

SUITSUPPLY

NON-FINANCIAL REPORT 2026

CONTENT

1. Overview
Philosophy
About the Report
About Suitsupply
Suitsupply in Numbers
Our Approach

2. Product
Our Fibres
Our Product Supply Chain
Chemical Management

3. People
Fair Wear Foundation
Human Rights Due Diligence
Remediation Framework
Heightened Due Diligence
2025 Monitoring Review

4. Planet
Quality & Servicing
Overstock Reduction Strategy

5. Governance
Stakeholder Engagement
Governance & Oversight

Appendix





1. OVERVIEW

ABOUT SUITSUPPLY

Suitsupply is a global European brand renowned for its focus on expertly crafted tailoring. We aspire to help our clients find their own perfect fit through craftsmanship, with a radically personal approach to service that delivers exciting tailoring via fast and effective direct sales channels.

We live by the value, "*Don't just fit in, find your own perfect fit.*" At Suitsupply, this philosophy drives our commitment to creating quality goods with attention to detail, at an uncompromising standard.

Founded in Europe in 2000, Suitsupply has since grown to 118 international locations with stores in cities such as Paris, Milan, London, Zurich, Amsterdam, New York, Toronto, Shanghai. In addition to our brick-and-mortar locations, we maintain a strong online presence, bringing our style and service to all corners of the globe.

"We aim for sustainable growth through ethical business practices, by creating and sharing value with our customers, society, and within our supply chains."

Fokke de Jong
CEO Suitsupply

ABOUT THE REPORT

Our annual Suitsupply Non-financial Report is a testament of our product philosophy:

Products made in a way we're proud of.

The data in the Suitsupply 2026 Corporate Responsibility Report is based on fiscal year 2025 (January 1st 2025 to December 31st 2025) and prepared in accordance with the requirements of the Fair Wear Foundation.

Both the company’s CSR program and reporting are based on continuous improvement and are periodically reviewed and amended in order to stay accurate and relevant.

SUITSUPPLY IN NUMBERS

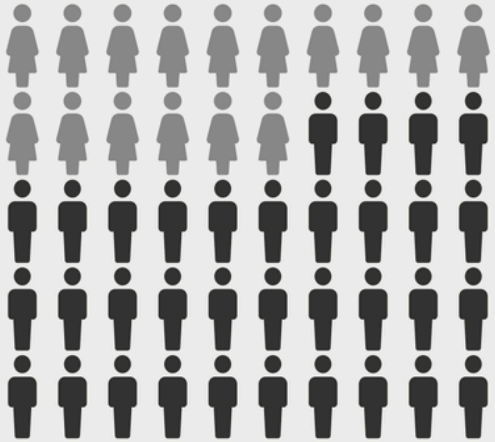
FY25

Reve n u e
€624M

1906
Employees

118
retail locations

22
countries



Gender distribution*

Company wide
34% women
66% men

Management positions
35% women
65% men

Board
1 woman
4 men

*As per 31.12.2025

OUR APPROACH

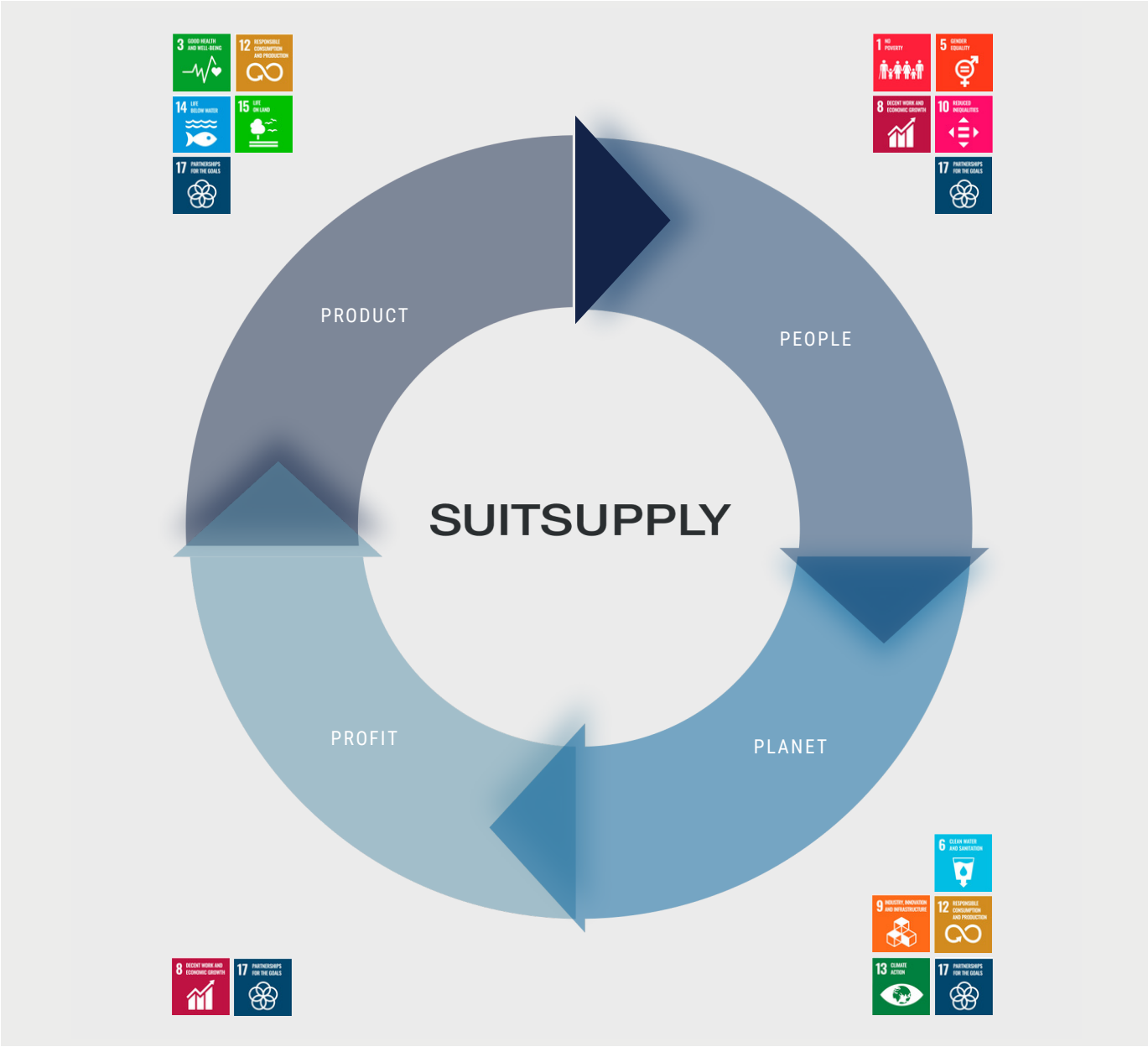
We have created a framework that outlines the responsibility and principles to which we hold ourselves accountable. Composed of four pillars, it guides us in setting the right social and environmental aspirations and take better day-to-day actions.

Product At Suitsupply, product is our priority. Each piece is crafted from thoughtfully selected materials, with attention given to each stage of the production process.

People We aim to build and design resilient supply chains that provide thriving working environments, preserve traditional tailoring skills and encourage workers' voices.

Planet Our globe-spanning reach comes with an equal impactful footprint. We aim to minimize environmental impact and promote sustainable resource use.

Profit This pillar ensures long-term financial growth by engaging stakeholders in creating shared, long-term value.





2. PRODUCT

OUR FIBERS

At Suitsupply we pride ourselves in using premium materials of natural origin. The most common materials we use are;

Cotton is derived from the cotton plant, is one of the most widely used fibres in the world. Valued for being strong and durable, while remaining soft and breathable ensures comfort in everyday wear.

Wool is obtained from the fleece of sheep and known for its natural crimp and elasticity. These qualities give wool excellent insulating properties, allowing it to retain warmth while remaining breathable.

Linen, produced from the stalks of the flax plant, is renowned for its strength and crisp texture. It is highly absorbent and quick-drying, which makes it particularly suitable for hot climates.

Cashmere, sourced from the fine undercoat of cashmere goats, is considered one of the most luxurious fibers. Its ultra-fine structure gives it exceptional softness and lightweight warmth, providing insulation without bulk. Cashmere is breathable and moisture-wicking.

Silk, produced by silkworms as they spin their cocoons, is a natural protein fiber prized for its shimmering luster and smooth texture. It regulates temperature well, keeping the wearer cool in summer and warm in winter, and its hypoallergenic qualities make it gentle on the skin.

2025

2,400,000+m
of purchased fabrics resulted in

from which

1,000,000+items
made with **100% mono fibres**
Camel, Cashmere, Cotton, Linen, Silk, Wool

380,000+items
made with **nobel fibres**
Alpaca, Cashmere, Camel, Mohair, Silk
(min 20% composition)

OUR PRODUCT SUPPLY CHAIN

Our partners combine heritage craftmanship and innovation to help us create the best possible products. We aim to partner only with the most reputable manufacturers in the industry, maintaining high standards and a selective approach to collaboration.

Italy and its mills hold a special place in our sourcing strategy, chosen for their recognized technical know-how and generations of craftsmanship. We have longstanding partnership with heritage mills such as Reda , E. Thomas and Vitale Barberis Canonico, providing the excellence and quality we pride ourselves in.

Tier I: Our Factories

Our Tier I definition follows the 'everything after fabric' approach following Fair Wear Foundation

9 countries

37 factories

13,230 workers

Approximation

2 countries of homeworkers

7 homeworkers

7.8 years average relationship

Direct suppliers

14 social audits in 2025

56% China

23% Mauritius

11% Indonesia

Share of production volume by units for the top 3 producing countries

Tier II: Our Mills

Tier II are those companies that provide the material inputs for our products

4 country

39 mills

CHEMICAL MANAGEMENT

In 2025 we shared the 7th iteration of our Restricted Substances List (RSL) with our suppliers. As a brand, our RSL is a cornerstone of our responsibility strategy. It defines the chemicals and materials that are prohibited or strictly limited in our products, safeguarding not only the health of our customers, but also all the people involved in our product supply chain, and finally, the environment. By implementing and enforcing the RSL across our product supply chain, we reduce risks of harmful exposure, prevent non-compliance, and strengthen transparency with stakeholders.

Our Restricted Substances List (RSL) covers all current and upcoming legal textile chemical requirements. It ensures supplier responsibility for Substances of Very High Concern (SVHC) from the REACH Candidate List, and aligns with the OEKO-TEX® standard.

You can find Suitsupply's RSL 7.0 here.





3. PEOPLE

FAIR WEAR MEMBERSHIP

Since 2007, Suitsupply has been a proud member of the Fair Wear Foundation (FWF) — an essential partner in our ongoing commitment to responsible sourcing and ethical production. The FWF is an independent, non-profit organization that works with brands and their suppliers to improve the labor conditions for garment workers.

As a FWF member we always aim for long-term partnerships, are selective about whom we work with, and collaborate closely with suppliers to improve their standards step by step.

Since 2017, Fair Wear has consistently rated Suitsupply as a 'Leader' in its annual Brand Performance Check, a tool that evaluates and publicly reports on the Human Rights Due Diligence efforts of FWF's member companies. We see this as testament to our dedication and standards. Find the latest report here.

The 8 Labour Standards

Key to Suitsupply's framework for ethical production are the **8 labour standards** laid out in the Fair Wear Code of Labour Practises, derived from ILO Conventions and the UN's Declaration on Human Rights. These 8 labour standards are where we see a shared responsibility between ourselves and our carefully selected suppliers.



1. Employment is freely chosen



2. Freedom of association and the right to collective bargaining



3. No discrimination in employment



4. No exploitation of child labor



5. Payment of a living wage



6. Reasonable hours of work



7. Safe and healthy working conditions

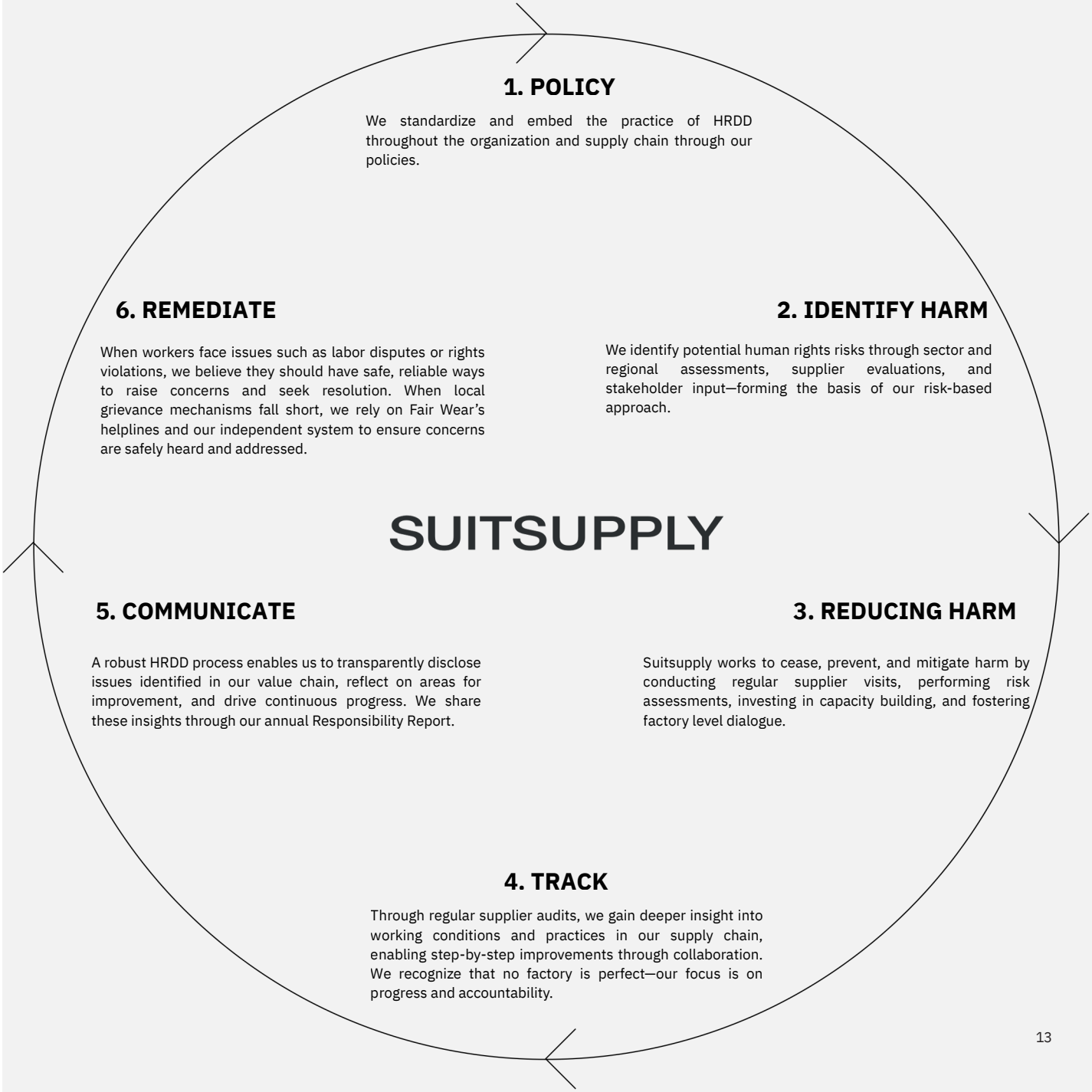


8. A legally binding employment relationship

HUMAN RIGHTS DUE DILIGENCE

Human Rights Due Diligence (HRDD) is a structured process that helps companies identify, prevent, mitigate, and address potential and actual human rights risks in their operations and supply chains. As a Fair Wear Foundation member, HRDD is not just a compliance requirement—it's a commitment to responsible business conduct and continuous improvement.

On the right you can see the 6 steps of our HRDD process, as outlined in the OECD's Due Diligence Guidance for Responsible Business Conduct.



HUMAN RIGHTS DUE DILIGENCE

In practice Human Rights Due Diligence looks like the following:

POLICY We embed the practice of HRDD throughout the organization and supply chain through the use of our policies. We have developed a portfolio of policies which not only guide our business practices internally, but are added to all production agreements with suppliers. Our C*hild labor, Forced labor* or *Migrant labor* policies are included in each agreement, while others serve to address a specific risk we or our suppliers face, such as the practice of homeworking.

IDENTIFY HARM To identify potential human rights violations or other issues in our product supply chain, we perform country and supplier risk assessments to identify where we need added focus to be. This, combined with stakeholder dialogue and input is how we apply a risk based approach to our work. Risk assessments and stakeholder dialogue have highlighted risks we need to work on.

REDUCING HARM We aim to to cease, prevent and mitigate harm through regular supplier visits, audits and capacity building of our suppliers.

Suitsupply focuses strongly on factory level dialogue as a way to manage conflict and support a fair/stable workplace. Through our brand leverage, we use tripartite dialogue by organizing trainings and surveys, involving worker reps in solving complaints, worker reps being part of audit meetings, and by sharing corrective action plans with workers whenever this is a possibility.

TRACK We periodically audit suppliers to get a better understanding of their conditions and processes, which we can then improve on together. We do not see audits as a stand alone tool, but an important part within our due diligence work.

COMMUNICATE Our annual Non-Financial Report is key for us showcase our HRDD process, publicly disclose issues identified in our value chain and reflect on our shortcomings and strive for continuous improvement.

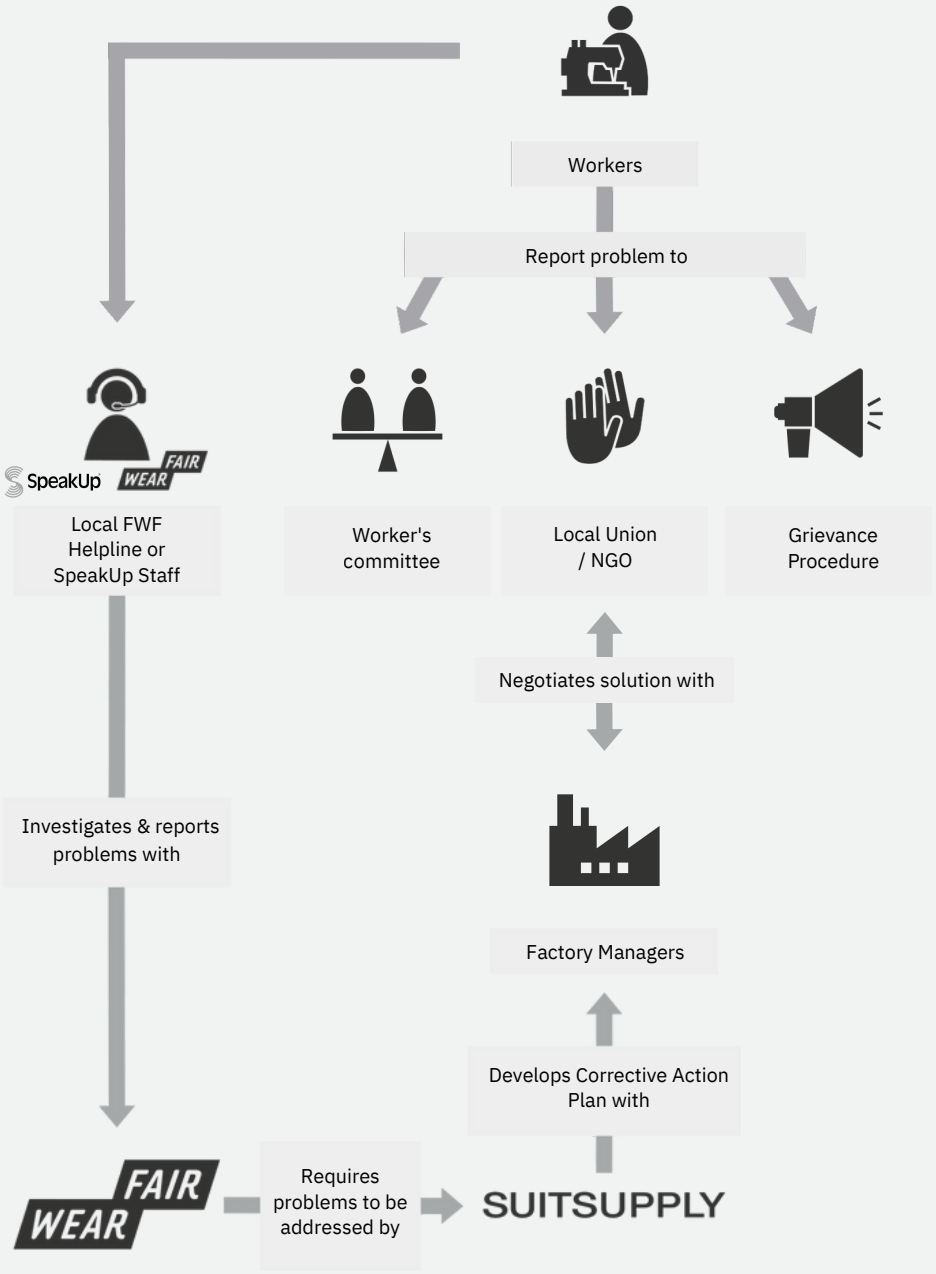
REMEDIATE We see access to remediation as one of the most important parts of due diligence. Any labour disputes should ideally be handled at a factory level, using the appropriate processes to resolve grievances such as factory HR procedures, trade unions, or legal systems available in each country. In practice, however, these options are not always present, functional, trustworthy or safe for workers to use. In such cases we offer external worker helplines. Learn more about our remediation framework on the next page.

REMEDIATION FRAMEWORK

The sixth step in the HRDD process is key to ensuring worker's grievances are heard. We acknowledge local grievance mechanisms are not always accessible or safe. To ensure workers in our product supply chain have a trusted channel to raise concerns, we support Fair Wear's helplines and have implemented the independent SpeakUp system in countries without FWF coverage.

On the right we've prepared a diagram outlining the different channels workers have to raise their concerns.

In 2025 14 complaints were received through our grievance mechanisms, of which 8 were fully remediated. As of publishing this report, the remain 6 open grievances are in the process of remediation.



HEIGHTENED DUE DILLIGENCE

Heightened Human Rights Due Diligence is an enhanced process we use to identify, prevent, and mitigate potential and actual adverse impacts on human rights, particularly in conflict-affected or high-risk areas. It goes beyond standard due diligence by working to proactively assess and address the specific human rights risks associated with our operations.

Suitsupply supports Fair Wear Foundation's decision to set stricter requirements for production in Myanmar as there are heightened risks of labor standards being violated. Suitsupply is assessed with a Quarterly Myanmar Progress Report to ensure that we are meeting all requirements and living up to our responsibilities as a Fair Wear Foundation member brand.

The quarterly Myanmar Progress Reports allows us to demonstrate how we are conducting our Heightened Human Rights Due Diligence to the required standard.

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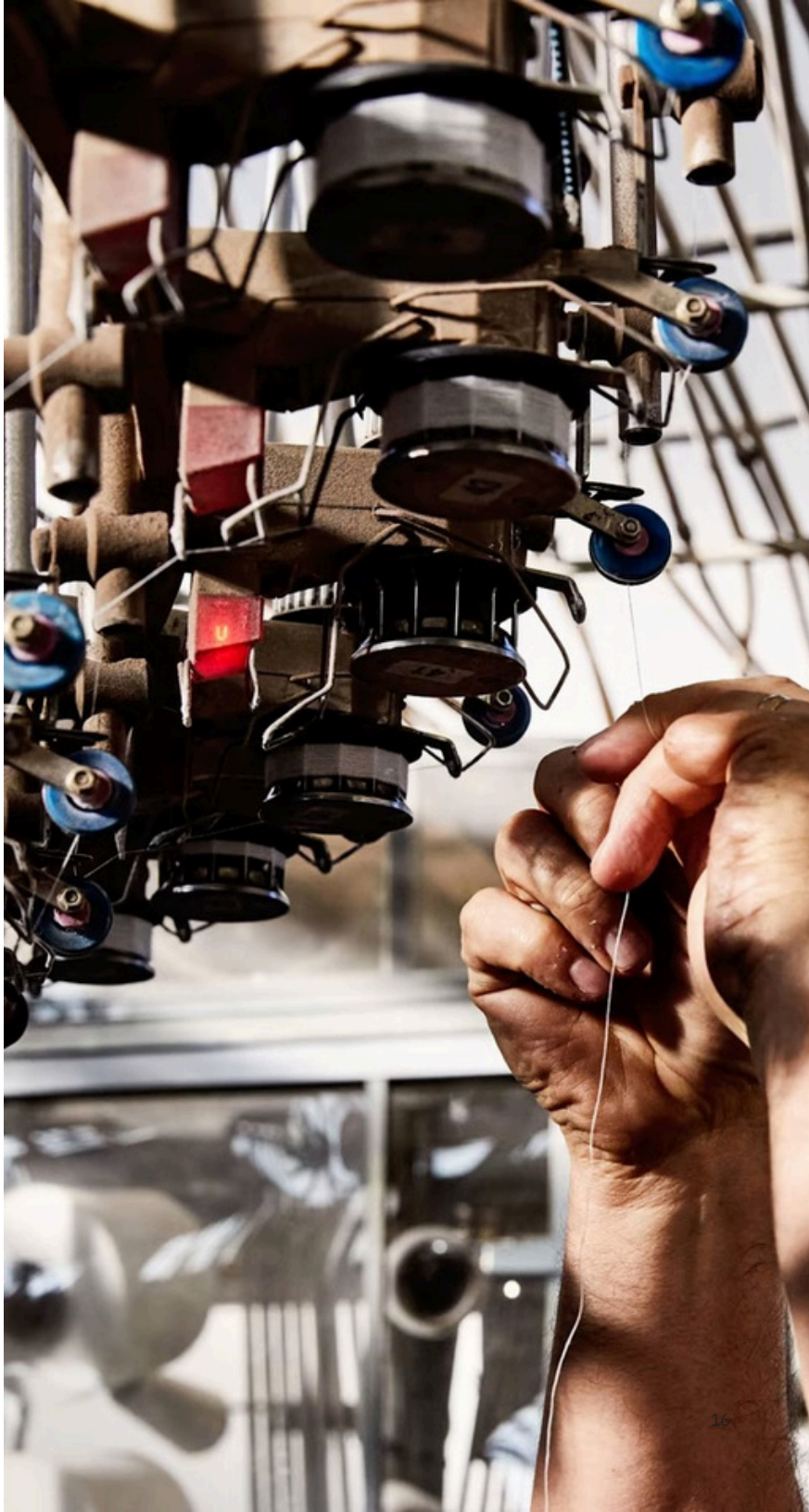


2025 MONITORING REVIEW

As a brand we hold our suppliers to a high standard, which is why we ensure that all direct tier 1 suppliers are audited once every 3 years, and are visited by our CSR Team at least once per year.

Our analysis of the corrective action plans resulting from our supplier social audits revealed that *Safe and healthy working conditions*, *Payment of living wages* and *Reasonable hours of work* are the three most significant human rights risks in our supply chain.

Of these improvements, 34% were *Closed*, meaning the issue was resolved. *In progress* means the supplier is actively working to resolve the issue. *To Do* improvements refers to those we are working with the supplier to remediate.

In order to mitigate risks we also offer specialised training sessions to our suppliers, resulting in **15** trainings in 2025, meaning **269** workers in Tier 1 were trained on social compliance topics.

Type of improvement	Share of improvements
Safe and healthy working conditions	49%
Payment of living wages	21%
Reasonable hours of work	15%
Communication & consultation	7%
Management system to improve working conditions	4%
Legally biding employment relationship	2%
No exploitation of child labor	0%
Freedom of association	0%
Employment is freely chosen	0%
No discrimination in employment	0%

Improvement status	Share of improvement
Closed	34%
In progress	21%
To do	44%



4. PLANET

QUALITY & SERVICING

Our product pillar rests on our belief that we create products that last. We believe in the quality of craftsmanship, high attention to detail, and products that stand the test of time.



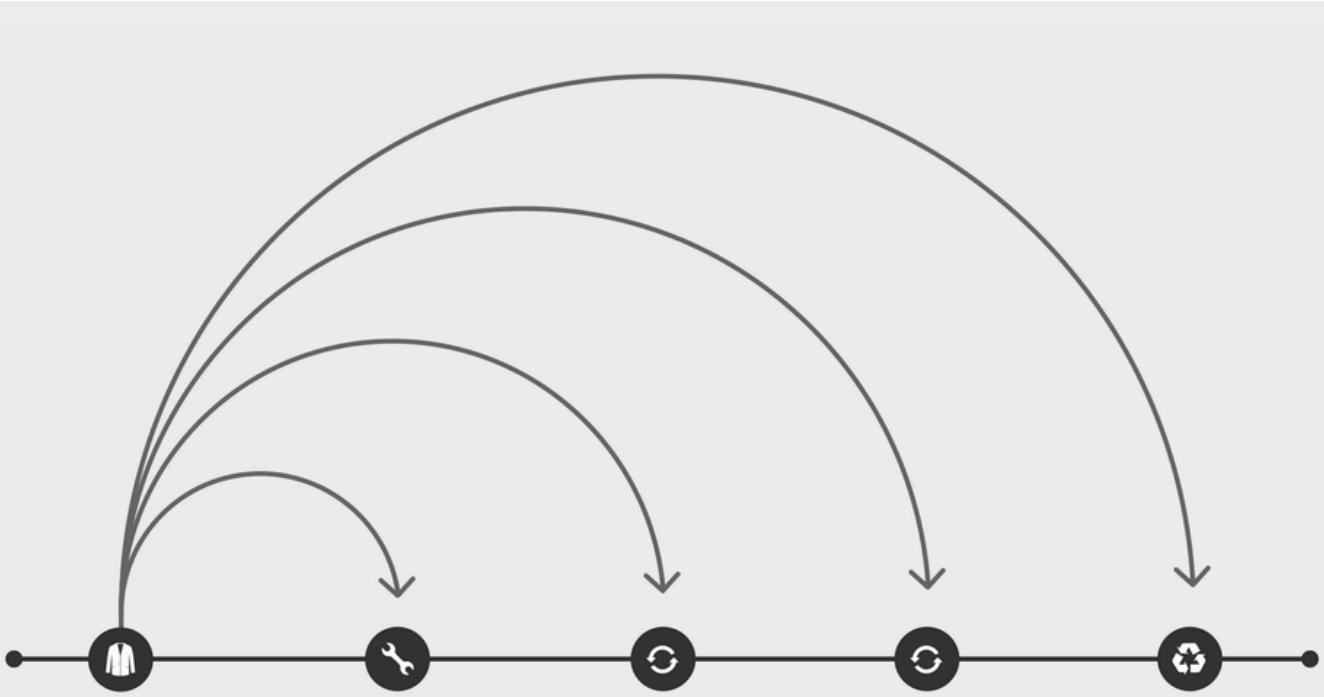
PRODUCT EFFICIENCY

We aim to improve our product efficiency with every collection, ensuring that we are creating the right products, for the right customers, sold at the right locations.

To further strengthen efficiency, we have implemented a comprehensive strategy to reduce overstock. Products introduced to the market can be reallocated across our store network, optimizing placement and maximizing their potential to reach customers. Unsold items are subsequently directed to our outlet channels, providing an additional opportunity for sale.

Recycling is the last step in the process, once we have tried all avenues to extend the life of the product we work with recyclers and charities to ensure we responsibly dispose of our overstock and divert textile waste from landfill.

Specific to our Custom Made programme we have launched our Return & Remake project. The goal is to better understand customer experience of Custom Made and increase product efficiency.



COLLECTION
We create great quality products in seasonal collections.

MAINTENANCE
Trained in-store tailors amend and repair your products to prolong their use.

REALLOCATION I
Products are redistributed among our network of stores — giving each item another chance to be discovered.

REALLOCATION II
Unsold products are again redistributed our outlet stores

RECYCLING
Product that are unable to be sold via our overstock strategy are recycled with a partner.

184,689
Items recycled

7,700+
Items donated



5. GOVERNANCE

GOVERNANCE & OVERSIGHT

The Suitsupply's Board of Directors guides the overall governance of our organisation and provides oversight of Responsible Business Conduct (RBC), including Human Rights Due Diligence (HRDD), by approving policies, reviewing risks, and monitoring performance.

The management board is responsible for all decisions, including those on economic, environmental, and social topics. Clear accountability mechanisms, including performance indicators, reinforce transparency and continuous improvement, ensuring that RBC and HRDD remain integral to corporate governance and decision-making.

Direct oversight of the company’s Human Rights Due Diligence (HRDD) policies is entrusted to senior staff of the CSR and Buying Teams, who report to the executive level. The Chief Operations Officer is responsible for ensuring that HRDD principles are embedded across business operations and supply chains.

This role includes coordinating with with functional leaders in CSR and production to monitor risks, implement due diligence processes, and engage with stakeholders. The executive reports directly to the CEO and provides regular updates to the Board committee overseeing Responsible Business Conduct, ensuring accountability and alignment with international standards. Clear reporting lines and performance objectives reinforce the responsibility of senior staff in guiding, implementing, and continuously improving HRDD practices.



STAKEHOLDER ENGAGEMENT

We believe systemic change requires collaboration on all possible levels, therefore we engage with all relevant stakeholders to create a space where shared value creation is at the core of our activities.

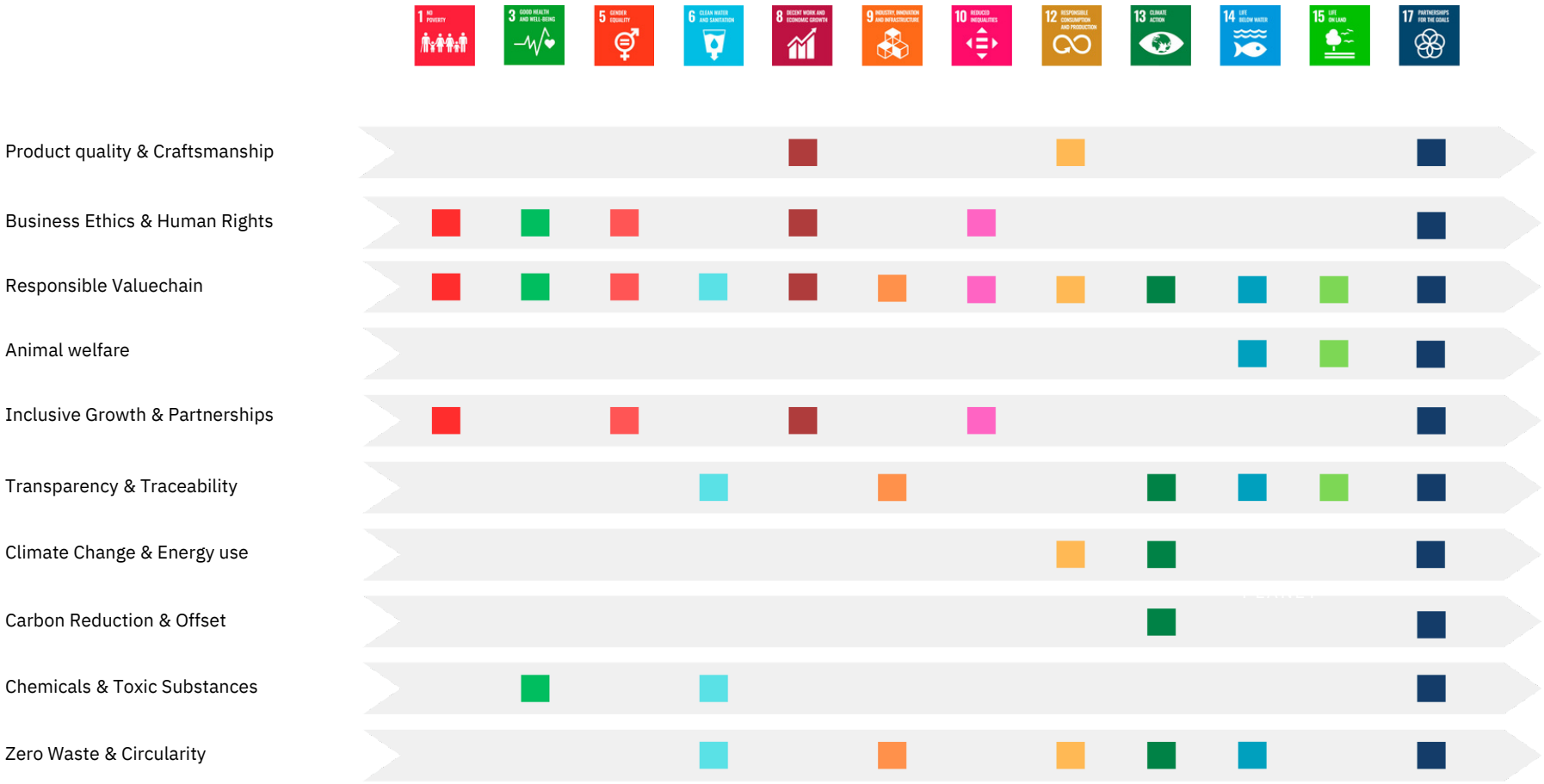
Stakeholder group	Engagement mechanism	Key issues raised
CUSTOMERS By making clothing that is built to last and educating customers on how to take best care of their garments.	Social media, stores, website, customer service	Product care, FWF membership,
FACTORIES/ MILLS/ PARTNERS Through long-term partnerships, education, training and dialogue, we are determined to strengthen our partners' sustainability efforts.	Meetings, audits, site visits, email	Fair and open procurement practices, fair working conditions, product quality and safety
EMPLOYEES We want our employees to grow, develop their own entrepreneurial skill set and facilitate personal development.	Performance mechanisms, suit school, surveys	No specific topics raised
INVESTORS We seek to achieve sustainable growth to adhere to our investors' expectations.	Investor briefings, reports	Monitoring of improvements, no specific topics raised
NGO's We aim to work closely with NGO's and to use their expertise to optimize our supply chain.	Meetings, reports, workshops, seminars, email	Fair working conditions, supplier management, product materials stewardship
OTHER BRANDS By using each other's know-how and by partnering up at shared suppliers, we aim to contribute with a bigger impact.	Seminars, information sharing, cooperation	No specific topics raised
SOCIETY Suitsupply aims to contribute to a more consious society by conducting ethical business practices	Social media, our website, requests for information	Supplier management, animal welfare, human rights in supply chains



APPENDIX

APPENDIX
SDG ALLIGNMENT

The Sustainable Development Goals (SDGs) are designed to move the world to a sustainable future by addressing and fighting off shared global challenges related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice. Suitsupply aligns its Responsibility Strategy with these global goals to understand material impacts, contribute to the remediation of systemic global challenges, as well as making a greater positive impact.



SUITSUPPLY

Thank you for taking the time to review our 2025 CSR efforts.

Should you have any further questions or require additional information, please do not hesitate to contact our Corporate Social Responsibility team.