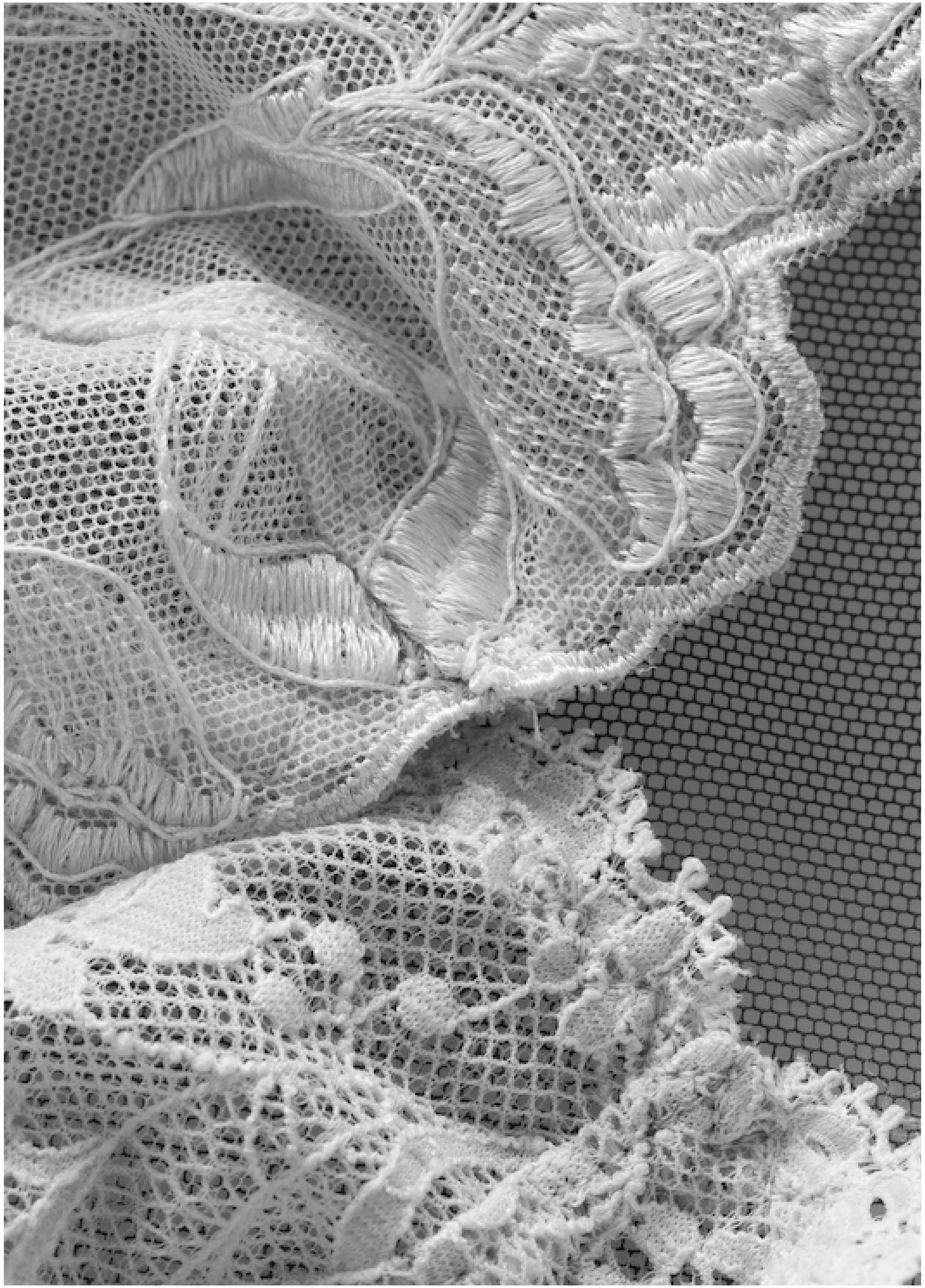
CALIDA GROUP

Sustainability Report 2025

Contents



Committed, data-driven, credible: sustainability in a changing regulatory environment

Dear Readers,

Sustainability is an integral part of CALIDA GROUP's identity. As a provider of high-quality products focused on durability, quality and responsible use of resources, we see sustainable practices not as a short-term initiative, but as a long-term corporate commitment. In the 2025 reporting year, we consistently pursued this aspiration – with our brands, along the entire value chain and in our corporate governance. Regulatory requirements for sustainability reporting have increased significantly at EU level in recent years. In 2025, some planned requirements were temporarily suspended and partially adapted and simplified via the Omnibus Package. CALIDA GROUP particularly welcomes the new size criteria and the associated reduced requirements for medium-sized companies. The Swiss Federal Council also suspended the Swiss climate reporting project as a result.

These developments illustrate the dynamic nature of the regulatory environment, as well as the need for companies to adopt leaner and more practical regulations. We are therefore focusing on objective, consistent and transparent sustainability reporting that is tailored and relevant to our industry and to a company of our size.

Sustainability reporting should create real added value as a sound basis for business decisions, as a transparent source of information for our stakeholders and as an expression of our commitment to responsible corporate governance.

A key milestone in this regard was the double materiality assessment conducted in the previous year, which also formed the basis of our reporting and strategic prioritisation in 2025. Building on this, we have refined our governance structures, increased transparency in the supply chain and further professionalised our processes for collecting and ensuring the quality of sustainability data.

In terms of content, the focus in 2025 was on climate protection, responsible supply chains, product transparency and social responsibility. We have worked on reducing our CO_2 emissions, increasing the share of renewable energy and expanding the traceability of our products. At the same time, we are continuously investing in stable, predominantly European and therefore short supply chains, long-term partnerships with suppliers and the well-being and safety of our employees. Our three brands pursue independent, brand-specific sustainability approaches, embedded within a clear, Group-wide framework.

We would like to thank all employees, partners and stakeholders who have joined us on this journey, and we look forward to continuing our dialogue.

Kind regards,

Thomas Stöcklin
CEO

Dave Müller
CFO

In brief

Sustainability is a central component of CALIDA GROUP's identity and an expression of our long-term corporate responsibility.

In the 2025 reporting year, we continued to consistently pursue this aspiration across our brands, our entire value chain and our corporate governance.

In a dynamic regulatory environment, we attach particular importance to objective, consistent and transparent sustainability reporting that provides clear added value for our stakeholders.

In 2025, our focus was particularly on climate protection, responsible supply chains, product transparency and social responsibility, with measurable progress in emissions, renewable energy and traceability.

About this report

CALIDA GROUP's Sustainability Report 2025 is based on the following reporting standards:
- GRI Reporting Standard
- Reference to Art. 964a et seq. Swiss Code of Obligations
- Recommendations of the Task Force on Climate-Related Financial Disclosures

CALIDA GROUP publishes an annual Sustainability Report and reports for the period from 1 January 2025 to 31 December 2025 in accordance with the GRI Standards. The reporting period corresponds to that of its financial reporting. A reason for omission is provided for all indicators where no information can be given. The complete data can be found in Annex 1, "GRI content index". The next publication date is scheduled for the beginning of 2027.

CALIDA GROUP's Sustainability Report follows the principles of:
- Stakeholder Inclusiveness
- Sustainability Context
- Materiality and Completeness

The same scope of consolidation was used for this report as in the consolidated financial statements of CALIDA GROUP. A complete list of the companies included can be found on page 40 of the Annual Report. All companies are fully consolidated. There were no changes to the companies included in the reporting year. Unless otherwise stated, historical data remains unchanged.

Discrepancies between the Corporate Governance Report and the Annual Report may occur. Thresholds and definitions are set differently.

The Sustainability Report 2025 was accepted by the Audit & Risk Committee (ARC) on 23 February 2026 and, on the same day, approved by the Board of Directors for publication on 26 February 2026.

On 15 April 2026, the Report on Non-Financial Matters will be submitted to the Annual General Meeting for approval in accordance with the sections listed in the table below.

Key performance indicators marked with a ◎ were audited by the independent auditor with limited assurance.

If you have any questions or feedback about this report, please reach out to socialresponsibility@calidagroup.com.

Contents – Art. 964a ff. of the Swiss Code of Obligations

CALIDA GROUP

CALIDA Holding AG and its subsidiaries – referred to here as CALIDA GROUP – is an internationally operating premium lingerie company headquartered in Switzerland. CALIDA GROUP stands for high-quality products that delight customers day after day. The registered shares of Calida Holding AG (CALN) are traded on the SIX Swiss Exchange.

216 net sales in mCHF

131 stores including outlets

3 headquarters

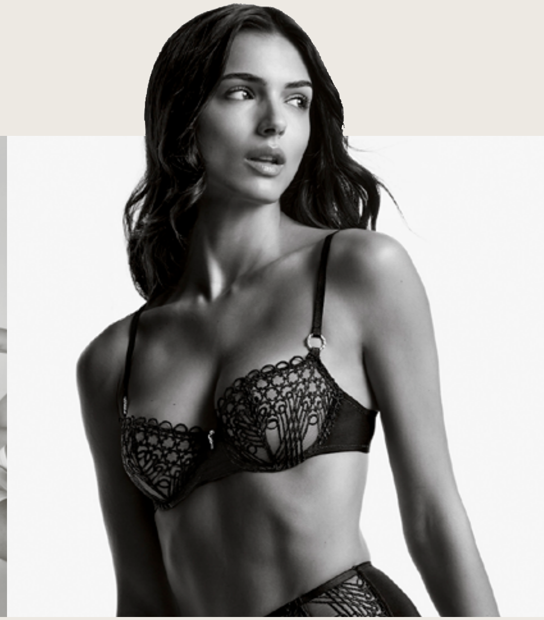
4 own-operated distribution centres

2 own production sites

29 countries of operation

1883 employees

Brands



CALIDA

CALIDA is a traditional Swiss brand founded in 1941. It is known for its high-quality underwear, nightwear and loungewear, predominantly made from cotton. Quality, comfort and durability are at the heart of the brand's identity. CALIDA continuously strives to increase transparency in its supply chain and use responsibly sourced materials. The brand's ongoing efforts focus on improving traceability and further strengthening environmental and social standards in its supply chain.

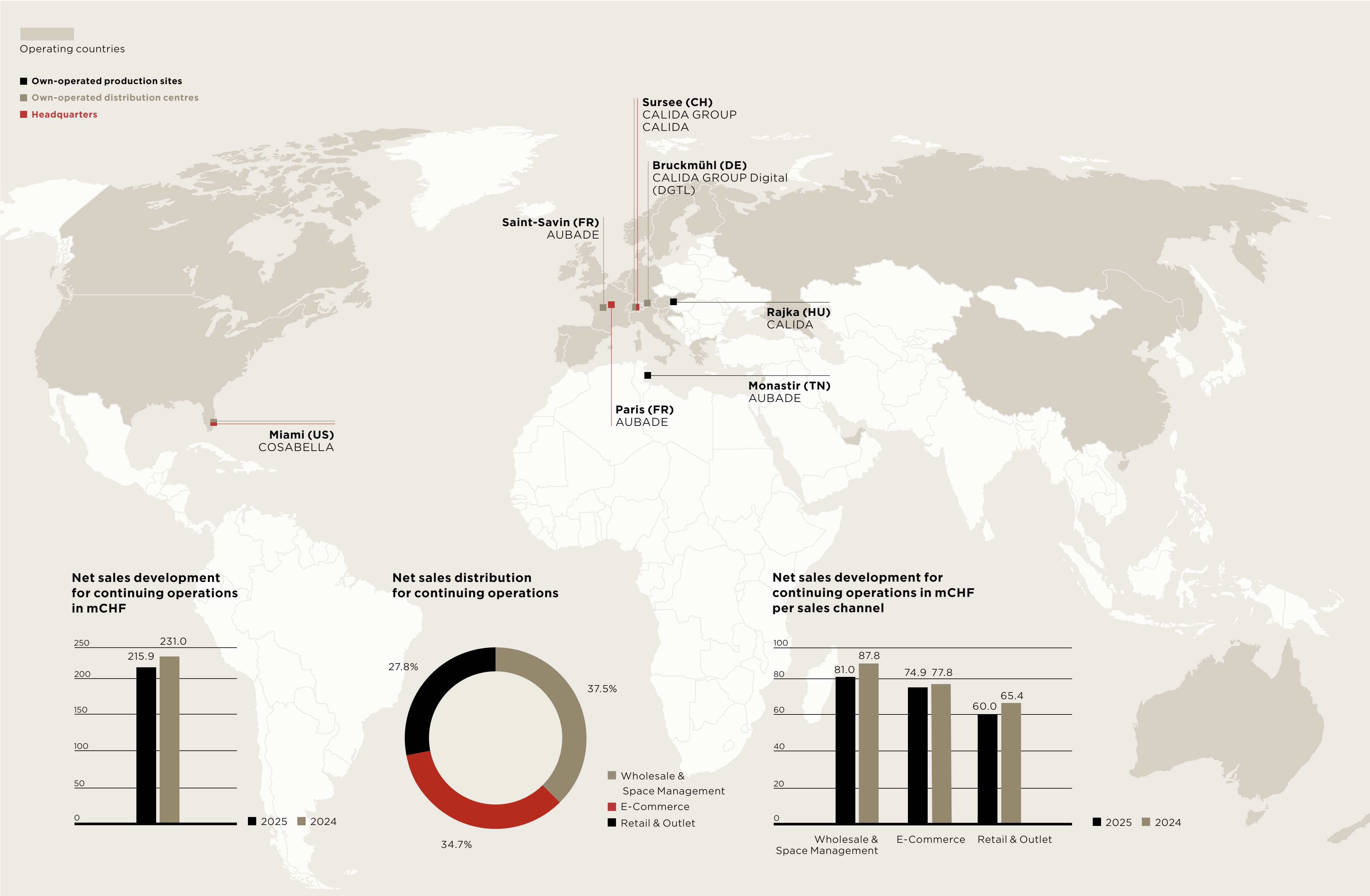
Aubade PARIS

For more than 65 years, AUBADE has been a market leader and pioneer in the world of high-quality lingerie, embodying the French art of seduction. AUBADE's vision is to make women feel self-confident, beautiful, chic and seductive every day – in true Parisian style. AUBADE stands for top quality and timeless designs, having earned its reputation through using the finest and most exclusive lace, mainly of French and European origin, together with French and Swiss embroidery.

COSABELLA

COSABELLA has been redefining everyday lingerie for more than four decades, blending Italian heritage with innovation. Its designs accentuate natural beauty while offering exceptional comfort, for fashion-inspired creations that enhance every moment. Designed at its headquarters in Miami, Florida, and Italy, and crafted by international experts, each collection embodies passionate creativity and the romance of the Italian lifestyle.

You can visit the respective brand website to find out more about the individual brands, including how they approach sustainability and what they have achieved to date.



For more information regarding economic data and the impact in accordance with GRI indicator section 201, please refer to CALIDA GROUP's Annual Report 2025.

CALIDA

CALIDA has consolidated its approach to environmental and social responsibility, focusing on strategic areas of action that align with its key impacts and operational developments.

1. RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Strengthening responsibility and transparency in the supply chain

CALIDA takes its supply chain responsibilities very seriously and has clear guidelines and tools in place to ensure fair working conditions, safe handling of chemicals, and responsible production in accordance with international standards.
To increase transparency, CALIDA has introduced the Retraced platform to collect and manage information about suppliers, certifications and production steps. This also supports due diligence and risk assessment processes.

Product transparency

CALIDA is working to provide detailed information about key production steps and countries in order to give customers greater transparency about how and where their products are made. The information also covers key sustainability aspects such as the use of recycled materials, recyclability and potential environmental risks. Customers will be able to access this information easily online or by scanning a QR code on the product.

Designed in Switzerland, manufactured in Europe

All CALIDA products are designed at the company's headquarters in Switzerland and are mainly manufactured in Europe. Production predominantly takes place at CALIDA's own production site in Hungary and with direct subcontractors, enabling strict quality control throughout the process.
This regional production approach keeps transport routes between locations and sales markets short, thus helping to reduce the environmental impact.

Long-standing commitment to chemical safety

Since 1995, all CALIDA product components – all yarns, buttons, elastic bands, embroidery, labels and other accessories – have been certified in accordance with the OEKO-TEX® STANDARD 100 and against over 300 criteria, which are updated annually. In addition, CALIDA has joined the Zero Discharge of Hazardous Chemicals initiative (ZDHC) as a Signatory Friend and actively supports global efforts towards safer chemical management in the textile industry.

Partnerships based on trust

Schellenberg Textildruck AG, based in Switzerland, has been a key strategic partner for printing and dyeing processes for over 70 years. Schellenberg uses advanced printing and dyeing technologies with high precision, colourfastness and careful use of chemicals. Its wastewater management and process controls meet stringent Swiss environmental requirements and support CALIDA's commitment to local sourcing, quality and traceability.

2. RESPONSIBLE MATERIALS

Cotton and wool strategy

In 2025, CALIDA expanded upon its approach to responsible materials, focusing on cotton and wool – the brand's primary fibres. The strategy, currently under development, takes account of the origin of the fibres, the supply

chain risks, certification pathways and environmental performance. As part of this, CALIDA reviews relevant certification systems on an ongoing basis.

Packaging transformation

CALIDA has developed a roadmap to redesign its packaging. The aim is to increase recyclability and reduce plastic consumption. The brand is exploring fibre-based and recyclable alternatives and looking for ways to reduce the weight of packaging, incorporating these considerations into its design and sourcing decisions.
Back in 2024, CALIDA introduced new nightwear packaging made from 100% recycled PET. The packaging is designed to be 100% reusable – whether as a laundry bag for travelling, a case for cables and headphones, or a storage solution for vitamins on the go. At the same time, the packaging protects the high-quality nightwear from shipping to washing, combining sustainability with functionality.

Retail and store design

In 2025, CALIDA revised its shop design concept to use more environmentally friendly materials. All materials used in the updated retail concept are documented by supplier certifications and corresponding records, ensuring responsible procurement and compliance with sustainability requirements. The updated concept was successfully piloted in one store and received positive feedback both internally and from customers. A phased rollout to other stores is planned and will take place in line with the respective renovation cycles and investment plans.

3. DURABILITY

Durability remains a core element of CALIDA's brand DNA. Durable materials, first-class workmanship and precise craftsmanship extend product lifespans and reduce the need for frequent replacement. This design philosophy, focused on longevity, represents CALIDA's most important contribution to the environment in a product category where options at the end of a product's life remain limited.
In 2025, CALIDA stepped up its focus on durability by prioritising materials and designs that support longevity. At the same time, it examined ways to better support customers with product care, including by recommending lower washing temperatures, which saves energy and is gentler on fabrics.

4. SOCIAL ENGAGEMENT AND EMPLOYEE WELL-BEING

Pink Ribbon Switzerland

CALIDA continued its long-standing support of Pink Ribbon Switzerland by once again sponsoring the annual charity walk to raise awareness of women's health and breast cancer prevention.

Employee well-being

Employee well-being remained a central concern. Among other things, CALIDA organised health days at its Bruckmühl site and offers preventative health checks, ergonomic consultations and workshops on well-being to promote a healthy working environment.

Highlights

CALIDA x PINK RIBBON

Ongoing commitment to social responsibility
In 2025, **CALIDA** continued its long-standing commitment to social responsibility through its ongoing partnership with **Pink Ribbon Switzerland**. This collaboration is part of the Group's broader Heart Project, which encompasses long-term initiatives to support social causes and promote social engagement. As part of this partnership, CALIDA once again acted as the official fashion partner of the **Pink Ribbon Charity Walk** in Zurich, providing walkers and helpers with functional clothing. The annual event is part of the global Pink Ribbon movement, which is committed to raising awareness of breast cancer and supporting those affected and their families. Breast cancer remains one of the most common forms of cancer worldwide and primarily affects women. Through its ongoing commitment, CALIDA GROUP aims to contribute to awareness-raising initiatives and support platforms that promote education, solidarity and early detection. The partnership reflects the Group's understanding of corporate responsibility not as a one-off commitment, but as an ongoing obligation in line with its values and its responsibility towards society.

ZURICH DESIGN WEEKS

CALIDA at Switzerland's leading design event
In 2025, **CALIDA** took part in **Zurich Design Weeks**, presenting its work in a curated design setting alongside renowned Swiss brands such as **Vitra**, **Freitag** and **ZURIGA**. Presenting the brand in this context underscored CALIDA's relevance beyond fashion and positioned the brand within a broader Swiss design discourse focused on material quality, durability and thoughtful product development. This platform enabled CALIDA to engage in dialogue with a design-savvy audience and industry experts. The event emphasised the brand's approach to responsible textile production and its long-standing expertise in comfort, quality and material innovation. Participation in Zurich Design Weeks reflects CALIDA's commitment to transparency, cultural relevance and collaboration within the Swiss design landscape.

SLEEP AND WELL-BEING

Promoting restful sleep through expertise and dialogue
Sleep quality is a key element of physical and mental well-being. As a brand with many years of expertise in nightwear and comfort, **CALIDA** places great emphasis on sleep as an essential factor in everyday quality of life. In 2025, CALIDA strengthened its commitment in this area through **dialogue with sleep experts**. The aim was to raise awareness of the importance of restful sleep and its impact on long-term well-being. The collaboration aims to translate scientific and medical findings into practical everyday knowledge. CALIDA actively shared this knowledge through **talks, sessions with experts and educational formats**, targeting both external stakeholders – including retail partners and customers – and internal target groups. By involving employees in these initiatives, CALIDA improves their understanding of well-being as a shared responsibility and as part of a caring corporate culture. The insights gained from dialogue with experts have now been incorporated into product development, such as the continuous development of **Deep Sleepwear**. Textile innovation, material selection and functional design are based on findings relating to comfort, temperature and moisture regulation during recovery phases. In this way, CALIDA combines product expertise with knowledge transfer and dialogue, helping to raise awareness of sleep quality as an essential component of well-being.

Aubade
PARIS

Recognising the social and environmental challenges facing the textile industry, AUBADE is gradually integrating aspects of corporate social responsibility into the ongoing development of its business practices. While the brand continues to be characterised by allure, expressiveness and self-determination, it pursues a clear objective of shaping a responsible future without compromising the appeal and desirability of its products. AUBADE takes a proactive approach to adapting its processes, managing risks and ensuring that its activities are in line with regulatory developments at French and European level.

1. PRODUCTS, MATERIALS AND QUALITY – HIGH STANDARDS FOR MORE SUSTAINABLE FASHION

Strict certifications for responsible change

Since 2023, parts of AUBADE's product lines have been certified according to the Global Recycled Standard (GRS) and the Global Organic Textile Standard (GOTS) (EGL no. 241363, Ecocert Greenlife). This represents an important milestone towards better management of social and environmental impacts. Having been involved in this process for several seasons, the brand introduced recycled materials for the first time in the Spring/Summer 2023 collection and launched its first GRS-certified line with at least 50% recycled materials in its Spring/Summer 2024 collection. Today, several iconic collections – including Rosessence, Love Soul and Sheer Emotion – feature embroidery made from recycled material, tulle and other fabrics. In line with this approach, AUBADE is looking to define an internal roadmap with progress targets up to 2030. These guidelines are also being incorporated into ongoing work on the future low-carbon strategy, which is based on the increased use of recycled materials and less environmentally harmful fibres without compromising the brand's DNA.

Safety and quality

All suppliers of raw materials and components must be certified according to OEKO-TEX® STANDARD 100. This certification is an essential requirement to ensure that products worn directly against the skin are free from harmful substances. In order to maintain the brand's quality standards, all products are inspected at the end of production, either at the partner companies or through external checks at other locations.
AUBADE is a member of Sedex and conducts annual SMETA social audits of its manufacturers in accordance with the four-pillar model. Three of its manufacturers are also GRS-certified. Conducting SMETA social audits according to the four-pillar model allows AUBADE to independently assess the working conditions, ethical business practices and environmental impact of its partners.

Responsible packaging

AUBADE lingerie is predominantly packed plastic-free in cardboard packaging made from 71–78% recycled fibres.
Most of the other packaging components are FSC-certified and/or contain recycled materials.

Predominantly European and internal supply chain

AUBADE's supply chain is predominantly European and relies mainly on suppliers of materials and components based in France and Europe (over 60%). More than 70% of production takes place in the Mediterranean region and in Europe. By 2025, around 40% of production is expected to originate from AUBADE's own production site in Tunisia. With the inclusion of Tunisian subcontractors, this share will increase to around 60%. All suppliers must sign the Group's Code of Conduct to ensure compliance with the defined social and environmental criteria.

A fit for all body shapes

AUBADE attaches great importance to designing pieces that fit like a second skin. The brand is constantly making technical adjustments to ensure an optimal fit. Wider straps, reinforced back panels and adapted manufacturing techniques underscore its commitment to creating lingerie that makes every woman even more beautiful. Some styles are available up to cup size H, and briefs up to size 7 (EU 48).

Customer satisfaction and returns
To ensure optimum customer service, AUBADE replaces all defective components (jewellery, underwires, etc.). In the interest of continuous improvement, customer feedback and comments are incorporated into the further development of products to ensure consistently high quality standards and lasting customer satisfaction.

2. TRACEABILITY – COMPLETE TRANSPARENCY THROUGHOUT THE PRODUCT LIFE CYCLE

Since the Spring/Summer 2023 collection, AUBADE has been working with Fairly Made, a French specialist in textile traceability. Using a QR code on each product, and on the respective product page in the online shop, customers can view the entire manufacturing process – from the origin of the materials and the production sites to transport distances travelled and the key processing steps. Today, all components are traceable, from the main materials down to the smallest metal parts. AUBADE meets the requirements of the French Textile Eco-Score, which can currently be applied on a voluntary basis.

3. EMPLOYEES – INCLUSION, WELL-BEING AND DEVELOPMENT

Committed teams with a high proportion of women
AUBADE employs around 400 people at its head office, warehouse and stores. The company reflects its customer base: 92% of its employees are women and more than 80% of management positions are held by women. The average length of service is at least eight years, both at the head office and in the warehouse, in testament to a working environment where employees feel comfortable, talent is fostered and internal mobility is actively supported.

Social audits and quality of life at work
The head office and warehouse are audited in accordance with the GOTS standard (EGL no. 241363, Ecocert Greenlife). The audits cover topics such as working conditions, risk prevention, health and safety. The brand is also increasing its focus on awareness-raising and further training. This includes webinars on well-being, regular training sessions, in-store workshops and annual events.

Team spirit and corporate culture
The year is marked by numerous internal events, including winter and summer parties, monthly get-togethers and department presentations. These initiatives strengthen the sense of belonging and team dynamics.

4. SOCIAL ENGAGEMENT – CARING, RAISING AWARENESS AND SUPPORTING

Fighting breast cancer
Since 2021, AUBADE has been continuously committed to breast cancer prevention through information campaigns, workshops, participation in charity walks, donations during Breast Cancer Month and the development of post-operative bras.

Solidarity and donations
Every year, AUBADE donates products to organisations such as Arcat, Autremonde and SAMU Social. Prototypes and fabric remnants are systematically donated to a fashion school to support training.

Highlights

AUBADE COMMITS TO PINK OCTOBER

For the fifth year running, AUBADE has reaffirmed its commitment to the fight against breast cancer. Two new post-operative bras have been developed jointly by AUBADE's design teams, a physiotherapist specialising in breast diseases and two women who have overcome the disease and act as the faces of the campaign. These bras combine comfort, femininity and meticulous design. Other activities also took place in October: awareness-raising and self-check workshops for the teams, a joint five-kilometre solidarity run through Paris in partnership with the Ruban Rose organisation, and an evening discussion in the store on the topic of femininity after cancer.

AUBADE EXPANDS ITS RANGE OF GRS- AND GOTS-CERTIFIED PRODUCTS

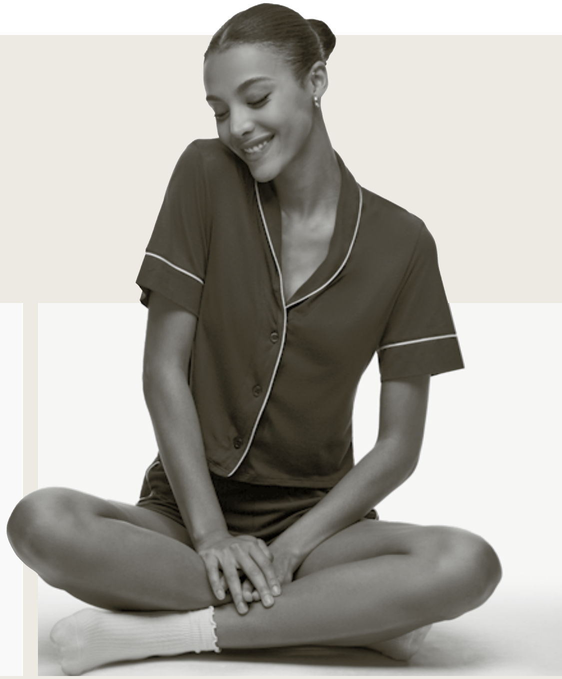
In 2025, AUBADE expanded its collections with two new GRS-certified lines (EGL no. 241363, Ecocert Greenlife): 4A Love Soul, a sensual and comfortable line, and 4M Sheer Emotion, a new permanent sophisticated line. Two new colours are also being added to the permanent GRS-certified 2K line. Combining fine lace with high-quality components, these lines, which are made of at least 50% recycled materials, offer lingerie that meets strict requirements in terms of traceability and resource management. In the men's range, AUBADE has also launched GOTS-certified boxer shorts (EGL no. 241363, Ecocert Greenlife) in six new colours and made from organic cotton. They combine style, comfort and a clear commitment to sustainability.

AUBADE COMMITS TO WELL-BEING IN THE WORKPLACE

In June 2025, AUBADE partnered with Welii and Lunettes Pour Tous for an eye health campaign. Employees covered by the company's health insurance scheme were eligible for a free eye test and a pair of glasses, including all types of lenses. They could then pick up their glasses directly from head office. The initiative reflected AUBADE's caring, supportive approach and aimed to promote the well-being and health of its teams in the workplace.

Highlights

COSABELLA



INNOVATIVE, RESOURCE-EFFICIENT DYEING PROCESSES

COSABELLA's sustainable partnership with Colombo

Colombo has been COSABELLA's trusted partner for Italian lace for over 15 years. In 2024, Colombo rolled out innovative, resource-efficient dyeing processes with upgraded equipment that uses just 5–10 litres of water per kilogramme of fabric – a fraction of the water required using conventional methods. A ZDHC-, OEKO-TEX- and GRS-certified dyeing process was also implemented that requires no added salt and allows for shorter processing times. This has significantly reduced water and power consumption while preserving the characteristic vibrant colours that distinguish COSABELLA. This shows how long-term supplier partnerships enable measurable progress in sustainable textile production by aligning high-quality craftsmanship with responsible environmental management.

COMMUNITY AID AND RECONSTRUCTION

COSABELLA provides support during the LA fires

In response to the Los Angeles wildfires, COSABELLA donated thousands of bras, underwear and loungewear – mainly in plus sizes and special fits – to provide comfort and dignity to the families affected. This support was provided in collaboration with Jordan Foster (Culver City donation centre), Ashlee Margolis (Beverly Hills relief project), Ariel Tunnell, Suzanne Marchese and Babylist (over 250 care packages). Local retailers such as K. Frank, Whiskey & Leather and Bleu Clothing also received support. COSABELLA provided vital support through these compassionate efforts.

EMPOWERING WOMEN

COSABELLA partnership for International Women's Day

In March, COSABELLA donated a bra and a pair of briefs for every set sold on COSABELLA.com, providing over 2,000 items of underwear to women in need. This initiative provided dignity, comfort and a sense of normality, building on an existing partnership. At COSABELLA, this mission extends beyond design: with every act of care, the company is committed to supporting women and empowering and connecting the global community.

Milestones

In recent years, CALIDA GROUP has taken various measures to improve its sustainability performance while achieving healthy levels of corporate growth at the same time.

2009
Initial certification OEKO-TEX® STANDARD 100 at CALIDA

2016
Initial certification Made in Green and STeP at CALIDA

2018
First ESG risk analysis at CALIDA GROUP

2019
Preparation of CALIDA GROUP's first Sustainability Report

2021
Implementation of the GRI Reporting Standard

2021
Introduction of CALIDA GROUP's 5 sustainability pillars

2021
Calculation of the first Product Carbon Footprint at AUBADE

2022
Calculation of the first Corporate Carbon Footprint across CALIDA GROUP

2023
Integration of QR codes for traceability of AUBADE products

2024
Preparation of double materiality assessment for CALIDA GROUP

2024
Introduction of reusable laundry bags made from 100% recycled PET at CALIDA

GRI Global Reporting Initiative
STeP Sustainable Textile Production

Sustainability impacts

Double materiality assessment (DMA)
Last year, CALIDA GROUP carried out a comprehensive double materiality assessment (DMA), which serves as a basis for identifying key issues. The DMA concept is based on the principle of double materiality. It takes into account both the positive and negative impacts of corporate activities on people and the environment (impact materiality), and the risks and opportunities arising from sustainability aspects for the value of the company and its financial development (financial materiality). In this concept, a topic is considered essential if it is relevant in at least one of these two dimensions. To create a catalogue of topics, recognised standards were consulted and supplemented by topics from benchmark analyses, media research and other standards. The key sustainability issues were identified following dialogue with the relevant stakeholders and their representatives.

The entire supply chain, as well as the short and long-term impacts, were taken into account. The DMA process was supported by an external consultant to ensure compliance with regulations and guarantee an objective assessment.

The results were discussed by the Audit & Risk Committee (ARC) of the Board of Directors. They serve as a basis for CALIDA GROUP's strategic decisions and enable the company to focus its sustainability strategy on key issues, devise specific measures and address financial, social and environmental risks and opportunities in a targeted way to promote sustainable value creation.

A review of the identified impacts, risks and opportunities was carried out in 2025.
The adjustments made do not affect the overarching themes assessed as material.

Environment

Material impacts	Affected part of the supply chain
Climate change	Along the supply chain
Environmental pollution	Upstream and downstream activities
Water and marine resources	Upstream activities
Biodiversity and ecosystem	Upstream activities
Circular economy	Along the supply chain

Social

Material impacts	Affected part of the supply chain
Own workforce	
Working conditions	Own sites
Protection of health and safety	Own sites
Equal treatment and opportunities	Own sites
Workers in the value chain	
Working conditions	Upstream activities
Other labour-related rights	Upstream activities
Consumers and end users	
Information-related impacts	Downstream activities
Social inclusion	Downstream activities

Governance

Material impacts	Affected part of the supply chain
Cybersecurity	Own sites
Corporate culture	Own sites

Sustainability impacts

Sustainable Development Goals (SDGs)
The UN's Sustainable Development Goals (SDGs) form a global framework for sustainable development and serve as a guide for harmonising economic, social and ecological goals. CALIDA GROUP is guided by the SDGs so that it can make a targeted contribution to a sustainable future and achieve progress. We place a particular focus on those SDGs directly and indirectly influenced by our business activities.

In brief

- CALIDA GROUP is guided by the UN's Sustainable Development Goals (SDGs) in order to harmonise economic, social and ecological goals, and to actively help shape a sustainable future.
- 8 SDGs with a direct impact and 3 SDGs with an indirect impact were identified in order to specifically address the most pressing sustainability issues and to minimise the potential negative consequences of its business activities.
- Five sustainability pillars form the basis for all decisions. They integrate corporate sustainability, social responsibility and social commitment into one common concept.

Sustainability Impacts

CALIDA GROUP is guided by the United Nations 2030 Agenda, adopted in September 2015, which comprises 17 Sustainable Development Goals (SDGs). CALIDA GROUP has identified 8 SDGs with a direct impact, including 25 sub-goals, and 3 SDGs with an indirect impact in order to minimise the potential negative consequences of its business activities. The goals were set on the basis of the severity and probability of occurrence of the impacts in relation to CALIDA GROUP's most important relevant business areas.

Goals with direct impacts:

SDG 3 Good Health and Well-Being, by establishing fair and responsible working environments, respecting human rights, the integration of work-life balance systems, good health and retirement coverage, as well as regular health and safety training in self-operated businesses in alignment with targets 3.8 and 3.9.

SDG 5 Gender Equality, by increasing the share of women within the workforce and leadership positions, through valuing unpaid care by offering special maternity conditions, and flexible work options to encourage women to return to work as early as possible in alignment with targets 5.4, 5.5 and 5.8.

SDG 6 Clean Water and Sanitation, by ensuring access to drinking water wherever possible, choosing raw materials with care and improving water quality and efficiency together with suppliers in alignment with targets 6.1 and 6.3.

SDG 7 Affordable and Clean Energy, through a continuous increase in the share of renewable energy within self-operated businesses in alignment with target 7.2.

SDG 8 Decent Work and Economic Growth, by ensuring a safe working environment providing equal pay conditions for equivalent work, the elimination of forced and child labour within self-operated businesses and directly connected suppliers and subcontractors, as well as due to the ongoing implementation of new, innovative materials and production innovations to upgrade economic productivity in alignment with targets 8.2, 8.4, 8.5, 8.7 and 8.8.

SDG 12 Responsible Consumption and Production, through the implementation and increased share of environmentally friendly materials and circular economy products, resource-efficient production methods, a clear consumer communication on product usage, and good waste and natural resources management in alignment with targets 12.1, 12.2, 12.4, 12.5, 12.7 and 12.8.

SDG 13 Climate Action, the future definition of climate protection targets and the implementation of targeted measures will contribute to a sustainable future, including education and awareness-raising campaigns, in alignment with targets 13.2 and 13.3.

SDG 17 Partnerships for the Goals, by enhancing, investing and focusing on solid and long-term partnerships and ensuring knowledge transfer regarding new production procedures and technologies wherever possible, in alignment with targets 17.5, 17.G, H and J.

Indirect impacts:

SDG 14 Life below Water, through the introduction of new production procedures, installation of wastewater management systems at self-operated production sites and suppliers, as well as by decreasing the share of synthetic fibres to reduce microplastics and wastewater, in alignment with targets 14.1 and 14.3.

SDG 15 Life on Land, by using innovative self-growing materials to reduce the risk of deforestation as well as by supporting environmental projects to support afforestation in alignment with target 15.2.

SDG 1 No Poverty, through material, monetary or in-kind donations to people in need to reduce poverty in line with target 1.2 and to support social projects in a material, monetary or in-kind manner.

Sustainability Strategy

Sustainability has been firmly anchored in CALIDA GROUP's identity ever since it was founded. CALIDA GROUP is committed to supplying products of the highest quality that respect the limits of human and natural resources. It promotes the use and further development of innovative, resource-efficient materials and production technologies to improve product longevity.

CALIDA GROUP has introduced five sustainability pillars, which form the foundation for all ESG decisions. They unite responsible corporate governance, social responsibility and social engagement under one roof and provide the basis for the classification of relevant ESG information, key performance indicators (KPIs) and goals.

CALIDA GROUP is committed to fair and ethical business practices along its entire supply chain. This commitment is based on the company-wide Code of Conduct, which is binding for all internal and external stakeholders. The Code of Conduct is based on international standards such as the UN Guiding Principles on Business and Human Rights, the core labour standards of the International Labour Organization (ILO) and the OECD Guidelines for Multinational Enterprises.

CALIDA GROUP is committed to respecting human rights, ensuring fair working conditions and non-discrimination, and preventing child and forced labour. It has also defined standards for occupational safety, environmental protection and business ethics, including prevention of corruption. The Code of Conduct has been approved by CALIDA GROUP's Board of Directors, is publicly accessible, forms an integral part of all labour and supplier contracts, and is regularly reviewed and updated.

To ensure that it is properly implemented, CALIDA GROUP operates a multilingual complaints platform that is open to all stakeholders. Violations of the Code of Conduct will be consistently pursued and may lead to termination of the business relationship and legal action.

Governance	Development of common values and set-up of a strong governance structure concentrating on the realisation of the UN's SDG principles and reporting in alignment with international ESG reporting standards.
Products and Materials	Creation of transparency along the supply chain and concentrating on sustainable production, product development and distribution.
Environment	Reducing CALIDA GROUP's carbon footprint and improving traceability along the supply chain.
Employees	Establishing a fair and responsible work culture for internal and external partners.
External Engagement	Contributing to local communities and ensuring the inclusion of stakeholder demands.

Sustainability measures and data

I. GOVERNANCE

5 Gender Equality

8 Decent Work and Economic Growth

Responsible and transparent corporate governance forms the foundation for long-term success and trust in our organisation. As part of CALIDA GROUP's governance structure, we define clear guidelines and procedures to ensure ethical standards, legal compliance and transparency at all levels of the company. National and international laws and regulations demand supply chain transparency, circular economy approaches and 360-degree ESG monitoring along the entire supply chain.
To cope with these requirements and meet the expectations of our stakeholders, CALIDA GROUP has implemented a strong governance structure that effectively regulates both financial and sustainability-related issues.

CALIDA GROUP's governance body is defined by the following management categories:

1. Board of Directors
2. CALIDA GROUP Executive Management
3. General Managers of the brands
4. Senior Leadership Team
5. Employees reporting directly to the senior leadership team

In brief

- Transparent and responsible corporate governance forms the foundation of CALIDA GROUP. Clear guidelines and procedures as part of the governance structure ensure ethical standards, legal compliance and transparency at all levels of the company.
- Gender diversity in management positions strengthens the quality of decisions and promotes equal opportunities.
- The Audit and Risk Committee (ARC) is responsible for monitoring the Group's sustainability development and reviewing the Sustainability Report.

Changes in 2025:

Board of Directors

- Gregor Greber has decided not to stand for re-election after five years.
- Andrea Sieber has been newly elected as an independent member of the Board of Directors.

CALIDA GROUP Executive Management

- CHRO Manuela Ottiger has left the company, and the position has not been filled.

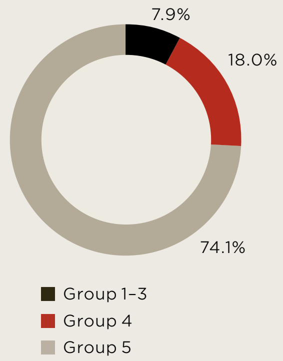
CALIDA GROUP has a lean and efficient management structure. The Executive Management of CALIDA GROUP currently consists of two people: the CEO and the CFO. The extended Executive Management team also includes the General Managers of the brands. Claire Masson assumed the role of General Manager at AUBADE at the beginning of 2025.

Changes within management categories 4 and 5 are not communicated within this report.

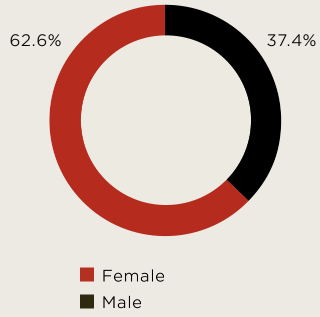
Detailed information about CALIDA GROUP's overall governance structure, tasks and responsibilities can be found in CALIDA GROUP's Corporate Governance Report 2025. https://www.calidagroup.com/en/investors/#corporate-governance

CALIDA GROUP aims to fill all positions with the best qualified and most suitable employees. The governance bodies of CALIDA GROUP are characterised by a consistently high proportion of women and a high proportion of regionally based employees. "Local employees" refers to the main countries in which CALIDA GROUP operates: France, Germany, Hungary, Switzerland, Tunisia and the USA. 7.4% of all employees are members of the governance body. Of these, 62.6% are women, while 99.3% of the governance bodies reside in the region. These percentages were calculated on the basis of the total number of all employees.

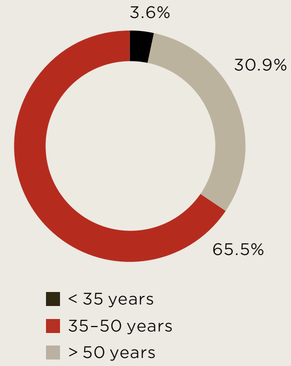
Distribution of governance bodies per management category



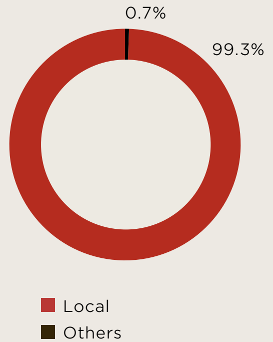
Gender distribution of governance bodies



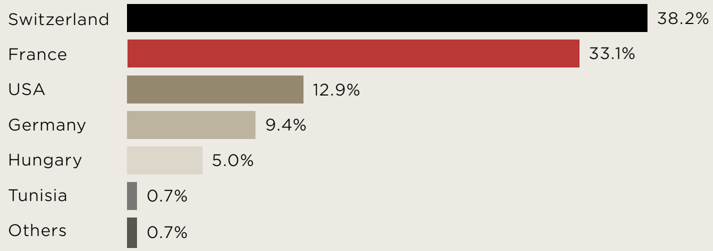
Distribution of governance bodies per age group



Distribution of governance bodies by place of residence



Distribution of governance bodies per country



Development of governance bodies per management category

	2025	2024
Group 1–3	11	10
Group 4	25	26
Group 5	103	99
Total	**139**	**135**

Unit = number

Development of governance bodies per gender

	2025	2024
Female	87	79
Male	52	56
Total	**139**	**135**

Unit = number

Development of distribution of governance bodies per age group

	2025	2024
< 30 years	5	6
30–50 years	91	93
> 50 years	43	36
Total	**139**	**135**

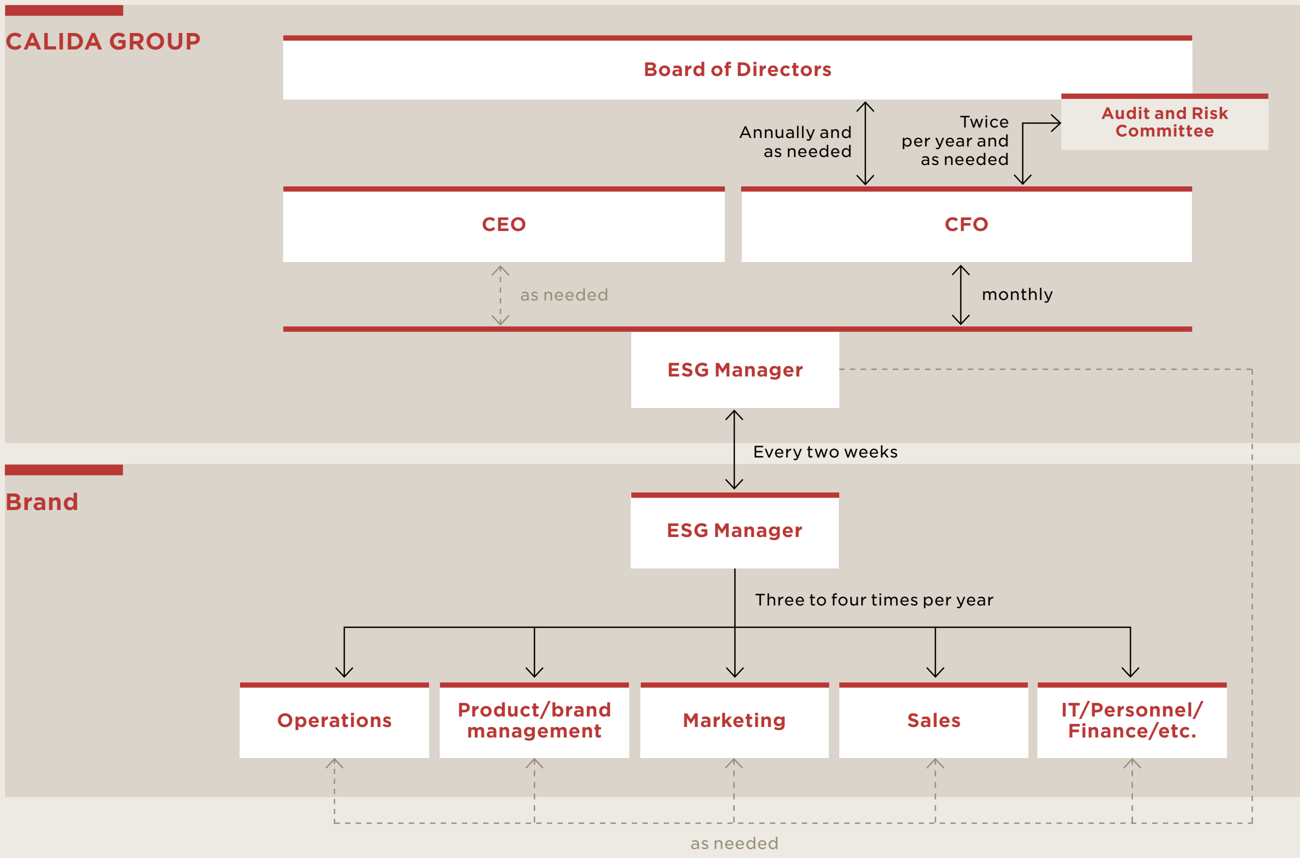
Unit = number

The Audit and Risk Committee (ARC) is responsible for monitoring the Group's sustainability development and reviewing the Sustainability Report. While the ARC oversees sustainability, the CFO is responsible for implementing appropriate measures within the Executive Management, with support from CALIDA GROUP's ESG Manager. The ESG Manager coordinates relevant sustainability issues in consultation with the ESG Managers of the brands. The ESG Manager participates in ARC meetings as required. Communication to the Board of Directors is handled directly by the CFO, who consults with CALIDA GROUP's ESG Manager if necessary.

Thanks to the Group's brand organisation, key sustainability competencies are firmly anchored in the brand DNA, within the ESG Managers, and in the senior leadership teams of the individual brands.
They are responsible for developing and implementing brand-specific sustainability strategies and defining individual thematic priorities. Together with employees in the respective specialist areas, they coordinate the implementation of Group-wide and brand-specific guidelines and measures at an operational level. Sustainability topics are regularly discussed and advanced on internal exchange platforms.

Meetings are arranged at Executive, General or Brand level with the aim of:
• Analysing the success of ESG topics and targets
• Steering necessary corrective measures
• Exchanging knowledge and experience
• Formulating new desirable goals if needed

Meeting Structure



TAX STRATEGY

CALIDA GROUP follows a sustainable tax strategy which takes applicable national and international tax legislation into account. CALIDA GROUP's business requires a robust supply chain for cross-border transactions with documentation in accordance with regulations for income tax, value added tax and customs duties.

The tax strategy is led by the CFO, who seeks approval from the Audit & Risk Committee on a regular basis and if general changes occur in the tax structure. The Group's tax policy and transfer pricing policy in place is based on the OECD Transfer Pricing Guidelines to prevent Base Erosion and Profit Shifting (BEPS). BEPS follows the principle that profits should arise where economic value is created. CALIDA GROUP's corporate structure is aligned with the business purpose and operation. There is no aggressive tax planning and no complex structures to minimise tax obligations. CALIDA GROUP consults external tax advisers and supports

open and transparent cooperation with tax authorities. BEPS 2.0 Pillars One and Two do not apply to the Group, as it does not meet the prescribed thresholds.

Data Privacy and Security

CALIDA GROUP places a high priority on the protection of customer data. IT solutions are subject to rigorous internal verification to ensure compliance with external data regulations, data sovereignty and privacy considerations. CALIDA GROUP has implemented a comprehensive software meta-selection catalogue and a data security addendum for suppliers, which governs the handling of security-sensitive customer data in adherence to legal requirements. CALIDA GROUP's Executive Management oversees the IT selection process and ensures compliance with all policies.

CALIDA GROUP collects and stores customer data in accordance with applicable national and international data protection laws and regulations. The specifics of the collected information can be found in CALIDA GROUP's Legal and General Information sections on data privacy within the various CALIDA GROUP brand webshops.
The data is used exclusively for the purpose for which it was collected, and necessary measures are implemented to safeguard data security. CALIDA GROUP's IT employees receive advanced security knowledge training from external SOC teams and cybersecurity experts.

CALIDA GROUP's assets are protected by state-of-the-art detection and response technology. Robust authentication is enforced for CALIDA GROUP's services. An information security management system (ISMS) is used to standardise CALIDA GROUP's efforts and review and improve security structures.

CALIDA GROUP uses a robust system for managing data protection complaints and reporting data loss incidents. Reported complaints and incidents are always thoroughly investigated and addressed appropriately. In 2025, no substantiated data protection or customer data loss complaints were reported.

Anti-Corruption, Anti-Bribery and Anti-Fraud

CALIDA GROUP's business is conducted fairly, honestly and transparently. Corruption, bribery and fraud are neither tolerated nor accepted. The acceptance of bribes or kickbacks is forbidden, and any instances of commercial fraud must always be avoided. No gifts may be accepted, with the sole exception of business and promotional gifts in alignment with national laws. Business in countries with a high corruption risk is avoided whenever possible.

Employees and external partners are encouraged to respect CALIDA GROUP's anti-corruption philosophy. CALIDA GROUP's Code of Conduct contains a clear anti-corruption, anti-bribery and anti-fraud philosophy. The Code of Conduct is not only binding for all employees but also forms part of our supplier agreements.

CALIDA GROUP has a complaints platform in place with the purpose of fighting corruption, among other things. Potential cases of corruption, bribery and fraud linked to the business activities of CALIDA GROUP must be reported immediately upon detection. Depending on the level of corruption, CALIDA GROUP reserves the right to terminate the collaboration at any time.

No cases of corruption, bribery or fraud were reported in 2025.

COMPLAINTS MANAGEMENT

Based on the Whistleblowing Directive (EU) 2019/1937 in Europe and related German (HinSchG) and French (Loin. 2022-401) acts, CALIDA GROUP has a complaints management system in place to ensure compliance with legal requirements. The purpose of this platform is to offer internal and external stakeholders the opportunity to submit anonymous or personalised complaints around the clock in order to combat injustice, violations, discrimination and corruption. The complaints management platform for the entire CALIDA GROUP can be accessed via the CALIDA GROUP website.

In the event of a non-anonymous complaint being received, an acknowledgement of receipt will be sent within seven calendar days. All complaints are recorded and documented centrally. Content review and processing are carried out by employees not associated with the complaint.

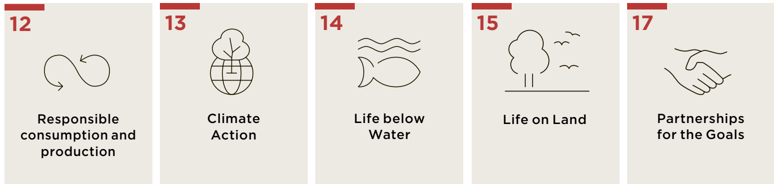
Processing is carried out under strict confidentiality and with the highest level of integrity. The protection of the person making the complaint has top priority. The aim is to come up with an appropriate and viable solution as quickly as possible. The maximum processing time is generally three months, although the aim is to resolve the matter as quickly as possible. Solutions are devised on a case-by-case basis and individually, as the content and circumstances of complaints vary greatly.

Concerns submitted via the complaints management system or other internal processes that involve ethical, legal or reputational risks are addressed and appropriately handled at the regular meetings of the Audit and Risk Committee and the Board of Directors.

One labour law complaint was received during the reporting year, the content of which is currently being examined. If necessary, appropriate measures will be taken to rectify the situation.

In addition to the existing complaints mechanism, employees can contact their supervisor or the HR department at any time. Various sites also have drop boxes that can be used to submit concerns, either specifying one's name or anonymously. Information submitted via these channels will also be treated confidentially.

II. PRODUCTS AND MATERIALS



For CALIDA GROUP, sustainability means developing products with impressive durability and resource-efficient materials. This covers the entire supply chain, spanning the selection of high-quality raw materials, the efficient use of resources, right through to the promotion of a circular economy.

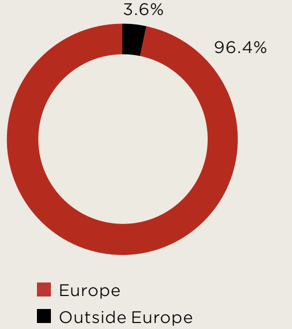
To ensure the realisation and implementation of CALIDA GROUP's core values and to fulfil CALIDA GROUP's responsibility towards present and future generations, an action plan has been defined:

- Preserving natural resources by carefully selecting innovative raw materials and production procedures
- Reducing disruptions within the supply chain by operating in countries close to the home markets
- Concentrating on long-term partnerships with suppliers and production sites to guarantee consistency
- Transparency along the entire supply chain
- Ensuring fair and responsible work environments

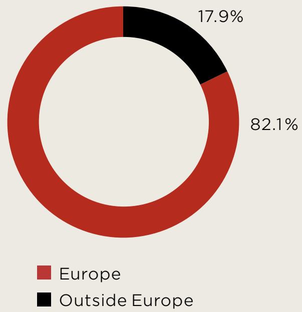
Supply chain

In the upstream supply chain, CALIDA GROUP aims to ensure that production is as close to the market as possible. It achieves this partly by using its own production sites in Hungary for the CALIDA brand and in Tunisia for AUBADE. COSABELLA is currently building a new production site in Italy, which will commence operations in 2026 and highlight the Italian origins of the brand. These production sites coordinate with other sub-suppliers that are located in the same regions. The fabrics used are mainly procured in Europe, with key suppliers based in Switzerland, Türkiye, France, Austria, Germany and Italy. This keeps transport routes manageable and eliminates the need for CO_2-intensive air freight.

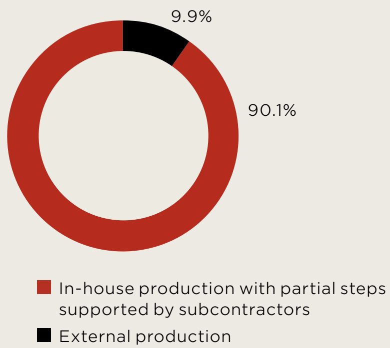
Geographical distribution of sourced fabrics



Geographical distribution of finished goods produced



Share of own production



In brief

A high proportion of fabric procurement and production takes place in Europe. Proximity to suppliers enables short transport routes, strengthens regional value creation and reduces the ecological footprint.

Long-term partnerships with selected, trusted suppliers ensure high quality standards, promote stability in the supply chain and strengthen sustainable cooperation.

The AUBADE brand is certified according to the international GOTS and GRS standards, guaranteeing the use of organic materials and recycled raw materials, as well as responsible production.

The AUBADE brand is continuously working to increase the proportion of recycled materials in its products, strengthening the sustainable orientation of its collections.

CALIDA and AUBADE sell the finished products to customers through their own retail and outlet stores and via e-commerce channels. Sales are also supported by wholesale partners and space management customers. COSABELLA focuses on online sales and cooperation with wholesale partners.

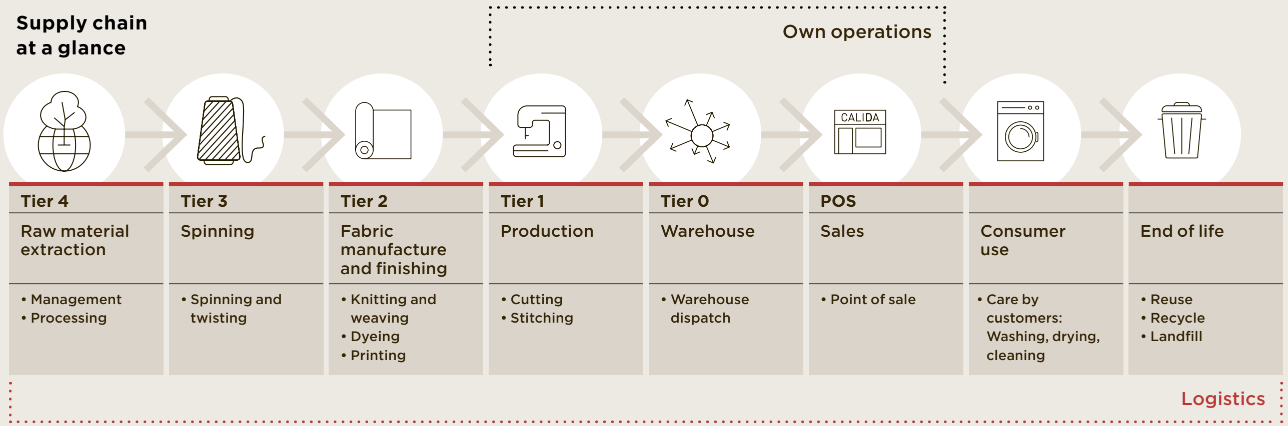
CALIDA GROUP maintains long-standing and trusting relationships with its Tier 1 and Tier 2 suppliers. For many years, the brands have consciously pursued a strategy of selective cooperation: instead of relying on a large number of suppliers, procurement is primarily carried out through a limited, high-quality supplier base. These long-term partnerships enable close coordination in production processes and the ongoing development of uniform requirements and principles.

Sourcing and Procurement

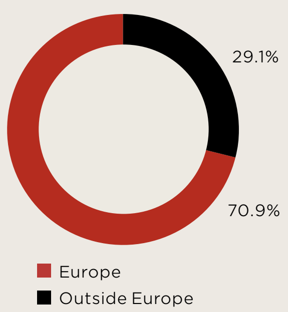
CALIDA GROUP sources the majority of its fabrics from Europe, which is defined as a local region due to its proximity to the production sites and the main market. In 2025, 96.4% of all fabrics and 82.1% of all finished products were sourced or manufactured in Europe. These percentages were calculated based on expenditure for fabrics and production volumes for finished goods.

CALIDA GROUP produced 90.1% of all its products on its own production sites, with partial steps supported by subcontractors to ensure a high standard of sustainability and quality, while at the same time reducing the risk of negative social and environmental impacts.

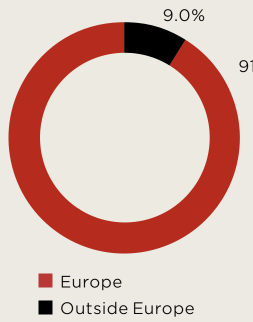
Supply chain at a glance



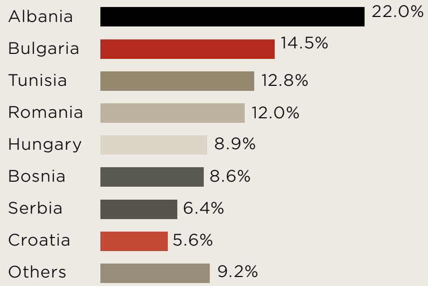
Geographical distribution of Tier 1 production sites



Geographical distribution of Tier 2 fabric suppliers



Distribution of finished goods produced per production country



Tier 1 production sites

	2025	2024
Own production	2	3
Subcontractors	35	60
Sourcing partners	18	13
Total	**55**	**76**

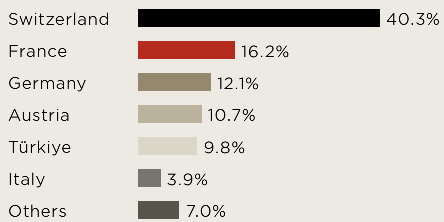
Unit = number

Tier 2 fabric suppliers

	2025	2024
Fabric suppliers	167	192
Total	**167**	**192**

Unit = number

Distribution of procurement costs for fabrics



Subcontractors, most of whom handle sewing work, are regularly checked and monitored in order to reduce the risk of negative social and environmental impacts. Audits such as ISO 14001,[1] SMETA-Sedex[2] and STeP[3] are conducted regularly, and on-site visits are organised. AUBADE also holds certifications such as GOTS[4] and GRS[5] (EGL no. 241363, Ecocert Greenlife), which ensure the use of environmentally friendly materials and compliance with strict social standards. A standardised code of conduct has been drawn up to hold suppliers accountable for adhering to social and environmental standards. In addition to the Group-wide Code of Conduct, the CALIDA brand has drawn up a supplement to the Code of Conduct and guidelines for responsible suppliers that go beyond the general requirements.

For existing Tier 1 and 2 suppliers where prevention measures are still not in place, CALIDA GROUP is working on the implementation of additional certificates, audits or self-assessments.

In 2025, the production and supplier portfolio was expanded to include nine new Tier 1 (five sub-suppliers and four procurement partners) and eleven new Tier 2 fabric suppliers. Half of the new suppliers have undergone checks based on social and environmental criteria, and there are plans to carry out and step up further checks.

The CALIDA brand has a structured supplier vetting process that takes environmental and social requirements into account. This process was established as part of the introduction of new guidelines and behavioural requirements for CALIDA brand suppliers. All potential new suppliers must formally acknowledge both documents before a business relationship can begin. Each new supplier is evaluated across four dimensions:

- Environmental: chemical management (including ZDHC MRSL compliance), wastewater and energy performance, and material traceability.
- Social: working conditions, occupational safety, freedom of association and fair pay.
- Quality and pricing: ensuring reliable long-term partnerships and consistent product standards.

Suppliers without valid documentation (e.g. audit report, certification or completed self-assessment) will be accepted on a conditional basis, along with a corrective and preventive action (CAPA) plan that sets out the necessary steps and deadlines. All documents and progress are stored on a platform and reviewed before approval.

The results of the audits are consolidated annually and integrated into the supplier evaluation and traceability programme. In 2025, CALIDA began auditing new suppliers, taking environmental and social criteria into account. The goal is to achieve full coverage of all Tier 1 and Tier 2 suppliers by the end of 2026, followed by gradual expansion to lower tiers in subsequent years.

Risk analysis

Risk analyses are conducted on a regular basis. Such analysis is carried out using a digital tool and is based on a structured, evidence-based methodology aligned with international due diligence standards. Risk analysis was carried out across all brands for the entire CALIDA GROUP and includes both Tier 1 and Tier 2 suppliers.

The risk assessment is based on defined environmental and social factors, supported by several external data sources such as indices, databases and industry reports. It identifies both gross risks (country-specific risks) and net risks (taking into account certifications and audits at supplier level).

1. ISO 14001 is an environmental standard that is globally recognised and implemented.
2. SMETA is an audit for labour standards, health and safety, environmental protection and ethics. The audit helps to protect workers from unsafe conditions, overwork, discrimination, low pay, and forced labour.
3. STeP is an independent certification system for production conditions.
4. GOTS stands for Global Organic Textile Standard, the most widespread and important certification for organic origin.
5. GRS stands for Global Recycled Standard. This certificate guarantees that recycled products are processed in a more climate-friendly way.

Between three and seven independent ESG data sources are used for each risk factor and each country. These data sources are publicly available and internationally recognised. They include sector-specific risk analysis by the OECD, BAFA guidelines, UNECE standards, the Green Button and other relevant databases. This approach supports compliance with the legal requirements of the Swiss Code of Obligations, in particular Articles 964a and 964j to 964l, which regulate due diligence and transparency in non-financial matters.

Risk analysis on due diligence in the supply chain focuses on countries that collectively account for more than 90% of CALIDA's fabric purchases or production volumes. This threshold was chosen deliberately, as the remaining approximately 10% are spread across a large number of smaller countries and suppliers. Detailed analysis of this heterogeneous group would require a disproportionately high level of effort. Focusing on the main countries ensures that the analysis addresses the Group's material risks.

To enable comprehensive risk assessment along the entire supply chain, CALIDA is currently introducing a digital tool to record suppliers from Tier 1 to Tier 4 and collect relevant information. At the same time, a structured CAPA process is being established to identify potential risks at an early stage and manage them in a targeted way. AUBADE also uses its own tool to track its suppliers and manage certificates. Due to the complexity of global textile supply chains, full implementation will take place gradually over several years.

Tier 1 Production, Cut and Trim

Share of finished goods produced in 2025	22.0%		14.5%		12.8%		12.0%		8.9%		8.6%		6.4%		5.6%	
Country	**Albania**		**Bulgaria**		**Tunisia**		**Romania**		**Hungary**		**Bosnia**		**Serbia**		**Croatia**	
Criteria/risk type	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk
Social																
Freedom of Association, Collective Bargaining	2	2	3	2	3	2	2	1	3	2	2	2	2	2	2	2
Discrimination, sexual harassment, gender-based violence	2	1	2	2	3	2	2	1	3	2	2	2	2	2	2	2
Health and safety	3	2	2	2	3	2	2	1	3	2	3	3	3	3	3	3
Wages and working hours	3	2	2	1	3	2	2	1	2	2	2	2	3	3	3	3
Child labour and forced labour	2	2	2	2	2	1	2	1	2	2	2	2	3	3	2	2
Average risk score – Social	2	2	2	2	3	2	2	1	2	2	2	2	3	3	2	2
Governance																
Unequal treatment in employment	3	2	3	2	4	4	3	2	3	3	3	3	3	3	2	2
Bribery and corruption	4	4	4	4	4	3	3	3	4	4	4	4	4	4	3	3
Corporate governance	3	2	3	2	3	3	3	2	3	3	3	3	3	3	2	2
Average risk – governance	3	3	3	3	4	3	3	2	3	3	3	3	3	3	2	2
Environment																
Use of chemicals, wastewater	3	2	3	4	3	2	2	1	1	1	4	4	2	2	2	2
Environmental protection, use of resources	3	3	3	2	4	4	3	2	3	3	4	4	3	3	3	3
Climate risks and adaptation	2	1	3	2	2	2	3	2	2	2	1	1	2	2	2	2
Physical hazard	4	4	3	3	4	4	4	4	3	3	3	3	3	3	4	4
Average risk score – environment	3	3	3	3	3	3	3	2	2	2	3	3	3	3	3	3
Overall average score	3	2	3	2	3	3	3	2	3	3	3	3	3	3	2	2

Tier 2 Fabric processing

Expenditure on fabrics 2025	40.3%		16.2%		12.1%		10.7%		9.8%		3.9%	
Country	**Switzerland**		**France**		**Germany**		**Austria**		**Türkiye**		**Italy**	
Criteria/Risk Type	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk	Gross risk	Net risk
Social												
Freedom of Association, Collective Bargaining	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	3	1	1
Discrimination, sexual harassment, gender-based violence	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	3	1	1
Health and safety	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	3	3	2
Wages and working hours	not assessed	1	not assessed	1	not assessed	1	not assessed	1	3	3	3	3
Child labour and forced labour	not assessed	1	not assessed	1	not assessed	1	not assessed	1	3	2	2	2
Average risk score – Social	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	3	2	2
Governance												
Unequal treatment in employment	not assessed	1	not assessed	1	not assessed	1	not assessed	1	3	3	2	2
Bribery and corruption	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	4	2	2
Corporate governance	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	4	2	2
Average risk – governance	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	3	2	2
Environment												
Use of chemicals, wastewater	not assessed	1	not assessed	1	not assessed	1	not assessed	1	2	2	2	1
Environmental protection, use of resources	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	3	3	3
Climate risks and adaptation	not assessed	1	not assessed	1	not assessed	1	not assessed	1	3	2	3	3
Physical hazard	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	4	4	4
Average risk score – environment	not assessed	1	not assessed	1	not assessed	1	not assessed	1	3	3	3	3
Overall average score	not assessed	1	not assessed	1	not assessed	1	not assessed	1	4	3	2	2

Colour Coding

Gross Risk
- 1 – very low
- 2 – low
- 3 – average
- 4 – high
- 5 – very high

Net risk
- 1 – very good actions in place
- 2 – good actions in place
- 3 – some actions in place
- 4 – few actions in place
- 5 – no actions in place

Child Labour

CALIDA GROUP is committed to respecting human rights, particularly with regard to the prohibition of child labour, as set out in the UN's Guiding Principles on Business and Human Rights (UNGPs). The Group recognises its responsibility to support these rights along the entire supply chain. Respect for human rights, including the prohibition of child labour, is enshrined in CALIDA GROUP's Code of Conduct and is binding for our employees and business partners. In order to reduce the risk of child labour, CALIDA GROUP prepares an annual child labour risk analysis in accordance with the Swiss Code of Obligations, Art. 964j–964l on due diligence and transparency, in accordance with the following principles:

- Applicability
- Suspicion
- Obviousness

The Children's Rights in the Workplace Index assesses three key aspects: the legal framework, enforcement and the actual impact on children. The legal framework shows the extent to which national laws and regulations comply with the UN Convention on the Rights of the Child. Enforcement reflects how effectively these laws are being implemented by state institutions. Finally, the result analyses the real impacts on children's well-being. The index value is derived from these factors together. Countries rated "Basic" by UNICEF in its "Children's Rights in the Workplace Index" can be considered low risk and can therefore be excluded from further due diligence investigations.

90.8% of CALIDA GROUP's Tier 1 business partners are covered by the analysis. There is little or no risk exposure here. Countries with an "Enhanced" risk rating can be considered low risk by CALIDA GROUP, as most of the operations there are directly managed, regularly audited or closely monitored via their own production facilities.

The analysis covers 93% of Tier 2 suppliers, all of which are exposed to no or very low risk. A risk in the "Enhanced" category is only relevant to Türkiye. In order to reduce the risk of child labour, certified suppliers are selected or regular visits are organised by CALIDA GROUP employees.

Tier 1 – Production, cut and trim per pieces produced and %

				Children's Rights in the Workplace Index/June 2023				
Country	Unit	Total number	Figure in %	Index value	Due diligence	Value legal framework	Value realisation	Result
Albania	Pieces produced	1'737'657	22.0%	3.6	Enhanced	0.98	5.77	3.72
Bulgaria	Pieces produced	1'144'899	14.5%	3.4	Enhanced	1.83	3.80	3.99
Tunisia	Pieces produced	1'009'801	12.8%	3.7	Enhanced	3.88	5.20	2.80
Romania	Pieces produced	951'083	12.0%	3.0	Basic	0.90	3.12	3.94
Hungary	Pieces produced	705'137	8.9%	2.4	Basic	1.96	2.82	2.37
Bosnia and Herzegovina	Pieces produced	678'472	8.6%	3.5	Enhanced	2.27	5.57	2.99
Serbia	Pieces produced	506'021	6.4%	3.4	Enhanced	2.40	4.90	3.12
Croatia	Pieces produced	444'742	5.6%	2.2	Basic	1.43	3.02	2.10
Others	Pieces produced	715'001	9.2%					
		7'892'813	**100.0%**					

Tier 2 – Distribution of fabric procurement in mCHF and %

Switzerland	mCHF	13.89	40.3%	2.7	Basic	2.50	2.16	3.07
France	mCHF	5.59	16.2%	1.1	Basic	1.27	1.75	0.74
Germany	mCHF	4.19	12.1%	2.3	Basic	1.97	1.33	2.90
Austria	mCHF	3.70	10.7%	2.3	Basic	1.31	2.61	2.69
Türkiye	mCHF	3.38	9.8%	3.7	Enhanced	2.11	5.87	3.38
Italy	mCHF	1.36	3.9%	2.4	Basic	1.55	5.17	1.42
Others	mCHF	2.38	7.0%					
		34.49	**100.0%**					

PRODUCT INFORMATION AND SUPPLY CHAIN MAPPING

CALIDA GROUP complies with national and international regulations on product labelling and consumer information. No breaches of regulations or voluntary codes relating to marketing communications, including advertising, sales promotion and sponsorship, were identified in the company's main markets. One case relating to product information and labelling has been closed.

Care and usage instructions, material composition, recycling and disposal information, and country of origin are specified for each product, as required by law.

The CALIDA and AUBADE brands publish detailed information online about the countries where the main production steps for their products take place. This disclosure enables sound traceability along the supply chain and serves both to fulfil regulatory requirements and inform customers. In addition, product-specific sustainability issues such as the use of recycled materials, recyclability and potential environmental risks relating to harmful substances or the release of microplastics are disclosed. Life cycle analysis is conducted for the products. This data is collected and presented in collaboration with external partners to ensure a consistent and reliable information base. Transparency is constantly being improved with the aim of meeting both the statutory reporting obligations and the increasing expectations of responsible corporate governance.

CHEMICALS MANAGEMENT

Chemicals play a central role in textile production, especially during the dyeing, finishing and washing processes. Without careful control, their use can impair water quality and pollute natural habitats. CALIDA GROUP does not carry out any of these production steps at its own sites. In order to meet the highest standards of environmental compatibility and product safety, the Group attaches great importance to the careful selection of purchased materials. CALIDA GROUP brands are guided by internationally recognised guidelines and certificates. This ensures compliance with the legal requirements and the avoidance of potential health and safety risks.

All CALIDA GROUP brands require their suppliers involved in chemical-intensive production steps to comply with the Restricted Substance Lists (RSLs) and the REACH[6] regulations. In many cases, compliance is confirmed by the STANDARD 100 by OEKO-TEX® certificate, which guarantees that the materials used have been tested for harmful substances. Some 78.8% of CALIDA GROUP's finished products carry this certificate.

The CALIDA brand goes beyond mere product testing and implements targeted chemical management at process level. As a Zero Discharge of Hazardous Chemicals (ZDHC) Friend, CALIDA is gradually connecting its Tier 2 suppliers (wet processes) to the ZDHC Gateway. These suppliers are currently at compliance level 1, with the aim of achieving higher levels over time. The ZDHC Manufacturing Restricted Substances List (MRSL) used by CALIDA is more comprehensive than a conventional RSL. While an RSL only limits residues in the end product, the MRSL prohibits the use of hazardous substances during production. This prevents them from entering water, air or waste streams.

CALIDA's long-term goal is to bring all suppliers who use chemicals fully into line with ZDHC's MRSL requirements and the EU's Chemicals Strategy for Sustainability. CALIDA demonstrates its commitment to protecting employees, water resources and natural habitats through preventive chemical management along the entire supply chain, going beyond mere legal compliance towards responsible production.

6. REACH: Registration, Evaluation, Authorisation and Restriction of Chemicals. REACH is a European Union regulation aimed at improving the protection of humans and the environment and reducing animal testing.

In brief

CALIDA and AUBADE ensure transparency in the supply chain by providing detailed information about the key production steps and countries of origin for each product.

A large proportion of CALIDA GROUP products are certified to OEKO-TEX® Standard 100, guaranteeing responsible chemicals management and a high level of product safety.

Together with its suppliers, the CALIDA brand is continuously developing its chemicals management, taking into account not only finished products but also the underlying processes.

MATERIALS

CALIDA GROUP attaches great importance to the quality of the materials it uses. A wide range of materials is used, specifically selected to emphasise the individual focus and values of each collection. Every fabric is carefully selected to meet the highest standards of comfort and elegance. The product portfolio combines innovative new developments with tried-and-tested materials. To minimise social and environmental risks along the supply chain, CALIDA GROUP pays particular attention to the responsible choice of materials. CALIDA GROUP brands use only a small number of animal fibres, which are processed under the best possible conditions.

Natural fibres, especially cotton, continue to define CALIDA's brand. It is committed to high-quality materials and is working to gradually create more transparency and responsibility in its sourcing practices. In addition to cotton, CALIDA also uses fibres such as TENCEL™ Lyocell and Modal, as well as polyamide and elastane. Smaller quantities of additional fibres are used in certain product lines to achieve specific functional and aesthetic properties. The material portfolio is constantly being reviewed with the aim of further improving durability, comfort and environmental compatibility. CALIDA is guided by its own quality standards and the evolving requirements of its suppliers.

AUBADE predominantly uses synthetic materials such as polyester and polyamide for its lingerie, as these meet the requirements for fit, comfort and design while also ensuring durability. The focus is on the high quality of the products and the French craftsmanship that has traditionally defined the brand. Individual product lines are certified in accordance with the Global Recycled Standard (GRS) (EGL no. 241363, Ecocert Greenlife). AUBADE also aims to gradually increase the proportion of recycled materials in its collections. This is intended to reduce resource consumption and promote more responsible material procurement.

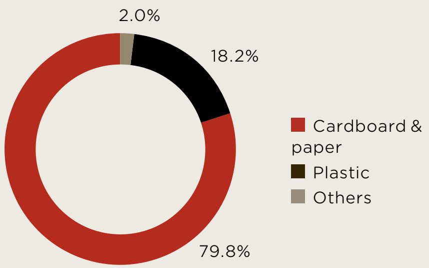
COSABELLA also uses primarily synthetic materials for its lingerie. Its collections are characterised by high comfort and exceptional softness. One defining feature is the use of lace with elastane, which gives the fabrics elasticity and gently moulds them to the body.

Materials used

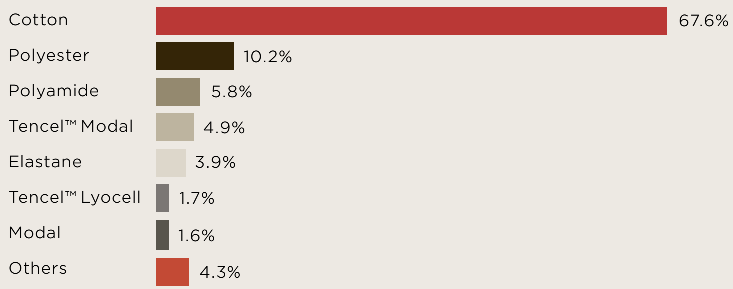
Finished products	Unit	2025	2024
Renewable materials	kg	788'606	769'586
Non-renewable materials	kg	215'283	309'638
Total materials for finished products	kg	**1'003'889**	**1'079'224**
of which recycled materials	%	1.6%	n.a.

Packaging	Unit	2025	2024
Renewable materials	kg	383'960	341'233
Non-renewable materials	kg	94'903	84'632
Total packaging materials	kg	**478'863**	**425'865**
of which recycled materials	%	36.8%	n.a.

Distribution of packaging material types



Distribution of materials in finished products



Distribution of certified fabrics and finished products

Certified finished products	Unit	2025	2024
STANDARD 100 by OEKO-TEX®	Pieces produced	6'220'794	4'778'247
OEKO-TEX® MADE IN GREEN	Pieces produced	3'520'302	3'196'676
Cradle to Cradle Certified® (C2C)	Pieces produced	134'098	158'021
Recycled polyester/polyamide (GRS*)	Pieces produced	266'742	137'530
Organic cotton (GOTS)	Pieces produced	19'730	12'607

Certified packaging	Unit	2025	2024
Forest Stewardship Council (FSC)	kg	289'450	284'356

*The reference to GRS refers exclusively to AUBADE's certified supply chain.
Other brands within CALIDA GROUP report their recycled material content, where applicable, based on information provided by their suppliers.

Distribution of main materials used to produce finished goods
• Renewable materials: 78.6 %
• Non-renewable materials: 21.4 %

Of the materials used, 1.6% are from recycled sources, with recycled material being used for polyamide and polyester in particular. If only non-renewable materials are considered, the proportion of recycled materials is 7.3%. The use of recycled materials is generally possible for non-renewable raw materials without compromising on quality. For this reason, the current focus is primarily on the use of recycled content for these materials.

PACKAGING MATERIALS

Packaging plays a crucial role in product protection, safe storage and transport. It also makes a significant contribution to visual presentation and brand perception. As part of the brands' sustainability strategy, CALIDA continuously reviews how packaging materials can be designed to be both functional and resource-efficient. Regulatory requirements for packaging are increasing significantly, especially as a result of the new EU Packaging and Packaging Waste Regulation (PPWR). Among other things, this regulation mandates improved recyclability, minimum recycled content and the avoidance of excessive packaging.

CALIDA GROUP is committed to environmentally friendly packaging solutions that minimise resource use and reduce environmental impact. Wherever possible, plastic is avoided and efforts are made to maintain or increase a stable proportion of recycled material. A large proportion of the packaging used consists of FSC-certified materials from responsibly managed sources. In the reporting year, the proportion of recycled material in packaging was 36.8%, while the proportion of FSC-certified packaging was 75.4%.

New and innovative packaging solutions are under constant development. CALIDA, for example, uses a laundry bag for its nightwear, replacing hard plastic nightwear packaging with a functional and reusable alternative.

In brief

A high proportion of renewable fibres reduces the use of finite resources and supports CALIDA GROUP's commitment to sustainability.

The use of TENCEL™, a fibre derived from wood that is produced in a resource-conserving closed-loop system, underlines the brand's commitment to using innovative and responsibly produced materials.

Packaging contains a high proportion of recycled materials and consists largely of FSC®-certified raw materials. New and innovative packaging solutions are constantly being developed, such as the laundry bag from CALIDA.

MATERIALS

COTTON

The longer, finer and more even cotton fibres, the higher the quality of the fabric that is made from them. Cotton is popular for its natural properties. It is soft, breathable, hard-wearing and comfortable against the skin. These features make it especially suitable for high-quality textiles that offer superior comfort. All CALIDA GROUP brands use cotton in their collections.

It remains the primary material at CALIDA and defines the character of the collections. The majority of the garments are made from high-quality cotton or organic cotton fibres sourced from certified fabric suppliers. The focus is on selecting durable, skin-friendly cotton fabrics that meet high quality standards and are tested for harmful substances in accordance with OEKO-TEX® STANDARD 100.

AUBADE uses cotton primarily in the gussets of its women's briefs and in its men's collection, where it makes up a significant proportion of the materials used. The brand uses mainly organic cotton and holds GOTS certification for certain lines (EGL no. 241363, Ecocert Greenlife). The brand attaches great importance to selecting high-quality fabrics that boast appealing material properties and exceptional comfort, while at the same time adhering to environmental and social standards.

COSABELLA primarily uses high-quality cotton for its nightwear collection, especially fine Pima cotton. This cotton is prized for its exceptional softness, natural sheen, durability and resistance to pilling. COSABELLA sources its Pima cotton from Peru, one of the few countries in the world where this high-quality fibre is cultivated.

SEACELL™

SEACELL™ fibres are made from renewable cellulose and enriched with Icelandic brown seaweed. This seaweed is carefully harvested from the freezing fjords of Iceland without harming the ecosystem. The fibre is produced in an environmentally friendly, closed-loop cycle by Smartfiber AG in Germany. SEACELL™ is known for its skin-friendly, revitalising properties. CALIDA combines these positive characteristics with TENCEL™ fibres from certified sustainable forestry to create soft, breathable and ecologically innovative fabrics.

WOOL

This material is a natural protein fibre obtained by shearing sheep. It provides excellent insulation by trapping air, helping to regulate body temperature. The fibre can absorb up to a third of its own weight in moisture without feeling damp and is naturally elastic, ensuring comfort and durability. CALIDA uses high-quality wool blends selected for their softness, resilience and longevity. The brand is currently working on additional certification and traceability options to further reinforce its standards for animal welfare and origin at farm level.

SILK

Silk is a natural protein fibre produced from the cocoons of silkworms. It is prized for its smooth texture, light weight and distinctive sheen. The fibre is breathable, absorbent and helps to regulate body temperature. It offers a soft feel and lasting comfort. CALIDA and AUBADE use selected silk blends in their collections, carefully chosen for their quality and durability. CALIDA is working on ways to increase transparency in its supply chain and better verify sourcing standards for upcoming seasons.

MATERIALS

ECONYL®

This is a regenerated nylon 6 fibre developed by Aquafil. It is produced through a chemical recycling process in which nylon waste, such as discarded fishing nets, fabric scraps and industrial plastics, are converted into new nylon yarn with the same functional properties as conventional virgin material. The process takes place in a closed-loop system designed to reduce waste and minimise dependence on fossil resources. CALIDA uses ECONYL® materials specifically for products that require durability and elasticity and continuously monitors the environmental impact and traceability of the fibre throughout the supply chain.

TENCEL™

CALIDA primarily uses **TENCEL™ Modal** and **TENCEL™ Lyocell** fibres, which are supplied by Lenzing AG. Both fibre types are made from cellulose from sustainably sourced wood and are produced in a resource-efficient, closed-loop process that recovers and reuses water and solvents. This technology significantly reduces the environmental impact compared to conventional viscose production. TENCEL™ fibres are known for their smooth surface, breathability and moisture-wicking properties. They offer lasting comfort and an exceptionally soft feel.

POLYESTER

Polyester is a synthetic fibre made from petrochemical raw materials. It is valued for its tear resistance, wrinkle resistance, quick drying and ease of care, which contributes to the longevity of garments. However, the production of conventional polyester is energy-intensive and relies on fossil resources. CALIDA GROUP uses both virgin and recycled polyester. The latter mainly comes from used PET bottles or industrial textile waste. Recycled polyester helps to reduce waste and dependence on primary raw materials, although the overall environmental footprint depends on factors such as energy consumption, processing methods and the quality of the recycling process.

POLYAMIDE

Polyamide, better known as nylon, is a synthetic fibre made from petrochemical raw materials. It is valued for its elasticity, tear resistance and resistance to wear and tear, making it particularly suitable for light and quick-drying garments. Like polyester, conventional polyamide is not biodegradable and is based on fossil resources. AUBADE uses both virgin and recycled polyamide. CALIDA also uses recycled polyamide materials in selected products where technical performance allows. By using recycled materials, the brands help to reduce waste and utilise resources more efficiently.

Elastane

Elastane, also known as spandex or Lycra®, is a synthetic fibre based on polyurethane. It is used in small proportions by CALIDA, AUBADE and COSABELLA to give garments elasticity, stretch and shape retention, especially in underwear and lingerie. The fibre contributes to comfort and fit but is derived from fossil resources and is not biodegradable. CALIDA GROUP is currently exploring alternative elastic materials, such as partially bio-based or degradable types of elastane, to reduce long-term dependence on conventional fossil-based fibres.

LIST OF CALIDA GROUP CERTIFICATES

CALIDA GROUP has established strong relationships with auditing and certification institutions to prevent and mitigate risks regarding environmental and social standards. The Group uses various certifications.

- Fabrics
- Finished products
- Packaging
- Production

STANDARD 100 by OEKO-TEX®
STANDARD 100 by OEKO-TEX® is a globally respected textile label that has been tested by internationally recognised textile institutes. Over 300 test criteria guarantee that the textiles are not harmful to health but rather promote well-being. The label identifies textile products and accessories that pose no health risks. OEKO-TEX® STANDARD 100 certification stands for high product safety. It is a label consumers trust when buying textiles.

OEKO-TEX® STeP
OEKO-TEX® STeP stands for Sustainable Textiles & Leather Production and represents a modular certification system for production facilities. The main goal of the certificate is to implement environmentally friendly production procedures to improve health and safety and to promote high social standards at production sites.

Sedex Member Ethical Trade Audit – also called SMETA – is the most widely used social auditing method, enabling companies to assess their production sites and suppliers to understand their working conditions and supply chains. The organisations are audited according to their standards of labour, health and safety, environment, and business ethics.

The **Global Organic Textile Standard (GOTS)** is recognised as the world's leading standard for the processing of textiles made from organically produced natural fibres. This certification is mainly used for apparel but can also be obtained for other textile products. GOTS certification covers a range of environmental and social criteria along the supply chain and is carried out by an independent certification body.

The **Global Recycled Standard (GRS)** represents the certification of recycled materials by third parties. The aim of this standard is to ensure best processing practices in the supply chain, from raw materials to end products.
Companies in this value chain meet social, ecological and chemical requirements. A product must contain at least 50% recycled materials to be allowed to advertise its GRS certification. Brand certification enables customers to make more informed purchasing decisions.

WRAP – Worldwide Responsible Accredited Production
WRAP is a globally recognised certification programme for safe, legal, humane and ethical production conditions in the textile and clothing industry. The certification is based on twelve internationally valid principles that cover topics such as labour law, occupational safety, environmental management and ethical business practices.
WRAP seeks to ensure responsible production processes and to minimise risks relating to human rights violations and unfair labour practices.

III. ENVIRONMENT

6 Clean Water and Sanitation

7 Affordable and Clean Energy

13 Climate Action

14 Life below Water

15 Life on Land

17 Partnerships for the Goals

CALIDA GROUP is strongly committed to reducing negative impacts on the environment caused by business operations. To this end, CALIDA GROUP focuses on:

- Assessing and reducing carbon emissions for own-operated as well as third-party-operated businesses
- Reducing energy and water consumption
- Increasing renewable energy sources
- Minimising chemical usage and wastewater pollution
- Reducing waste and especially post-consumer waste, including textile waste
- Protection of natural resources

GREENHOUSE GAS EMISSIONS (GHG)

CALIDA GROUP's business activities cause greenhouse gas emissions along its entire supply chain. Emissions are also generated within its own business operations, including through energy consumption for heating, electricity and transportation. The disposal or reuse of products at the end of their life cycle also contributes to the emissions balance. All these emissions have an impact on the climate and contribute to global warming.

CALIDA GROUP is fully aware of the risks caused by climate change and its potential negative impacts on its business and stakeholders. CALIDA GROUP has proactively started to acknowledge the profound potential negative impacts caused by business operations. The company is now reducing its climate-related risks and leveraging opportunities. It is examining options for reducing its

In brief

- The products are designed for a long lifespan, which conserves resources and helps reduce environmental impact.
- Leftover stock is donated to social organisations so that it can be reused, thereby reducing wastage of resources and overall waste.
- CALIDA is exploring options for recycling fabrics, while AUBADE donates materials to design schools to promote creative reuse and education.

environmental impact in all areas. As the supply chain consists of various production steps and CALIDA GROUP cannot directly influence each one, this process is complex and will take time.

Methodology

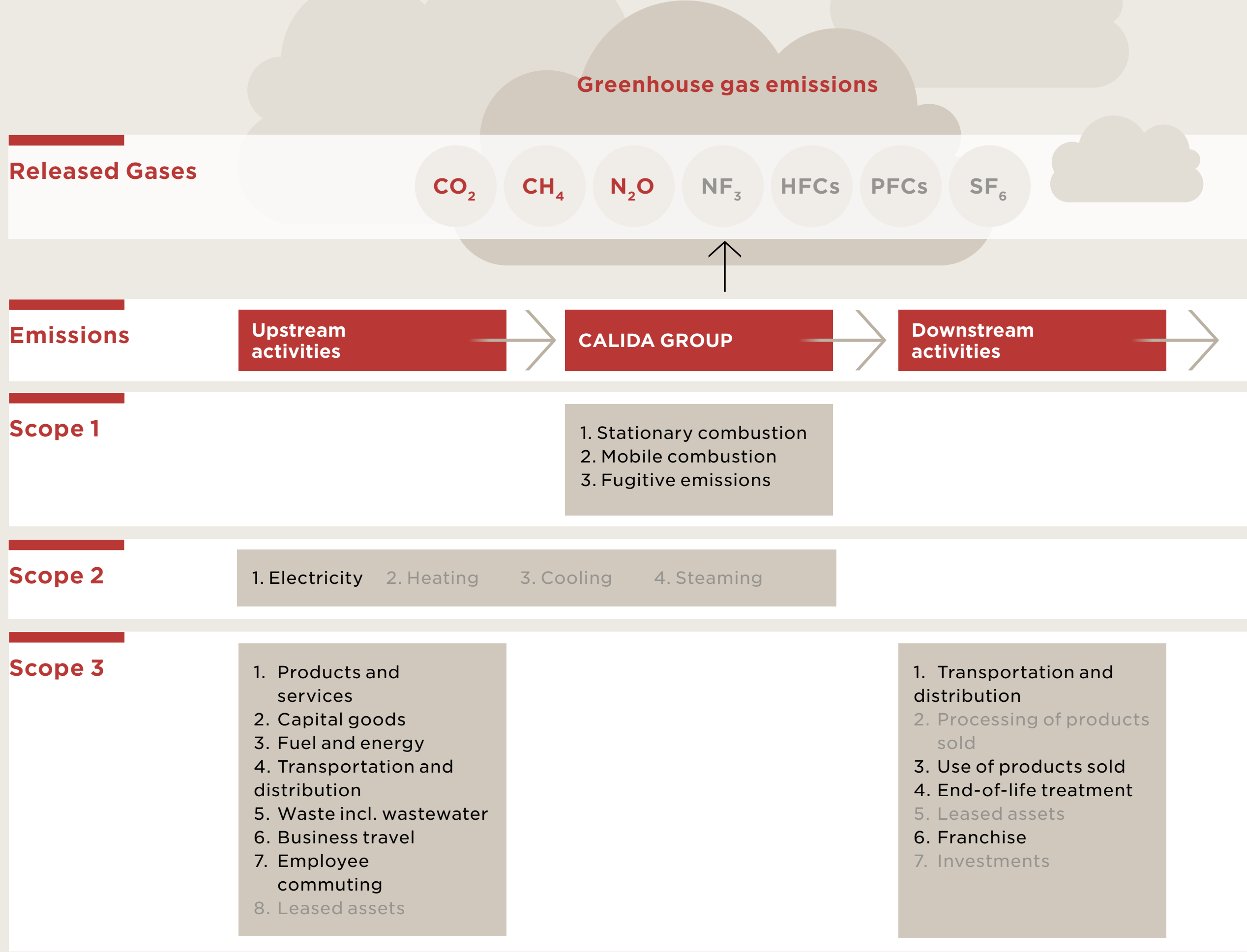
Data is collected and evaluated in accordance with the Greenhouse Gas (GHG) Protocol Corporate Standard, applying the operational consolidation approach. Emissions from the head offices, stores, company-owned production facilities and logistics centres are recorded. Most emission calculations are based on actual activity data and, if such data is not available, on estimates.

Scope 1 and 2

CALIDA GROUP has operational control over its leased vehicles and retail stores and recognises the associated emissions under Scope 1 and 2. Scope 1 emissions include stationary combustion, which is mainly caused by heating the sites, emissions from the company-owned vehicles as mobile combustion, and fugitive emissions from air conditioning systems. Scope 2 emissions mainly result from electricity consumption, as no processes such as heating, cooling or steaming are used. For Scope 2 data for retail stores, where current information from electricity providers was still outstanding at the time the report was approved, the figures for the most recent months have been extrapolated or the previous year's figures have been used. In the reporting year, the GHG calculation was further refined by including fugitive emissions for the first time.

Scope 2 emissions are calculated according to the GHG Protocol, using both site-based and market-based approaches. The site-based approach calculates emissions using the average emission factors of the national or regional electricity mix, typically using country-specific data from the International Energy Agency (IEA). In the market-based approach, emissions are determined based on contract-specific electricity deliveries and corresponding guarantees of origin. If such information is not available, the residual mix is used, which represents the remaining electricity without guarantees of origin and is generally based on data from the Association of Issuing Bodies (AIB). If this is also unavailable, the calculation is performed using the site-specific emission factor.

Description of Greenhouse Gas Emissions (GHG)



Categories not relevant for CALIDA GROUP

Scope 3

Both primary data and cost-based data were used to assess Scope 3 emissions. The latter was used in particular in areas where detailed activity data was unavailable or where data collection was not possible. The following categories were calculated based on cost-dependent information:

- Products purchased from COSABELLA (for CALIDA and AUBADE, this is calculated via a life cycle assessment (LCA))
- Purchased services not directly related to products manufactured by CALIDA GROUP
- Capital goods
- Business travel, if detailed travel data is unavailable

Complete data is not available for waste and wastewater generated during operation for all stores. Projections were therefore made on the basis of available information.

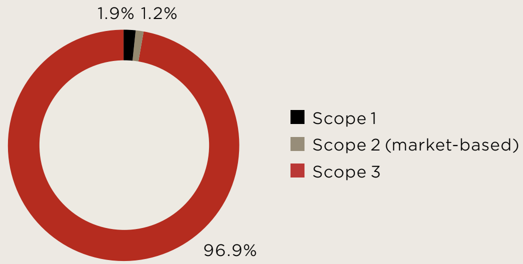
In 2025, the Franchise category was included in the data collection for the first time. Primary data is available for some franchise stores. Where this data is lacking, average values from other stores were used.

The emission factors used and the global warming potential (GWP) are taken from internationally recognised sources. A complete overview of sources can be found in Annex 2: Sources. The gases CO_2, CH_4 and N_2O were included in the calculation.

As part of quality assurance, the previous year's CO_2 emission values were corrected. The updated figures are based on refined data collection and serve to improve comparability across the reporting years.

In 2025, CALIDA GROUP generated 53'744 tonnes of CO_2 emissions. This represents an increase compared to the previous year, largely due to higher production volumes and improved data collection. The emissions intensity (tCO_2e/mCHF revenue) was 249.

CO_2e emissions per scope



Development of CO_2e emissions

	Unit	2025	2024
Stationary combustion	tCO_2e	614	644
Mobile combustion	tCO_2e	265	446
Fugitive emissions	tCO_2e	25	n.a.
Scope 1*	**tCO_2e**	**904**	**1'090**
Scope 2 (market-based)	**tCO_2e**	**621**	**637**
Scope 2 (location-based)	**tCO_2e**	**493**	**583**
Purchased goods and services	tCO_2e	38'428	32'043
Use of products sold	tCO_2e	5'017	6'952
Upstream transportation and distribution	tCO_2e	2'863	1'193
Employee commuting	tCO_2e	2'082	2'277
Capital goods	tCO_2e	1'374	2'049
Downstream transportation	tCO_2e	1'023	612
Business travel	tCO_2e	582	527
Fuel and energy-related activities	tCO_2e	416	338
End-of-life treatment of products sold	tCO_2e	406	-64
Waste generated in operations	tCO_2e	28	91
Scope 3*	**tCO_2e**	**52'219**	**46'018**
Total (market-based)	**tCO_2e**	**53'744**	**47'745**
Total (location-based)	**tCO_2e**	**53'616**	**47'691**
Emission intensity	tCO_2e/ mCHF	249	207

* The previous year's data has been adjusted due to improvements in data collection processes. Comparison with the previous year is only possible to a limited extent. See also changes in the energy calculation process on page 39.

ENERGY

Energy consumption is the key driver for Scope 1 and 2 GHG emissions caused by CALIDA GROUP. In 2025, total energy consumption amounted to 7.7 million kWh. Energy intensity (kWh/mCHF revenue) remained stable at 35,456 kWh. 23.0% of energy consumed came from renewable sources – mainly from hydro power and solar energy. CALIDA GROUP has further expanded its solar power production. In addition to the existing solar installations at the Sursee site, new ones were installed at the site in Hungary. This increased the amount of self-generated energy from the company's own plants to a total of 574,112 kWh. Of the energy generated, 199,640 kWh was not utilised and was fed into the electricity grid. This energy feed-in is currently only possible at the Sursee site, as the regulatory environment in Hungary does not permit feeding energy into the grid.

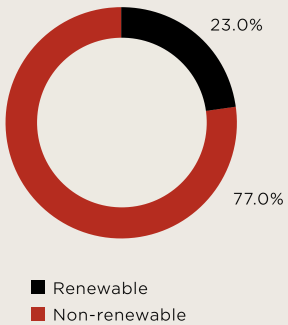
All energy data includes all energy sources within the organisation. CALIDA GROUP endeavours to use primary data on actual energy consumption from its largest Tier 1 and Tier 2 partners. By doing so, it aims to improve the accuracy of GHG emissions calculations and to incorporate primary data into CALIDA GROUP's life cycle assessments.

Development of energy consumption

	Unit	2025	2024
Electricity	**kWh**	**3'546'392**	**3'547'819**
Long-distance heating	**kWh**	**8'762**	**10'909**
Natural gas*	kWh	2'545'339	2'461'821
Heating oil	kWh	525'294	469'617
Diesel for power generation	kWh	5'335	4'347
Diesel for company vehicles*	kWh	704'689	1'305'701
Petrol for company vehicles	kWh	303'909	205'136
Other	kWh	8'692	58'144
Total non-renewable fuels	**kWh**	**4'093'258**	**4'504'765**
Biogas	kWh	6'402	8'419
Total renewable fuels	**kWh**	**6'402**	**8'419**
Total energy consumption	**kWh**	**7'654'814**	**8'071'913**
Energy intensity	**kWh/ mCHF**	**35'456**	**34'937**

* Comparison with the previous year is only possible to a limited extent due to the improvement of data collection processes. Natural gas consumption was under-reported by 234,000 kWh (equivalent to 43 t CO_2e) in the previous year. Diesel consumption for company vehicles was over-reported by 452,000 kWh (equivalent to 120 t CO_2e) in the previous year.

Distribution of renewable and non-renewable energies



Trends in energy flows

	2025	2024
Purchased energy	7'280'342	7'763'683
Self-generated energy	574'112	498'182
Energy sold	199'640	189'952

Unit = kWh

WATER

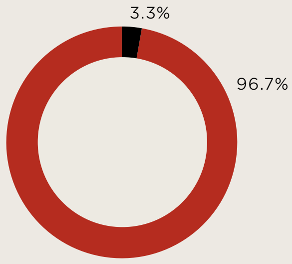
CALIDA GROUP has identified water as a critical resource. Responsible use of water is of central importance along the textile supply chain. Water consumption is a key sustainability issue, particularly in the extraction of raw materials, such as cotton cultivation. The challenge in subsequent production steps lies less in water consumption itself, but rather in the complex recycling of the water used, which is often complicated by the handling of chemicals.

CALIDA GROUP does not operate its own production facilities with water extraction, water treatment or wet processing. For that reason, its influence on these areas is only indirect, as they take place outside its own operations at upstream stages of the supply chain. Nevertheless, the Group works with suppliers and is committed to responsible water use along the supply chain.

At own-operated production sites, water is mainly extracted and recirculated in washrooms, kitchens and washing test stations. As there is no significant water consumption at the production sites or other locations, the amount of water withdrawn equals the amount of water returned. No chemical substances are used in CALIDA GROUP's production process, so no water treatment takes place at its own sites. After use, the water is completely discharged into the public wastewater treatment system.

Employees have access to drinking water in all areas. Tap water is directly available in regions where it can be used as drinking water. Where this is not the case, drinking water is provided via water dispensers or by other means.

Distribution of water abstractions and returns from water stress areas



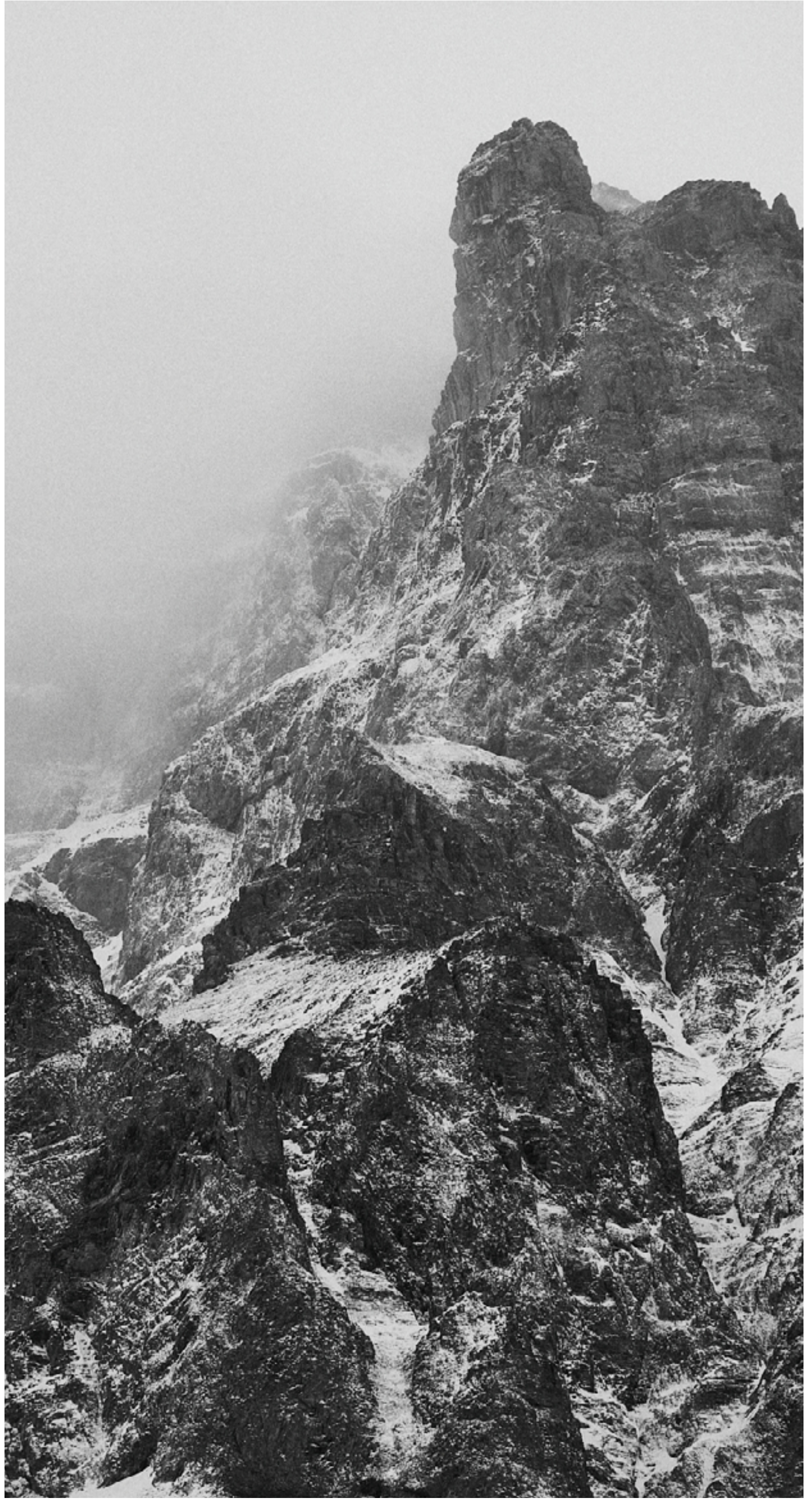
Water abstractions and returns by source

	Unit	2025	2024
Water from third parties	m³	17'442	14'171
Total	**m³**	**17'442**	**14'171**

Water abstractions and returns in water stress areas

	Unit	2025	2024
Tunisia*	m³	574	998
Total	**m³**	**574**	**998**

* Tunisia is defined as a water stress area.
The assessment is based on the 2025 risk analysis.



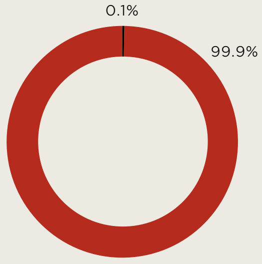
WASTE

The production of textile goods naturally leads to operational waste. As the recycling of textiles and the circular economy are not yet fully established in the industry, there are currently no circular end-of-life solutions for many products. CALIDA GROUP is working to address these challenges and is aware of the importance of responsible waste management.

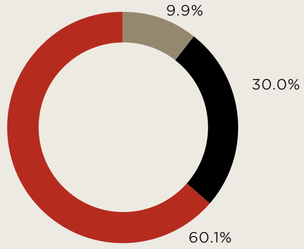
Durability is a key feature of CALIDA GROUP products and contributes significantly to reducing textile waste. In addition, further measures have been implemented to minimise waste generation. This includes optimising production planning with the aim of using materials more efficiently. In addition, the CALIDA brand is currently evaluating options for having fabrics that are no longer usable recycled by external partners in order to specifically promote their reuse in the future. AUBADE donates some of its fabrics to design schools so that they can be put to good use in the training of new professionals.

CALIDA GROUP systematically recycles cardboard and paper waste into a closed-loop waste cycle. This actively contributes towards conserving resources and reducing waste. CALIDA GROUP employs a multi-stage approach to avoid the disposal of surplus stock. Products with surplus stock are preferentially marketed through the company's own outlet channels or e-commerce platforms. The company also works with specialised e-commerce retailers who specialise in the sale of surplus stock and B-grade goods. Where possible, unsaleable surplus stock is donated to social projects. This form of reuse supports non-profit organisations and extends the life cycle of our products in a meaningful way.

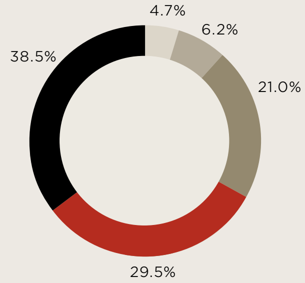
Share of hazardous/ non-hazardous waste



Distribution of waste per recovery operation



Distribution of waste by waste type



Composition of waste

	Unit	2025	Recycling	Landfill	Incineration	2024	Recycling	Landfill	Incineration
Cardboard	t	277	138	3	136	163	161	2	-
Textile waste	t	213	-	1	212	205	-	1	204
Household waste	t	150	-	67	83	194	12	74	108
Paper	t	45	45	-	-	75	75	-	-
Others	t	34	33	-	1	31	31	-	-
Total*	**t**	**719**	**216**	**71**	**432**	**668**	**279**	**77**	**312**

*Comparison with the previous year is only possible to a limited extent due to the improvement of data collection processes.

Development of hazardous/non-hazardous waste

	Unit	2025	2024
Hazardous	t	1	9
Non-hazardous	t	718	659
Total	**t**	**719**	**668**

Most of CALIDA GROUP's waste is generated during production. In 2025, 719 tonnes of waste were generated. Some 29.5% of this was textile waste. For every CHF million in sales, 3.3 tonnes of waste were generated. Of the waste generated, 99.9% was non-hazardous.

All CALIDA GROUP's waste is collected, sorted and appropriately recycled by specialised external service providers outside its own sites. No internal waste treatment takes place. Depending on the type of waste, further processing is carried out through recycling or thermal recovery.

BIODIVERSITY

Biodiversity is a key component of functioning ecosystems and ensures the long-term availability of natural resources. CALIDA GROUP is dependent on it to a certain extent, for example for the production of natural fibres such as cotton or for packaging materials.

The greatest impacts on biodiversity within the CALIDA GROUP's business operations occur primarily in the upstream supply chain. Of particular relevance here is the use of land and water for the cultivation, production and processing of cotton. If conventional agricultural practices are not implemented sustainably, this can lead to soil degradation and the over-utilisation of important resources such as water and nutrients. The expansion of cultivated areas and plantations can also contribute to the destruction of natural habitats and thus lead to a decline in biodiversity.

Tier 4 suppliers, who are responsible for the production of raw materials, have a particularly significant impact. Although CALIDA GROUP only has an indirect influence over these suppliers, this impact on biodiversity can be reduced through targeted material selection and the promotion of sustainable cultivation methods.

Within the Group, the CALIDA brand in particular has a greater impact on biodiversity, as a large part of its collection is made from cotton. The other brands have a much smaller impact due to a lower proportion of cotton. CALIDA GROUP recognises the importance of the Kunming-Montreal Global Biodiversity Framework and respects its objectives. The Group endeavours to further develop its business activities in accordance with the basic principles of biodiversity protection. CALIDA GROUP is also working on aligning its processes and material selection more closely with global biodiversity targets. A high proportion of FSC-certified material is already used for packaging materials. Among other things, this supports the preservation of biodiversity in forests.

The potential impact of the company sites on biodiversity was also analysed as part of the double materiality assessment. This was based on an assessment using recognised, science-based sources, in particular the Key Biodiversity Areas (KBAs). The analysis revealed that none of CALIDA GROUP's own sites are located in a biodiversity-sensitive area or in its immediate vicinity. The materials used in the products were also analysed. This shows that the cultivation of cotton, in particular, could be a potentially significant factor influencing biodiversity. Cotton is one of the commodities categorised as having a particularly high impact on biodiversity in the High Impact Commodity List (HICL) of the Science Based Targets Network (SBTN).

IV. EMPLOYEES

3 Good Health and Well-Being

5 Gender Equality

8 Decent Work and Economic Growth

Employees are CALIDA GROUP's biggest asset. Promoting the well-being of employees, offering work-life balance concepts and strong commitment to diversity are key components of CALIDA GROUP's human resources strategy.

CALIDA GROUP offers:
- fair and responsible working conditions
- training and development opportunities
- mobile working and flexible working hours
- good insurance concepts
- performance share units (PSUs) for management
- external benefits

Equal opportunities and respect are integral to CALIDA GROUP's corporate culture. Fair and non-discriminatory practices are ensured in recruitment and promotions. The Group employs a high proportion of women and ensures that all genders have the same opportunities for advancement and career development. This is also reflected in the gender distribution in management. CALIDA GROUP is also characterised by a balanced age structure, which provides a valuable mix of experience and fresh perspectives.

CALIDA GROUP employs 1'883 people. 12.7% are men and 87.3% are women. Most employees are between 30 and 50 years old. 1'231 employees work full-time. The figure provided is based on the headcount system and refers to the reporting date of 31 December 2025. The number of employees remains largely constant throughout the year and is not subject to seasonal fluctuations. In 2025, 241 new employees were hired. 358 left CALIDA GROUP. 54 employees took parental leave, and 33 returned from parental leave. 31 employees who returned from parental leave were still with the company 12 months after their return to work. As in the previous year, the average length of service is 9.2 years.

In brief

- CALIDA GROUP has a comparatively high proportion of women at all levels. Irrespective of this, the Group pursues the goal of filling all positions with the most qualified and suitable individuals, ensuring equal opportunities for all genders.
- A balanced age structure within CALIDA GROUP ensures a mixture of experience and different perspectives.
- A low accident rate underscores CALIDA GROUP's responsible approach towards the health and safety of its employees.

HR processes are geared towards fair recruitment, employee retention and workforce planning in order to meet business requirements. Employee growth and retention are managed through recruitment and exit processes. Processes for new hires and onboarding are in place and are subject to ongoing development. Structured employee turnover monitoring systems are already in place at some sites; at others, their introduction is currently being examined to identify optimisation potential and develop corresponding measures to strengthen employee retention. Employee surveys are conducted periodically to assess satisfaction.

CALIDA GROUP only utilises external staff to a very limited extent. When such assignments occur, they typically involve short-term support in areas such as logistics, design, marketing support, sales and production. This primarily involves the use of agency staff, freelancers and temporary service providers.

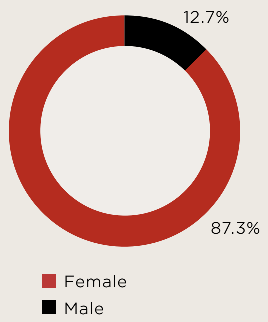
CALIDA GROUP respects the rights of employees to collective bargaining and freedom of association in all countries in which the company operates. Where trade unions or works councils exist, regular discussions on working conditions take place. This applies in particular to sites in France, Hungary and Tunisia. Employees can address their concerns directly to management or the HR department during regular discussions, team meetings and via open communication channels.

Benefits and Offers

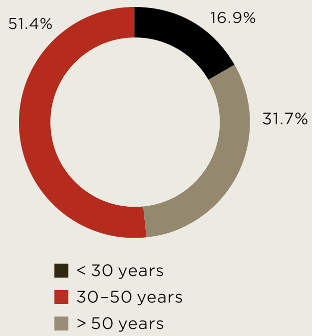
Employees can enjoy various benefits. For example, they are offered flexible working hours, remote working options, staff discounts, paid food and drinking water, as well as good health-care and disability coverage in line with or even beyond what is required by national laws.

Maternity and paternity leave is regulated in all countries in accordance with the respective national legal requirements. In Switzerland, CALIDA grants longer maternity leave and a higher maternity allowance than is required by law. In the USA, COSABELLA offers paid maternity leave, which is not mandatory by law.

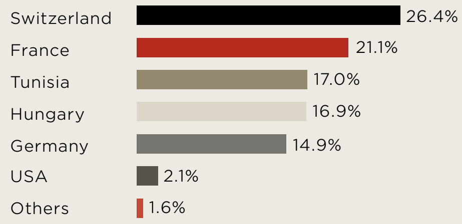
Gender distribution



Age distribution



Distribution of employees by country



Headcount

	Unit	Employees 31/12/2025	Employees 31/12/2024
Female	Number	1'644	1'744
Male	Number	239	256
Total	**Number**	**1'883**	**2'000**
< 30 years	Number	319	480
30–50 years	Number	967	925
> 50 years	Number	597	595
Total	**Number**	**1'883**	**2'000**
Switzerland	Number	495	502
France	Number	398	400
Tunisia	Number	321	324
Hungary	Number	318	301
Germany	Number	280	290
USA	Number	40	47
Other	Number	31	136
Total	**Number**	**1'883**	**2'000**
Average length of service	**Years**	**9.2**	**9.2**

Headcount trend

	Unit	2025
Number of employees as at 01/01/2025	Number	2'000
New entries	Number	241
Exits	Number	358
Number of employees as at 31/12/2025	**Number**	**1'883**
Entry rate	%	12.1%
Exit rate	%	17.9%

Distribution according to employment type

	Unit	2025	2024
Full-time	Number	1'231	1'392
Part-time	Number	652	608
Total	**Number**	**1'883**	**2'000**
Permanent	Number	1'774	n.a.
Temporary	Number	97	n.a.
Hourly wage	Number	12	n.a.
Total	**Number**	**1'883**	**2'000**

Parental leave

2025	Entitlement	Used	Return	rate	Staying in the workforce
Female	1'644	51	31	61%	29
Male	239	3	2	67%	2
Total	**1'883**	**54**	**33**	**61%**	**31**

As part of their remuneration, some members of management receive performance share units (PSUs), which entitle them to receive registered shares in CALIDA Holding AG after a vesting period and depending on performance. Employees have a pension scheme in accordance with national legislation. In some cases, management employees receive additional benefits depending on their retirement age and function. Depending on the country and brand, employees can also avail themselves of discounted transport, sports and entertainment offers. Part-time and full-time employees generally receive equivalent company benefits.

Development

CALIDA GROUP provides employees with various development concepts and opportunities. Its offering includes online and classroom training courses as well as topic-specific workshops and e-books. In addition, CALIDA GROUP offers work-related or in-service training programmes and allows employees to apply for educational leave. CALIDA GROUP has also set up the CALIDA ACADEMY to provide employees with in-house development options. 83% of CALIDA GROUP employees receive regular performance reviews.

Health and safety

To ensure the safety and well-being of its employees, CALIDA GROUP organises various health and safety training courses, including fire safety and first aid courses. It is responsible for informing and training employees on the proper use and handling of machines, chemicals and waste. CALIDA GROUP also pays attention to the ergonomic design of workplaces in order to minimise physical strain and ensure the long-term health of employees. To safeguard the health and well-being of our employees, a company doctor is available on site once a week at our production sites in Hungary and Tunisia. External partners are encouraged to follow CALIDA GROUP's example to prevent work-related accidents.

As CALIDA GROUP's operational activities mainly involve cutting and sewing, warehouse logistics, office work and sales, the overall risk of work-related accidents is low. Likewise, no activities are required that could be categorised as physically demanding or high-risk. No heavy machinery or hazardous or unhealthy materials are used in these working environments. As a result, there is a significantly reduced risk potential compared to industries with high physical stress or complex technical processes.

In 2025, 17 reportable work-related accidents were recorded, none of which fell into the "serious" category. There were 5.7 workplace accidents per 1 million hours worked. There were no fatalities caused by work-related accidents. Work-related accidents in the reporting year were mainly minor injuries such as slips, cuts, bruises and contusions, which typically occur in office or factory settings. After a work-related accident, it is reported immediately and analysed by the safety officer. The aim of the analysis is to identify the causes of the incident. If there is an acute safety risk, the source of the hazard is eliminated immediately. Otherwise, measures to prevent similar incidents are defined and employees are made aware of the risks. A work-related accident is defined as an event in the workplace that results in an injury, occupational illness or death of an employee and causes them to be absent from work for at least one working day. The data collected relates to permanent employees of CALIDA GROUP. Workers who are not directly employed were not included in this analysis, as reliable data is currently unavailable.

Development of work-related injuries

	Unit	2025	2024
Fatalities due to work-related injuries	Number	0	0
Work-related injuries with serious consequences	Number	0	0
Reportable work-related injuries	Number	17	29
Hours worked	Number	2,972,720	3'177'443
Rate of fatalities due to work-related injuries	Rate per 1 million hours	0.0	0.0
Rate of work-related injuries with serious consequences	Rate per 1 million hours	0.0	0.0
Rate of reportable work-related injuries	Rate per 1 million hours	5.7	9.1

The rates were calculated on the basis of 1,000,000 hours worked.

V. EXTERNAL ENGAGEMENT

1	3	13	15	17
No Poverty	Good Health and Well-Being	Climate Action	Life on Land	Partnerships for the Goals

External engagement with stakeholders is essential to successfully run a sustainable business and stay informed about relevant developments and trends. Continuous dialogue with stakeholders promotes the transfer of expertise, supports the further development of the corporate strategy and helps avoid or reduce negative impacts on society and the environment. Involving investors remains central to securing future orders and financial support.

CALIDA GROUP:
- organises regular discussions, meetings, roadshows and conferences
- co-operates with local and international associations
- supports social and health-related projects
- encourages external partners to follow CALIDA GROUP's social, environmental and ethical standards

CALIDA GROUP brands are members of various industry and business associations and use these platforms to participate in discussions and help shape key sustainability issues. CALIDA is involved in the following partnerships:
- STS2030 (Sustainable Textiles Switzerland 2030 Initiative) – active membership to help shape joint sustainability commitments within the Swiss textile industry.
- Swiss Textile Fabric Loop Initiative – participation to support the circular economy and textile-based recycling.
- ZDHC (Zero Discharge of Hazardous Chemicals) – commitment to best practice in chemical management and the safe use of chemicals in the textile supply chain.

AUBADE is a member of the French industry organisation La Fédération de la Maille, de la Lingerie et du Bain, which brings together stakeholders along the entire supply chain.

In brief

- Cooperation and dialogue with stakeholder groups ensure the transfer of expertise and strengthen the strategic development of CALIDA GROUP.
- Active membership of the CALIDA brand in industry and multi-stakeholder initiatives such as STS2030, Fabric Loop and ZDHC to help shape sustainability standards.
- CALIDA GROUP participates in projects and co-operations that promote social and environmental responsibility.

These commitments strengthen the exchange of knowledge, support compliance with industry-specific standards and promote the further development of sustainable practices in the textile industry.

The chart on the right illustrates stakeholder engagement along the supply chain and interaction with the defined SDG goals and targets:
in 2025, CALIDA GROUP supported various social projects and associations. It donated numerous products to various organisations, totalling 26,812 items. Some initiatives went beyond purely material support. Employees were personally involved within their local area, such as AUBADE's participation in the five-kilometre solidarity run through the heart of Paris and CALIDA's participation in the four-kilometre Pink Ribbon Charity Walk in Zurich, where the company also served as a clothing partner.

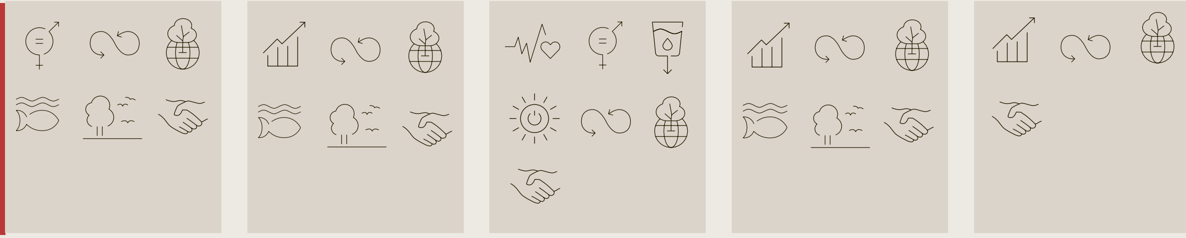
Projects to promote fair wages, diversity, gender equality and healthy working conditions:
- Future Day at CALIDA to give schoolchildren an insight into the work of their parents
- Sursee Cantonal School held its Business Week at CALIDA's premises, providing students with interesting insights into the world of work
- Health Days at CALIDA in Bruckmühl: participation in health checks, specialist lectures and sports activities
- Swiss Apple Day: free, locally-grown apples as part of the company's health management programme
- Laughter yoga event at AUBADE to celebrate International Women's Day
- Movember webinar at AUBADE to raise awareness of prostate cancer
- Organisation of an awareness campaign on domestic violence by AUBADE

In the reporting year, CALIDA GROUP organised various exchange formats with investors, banks and other relevant institutions. The Group also took part in workshops and panel discussions organised by textile associations and maintained bilateral exchange with various stakeholders to discuss current developments and adopt best practices.

Stakeholder engagement along the value chain

	Design	Sourcing	Production	Sales and Distribution	Financing
Stakeholders	• Consumers • Employees • Communities and regulations	• Suppliers • Communities • Government and regulatory authorities • NGOs	• Suppliers • Employees • Communities • Government and regulatory authorities • NGOs	• Consumers • Industry partners • Landlords • Logistics partners • Communities • Government and regulatory authorities	• Investors • Banks • Employees • Government and regulatory authorities • NGOs

SDGs



Recommendations of the Task Force on Climate-Related Financial Disclosures

The regulation on climate reporting requires that companies disclose the risks and opportunities of climate change. This requirement emphasises the importance of transparency and accountability in dealing with climate-related risks and opportunities, especially for public interest entities. CALIDA GROUP publishes a report in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which outlines its structured and holistic approach to climate-related risks and opportunities within the company. The TCFD framework provides a structured basis for reporting by looking at four core areas in detail: governance, strategy, risk management, and key figures and goals.

GOVERNANCE

The organisational structure of CALIDA GROUP is based on a clear delineation of tasks, competencies and responsibilities.

The Audit & Risk Committee (ARC), a committee of the Board of Directors, is responsible for monitoring the Group's sustainable development and reviewing the Sustainability Report, including climaterelated risks and opportunities. The Board of Directors is informed about these topics once a year, or as required, to ensure that they are included within the corporate strategy.

CALIDA GROUP's Sustainability Report, including the climate-related risks and opportunities, is reviewed by the ARC and submitted to the Board of Directors for approval. Specific climate-related topics can be discussed at any ARC or Board of Directors meeting. While the ARC is responsible for oversight, CALIDA GROUP's Executive Management is responsible for implementing measures relating to climate-related risks and opportunities. The CFO monitors the development and implementation of measures to address climate-related aspects and ensures that these are integrated into the company's financial and risk planning. The CFO is supported by CALIDA GROUP's ESG Manager; the two hold monthly meetings to discuss climate-related issues. The ESG Manager coordinates and manages all climate-related risks and opportunities and liaises with the ESG Managers of the brands.

Further information can be found in the diagram on page 21.

STRATEGY

CALIDA GROUP has subjected its existing risk analysis to an annual review in accordance with the TCFD recommendations and updated it where necessary. Under TCFD guidelines, a distinction is made between physical and transitory risks and opportunities. Physical risks arise from direct climatic events and therefore have an impact on CALIDA GROUP's business activities. Transitory risks, on the other hand, arise from the decarbonisation of the economy or from the resulting legal, social, economic or technological framework conditions.

The focus is primarily on two scenarios:

Scenario of rapid transition (RCP[8] 2.6)

In this scenario, the world succeeds in drastically reducing greenhouse gas emissions through extensive measures. Such measures include stricter legal requirements, global CO_2 taxes, and far-reaching changes in consumption patterns and lifestyles, resulting in high transition risks. In this scenario, the average global temperature increase is limited to 2°C, which means that the physical risks are low.

Scenario of accelerated temperature increase (RCP 8.5)

In this scenario, the world fails in its attempts to curb the rise in greenhouse gas emissions. In the long term (by 2100), this leads to an average global temperature increase of at least 3–4°C. Legal

8. RCP: "Representative Concentration Pathways" is used to describe scenarios for the development of the concentration of climate-relevant greenhouse gases in the atmosphere.

In brief

- **CALIDA GROUP publishes an annual report in accordance with TCFD recommendations in order to increase transparency and analyse climate-related risks and opportunities.**
- **Risk analyses assess the effects of climate change along the supply chain.**
- **Two scenarios for global temperature trends serve as the basis for long-term strategic measures.**

requirements and CO_2 taxes play a lesser role in this scenario and the transition risks are therefore low, while the effects of extreme weather events increase in intensity and harbour high physical risks.

CALIDA GROUP analysed the potential effects of these scenarios for the short term (1–5 years), medium term (5–15 years) and long term (15–30 years).

As part of the risk analysis, CALIDA GROUP assessed the risks along the supply chain and their probability of occurrence. Opportunities related to climate change were also assessed. The results of the risk analysis are summarised in the following table.

In the reporting year, the physical risks of the company's own sites were assessed together with an external partner. The aim was to obtain a well-founded assessment of the exposure to natural hazards and climate-related risks for CALIDA GROUP sites. The study covered eight sites in six countries.

The analysis was based on a detailed site assessment in which a risk value for natural hazards and climatic changes was calculated for each site. Twelve natural hazards under current climatic conditions were considered, along with seven climatic indicators for the years 2030 and 2050, based on the SSP[9]5–8.5 scenario. The calculations are based on established climate models and global hazard maps. This enabled both current risks and possible future developments to be represented. The results were then combined with the respective site parameters in order to prioritise the risks. The analysis shows that today's climatic conditions pose the risk of hurricanes or tornadoes, especially at COSABELLA in Florida. As a precautionary measure, the company has insured against such potential events. Another identified risk relates to possible flooding of the nearby streams at the CALIDA site in Sursee. Structural protective measures such as walls and fixed barriers are being implemented to minimise the risk, supplemented by smaller pumps to remove water. The risk is also covered by extra insurance. Current climatic conditions do not pose any increased risks to the remaining CALIDA GROUP sites.

9. Shared Socio-economic Pathways is used to describe scenarios for socio-economic development, which serve as the basis for climate projections. They take into account factors such as population growth, economic development, technological changes and political frameworks.

TCFD strategy

	Risk	Risk	Risk	Opportunity
Risk/opportunity	**Disruptions to the supply chain due to climate change**	**Stricter regulatory requirements**	**Rising raw material prices and energy costs**	**Customer or consumer focus increasingly placed on sustainable products**
Scenario	RCP 8.5	RCP 2.6	RCP 2.6	RCP 2.6
Topic	Acute & chronic risks (physical risks)	Political & legal risks (transition risk)	Market risks (transition risk)	Technological opportunities & reputational risk (transition risk)
Description	Production outages may occur due to climate-related events, such as droughts or extreme weather events. There may also be bottlenecks in the sourcing of raw materials.	Products may only be available with restrictions in a particular market due to stricter product regulation. Additional regulations or emissions taxes result in higher taxes.	Stricter regulations can lead to higher raw material prices or energy costs, given that sustainable products are more expensive or have limited availability, or less sustainable alternatives are made more expensive by law.	CALIDA GROUP products are high quality and designed for durability. Thanks to its many years of experience, the company has established supplier relationships, local production structures and numerous certifications for raw materials and products. In order to maintain and further develop these standards, CALIDA GROUP continuously implements measures aimed at responsible material selection, innovative production processes and high product quality.
Probability	Probable	Highly probable	Probable	Probable
Impact	Higher costs and investments	Higher costs and investments. Loss in revenue or reduction in margin in affected markets	Higher costs	Higher revenues
Time horizon	Medium-term, long-term	Short-term, medium-term, long-term	Medium-term, long-term	Medium-term, long-term
Financial impacts	Not quantifiable	Not quantifiable	Not quantifiable	Not quantifiable
Measures	– Improving transparency along the entire supply chain – Identifying sustainable sourcing of raw materials and packaging – Focus on European procurement and production where appropriate, combined with a diversified portfolio – Cooperation with certified partners – Optimising own-operated production sites – Sourcing recycled and more climate-friendly materials	– Increasing transparency of climate-related risks – Reducing emissions where possible – Developing climate-related expertise – Compliance with regulations – Promoting innovative production processes and using new materials	– Using renewable energy where appropriate, and installation of own solar panels – Optimising heating and cooling habits – Identifying sustainable sourcing of raw materials and packaging	– Promoting innovative production processes – Testing and using new products or raw materials – Optimising production processes to reduce emissions along the entire supply chain – Choosing a production site nearby whenever practical – Increased focus on certification – Durability of products

The climatic indicators for the years 2030 and 2050 in the SSP5–8.5 scenario show increased risks due to heat at COSABELLA in Florida and at the AUBADE production site in Tunisia. The average number of days on which the daily maximum temperature exceeds 35°C is increasing. This could increase the cost of cooling buildings or cause potential power cuts.

For many years, CALIDA GROUP has pursued the goal of keeping its emissions as low as possible and continuously reducing them where effective approaches are available. This has included installing solar panels, shortening transport routes and implementing various operational improvements at the sites. At the same time, further measures are continuously being reviewed in order to manage the climate impact as effectively as possible in the future.

A significant proportion of our emissions are attributable to upstream and downstream activities and are therefore outside the direct control of CALIDA GROUP. Due to the multi-layered and, in some cases, globally interconnected supply chain, identifying effective and sustainable measures is particularly challenging and requires careful analysis and close coordination with partners along the supply chain.

CALIDA GROUP is in dialogue with various suppliers in order to create transparency, identify possible reduction potential and explore approaches for suitable courses of action. Further operational and strategic measures are evaluated on an ongoing basis with the aim of managing emissions intensity effectively and over the long term.

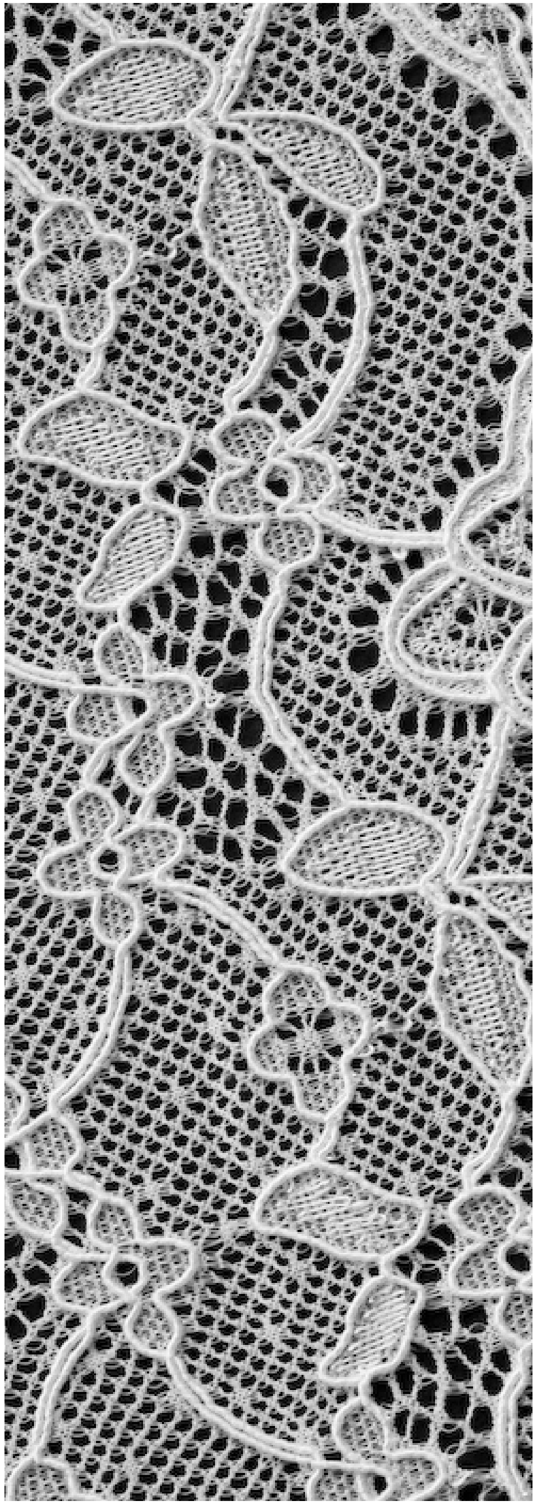
RISK MANAGEMENT

The Board of Directors conducts an annual risk assessment, which incorporates climate-related risks and opportunities as an integral component. The Executive Management prepares the risk portfolio with the risks relevant to the entire CALIDA GROUP. The identified risks are assessed according to their probability of occurrence and the potential extent of their impact.

A risk overview is prepared annually, which also takes into account regulatory requirements and changes. The Audit & Risk Committee monitors the assessment of corporate risks for the Board of Directors and reviews risk management practices. The Board of Directors provides input from a strategic point of view on risk management and climate-related risks and opportunities.

KEY FIGURES AND TARGETS

CALIDA GROUP has disclosed comprehensive key figures on sustainability and greenhouse gas emissions as part of its ESG reporting for several years. CALIDA GROUP's climate-relevant key figures can be found in the "Environment" section of the Sustainability Report.



Report of the independent auditor

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Schiffbaustrasse 2
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To the Board of Directors of

Calida Holding AG

Bahnhofstrasse
6208 Oberkirch

Independent limited assurance report on selected Sustainability Information of Calida Holding AG

for the financial year 2025

23 February 2026

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REPORT OF THE INDEPENDENT PRACTITIONER

To the Board of Directors of Calida Holding AG, Oberkirch

We have undertaken a limited assurance engagement on selected Sustainability Information of Calida Holding AG and its subsidiaries (hereinafter "Calida Group") included in the Sustainability Report for the year 2025 (hereinafter "Sustainability Information").

Scope and Subject Matter

Our limited assurance engagement on selected Sustainability Information consists of key performance indicators in the areas of «CO^2 emissions Scope 1 and Scope 2», «Energy Consumption within the Organization», «Total Water Withdrawal and Discharge, including in Water-Stressed Areas», «Waste» and «Work-Related Injuries» for the year 2025 which are marked with a checkmark .

Applicable Criteria

Calida Group has used the Global Reporting Initiative Sustainability Reporting Standards (GRI SRS) as applicable reporting criteria for the topic-specific disclosures in the areas of «CO^2 emissions Scope 1 and Scope 2», «Energy Consumption within the Organization», «Total Water Withdrawal and Discharge, including in Water-Stressed Areas», «Waste» and «Work-Related Injuries». It is therefore important to read and understand the Sustainability Information together with these reporting criteria (hereinafter "Applicable Criteria").

Inherent limitations in preparing the Sustainability Information

The accuracy and completeness of the Sustainability Information are subject to inherent limitations due to their nature and the methods used to determine, calculate and estimate such data. In addition, the quantification of non-financial indicators is subject to inherent uncertainty.

Responsibility of the Board of Directors

The Board of Directors is responsible for the preparation and presentation of the Sustainability Information in accordance with the Applicable Criteria. This responsibility includes the design, implementation and maintenance of appropriate internal controls relevant to the preparation of the Sustainability Information that is free from material misstatement, whether intentional or unintentional. In addition, the Board of Directors is responsible for the selection and application of the reporting criteria and for maintaining adequate records.

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Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management 1 (ISQM 1), which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team comprising audit professionals and sustainability specialists. We remain solely responsible for our conclusion.

Responsibility of the Independent Practitioner

Our responsibility is to perform a limited assurance engagement and, based on the work performed, to express an independent conclusion on the Sustainability Information.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). That Standard requires that we plan and perform our engagement to obtain limited assurance about whether the selected Sustainability Information is free from material misstatement, whether due to fraud or error.

Taking into account risk and materiality considerations, we performed procedures to obtain sufficient appropriate evidence. The procedures we performed were based on the professional judgment of the auditor. In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement and, accordingly, a lower level of assurance is obtained.

In particular, we performed the following procedures:

- evaluating the suitability of the Applicable Criteria and their consistent application;
- inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures relating to the selected disclosures;
- assessing the design and implementation of systems, processes and internal controls for determining, processing and monitoring sustainability information, including the consolidation of data;
- inspection of selected internal and external documents to determine whether quantitative information is supported by sufficient evidence and presented accurately and in a balanced manner;

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- assessing the data collection, validation and reporting processes, as well as the reliability of the reported data, on a sample basis and verifying of selected calculations;
- performing analytical procedures on the data and trends relating to the quantitative disclosures included in the scope of the engagement;
- assessing consistency of the disclosures applicable to Calida Group with other disclosures and key figures, as well as the overall presentation of the disclosures, through a critical reading of the Sustainability Report 2025.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Information in the areas of «CO^2 emissions Scope 1 and Scope 2», «Energy Consumption within the Organization», «Total Water Withdrawal and Discharge, including in Water-Stressed Areas», «Waste» and «Work-Related Injuries» has not been prepared, in all material respects, in accordance with the requirements of the GRI SRS.

Other Matter

The Sustainability Information in the areas of «CO^2 emissions Scope 1 and Scope 2», «Energy Consumption within the Organization», «Total Water Withdrawal and Discharge, including in Water-Stressed Areas», «Waste» and «Work-Related Injuries» for the reporting year ended 31 December 2024 was subject to a limited assurance engagement by another audit firm.

Zurich, 23 February 2026

BDO AG

Simon Oswald

Roland Z'Rotz

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
2: General disclosures	**2-1 Organisational details**					
	a.		Name of the legal entity			5
	b.		Information about type and legal form			5
	c.-d.		Information about sites and countries of operation			5–6
	2-2 Entities included in the organisation's sustainability reporting					
	a.		List of legal entities considered			4
	b.		Information about the data in the Annual Report and any differences			4
	c.	i.-iii.	Consolidation approach			4
	2-3 Reporting period, frequency and contact point					
	a.-b.		Reporting period			4
	c.		Publication date			4
	d.		Contact point for questions or additional information			4
	2-4 Restatements of information					
	a.	i.-ii.	Information on changes compared to the previous year			4
	2-5 External assurance					
	a.		Description of the external audit policy and practices			Independent Auditor's Report pp. 51–54
	b.	i.-iii.	Information on links and references, general information and relationships with audit firms			Independent Auditor's Report pp. 51–54
	2-6 Activities, value chain and other business relationships					
	a.		The company's business activities			5–6
	b.	i.-iii.	Description of the value chain			24–26
	c.		Information on relevant business relationships			24–26
	2-7 Employees					
	a.		Total number of employees and breakdown by gender and region			44
	b.	i.,ii./ iv.,v.	Employee information by category			44
	c.	i.-ii.	Description of the methodology for collecting employee data			43–44
	e.		Information on employee turnover			43–44
	2-8 Workers who are not employees					44
	2-9 Governance structure and composition					
	a.		Description of the governance bodies			19–20
	b.		Information on the ESG governance body			21
	c.	i.-vii.				Corporate Governance Report 2025
	2-10 Nomination and selection of the highest governance body					
	a.-b.					Corporate Governance Report 2025
	2-11 Chair of the highest governance body					
	a.-b.					Corporate Governance Report 2025
	2-12 Role of the highest governance body in overseeing the management of impacts					
	a.-c.		Information on the organisational, meeting and data control structure			21
	2-13 Delegation of responsibility for managing impacts					
	a.-b.		Information on the implementation of sustainability tasks			21
	2-14 Role of the highest governance body in sustainability reporting					
	a.-b.					4, 21
	2-15 Conflicts of interest					
	a.-b.					Corporate Governance Report 2025
	2-16 Communication of critical concerns					
	a.-b.					23
	2-17 Collective knowledge of the highest governance body					
	a.-b.					Corporate Governance Report 2025
	2-18 Evaluation of the performance of the highest governance body					
	a.-c.					Corporate Governance Report 2025

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
2: General disclosures	**2-19 Remuneration policies**					
	a.-b.					Remuneration Report 2025
	2-20 Process to determine remuneration					
	a.-b.					Remuneration Report 2025
	2-21 Annual total compensation ratio					
	a.-c.			Information not available	CALIDA GROUP does not currently have a central database that enables the consistent recording of the total annual remuneration of all employees. Remuneration data is stored decentrally in various systems and countries.	
	2-22 Statement on sustainable development strategy					
	a.					3
	2-23 Policy commitments					
	a.-f.					15–18, Code of Conduct
	2-24 Inclusion of the declarations of commitment to principles and behaviour					
	a.	i.-iv.				16–18, 26–30, 35, 47
	2-25 Processes to remediate negative impacts					
	a.-e.					23, Code of Conduct
	2-26 Mechanisms for seeking advice and raising concerns					
	a.		Complaints Management			23
	2-27 Compliance with laws and regulations					
	a.-d.			Not applicable	No significant violations of laws or regulations were identified. Relevant information on violations of laws and regulations is presented within the report on a topic-specific basis and assigned according to the respective contexts. A separate summary is therefore provided within this disclosure.	
	2-28 Membership associations					
	a.					46–47
	2-29 Approach to stakeholder involvement					
	a.	i.-iii.	Types of and approach to stakeholder involvement			46–47
	2-30 Collective bargaining agreements					
	a.-b.					44
3: Material Topics 2021	**3-1 Process to determine material topics**					
	a.	i.-ii.	Description of the definition of material topics			15
	b.		Involvement of stakeholders in the assessment of material topics			15
	3-2 List of material topics					
	a.		List of material topics			15
	b.		Information on changes compared to the previous year			15
	3-3 Management of material topics					
	a.		Description of actual and potential negative and positive impacts in relation to environmental and social issues			16–17
	b.		Information on the share of impacts within the value chain			16–17, 24–25
	c.		Information on guidelines and obligations			4, 18, Code of Conduct
	d.	i.-iii.	Information on measures to address the associated impacts			24–47
	e.		Monitoring instruments and procedures			4, 25–29, 35
	f.		Stakeholder involvement			47

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
GRI 101: Biodiversity 2024	**101-1 Policies to halt and reverse biodiversity loss**					
	a.-c.			Information not available	CALIDA GROUP does not currently have any specific guidelines or strategies. The greatest impact occurs in the upstream supply chain (Tier 4 suppliers), which CALIDA GROUP can only influence indirectly, as these processes are outside the company's own business operations.	42
	101-2 Management of biodiversity impacts					
	a.-f.			Information not available	The greatest impact is in the upstream supply chain (Tier 4 suppliers), which CALIDA GROUP can only influence to a limited extent due to limited transparency.	
	101-3 Access and benefit-sharing					
	a.-b.			Not applicable	No genetic resources are utilised.	
	101-4 Identification of biodiversity impacts					
	a.					42
	101-5 Sites with biodiversity impacts					
	a.-d.			Not applicable	None of CALIDA GROUP's own sites are located in or near ecologically sensitive areas.	
	101-6 Direct drivers of biodiversity loss					
	a.-f.			Not applicable	None of CALIDA GROUP's own sites are located in or near ecologically sensitive areas.	
	101-7 Changes to the state of biodiversity					
	a.-b.			Not applicable	None of CALIDA GROUP's own sites are located in or near ecologically sensitive areas.	
	101-8 Ecosystem services					
	a.-b.			Not applicable	None of CALIDA GROUP's own sites are located in or near ecologically sensitive areas.	
201: Economic Performance 2016	**201-1 Direct economic value generated and distributed**					
		i.	Directly generated economic value: net revenue			6, Consolidated financial statements 2025
	a.	ii.	Directly distributed economic value			Consolidated financial statements 2025
		iii.	Retained economic value			Consolidated financial statements 2025
	b.		Country/brand reports			Consolidated financial statements 2025
	201-2 Financial implications and other risks and opportunities due to climate change					
		i.	Risks and opportunities of climate change			49
		ii.	Description of the effects			49
	a.	iii.	Financial effects			49
		iv.	Methodology			49
	201-3 Defined benefit plan obligations and other retirement plans					
	a.	i.	General information on liabilities			Consolidated financial statements 2025
	b.	i.-iii.	Information on pension liabilities			Consolidated financial statements 2025
	c.		Information on pension plan liabilities in the event of underfunding			Consolidated financial statements 2025
	d.		Percentage of salary contribution for individual employees	Information not available	The calculation of the percentage salary components for defined benefit pension plans and other pension plans varies between countries, depending on local legal requirements, collective agreements, individual contractual conditions and the age of the employee. A consistent and comparable presentation is therefore not currently possible or meaningful.	
	e.		Amount of participation in pension plan liabilities			Consolidated financial statements 2025
	201-4 Financial assistance received from government					
	a.-c.	i.-vi-ii.	Amount of financial support received		No financial support received.	

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
202: Market Presence 2016	**202-1 Ratios of standard entry level wage by gender compared to local minimum wage**					
	a.-d.		Minimum wages and regional wages	Information not available	Due to regional differences in minimum wage regulations and the decentralised recording of wages, a consistent calculation of the ratio to the starting salary is currently not possible.	
	202-2 Proportion of senior management hired from the local community					
	a.		Percentage per country			20
	b.		Definition: Executives			19
	c./ d.		Definition: significant companies in the local region			20
203: Indirect Economic Effects 2016	**203-1 Infrastructure investments and services supported**					
	a.-c.		Significant infrastructure investments and supported services	Not applicable	In the reporting period, CALIDA GROUP did not make any infrastructure investments that exceeded its own operational requirements.	
	203-2 Significant indirect economic impacts					
	a.-b.		General information	Not applicable	CALIDA GROUP does not generate any significant indirect economic impact. Nevertheless, the Group is actively involved in social and environmental projects, supports charitable initiatives and is consistently committed to fair wages, diversity and equal opportunities in the workplace.	46–47
204: Procurement Practices 2016	**204-1 Proportion of spending on local suppliers**					
	a.		Distribution of the procurement budget			25–26
	b./ c.		Definition: significant companies in the local region			25
205: Combating corruption	**205-1 Operations assessed for risks related to corruption**					
	a.		Number and percentage of companies audited for corruption risk			22
	b.		Result of the risk assessment			26–28
	205-2 Communication and training about anti-corruption policies and procedures					
	a.-e.			Information not available	Only general information is currently available, as no system has yet been implemented to systematically record and track the relevant data.	
	205-3 Confirmed incidents of corruption and actions taken					
	a.-d.		Confirmed incidents of corruption and actions taken			22
206: Anti-Competitive Behaviour 2016	**206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices**					
	a.-b.		Number and types of incidents and actions taken	Not applicable	No cases reported.	
207: Tax 2019	**207-1 Approach to tax**					
	a.	i.-iv.	Description of the tax concept			22
	207-2 Tax governance, control and risk management					
	a.	i.-iv.	Description of the tax governance and control system			22
	b.		Description of corporate governance and integrity mechanisms			22
	c.		Description of the security process			22
	207-3 Stakeholder engagement and management of concerns related to tax					
	a.	i.-iii.	Description of stakeholder involvement and management approach			22
	207-4 Country-by-country reporting					
	a.-c.		Information on tax jurisdictions by country	Not applicable/ information not available	The BEPS 2.0 1 and 2 pillars are not relevant for CALIDA GROUP as it does not meet the prescribed thresholds. Therefore, no such reporting is available.	

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
301: Materials 2016	**301-1 Materials used by weight or volume**					
	a.	i.-ii.	Information on materials used in the manufacture and packaging of primary products			31–32
	301-2 Recycled input materials used					
	a.		Percentage of recycled raw materials			31–32
	301-3 Reclaimed products and their packaging materials					
	a.-b.		Percentage of recycled products and/or packaging materials	Information not available	At CALIDA GROUP level, there is currently no company-wide evaluation system that allows for a differentiated analysis. Currently, only the overall return rate can be analysed.	
302: Energy Consumption 2016	**302-1 Energy consumption within the organisation**					
	a.-c.		Percentage share of non-renewable and renewable energy sources per form of energy			39
	d.	i.-iv.	Total amount of energy sold			39
	e.		Total energy consumption			39
	f.-g.		Information about data collection			4, 37, 39
302: Energy Consumption 2016	**302-2 Energy consumption outside of the organisation**					
	a.-c.			Information not available	Due to the limited direct influence and the associated restricted availability of data from our suppliers, is currently not possible to collect this data.	
	302-3 Energy intensity					
	a.-d.		Energy intensity ratio, broken down by own operations and energy type, per CHF million			39
	302-4 Reduction of energy consumption					
	a.-d.		Reduction in energy consumption per operation and energy type			39
	302-5 Reductions in energy requirements of products and services					
	a.-c.		Reduction in energy consumption for own production sites			39
303: Water and Effluents 2018	**303-1 Interactions with water as a shared resource**					
	a.		Description of water management			40
	b.		Procedure for determining water impacts			40
	c.		Involvement of stakeholders and suppliers in relation to water consumption			40
	d.		Exchange and information on water consumption and treatment for company operations in water stress areas			40
	303-2 Management of water discharge-related impacts					
	a.	i.-iv.	Description of the minimum requirements for ensuring the quality of wastewater discharge			40
	303-3 Water withdrawal					
	a.	i.-v.	Total water withdrawal			40
	b.	i.-v.	Water withdrawal in water stress areas			40
	c.	i.-ii.	Breakdown of water withdrawal by category	Information not available	The existing monitoring system does not allow for differentiated evaluation by water category.	
	d.		Information about data collection			38, 40
	303-4 Water discharge					
	a.		Total water discharge			40
	b.	i.-ii.	Breakdown of water discharge by category	Information not available	The existing monitoring system does not allow for differentiated evaluation by water category.	
	c.	i.-ii.	Water discharge during water stress	Information not available		
	d.	i.-iii.	Information on the substances involved and on the international standards	Not applicable	At the company's own sites, only a small amount of water is recirculated due to the use of sanitary facilities, and therefore the water does not contain any substances of concern.	
	e.		Information about data collection			38, 40
	303-5 Water consumption					
	a.		Total water consumption per business transaction			40
	b.		Water consumption in water stress areas			40
	c.		Change in water storage			40
	d.		Information about data collection			38, 40

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
305: Emissions 2016	**305-1 Direct greenhouse gas emissions (Scope 1)**					
	a.		Gross volume of direct greenhouse gas emissions (Scope 1)			38
	b.		Information on the gases included in the calculation			38
	c.		Biogenic CO_2 emissions	Not applicable	No biogenic CO_2 emissions were caused.	
	d.	i.-iii.	Information on the base year	Not applicable	No base year defined.	
	e.		Emission factor sources and values used in relation to the global warming potential (GWP)			Annex 2: Sources
	f.		Information on the consolidation approach			37
	g.		Information about data collection			37–38
	305-2 Indirect energy-related greenhouse gas emissions (Scope 2)					
	a.		Gross volume of other indirect greenhouse gas emissions (Scope 2)			38
	b.		Gross volume of market-based indirect energy-related greenhouse gas emissions (Scope 2)			38
	c.		Information on the gases included in the calculation			38
	d.	i.-iii.	Information on the base year	Not applicable	No base year defined	
	e.		Emission factor sources and values used in relation to the global warming potential (GWP)			Annex 2: Sources
	f.		Information on the consolidation approach			37
	g.		Information about data collection			37–38
	305-3 Other indirect greenhouse gas emissions (Scope 3)					
	a.		Gross volume of other indirect greenhouse gas emissions (Scope 3)			38
	b.		Information on the gases included in the calculation			38
	c.		Biogenic CO_2 emissions	Not applicable	No biogenic CO_2 emissions were caused.	
	d.		Categories relating to other indirect greenhouse gas emissions (Scope 3) included in the calculation			38
	e.	i.-iii.	Information on the base year	Not applicable	No base year defined	
	f.		Emission factor sources and values used in relation to the global warming potential (GWP)			Annex 2: Sources
	g.		Information about data collection			37–38
	305-4 GHG emissions intensity					
	a.		Intensity quotient of greenhouse gas emissions			38
	b.		Parameter (denominator)			38
	c.		Types of greenhouse gas emissions taken into account in intensity quotients			38
	d.		Information on the gases taken into account in the calculation			38
	305-5 Reduction of greenhouse gas emissions					
				Not applicable	No greenhouse gas reduction targets have yet been published.	
	305-6 Emissions of ozone-depleting substances (ODS)					
	a.-d.			Not applicable	No such substances are used.	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions					
	a.-c.			Not applicable	No such emissions are caused.	
306: Waste 2020	**306-1 Waste generation and significant waste-related impacts**					
	a.	i.-ii.	Information on significant actual and potential waste-related impacts			41–42
	306-2 Management of significant waste-related impacts					
	a.		Actions and measures to promote the circular economy to avoid waste within the company's value chain			41–42
	b.		Information on waste disposal by third parties	Information not available	No tracking/monitoring procedures are currently in place.	
	c.		Information on the procedure for collecting and monitoring waste-related data	Information not available		
	306-3 Waste generated					
	a.		Waste generated by business operation and type of waste			41–42
	b.		Information about data collection			38

Annex 1: GRI content index

Disclosures	Indicator	Description	Reason for the omission	Explanation	Page
306: Waste 2020	**306-4 Waste diverted from disposal**				
	a.	Total quantity of waste diverted from disposal			41–42
	b.-c.	Waste per recovery process			41–42
	d.	Breakdown of waste per recovery process by internal and external operations	Information not available	No tracking/monitoring procedures are currently in place.	
	e.	Information about data collection			38
	306-5 Waste directed to disposal				
	a.	Total quantity of waste directed to disposal			41–42
	b.-c.	Waste per recovery process			41–42
	d.	Breakdown of waste per recovery process by internal and external operations	Information not available	No tracking/monitoring procedures are currently in place.	
	e.	Information about data collection			38
308: Environmental Audit for Suppliers	**308-1 New suppliers that were screened using environmental criteria**				
	a.				26
	308-2 Negative environmental impacts in the supply chain and actions taken				
	a.	Evaluation of suppliers with regard to environmental impact			26–28
	b.	Number of suppliers identified as having a significant risk of potentially negative impacts			
	c.	Significant actual and potential risks identified			
	d.	Percentage of identified suppliers with significant actual and potential negative environmental impacts			
	e.	Percentage of partnership cancellations due to actual and potential negative risks	Information not available	No CALIDA GROUP-wide information available. Brand/country-specific.	
401: Employment 2016	**401-1 New employee hires and employee turnover**				
	a.	Number and rate of newly hired employees by region, gender and age group			44
	b.	Number and rate of employee turnover by region, gender and age group			44
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees				
	a.	Benefits for full-time employees and partially for part-time employees			44–45
	b.	Information about data collection			44–45
	401-3 Parental leave				
	a.-b.	Parental leave by gender			44
	c.	Number of employees returning to work after parental leave			44
	d.	Number of employees still working for the company more than twelve months after their return			44
	e.	Return to work and retention rates by gender			44
402: Employee-Employer Ratio 2016	**402-1 Minimum notice periods regarding operational changes**				
	a.-b.		Information not available	No CALIDA GROUP-wide information available. Brand/country-specific.	

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
403: Occupational Health and Safety 2018	**403-1 Occupational health and safety management system**					
	a.	i.-ii.	Information on health and safety management systems			45
	b.		Information on the inclusion of business processes and employees in health and safety management systems			45
	403-2 Hazard identification, risk assessment and incident investigation					
	a.	i.-ii.	Description of risk assessments to identify work-related hazards			26–28, 30, 45
	b.-d.			Information not available	No CALIDA GROUP-wide information available. Brand/country-specific.	
	403-3 Occupational health services					
	a.		Description of the functions of occupational health services that contribute to the identification and elimination of hazards and the minimisation of risks			45
	403-4 Worker participation, consultation, and communication on occupational health and safety					
	a.		Description of employee participation and consultation in relation to occupational health and safety management systems			45
	b.		Information on formal joint management/employee health and safety committees	Information not available	No CALIDA GROUP-wide information available. Brand/country-specific.	
	403-5 Worker training on occupational health and safety					
	a.		Description of occupational health and safety training for employees			45
	403-6 Promotion of worker health					
	a.		Description of non-occupational medical and health services for employees			45
	b.		Description of voluntary health promotion services and programmes offered to employees to reduce non-work-related health risks			45
403: Occupational Health and Safety 2018	**403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**					
	a.		Description of the approach to prevent and reduce negative impacts on occupational health and safety in the context of the company's business relationships			26–28, 45, 47
	403-8 Employees covered by an occupational health and safety management system					
	a.-c.			Information not available	No CALIDA GROUP-wide information available. Brand/country-specific.	
	403-9 Work-related injuries					
	a.	i.-v.	Number and rate of work-related injuries and fatalities among all employees			45
	b.	i.-v.	Number and rate of work-related injuries and fatalities among non-directly employed staff	Information not available	There is no data tracking for externally managed companies.	
	c.	i.-iii.	Information on work-related hazards that can lead to injuries with serious consequences			45
	d.		Measures to avoid work-related hazards			45
	e.		Calculation basis			45
	f.		Information and reasons for the exclusion of employees			44–45
	g.		Information about data collection			45
	403-10 Work-related ill health					
	a.	i.-iii.	Number of deaths due to work-related ill health	Not applicable	No cases reported.	
	b.	i.-iii.	Number of deaths due to work-related ill health among non-directly employed staff	Information not available	There is no data tracking for externally managed companies.	
	c.		Information on work-related hazards that pose a risk of illness			45
	d.		Information and reasons for the exclusion of employees	Not applicable	No cases reported.	
	e.		Information about data collection			45

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
404: Training and Education 2016	**404-1 Average hours of training per year per employee**					
	a.	i.-ii.	Average hours of training by gender and worker category	Information not available	There is no tracking system in place yet.	
	404-2 Programmes for upgrading employee skills and transition assistance programs					
	a.		The type of programmes implemented and the support offered for improving the skills of employees			45
	b.		Support programmes offered to maintain employability	Information not available	Information only available at brand level.	
	404-3 Percentage of employees receiving regular performance and career development reviews					
	a.		Percentage of employees by gender and employee category			45
405: Diversity and Equal Opportunity 2016	**405-1 Diversity of governance bodies and employees**					
	a.	i.-iii.	Percentage of control bodies by gender and age group			20
	b.	i.-iii.	Percentage of employees by gender and age group			44
	405-2 Ratio of basic salary and remuneration of women to men					
	a.		Ratio of basic salary and remuneration by gender and employee category	Limitations on the duty of confidentiality	Different laws make it difficult to report data at CALIDA GROUP level.	
	d.		Information about data collection	Information not available		
406: Non-Discrimination 2016	**406-1 Incidents of discrimination and corrective actions taken**					
	a.-b.			Not applicable	No cases reported.	
407: Freedom of Association and Collective Bargaining 2016	**407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk**					
	a.	i.-ii.	Number of own-company and external sites with the right to exercise freedom of association or collective bargaining			26–28
	b.		Information on measures to support the right to freedom of association and collective bargaining			26–28
408: Child Labour 2016	**408-1 Operations and suppliers at significant risk of incidents of child labour**					
	a.	i.-ii.	Number of own-company and external sites at risk of incidents of child labour			29
	b.	i.-ii.	Types of activities where there is a risk of child labour			29
	c.		Information on measures that contribute to the abolition of child labour			29
409: Forced or Compulsory Labour 2016	**409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labour**					
	a.	i.-ii.	Number of own-company and external operations at risk of incidents of forced or compulsory labour by type and country			26–28
	b.		Information on measures that contribute to the abolition of forced and compulsory labour			26–28
410: Security Practices 2016	**410-1 Security personnel trained in human rights policies or procedures**					
	a.-b.			Not applicable	CALIDA GROUP does not employ a significant number of security personnel and only uses external security services in exceptional cases.	
411: Rights of Indigenous Peoples 2016	**411-1 Incidents of violations involving rights of indigenous peoples**					
	a.-b.			Not applicable	CALIDA GROUP's business model does not include any activities that are typically associated with risks for indigenous communities.	
413: Local Communities 2016	**413-1 Operations with local community engagement, impact assessments and development programs**					
	a.	i.-vi-ii.	Percentage of operating sites with local community involvement, impact assessments and support programmes	Information not available	No CALIDA GROUP-wide information available. Brand/country-specific.	
	413-2 Operations with significant actual and potential negative impacts on local communities					
	a.		Information on business activities and the actual and potential risk of negative effects	Not applicable	CALIDA GROUP's business model does not include any activities that are typically associated with risks for local communities.	

Annex 1: GRI content index

Disclosures	Indicator		Description	Reason for the omission	Explanation	Page
414: Supplier Social Assessment 2016	**414-1 New suppliers that were screened using social criteria**					
	a.		Percentage of new suppliers that are screened using social criteria			26
	414-2 Negative social impacts in the supply chain and actions taken					
	a.-e.			Information not available	See risk assessment. However, it is not possible to provide complete information on the supply chain and therefore on the severity and probability of occurrence of risks.	26–28
415: Political influence 2016	**415-1 Political contributions**					
	a.-b.			Not applicable	No contributions made	
416: Customer Health and Safety 2016	**416-1 Assessment of the health and safety impacts of product and service categories**					
	a.		Percentage of products assessed for health and safety risks	Not applicable	Based on the materiality analysis carried out, this topic was assessed as not material.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services					
	a.-b.			Not applicable	Based on the materiality analysis carried out, this topic was assessed as not material.	
417: Marketing and Labelling 2016	**417-1 Requirements for product and service information and labelling**					
	a.		Description of information and labelling requirements and types			30
	b.		Percentage of significant product categories tested for compliance with the requirements			30
	417-2 Incidents of non-compliance concerning product and service information and labelling					
	a.	i.-iii.	Number of breaches of regulations relating to product information and labelling			30
	b.		If there are no violations, state this briefly.			30
	417-3 Incidents of non-compliance concerning marketing communications					
	a.	i.-iii.	Number of violations of regulations in the area of marketing and communications			30
	b.		If there are no violations, state this briefly.	Not applicable	No cases reported	
418: Customer Privacy 2016	**418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data**					
	a.	i.-ii.	Number of substantiated complaints about breaches of customer data protection			22
	b.		Number of cases of data theft or loss of customer data identified			22
	c.		If there are no violations, state this briefly.	Not applicable	No cases reported	

Annex 2: Sources

Databases	Description
ADEME	The French Agency for Ecological Transition (ADEME) provides mechanisms for assessing the environmental impact of projects with its Project Footprint tools. These include emission factors for calculating greenhouse gas emissions across various sectors and activities. The methodology supports qualitative assessments and greenhouse gas estimates and enables integration with the Footprint database to utilise comprehensive life cycle emissions data.
AIB	The Association of Issuing Bodies (AIB) is developing the European Energy Certificate System to enable reliable international exchange of guarantees of origin for energy. It provides emission factors for electricity based on standardised tracking systems. The calculation of the residual mix is crucial for precise market-based Scope 2 emissions accounting in European countries.
BEIS	The UK Department for Business, Energy & Industrial Strategy (BEIS) publishes official conversion factors for greenhouse gas reporting, which organisations can use to calculate their CO_2 emissions across different activities and sectors. The publication includes comprehensive data sets for transportation, energy, refrigerants, materials and waste, and provides regular updates and a transparent methodology.
EEA	The European Environment Agency (EEA) tracks the greenhouse gas emission intensity of electricity generation in Europe and provides data on the decarbonisation progress of the electricity sector to support the implementation of climate policy. Its long-term data sets show trends in emissions intensity since 1990, and projections aligned with the EU's climate targets for 2030 and 2050.
EPA	The US Environmental Protection Agency (EPA) provides comprehensive emission factor databases for greenhouse gas reporting in various sectors as part of its mission to protect human health and the environment. Its GHG Emission Factors Hub contains detailed factors for electricity, stationary combustion, mobile sources, refrigerants and other categories and is regularly updated based on the latest scientific findings.
EXIOBASE	A global, multi-regional, environmentally enhanced input-output database that provides time series data for 44 countries and 5 world regions to support supply chain and consumption-based carbon accounting. It contains detailed sector-specific emission factors for 163 industries and 200 products and enables sophisticated Scope 3 emission analysis and extended environmental-economic modelling.
GEMIS	The Global Emission Model for Integrated Systems (GEMIS) developed by IINAS provides life cycle emission factors for energy systems, materials and transport in various regions for sustainability analyses. It offers comprehensive databases that cover processes along entire supply chains with regional differentiation and scientific accuracy.
GHG Protocol	The GHG Protocol creates comprehensive global, standardised frameworks for measuring and managing emissions and provides methodologies for carbon accounting and global warming potential values from IPCC assessment reports. The global warming potential tables are useful for converting different greenhouse gases into CO_2 equivalents and thus enabling consistent carbon dioxide reporting.
GLEC	The Global Logistics Emissions Council (GLEC) framework serves as the central industry guideline for ISO 14083 and provides a standardised methodology for calculating logistics emissions in global supply chains. It harmonises approaches to emissions accounting across all modes of freight transport and provides sector-specific emission factors for road, rail, air, sea and inland waterway transport.
IEA	The emission factor database of the International Energy Agency (IEA) contains emission factors from electricity and electricity/heat generation in national grids for three different gases (CO_2, CH_4, N_2O) for all countries worldwide from 1971 onwards. It provides emission factors per energy source as well as average emission factors across all sources. It also includes additional information such as adjustments for trading and losses as well as factors for the direct combustion of fuels and other energy products.
MfE	The New Zealand Ministry for the Environment acts as the country's central advisory body on environmental and climate issues and provides detailed guidelines for measuring and reporting greenhouse gas emissions. The emission factors are tailored to New Zealand's unique energy mix, agricultural sector and geography to provide an accurate national carbon footprint.
UBA	The German Federal Environment Agency (UBA) collects environmental data and provides emission-specific factors for the German context as part of its mission to protect a healthy environment from pollutants. The detailed emission factors for Germany support accurate carbon accounting for activities within the country's unique industrial and energy landscape.

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