



STUDIO ANNELOES

SUSTAINABILITY REPORT 2024

sustainability at Studio Anneloes



jurriaan

FOREWORD

Since 2006, Studio Anneloes has been driven by a clear ambition: to design fashion that empowers women to feel strong, confident, and comfortable - while respecting people and the planet. What began as a journey focused on efficiency and smart operations has evolved into a strategic commitment to sustainability at every level of our business.

From the start, we embraced the principle of producing responsibly: avoiding overproduction, minimizing waste, and aligning inventory with demand. This approach led to long-term partnerships with like-minded suppliers. Today, Studio Anneloes is recognized for its signature Travel fabric and its dedication to creating timeless, versatile collections that combine style, femininity, and ambition with sustainability. Elevating every woman to become the best version of herself.

Our mission is simple yet powerful: Designed to Empower & Made to Last. Every piece is designed with care, durability, and respect for our environment. By collaborating within our growing community and making more sustainable choices every day, we contribute to a better future for fashion.

Some of our Milestones and Strategic Initiatives in 2024:
Retravel Launch (February 2024): Our second-hand platform ensures that the long-lasting quality of our garments extends to a premium resale experience.

Recycled Yarn Integration: Expansion of our Travel collection with recycled polyamid Reco yarn, now featured in our Essentials line, reinforcing our commitment to circularity.

Digital Product Passport: Implemented for approximately 80% of our collection as of September, providing customers with enhanced transparency on product origin and impact.

B Corp Certification Preparation: Actively formalizing policies and procedures to meet the highest standards of social and environmental accountability, forming a strong base for future certification as B Corp (Benefits for all corporation).

At Studio Anneloes, sustainability is not a trend - it is embedded in our DNA. Together, we are shaping a future where style and sustainability go hand in hand.

Jurriaan van 't Hoff, CEO

a message from our sustainability manager

We are proud to share our second Studio Anneloes Sustainability report with you.

In this report we reflect on the year 2024. We share what projects we have been working on and what progress we have made.

Our sustainability journey is powered by our motto 'no guts, no glory', meaning that we value progress over perfection. Step by step we move forward. We research projects, we start something and learn from it, adjust where needed and develop it further. And that means not always taking the easy road. By being transparent about our journey, we hope to inspire others and accelerate the transition towards a circular textile industry.

At Studio Anneloes, we love what we do and want to keep designing clothing that empowers women for generations to come. That's why we take a conscious approach to the future of both our brand and our planet. Guided by our 'Made to Wear,' 'Made to Care,' and 'Made to Last' principles, we prioritize

progress over perfection. Committed to caring for both people and the planet, we strive to make more responsible choices every day, knowing this is a continuous journey.

Thank you for taking the time to read this report. Your interest highlights the importance of brands and businesses taking responsibility and being accountable for their actions.

Laura Koedijk, Sustainability manager



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our sustainability journey

CHAPTER 1



1.1 WHO WE ARE

Studio Anneloes is designed to empower, based in Amsterdam. Known for her Sensitive® fabrics Travel quality and more. Over 300 points of sale in NL and through our own web shop and app.

Since 2006, our goal has been to create a world where women feel strong, confident, and comfortable.

With respect for each other and the environment. From the perfect fit to premium fabrics: we create items that move effortlessly with your life.

Try it, wear it, love it.

STUDIO ANNELOES
#WORKSANYWHERE

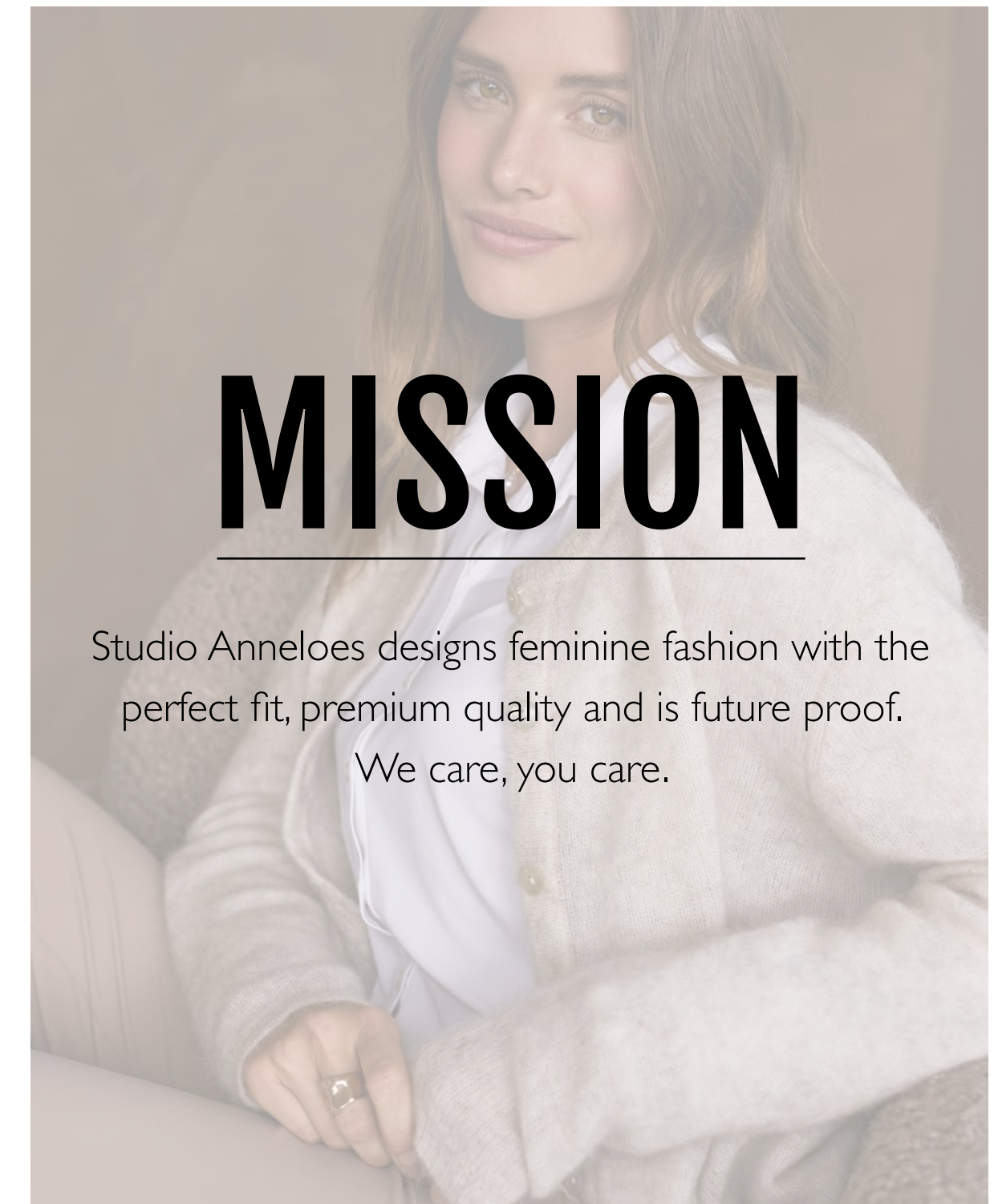


Studio Anneloes aims for a world in which women feel strong, confident and comfortable. With respect for each other and the environment

Mission Statement

We love what we do, and we want to continue designing clothes, to empower women for many generations to come. That is why we take a conscious approach towards the future of Studio Anneloes and of our planet.

Guided by our 'Made to Wear,' 'Made to Care,' and 'Made to Last' principles, we focus on progress over perfection. Dedicated to doing our part for the planet and its people, we strive to make more responsible choices every day, fully aware that this is an ongoing journey.



Studio Anneloes designs feminine fashion with the perfect fit, premium quality and is future proof.
We care, you care.

1.2 OUR SUSTAINABILITY VALUES

Our Three Pillars of Sustainability

Our sustainability approach centers on three key pillars: Made to Wear, Made to Care, and Made to Last. Each represents how we create with purpose, balancing style, responsibility, and longevity. Let’s explore how these pillars guide us forward...



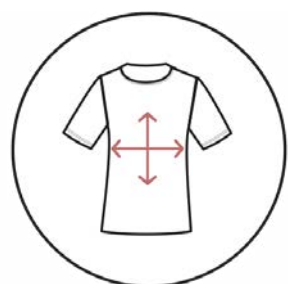


MADE TO WEAR
KEEP AND ENJOY OUR QUALITY

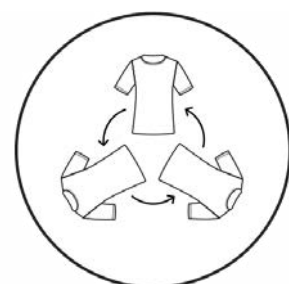
We make clothes that look good and have a great feel and fit. Our Sensitive® fabrics travel quality has a long lifespan, and low maintenance during the user phase. So, you can enjoy your Studio Anneloes items endlessly.



HIGH QUALITY



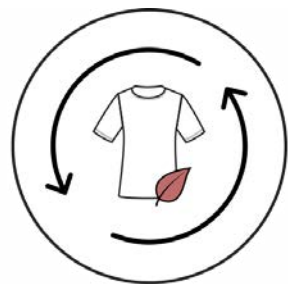
EXTRA STRETCH
COMFORT



LONGEVITY



EASY CARE



OPTIONS FOR RE-USE



FABRIC MADE IN ITALY



MADE TO CARE
CARE FOR THE MAKERS

We care about the future and want the best, for both our planet and our partners. We choose long-term partnerships close to home. Together we constantly work towards more sustainable production processes, with the goal to reduce energy, water, toxin and CO² impact.



TRANSPARENCY IN
SUPPLY CHAIN



GOOD WORKING
CONDITIONS



MORE SUSTAINABLE
PROCESSES



LONG TERM
PARTNERSHIPS



MADE TO LAST
TO MAKE OUR PLANET LAST

We are data driven, carefully matching offer and demand, having minimal stock. No overproduction, not adding to the landfill. Our Digital Product Passport and Footprint meter show the impact of our products. We also inspire our suppliers and consumers how to lower their impact.



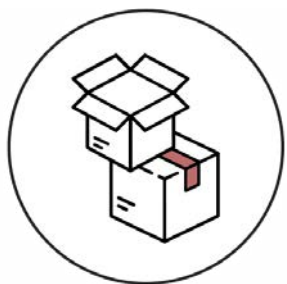
KNOW YOUR IMPACT



REDUCE IMPACT

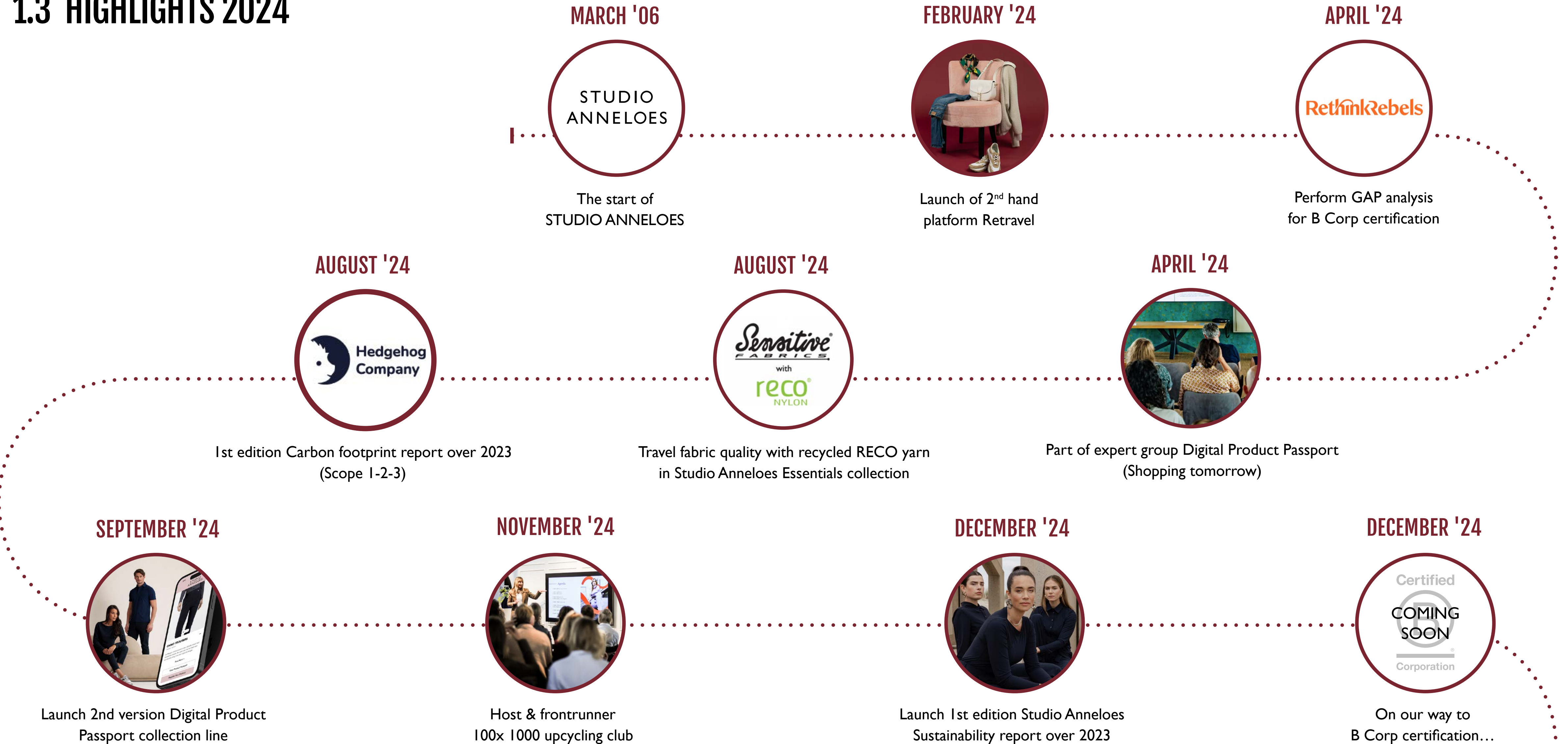


TRANSPARENCY IN
SUPPLY CHAIN

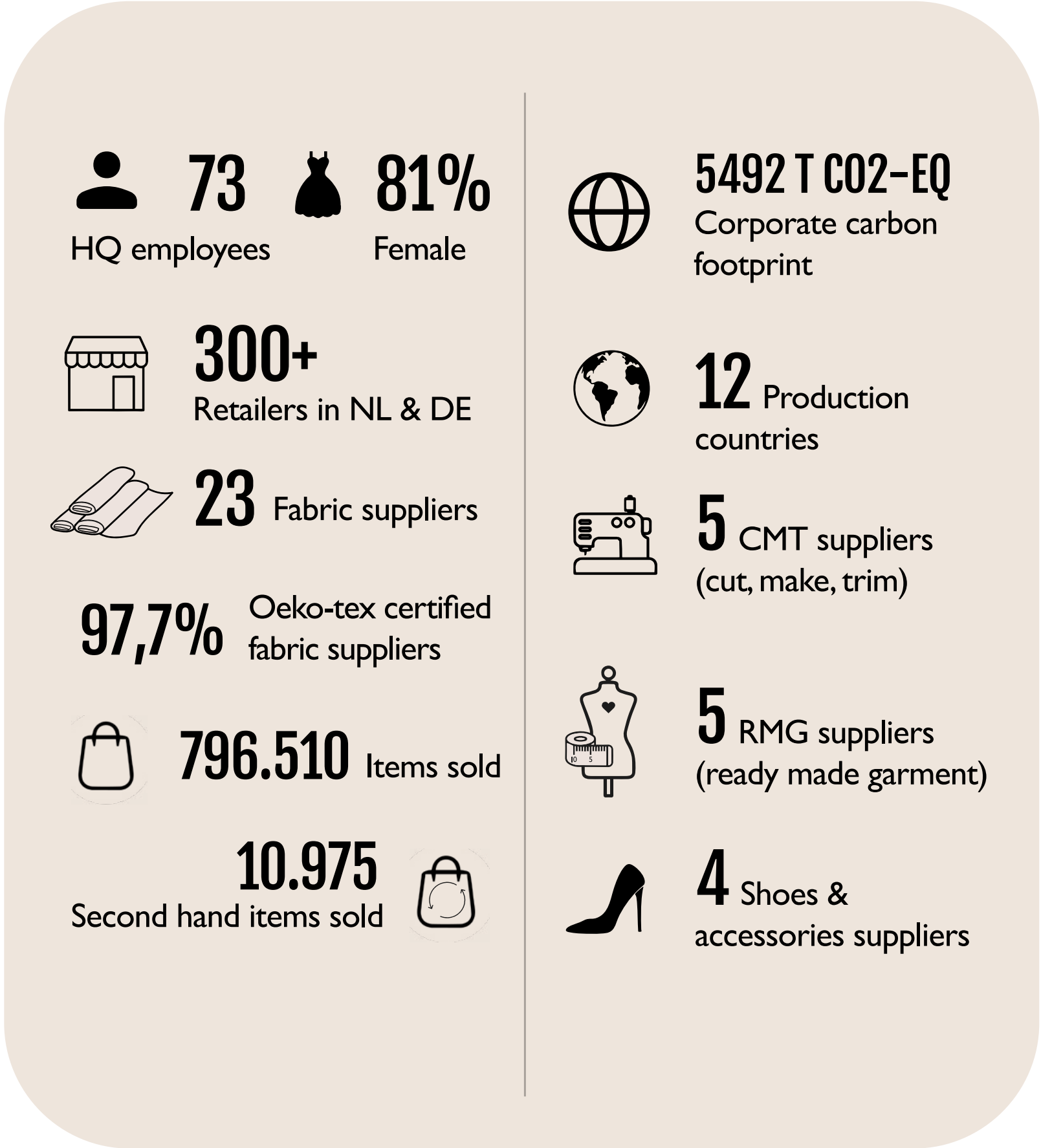


MINIMAL STOCK

1.3 HIGHLIGHTS 2024



1.4 FACTS & FIGURES





travelling through how we work

CHAPTER 2

2.1 OUR DUE DILIGENCE CYCLE

At Studio Anneloes, we see Corporate Social Responsibility as a continuous journey. To remain aligned with evolving legislation and industry standards, we follow a structured due diligence cycle. This yearly process enables us to reduce potential negative impacts while actively pursuing opportunities for positive change.

Our due diligence cycle includes:

1. Transparent Supply Chain Mapping

We regularly update our supply chain overview, tracking products, materials, production locations, and supply chain tiers to ensure full transparency.

2. Risk Assessment

We assess potential risks related to human rights, the environment, and animal welfare by consulting various sources such as stakeholder dialogues, the MVO Risico Checker, audit results, and life cycle assessments with partners like Ecochain and Hedgehog Company.

3. Risk Prioritization

Risks are prioritized based on severity and likelihood, ensuring that we focus on the most pressing issues.

4. Mitigation Strategy

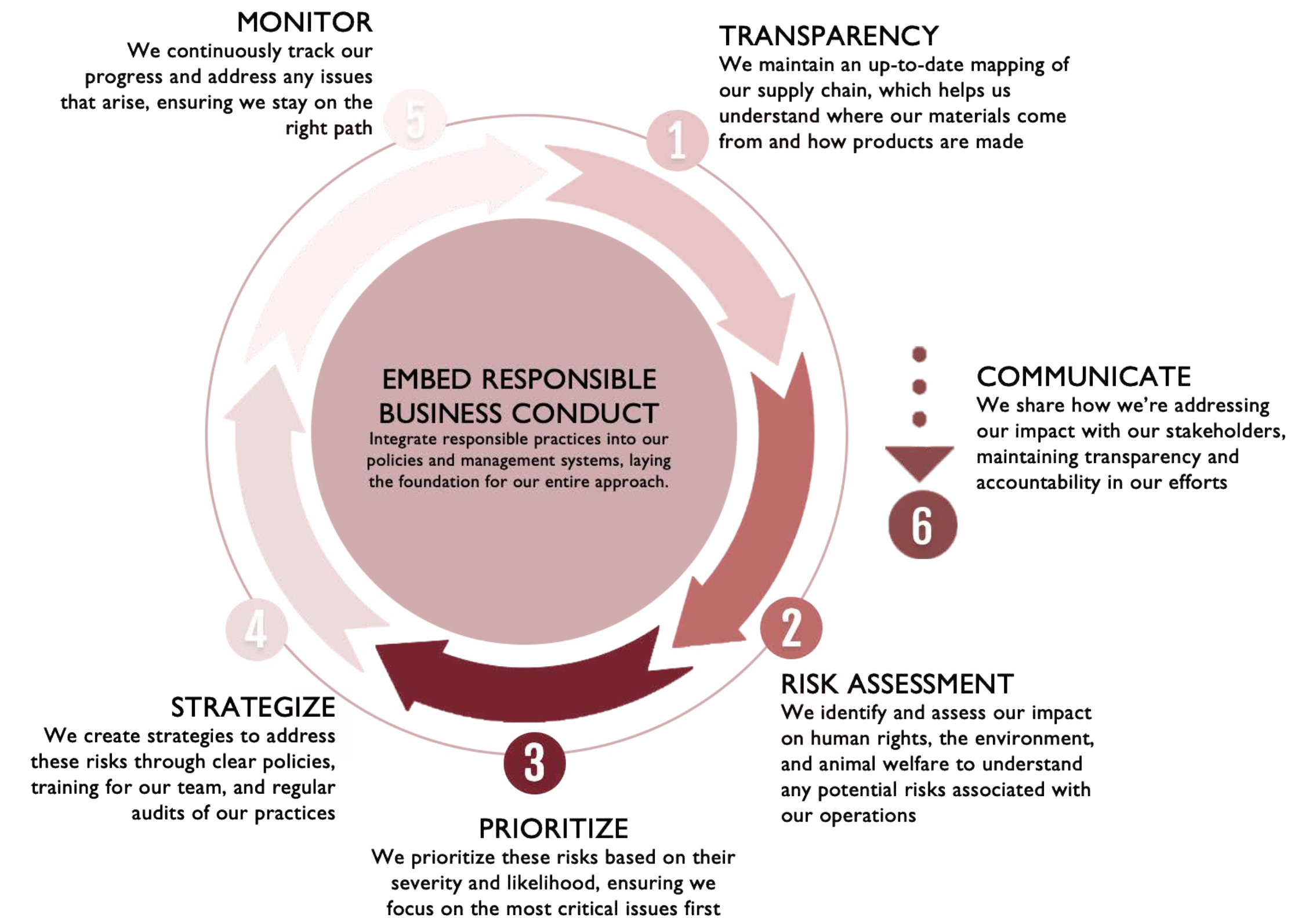
We develop strategies to mitigate these risks through sustainable procurement policies, audits, and training programs.

5. Monitoring and Assurance

Continuous monitoring ensures we remain aligned with our goals and evolving regulations.

6. Communication

We stay committed to sharing our progress openly, both internally and externally, to ensure accountability. This cycle helps us remain committed to our values and adapt to the ever-changing landscape of responsible business practices.





2.2 OUR VALUE CHAIN

TRANSPARENCY AND SUBCONTRACTING

Transparency plays a crucial role in our supply chain practices. We trace our supply chain to identify the origins of our products and materials, while reaffirming our dedication to responsible subcontracting. By placing sustainable sourcing at the forefront, we work to reduce risks and create a positive impact across our operations.

Scope & Transparent Supply Chain

A key element of our due diligence process is the detailed mapping of our supply chain. To conduct meaningful risk analysis, we must have a clear view of where all our products and materials originate. We maintain visibility over our direct suppliers (Tiers 1 and 2) and are dedicated to expanding this insight to include lower tiers of the supply chain. When sourcing Ready-Made Garments (RMG) through private label partners, we classify the final garment manufacturers as Tier 1 suppliers.

Beyond mapping, we proactively assess the risks linked to our supply chain. These assessments are central to shaping our strategy and setting our goals, enabling us to reduce potential negative impacts and enhance positive outcomes wherever we operate.

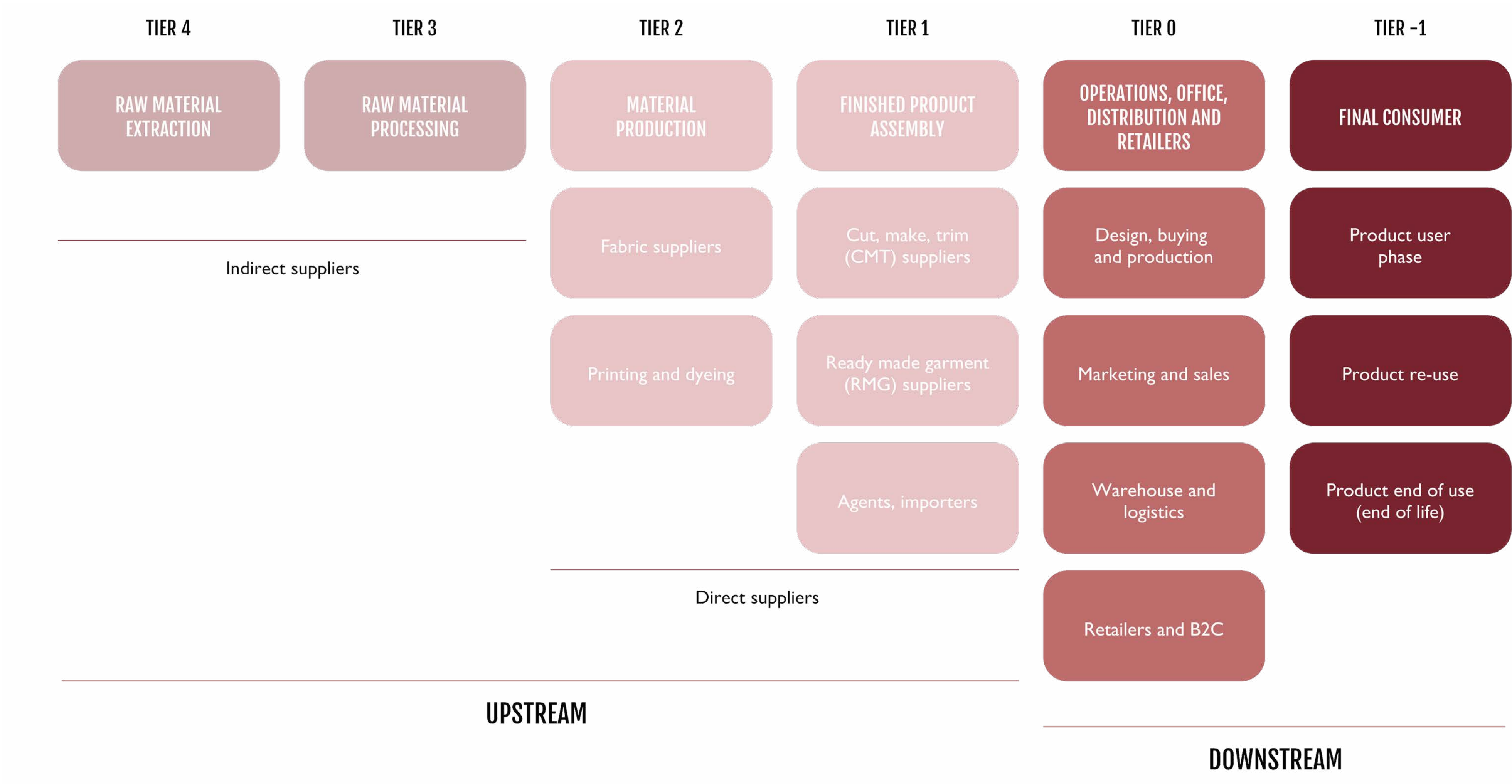
Subcontracting

We require our production partners to be fully transparent about where our products are manufactured. To support this, we ask for advance details on all production sites and any third parties that may be involved. All external production locations must be approved by us in advance, and no subcontracting is allowed without our explicit consent.



TRANSPARENCY IN
SUPPLY CHAIN

OUR VALUE CHAIN



2.3 STAKEHOLDER ENGAGEMENT

Effective due diligence relies on input from stakeholders. Key internal stakeholders include our owners and management team. Equally vital is the involvement of our employees, who play an active role in shaping and achieving our sustainability goals. Their insights, grounded in day-to-day operations, provide valuable practical perspective.

We also maintain regular dialogue with external stakeholders to support the ongoing development of our Corporate Social Responsibility (CSR) strategy. This includes contributing to risk analysis, tracking progress, and ensuring transparent external communication. Among our external stakeholders are our key suppliers, our industry association Modint, and the trade union federation FNV ('Federatie Nederlandse Vakbeweging'). Additionally, we draw on publicly available resources from organizations such as MVO Nederland and the Fair Wear Foundation (FWF), and we actively participate in webinars and workshops to broaden our knowledge.

Last but not least, our customers, both Business to Business (B2B) and Business to Consumer (B2C), are highly valued stakeholders. We engage with them regularly, sharing updates on our sustainability progress and striving to maintain a high level of transparency in our communication.

We value the feedback from our stakeholders and systematically incorporate their insights to enhance our business operations. This input is essential in guiding our decision-making processes and driving continuous improvement across our organization.

In 2024 we have conducted several in-depth stakeholder interviews and held both an internal and an external survey to collect input for our materiality matrix. You can read more about this in chapter 2.4 Impact matrix.

2.4 IMPACT MATRIX

An important tool in our sustainable strategy is our impact matrix, designed to assess and strengthen our sustainability initiatives. Through active stakeholder engagement in our decision-making, we ensure our strategies reflect and respond to community needs. This collaborative approach enables us to drive meaningful change and continually enhance our practices.

In our report over 2023, we shared our latest impact matrix. That matrix was created based on several stakeholder interviews conducted in 2022. In 2024 this matrix still formed the basis for our sustainable vision and strategy.

But, as part of our ongoing commitment to sustainability and transparent reporting, we have been actively preparing the development of a new materiality matrix. A central component of this preparation has been a series of in-depth interviews conducted with a wide range of internal and external stakeholders.

These interviews play a vital role in identifying and understanding the environmental, social, and governance (ESG) issues that are most significant to both our business and our stakeholders. By engaging directly with those impacted by or influencing our operations, we gain valuable insights into the expectations, risks, and opportunities that should guide our sustainability strategy.

The topics addressed in the interviews were guided by the European Sustainability Reporting Standards (ESRS), providing a solid foundation for our future Corporate Sustainability Reporting Directive (CSRD) compliance.

This structured approach ensures that our materiality assessment is both robust and aligned with upcoming regulatory requirements. The in-depth interviews were conducted in cooperation with circular impact consultancy Rethink Rebels.

Besides the in-depth interviews a survey was send out to both internal and external stakeholders, like internal employees and our B2B retailers.

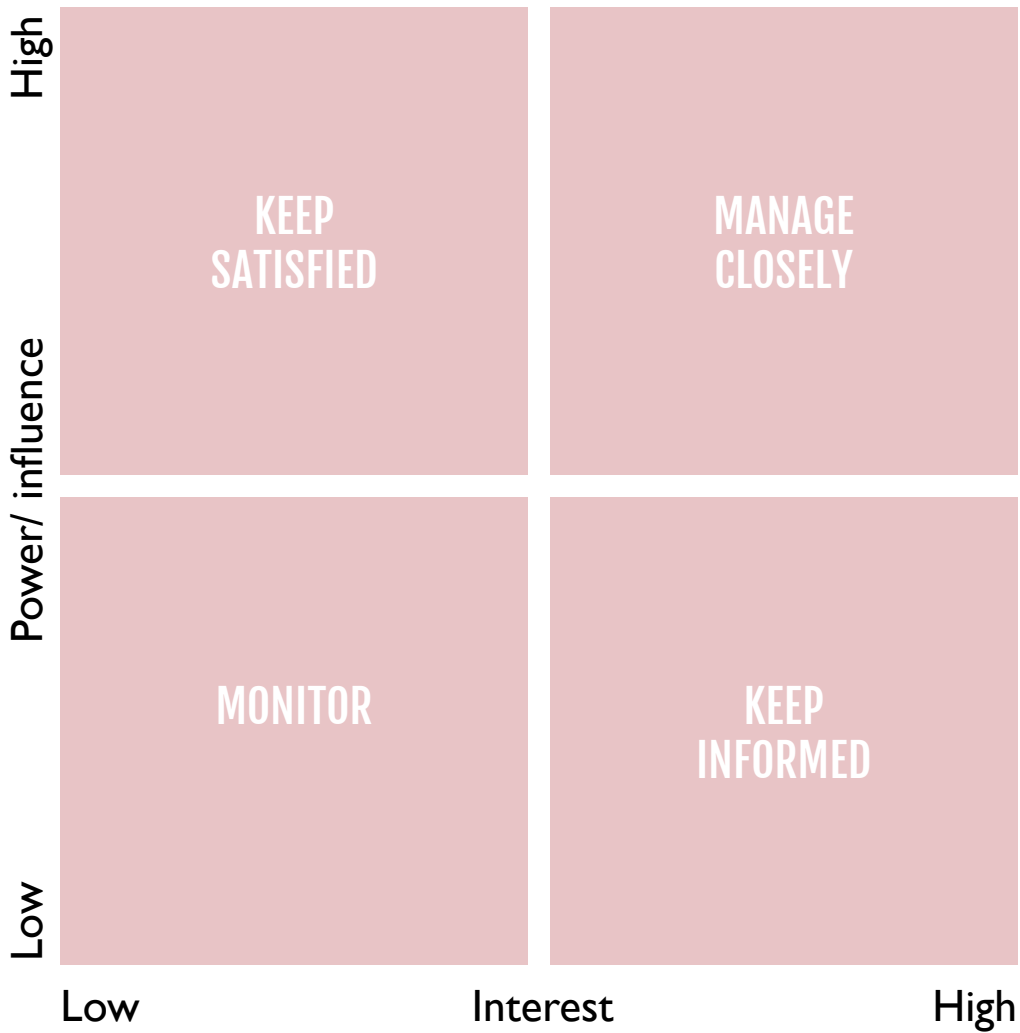
The results of the survey and interviews have been analysed and summarized by Rachel Cannegieter from circular impact consultancy Rethink Rebels.

- 48 surveys were filled out
- 7 in-depth interviews were conducted

The stakeholder input was weighted based on the power-interest grid.

The results of this process as shown on the next page form the basis of our sustainable strategy and are the basis for our next steps towards the creation of a double materiality matrix. These next steps are scheduled in 2025.

Tool: Power-interest grid



Stakeholders (55 total)	Power interest grid	%
Customers (5)	Manage closely	20%
Managers (15)	Manage closely	20%
Employees (27)	Manage closely	20%
Suppliers (6)	Keep informed	15%
NGO (1)	Keep informed	10%
Industry Association (1)	Keep informed	15%

SUMMARY BASED ON PRIORITY: MAIN TOPICS

Specified by stakeholders incl weighting based on: 48 surveys & 7 in-depth interviews.

Based on priority	weighting % all consolidated (w)	20% Klant (5)	20% Manager (15)	20% Medewerker (27)	15% Supplier (6)	10% NGO (1)	15% Industry Associations (1)
ESRS E5	1	1	1	3	1	3	1
ESRS S1	2	2	2	1	5	4	6
ESRS S2	3	4	4	2	4	1	4
ESRS E1	4	4	7	5	2	4	1
ESRS E2	5	3	3	4	6	4	6
ESRS G1	6	7	6	9	3	2	1
ESRS S4	7	4	9	7	6	4	5
ESRS E3	8	9	5	8	6	4	6
ESRS E4	9	9	9	6	10	4	6
ESRS S3	10	8	8	10	10	4	6

- ESRS E5 - Circular Economy and Materials: Stakeholders widely prioritize circular economy practices, highlighting a shared focus on material efficiency and sustainable resource management for both business continuity and environmental benefits.
- ESRS S1 - Working Conditions for Own Employees: Internal stakeholders prioritize employee welfare, with potential to extend labor practices supply chain-wide.
- ESRS S2 - Working Conditions in the Value Chain: Supply chain labor conditions matter most to employees and NGOs, signaling a need for greater decision-maker accountability.
- ESRS E1 - Climate Change: Climate change ranks highly among suppliers and industry associations due to regulatory and operational risks, with room to elevate its importance among managers to foster unified action.
- ESRS E2 - Pollution: Pollution concerns are high for customers and NGOs but are less so for suppliers, suggesting a need for broader engagement.
- ESRS G1 - Governance: Governance ranks highly with industry associations and NGOs, yet employees and managers may need more awareness of its impact.
- ESRS S4 - Consumers and End Users: Consumer interests are primarily emphasized by customers, with less focus from managers and suppliers, indicating opportunities to align consumer expectations with sustainable practices.
- ESRS E3 - Water and Raw Materials from Marine Sources: Water resource prioritization varies, suggesting a potential gap in awareness of water scarcity risks, especially among customers, suppliers, and industry associations.
- ESRS E4 - Biodiversity and Ecosystems: Biodiversity receives low priority except among NGOs, underscoring a need to build awareness of its critical role in supporting sustainable ecosystems.
- ESRS S3 - Involvement of Communities in the Supply Chain: Community engagement is a low priority overall, with opportunities to enhance understanding of its social and reputational benefits within supply chains.

2.5 RISK ASSESSMENT

In this chapter, we highlight our risk assessment process, a cornerstone of our due diligence at Studio Anneloes. We acknowledge our responsibility for addressing social and environmental challenges across our entire supply chain. To manage these risks effectively, we rely on both a Country Risk Matrix and a Supplier Risk Matrix to inform our strategies and guide our decision-making.

Risk Assessment

Risk assessment is essential for our due diligence at Studio Anneloes. This means we take responsibility for social and environmental issues throughout our entire supply chain, guided by the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles for Business and Human Rights.

Country Risk Matrix

We work with a relatively small supply chain, primarily producing in Europe (mainly Poland) for Cut Make Trim (CMT) production. We also source a small portion of Ready-Made Garments (RMG) from countries like Portugal, Turkey, and China, in collaboration with Dutch intermediaries.

We consider EU countries to be low risk but have conducted a thorough risk assessment for each country. To evaluate risks, we use the General Risk Matrix model from the OECD guidelines, which combines the likelihood and severity of potential issues.

Our Country Risk Matrix is regularly updated—both annually and whenever there are changes in our supply chain. We rely on various sources, such as the CSR Risk Check (MVO Risico Checker), Fair Wear Foundation (FWF) country studies, and other reputable research. The insights from this matrix are crucial for our sourcing strategy, helping us address risk-related topics, request independent audit reports, and guide our decisions about our supply chain.

Supplier Risk Matrix

In addition to the Country Risk Matrix, we have also performed a Supplier Risk assessment in 2024, in cooperation with external circular impact consultancy Rethink Rebels. This Supplier Risk Matrix assesses the risks for our main production location, representing over 90% of our production volume. This matrix builds on our Country Risk Matrix, rating relevant risks based on our findings, information from suppliers, and the latest third-party audit results for each location.

Like the Country Risk Matrix, we use the General Risk Matrix model from the OECD guidelines to rate these risks. The results of our Country Risk Matrix and our Supplier risk Matrix can be found further in this report.



2.6 PURCHASING PRACTICES AND SALES PRACTICES

This chapter outlines how Studio Anneloes prioritizes responsible purchasing and sales practices. We recognize our impact on stakeholders and the community and aim for transparency with our suppliers and customers. We will discuss how our purchasing decisions reflect our sustainability values and the principles behind our sales strategy.

At Studio Anneloes, we are dedicated to our collections, the materials we select, and every step of the supply chain behind our garments. We value long-term partnerships with our business collaborators, aiming to co-create high-quality products while safeguarding the well-being of everyone involved in the production process. We strive to understand the social and environmental impact of our products and are committed to ongoing improvements where needed. Transparency about production locations and working conditions remains crucial to our mission.

As an essential link in the value chain, we approach our sourcing and purchasing responsibilities with great care. Our buying practices are clearly defined in our Studio Anneloes Code of Conduct. We prioritize long-term partnerships built on trust and stability, which in turn empower our suppliers to invest with confidence in machinery, equipment, and their workforce.

This year, in addition to our Code of Conduct, we have also created the Studio Anneloes Code of Ethics.

A Code of Ethics adds value by guiding ethical behavior among employees, customers, and stakeholders by clarifying expectations for conduct. It helps promoting trust, reducing risks, and fostering a positive, values-based culture that supports responsible decision-making and long-term success.

Our purchasing practices encompass accurate forecasting, collaborative planning, flexible production for Never Out Of Stock (NOOS) styles, timely payments, and proactive communication regarding any changes in forecasts or plans. By closely monitoring our buying behavior, internal processes, material selections, pricing, and conditions, we aim to minimize negative impacts on people, the environment, and animal welfare.

These commitments are aligned with the five principles outlined in the Common Framework for Responsible Purchasing Practices, published in June 2022. We regularly monitor and assess our adherence to these commitments - at a minimum annually, and ideally biannually—in collaboration with our partners. If our purchasing behavior does not meet the international social and environmental standards defined in our Code of Conduct, we encourage partners to inform us. The most recent version of our Code of Conduct and our Code of Ethics are available in the Reports & Policies section of our website.

At Studio Anneloes, we do not have our own retail stores. Instead, we work closely with over 300 retail partners across the Netherlands and Germany, and offer our collections through our website and mobile app.

Our “short-to-market” model enables retailers to visit our showroom each month and select collections for delivery in store within three months. This model offers flexibility and ensures timely delivery of the right products. Through our digital sales and stock information platform, we leverage data to place the right products in the right locations at the right time, seamlessly aligning supply with consumer demand.

Our internal buyer oversees orders for our web shop, using sales data to guide production volumes with the goal of minimizing inventory levels.



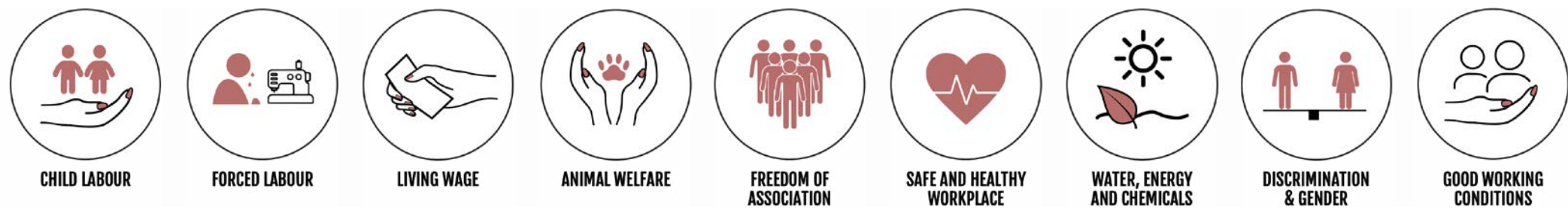
Showroom impression at Studio Anneloes head office

2.7 CODE OF CONDUCT & OTHER POLICIES

Studio Anneloes follows a responsible purchasing policy that prioritizes social and environmental criteria in line with international standards. We emphasize compliance with laws on human rights, environmental protection, and product safety, preferring stricter international guidelines.

All suppliers and subcontractors must support our corporate responsibility program and adhere to our Code of Conduct, which is based on the UN Guiding Principles on Business and Human Rights (UNGPs), OECD Guidelines, and International Labour Organisation (ILO) Conventions.

We focus on nine priority themes in the textile sector:



Other Policies:

One of our goals at Studio Anneloes in 2024 is to become a certified B Corporation. To prepare for this certification process we have worked hard on creating clear policies on different due diligence topics. Besides these policies we have also written down important relevant procedures.

Examples of some of the policies and written procedures we have created are:

<u>Policy</u>	<u>Related procedures</u>
Code of Ethics	
Environmental policy	
Business Ethics policy	Business continuity procedure
Labour Policy	Recruitment policy
	Health & Safety procedure
	Employee review procedure
	Whistleblowing procedure
Sustainable Procurement policy	On & off boarding procedure suppliers
IT lifecycle policy	IT procedure




















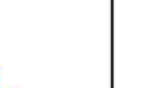
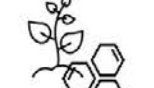




















2.8 STUDIO ANNELOES FIBER MATRIX

At Studio Anneloes, we recognize the impact our products have on people and the planet, and we strive to take responsibility wherever possible. Our Fiber Matrix serves as a guideline for the ethical sourcing of raw materials.

We define a fabric or product as more sustainable if it contains at least 50% environmentally friendly materials. These can include organic, recycled, or alternative fast-renewable materials and must be free from harmful chemicals. This 50% threshold can be achieved through a single material or a combination of materials.

FIBER MATRIX				
	BEST	BETTER	PREFERRED	CONVENTIONAL
COTTON	RECYCLED COTTON	ORGANIC COTTON	COTTON IN CONVERSION / FAIRTRADE / BCI	CONVENTIONAL COTTON
	  	  	  	
POLYESTER	(MECHANICALLY) RECYCLED POLYESTER	RECYCLED POLYESTER	(PARTIAL) BIOBASED POLYESTER	VIRGIN POLYESTER
	 	 REPREVE		
POLYAMIDE	(MECHANICALLY) RECYCLED POLYAMIDE	(CHEMICALLY) RECYCLED POLYAMIDE	(PARTIAL) BIOBASED POLYAMIDE	VIRGIN POLYAMIDE
	  	 		
MAN-MADE CELLULOSIC FIBERS (VISCOSE, TENCEL™/LYOCELL)	TENCEL™ / LYOCELL / VISCOSE WITH RECYCLED CONTENT	TENCEL™ / LYOCELL	MORE SUSTAINABLE VISCOSE	CONVENTIONAL VISCOSE
	  		  	
WOOL	RECYCLED WOOL	(CERTIFIED) ORGANIC WOOL	RESPONSIBLE WOOL	VIRGIN WOOL
	  		 	

Animal welfare

All our products, or product components, must be produced without causing harm or cruelty to animals at any point in the supply chain. Animal welfare is an essential part of our due diligence. That is why we have banned the use of fur, exotic skins, down and angora wool.

Please note:

Our standards for most sustainable materials can be influenced by ongoing innovation and technology. A material that is now categorized as “BEST” might be replaced by another even more sustainable option in the future, based on new research and development.

2.9 ORGANISATION AND ASSURANCE

In this chapter, we present our organizational structure and the assurance processes that support our sustainability commitments. At Studio Anneloes, the Sustainability Manager holds a key role in carrying out the due diligence cycle and ensuring our sustainability goals are achieved. Thanks to our relatively small and stable supply chain, along with long-standing production partners, we can maintain a high degree of transparency across all operations.

New Business Relations

When entering into a new business relationship with a supplier or production facility, we follow a structured onboarding process. This begins with a questionnaire, which helps us understand the supplier's operations and sustainability practices. Whenever possible, we prioritize a visit to the production site, either by our team in the Netherlands or through local representatives. We also review any recent audit reports that are available. In the absence of such reports, an in-person visit becomes essential. This thorough approach ensures we assess whether the supplier aligns with our sustainability standards and values.

Additionally, we evaluate several key criteria when selecting new production locations or suppliers, including product quality, available machinery and technical capabilities, safe and healthy working conditions, production capacity, and pricing. A joint meeting is held with the Head of Brand & Design,

Head of Development, Buying & Production, and the Sustainability Manager to review these factors. A new supplier or factory may only proceed to trial production if all parties agree that it meets our standards.

Responsible Working Conditions in the Supply Chain

At Studio Anneloes, we are committed to partnering exclusively with suppliers who ensure good working conditions for their employees. To uphold this commitment, we require our suppliers to comply with the social compliance standards outlined in our Code of Conduct (CoC) policy and in our Code of Ethics.

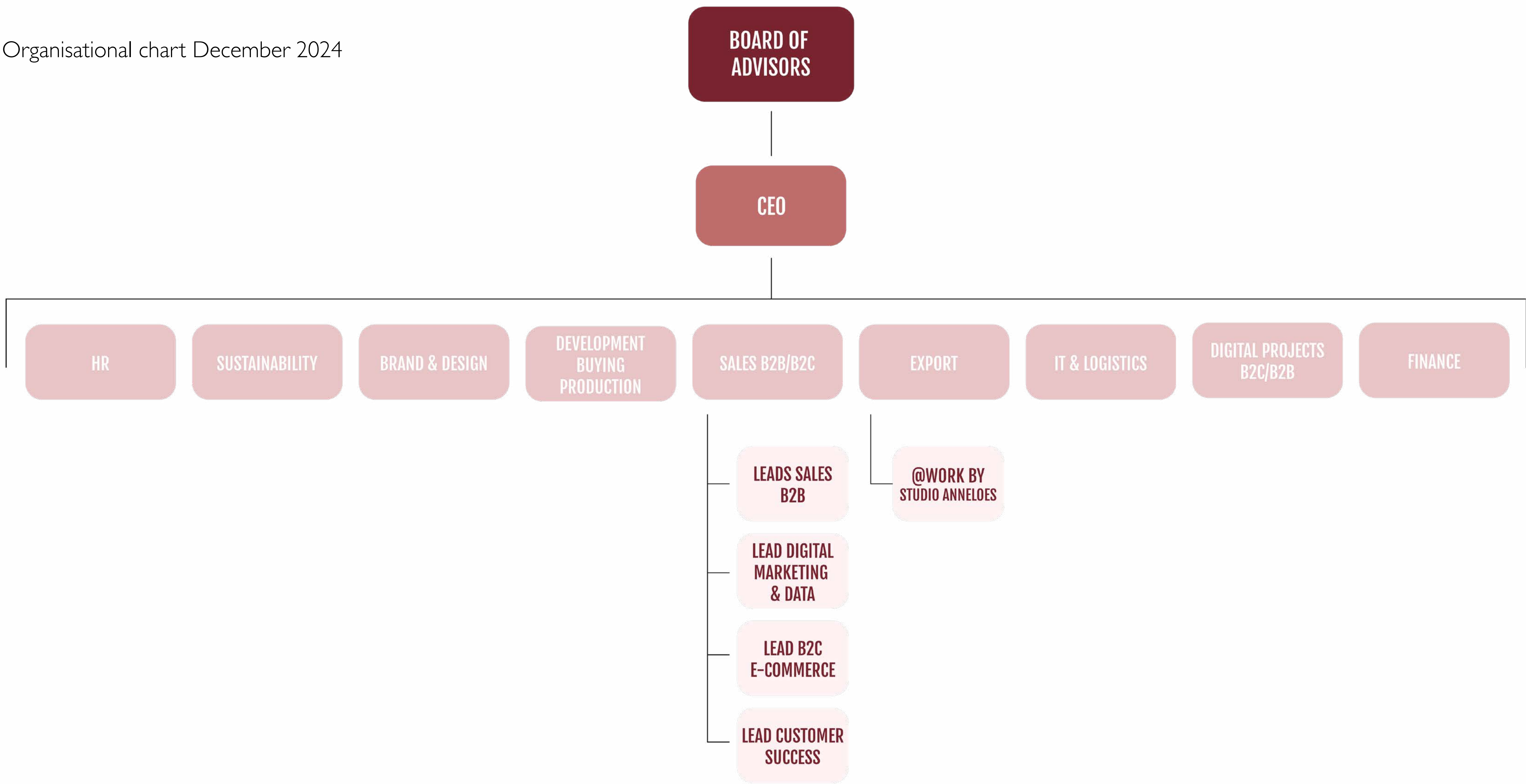
Organisational Structure

In the beginning of 2024, our former Board of directors has announced a new organizational structure, welcoming a new CEO. The former board has taken on a new role as Board of advisors. This means the CEO has taken over the responsibility for the day-to-day operations. The management team roles have been extended with the role of Leads in their teams. This new set up was created to establish a more efficient and structured way of working. The board of advisors is still involved in the business, offering strategic guidance, expertise, and mentorship to the business's CEO and management team.



ORGANOGRAM STUDIO ANNELOES

Organisational chart December 2024



2.10 FROM LINEAR TO CIRCULAR

THE R-LADDER STRATEGY

Our textile industry is in a transition and there is a need to shift from a linear business model to a circular one. This can be done through the R-Ladder strategy. By prioritizing waste reduction, material reuse, and recycling, we aim to enhance sustainability in the fashion industry. Through this framework, we are committed to minimizing our environmental impact and fostering innovation across our value chain, ultimately promoting a circular economy that benefits our business, communities, and the planet.

The textile industry is one of the most polluting sectors globally, highlighting the urgent need for a paradigm shift in how we operate. At Studio Anneloes, we recognize that preserving our future and the health of our planet requires a transition from linear to circular business models. This shift is not only driven by evolving legislation and regulations but also by a fundamental belief in sustainable practices.

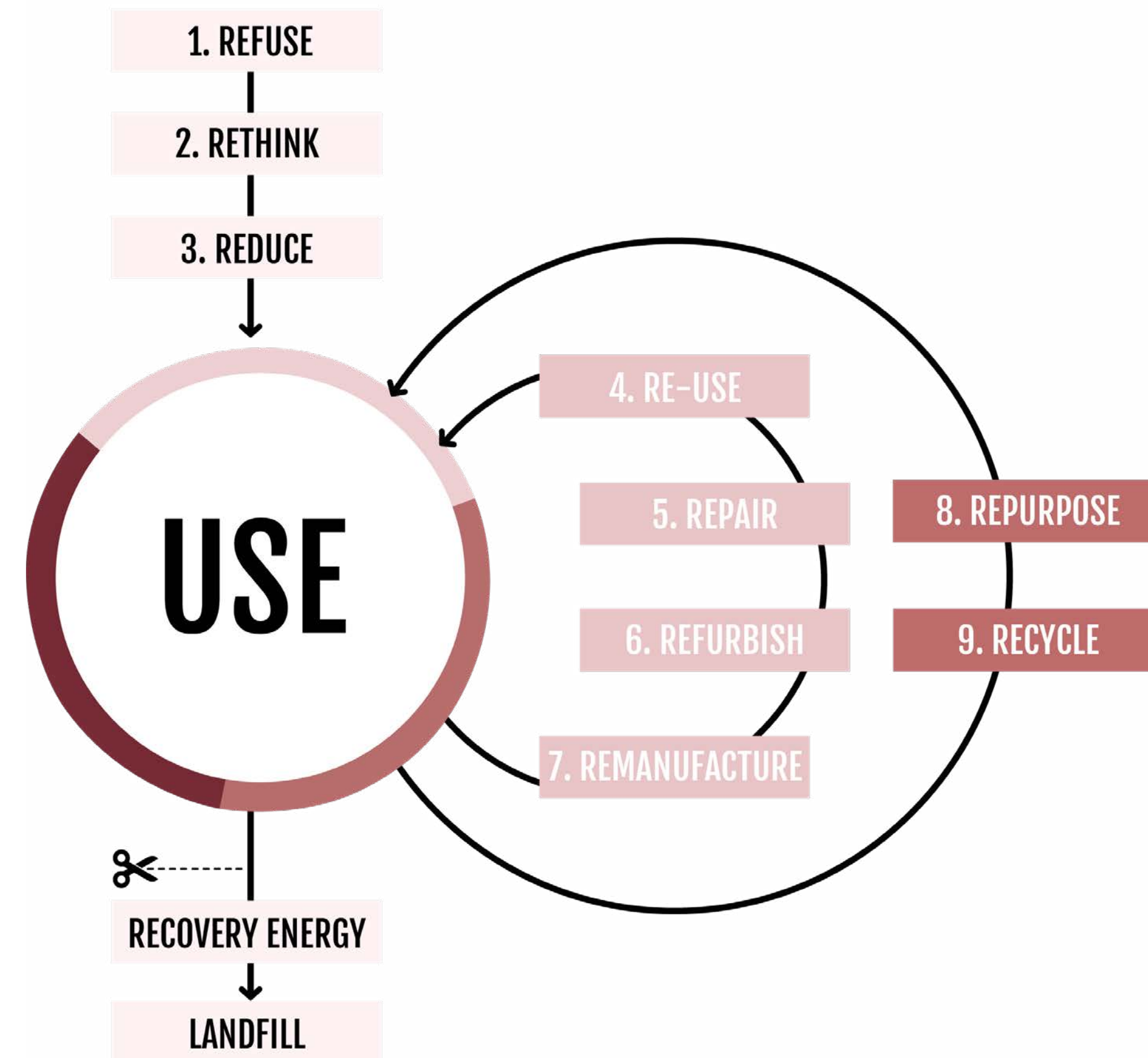
To guide our transition, we employ the R-Ladder strategy, a framework endorsed by the Ellen MacArthur Foundation, which advocates for a circular economy to address pressing challenges such as climate change, biodiversity loss, waste, and pollution.

The R-Ladder strategy is founded on the following principles:

- Rethink and Reduce: Prioritize the use of sustainable materials, such as organic or recycled options.
- Reuse, Repair, Refurbish, and Remanufacture: Extend the lifecycle of our products.
- Repurpose and Recycle: Ensure that materials are reused at the end of a product's life.
- Recover and Detox: Maximize the use of renewable energy and minimize harmful chemicals.

While we are committed to this journey, we acknowledge the challenges that remain. The necessary technologies to facilitate process changes are often not yet available, and trade-offs may arise between sustainability options within the supply chain—such as the use of recycled fibers versus the lifecycle impacts of the final product. Presently, many textile supply chains still operate on a linear "take, make, waste" model.

Recognizing that transformation cannot occur in isolation, we actively seek collaboration with partners and stakeholders across the industry. This includes fashion brands, suppliers, technical institutes, universities, NGOs, and other relevant entities. Through these collaborative efforts, we aim to accelerate the research, development, and innovation required to advance a circular textile industry.





2.11 SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.



Setting clear and achievable goals are an important part of the due diligence cycle. At Studio Anneloes our goals are based on our three pillars ‘Made to Wear’, ‘Made to Care’ and ‘Made to Last’. Although we support all the 17 SDGs as set by the United Nations, our ambitions have an extra focus on the following goals:

1 NO POVERTY

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS

the path of transparency

CHAPTER 3



3.1 PRODUCTION LANDSCAPE

Transparency plays a vital role in today's fashion industry, helping to build trust and ensure accountability. In this chapter, we reaffirm our dedication to transparency by addressing the complexities of the production landscape and committing to the principles outlined in the Transparency Pledge.

At Studio Anneloes, we believe that sharing supply chain information enables both customers and stakeholders to make well-informed choices. By transparently communicating our production practices, we enhance our credibility and contribute to promoting ethical standards in the textile industry. We continue to be dedicated to strengthening our transparency initiatives and building strong, collaborative relationships with our partners.

Our production primarily follows a Cut, Make, Trim (CMT) model, allowing us to oversee various stages of the supply chain. This includes everything from design and pattern development to sourcing raw materials like fabrics and trimmings (buttons, zippers, etc.) and ultimately producing ready-made garments. We prioritize working with partners close to home, favoring European suppliers.

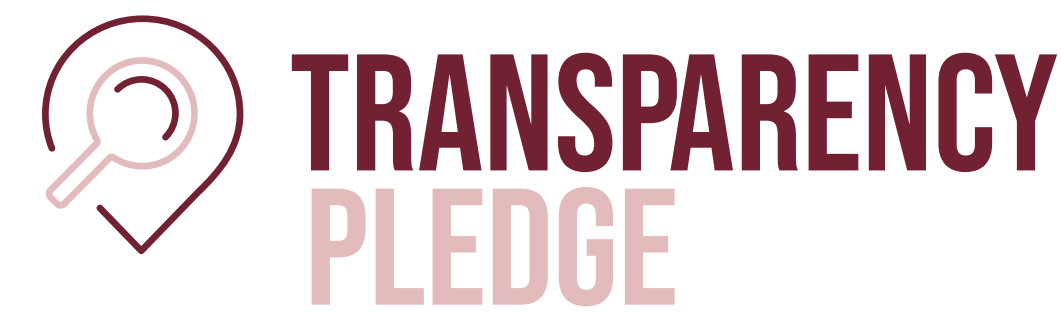
In 2024, over 96% of our fabrics were sourced from European suppliers, with the remaining less than 4% primarily coming from Turkey. Other raw materials, such as trims, were procured via Dutch suppliers with production in Turkey or directly from suppliers in Poland.

Of our total production volume, around 84% was produced using the CMT model, while about 16% was sourced as ready-made garments (RMG) through Dutch private label suppliers. Our CMT production occurred mainly in Poland (54%) and Ukraine (almost 20%). We also started some production orders for CMT in Armenia (10%). For ready-made garments, we sourced denim from Turkey (around 2%), jersey and woven tops, and footwear from Portugal (around 1.5%), knitwear and outerwear from China (around 12%), and various accessories from Greece and the Netherlands (less than 0.5%). This data is based on the number of produced items in 2024.

For a more detailed overview of our production allocation, please see our buying landscape map on the next page.

3.2 TRANSPARENCY PLEDGE

In 2021, Studio Anneloes signed the Transparency Pledge, an initiative launched in 2016 by labour and human rights organizations, including the Clean Clothes Campaign (Schone Kleren Campagne-NL). This pledge emphasizes the importance of publicly disclosing production locations to improve working conditions in the clothing and textile industry. By making this information accessible, local stakeholders, including social organizations, unions, and employees, can identify potential misconduct and take appropriate action.

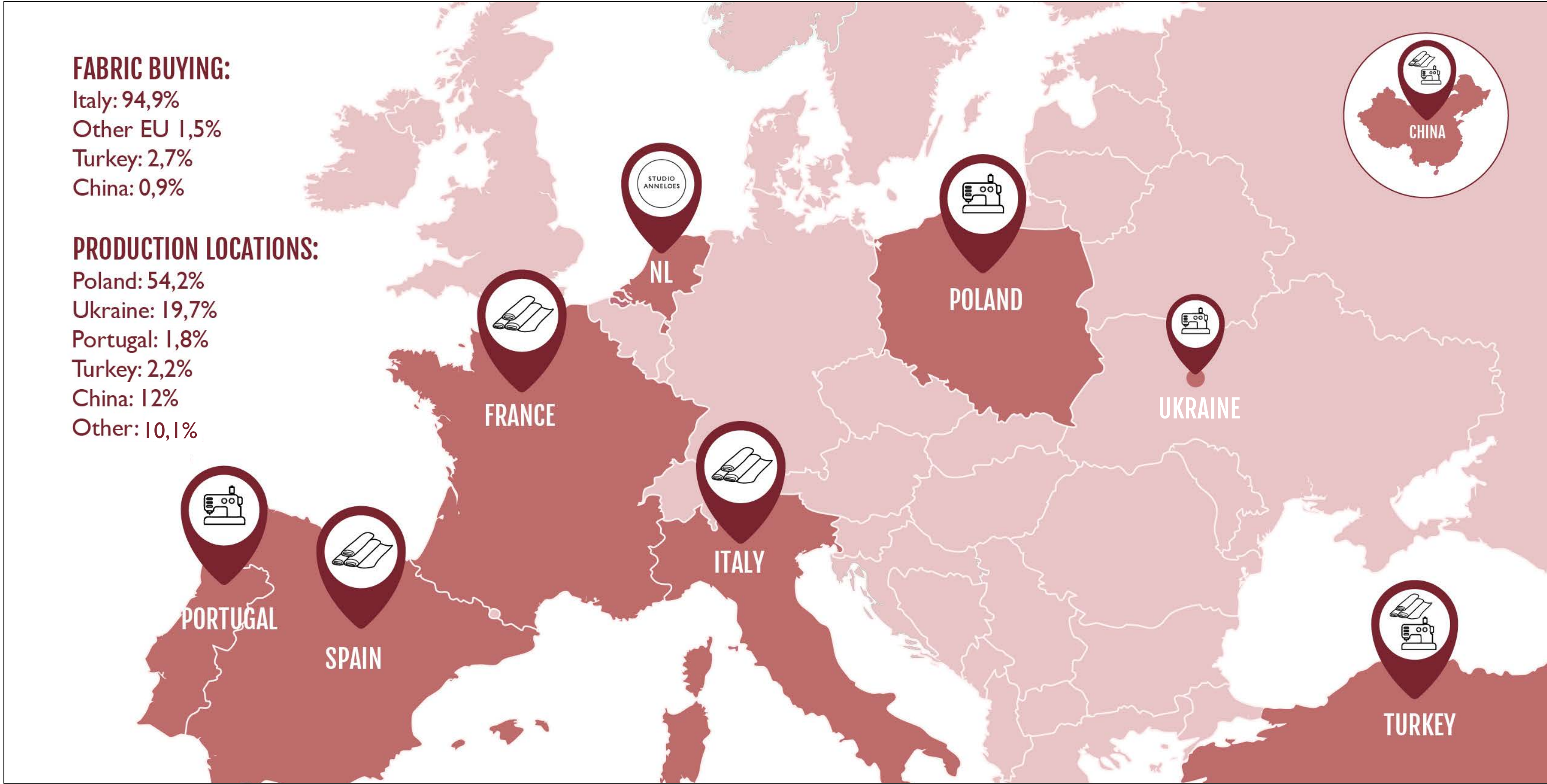


By signing the pledge, we committed to publicly disclosing the names and addresses of all our production locations on the Open Supply Hub. For more information, please visit the Transparency Pledge.

An overview of all our production locations can be found at Open Supply Hub.

3.3 OUR BUYING LANDSCAPE IN 2024

In 2024, more than 96% of our fabrics were sourced from Europe. Around 84% of our garments produced using the Cut, Make, Trim (CMT) model, underscoring our commitment to sustainable and transparent sourcing.



3.4 OUR PRODUCTION PARTNERS

Studio Anneloes has been actively producing in Poland for over 15 years. This year this country contributed around 75% to our total production volume. We work with two primary production locations in Poland for our Cut, Make, Trim (CMT) garment manufacturing: Bfield and Tricol. To optimize our production capacity, we partner with subcontractors responsible for sewing and finishing our products. The cutting of fabric takes place at our main locations, while final finishing, packing, and inspection are conducted again at these facilities.

To maintain quality throughout our supply chain, we have assigned a local quality controller (QC) who visits all production sites, including subcontractors, on a weekly basis. Additionally, our buying and production teams make regular trips to the Polish facilities—usually once a month—to oversee development and production activities, carry out quality checks, conduct final inspections, and coordinate planning. This hands-on approach strengthens transparency and deepens our understanding of the supply chain.

In collaboration with Bfield, we also work with a subcontractor in Ukraine, representing approximately 20% of Bfield's overall production volume. While we acknowledge the difficulties brought on by the ongoing war, we view continued production in Ukrainian garment factories as a way to support economic stability and safeguard livelihoods. This work provides vital financial security and uplifts local communities. Our goal is to foster long-term partnerships that promote resilient supply chains while contributing meaningfully to broader humanitarian efforts. Bfield's team visits the subcontractor regularly when circumstances permit.

We place strong emphasis on long-term partnerships, as they are key to building transparency and fostering mutual growth. For example, our collaboration with Eurojersey in Italy, our main fabric supplier, has spanned over 15 years, as has our relationship with Bfield in Łódź, Poland. Similarly, we have collaborations of more than 5 years with most of our private label suppliers.

However, we are aware of the social and economic changes taking place in the countries where our clothing is produced. Developments such as rising wages and technological advancements may lead to a decline in traditional crafts, like garment manufacturing, in the future. To prepare for these shifts, we have started to research production opportunities in other countries as well. As a trial we have allocated some of our production in Armenia. Unfortunately, we experienced that this location could not meet our standards and offered logistic challenges. As a result, following our responsible exit strategy, we have discontinued this collaboration at the end of the year. We will continue our research for new production locations to ensure the continuity of our production. Our goal will remain to build new long-term partnerships and a flexible and future-proof production network.



“Almost **95%**
of our fabrics
are Made in Italy”

3.5 OVERVIEW CUT, MAKE, TRIM (CMT) BUYING 2024

This chapter outlines our Cut, Make, Trim (CMT) buying model for 2024. It presents key statistics that reflect our sourcing strategies, production volumes, and supplier partnerships—underscoring our dedication to transparency and responsible practices within the textile industry. All figures are based on the number of items produced in 2024.

Trims 2024 in detail:

Labels: 100% bought via NL suppliers, of which 97% production country Turkey, 3% production country China

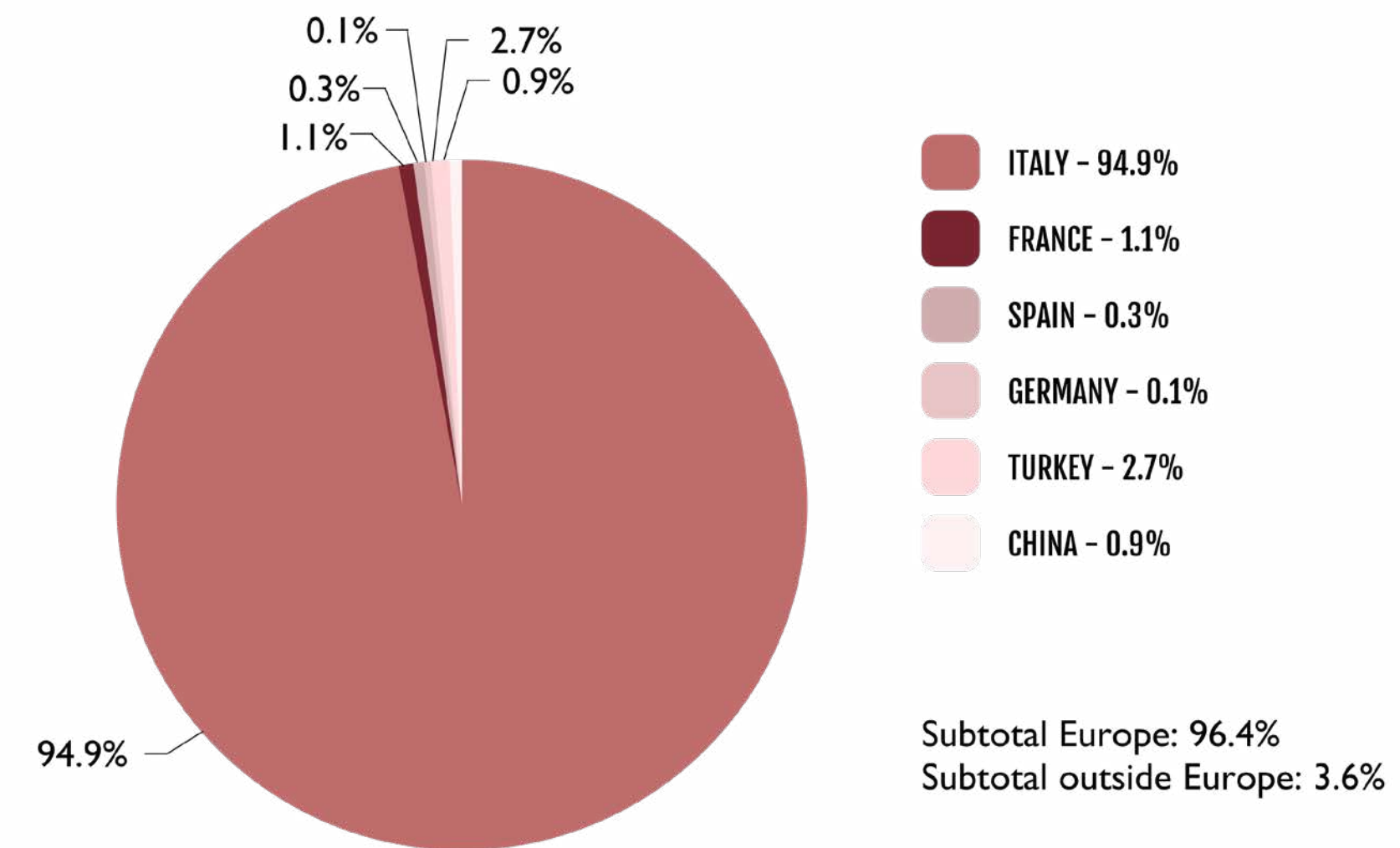
Hangtags: 100% bought via NL suppliers, of which 96% production country Turkey, 4% production country China

Buttons: 95% bought and produced in Poland, 5% bought via NL supplier, production country Turkey

Zippers: 100% bought via NL supplier, production country Turkey

Tapes: 100% bought via Greek supplier, production country Greece

Fabrics 2024 in detail:



3.6 OVERVIEW USED MATERIALS 2024

In this chapter, we provide a detailed overview of the materials used in 2024. By analyzing fabric compositions and other raw materials, we emphasize our commitment to sustainability and responsible sourcing. This analysis reflects our dedication to ethical practices and offers insight into our continued progress toward a more circular textile industry. The data is based on the number of items, produced both CMT and RMG, brought to market in 2024.

This year, to calculate the kilograms, we have followed a more precise process. Each product was weighed in the sample size S. Subsequently, a range of sizes was weighed for each product group. The weighted average of all sizes was then used to calculate the total weight.

In 2024, the majority of the materials we used were of course our Travel Sensitive® Fabrics, made from polyamide and elastane (around 72%).

Other notable volumes included:

- Over 9% viscose, with less than 1% being LENZING™ ECOVERO™ viscose
- Over 5% cotton, with less than 1% organic cotton
- Less than 5% polyester, with under 0.5% recycled polyester

While polyamide and elastane dominate our material usage, we are committed to making responsible choices for other materials in our collections. However, we still face challenges when buying more sustainable materials like not meeting the minimum order quantities, lack of availability or higher prices. So,

we already see we will have a challenge in reaching the goals we have set for 2025, which can be found further in this report.

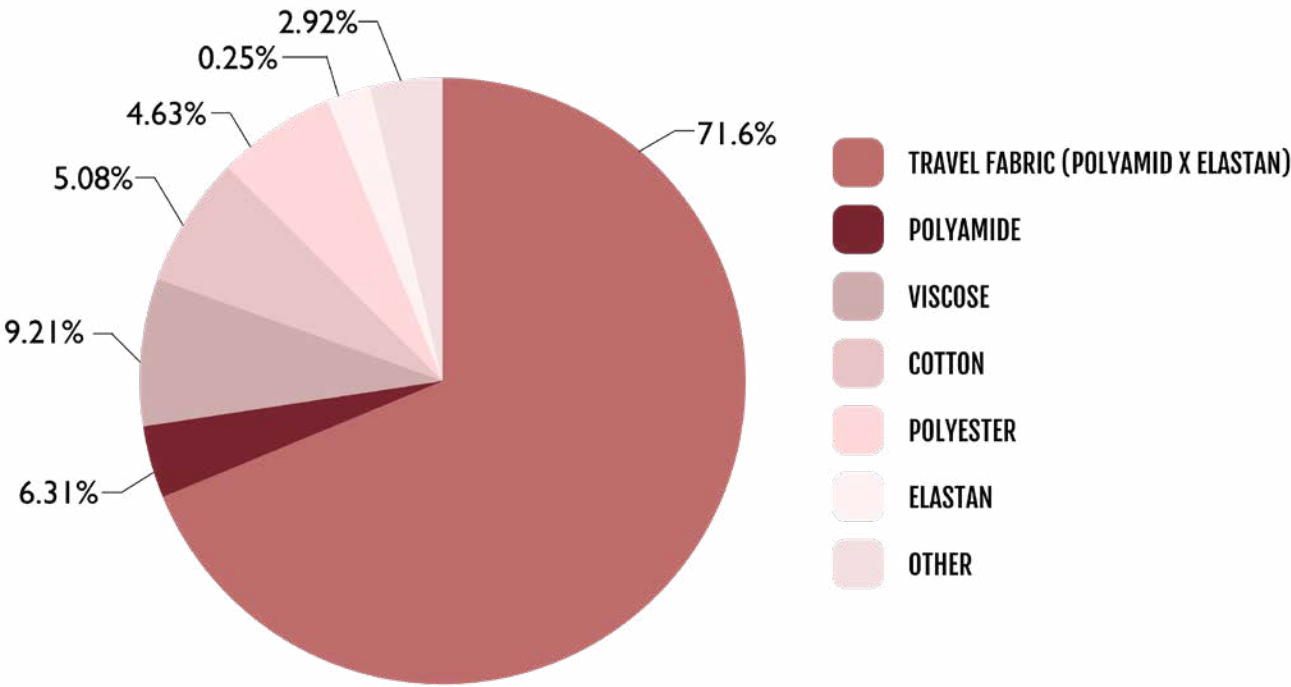
Our Challenges

Approximately 75% of our collections are crafted from our signature travel quality material, Sensitive® Fabrics, produced in Italy by our partner Eurojersey. This premium fabric is made from a patented blend of polyamide and elastomer yarns, offering outstanding stretch, comfort, and durability.

While this fabric supports performance and longevity, we recognize the environmental challenges posed by its composition. Both polyamide and elastane are fossil-based and not classified as sustainable fibers. Their production also involves significant resource consumption—something we are fully conscious of and continually evaluating.

In collaboration with Eurojersey, we are dedicated to exploring ways to lessen our environmental footprint and investigating recycling opportunities. Since 2007, they have been part of the SensitivEcoSystem® initiative. This program represents a comprehensive approach built on practices designed to lower water, energy, and chemical usage while cutting waste and carbon emissions. A key shared objective is achieving fiber-to-fiber recycling for our Sensitive® Fabrics travel quality. Although we acknowledge there is still more to accomplish, our focus remains on progress rather than perfection, making purposeful strides toward a more sustainable future.

Materials put on market 2024	KG	%	t CO ² -eq
Travel fabric (Sensitive® fabrics) – Polyamid x Elastan	207.843	71.6%	2810
Polyamide	16.201	5.58%	308
Polyamide (recycled)	2.110	0.73%	40
Elastan	712	0.25%	10
Viscose	25.564	8.81%	305
Viscose (LENZING™ ECOVERO™)	1.165	0.40%	30
Cotton	12.515	4.31%	223
Cotton (organic)	1.978	0.68%	9
Cotton (recycled)	250	0.09%	2
Polyester	12.434	4.28%	149
Polyester (recycled)	1.020	0.35%	9
Acrylic	4.149	1.43%	44
Wool	1.040	0.36%	61
Lyocell (LENZING™ TENCEL™)	669	0.23%	7
Mohair	669	0.23%	39
Metallic yarn	647	0.22%	7
Leather	513	0.18%	3
Alpaca	524	0.18%	31
Linnen	121	0.04%	1
Modal	88	0.03%	<1
Other fibres	73	0.02%	<1
GRAND TOTAL	290.285	100%	-



3.7 MONITORING

Country Risk Matrix

To promote responsible sourcing and greater transparency, we have established a monitoring system grounded in our due diligence framework. Our Country Risk Matrix, aligned with OECD standards, reviews audit findings, guides sourcing choices, and helps prioritize risk management. As from 2024, this matrix is updated annually including optional new countries, along with environmental considerations. In parallel, we have created a Supplier Risk Matrix to evaluate risks at individual production sites, allowing us to anticipate challenges early and maintain our production standards.

In 2024 there were no significant changes in our main production countries. We did explore our options for production in Armenia, through a Dutch agency. However, while in the process of making the risk analysis, we have discontinued this collaboration already based on a mismatch in quality and logistic standards.

Here is the summary of observations for our active production countries on labour risks:

Living Wage Concerns:

All four countries-Poland, Portugal,Turkey, and China-face high risks regarding living wages, indicating widespread issues in ensuring fair compensation for workers.

COUNTRY	RISK																	
	CHILD LABOUR	YOUNG WORKERS	SEXUAL HARASSMENT AND SEXUAL AND GENDER-BASED VIOLENCE IN THE WORKPLACE	FORCED LABOUR	WORKING TIME	OCCUPATIONAL HEALTH AND SAFETY	TRADE UNIONS AND COLLECTIVE BARGAINING (FOA)	WAGES	BRIBEY AND CORRUPTION (ETHICAL TRADE)	RESPONSIBLE SOURCING FROM HOMEWORKERS	HAZARDOUS CHEMICALS	WATER USE	WATER POLLUTION	GREENHOUSE GAS EMISSIONS	AIR POLLUTION	ANIMAL WELFARE	WASTE	BIODIVERSITY
	CHINA	Very high	Very high	High	Very high	Very high	Very high	Very high	High	Very high	High	Very high	High	High	High	Very high	High	Very high
	POLAND*	Low	Low	Medium	Medium	High	High	Medium	High	Medium	**	Medium	Medium	Medium	Very high	High	Medium	Low
	PORTUGAL*	Low	Low	Low	Low	Low	Low	High	Medium	**	High	Medium	Medium	**	Low	**	Medium	Medium
	TURKEY	High	Medium	Very high	Very high	High	Medium	Very High	High	High	High	High	High	High	Medium	**	High	Very high
	UKRAINE	Low	Low	Very high	Low	Low	High	High	High	High	High	Very high	Very high	High	Low	High	Very high	Medium

RISK

Very high

High

Medium

Low

Very low

*These countries are identified as 'low risk country' by Fair Wear Foundation
**No information available

3.8 MONITORING THROUGH AUDITS

We place strong emphasis on monitoring and auditing our supply chain, with a particular focus on wages, to guarantee ethical practices and adherence to labor standards. This chapter outlines our structured method for wage oversight and independent audits, which allow us to detect risks and foster ongoing improvement. Our objective is to ensure fair compensation and support worker well-being across all our production sites.

Most of our partners are European production sites and suppliers, with whom we maintain long-standing relationships and carry out regular visits. This strategy encourages better environmental and labor practices, lowers carbon emissions, and strengthens local economies through fair pay and ethical working conditions.

Our main production locations in Poland are considered low-risk due to strong labour law enforcement and European regulatory frameworks. Still, we have conducted a third-party audit at our main production locations through Bureau Veritas. Our partner Tricol was audited in December 2022, and our partner Bfield was audited in November 2023. There were a few non-conformances, addressed through a Corrective Action Plan (CAP) which are followed up on with management. We will keep monitoring these sites and plan to expand audits to subcontractors handling our highest-volume production.

For ready-made garment purchases, we require suppliers to submit recent third-party audit reports, and we prioritize confirming working conditions through on-site visits.

Based on these reports and CAPs, we have also created a Supplier Risk Matrix. This matrix has been set up based on the same Probability & Severity model from the OECD guidelines.

Summary of the observations of the main risks per performance area based on our supplier risk matrix per country:

Poland: Performance Area 6: Decent Working Hours
Performance Area 7: Occupational Health and Safety

China: Performance Area 1: Social Management System and Cascade Effect
Performance Area 6 : Decent Working Hours

Turkey: Performance Area 3: The rights of Freedom of Association and Collective Bargaining
Performance Area 5: Fair Remuneration
Performance Area 6: Decent Working Hours
Performance Area 7: Occupational Health and Safety

We do not have any social audit reports from our supplier in Portugal and our production location in Ukraine. We have used the country risk matrix as input for the Supplier risk matrix for these suppliers and countries.



Impression production site B-field in Poland

In the next chapter you can see the overview of our Supplier Risk Matrix. More detailed information of this Supplier Risk Matrix can be shared upon request.

3.9 SUPPLIER RISK MATRIX

COUNTRIES & PARTNERS

RISK
Very high
High
Medium
Low

TIER 1 NAME	COO	AUDIT SCORE TOTAL	RISK CATEGORIES													
Bfield Tricol COUNTRY RISK POLAND	Poland	Bureau Veritas	Medium	Low	Medium	Low	Medium	High	High	Low			Low	Low		
	Poland	Bureau Veritas	Low	Low	Low	Low	Low	Low	Medium	Low			Low	Medium		
	POLAND				Medium	Medium	High	High	High	Low	Low		Low	Medium	Medium	
X UKRAINE	Ukraine	No audits														
	UKRAINE				High	Medium	High	Low	High	Low	Low		Low	High		High
Infiknit COUNTRY RISK CHINA	China	Amfori BSCI - Medium (C)	Very high	Low	Low	Low	Low	Very high	Low	Low	Low	Low	Low	Low	Low	
	CHINA				Very high	High	Very high	Very high	Very high	Very high	Very high		Very high	High		Very high
Edberg COUNTRY RISK PORTUGAL	Portugal	No audits														
	PORTUGAL				Low	Low	High	Low	Low	Low	Low		Low	Low		
Denimo Tekstil (Nomaglobal/Moda Tailor) Ozgur Tekstil COUNTRY RISK TURKEY	Turkey	Smeta 2 pillar			High	Low	Medium	High	High	Low						
	Turkey	Amfori BSCI - Low (A)	Medium	Low	Low	Low	Medium	Low	Low	Low	Low	Low	Low	Low	Low	
	TURKEY				Very high	High	High	High	Medium	High	Medium		Very high	High		

3.10 CHEMICAL MANAGEMENT AND MONITORING

In this chapter, we present our commitment to responsible chemical management across our supply chain. We emphasize adherence to regulations, ongoing monitoring of chemical use, and close collaboration with suppliers to ensure safe and sustainable practices. Our aim is to reduce environmental impact while safeguarding the health and safety of workers throughout our production processes.

The Studio Anneloes Restricted Substances List (RSL) is intended to inform our suppliers on international (upcoming) regulations restricting or banning the use of chemicals in apparel products including accessories attached to garments for example zip fasteners, buttons, etc. and packaging materials. The RSL takes most of the world's regulations into account (incl. REACH, POP), as well as harmful chemicals listed by NGO's. Our RSL is based on the industry standards as set by AFIRM.

In 2024 we have also introduced our Manufacturing Restricted Substances List (MRSL). This MRSL is based on the Zero Discharge of Hazardous Chemicals (ZDHC) MRSL. It sets restrictions on certain chemicals used in various product formulations, including, but not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings, and finishing agents. These chemicals may be used during raw material production, wet processing, machinery maintenance, wastewater treatment, sanitation, and pest control. The MRSL applies only to substances found in commercially available chemical formulations and does not cover chemicals from earlier stages of synthesis.

We request all our suppliers to sign our Declaration Responsible Chemical Management Procedures. By signing this declaration our suppliers acknowledge:

- The receipt of the latest STUDIO ANNELOES Restricted Substance List (RSL) and Manufacturing Restricted Substance List (MRSL)
- Their commitment to fully and unconditionally comply with the Restricted Substance List
- Their commitment to work towards full compliance with the MRSL over time

By signing this statement, the Supplier is committing itself to complying in full with the STUDIO ANNELOES RSL and work towards compliance with the MRSL (by 2027 latest), as well as with any updates to the RSL and MRSL that may be communicated in the future.

Monitoring Chemical Management

As we mainly operate on a CMT (Cut, Make, Trim) model, we source the majority of our raw materials directly. We aim to procure all fabrics from European mills, as well as dyeing and printing facilities, that hold OEKO-TEX® STANDARD 100 certification. This certification is also mandatory for any ready-made garments (RMG) we purchase.

OEKO-TEX® STANDARD 100 ensures that textiles are tested for harmful substances, establishing a benchmark for textile safety from yarn to finished product. Each item with the STANDARD 100 label has successfully passed safety tests for the presence of harmful chemicals.

In 2024, 98% of the suppliers for our CMT production fabrics are OEKO-TEX® STANDARD 100 certified. For our ready-made garments, we require suppliers to provide the OEKO-TEX® STANDARD 100 certification. Additionally, garments produced in Europe must comply with REACH regulations, ensuring that no harmful chemicals are present.

To verify the absence of harmful chemicals, we conduct testing on our products through a third-party institute such as Bureau Veritas. Bureau Veritas is a leading provider of testing, inspection, and certification services across various markets and sectors. In 2024, there were 5 items in our collection for which there was no OEKO-TEX® STANDARD 100 certification. We have tested all items according to our RSL standards and all items have passed the test. Our goals to monitor the presence of harmful substances can be found further on in this report. You can find the latest version of our RSL and MRSL on the Reports & Policies section of our website.

“97,7%
of the suppliers for our CMT
production fabrics are
OEKO-TEX® STANDARD
100 certified. ”

3.11 OUR FOOTPRINT

In this chapter you find our organizational environmental footprint, with a focus on carbon emissions. We analyze Scope 1, 2, and 3 emissions, including those from purchased goods and services, as well as upstream and downstream transport.

Our Carbon Footprint

Measuring our organizational carbon footprint is vital for recognizing and reducing our environmental impact, advancing sustainability objectives, and meeting regulatory obligations. It also creates opportunities for cost savings through more efficient use of resources and energy.

In partnership with Hedgehog Company, we created our second impact report, outlining Studio Anneloes' carbon footprint for 2024. The report highlights greenhouse gas (GHG) emissions from our operations and points to opportunities for reduction. The assessment includes:

GHG Scope Categories:

Scope 1: Direct emissions from company facilities and vehicles.

Scope 2: Indirect emissions from purchased electricity, steam, heating, and cooling.

Scope 3: Indirect emissions from purchased goods and services, upstream transportation and distribution, waste generated, business travel, and employee commuting.

Here is a summary of the results of our impact report, showing our carbon footprint of 2024. The detailed and complete report by Hedgehog Company is enclosed as Appendix I.

Total Carbon Footprint

The total carbon footprint for Studio Anneloes for Scope 1, 2 and 3 in 2024 was 5.492 tonnes of CO₂equivalent. This is an increase by around 516 ton CO₂-eq compared to 2023.

It is important to keep in mind that compared to 2023, our 2024 GHG calculations include more precise data and expanded coverage. In the full report we outline what factors have contributed to this in more detail. The total footprint is divided over Scope 1, 2 and 3 as follows:

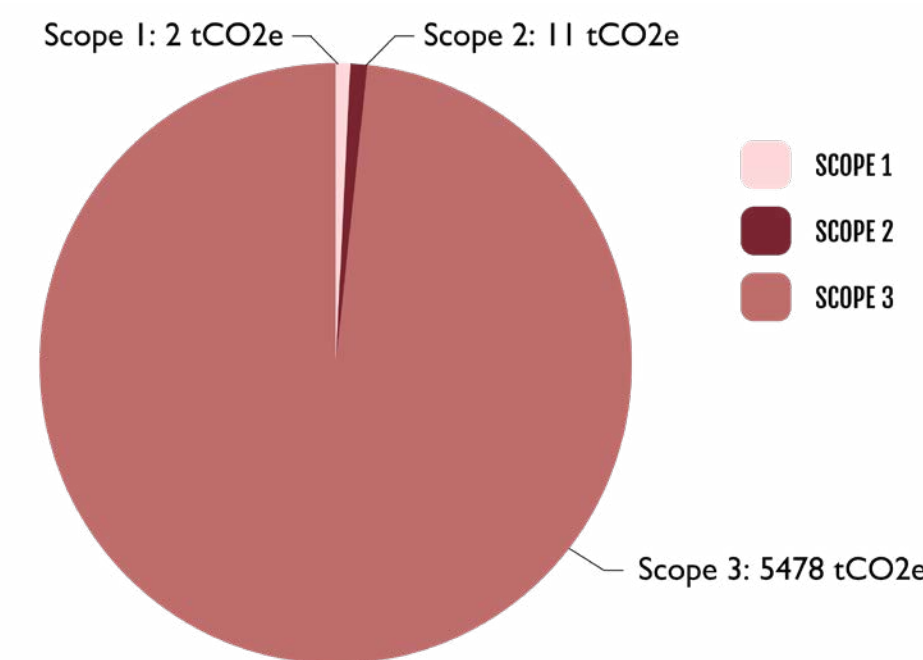
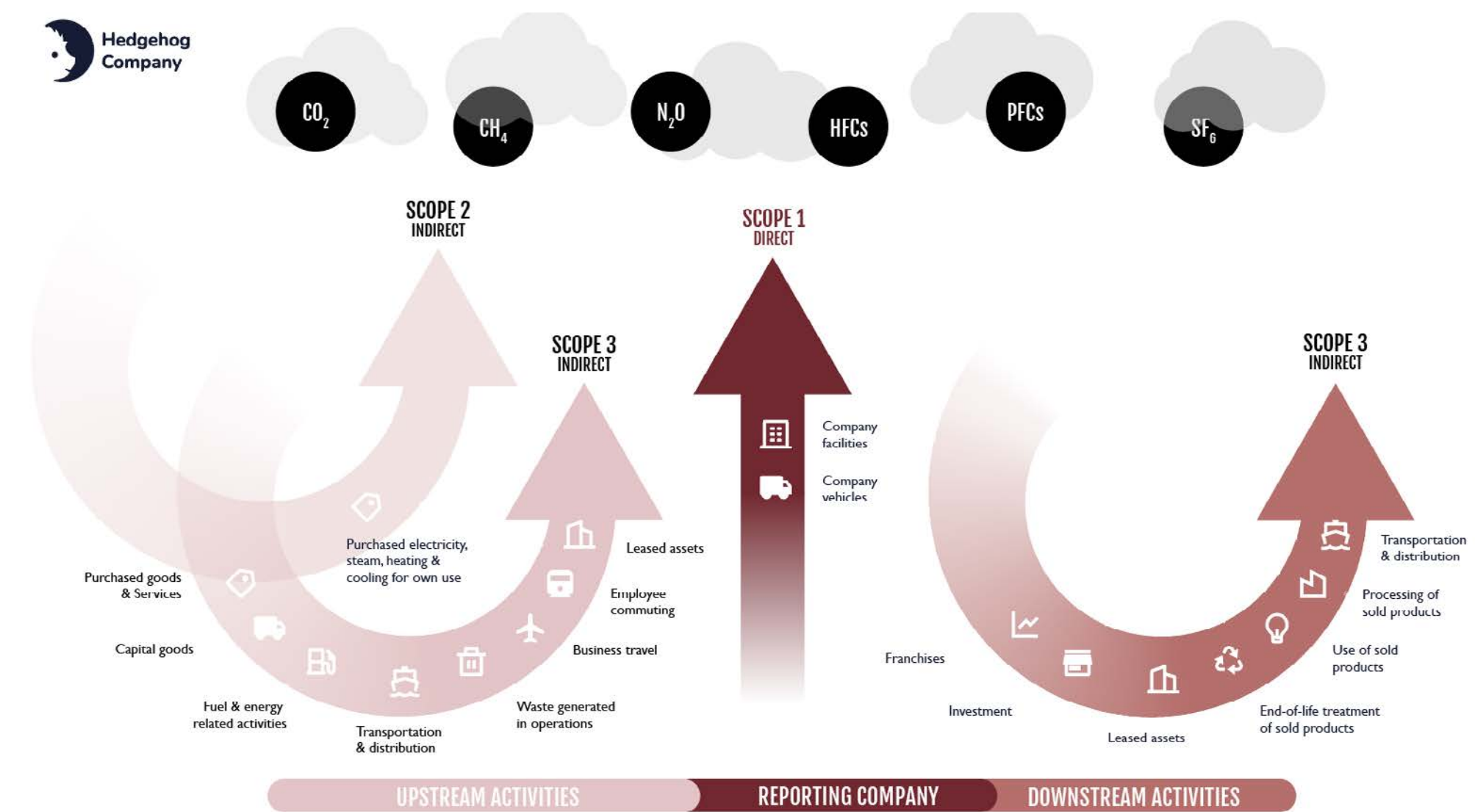
Scope 1: 2 tCO₂e < 1%

Scope 2: 11 tCO₂e < 1%

Scope 3: 5.478 tCO₂e > 99%

The category "Purchased goods and services" contributes to 87% of the total emission of Studio Anneloes, being responsible for the emission of 4.769 ton CO₂-eq. Within this category, the textiles contribute the most to the emissions, followed by waste. Both impacts can be explained by the high purchase of fabric.

On the next page you can find some more detailed insights in our Scope 1, 2 and 3 emissions.



“Purchased goods & services cover 87% of our Scope 3 emissions.”

SCOPE 1 & 2

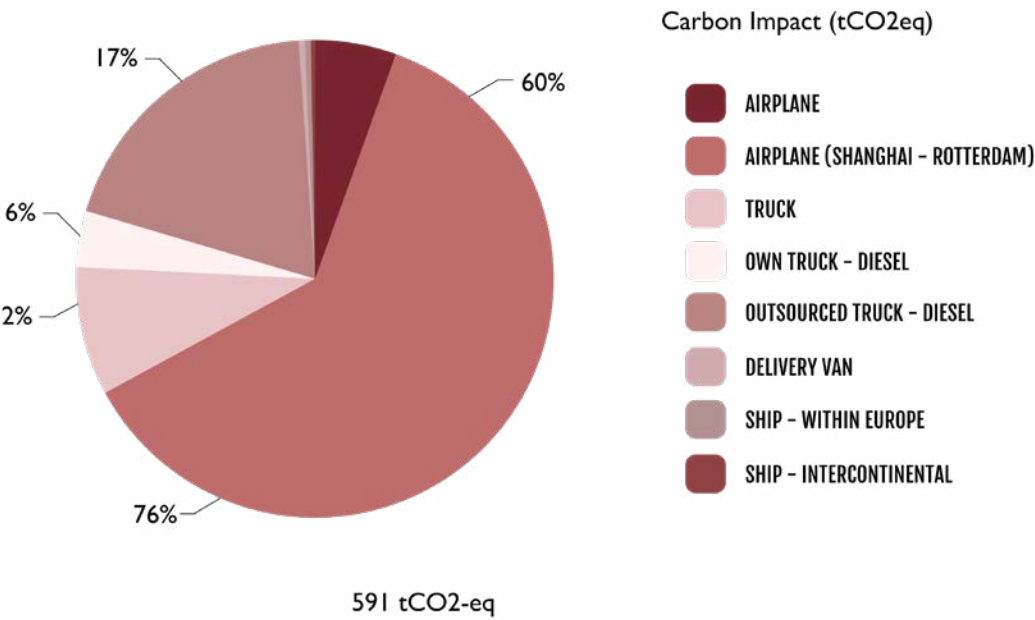
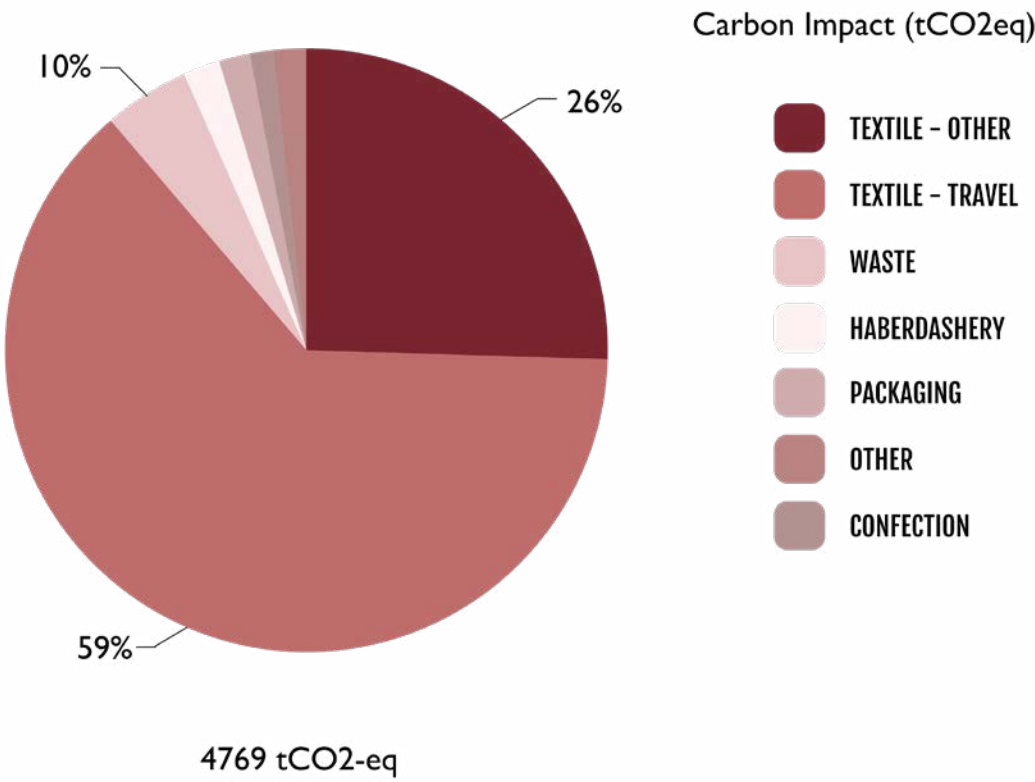
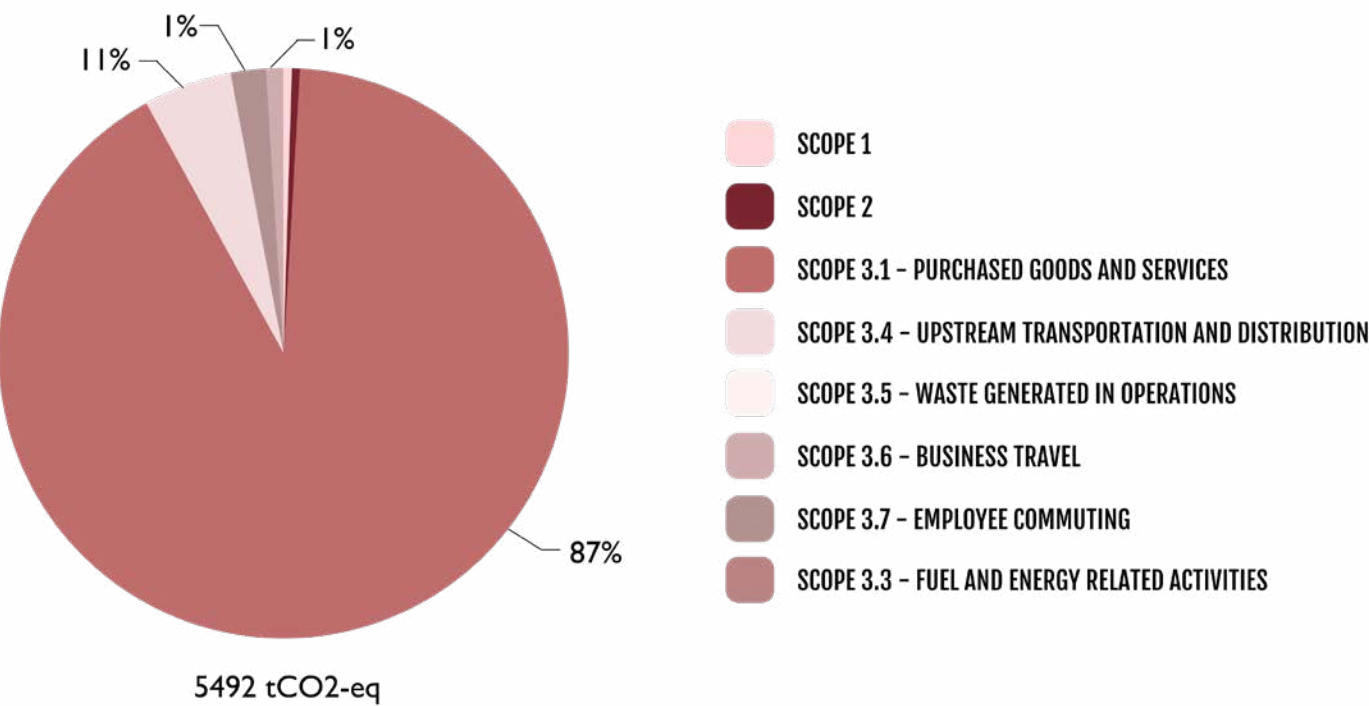
Our emissions for Scope 1 and 2 total are well under 1%.

In 2024 we had a total of 18 electric company vehicles. The scope 1 emissions come from fuel consumption by 1 non-electric company vehicle. Scope 2 includes all indirect emissions from purchased energy sources, primarily electricity used in the office. It also covers electricity used by electric company vehicles. The Studio Anneloes office uses a mix of purchased wind energy and self-generated electricity from photovoltaic panels (which is outside of scope 2), thus the carbon impact of electricity use is considered to be zero. Moreover, it is worth noting that the use of solar panels contributes to lower Studio Anneloes' dependency on fossil sources. We can consider our head office as CO² neutral.

SCOPE 3

As last year, the largest part of Scope 3 emissions are made through our 'Purchased goods and services', covering 87% of the total Scope 3 emissions. There are also some other notable changes in Scope 3 compared to last year, as our 2024 GHG calculations include more precise data and have expanded coverage. This led to significant differences in emissions compared to 2023, especially for scope 3.4. Data in 2023 was more based on assumptions that likely led to an overestimation of the emission for this category. Data for 2024 rely on actual measurements, thus being more representative of the actual emissions. Moreover, Scope 3.3 emissions are now included, with some impacts previously included in scope 1 and scope 2 emissions reallocated to scope 3.3.

Furthermore, transport emissions up to the retailer that were reported under scope 3.9 (downstream transportation) in 2023, are now counted under scope 3.4 (upstream transportation) since Studio Anneloes bears all the costs associated with transportation.



Scope 3, category 1

Purchased goods and services

The largest impact in is our purchased textiles. For the impact of our Sensitive® fabrics travel quality we have used the product specific Environmental Product Data (EPD) from our fabric supplier Eurojersey.

The impact of other purchased textiles has been calculated based on the emission data from 'Milieu Informatie Textiel (CE Delft 2018)'.

Scope 3, category 4

Upstream transportation & distribution

The category 'Upstream transportation & distribution' contributes 11% to scope 3 emissions. 60% of the emissions in this category come from air freight from Shanghai to Rotterdam (note that these emissions were provided by the supplier and could not be verified nor calculated because of lack of data availability). The second largest contributor to this category is transport via diesel fueled trucks, which together generate 35% of the emissions.

Our buying volume in China has increased from 6% in 2023 to 12% in 2024 of the total buying volume. Our 'short-to-market' business model means we face the challenge of the longer lead times in Far East for both production and transport. Together with our supplier Infiknit, we will continue exploring alternative solutions to reduce this impact, prioritizing sea transport where feasible and considering other sustainable options.

3.12 PRODUCT FOOTPRINT

We recognize that our clothing carries an environmental impact and are dedicated to sharing this as openly as possible. The Footprint Meter provides valuable insights into this impact, helping us identify key areas for reduction.

In 2020, we launched our Footprint Meter for Sensitive® Fabrics travel quality in collaboration with our fabric supplier and partner, Eurojersey. This tool allows you to view the environmental impact of your travel quality item, encompassing water consumption, CO2 emissions, and electricity usage (kWh). These figures reflect the entire production process, from raw material sourcing to retail, following a 'Cradle to Gate' approach.

How is this footprint calculated?

Our calculations follow European guidelines and apply the Product Environmental Footprint (PEF) method. Initiated and endorsed by the European Commission, the PEF LCA approach seeks to create a standardized framework for life cycle assessments (LCAs) and will form the basis of future product passports. By using the PEF method, we improve the consistency and credibility of LCA data while reducing the risk of misleading sustainability claims.

The PEF Product Category Rules (PEF-PCR) for textiles provide detailed guidance for evaluating environmental impacts. For example, water scarcity is assessed through the AWARE method, which accounts for the relative availability of water within a watershed. As a result, the reported water consumption per product reflects not only the absolute use in production but also the effects of scarcity on people and ecosystems by factoring in local water availability and demand.

To ensure accurate assessments, we collaborate with sustainability experts from Hedgehog Company BV and utilize LCA software from Ecochain to translate this data into our Footprint Meter.

More information on how we calculate our product footprint and the PEF-methode can be found on the Footprint section of our website. Where available the product footprint is shown with the product information in our webshop and from 2024 also in our app and Digital Product Passport.



FRAN BLAZER – ESPRESSO

159,95

KIES JE KLEUR



OMSCHRIJVING +

PASVORM & MAAT +

KENMERKEN +

WASVOORSCHRIFTEN +

FOOTPRINT ×

Bij Studio Anneloes vinden we transparantie heel belangrijk. We delen per item de impact van het productieproces, zodat je weet wat je koopt en wat de uitstoot ervan is. Dit inzicht geeft ons de mogelijkheid om continue te blijven werken aan het verlagen van deze impact. Voor meer info kijk op onze uitgebreide [Footprint pagina](#).



14.61
m3 water



9.22
kg CO2



59.38
kWh energie

Impression of our footprint data on the website



Product Footprint – Next Steps

We recognize that sharing our products' footprint is only an initial step. At present, comparing impact data across brands and materials remains challenging, as a single European standard has yet to be finalized. Since results depend on many factors, true 'apples-to-apples' comparisons require consistent variables in Life Cycle Assessments (LCA). We closely monitor EU developments and regulations in this area and will adjust our impact calculations if needed. In the meantime, we continue to apply the PEF method in line with current EU guidelines.

So why do we share this footprint data?

We believe it is important to share this impact data now—not only to demonstrate awareness of our products' footprint but also to drive continuous reduction efforts. Since the largest share of impact comes from the materials we use, we work closely with our partner Eurojersey to find opportunities for improvement. They make significant investments in new machinery and production processes to cut energy, water, and chemical use. Our goal is to achieve a year-on-year reduction in the footprint of every product.

Since our Sensitive® Fabrics make up the largest material volume, we first focused on measuring the environmental Footprint of those items. Our partner, Eurojersey, is also developing new versions of this material like different structures or prints. We have also introduced the use of recycled polyamid yarn in our Essentials line, which also contributes to a lower impact. To gather all impact data from the production processes takes a full year. As a result, some items may lack footprint data, which we'll add as it becomes available.

We're also exploring how to show the Footprint for other materials like cotton, polyester, and viscose. This is more challenging due to varied suppliers and limited data availability. In cooperation with Hedgehog Company, we have been working on a tool to calculate this impact data using mostly secondary data and primary data where available. We aim to start sharing this data in the course of 2026.

3.13 HOW TO REDUCE OUR FOOTPRINT

For our impact report over 2024 we were able to collect more precise data, resulting in an increase of our total carbon footprint. Still, we see the strategies to lower our carbon footprint and set actionable goals are comparable to last year. Our key areas for impact reduction include:

1. Exploring Recycling Options for Travel Quality

Together with our fabric supplier and partner Eurojersey, we continue to investigate the integration of recycled content into Sensitive® Fabrics. Incorporating recycled materials into our production helps decrease dependence on virgin resources and lowers our overall environmental impact.

2. Select More Sustainable Raw Materials

We aim to choose the most sustainable options for our materials, such as viscose, polyester, and cotton. Our goals for 2025, and beyond, outline specific targets in this area.

3. Reducing High-Emission Transport

We are exploring alternatives to air freight from China and considering electric or rail solutions for truck deliveries to further cut transportation emissions.

4. Using Product Footprint Data

We rely on the annual Product Environmental Footprint (PEF) report from our partner Eurojersey, which includes Environmental Product

Declarations (EPDs) for their materials. This information enables us to calculate the carbon footprint of our Sensitive® Fabrics and supports our choice of materials with a lower environmental impact.

5. Encouraging Sustainable Employee Commuting

We are dedicated to supporting more sustainable travel choices for our employees. At present, 95% of our company cars are electric, and we also provide a bike plan to promote eco-friendly commuting options.

By putting these strategies into action, we strive to substantially lower our carbon footprint and strengthen our overall sustainability performance. In 2025, we will focus further on setting clear and measurable reduction targets.

Inspiring Footprint Reduction

Around 50% of a garment's environmental impact occurs during its use phase. That's why we aim to inspire our customers by sharing wash and care tips to help them lower their impact. In addition, our high-quality pieces are Made to Wear and Made to Last, ensuring a long lifespan. The longer a garment is worn, the smaller its footprint becomes. For this reason, we actively promote durability through the Studio Anneloes method and provide options for resale.





taking a trip with our products

CHAPTER 4

4.1 OUR PRODUCTS

Guided by our pillars Made to Wear, Made to Care, and Made to Last, we focus on ensuring our clothes are worn for as long as possible. Our Sensitive® Fabrics travel quality is valued for both its durability and easy-care properties.

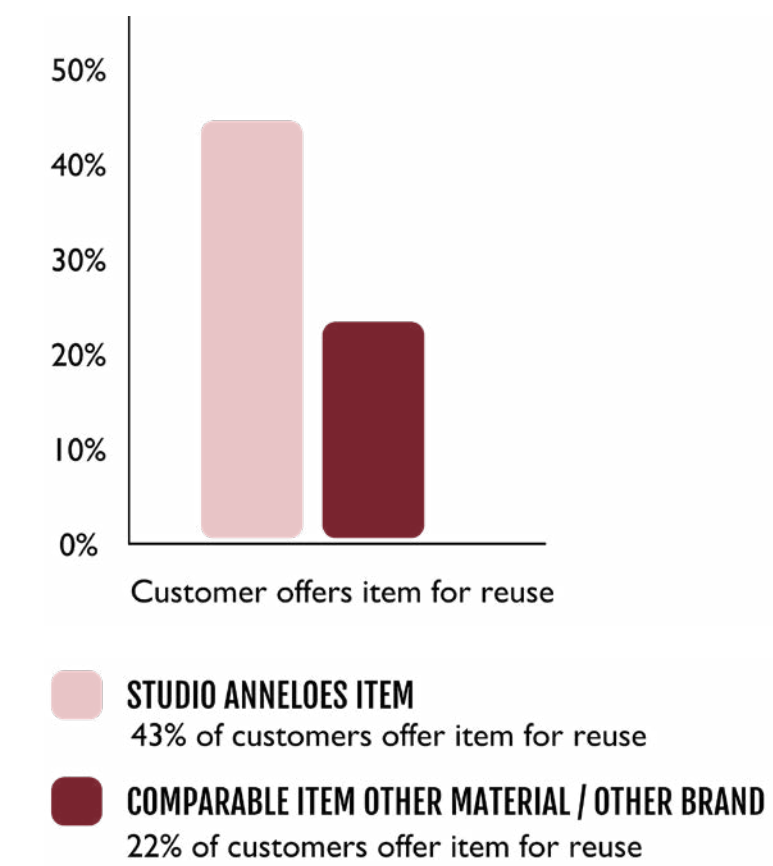
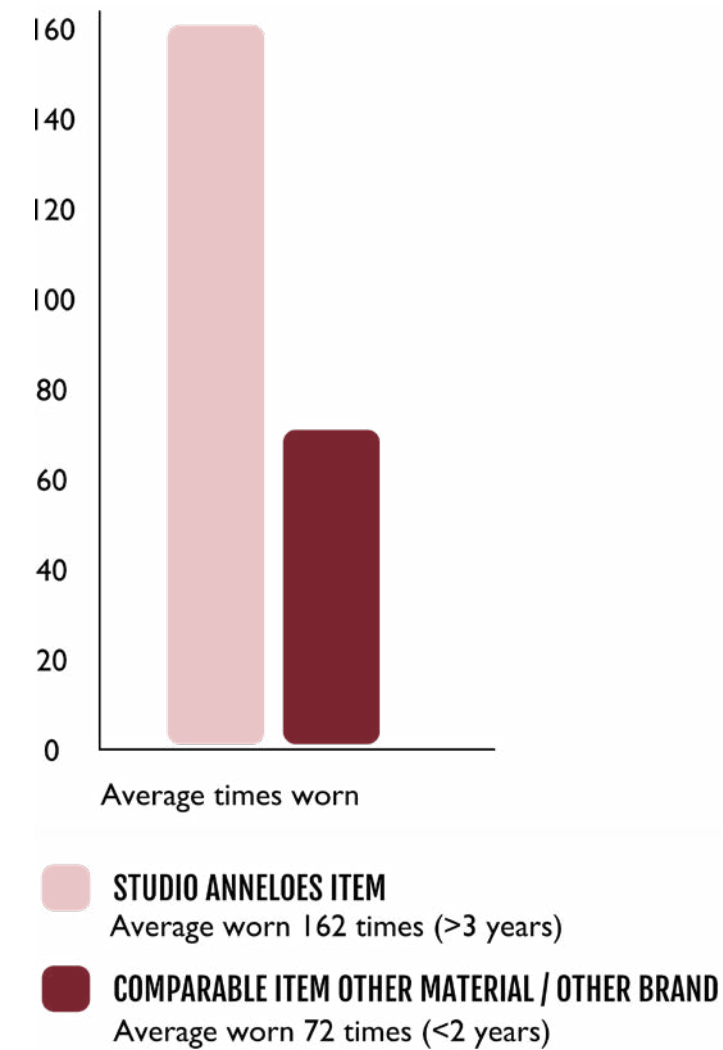
But how much longer does a travel item actually last? And what is the impact of wearing and caring for it? To explore this, we conducted a customer survey in October 2023. Over 3,300 respondents shared insights about their travel item compared to a similar product (same type, different material and brand).

The questions compared the garments on:

- The number of times worn
- The number of washes
- The method of care

We also asked what happens to the garment when the customer no longer wears it and if it is offered for reuse.

It turns out that a travel item is worn nearly 2.5 times longer than a comparable product by one owner. And the results show that even after that, our items are offered twice as much for reuse as items from other brands.



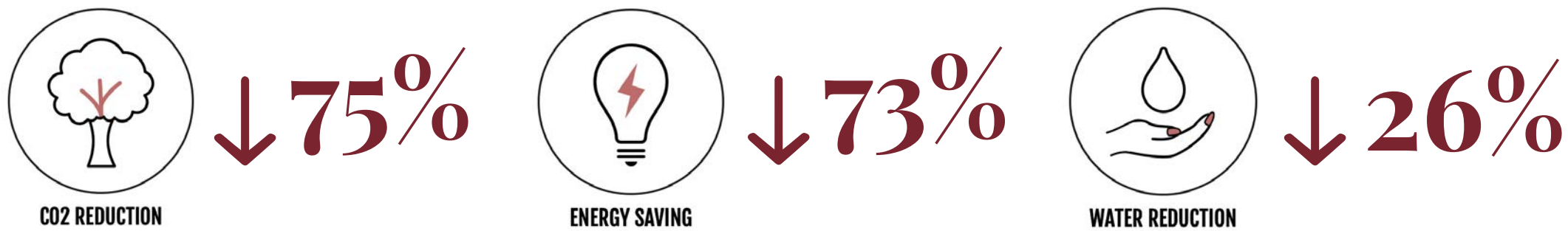
“Our items are worn about **2.5** times longer than other brands.”

Impact in User Phase

Research indicates that 50% of a garment's total environmental footprint occurs during its use phase. The way you treat your clothing, how long you wear it and how you clean it, therefore plays a major role in its overall impact.

Our survey revealed that Studio Anneloes travel items have a lower environmental impact during use. Thanks to their unique properties, our travel fabrics are very easy to care for; often, simply airing them is enough. When washing is needed, a short gentle cycle with little detergent suffices, and the garments can be air-dried without ironing or tumble drying.

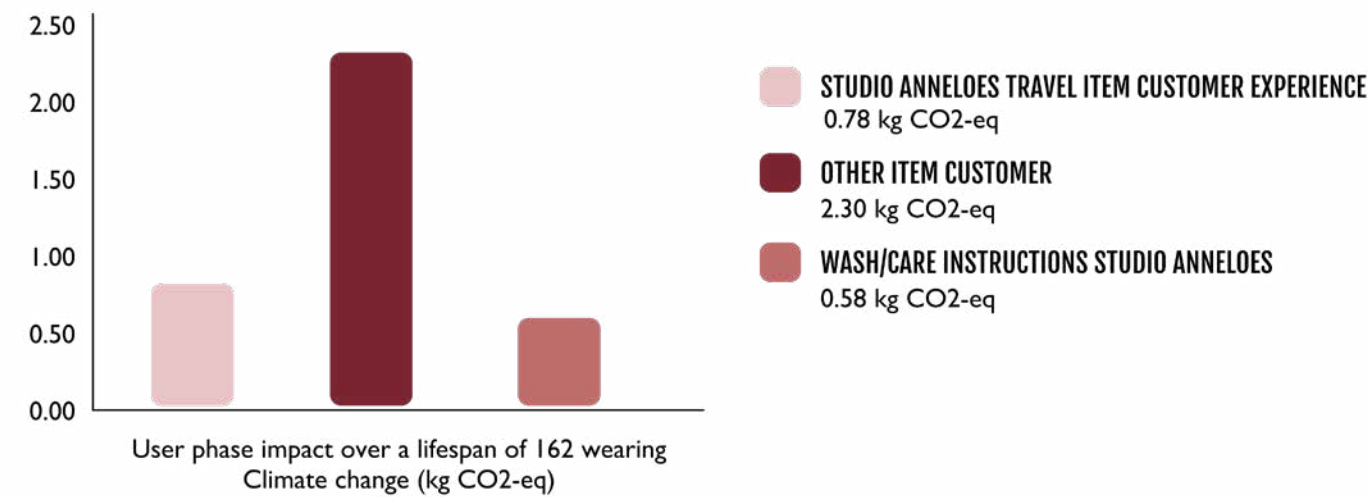
The impact of a Studio Anneloes travel item compared to a comparable item, based on average lifespan, means:



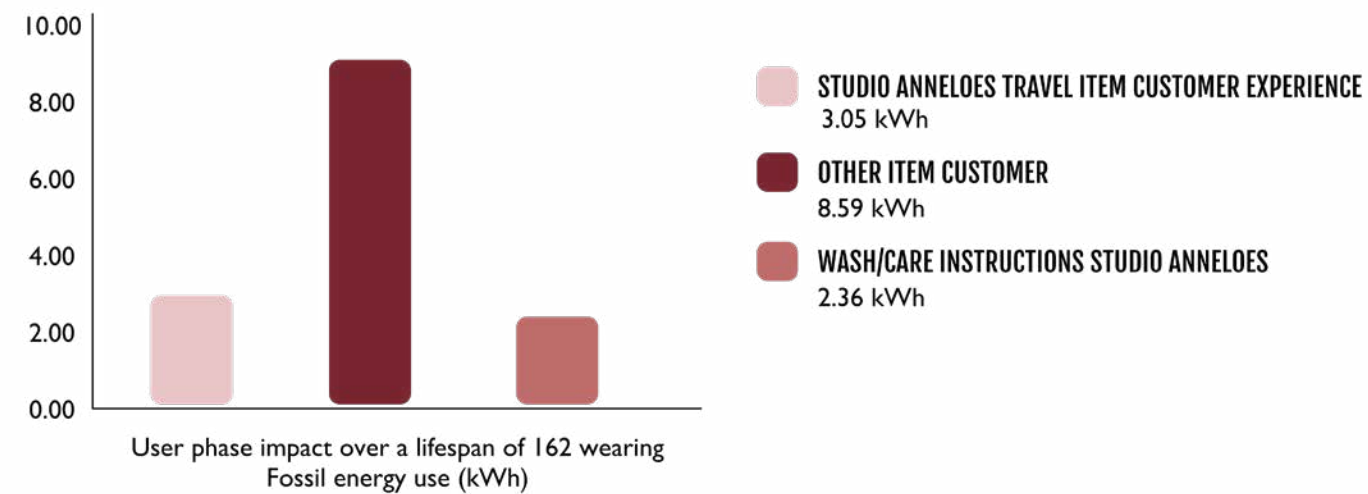
Therefore, we are confident in saying that a Studio Anneloes travel item is not only the more sustainable choice thanks to its longer lifespan, but also the more conscious choice due to its lower environmental impact.

More info on this survey and all relevant data sources can be found on the Appendix and Resources page at the end of this report.

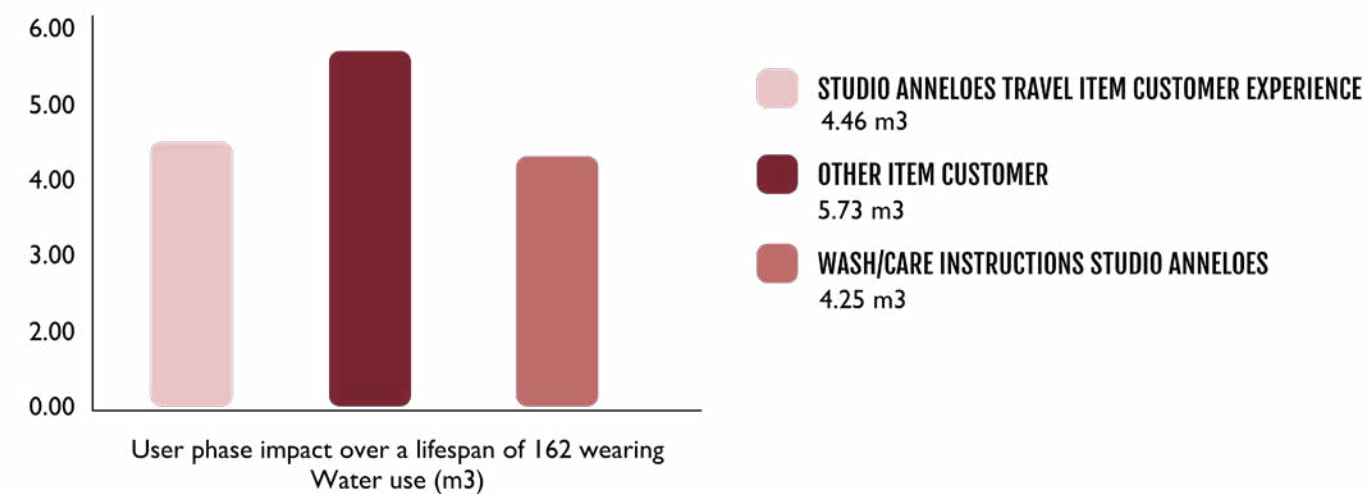
Reduction potential CO2 when following Studio Anneloes Wash/Care instruction after 162 times wearing Studio Anneloes Travel item <> Other* item
-75%



Reduction potential Energy use when following Studio Anneloes Wash/Care instruction after 162 times wearing Studio Anneloes Travel item <> Other* item
-73%



Reduction potential Energy use when following Studio Anneloes Wash/Care instruction after 162 times wearing Studio Anneloes Travel item <> Other* item
-26%





Independent Durability Test

We value our customers' experiences, and are proud that the results of the survey confirms the high quality of our Sensitive® Fabrics travel quality. Nevertheless, we believe that true quality is not only visible but can also be proven.

Together with our partner Eurojersey we had Centrocot, an independent research institute in Italy, perform a durability test. The goal: to gain an objective understanding of the durability and performance of this unique material.

The travel fabrics were subjected to rigorous testing, including 100 wash and dry cycles, to simulate years of wear and care. Tests assessed wrinkle resistance, abrasion resistance, color retention, elasticity, and seam strength.

The Results Speak for Themselves:

- No visible wear or pilling, even after 100 washes
- Color fastness remained virtually unchanged ($\Delta E < 1$, invisible to the eye)
- Exceptional abrasion resistance, with scores far above the standard 25,000 Martindale rubs (our fabrics withstood $> 100,000$ rubs)
- Seam and shape retention remained intact, both in raw fabrics and in finished blazers and trousers
- Elasticity and strength stayed high, with the fabrics even becoming stronger after multiple washes

The laboratory's conclusion: all tested fabrics and variations of the Sensitive® Fabrics travel fabric demonstrated very high durability. The tested blazer and trousers also remained beautiful and strong, even after extended use.

This independent confirmation underscores what we stand for: clothing that is 'Made to Last' and enriches your wardrobe.

4.2 STUDIO ANNELOES METHOD

We believe clothing should be made to last beyond just one season. With our collections, you can easily build a more sustainable wardrobe. This is the idea behind the Studio Anneloes method: the color flow in our collections allows you to wear items for as long as you like.

Neutral pieces form the foundation of a versatile wardrobe—they are timeless, easy to combine, and suitable for long-term wear. While our fashion lines reflect trends, they also include many classic prints and solid colors.

Each collection is designed for versatility, blending base shades from our Essentials collection with accent colors—some featured as solids, others in prints. By keeping a consistent flow of core colors, items from different collections always complement one another.

COLOURFLOW SPRING-SUMMER 2024

	<div>Resort ST. MORITZ CHIC  <small>•Zuus wintersport •Shout Snowworld</small></div>	<div>No.1 FABULOUS AT EVERY AGE  <small>•Hedder duister shoot •Aubertine Marges Bazar</small></div>	<div>No.2 DEJA VU STYLE  <small>•Tendelrith die heringhem •Hedde wintersport</small></div>	<div>No.3 BON VOYAGE  <small>•Vrouwen die durstten reizen •Voortans collectie</small></div>	<div>No.4 HOW TE BE ITALIAN  <small>•Hedde Euro Jersey Rite •Overstijling productie</small></div>	<div>No.5 CELEBRATE  <small>•Wedding season</small></div>	<div>No.6 THE TRAVEL BOOK  <small>•Travel leading •Overstijling twaalfst</small></div>	<div>No.7 AFRICAN ADVENTURES  <small>•Animal prints •Samenwerking met Vico</small></div>
essentials	<div>black</div>	<div>dark blue</div>	<div>black</div>	<div>dark blue</div>	<div>black</div>	<div>dark blue</div>	<div>black</div>	<div>black</div>
uni	<div>kit</div>	<div>kit</div>	<div>kit</div>	<div>kit</div>	<div>kit</div>	<div>kit</div>	<div>kit</div>	
	<div>lime</div>	<div>dark blue rib</div>	<div>black</div>	<div>denim blue</div>	<div>clay</div>	<div>kit</div>	<div>red</div>	<div>black</div>
		<div>azure</div>	<div>earth</div>	<div>dark pink</div>	<div>lila pink</div>	<div>new fuchsia</div>	<div>coral</div>	<div>off white</div>
print		<div>cappuccino mesh</div>	<div>purper</div>	<div>dusty pink</div>	<div>smaragd</div>	<div>pale pink</div>	<div>black</div>	
	<div>grape</div>					<div>off white</div>		
	<div>deep purple</div>	<div>gold</div>	<div>lime</div>	<div>azure</div>	<div>earth</div>	<div>dusty pink</div>	<div>clay</div>	<div>new fuchsia</div>
	<div>dark green</div>		<div>neon orange</div>	<div>cappuccino</div>	<div>purper</div>	<div>dark pink</div>	<div>lila pink</div>	<div>dark pink</div>
					<div>neon orange</div>	<div>azure</div>	<div>smaragd</div>	<div>pale pink</div>

Colourflow Studio Anneloes method



4.3 TRANSPORT

Upstream Transport

Since most of our production takes place in Poland, we maintain a steady transport flow. Trucks travel between Poland and Amsterdam twice a week, coordinated by our two main production sites, which consolidate upstream deliveries from various locations. Transport is primarily handled with their own trucks and dedicated drivers, though outsourced trucks are used occasionally.

We strive to maximize truck capacity to avoid ‘transporting air.’ The same trucks are also used to carry fabrics, trims, and product samples from our warehouse to production sites, reducing the need for courier services. For both upstream and downstream distribution, we rely on reusable rolling containers and zip-lock bags. These zip-lock bags avoid the use of carton boxes and separate polybags. We ask our B2B retailers to bring back the empty zip-lock bags for reuse, when they are visiting our showroom for their buying appointments.

We transport most of our products flat packed—about 80% of our volume. Even for hanging items, we choose flat packing for distribution.

For products we purchase as ready-made garments (RMG) from other suppliers, we strive to use the transport method with the lowest environmental impact. Truck delivery is our standard for locations where it is feasible. When trucking is not possible, we prioritize sea transport. As shown in our 2024 impact report, air transport from China significantly contributes to our CO² emissions. We will continue exploring ways to reduce reliance on air freight in the future.

Downstream Transport

For downstream transport, we rely on carriers such as PostNL and DHL. In 2024, we also added the option for our B2C customers via Budbee. The emissions of our upstream and downstream transport are all included in our 2024 GHG emissions, or Carbon footprint report, as can be found in earlier chapters. We will continue to explore more sustainable solutions for both upstream and downstream transport in the future.

Company Cars

We care about our footprint and so we choose to drive electric where possible. In 2023 we owned 19 company cars, of which 18 were electric. The company cars can be charged at our head office using the renewed energy from our solar panels.

Business Travel

Working closely with our business partners means we cannot completely eliminate business travel. We regularly visit our fabric supplier Eurojersey and production sites in Poland to discuss developments and planning, as face-to-face meetings are sometimes preferred over online calls. When we do travel, we aim to make it as efficient as possible. For instance, when traveling in Poland between Rzeszów and Łódź, we use the train, where possible, for local transport to our production locations.

We minimize travel for photoshoots as much as possible. In 2024 all of our shoots took place locally, in the Netherlands, either in our own photo studio or in the garden at our Amsterdam head office. External locations were usually in the Amsterdam area, but always within the Netherlands.



4.4 PACKAGING

At Studio Anneloes, we are aware of the environmental impact of packaging and are dedicated to using sustainable materials and practices to limit waste and lower our carbon footprint. This chapter presents our approach to integrating FSC-certified materials, eco-friendly alternatives, and encouraging recycling. Our targets are to reach 50% sustainable packaging by 2025 and 100% by 2030, while continuing to provide high-quality products to our retailers and customers.

We always look for the most efficient way of packing. Around 80% of our products are flat packed in our warehouse, making the most use of our space and reducing the use of hangers. Items that require hanging delivery are shipped on reusable hangers. We request our retailers to return these hangers during their regular buying appointments so we can maximize their reuse.

We use various sorts of packaging material, depending on the type of receiver and mode of transport. Cardboard boxes are used for deliveries to both retailers and consumers. These boxes are FSC and/or FSC Mix certified. This guarantees the materials are sourced from responsibly managed forests, supporting both environmental sustainability and ethical labor standards. Once the boxes can no longer be reused, we shred them to serve as filler material in partially filled shipments.

For the distribution to our retailers, we also use zip-lock bags. Where possible, products are already prepacked in these zip-lock bags in size sets by our production location. This way prepacked sets can be delivered in these zip-lock bags directly to the retailer, avoiding single packed polybags.

When our flat-packed products are packed in polybags, we encourage suppliers to use preferred options such as PVC-free, recycled (GRS-certified), or biobased plastics. Since September 2023, our workwear line, @WORK by Studio Anneloes, has shifted to glasspaper bags for single packaging. Made from FSC-certified material, these bags are recyclable, biodegradable, and reduce dependence on fossil fuels. Until now, we have not switched to using these polybags for our total collection. This is partly due to the higher price, but also because glasspaper is more vulnerable in use. We are still researching this option, but for now have decided to focus on the use of recycled polybags.

For B2C webshop deliveries, we use shipping bags made of certified recycled FSC paper and printed with soy-based ink. This renewable material reduces harmful emissions and improves recyclability. We encourage customers to reuse the bags, and once they are no longer suitable, they can be recycled with regular paper waste.

In our GHG, or Carbon Footprint report over 2024, we have calculated the emissions related to our packaging. We have seen that the total kilograms, and therefore the ton CO₂ – equivalent, of purchased packaging has reduced compared to 2023, which can be mainly explained by the fact that we still had stock from 2023 to use in 2024.

Sources of emission	Unit	Quantity	Total CO ² -impact (ton CO ² -eq.)
Packaging			
Paptic garment bag	kg	910	<1
Etiquettes	kg	1.191	2
Shipping boxes	kg	27.468	28
Plastic garment bags	kg	4.039	15
Paper bag	kg	2.999	3

For the future development of more sustainable packaging, we are also looking at the EU Packaging and Packaging Waste Regulation (PPWR). Its key goals are:

- Reducing packaging waste by limiting unnecessary materials and encouraging reusable solutions
- Making all packaging on the EU market recyclable by 2030
- Expanding the use of recycled plastics to lower reliance on primary resources and support a market for secondary raw materials

Our goals for more sustainable packaging are shown further in this report.

4.5 WASTE MANAGEMENT

We prioritize waste management through our made-to-wear philosophy, which reduces textile waste and promotes product longevity. With extended producer responsibility (EPR), we take accountability for our products across their entire lifecycle, encouraging recycling and responsible disposal. We also manage office waste by adopting sustainable practices that support a circular economy. This comprehensive approach helps us significantly cut textile waste and set a positive standard for the industry.

Made to Wear

We create clothing that looks stylish, feels comfortable, and fits well. Our Sensitive® Fabrics travel quality is long-lasting and requires little maintenance during use. By delivering high-quality collections, we want customers to enjoy their Studio Anneloes pieces for years. Production is based on sales figures, keeping stock levels low-avoiding overproduction and preventing landfill waste. Remaining stock is sold through our own sample sale or partly to a UK trader, while the final few items are donated to charities such as Dress for Success or Soles-4Souls. We aim to support charities that share our values, with a strong focus on empowering women.

Textile Waste: Towards a circular future

The fashion industry is a major source of textile waste, ranging from fabric swatches and cuttings during collection development to production scraps. Added to this are discarded garments, often driven by fast fashion's lower quality, which contribute to large waste streams worldwide.

Our Sensitive® Fabrics, made of polyamid and elastane, are difficult to recycle since scalable methods to separate these materials for high-quality reuse are not yet available. Progress will require time, research, collaboration, and investment. Our long-term goal is to fully eliminate waste by recycling all cutting scraps and discarded textiles into fiber-to-fiber processes, creating new yarns and fabrics. This vision aligns with upcoming EU regulations and the broader goal of a circular textile industry by 2050.

To work towards solutions, this year we collaborated with our fabric supplier Eurojersey to contribute to a pilot project with one of their yarn suppliers. The goal of this project is to recycle our cutting waste into new yarns. This research is in the early stages, but when results are promising we will continue to work on a constant flow of supplying our cutting waste for recycling. In other ways, more locally, we donate leftover fabric swatches to schools and organizations for creative use.



Extended Producer Responsibility (EPR)

Studio Anneloes has joined the Dutch organization 'Stichting UPV Textiel' to help establish a nationwide collection and processing system and fulfill our EPR responsibilities. We also take part in 'Stichting UPV Textiel' working groups to discuss EPR implementation, sharing our input and collaborating with other members to determine the best ways to meet the set targets.

As of July 1, 2023, all textile producers (including clothing and household textiles) are responsible for the end-of-life phase of their products. They must support an appropriate separate collection system and comply with targets for reuse, collection, and high-quality recycling of textiles. By 2025, at least 50% of all textiles sold in the Netherlands must be either recycled or resold as second-hand items. This target rises to 75% by 2030.

Other Waste

Our business is growing and so is the number of employees and the waste we generate. Operating an office and warehouse with over 70 people naturally produces a significant amount of waste. To maximize recycling, we began separating our waste streams in 2023. Each type of waste is collected and processed separately by our waste management partner. In 2024, to better accommodate this, we ultimately switched to a new waste management partner, Prezero, in November 2024.

Our waste is separated in:

- Food and green
- Paper and cardboard
- Plastic and drink cartons
- Glass
- Compostable
- Other

To inform our colleagues and visitors on the correct way of separating our waste we have marked all waste areas with stickers and a waste information flyer, indicating where to distribute which type of waste.

The carbon footprint of our waste streams is included in our general GHG Carbon footprint report, which can be found on our website in the Reports & Policies section.

our communities

CHAPTER 5



5.1 OUR WORKING ENVIRONMENT

Safe and Healthy Working Environment

At Studio Anneloes, we are committed not only to creating a sustainable workspace but also to safeguarding the health and safety of our employees. A safe and healthy work environment is essential for both employee well-being and productivity. To achieve this, we carry out regular risk assessments to identify and address potential hazards, ensuring a secure workplace. Our warehouse staff are equipped with all necessary personal protective equipment.

To support physical health and well-being, a personal trainer visits the office weekly. These sessions help strengthen team bonds, reduce stress, and boost morale. In addition, we offer a bike plan to encourage sustainable commuting, enabling employees to stay active while reducing their carbon footprint. Through these initiatives, we strive to create a positive workplace culture where employees feel supported in both their safety and personal health.

Our workplace culture emphasizes open communication within a transparent environment, supported by an 'open door' policy, and promotes mental and physical well-being through ergonomic office setups.

Our commitment extends beyond the office. We are also dedicated to protecting the environment and actively contribute to the sustainability of our local community. Throughout the year, we organize eco-friendly initiatives, including team events to

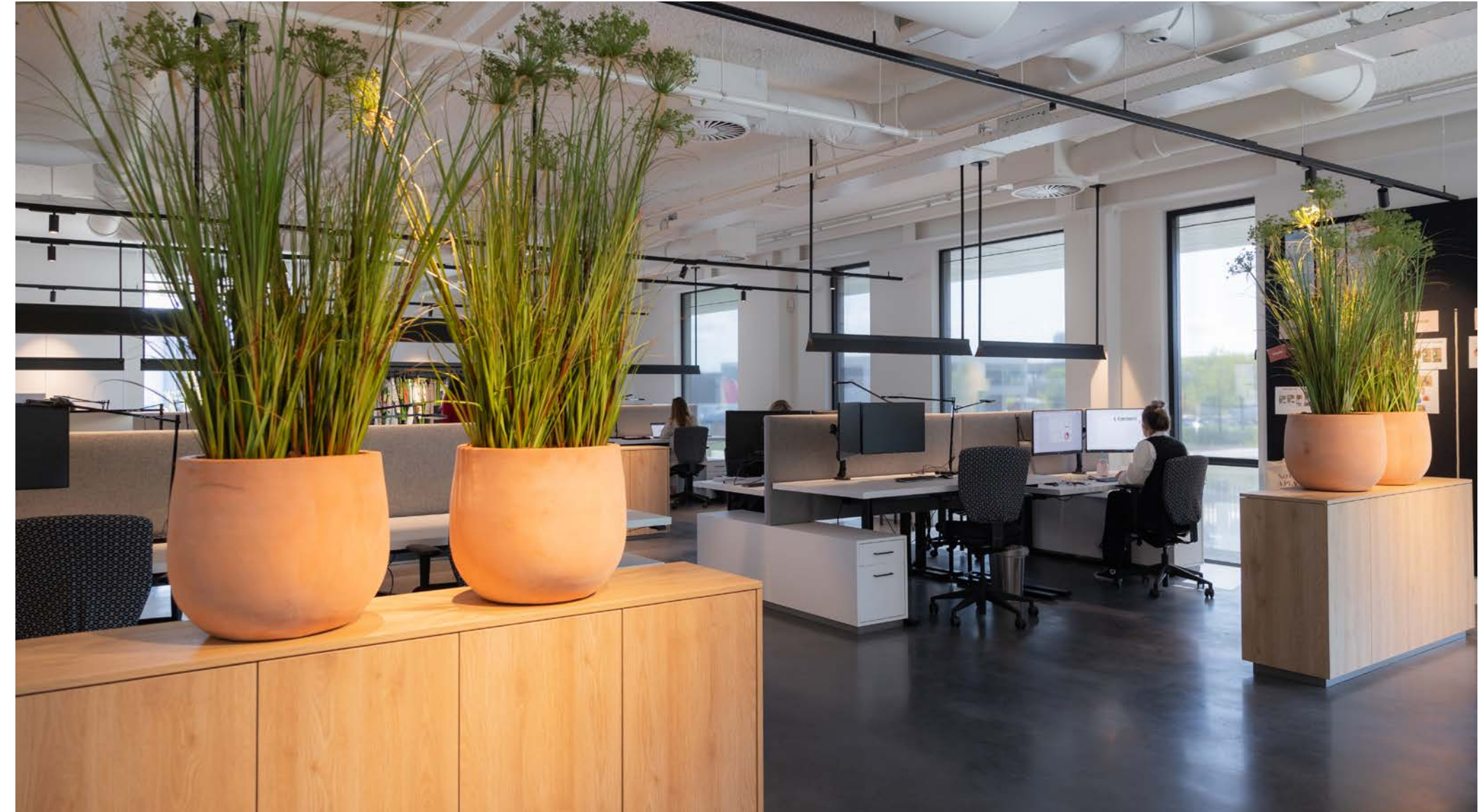
collect litter around our office area. These activities help keep the surroundings clean while strengthening team spirit as we work together toward a shared goal, we all value.

We also regularly organize clothing swaps among colleagues to encourage sustainable fashion and reduce waste. By giving pre-loved garments a second life, we lessen our environmental impact and promote circular fashion. At Studio Anneloes, we're not only creating a great workplace but also fostering a community that cares for both people and the planet.

Diversity

Empowering women goes beyond our collections, it is a fundamental value at Studio Anneloes. As of December 31, 2024, our team consisted of 73 employees, including management and board members, with 59 women and 14 men.

We believe that diversity and inclusion are crucial to advancing our mission of driving a more sustainable and innovative fashion industry. By creating a workplace where everyone, regardless of background, feels valued, respected, and empowered to contribute, we foster innovation, improve decision-making, and better serve our customers. Our dedication to inclusion reflects our commitment to equality and supports our goal of making a positive impact on both people and the planet.



Studio Anneloes head office in Amsterdam, The Netherlands

5.2 OUR HEAD OFFICE

In April 2022 we have moved to our new head office in Amsterdam Lijnden. For the design of our office and warehouse, we worked closely with Heembouw architects to explore more sustainable options. We applied the R-ladder strategy, carefully assessing both the interior and exterior of the building for material impact and reuse potential. The office and logistics center drawings illustrate how the R-ladder was implemented across different elements. For construction, we used 100% circular concrete and panels made from compressed recycled wood, achieving a direct CO2 saving of 82,185 kilograms.

We opted for LED lighting, installed 356 solar panels, a heat pump, high-quality insulation, and triple-glazed windows—all contributing to a reduced environmental impact. As our 2024 impact report shows, our head office can be considered CO2 neutral.

Some Practical Information:

- Electric cars can be charged at any of our 8 charging stations.
- About 80% of our products are stored flat-packed, saving space and reducing the need for clothing hangers.
- Our concrete floors are left uncoated, saving materials and reducing environmental impact.
- Only FSC-certified wood was used for the interior.
- Our solar panels generate enough energy to cover our own consumption and more.

By making these deliberate choices, we have created not only a beautiful building but also a space that supports a more sustainable future.

Our Beehives

In June 2023, five beehives were introduced to the head office garden, each hosting 50,000–60,000 bees at peak season, to support biodiversity and nature preservation. Bees are essential for human survival, pollinating over 90 edible crops and contributing to a third of our food, yet face threats from pesticides and disease. Our partner Bijzaak cares for the hives regularly to ensure the bees remain healthy. The hives also produce about 20 kilos of pure honey per year per hive, which we gladly share with our staff and visitors.



5.3 SUPPORTING OTHER COMMUNITIES

At Studio Anneloes, we do not only care for our own employees and partners. We also contribute to other local and non-local communities. We take responsibility to care for people and nature through different forms of donations.

Donations

In 2024 we donated left over stock from our clothing swap and sample sale to Dress for Succes in Amsterdam and the She matters foundation, via Soles4Souls.

Other contributions

Each year, our CO² footprint forms the basis for our contribution to projects we select through our partner ReGreener. This means we do not directly compensate our CO² but we actively contribute to the prevention and reduction of CO² emissions.

Through ReGreener, we support the climate project Women of the Rio Napo in Ecuador. In this region of Ecuador, women are at the heart of reforestation and protecting the rainforest. By focusing on female leadership, the project not only restores nature but also empowers women with skills, income, and independence. With our donation, we invest in more than trees: we help create a future where women lead positive change and where people and nature can thrive together.

We contribute to:

- Supporting five Kichwa communities living along the Rio Napo River
- Helping 100 Indigenous Kichwa women generate new, reliable sources of income
- Providing access to clean water, solar energy, internet, education, and food security
- Improving the well-being of 1,450 people in total, while protecting 60,000 hectares of rainforest.

In 2024 our donation contributed to the protection of over 6.500.000 m² of rainforest. That's the equivalent of about 12.515 tennis courts.

5.4 COLLABORATIONS

We believe in the strength of collaboration. Alone you might go faster, but together you can achieve more. That is why we work together with a lot of external partners.

The power of the collective creates opportunities to learn from each other, share best practices, inspire and accelerate the transition towards a circular textile industry. We value the opportunity to be part of research- and expertgroups, by contributing our own experiences, and receive valuable insights that can help us develop further.

Examples of partners that we collaborate with:

- Other fashion brands
- Retailers
- Impact consultancies such as Hedgehog company and Rethink Rebels
- Our sector organization Modint
- Universities and professional training institutes
- Municipalities
- Dutch Sustainable Fashion Week
- Dutch Circular Textile Valley
- Other sustainable initiatives





the road beyond 2024

CHAPTER 6

6.1 A CONTINUOUS JOURNEY

At the core of our mission, we view sustainability as an ongoing journey, and each day we aim to make more responsible choices through development, innovation, and collaboration. We stay informed on sustainability topics by following relevant newsletters and online platforms, and by participating in research initiatives and project groups. By fostering open dialogue within our supply chain and valuing long-term partnerships, we work together to strengthen our shared commitment to a more responsible future. We also closely track European legislation and regulations affecting the textile industry. Ultimately, our goal is to build a more sustainable and responsible supply chain for everyone.

The path toward a circular textile industry by 2050 is challenging but full of opportunities. We enjoy experimenting and launching pilot projects, learning by doing, and focusing on progress rather than perfection.

6.2 NEW BUSINESS MODELS

The transition to a more circular textile industry calls for new ways of thinking and doing business.

Using the R-ladder strategy, we aim not only to reduce our impact during production but also to extend the lifespan of our products through repair and resale services. Transparency is equally important, especially as EU legislation moves toward Digital Product Passports to give customers and consumers greater insight into their products.



6.3 OUR R-LADDER INITIATIVES

We have made an overview how our sustainability strategy and initiatives relate to the different R's on the circular R-ladder.

R1 – Refuse / Rethink

- Data and demand-driven production → minimize overproduction (Made to Wear, Made to Last)
- Critical material choices and long-term partnerships (Made to Care)
- Production in and around Europe → less transport, more transparency

R2 – Reduce

- Efficient production: minimal stock, data driven buying (Made to Last)
- Lower water, energy, and chemical use in production (Made to Care)
- Timeless collections → less season-dependent consumption (Made to Wear)
- Low-maintenance fabrics (crease-free, little washing required) (Made to Wear)
- Sustainable office & logistics (LED lighting, insulation, solar panels)
- Smarter packaging & transport (FSC-certified paper, reduced plastics, reusable bags/boxes/hangers)

R3 – Re-use

- Retravel: second-hand platform for reselling and reusing Studio Anneloes clothing
- Care and maintenance tips (via Digital Product Passport and website) to extend product lifespan
- Reuse of packaging materials and hangers

R4 – Repair / Refurbish / Repurpose

- Repair service (Made to Wear, Made to Last)
- Maintenance advice and tips to keep clothing beautiful for longer (Made to Last)
- (Indirect) repurposing of materials in office construction, e.g. circular concrete, recycled wood

R5 – Recycle

- Use of recycled yarn (RECO, Essentials collection)
- Investing in alternatives such as recycled polyamide from industrial waste
- Recycled packaging and FSC-certified paper
- Construction materials with recycled content (circular concrete, wood panels)

Repair Services: 'Made to Wear' & 'Made to Last'

Our 'Made to Wear' and 'Made to Last' principles also extend to garment repair. While we strive to deliver the highest quality, hand-made production means that defects can occasionally occur. To address this, we offer repair options for both our customers (retailers) and consumers. Retailers visiting our head office for buying appointments can bring back items with defects, while consumers who purchased through our webshop or app can return defective items to our head office. Each item and defect is carefully registered.

Defective items are then transported with our regular truck routes to our factory in Poland for repair. Once repaired, they are returned the following week on the same truck routes, allowing us to redeliver them efficiently without arranging separate transport. This system also helps our factory identify recurring defects, providing insights for future production improvements. If an item cannot be repaired in our factory in Poland, we offer the customer the option to have it repaired with a local tailor, and we will cover the expenses. Items that cannot be repaired to our quality standards are not returned to the customer. Instead, we offer alternatives such as vouchers, and the unrepaired items (B-choice) are donated to charitable organizations for goodwill use.

In 2024 we have explored the options to expand our repair services locally, including partnerships with repair services that incorporate a social impact focus. We have worked out a business case, based on conversations we have had with several parties in this field. We have concluded that, for now, we will continue to offer our repair services as is, seeing that the business case was not financially viable.

Digital Showroom

In 2024, we have implemented a digital showroom for selling our collections. This approach allows us to present and sell our products to retailers without requiring them to visit our physical showroom. Working with this digital solution also provides a more efficient way of working. Our sales team can visually show a refined proposal to our retailers for their buying orders based on our sales data history. Material information and set combinations can be shared in this tool. This way we can support our retailers in making conscious buying decisions, contributing to keeping stock to a minimum. This digital showroom also means we can create one less sample collection, reducing our number of samples. In 2024 around 63% of our orders were created via this digital showroom.

Other New Circular Business Models

With the aim of achieving a 100% circular textile industry, we will continue exploring additional business models in the coming years, including options such as rental and upcycling.

6.4 DIGITAL PRODUCT PASSPORT

To prepare for upcoming legislation, we chose to take proactive steps and begin developing a Digital Product Passport (DPP). In the fall of 2023, we launched our first DPP for our workwear collection, @WORK by Studio Anneloes. We collaborated with DPP solution provider Tappr, founded by Bas van der Pol, to develop and implement the system.

We try to see upcoming legislation not as a 'must-have' but also as an opportunity. Even though the EU has not defined exactly what data is required to share in the DPP in 2027, we already show the information we have, and we think is relevant.

This first version of the DPP gave us the opportunity to learn. We experienced what types of data we want to share, where that data should be stored, and how to upload it into our DPP solution for users.

In 2024, we have worked on implementing the DPP for our Studio Anneloes collection. Together with Tappr and an internal group of stakeholders from various departments, including IT, sales, design, and marketing, we identified how to further develop the DPP. This resulted in the launch of our DPP version 2.0 in September 2024.

We created a new look and added more data and brand related information to the DPP. The QR code that leads to the DPP can be found on the wash and care label. At this moment, the DPP is available for all items that are produced by us on a Cut, Make,

Trim (CMT) basis since our production locations are responsible for printing the care labels. This means around 80% of our collection has a DPP.

Next steps are to explore the option of also printing the QR code on items that are bought through our ready-made garment suppliers (RMG).

By scanning the QR code on the product, customers and end users of our @WORK by Studio Anneloes line can access all relevant information about the item. We provide details on the materials used, the place of production, and care instructions for the product's use phase. Where applicable, we also include information on sustainability certifications.

Our development of the DPP will continue. We are still identifying any data gaps and considering ways to enhance the user experience, keeping the end user engaged even after the point of sale.

By launching this DPP, we are considered a frontrunner in the industry. It gives us the possibility to better prepare for upcoming legislation. In the meantime, it also provides an opportunity to refine our DPP based on the insights and feedback we gather.

In 2024 we have participated in several events, research- and expert groups to share our experiences on creating the DPP. By telling our story we hope to inspire other brands and organisations and help them in setting up their DPP, in preparation of legislation.



Studio Anneloes Product Passport

From April to October 2024 we were part of the expert group Digital Product Passport organized by Shopping Tomorrow, Thuiswinkel.org. This group, formed by people from different organisations and disciplines, gathered in six sessions to explore the opportunities and challenges of the Digital Product Passport. From these session a blue paper was created.

This blue paper, compiled by experienced industry professionals, offers a lot of practical tips, valuable insights, and best practices.

Takeaways from the blue paper on Digital Product Passports

1. Start now, don't wait

- Legislation is not yet finalized, but you can already begin collecting data and creating Digital Product Passports (DPPs)
- Early action strengthens your market position

2. Leverage existing examples and infrastructure

- Don't reinvent the wheel; use existing building blocks and systems such as PIM, ERP, and DPP systems
- Utilize standardized product identification tools like GSI codes (GTINs) and QR codes with Digital Link
- This saves both time and money

3. DPPs offer more than just compliance

- DPPs provide an opportunity to become future-proof and create value for consumers and other stakeholders
- They can serve as a foundation for new (circular) business models.



6.5 RETRAVEL, OUR SECOND-HAND PLATFORM

Retravel

In February 2024, we launched Retravel: Studio Anneloes' official second-hand platform. It enables customers to buy and sell pre-loved items through a simple peer-to-peer system. Our travel-quality Sensitive® Fabrics are made to last, and extending the life of our garments supports our Made to Wear and Made to Last pillars.

The idea is simple: as a seller, you upload your Studio Anneloes piece, set the price, and once it's sold, you send it directly to the buyer. As a buyer, you can browse a curated selection of pre-loved items from fellow Studio Anneloes fans and shop them safely through the platform. Payments and shipping are arranged within the system, so both parties are assured of a smooth and reliable process. This way, Retravel not only makes it easy to pass on your wardrobe favourites, but also helps extend the lifespan of every item, reducing waste and keeping the Studio Anneloes community connected.

Wearing clothes longer helps reduce environmental impact; research shows that extending a garment's life by just nine months can cut its footprint by 20–30% (source: Ellen MacArthur Foundation). With Retravel, we actively contribute to a more circular fashion system.



Retravel 2024



6.6 THE ROAD TO B CORP

Our Journey to B Corp Certification

At Studio Anneloes, we believe that fashion is about more than just style and comfort. Clothing can make a positive impact – not only on how you feel, but also on the world around us. That's why in 2024 we started our journey to becoming B Corp certified: an international recognition for companies that do not only focus on making profit, but also on creating a positive impact on people and planet.

What is B Corp?

B Corp stands for 'Benefit Corporation'. Companies with this certification meet the highest standards of social and environmental performance, transparency, and accountability. It's not only about making a profit, it's about creating value for everyone.

For us, this means making conscious choices every day that contribute to a more sustainable fashion industry. From materials and production, to workplace culture and partnerships: everything is considered in the assessment.

Why this matters to us

We know fashion has an impact. Fabrics, transport, production, they all put a strain on the planet. That's why we want to take responsibility and minimize that impact as much as possible. The B Corp certification helps us do this, because it focuses not on one-off initiatives, but on a structural approach that covers the entire company.

It also reflects who we are. We don't just want to offer you a great wardrobe, we want to give you a good feeling. And that feeling is even stronger when you know your favorite item is made with care for people and the environment.

Our steps toward certification

The road to B Corp is intensive and requires a critical look at ourselves. In 2024, we started with performing a gap analysis, to determine what we already do and what needed to be done in line with B Corp standards. We were supported in this by Rachel Cannegieter from the circular impact consultancy Rethink Rebels.

Following this gap analysis, we further prepared for the B Corp assessment by:

- Writing down policies on different topics, from Environmental to Business Ethics and more
- Writing down our procedures, we found that we were already doing a lot of things in line with B Corp standards, but we had not written this down
- Training people on different topics like Cyber security, Anti greenwashing guidelines and more
- Creating training documents for any other relevant and needed topics
- Setting clear KPI's per policy and determine who is responsible for what
- Conducting interviews with, and sending out surveys to different stakeholders
- Updating our Code of Conduct
- Setting up our Code of Ethics

Each step with the goal of bringing us closer to certification and to our goal of being a fashion company that proudly contributes to a better world. We have finally sent out the application for certification in December 2024. In our report over 2025 we will share more about the final phase to become certified.

What's next?

The road to B Corp is not a final destination, but a continuous journey. Even after certification, we will keep looking for ways to improve. Because what drives us is not only the fashion of today, but also the future of tomorrow.



6.7 OUR CHALLENGES

At Studio Anneloes, we work every day to make more conscious choices, driven by the belief that sustainability is a continuous journey.

Our Travel quality is made from synthetic fibers: polyamide and elastane. We deliberately choose this material for its high quality, long lifespan, comfort, and low maintenance. But every material comes with its pros and cons. For our Travel fabric, the main challenges are the potential risk of microplastic release and the current inability to recycle it from fiber to fiber.

Sensitive® Fabrics Travel Quality with Recycled Content

Our Sensitive® Fabrics travel quality is composed of polyamide and elastane, which presents challenges for scalable fiber-to-fiber recycling. We hope to achieve this in the future, supporting our partner Eurojersey in their research wherever possible. In the meantime, we are exploring alternative ways to use this material with minimal environmental impact.

In September 2023, we introduced a version of our Sensitive® Fabrics travel quality with recycled content in our @WORK by Studio Anneloes collection. In 2024 we have expanded the use to our Essentials (Never Out Of Stock) collection. This version uses recycled polyamide yarn, called RECO yarn, made from remnants of yarn production—post-production, pre-consumer recycled material. By reusing these raw materials, the environmental impact of this travel fabric is significantly reduced, resulting in up to nine times lower CO2 emissions.

The black and dark blue versions are available in this recycled format while maintaining the premium quality our products are known for. We see this development as an important first step toward incorporating recycled content.

Microplastics

Microplastics are tiny plastic particles (smaller than 5 millimeters) that are released when washing synthetic fabrics. They pollute the environment and can be harmful to both humans and animals.

The way fabrics are woven or knitted plays a role in the release of microfibers. Research shows this occurs more often in polyester fabrics with shorter, brushed fibers – such as those found on the inside of sweaters or sports jackets. Our Travel fabric, however, has a patented warp-knit structure, which makes it extra dense. In addition, polyamide fibers are longer and smoother. Both characteristics help to significantly limit fiber release.

We remain aware of the challenges around microplastics and closely monitor new developments. Together with our fabric supplier Eurojersey, we are continuously gathering knowledge and exploring ways to better understand and reduce these risks.

In addition, we are contributing to the META-citizen science research project at the University of Amsterdam (UvA), where the SISTEM-NL program is mapping the impact of microfiber release from textiles. This research group aims to better

understand when microfibers and microplastics are released, and how emissions can be reduced, for example, by adapting washing machines with specific filters.

More information on the Sensitive® Fabrics travel quality with RECO yarn and the META research project from Sistem-NL can be found via the link in the Appendix & Resources section of this report.



6.8 SUSTAINABILITY GOALS – 2025 AND BEYOND

In this report, we have highlighted several topics and shared our journey, goals and challenges. In this overview you find a summary of some of our main goals, along with a few additional objectives. Keeping in mind our progress over perfection motto, we have ambitious plans for 2025 and beyond, and we look forward to keeping you updated on our progress in the future.

TOPIC	STATUS 2023	EXTRA INFO	STATUS 2024	GOAL 2025	GOAL BEYOND 2025
GENERAL					
ALL DATA BASED ON NUMBER OF SOLD ITEMS PER YEAR					
Resell platform			Launch resell platform Retravel in February	Sell 400 items per week through Retravel platform	Goal to be set
Carbon footprint - impact report			Publish organisational carbon footprint - impact report over previous year	Publish organisational carbon footprint - impact report yearly	Set specific impact reduction goals
B Corp certification			Start B Corp certification assessment	B Corp certified	Maintain B Corp certification
MATERIAL USE – SENSITIVE® FABRICS TRAVEL QUALITY		% OF TOTAL MATERIAL USE VOLUME			
Use recycled polyamid (GRS or RCS certified)	- Total use polyamid in 2023 58,6% - Pilot with recycled Reco polyamid yarn in @WORK by Studio Anneloes collection (colours black & dark blue)	- Use of Travel fabric: 71.6% (incl. elasthan) - Use of polyamid other fabrics than Travel: 6.31%	Extended the use of recycled polyamid yarn (pre-consumer, post industrial) in our Essentials (NOOS) collection (colours black & dark blue)	Extend use of recycled polyamid yarn (pre-consumer, post industrial) in our Fashion collection (colours black, dark blue & kit)	Introduce use of post-consumer recycled polyamid yarn
MATERIAL USE – OTHER THAN SENSITIVE® FABRICS TRAVEL QUALITY		% OF TOTAL MATERIAL USE VOLUME			
Use LENZING™ECONOVO™ viscose	Total use viscose in 2023: 6,8% of which 20% LENZING™ECONOVO™	Total use viscose in 2024: 9.21%	< 5% of our viscose is LENZING™ECONOVO™	75% of our viscose will be LENZING™ECONOVO™	Goal to be set
Use recycled polyester (GRS or RCS certified or Repreve®)	Total use polyester in 2023: 4.5% of which 0,6% recycled	Total use polyester in 2024: 4.63%	7.5% of our polyester is recycled polyester	50% of our polyester will be recycled polyester	Goal to be set
Use organic cotton (GOTS or OCS certified) or recycled cotton (GRS or RCS certified)	Total use cotton in 2023: 5.5% of which 13% organic and/or recycled	Total use cotton in 2024: 5.08%	15% of our cotton is organic cotton	50% of our cotton will be organic cotton	Goal to be set
PACKAGING					
Our polybags will contain recycled plastic or be made from glass paper			3% glasspaper bags, developing method to measure % recycled	50%	100% in 2030
Our paper and cardboard packaging will adhere to the FSC standard (either recycled or mix)			100%	100%	100% in 2030
CHEMICAL MANAGEMENT					
% of our fabrics bought for CMT production are OEKO-TEX® STANDARD 100 certified	98,5%		98,0%	100%	100%
Test products for compliance with our RSL / OEKO TEX® STANDARD 100			Tested all products without OEKO-TEX® STANDARD 100	Test minimum 5 products with OEKO-TEX® STANDARD 100 (for cross check)	Test minimum 5 products with OEKO-TEX® STANDARD 100 (for cross check)
SOCIAL MANAGEMENT					
Perform 3rd party audit at our production locations located in Poland (EU) (through Bureau Veritas)	2 main locations audited			Extend audit to 3 subcontractors in Poland (selection based on largest production volumes)	Goal to be set
Have 3rd party audit from production locations located outside of EU (Turkey, China) (i.e. SMETA/SEDEX, Amfori/BSCI, Bureau Veritas, or other accredited party - audit not older than 3 yrs)	95%		100%	100%	100%
IN 2025 WE WILL REVIEW AND REDEFINE OUR SUSTAINABLE GOALS FOR 2026 AND BEYOND					

appendix & resources

APPENDIX

Appendix I. Carbon footprint of Studio Anneloes Reporting year: 2024.
By Hedgehog company

STUDIO ANNELOES RESOURCES

Studio Anneloes Code of Conduct v2.0
Studio Anneloes Code of Ethics v1.0
Studio Anneloes Restricted Substances List
[See: Reports & Policies | Studio Anneloes](#)

Footprint meter
[Over ons - Duurzaamheid - Footprint - Studio Anneloes](#)

- Survey definitions and data:
- Comparable item: Product in same category (i.e. trousers, top, blazer), in different material (i.e. cotton, viscose, polyester or a mix) and from another brand than Studio Anneloes
 - Average lifespan Studio Anneloes Travel item = worn 162 times
 - Reuse: donating to another owner or resell
 - Impact data: [Hedgehog Company](#)
 - Data sources: Customer survey results Studio Anneloes-October 2023 (over 3300 respondents), Ecoinvent v3.8 impact data, Milieu Centraal, [www.apparaatverbruik.nl](#)

For more detailed calculations of this data see:
[Studio Anneloes impact data levensduur gebruiksfase](#)

Resell platform Retravel
[Studio Anneloes Second Hand Platform | Retravel](#)

Sensitive® Fabrics travel quality with recycled RECO yarn
[Nieuw: travelstof met gerecycled garen \(studioanneloes.nl\)](#)

EXTERNAL REFERENCES AND REOURCES

Ecochain
[Ecochain – LCA software for product & portfolio footprinting](#)

Hedgehog Company
[Hedgehog Company - Duidelijkheid in duurzaamheid \(hhc.earth\)](#)

UN Guiding Principles for Business and Human Rights (UNGP's)
<http://www.ungpreporting.org/>

OECD Guidelines for Multinational Enterprises
<http://www.oecd.org/corporate/mne/>

International Labour Organization
[Conventions, Protocols and Recommendations | International Labour Organization \(ilo.org\)](#)

The Common Framework
[www.cfrpp.org/the-common-framework](#)

Ellen MacArthur Foundation
[How to Build a Circular Economy | Ellen MacArthur Foundation](#)

Tranparency Pledge
<https://transparencypledge.org/aligned/>

Open Supply Hub
[www.opensupplyhub.org](#)

GRS = Global Recycled Standard, RCS = Recycled Claim Standard, OCS = Organic Cotton Standard. See Textile Exchange:
<https://textileexchange.org/standards/>

GOTS = Global Organic Textile Standard
<https://global-standard.org/>

REPREVE®
<https://repreve.com/>

EXTERNAL REFERENCES AND REOURCES

Tencel™ and Lyocell™
<https://www.lenzing.com/products/lenzingtm>

LENZING™ ECOVERO™
[Viscose Fibers For Fabrics and Textile | LENZING™ ECOVERO™](#)

AFIRM
<https://afirm-group.com/>

REACH
https://environment.ec.europa.eu/topics/chemicals/reach-regulation_en

POP
<https://echa.europa.eu/understanding-pops>

OEKO TEX
[OEKO-TEX® STANDARD 100](#)

Bureau Veritas
<https://group.bureauveritas.com/>

ZDHC
<https://www.zdhc-gateway.com/>

- Regreener
- <https://regreener.earth/>
 - [Bescherming van de Amazone in Ecuador | Klimaatproject](#)

Bijzaak
[Bijen voor bedrijven - De Bijzaak](#)

Tappr
[Digital Product Passport by Tappr: Secure & Sustainable Digital IDs \(usetappr.com\)](#)

EXTERNAL REFERENCES AND REOURCES

Modint
[Modint | Dé stem voor ondernemers in textiel](#)

Shoppingtomorrow blueprint Digital Product Passport

- [Digitaal Product Paspoort | 2024 | ShoppingTomorrow](#)
- [De Expertgroepen | ShoppingTomorrow](#)

GSI NL
[GSI Nederland](#)

Dress for Succes
[DRESS FOR SUCCESS](#)

Soles4Souls
[Soles4Souls | Creating opportunity for people through shoes and clothing.](#)

She matters foundation
[She Matters | Foundation](#)

META citizen science project, Systeem-NL program
[Citizen Science | Meta | Amsterdam](#)

acknowledgements

This Sustainability report is issued by Studio Anneloes and is intended for all internal and external stakeholders.

Do you have any questions or suggestions following this report?

Please send an email to sustainability@studioanneloes.nl

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