated with our brand partners. Materials such as recycled polyester or organic cotton cannot simply be used instead of the original materials due to their specific fibre properties. Instead, the material composition and the design of the articles often have to be redesigned. This process requires a step-by-step approach that is accompanied by regular training and a continuous exchange of knowledge. Despite these challenges, we remain determined to consistently pursue our plans, set ourselves new ambitious goals and use the knowledge gained to further transform our product range.

Transparency in the supply chain

In order for us to achieve our goals for certified products and materials, transparency about our textile value chain is a basic requirement.

As a multi-brand fashion retailer, we see it as our duty to provide our customers with comprehensive information on the sustainability aspects of our products and to inspire them to consume responsibly.

Our aim in revealing more and more of the aspects involved in the production of fashion for our exclusive brands is to strengthen our customers' trust in us. In the case of our exclusive brands, we generally have more control over the individual steps, from material selection to production. When it comes to partner brands, complex supply chains and shared responsibility with our partners pose greater challenges in realising our sustainability goals.

- Partner brands:** our collaboration with international brand partners is based on clear guidelines defined in the Code of Conduct for Suppliers. P&C purchases finished products and collections and therefore only has an indirect influence on the materials used. We encourage our partners to fulfil social and ecological standards.
- Exclusive brands:** here, our subsidiary IBC manages the design, material procurement and production. This influence enables us to select resource-conserving materials and to review and establish social and ecological standards in the value chain.

Both areas require customised strategies and measures in order to achieve transparency, effective cooperation between all stakeholders and progress towards a future-oriented fashion industry.

⁷ Visualisation of the value chain stages analogue to the industry standard

Our value chain⁷

Tier 0 Retail

This tier of our value chain comprises our own business – from the storage of finished products in our distribution centres to the sale of products to customers in our stores or online shops.



Tier 1 Fabrications

This level comprises production facilities that are responsible for the final manufacture of the products. These are the suppliers with whom P&C has direct contact. We have complete transparency about our suppliers and their standards up to this level.



Tier 2 Weaving / knitting and finishing

This level comprises the suppliers of materials or intermediate products that are further processed in Tier 1 operations. These include fabric manufacturers, dye works and companies that prepare leather or textiles. These process steps often have a high environmental impact due to the consumption of energy and chemicals. We are working on expanding transparency about suppliers at this level.



Tier 3 Spinning

This level comprises textile producers who convert raw materials into fabrics, for example cotton into yarn. Control is difficult because the processes are geographically dispersed and there are many intermediaries.



Tier 4 Raw material production

This level includes raw material sources that supply basic materials for fashion production. The cultivation and harvesting of these materials have a significant impact on environmental aspects such as soil, biodiversity and air and water quality. By using certain certified materials, we can have a positive influence here.

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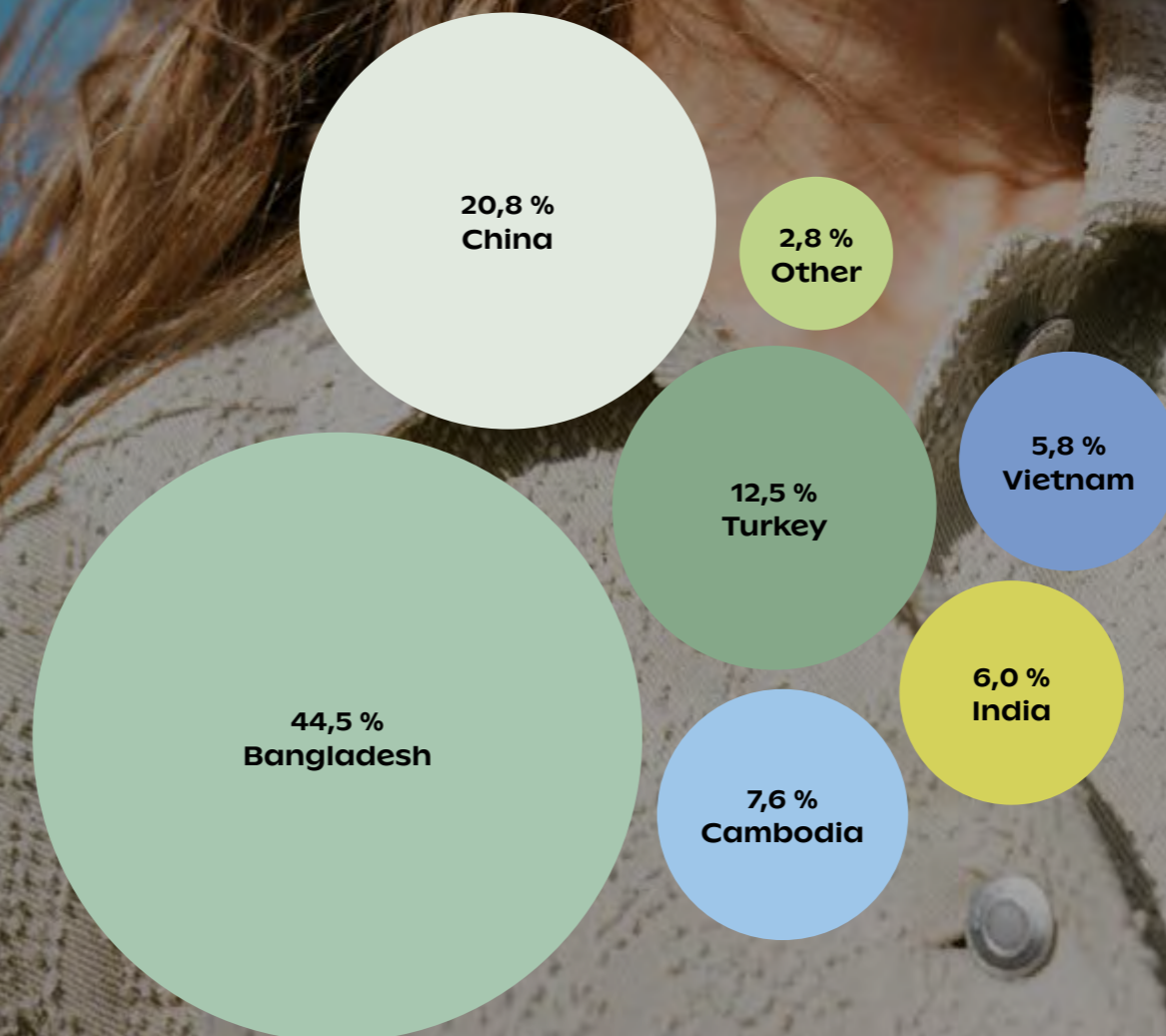
Our goal:
We are constantly working to improve traceability and transparency in the procurement structures of our exclusive brands.

Measures and target achievement for exclusive brands

We have complete transparency about our Tier 1 suppliers and their standards. We currently work with 135 procurement partners and 209 factories at Tier 1 level. 45 % of our exclusive brand products are manufactured in Bangladesh and 21 % in China. The majority of procurement for IBC is carried out by Global Management Services (hereinafter „GMS“), a procurement agency of the P&C Group with

headquarters in Dubai and branches in Hong Kong, Bangladesh and Turkey. The Corporate Social Responsibility departments of IBC and GMS monitor compliance with standards and the implementation of social and environmental measures. In the next step, we want to extend this transparency to Tier 2 suppliers to ensure that materials and raw materials are also procured under fair and resource-conserving conditions.

Manufacturing countries (Tier 1) by procurement volume for exclusive brands



Our approach to the circular economy

In order to secure the future of our planet, economic systems must be geared more towards recycling, resource conservation and closed cycles. The transition from the linear „produce, use, dispose“ model to a circular „reduce, reuse, recycle“ approach is essential. Standardised legal requirements create important standards and accelerate change in the industry.

The circular economy requires that clothing is produced to be durable, reusable and recyclable and that fashion is not only purchased, but also cared for, repaired and sensibly recycled at the end of its life cycle. A distinction is typically made between four phases: design, use, reuse and recycling.

For the P&C Group, the circular economy is a key opportunity to reduce our ecological footprint, minimise waste and keep textiles and raw materials in the utilisation cycle for longer. Our focus has always been on offering high-quality

products that our customers can wear and care for over many years. We want to remain a reliable partner even after the purchase: with advice, repair and alteration services that extend the life cycle of clothing and promote a conscious approach to fashion.

Our goal:

We are developing initiatives to make our business model more circular in all four product phases (design, use, reuse and recycling).

Measures and target achievement

When designing and purchasing our exclusive brands, we are increasingly focusing on selecting materials that are durable, repairable and of high quality. We are working on increasing the use of recycled and recyclable materials and promoting innovative approaches in product development. In 2024, we sat down with circular.fashion GmbH to organise our first workshop on circular design for some of our design teams.

When clothes fit perfectly, customers are more likely to enjoy wearing them for a long time. That's why we offer our customers customised advice in our stores. Customers can book a 60-minute personal shopping consultation at all our locations through our INSIDER loyalty card programme. Even spontaneously, our customers can always find expert in-store advice on products that they can enjoy wearing for a long time. This approach keeps the returns rate in our stores low, at less than 4 % on average. Returned products are generally reconditioned and reintroduced to the range. Products that no longer meet our quality standards are sold to wholesalers.

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To prolong the life of our clothes, we provide detailed care instructions for various materials in our online shop, tips on how to clean them properly and simple instructions for small repairs. This is how we aim to preserve fashion and maintain the joy of it.

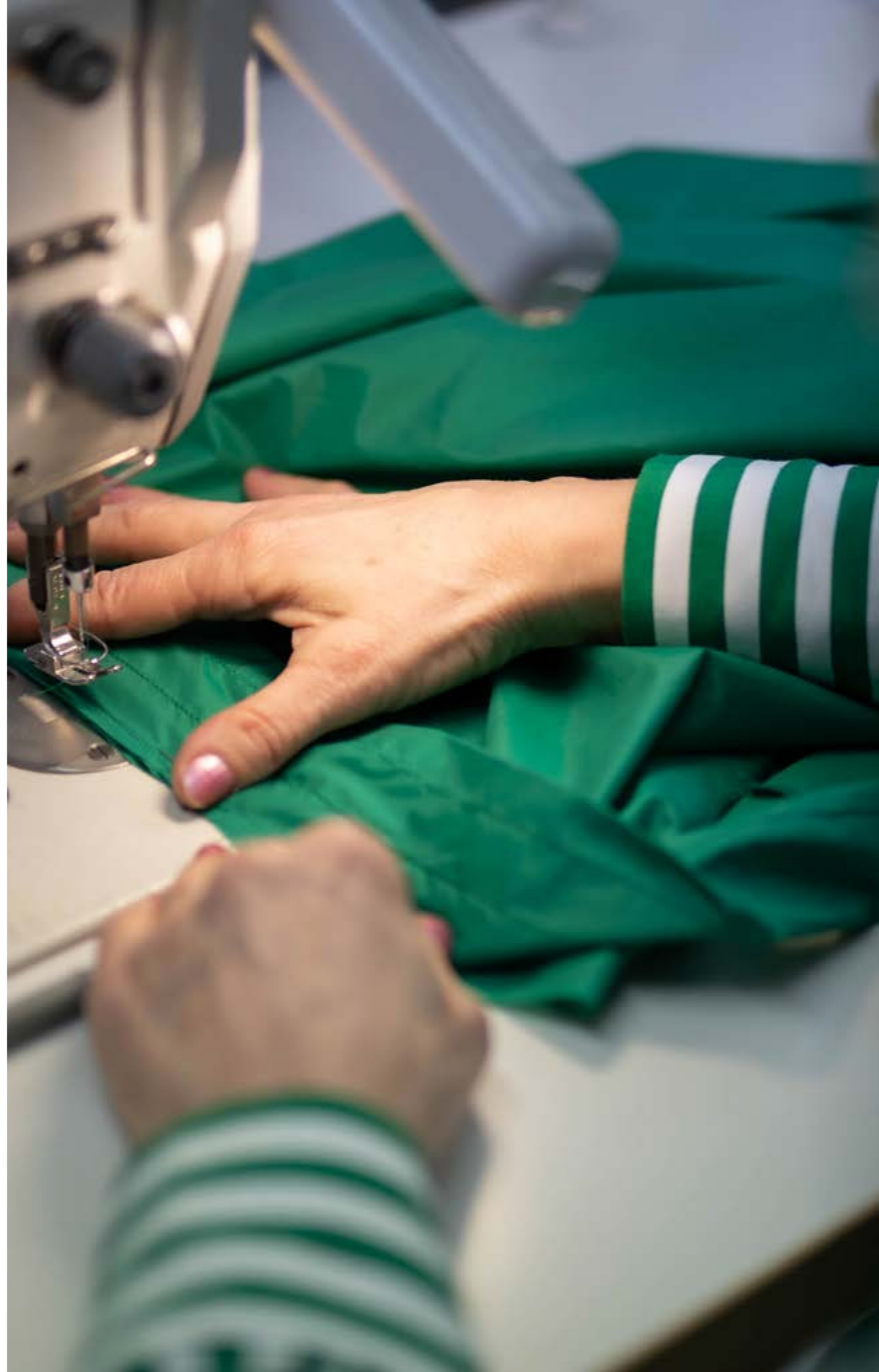
Our alteration workshops are another important lever for promoting the longevity of clothing. For decades, we have relied on precision craftsmanship to customise and repair clothing.

This tradition builds on our historical role as a pioneer in fashion: as early as 1901, P&C was one of the first companies to introduce standardised sizes in men's clothing – a milestone that made custom-fit clothing more accessible to many people. To this day, we make sure that garments give pleasure over the long term – no matter where they were bought. In 2024, we carried out over 300,000 alterations and repairs in 51 of our stores. It is important to us to make this service accessible to everyone by offering attractive prices.

We want to inspire our customers to recycle fashion when it can no longer be used or passed on. For a year now, we have been providing an in-store collection box in our Conscious Fashion Store in Berlin in cooperation with TEXAID to test customers' willingness to collect old clothes for recycling. In order to get more customer feedback and representative results, we will be placing and testing boxes in three more stores. This will allow us to gain insights that we can apply when scaling up new concepts.

The transformation to a circular economy is a complex process that requires time, innovation and industry-wide cooperation. That is why we focus on co-operation beyond our own company and promote projects for new solutions. For example, we are cooperating with the Niederrhein University of Applied Sciences as part of the thrEADS project⁸ over a period of two years. Among other things, we provide clothing that we can no longer sell directly to customers. Research is to be carried out into how recycling processes can be optimised in order to improve the fibre quality of recycled fabrics. At present, the fibre quality is often not yet sufficient or production is too expensive to use these materials in large quantities.

⁸ „High-quality recycling of textiles – gaining knowledge and recording design requirements through spinning analysis of recyclates“



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Over
300,000
alterations and repairs in 2024

Customer relations and guidance system

To enable consumers to make informed decisions when shopping for fashion, they need information on the sustainability attributes of products, the importance of certificates and the care, return and recycling of clothing. We make ecological criteria such as certified materials, as well as social standards along our supply chain, visible on our products. We also offer stylish, tailored advice and care tips to promote conscious consumer behaviour.

Our goal:

With „We Care Together“, we want to credibly stand for sustainability by the end of 2024 and proactively promote more sustainable consumer behaviour.

Measures and target achievement

In 2022, we introduced our „We Care Together“ label to provide customers with simplified and standardised information on sustainability. It identifies products that fulfil our requirements and have sustainability labels of independent third parties (see „Our product range“ section). This was an important step for us to inspire our customers to make conscious purchasing decisions and with regard to our growing range of corresponding products and services.

EU standards for the provision of sustainability information are now gradually being defined. We welcome this development and are therefore discontinuing our „We Care Together“ label. We will only continue to display labels and certifications of independent third parties directly on the product. This is in response to our customers' need for greater transparency. We regularly conduct studies and surveys with our customers, most recently in autumn 2024 with 2,103 participants⁹. 46 % of respondents stated that they expect fashion companies to act more sustainably. 30 % tend to buy clothes from brands that are committed to sustainability. 62 % of respondents believe it is important that the product explains what is sustainable about it. With the introduction of Digital Product Passports (DPPs) and the improvement of our data systems, we will be able to offer our customers more standardised product and material information both online and in-store in the coming years.

⁹ The survey took place between 4 and 11 November 2024, with a representative group of participants for all our locations (N = 2,103) in terms of age (18-69), gender and geographical distribution.



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To make the sustainability aspects of our products easier to understand, we rely on one of our strengths: the personal shopping experience. Our stores are places of inspiration where customers can try on our products and feel the quality. We systematically developed this principle further in the third quarter of 2023 with the opening of our Conscious Fashion Store in the shopping centre „The Playce“ at Potsdamer Platz in Berlin. We have thus created a space in which we can develop and test innovative concepts for future-oriented fashion together with our customers, partners and brands. The store serves as a collaborative platform on which to obtain and share approaches and insights that promote informed consumption.

We actively invite our customers to get involved. Interactive events and workshops are key elements for sharing knowledge and generating enthusiasm for responsible fashion.

One example is our „Conscious Styling Event“, where we not only helped customers to find the right products for them, but also gave them tips on how to extend the life of their favourite pieces. The store also hosts an open sewing café every Thursday. Under the guidance of experienced seamstresses, those interested can gain initial experience, brush up on their skills, realise their own ideas or bring along items of clothing for upcycling.

We have also taken up these approaches and values for a conscious lifestyle in the design of the Conscious Fashion Store. From the absence of additional wall panelling to minimalist, versatile furniture made from recycled materials – everything has been built with a focus on using only what is really needed. The concept is complemented by a sophisticated lighting design based on renewable energies and carpets made from recycled PET bottles.



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Chapter 3.3

**Planet
& Climate**

Climate strategy and corporate carbon footprint

The fashion industry is responsible for around 10 % of global CO₂ emissions. As part of this industry, we are aware of the impact our business has on the environment¹⁰. To protect it, we are committed to saving resources and reducing emissions: from production and packaging to buildings and logistics.

Our goal:

In order to reduce our carbon footprint, we will create transparency about our greenhouse gas emissions by the end of 2024 and develop a climate strategy.

Measures and target achievement

We have already achieved our goal of an initial complete climate assessment. To this end, we calculated our corporate carbon footprint in accordance with the categories of the Greenhouse Gas (GHG) Protocol, expanded our database and used new tools to calculate emissions. At the same time, we recruited experts and raised awareness of our influence on the climate within our organisation. The internationally recognised categories of the GHG Protocol divide emissions into three scopes.

Categories of the GHG-Protocol¹¹

1

Scope 1

Direct emissions from sources under our ownership or operational control, e.g. buildings or vehicles.

2

Scope 2

Indirect emissions in our upstream value chain from purchased electricity and heat for the operation of our sales areas, offices and warehouses.

3

Scope 3

Indirect emissions in our value chain, e.g. from the manufacture of products and packaging materials, logistics, employee commuting and disposal of products sold.

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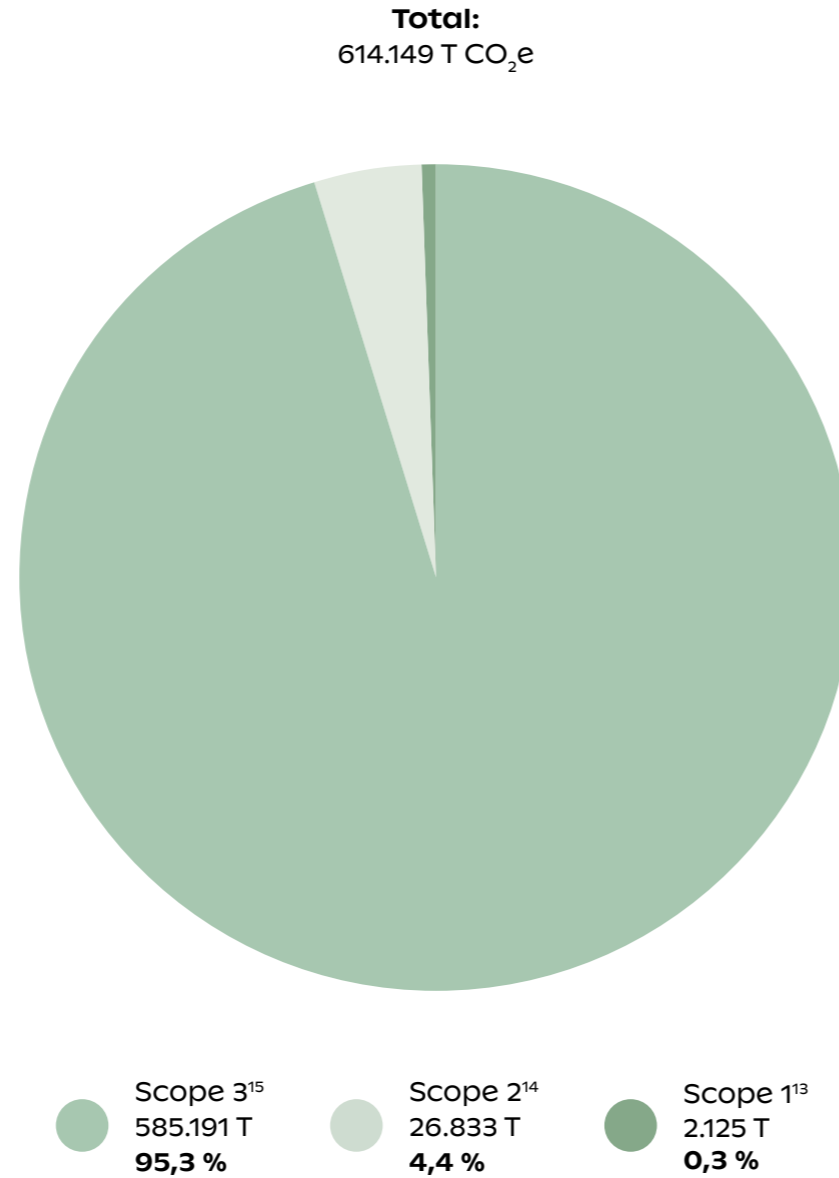
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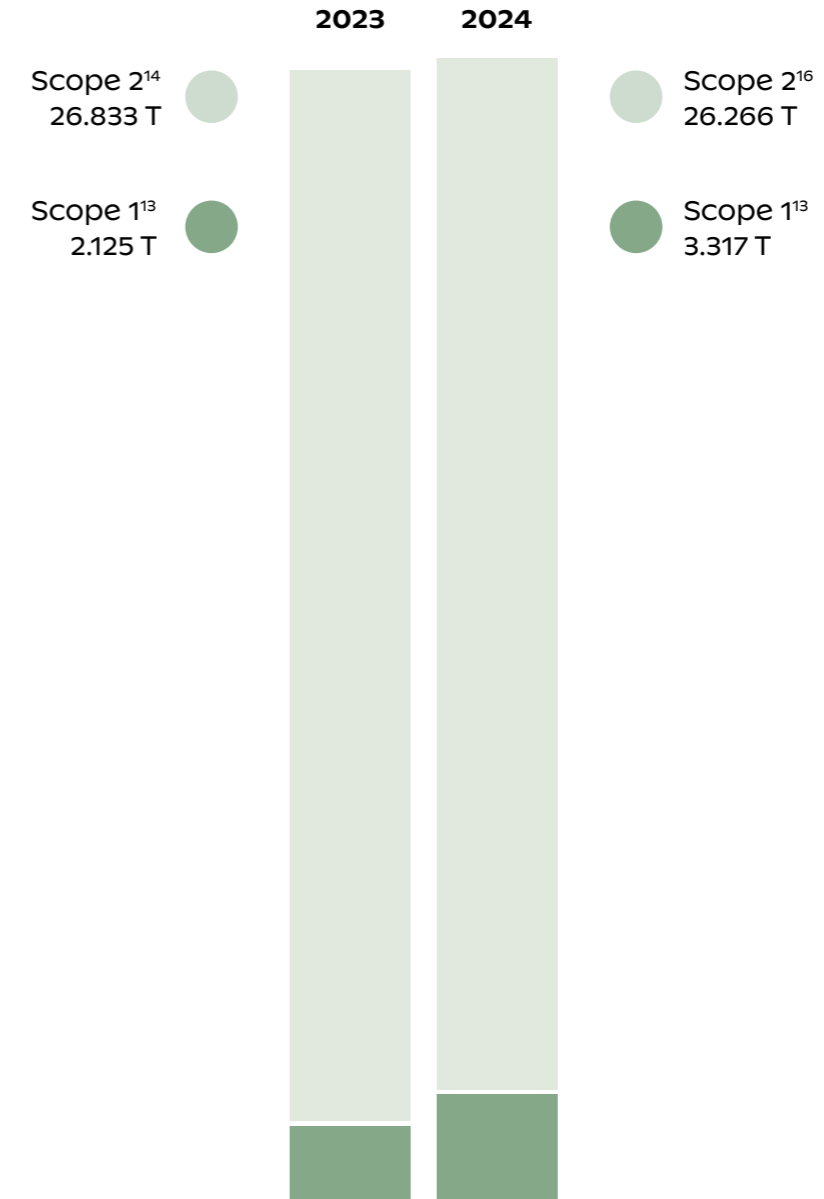
¹⁰ The impact of textile production and waste on the environment, European Parliament, 2021

¹¹ <https://ghgprotocol.org/>

Corporate carbon footprint 2023 in CO₂e



Comparison Scope 1 und 2¹²



The majority of our emissions are generated in Scope 3. We will publish the corresponding data for 2024 on our website, as the accounting for Scope 3 had not yet been finalised at the time the report was published. For Scope 1, our footprint in 2024 was 3,317 tonnes CO₂e and for Scope 2 26,266 tonnes CO₂e (location-based: 47,483 tonnes CO₂e). In addition to reducing our energy consumption in Scope 1 and 2, we will focus our reduction measures in Scope 3 in the coming years on textile purchasing and all other indirect emissions along the upstream and downstream supply chain.

Collecting data for this is particularly challenging, as many emission sources are outside our direct sphere of influence. We adhere to the methodology and specifications of the GHG Protocol for quantification. This enables us to continuously identify the largest sources of emissions and improve our database. This will make our corporate carbon footprint calculation more accurate in future and it is likely to be corrected upwards.

¹² For reasons of comparability, all greenhouse gas emissions are stated in CO₂ equivalents (CO₂e).
¹³ Our Scope 1 emissions are direct emissions from sources that are under our ownership or operational control.
¹⁴ Scope 2 emissions are indirect emissions from purchased electricity and heat for the operation of our sales areas, offices and warehouses. Location-based Scope 2 emissions amount to 47,877 tonnes and location-based total emissions to 635,193 tonnes.
¹⁵ Scope 3 emissions are indirect emissions in our value chain. This includes the following emission categories: purchased goods & services (exclusive & partner brands, consumables and packaging materials, office equipment, marketing, etc.), purchased capital goods (shop fitting), operational waste, business travel, employee commuting and disposal of products sold.
¹⁶ Location-based Scope 2 emissions amount to 47,483 tonnes.

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“Switching to green electricity and energy-efficient LED lighting in our buildings were important first steps.

Our logistics centre in Bedburg runs entirely on biogas and electricity from photovoltaic systems. In 2025, we will be expanding our data collection and measurement technology to further optimise our energy management.“

Measures in energy consumption (Scope 1 & 2)

Reducing energy consumption in our stores, office buildings and logistics centres is a central component of our climate strategy. In 2024, we carried out a comprehensive analysis of energy consumption by energy source in order to identify efficiency potential.

In Germany, we already use green electricity at 97 % of our locations; in Austria, 14 out of 18 locations have switched to green electricity since 2013. In Poland, all locations where we have the option of choosing the supplier will follow from 2025 (currently seven out of 14).

We began converting to energy-efficient LED lighting in our stores, office buildings and logistics centres in Austria in 2019 and in Germany in 2021 – a project that will continue in 2025. We are also in the process of integrating sustainability-promoting measures and the collection of corresponding data into rental agreements, setting up an energy management system in accordance with ISO 50001 and installing measurement technology in our branches. These measures will help us to create a better information base and identify further savings potential.

At our Bedburg logistics centre, which is already heated entirely with biogas, a photovoltaic system will go into operation in the first half of 2025. With an annual output of 2,355,601 kWh, it contributes to CO₂ reduction and independence from fossil fuels. Another system is already in operation at a distribution centre in Vienna.



Sebastian Beck
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Düsseldorf

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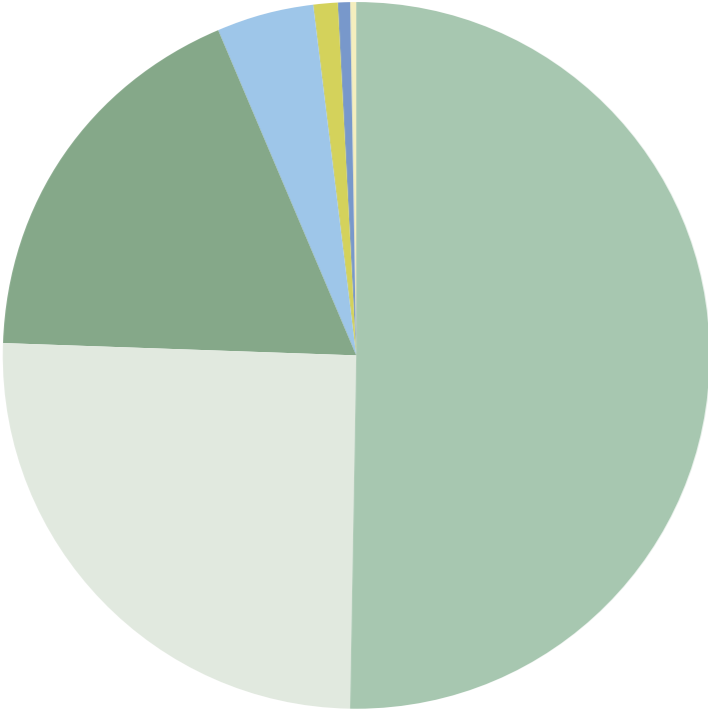
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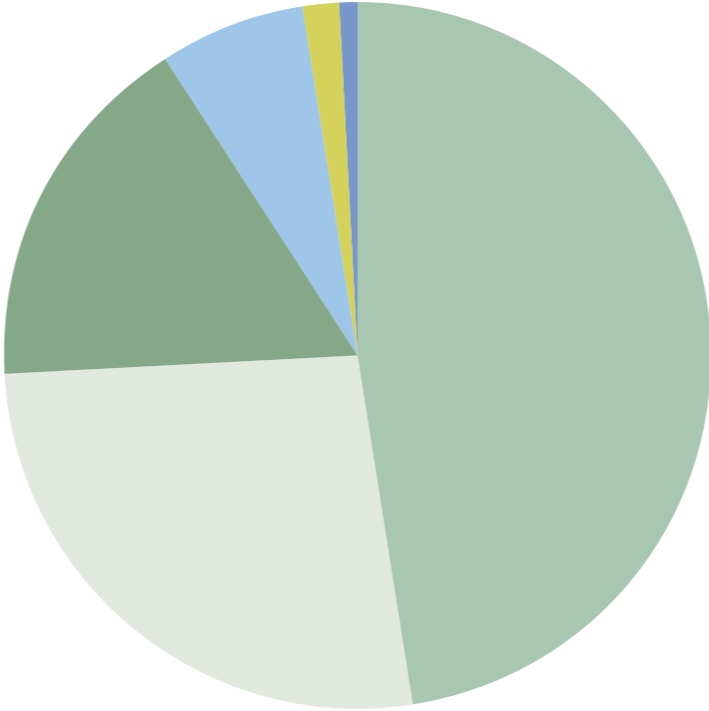
Our energy consumption by source

Energy consumption 2023



Total: 157.288 MWh

Energy consumption 2024



Total: 158.064 MWh

- 50,3 % Electricity from renewable energy sources (79.158 MWh)
- 25,4 % Electricity from residual or national electricity mix (39.900 MWh)
- 18,0 % District heating (28.373 MWh)
- 4,5 % Natural gas (7.067 MWh)
- 1,1 % Fuel for vehicles (1.753 MWh)
- 0,5 % Biogas (709 MWh)
- 0,2 % Heating oil (328 MWh)

- 47,1 % Electricity from renewable energy sources (75.862 MWh)
- 26,5 % Electricity from residual or national electricity mix (42.782 MWh)
- 17,5 % District heating (28.164 MWh)
- 6,5 % Natural gas (10.537 MWh)
- 1,6 % Fuel for vehicles (2.515 MWh)
- 0,8 % Biogas (1.280 MWh)
- 0,0 % Heating oil (32 MWh)

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Measures in textile purchasing (Scope 3)

The production of textiles for our partner and exclusive brands contributes significantly to our Scope 3 emissions. As a retailer in international supply chains, we often only have limited influence on individual production steps, or there is a lack of transparency regarding processes, materials and emissions. Despite these hurdles, we believe we have a responsibility to use our influence to bring about positive change along complex supply chains. We are increasingly focusing on resource-saving materials such as organic cotton, which is grown without synthetic fertilisers and pesticides, and recycled polyester (rPET), which is made from plastic waste and saves energy and raw materials. We are also defining material targets (more on this in section 3.2 Materials in our product range) and intensifying our collaboration with procurement partners to reduce GHG emissions.

Measures for other indirect emissions (Scope 3)

As already mentioned, data collection in Scope 3 is particularly challenging, but also particularly important. Only with this level of transparency we can develop targeted measures, promote the accumulation of knowledge building and strengthen cooperation with partners. As a first step, we are focusing in particular on our logistics processes, our waste streams (see next section Resources and waste) and, in future, on the commuting behaviour of our employees.

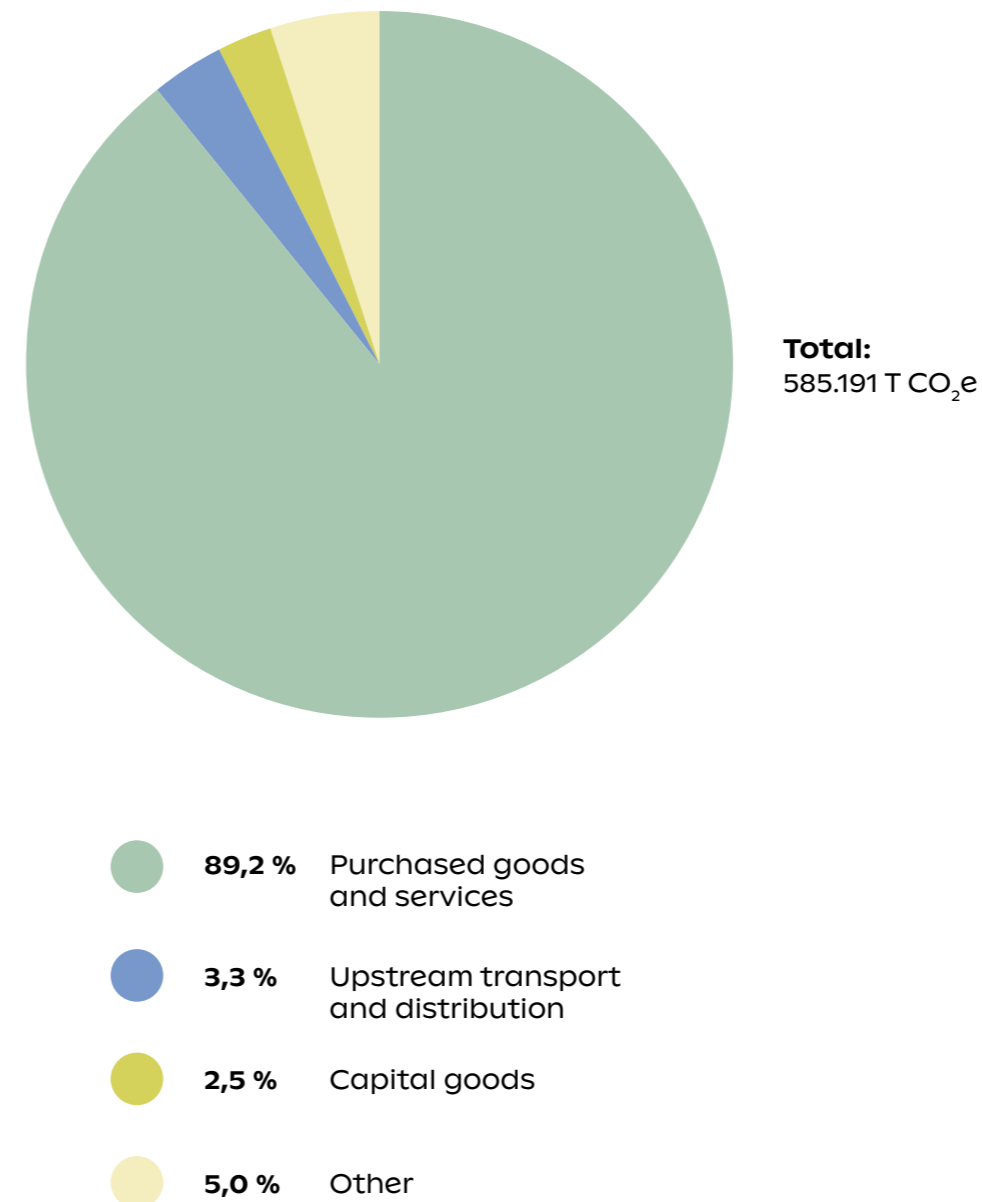
The subsidiary Mode Logistik operates eleven distribution centres that efficiently supply our stores with goods. Seven of these are located

in Germany, two in Austria and one each in Romania and Poland. Partner brand products are delivered directly to regional distribution centres, while exclusive brands are distributed via a central import hub in Rotterdam. We focus on short transport routes and prioritise sea freight (2024: 88.8 %) over road transport (2024: 7.7 %) and air freight (2024: 3.5 %). Unavoidable emissions from online orders are offset by our transport partners such as DHL GoGreen in Germany. We work with a total of 44 logistics service providers.

There is also great potential for reducing emissions in our extensive international branch network in the construction and energy supply of our logistics centres. Our new logistics centre in Bedburg has been built in accordance with the KfW 55 standards and the DGNB Gold certification standard.

Reducing emissions remains a challenge that we are addressing through commitment, innovative approaches and the development of better information bases. In 2025, we will take further measures to decarbonise our organisation and actively reduce direct emissions – for example through green electricity, smart logistics solutions and the promotion of resource-saving materials. At the same time, we are working on indirectly contributing to a reduction in global GHG emissions through our supply chains and targets for resource-saving fibres.

Scope-3-Categories 2023



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Resources and waste

In addition to the climate strategy, another focus is on conserving resources and reducing packaging materials. Due to the size and complexity of our business, we have several levers that we can utilise. From the production of the clothing and its packaging to the buildings and logistics, a variety of materials such as poly bags, hangers, cardboard, labels, tissue paper and adhesive tape are used. Every detail and every improvement makes a difference. We are working to reduce the use of resources and increase their recyclability.

Our goal:

We are reducing waste and packaging and switching to more sustainable alternatives for the packaging material required.

Measures and target achievement

To create transparency and identify major potential for improvement, in 2024 we carried out a comprehensive data analysis of the waste streams and disposal types in our offices, stores and distribution centres at our locations in Germany. This showed that 5,515.9 tonnes of waste were generated in 2024. Paper packaging accounted for 51 %, followed by 15 % mixed municipal waste (household-type waste) and 15 % mixed packaging. 73 % of the waste was

recycled and 27 % was incinerated for energy recovery. This data will be recorded annually in future.

In 2022, we introduced master poly bags for exclusive brand products in order to save packaging material. In 2024, 67 % of exclusive brand products¹⁷ were therefore no longer transported in individual packaging, but with three to six items each in master poly bags.

We switched the material used for over 15 million care labels to fully recycled polyester in 2024. We have been using reusable collapsible boxes for transporting our goods internally for many years and have thus reduced our material consumption and waste. Our shipping boxes and envelopes for the online shop are made from 87 % recycled cardboard and are FSC-certified.

¹⁷ This excludes, for example, cocktail and evening dresses, blazers, suits.



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In 2023, we carried out a comprehensive analysis of our material consumption in order to identify process optimisations, potential savings and resource-saving alternatives.

The black hangers we use in logistics are made from 95 % recycled material. As part of the analysis, we reorganised our processes in 2024 so that we can reuse them several times. Hangers that we can no longer use are returned to the manufacturer and recycled into new hangers. This creates a closed cycle. We have also switched to tissue paper and disposal bags made from fully recycled materials.

We are planning further process optimisations and the expansion of resource-saving packaging alternatives by 2025. Poly bags are already certified with the Blue Angel and we are examining further possibilities for improvement, for example alternatives that consist largely of recycled materials. We are also planning to make our processes more efficient in order to avoid empty space in the parcel during shipping.

There is still a long way to go on the road to a resource-conserving fashion industry. We are determined to improve our own business, to take our partners and suppliers with us on our journey and to develop new solutions to complex challenges together. Our next step is to expand our data systems in order to identify potential savings and, in particular, to reduce the proportion of mixed municipal waste.

Waste data 2024¹⁸ (Germany)

Type of waste	Weight in tons	%
Paper packaging	2823,9	51 %
Mixed municipal waste	806,8	15 %
Mixed packaging	819,8	15 %
Plastic packaging	374,1	7 %
Bulk waste	276,1	5 %
Paper and cardboard	150,0	3 %
Wood	112,1	2 %
Construction waste	77,1	1 %
Other	76,0	1 %
Total	5515,9	100 %
Thereof thermal utilization		27 %
Thereof recycling		73 %

¹⁸ The presentation refers to 100 % of the waste data for Germany from 2024 available at the time of publication. Less than 5 % of the waste data was not yet available for this period.

Afterword

Sustainability

Thank you for your interest in our sustainability report.

At first glance, sustainability and fashion seem difficult to reconcile due to rapidly changing collections, global production and year-round sales. At the same time, our style has become an essential expression of our personality and a form of communication and identity over the last few decades.

To ensure that fashion can continue to play this role in the future, we need to make it less harmful to the environment, more durable and more conscious – in production, consumption and along the entire value chain. This claim characterises our actions in the P&C Group.

We realise that there is still a lot to do. We are therefore working continuously to embed sustainability more deeply in our corporate processes. Our particular focus is on empowering our employees and working together with our partners on an expanding, certified product range and circular services. At the same time,

we want to inspire our customers with high-quality, long-lasting products and in doing so help them to consume fashion consciously and use it for a long time. Our goal is clear: we want to make fashion fit for the future.

I would be delighted if you could continue to follow and help shape our path.



Lena Böringschulte

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CONCEPT, EDITORIAL & DESIGN
vbc Agency GmbH

04/2025