

AWWG

NON-FINANCIAL REPORT

2024/2025 FISCAL YEAR



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Letter of the CEO

Next chapter: Evolution with purpose

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As we approach the close of our 2020–2025 strategic cycle, I am filled with immense pride in what we have accomplished together. Over the past five years, we have strengthened our foundations and increased sales by 5% across all our brands – a clear reflection of the collective efforts and strategic focus that have guided this period. This cycle has provided the clarity and structure required to progress with confidence. The 2024/2025 fiscal year thus signifies not only the conclusion of this pivotal chapter, but also the commencement of a new strategic horizon that will extend to 2030.

At the heart of our success has been our unwavering commitment to growth – a “can-do” attitude that defines how we approach every challenge. This mind-set has fostered an open dialogue and the dismantling of silos, encouraging cross-functional collaboration and transformation across the organisation.

In doing so, we have re-energised our teams, reigniting the passion and drive that have propelled us forward. Our employees remain our greatest strength – their resilience, dedication, and shared sense of purpose continue to shape who we are and where we are going. Their contribution is embedded in every step we take.

The DNA and identity of our brands have always been core to who we are. As we navigate the ever-evolving landscape of fashion, we have remained steadfast in preserving the integrity of our heritage, while also embracing the future. Striking the right balance between honouring our past and innovating for tomorrow shapes the narrative we share with the world and with our customers.

It is not just about what we create, but also how we create it. Building on that strength, the dedication and creativity of our people remain central to our success. From cultivating a thriving corporate culture to fostering meaningful connections, we are committed to building an environment where collaboration, creativity, and opportunity are at the forefront. Every moment and interaction play a key role in shaping the company we are today.

In this dynamic mix of artistry and business, we also recognise that profitability is essential for sustained growth. That said, it is not solely about numbers; it is about possessing the flexibility and adaptability to meet the diverse needs of global markets. By thinking strategically, we can continue to evolve and stay ahead of the curve.

Most importantly, our customer partnerships are the cornerstone of lasting





Letter of the CEO

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success. We nurture these relationships by prioritising close collaboration and, above all, by focusing on delivering memorable experiences that resonate with them.

Another key part of our long-term strategy is our commitment to sustainability, which is woven into every aspect of our business. We view sustainability not as a cost, but as an investment – one that is vital to both the future of our business and the health of our planet. It is the right course of action, and it is integral to the way we approach growth, innovation, and profitability.

Looking ahead to the next chapter, our vision for 2025–2030 is clear. We are committed to driving expansion and evolution, whilst remaining true to the premium quality of our products and the unique identities of our brands. By 2030, we aim to reach a significant milestone – achieving €1 billion in revenue – a goal that will be powered by our relentless focus on growth, innovation, and long-term impact. Our strong commitment to ethical principles, society, and the environment will

guide us as we work to reduce our environmental footprint and advance meaningful change across every aspect of our business. The future brings new challenges that we will transform into opportunities to expand our global presence, strengthen our brands, and drive progress across society and the planet as a whole.

To achieve this ambitious goal, we continue offering significant expertise in the Spain and Portugal markets, being the master franchisee & agency for Tommy Hilfiger (Spain and Portugal) as well as the agency for Calvin Klein, both brands owned by PVH. This way, we are unwavering in our commitment to ongoing brand evolution by embracing transformative strategies and enhancing brand equity ensuring the Group stays ahead of the curve in meeting the industry’s ever changing demands, challenges, and inherent needs.

Moreover, in 2024/2025 we have forged an exciting partnership with G-III (Karl Lagerfeld, Donna Karan and DKNY). This new partner

brings a strong international presence and outstanding leadership that will be pivotal in reinforcing our position across Europe. In parallel, we will support them in strengthening their foothold in this market and accelerating their growth, while jointly advancing our brands in North America – fostering a mutually beneficial and strategically aligned collaboration.

Passion is our strength. Innovation drives us forward. The future is ours to create together, with purposeful growth guiding every step. The power of us is unstoppable. Thank you for being part of this journey. Together, we will continue to push boundaries and build a company that stands the test of time.

Marcella Wartenbergh,
Chief Executive Officer (CEO)
of All We Wear Group (AWWG)

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ABOUT US

We are AWWG, the global fashion group that integrates the iconic brands Pepe Jeans London, Hackett, and Façonnable. We also have the master franchisee & agency for Tommy Hilfiger (Spain and Portugal) as well as the agency for Calvin Klein, DKNY, Donna Karan, and Karl Lagerfeld (Spain and Portugal).

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This fiscal year we have established new strategic collaborations to drive business growth, while focusing on brand and product initiatives including collaborations with celebrities and participation in important industry events. At the same time, we advanced our commitment to corporate integrity and social stewardship by updating our supply chain policies and formalising an internal governance framework to guide the work of our Ethics and Global Compliance Committee.





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2024/2025 HIGHLIGHTS & RECOGNITIONS

Our 2024/2025 fiscal year marks a period of bold ambition and transformative achievements. It is a testament to our unwavering drive to innovate, expand, and lead the way in the global fashion landscape.

2024

APRIL



Façonnable Women's Capsule Collection

The capsule collection showcases pieces that emphasise refined simplicity, elevating the iconic Façonnable blue stripes and patchwork designs. With diverse silhouettes, each piece encapsulates the carefree spirit of coastal life and its breezy attitude, from boyfriend shirts with oversized fit to short shirt dresses.



AWWG at the World Retail Congress and The Retail Summit

We participated in these two exclusive events that provide an opportunity to position AWWG as a relevant group among trade media, key stakeholders, and industry talent, thereby increasing the value of the Group. These events serve as platforms for sharing insights, discussing challenges, and exploring new opportunities in the global retail industry.

MAY



DCH Emotional Salary Award

AWWG was recognised as one of Spain's top companies in the second edition of the *Premios DCH Salario Emocional*. This honour highlights our commitment to prioritising employee wellbeing through recognition, work-life balance, development opportunities, and a healthy work environment. We believe emotional salary is a vital part of total compensation, beyond just financial rewards.

JUNE



Pepe Talks - Women leading the way

Following Pepe Jeans London's announcement to sponsor the Red Bull Racing Academy Programme in March 2024, the Pepe Jeans London store on Passeig de Gràcia was transformed into an event space to host 'Pepe Talks: Women Leading the Way' with Marcella Wartenbergh (CEO) and Paola Maestro (Chief Product Officer, CPO, Pepe Jeans), hosted by Modaes. A live DJ set and an audience with Hamda Al Qubaisi and Sarah Harrington from the Red Bull Racing Academy programme followed the event.



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JUNE



AWWG partners with G-III

AWWG announced a strategic partnership with G-III Apparel Group, which now holds an estimated 19% stake in AWWG. This partnership is set to boost the growth of our iconic brands Pepe Jeans London, Hackett London and Façonnable. Additionally, under this partnership with G-III, we also became the agent for DKNY, Donna Karan and Karl Lagerfeld across Spain and Portugal.



AWWG at Shoptalk Europe

The event focused on digital transformation within the retail industry, highlighting current industry trends and the crucial role of technology in everyday life. Our CEO, Marcella Wartenbergh, delivered a keynote on the importance of digitalisation in the fashion industry. Additionally, Laura Fernández, Chief Financial and Business Officer (CFBO) at AWWG, participated in a session on harmonising DTC and wholesale efforts and discussed the future of retail with executives from other countries.

OCTOBER



Hackett London & Bamford London

Hackett London & Bamford London announced an exclusive collaboration that marries Hackett London's timeless British style with Bamford London's precision and innovation. This collaboration resulted in a striking, limited-edition timepiece designed for the modern gentleman who appreciates craftsmanship and individuality.



AWWG at the Global RLI Awards

This recognition celebrates retailers who demonstrate exceptional growth and brand transformation in response to changing industry trends. It acknowledges AWWG's forward-thinking strategy, reinforcing our leadership in fashion. Transformation is at our core, driving us to improve our business and elevate our platform to support all our brands.

OCTOBER



Hackett London & Apparel Group

We announced our partnership with Apparel Group to expand Hackett London in the Middle East. This collaboration marks the beginning of an exciting new chapter, with the launch of seven stores focused on establishing a strong presence in the United Arab Emirates (UAE).



Community Support in Response to DANA¹

We stood in solidarity with communities impacted by the DANA storm in Spain, providing support through direct action including Worldcoo's Charity Round-Up², driven by the generosity of our Pepe Jeans Iberia retail clients, and a dedicated employee-led solidarity campaign.

NOVEMBER



Supply Chain Policies Update

We have updated our Supply Chain Policies (Ethical & Transparent Sourcing Programme and Supplier Code of Conduct) to ensure alignment with current best practices and the highest global and sectoral standards. Our commitment to a robust corporate governance structure drives this update, which we recognise as fundamental to fostering trust, transparency,

and accountability, and thereby enabling long-term value creation. The revised policies enhance clarity, improve professionalism, and facilitate supplier comprehension.

1. The DANA crisis refers to a period of intense and destructive flash flooding that primarily affected the Valencian Community in October 2024.

2. For further details on Worldcoo, please refer to Chapter 5: People.



2025

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JANUARY



Hackett Sport x Formula E

In early January, Hackett Sport partnered with Formula E in Mexico. Our brand featured prominently during the races at the Emotion Club, and we hosted an exclusive in-store event.



Re:set 2030

This milestone event set the stage for our shared vision of growth and innovation, aligning our teams with ambitious goals and an inspiring roadmap for the next five years.



Barcelona Fashion Summit

Our CEO joined over 500 leaders at the Barcelona Fashion Summit 2025. She took the stage to deliver an insightful keynote on the future of fashion and explored shifting consumer expectations, emerging business models, and how speed, vision, and agility will drive the industry forward.

FEBRUARY



Ethics and Global Compliance Committee Manual:

We have created an internal manual to establish operating guidelines for the Ethics and Global Compliance Committee and to ensure it maintains professionalism and diligence in handling sensitive issues. This document secures compliance with our Employee Code of Conduct and promotes an inclusive, secure workplace, reinforcing the Committee's integrity.

MARCH



Hackett London x Carlos Sainz:

Hackett London launched its Spring/Summer 2025 (SS25) campaign, featuring Carlos Sainz, father and son—renowned motorsport legends whose shared journey aligns with Hackett London's values. This campaign celebrates the powerful bond between father and son, the richness of heritage, and the evolution of style. Building on Hackett London's longstanding

association with motorsport, this partnership weaves a narrative of shared passion and personal achievement. Together, father and son embody Hackett London's timeless vision, where family, heritage, and style converge to create meaningful and unforgettable moments.



West 11 by Pepe Jeans London:

On March 20th, the new West 11 store opened, unveiling a dedicated new brand within Pepe Jeans London—introducing a fresh collection with a unique identity. An elevated concept designed for women—more than just a boutique. From architectural lines to curated soundscapes, every detail reflects the essence of the modern woman: unapologetic, self-aware,

and effortlessly bold. A space that embodies confidence, sophistication, and contemporary style.



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AWWG HISTORY

Our journey reflects a combination of strategic brand acquisitions and an evolving commitment to sustainability, which we have integrated into our core operations.





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2021

With the launch of Pepe Future Spring/Summer 2021 (SS21) and Hackett Earth Autumn/Winter 2021 (AW21), we began incorporating garments made with certified materials, crafted in accordance with our **Sustainable Product Standard**³ and distinctly labelled as such.

2022

- By joining The International Accord⁴, we formalised our commitment to a binding agreement focused on improving safety and working conditions across the global garment industry.
- We launched our **Ethical & Transparent Sourcing Programme**⁵ to ensure fair labour standards in production facilities and enhance supply chain transparency.
- Through the AWWG Academy⁶, we released the **Employee Code of Conduct** to ensure employees' continuous access to the company's ethical standards and expectations.

2023

- As of SS23, we internalised our bodywear production, transitioning from outsourcing to strengthen our in-house capabilities.
- We released our Channels for Complaints, Anti-Corruption, Competition and Business Technology Policies, along with our Service Suppliers Code of Conduct through the AWWG Academy⁷.
- We published our AWWG Non-Financial Report for the first time, featuring our initial materiality assessment.
- We obtained the Great Place To Work certification, which recognises our commitment to fostering a positive work environment and employee satisfaction.
- We began measuring our CO₂ emissions using the Greenhouse Gas (GHG) Protocol, a globally recognised standard for quantifying and managing greenhouse gas emissions.

2024

- We announced our membership in ARTE, the Spanish Retail Textile Association⁸, which represents Spain's leading textile brands and advocates for the collective interests of the textile trade sector before both public and private institutions.
- We became members of MOVE!⁹, a platform created by Modaes, the leading fashion business media in Spain and Latin America, to drive the industry's sustainable transformation.
- In AW24, we relaunched the 'Red Bull Racing x Pepe Jeans London' collaboration as a permanent casual and leisurewear collection.

3. For further details on our standard, please refer to Chapter 4: Products.

4. For further details on this alliance, please refer to Chapter 6: Partners.

5. For further details on the policy, please refer to Chapter 3: Governance.

6. The AWWG Academy is our internal Learning Management System (LMS).

7. For further details on these policies, please refer to Chapter 3: Governance.

8. For further details on this alliance, please refer to Chapter 6: Partners.

9. For further details on this alliance, please refer to Chapter 6: Partners.



OUR BRANDS

We are committed to building lasting brand value by driving meaningful transformation. As a result, our brands continue to evolve, staying relevant, distinctive, and connected to the world around them.

Pepe Jeans London

Pepe Jeans London was born on London's iconic Portobello Road in 1973. Today, more than 50 years later, the brand remains devoted to its initial mantra and pledge to create the world's most exciting denim-led fashion. The diversity and mix of cultures that define the city of London also define the Pepe Jeans London personality, providing a constant source of inspiration for the women's, men's, and junior collections. Music, Culture, Fashion, London, and Denim—that's what Pepe Jeans London is all about.





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Red Bull Racing x Pepe Jeans London

In AW24, we relaunched our ready-to-wear collection—a bold revival of the iconic partnership between Red Bull Racing and Pepe Jeans London. This collaboration takes motorsport-inspired fashion off the track and onto the streets, fusing performance-driven design with everyday wearability.

Featuring a sleek palette of racing blues, versatile neutrals, and high-impact bursts of colour, the collection channels the adrenaline of race day into effortlessly stylish urban looks. From relaxed denim to standout statement pieces, each item is infused with the confident, high-energy spirit of the Red Bull Racing lifestyle.

This is more than just fan wear—it is fashion-forward, built for movement, self-expression, and that unmistakable winning mind-set. Whether you are trackside or city-bound, this continuous line redefines comfort and style, empowering fans to carry their passion for Formula 1 into every part of their daily lives.



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Hackett London

Founded by Jeremy Hackett in 1983, Hackett London has become a global leader in menswear, blending timeless British style with modern sophistication. Our brand offers a wide range of collections, from sports and casual wear to formal attire, each piece reflecting our commitment to quality and style.

The Hackett London collection is the cornerstone of our brand, while Hackett Sport provides premium activewear for off-duty moments. Hackett Heritage draws inspiration from classic British sports like rowing, rugby, sailing, and motorsport, with each piece embodying our dedication to tradition and elegance. Our Savile Row collection and bespoke service represent the pinnacle of our craftsmanship, utilising the finest fabrics from the world's most prestigious mills. Our Bespoke garments are meticulously crafted and personalised onsite at our Savile Row townhouse.

Hackett London continually evolves, redefining modern menswear by infusing British heritage with contemporary elegance. Designed for the global citizen, our clothing effortlessly transitions from the office to social gatherings. With over 700 points of sale worldwide, Hackett London connects with customers around the globe through a distinctive British touch and a steadfast dedication to quality.





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Façonnable

The French prêt-à-porter brand first set up shop in 1950 on the Côte d'Azur, dressing Hollywood movie stars for the Cannes Film Festival. Its collections of colourful, smart-casual garments are made from the finest fabrics, and feature unique prints and immaculate detailing that is signature to the brand. Taking inspiration from its home on the French Riviera, Façonnable celebrates the fashion and lifestyle of one of the most breathtaking coastlines in the world.





Brand Insights

Own Brands

	Turnover	Garments sold
	€254,505,112	10,380,890
	€181,937,047	2,866,162
	€21,682,654	245,982

Master Franchisee¹⁰

	€40,792,956	913,641
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Iberian Agencies¹¹

Total turnover at AWWG¹²



Total number of AWWG garments sold¹³



10. AWWG operates as the master franchisee for Tommy Hilfiger, managing its own retail stores, but does not manufacture its products. The number therefore reflects only retail.

11. AWWG is a Calvin Klein, Karl Lagerfeld, Donna Karan and DKNY agent in Spain and Portugal. Consequently, no turnover or garments are reported.

12. Net sales: all channels.

13. Net of returns: sold to third parties.



OUR BUSINESS MODEL

Strategic Transformation

Given our global operations, we continuously monitor industry as well as macro-economic trends and risks¹⁴. On a regular basis, we review and adjust our corporate strategy based on evolving market conditions and short-term goals. This allows us to remain flexible and responsive to immediate challenges, while staying aligned with our long-term vision.

To stay competitive, agile, and ahead of future challenges, our Group has set up the **B-MAGIC - The Platform strategy**:



THE PLATFORM

We create dynamic and interconnected ecosystems that not only generate synergies, alignment and efficient processes throughout the company but also allow us to adapt individually per brand to ensure their separate identities and needs.

14. For further details to understand AWWG's most relevant macroeconomic and industry operational trends, please refer to Annex II: Risks.



Establishing a robust ESG Framework

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As we continue to refine our overall strategy, we are also in the process of shaping a robust ESG¹⁵ framework¹⁶, anchored in clear, time-bound commitments that will steer our operations with integrity and accountability. This evolving strategy will address key areas of impact across our entire value chain, with a particular focus on:

Safeguarding biodiversity

and preserving ecosystems and water resources by sourcing strategic raw materials that are fully traceable and demonstrate improved environmental performance.

Minimising environmental and social impacts

by systematically reducing greenhouse gas emissions, water consumption, and other key resource uses across our entire value chain, including our supply chain, offices, retail spaces, and logistics centres.

Eliminating hazardous chemicals

through the proactive adoption of safer, compliant, and environmentally responsible alternatives that mitigate long-term environmental risks.

Advancing circular service models

that extend product lifecycles, significantly reduce waste, and drive resource efficiency, promoting a regenerative approach to consumption and production.

Sustainability is a long-term journey. We build upon our past achievements, using them as a baseline to identify what still needs to be done, which then forms the foundation for our future goals.

15. ESG stands for Environmental, Social, and Governance aspects.

16. We will ensure that this strategy is thoroughly integrated across the five core stages of our operations within our business model — Design, Development, Production, Distribution, and Circularity — as detailed in the 'How We Operate' subsection.



What Drives Us

All our brands and departments are united by our rolling vision:

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How We Operate



DESIGN

Our teams design innovative apparel, bodywear, footwear and accessories for women, men, and children.



DEVELOPMENT

Our sourcing teams collaborate with suppliers to define product compositions and develop items, ensuring the use of certified materials where possible.



PRODUCTION

Our partners (factories, vendors, and subcontractors) craft our products according to high standards of quality, and with respect for social and environmental principles.



DISTRIBUTION

We distribute our products through a combination of in-house logistics hubs located in Barcelona and Elche, alongside third-party warehouses, ensuring efficient and reliable delivery across our distribution network.



CIRCULARITY

We have introduced repair services for our customers in selected Hackett London stores and intend to expand this service further.

DISTRIBUTION CHANNELS

- **Retail:** Own physical stores and points of sale including full price¹⁷, outlets, and concessions.
- **Wholesale:** Points of sale operated by third-party retail partners.
- **Distributors:** Independent companies that purchase our products for sale in their respective markets. They are fully responsible for both the commercialisation and delivery of the goods.
- **Franchises:** Product distribution carried out by third parties operating under a commercial licence granted by the company, which authorises the use of the brand and business model.
- **E-commerce:** AWWG-owned digital channels directed at the end consumer, where both inventory management and product delivery are fully managed by our Group.
- **Marketplace:** Digital commerce platforms that enable third-party sellers to offer their products directly to consumers within a shared online environment.

17. A point of sale that sells the current collection at full price.



COMPANY OVERVIEW AND GLOBAL REACH

Our journey is defined by remarkable growth and a truly global scale, showcasing the collective effort behind our brands and worldwide presence. From our thriving retail network and international offices to the passionate individuals who drive our success, we reveal the tangible scope of our operations.

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COUNTRIES
IN WHICH WE OPERATE



Offices

- Madrid (Headquarters)
- Barcelona (Headquarters)
- Elche
- London
- Nice
- Amsterdam
- Düsseldorf
- Mexico City

Showrooms

- Madrid (6)
- London
- Paris (3)
- Salzburg
- Düsseldorf
- Munich (2)
- Lisbon (2)
- Budapest
- Milan
- Warsaw
- Zurich

Logistic Centres

- Sant Feliu de Llobregat
- Molins de Rei
- Elche



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PRODUCTS

67.7%

of our **Pepe Jeans London AW24 and SS25 collections** incorporate certified materials and innovative processes¹⁸

24.9%

of **Hackett London AW24 and SS25 collections** were developed using certified fibres and innovative, lower-impact techniques¹⁹

20.5%

of our **total polyester consumption** is certified recycled polyester²⁰

4,189 kg

of **AWWG garments** have been given a second chance²¹

PEOPLE

2,981
employees

95
nationalities²²

73%
women

83%
permanent contracts

60%
of our **interns** transitioned to a permanent contract

4,825
hours of **training**

48 h
maximum resolution time of inquiries (in our O&O²³ E-commerce)

100%
response rate in E-commerce communications

PARTNERS

100%
of our **suppliers** are enrolled in our **Ethical & Transparent Sourcing Programme²⁴**, acknowledging its principles and committing to best practices in self-assessment

100%
visibility into the locations of our **supply chain's production sites** (Tier 1) across all three brands

88%
of **facilities** audited for social compliance under AWWG and third-party standards

18. These numbers include Pepe Jeans London Apparel.

19. These numbers include Hackett London Apparel.

20. These numbers include Pepe Jeans London and Hackett London Apparel.

21. We have renewed our collaboration with DTD Textil for the assembly, storage and management of these items, with the aim of enabling their reuse, repair, or recycling — thereby fostering textile circularity.

22. Active employees during the 2024/2025 fiscal year.

23. Owned & Operated.

24. For further details on the signature process, please refer to Chapter 6: Partners, 'Engaging with our Partners'.

25. Including all AWWG facilities (offices, showrooms, stores and warehouses).

PLACES

97%
renewable energy in our offices, showrooms, stores and warehouses in Spain

22%
renewable energy versus total energy²⁵

7,316.7t CO₂
eq **GHG emissions**

54%
reduction in the amount of declared cardboard used in boxes for Pepe Jeans London Spain's online shipments



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Global Presence

Total Points of sale,
2024/2025 (including Retail,
Wholesale and Distributors,
and Franchises)

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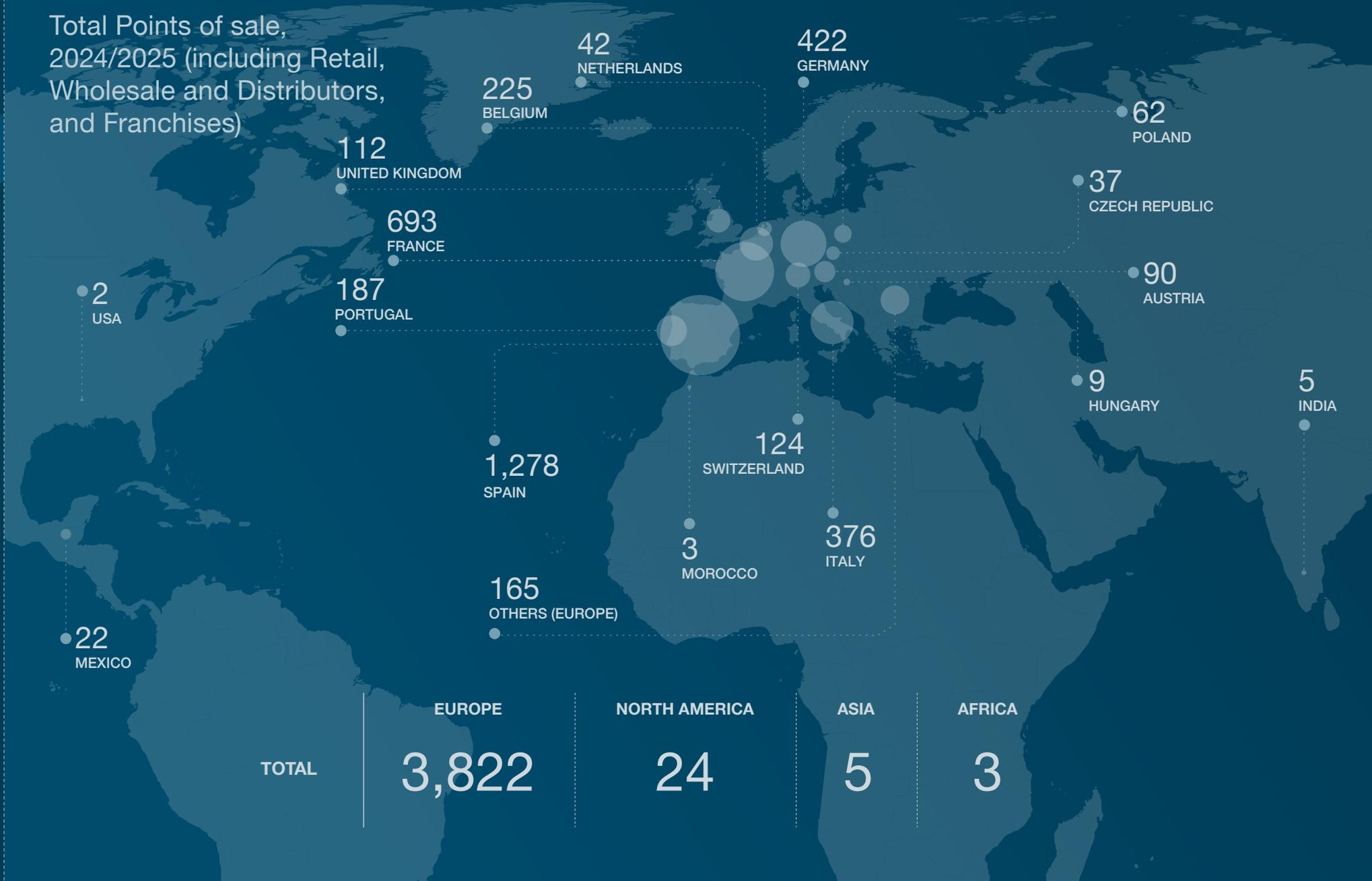
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TOTAL	EUROPE	NORTH AMERICA	ASIA	AFRICA
3,822	24	5	3	



Breakdown of Retail Points of Sale by Country (Full Price, Outlets and Concessions)

	2022/2023	2023/2024	2024/2025
Europe	334	334	328
Austria	1	1	1
Belgium	6	6	11
Czech Republic	4	3	3
France	26	31	28
Germany	19	18	17
Hungary	7	6	5
Italy	18	16	15
Poland	10	9	9
Portugal	30	31	30
Spain	184	182	180
Switzerland	4	4	2
The Netherlands	3	3	2
United Kingdom	21	23	23
Others	1	1	2
North America	14	15	18
Mexico	14	15	18

TOTAL



Breakdown of Wholesale and Distributors Points of Sale by Country

	2022/2023	2023/2024	2024/2025
Europe	4,020	3,745	3,476
Austria	197	174	89
Belgium	60	199	214
Czech Republic	37	33	27
France	752	677	664
Germany	489	444	402
Hungary	4	4	4
Italy	461	388	361
Poland	86	55	52
Portugal	175	172	156
Spain	1,254	1,129	1,096
Switzerland	137	131	121
The Netherlands	40	34	40
United Kingdom	110	105	89
Others	218	200	161
North America	3	2	5
Mexico	0	2	3
USA	3	0	2
Asia	3	4	5
India	3	4	5
Africa	0	0	3
Morocco	0	0	3

TOTAL





Breakdown of Franchises Points of Sale by Country

	2022/2023	2023/2024	2024/2025
Europe	27	26	18
Austria	3	2	0
Czech Republic	8	9	7
France	2	3	1
Germany	2	2	3
Poland	3	2	1
Portugal	1	1	1
Spain	3	3	2
Switzerland	1	1	1
Others	4	3	2
North America	3	1	1
Mexico	1	1	1
USA	2	0	0
Asia	1	0	0
India	1	0	0



Breakdown of Digital Points of Sale by Ownership

	2022/2023	2023/2024	2024/2025
Own digital points of sale²⁶	39	39	40
External digital points of sale²⁷	53	59	75



26. Number of countries for O&O.

27. Number of countries for Marketplace.



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OUR SUSTAINABILITY JOURNEY

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At AWWG, we adopt a holistic approach to sustainability, structured around four key pillars: Products (with a focus on certified materials and innovative technologies), People (fostering a positive and inclusive working environment), Partners (ensuring ethical and transparent supply chain relationships), and Places (aiming to minimise the environmental impact of our operations). This approach also encompasses stakeholder identification, the assessment of material ESG impacts, and the implementation of a risk management framework that integrates both general and ESG-related risks, along with corresponding mitigation measures.



THE FOUR PILLARS OF OUR SUSTAINABILITY VISION

We are committed to a comprehensive sustainability approach, guided by four core pillars that shape our efforts and ensure a balanced framework: Products, People, Partners and Places. These four elements interact cohesively to articulate our strategic vision for creating enduring positive impact through our business conduct.



PRODUCTS

We produce high-quality fashion whilst maximising the use of certified materials such as recycled fibres, and upholding animal welfare through the use of certified wool and leather products. Additionally, we minimise our water and hazardous chemical use by incorporating innovative technologies into our production processes, including Wisier Wash[®] and the Environmental Impact Measuring (EIM) Score by Jeanologia^{®28}. Moreover, we understand the potential of packaging and logistics and we carefully work on their optimisation.



PEOPLE

Our employees are at the heart of our Group. We would not be able to achieve our goals without our diverse and inclusive teams. We work every day to generate a positive work culture where employees feel safe, respected, heard, and valued. We believe in their competence and promote their growth. Our employees embody our business values and the goals we pursue.



PARTNERS

We ensure that our relationships with partners are built on mutual trust and respect, by working on ethical and transparent sourcing as part of our supply chain commitment within the textile industry. We work together with partners that share our values and commit to them. These partnerships are mutually beneficial; we reciprocate the dedication and standards we expect from them.



PLACES

We oversee the different sites (offices, warehouses and stores) that promote our business, by studying their environmental impact and carbon footprint with the aim of minimising them. We strive to be clear in our communications in all of our Business-to-business (B2B) and Business-to-consumer (B2C) platforms.

28. For further details on Wisier Wash and EIM, please refer to Chapter 4: Products.



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OUR ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS (SDG)

The Sustainable Development Goals represent the United Nations' universal call to action, outlining a comprehensive vision for a more equitable world. We are committed to these pivotal goals, integrating their transformative power into our operations.



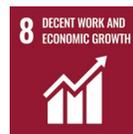
Good Health and Well-Being

We ensure the wellbeing of our employees and the people who work for our partners in the supply chain. We also have high-quality, health and safety standards regarding our products.



Clean water and sanitation

We reduce the water use in the production process of our garments, and we innovate by using water more efficiently in our operations.



Decent work and economic growth

We encourage and stand up for human rights in our direct operations and in our supply chain, through audits, traceability processes and external certifications.



Responsible consumption and production

We foster innovation in our products by promoting the use of certified materials and innovative technologies.



Climate action

We work to reduce our emissions and decarbonise our value chain.



Partnerships for the goals

We collaborate with our partners and stakeholders to build a better future for all.



OUR STAKEHOLDERS

We recognise the importance of identifying and prioritising our stakeholders to ensure effective engagement and sustainable business practices.

Considering our industry, the global context, our brands, and our business model, we have determined the following key stakeholders:

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MATERIALITY ANALYSIS²⁹

Our materiality assessment identifies our most significant impacts on the environment and society, as well as the impacts that ESG factors can have on our business and strategy.

We initiated the exercise by analysing the broader industry landscape and global context, while also engaging key internal stakeholders to identify relevant ESG topics. Following this, we surveyed approximately 60 employees in managerial roles, with the aim of prioritising the identified issues. To further refine the evaluation, we applied a weighting methodology informed by benchmarking practices and the SASB framework.

The analysis led to the identification of seventeen material topics, which we detail in our Materiality Matrix. Based on this exercise, the report serves to demonstrate our commitment to acknowledging and prioritising these impacts in both our direct and indirect operations.

Materiality Matrix



29. We conducted the materiality assessment alongside the Group's risk analysis, enabling us to develop a comprehensive global perspective by sharing insights and identifying opportunities for improvement at various stages of the methodology. Both the materiality assessment and the risk analysis were completed during the 2022/2023 fiscal year.



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Environment

Responsible Products: Establishing targets for sustainable materials in collections, reducing of virgin synthetic fibres or using certified animal sourced materials.

Product Quality and Life Cycle: Taking care of the products life cycle to ensure products have high quality and are built to last.

Packaging Optimisation: Substituting plastics from packaging, using recycled materials and reducing packaging materials to the minimum acceptable to maintain product quality.

Carbon Footprint Minimisation & Climate Change Resilience: Ensuring business is causing the least impact possible on the environment: reduction of carbon footprint, logistics optimisation, waste management, etc.

Social

Ethical and Transparent Suppliers: Analysing all suppliers to make sure they comply with ethical standards of the company as well as enough transparency in social and environmental matters.

Talent Management: Ensuring attraction, retention and development of our employees.

Employee Support & Diversity and Inclusion: Protecting diversity and inclusion in all aspects in the workplace as part of the company's culture.

Wellbeing and equitable employment: Providing health and safety, ensuring equal opportunities, offering guaranteed work-life balance and ensuring a good internal communication.

Community & Human Rights: Being an advocate for human rights protection and contributing to the communities in which the company has an impact.

Supply Chain Traceability: Working with traceable suppliers, being able to follow the product life cycle.

Governance

Market Presence & Economic Performance: Improving AWWG economic performance and financial results, reinforcing the market presence of each of the brands.

Risks and Cybersecurity: Reinforcing cybersecurity, and data privacy and protection, strengthening risk management and control systems.

Business Ethical Behaviour: Safeguarding business ethical behaviour (anti-corruption, anti-competitive behaviour, anti-bribery) and ensuring fiscal compliance and tax contribution.

Governance: Aligning leadership around sustainability with a common strategy.

Business and Strategy

Business & Digital Transformation: Adapting quickly to changes and uncertainty in the market, embracing digital transformation (such as omnichannel) and transforming AWWG over time based on market trends.

Transparent and Responsible Communication with Stakeholders: Assuring responsible marketing and transparent communication, taking care of our stakeholders and focusing on raising awareness and engagement of the customer.

Customer Orientation and Satisfaction: Understanding customers to better target their needs, improving shopping experience and customer care.

We will further refine this process as we plan to undertake a Double Materiality Analysis (DMA) as part of our ongoing efforts to enhance our approach. This assessment requires companies to identify and report on ESG matters that are material from two angles: impact materiality, which examines the company's effects on people and the environment, and financial materiality, which assesses how sustainability issues influence the company's financial standing. By employing this dual approach, we aim to gain a more comprehensive view of our ESG-related risks, opportunities, and impacts throughout our value chain.





RISK MANAGEMENT

At AWWG, we are constantly monitoring current and emerging risks linked to our industry and operational context. This provides relevant information to create a proactive strategy that aligns with our Group’s risk appetite and tolerance, while also enabling us to adapt to trends, regulatory developments and the industry’s competitive environment.

Our risk identification and mitigation process is informed by a comprehensive integration of industry and peer benchmarking, alongside strategic insights gathered from interviews with top management, each providing perspectives aligned with their respective areas of expertise. This multifaceted approach ensures a robust and well-rounded understanding of our key risks.





Relevant Risks

During the risk assessment exercise, we identified a variety of risks and subsequently prioritised those deemed most significant to our Group. Our rigorous analysis was fundamental in assessing the relative importance of both existing and emerging ESG and non-ESG related risks, thereby guiding our focus on their effective monitoring and mitigation. The strategic measures detailed alongside each risk underscore our commitment to proactive risk management and long-term resilience.

Risk	General description	AWWG mitigation actions
<p>Supply chain disruptions and inefficiencies</p>	<p>Our operations may face potential vulnerabilities stemming from delays and complexities within our global supply chain. These challenges are primarily driven by logistical impediments and the inherent intricate nature of our current sourcing strategy.</p>	<p>We actively engage in the strategic development of our sourcing approach to enhance supply chain resilience. This involves exploring avenues to relocate a greater proportion where such risk diminishes. This initiative aims to simultaneously minimise our reliance on, and exposure to, complicated supply chain disruptions and inefficiencies that may present heightened geopolitical or logistical risks.</p>
<p>Warehouse & distribution disruptions and inefficiencies</p>	<p>Our operations may face potential vulnerabilities related to warehouse disruptions and prolonged lead times for long-distance deliveries. These challenges include possible interruptions within our storage facilities and extended wait periods for shipments, particularly affecting certain regions where local brands may offer swifter delivery. Furthermore, the volume of returns, especially within e-commerce segments, may also be significantly impacted by this relevant risk, posing additional logistical challenges.</p>	<p>We actively engage in initiatives to enhance the efficiency of our final delivery processes by country. Furthermore, we are continuously evaluating our distribution network to address specific challenges, such as those encountered in regions experiencing longer wait times for deliveries, compared to local competitors. Our efforts also extend to managing the logistical complexities posed by high return volumes, particularly in our e-commerce operations.</p>



Risk	General description	AWWG mitigation actions
<p>Human rights & safety standards</p>	<p>Our operations recognise the potential for deficiencies in adhering to international human rights frameworks, such as those outlined by the United Nations. This risk pertains to ensuring that all aspects of our value chain uphold fundamental human rights and maintain robust safety standards.</p>	<p>We implement rigorous due diligence procedures and strict standards prior to engaging with new suppliers. To formalise this commitment, we support ourselves with our Ethical & Transparent Sourcing framework, established to categorise suppliers based on their adherence to our ethical criteria (A-D). This fiscal year, we have formally assessed 88% of our suppliers³⁰.</p>
<p>Commodities and raw material availability and pricing</p>	<p>Our operations are exposed to potential vulnerabilities related to the availability and pricing of key commodities and raw materials. This risk encompasses the possibility of shortages in essential inputs as well as significant fluctuations, including spikes, in their market prices.</p>	<p>We have actively managed this risk by absorbing the impact of rising commodity prices within our margins, thus mitigating direct pass-through to customers. Furthermore, our team continuously reviews and evaluates alternative suppliers of raw materials³¹. This ongoing assessment aims to enhance the resilience and flexibility of our sourcing strategy.</p>
<p>Talent management & employee wellbeing</p>	<p>Our operations face potential challenges regarding employee wellbeing and talent retention, significantly influenced by broader societal and economic trends. These include challenges in attracting and retaining talent within a competitive market, further compounded by the current economic climate. This environment is characterised by high inflation and the elevated cost of living prevalent in major cities such as Madrid, Barcelona, London, among others. These external pressures can impact the overall work-life balance and financial stability of our workforce, reflecting broader shifts in employee expectations.</p>	<p>We actively focus on initiatives to enhance employee wellbeing and retention. Our efforts include promoting work-life balance through measures such as remote work options and enhancing other employee benefits. While acknowledging the competitive landscape regarding compensation, we maintain a structured career path framework and conduct ongoing wage reviews³².</p>

30. For a comprehensive understanding of our partner engagement strategies, risk prevention and mitigation measures, please refer to Chapter 6: Partners.

31. For a comprehensive understanding of our raw material suppliers evaluation, risk prevention and mitigation measures, please refer to Chapter 4: Products.

32. For a comprehensive understanding of our talent management and employee wellbeing strategies, as well as our risk prevention and mitigation measures, please refer to Chapter 5: People.



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At AWWG, we have established a dynamic corporate governance framework underpinned by a comprehensive system of policies and procedures. It is implemented through internal and supply chain policies that we are constantly reviewing and refining to ensure they reflect current best practice and adhere to the highest global and sectoral standards. This year, we introduced significant updates to our supply chain policies to improve clarity and understanding. Additionally, we developed an internal manual to provide our Ethics and Global Compliance Committee with guidance.

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OUR GOVERNANCE INSTRUMENTS

At AWWG, we believe that a robust corporate governance structure fosters an environment of trust, transparency, and accountability, which are essential for long-term value creation. By prioritising the interests of all stakeholders and adhering to sound governance principles, we enhance our competitiveness, resilience, and sustainability in an increasingly complex business landscape.

Our governance framework is implemented through a set of instruments, categorised as either internal or supply chain policies, each designed to address specific target groups. These policies cover key matters such as ethics, transparency, integrity, secure technology, and supply chain management. To ensure correct understanding and adherence to these policies, we have specific training actions available on our AWWG Academy.



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Our Internal Instruments

We have established a unified system of internal policies and mechanisms to foster trust and accountability across our Group. This includes internal governance instruments specifically designed to ensure ethical and transparent business conduct, to uphold integral business practices, and to maintain a secure technology structure - all to safeguard both our employees and our company.

All our internal instruments are accessible to our employees 24/7 via our Employee Portal and the AWWG Academy.

Employee Code of Conduct

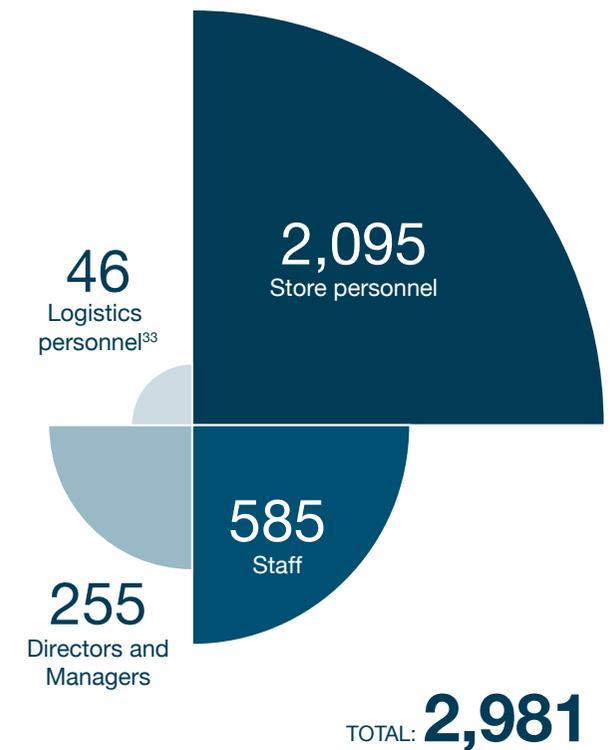
The Employee Code of Conduct is the cornerstone of our ethical management system. It outlines the company's core values and principles, and it governs the expected behaviour of all employees, including those on the management and supervisory boards in their professional activities and interactions at AWWG.

The Code aims to ensure that all AWWG employees act with integrity and transparency, embrace social responsibility, and strive to maintain the highest ethical standards in all their activities.

Employee Code of Conduct Highlights:

- Stakeholder Relations:** The Code defines the standards that govern interactions among employees and with external stakeholders such as clients and suppliers focusing on fair practices, quality, ethical and transparent partnerships.
- Ethical Practices:** It strictly prohibits bribery, corruption, conflicts of interest, money laundering and anti-competitive behaviour, ensuring fairness and integrity in all business activities.
- Protection of Assets and Information:** The Code addresses the protection of intellectual property, confidential information, and personal data, as well as the appropriate use of company resources.
- Social and Environmental Responsibility:** We commit to upholding human rights and promoting inclusion and diversity based on guidelines from recognised international organisations. We contemplate the International Labour Organisation (ILO) conventions that promote the guarantee of human and labour rights among workers, the International Bill of Human Rights, the Universal Declaration of Fundamental Principles and Rights at Work, and the United Nations Global Compact.

Number of employees that have access to training on human rights, by employment category (2024/2025)



We seamlessly incorporate human rights training into our Employee Code of Conduct curriculum on our AWWG Academy. In the current financial year, 100% of our employees were provided with access to this critical educational resource.

33. This training offers a shorter version for our 46 warehouse employees.



Ethics and Global Compliance Committee and Internal Manual

Our Ethics and Global Compliance Committee is dedicated to fostering a strong ethical culture by guaranteeing compliance with the Employee Code of Conduct amongst both internal company members and external stakeholders.

Given our Company's broad and multifaceted range of activities, we choose to maintain a diverse committee, drawing on employees from various business and geographical areas to ensure comprehensive expertise across potential issues.

The activities of the Committee are steered by an internal manual detailing key aspects such as membership, mission, main functions, and committee governance. This document seeks to uphold the highest standards of professionalism, rigour, and integrity in the Committee's handling of sensitive matters.

Additionally, the Committee holds quarterly meetings to guarantee consistent oversight, timely decision-making, and preventive risk management. This approach is key to maintaining a proactive and responsive system of ethical governance.



Main Functions of the Ethics and Global Compliance Committee:

- **Employee Code of Conduct Creation and Revisions:** Drafting and updating of the Employee Code of Conduct and communicating revisions to the Management Committee and Board of Directors.
- **Employee Code of Conduct Training:** Training programmes, developed with the support from Human Resources (HR), to ensure understanding.
- **Employee Code of Conduct Compliance:** Ensuring compliance with the Employee Code of Conduct by implementing effective control mechanisms and actions.
- **Complaints Investigation and Resolution:** Receiving and dealing promptly, impartially and diligently with queries and complaints received through the Channel for Complaints with complete independence, transparency and confidentiality.
- **Employee Code of Conduct Interpretation:** Resolving doubts and queries coming from the interpretation and application of the Employee Code of Conduct.
- **Sanctions:** Establishing sanctions for violations of the Employee Code of Conduct, with their decisions being final and binding for both the company and individuals under the scope of action.



Channel for Complaints and Policy

At AWWG, we uphold a Channel for Complaints, which serves as a formal mechanism for reporting potential breaches of the Employee Code of Conduct, internal regulations, and applicable laws. Governed by our Channel for Complaints Policy, it enables employees, suppliers, and other stakeholders with a legitimate commercial or professional interest to confidentially submit queries or complaints to the Ethics and Global Compliance Committee.

Functioning of the Channel for Complaints:

The Channel for Complaints follows a structured and systematic process for addressing both queries³⁴ and complaints.



Throughout this process, the Committee guarantees the confidentiality of all queries and complaints. This rigorous approach upholds the integrity of the process and reinforces a culture of trust and accountability.

34. Queries follow a simplified process, limited to steps 1 and 6.



Anti-Corruption Policy and Training

Our Anti-Corruption Policy outlines our commitment to ethical, transparent, and honest business practices, adopting a zero-tolerance approach towards bribery and corruption, in full compliance with applicable anti-corruption laws worldwide. It applies to all individuals and companies associated with AWWG.

People that have access to training on anti-corruption and anti-bribery policies, by employment category (2024/2025)



35. This training offers a shorter version for our 46 warehouse employees.

The Policy details prohibited conduct, including corruption and bribery, influence peddling, and fraud, and provides guidelines for managing conflicts of interest, donations and sponsorships, commercial favours, gifts, facilitation payments, cash control, and travel and representation expenses.

To ensure compliance, we have implemented a framework of procedures, safeguards, and controls. This encompasses the Channel for Complaints, which provides a secure means for reporting violations, free from the fear of retaliation, while also clearly delineating the potential disciplinary actions for non-compliance.

During the 2024/2025 fiscal year, no cases of corruption or bribery were detected.

To guarantee comprehension of our Anti-Corruption Policy, all AWWG employees, including those working in offices, warehouses, and retail stores, have access to a one-hour anti-corruption and anti-bribery training programme. This training is also available for all new hires.

The training content is accessible on our learning platform and includes key documents, such as:

- **Our Employee Code of Conduct**, which provides a foundational understanding of anti-corruption, anti-bribery, and related issues like money laundering.
- **Our Anti-Corruption Policy** as outlined in this chapter.
- **Our AWWG Supplier Code of Conduct**, which includes a specific section on anti-corruption that partners in our supply chain must adhere to.

Competition Policy

Our Competition Policy embodies our commitment to fair competition and provides comprehensive guidance to our employees and associated parties on understanding and adhering to antitrust laws on a global scale.

To uphold healthy market dynamics, it identifies prohibited anti-competitive behaviour, including price fixing, market sharing, production limitation, collective boycott, information exchange and bid rigging when dealing with competitors. Additionally, the policy establishes guidelines for engagements with customers and suppliers, addressing areas such as resale price maintenance, territorial restrictions, abuse of market power, business communications, and participation in trade association events.

We provide a confidential mechanism for reporting suspected violations of the policy through the Ethics and Global Compliance Committee.



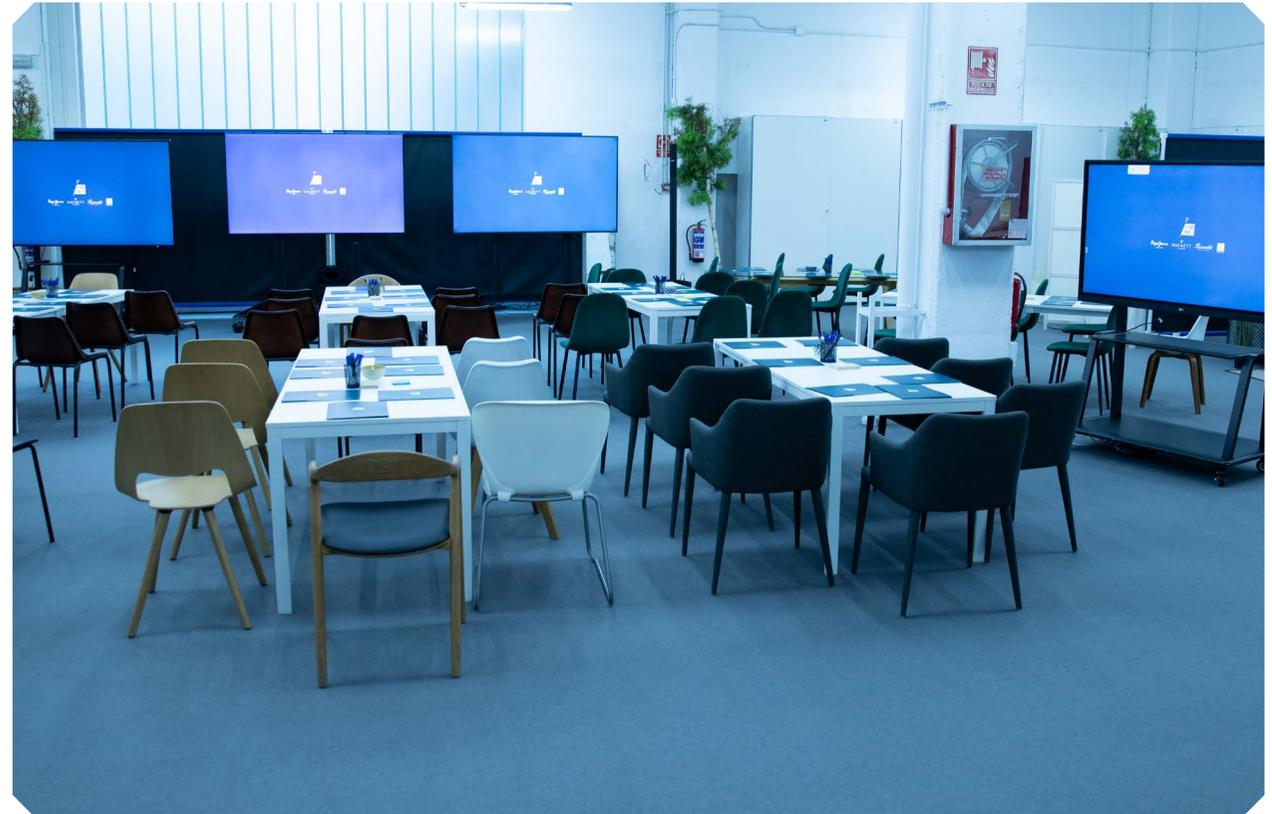
Business Technology Policy and Training

Through our Business Technology Policy, we strive to promote the responsible and secure use of company technology by all employees, contractors and third parties, whilst safeguarding the integrity of AWWG systems and data.

The Policy details acceptable use of various technologies, including mobile telephony, computer systems, software, email, and internet access, alongside outlining obligations related to data handling, password security and network usage.

Additionally, it addresses remote working, social media, cloud services, and the use of artificial intelligence tools, emphasising data protection, ethical considerations, and the critical importance of cybersecurity awareness.

Cybersecurity awareness has been a cornerstone of our initiatives during the 2024/2025 fiscal year, culminating in the implementation of an interactive Cybersecurity Awareness Programme³⁶. This training is mandatory for all AWWG office employees to ensure the secure handling and management of company information.



36. For further details on the programme, please refer to section 'Training Talent' in Chapter 5: People.



Our Supply Chain Instruments

At AWWG, we remain firmly committed to ensuring that all individuals involved in the manufacturing of our products—across all locations—are treated with dignity and respect, in alignment with fundamental human rights and internationally recognised labour standards.

Given the complex and often global nature of fashion supply chains, implementing social compliance requires a multifaceted approach. We therefore have adopted different supply chain instruments:

Supplier Code of Conduct

This document sets out the framework through which we assess and monitor the impact of our partners on human rights and environmental integrity.

We uphold a unified and principled approach to ethical conduct across our organisation and with our business partners—grounded in respect for human rights, transparency, environmental responsibility, and the protection of intellectual property. Our commitment to positive change drives us to collaborate with partners who recognise the broader impact of their actions on people and the environment.

It applies to all entities involved in the production or merchandising of goods under our brands. All partners must formally commit to this Code, ensuring compliance throughout their supply chain, and are held liable for any breaches.

Our human rights approach pays special attention to these matters, which we carefully follow up on:

- Prohibition of Child Labour
- Freedom of Choice
- Non-Discrimination
- No Inhumane Treatment
- Freedom of Association and Collective Bargaining
- Working Hours and Rest Days
- Working and Housing Conditions
- Wages and Compensation
- Homeworkers

Our environmental approach focuses on:

- **Environmental Compliance:** We actively monitor all relevant environmental standards.
- **Solid and Hazardous Waste Management:** We encourage suppliers to minimise waste generation and reduce landfill dependence by maximising recycling and reuse rates.
- **Responsible Water Usage:** We call on suppliers to use water efficiently and ensure that wastewater from wet processes is treated in accordance with local regulation before discharge.
- **Greenhouse Gas Emissions:** We advocate for proactive monitoring of pollution control and management activities to reduce environmental risks.
- **Chemical Management:** We encourage suppliers to implement a robust chemical management system and prohibit the use of hazardous substances according to international standards.
- **Animal Welfare:** We are dedicated to upholding stringent animal welfare standards across all products, ensuring materials are sourced ethically.



Ethical & Transparent Sourcing Programme

At AWWG, we have long maintained our Ethical & Transparent Sourcing Programme, designed to guarantee that all products are manufactured fully compliant with local regulations and our rigorous internal standards, which are aligned with globally recognised frameworks.

Overall, ethical and transparent sourcing requires a holistic approach that addresses ethical, social, and environmental considerations throughout the supply chain. To accomplish this, we offer our partners guidance on critical areas, including:

- Transparency within the supply chain
- Certified material sourcing and processing, encompassing banned sourcing practices and animal welfare standards
- Auditing framework, evaluation system, and Corrective Action Plan (CAP) protocol

As part of the Programme, we implemented a system to evaluate and rate our suppliers' facilities. It employs an A-D rating scale to classify facilities according to the severity of identified issues, which include minor, major, critical, and zero-tolerance concerns³⁷.

In order to uphold the highest ethical standards, we established a set of specific zero-tolerance issues. Any detection of such issues leads to the immediate disqualification of a facility from collaborating with us:

- Employees must meet the minimum age requirement of 15 years, in accordance with the ILO standards, unless local legal requirements or mandatory schooling ages dictate otherwise. In such cases, the provision offering greater protection prevails.
- The facility employs any form of physical punishment, mental coercion, or verbal abuse as disciplinary practices, or imposes restrictions on workers' freedom.
- Discrimination based on gender, age, religion, marital status, disability, political affiliation, or race occurs, whether through verbal abuse or other forms of disciplinary action.
- Employees are coerced into working overtime without their consent.
- The facility uses forced, bonded, or prison labour.
- Any form of harassment, including but not limited to sexual harassment, is present within the workplace.
- Retaliatory disciplinary measures are taken against employees who report violations of their rights.

At the same time, we promote an ethical production process for which we have established clear boundaries including banned sourcing practices and animal welfare:

- Cotton Procurement: We expect suppliers to provide accurate information about their cotton source.
- Down and Feather Standards: We expect our suppliers to meet and go beyond local regulations regarding animal welfare and farming in production processes.
- Banned Sandblasting practice: We don't accept the sandblasting practice including in those countries where this technique is not regulated.
- Dimethyl Fumarate (DMFu): We require suppliers to apply the European legislation banning the use of DMFu.
- Animal materials: We expect suppliers to comply with the CITES and IUCN list.
- Mulesing-free wool: We strictly prohibit the use of wool from operations that practice mulesing.

By collaborating closely, we aim to foster trust with our stakeholders, gain a deeper understanding of our social impacts, and support our supply chain in ensuring the continued success of producing high-quality products for all our consumers.

37. For further details on the categorisation, please refer to Annex V: Ensuring a Transparent Supply Chain.



FINANCIAL INFORMATION

We faced a challenging macroeconomic landscape: continuous uncertainty, long-lasting wars in Ukraine and the Middle East, and new tariff plans from the US government. These factors, particularly in the apparel industry, were translated into a loss in consumer appetite to spend, which was aggravated in the fourth quarter of our fiscal year. Nevertheless, our Group was able to deliver sales up to €562,885,624.

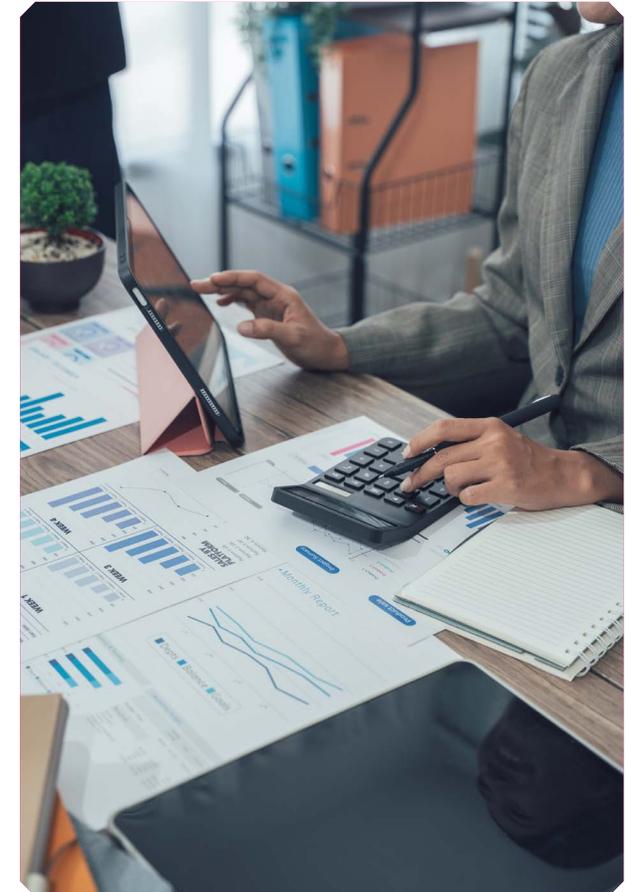
AWWG EBITDA stands at €60,069,195 representing 10.7% of total sales.

At AWWG, we focus on implementing the investment initiatives to evolve our Business Plan objectives. All of them have different maturity dates and we expect providing the first impacts during the last quarter of the 2025/2026 fiscal year. In parallel, the group continues working successfully on the development of other cost efficiency measures and working capital initiatives.

All our brands are moving towards the main goal of achieving double-digit sales profitability which will get closer with the implementation of the Business Plan initiatives.

Besides, we are constantly monitoring the potential impacts of the global situation and its effects to adapt our strategy in an agile manner and deliver the targeted results.

At AWWG, we comply with all corporate tax obligations, including local taxes, in every country we operate, contributing to the improvement of public services and sustainable development.





PRODUCTS

04

Ensuring a positive customer experience is our foremost goal, making quality, durability, and safety paramount in every product we create. To uphold these values, we proactively share our regularly updated Product Health and Safety Programme with all our suppliers. Furthermore, we follow our Sustainable Product Standard, which establishes the minimum content requirements for the composition of products eligible to be labelled as sustainable. It includes the use of certified materials, innovative technologies and manufacturing processes centred on ethical and environmental production principles. In our transition to a circular model, we are committed to strategies for reusing, repairing and recycling, exemplified by our ongoing partnership with DTD Textil and our employment of certified packaging solutions. Moreover, we demonstrate our dedication through concrete actions, including optimised energy use in our facilities, waste reduction initiatives, and a 54% reduction in cardboard usage for Pepe Jeans London e-commerce packaging in Spain.

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OUR APPROACH TO PRODUCT

Our product is our most valuable asset and the cornerstone of the experience we deliver to our customers. Ensuring its quality, safety, and integrity is not just a commitment — it is a responsibility we embrace across every stage of our value chain. From sourcing raw materials to end-of-life considerations, we work continuously to strengthen our processes, to uphold the highest standards, and to minimise our impact on ecosystems and biodiversity.

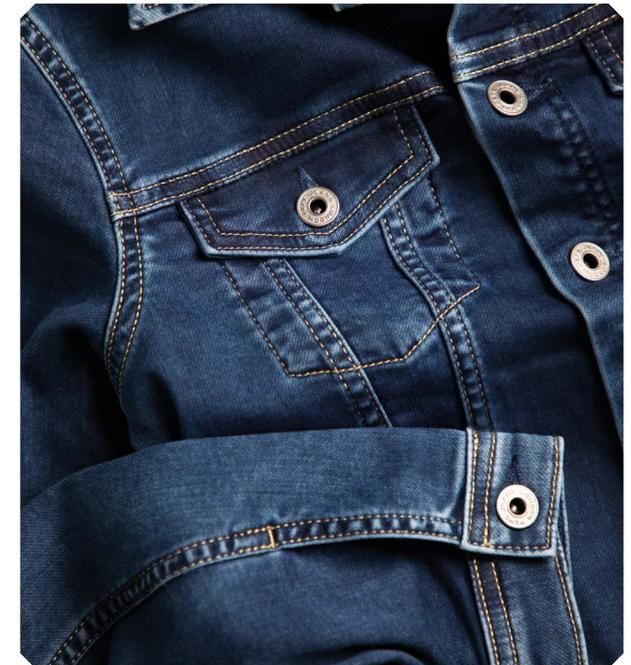
Sustainability is embedded in our design and development strategy as a fundamental pillar. While our journey is ongoing, we recognise the importance of integrating certified practices and materials into our product offer, and the role they play in meeting industry standards as well as evolving societal and consumer expectations. Our Sustainable Product Standard establishes stringent criteria for product composition and manufacturing, ensuring that all teams and suppliers consistently uphold ethical and environmental principles throughout the development of these collections, which subsequently serve as the foundation for product labelling.

This dedication is supported by other robust standards and processes that guide every stage of product development. These include strict health and safety protocols, clearly defined material sourcing guidelines, and a cross-functional

governance structure that ensures consistency, ethical production practices, and accountability throughout the product lifecycle.

Moreover, we proactively address packaging-related matters by placing a strong emphasis on waste minimisation and reducing our environmental impact through the use of certified, responsibly sourced materials. We acknowledge that packaging serves not only as a means of presenting our products but also plays a critical role in preserving their integrity.

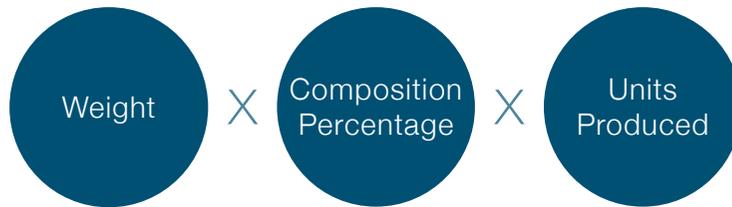
Finally, we are committed to minimising stock excess and waste through improved forecasting, production planning, and reuse strategies. By integrating circular principles and waste management considerations into our product processes, we aim to make holistic production an integral part of our business model.





Raw Material Consumption

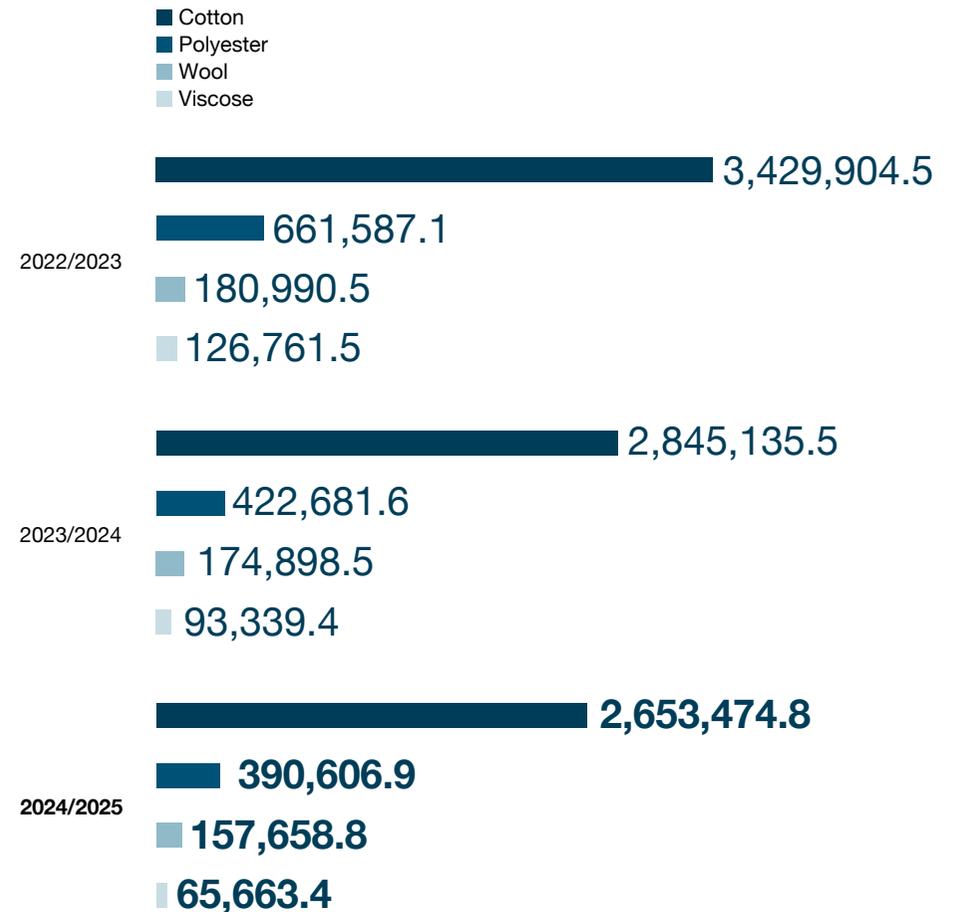
To estimate our total raw material consumption, we employed a methodology based on analysing the unit weight of garments, their textile composition, and the volume of units produced per reference. The calculation is as follows:



This method provides an estimate of the total consumption for each raw material, expressed in kilograms, and broken down by fibre type (e.g., cotton, polyester, viscose, wool).



Materials used by weight (in kg)³⁸



38. These numbers include Pepe Jeans London and Hackett London Apparel.



OUR SUSTAINABLE PRODUCT STANDARD

The Sustainable Product Standard articulates the minimum content requirements that products must meet to qualify for sustainable labelling. It encompasses certified materials, technologies, and production processes, aligning with internationally recognised environmental and ethical benchmarks and reinforcing our commitment to certified product composition.

This framework underpins the continuous development of our two certified product labelling systems: Pepe Future and Hackett Earth, which we created under their respective brands. Each label marks a significant step in our dedication to developing a product portfolio that aligns with evolving industry standards and broader sustainability goals.

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THE STANDARD IS STRUCTURED AROUND THREE CORE PILLARS:

1

Responsible Materials

Encourages the use of fibres selected for their enhanced sustainability credentials, prioritising efforts to minimise environmental impact on ecosystems and biodiversity across the supply chain.

- **Plant-based fibres**
Certified cotton (recycled cotton, organic cotton, Better Cotton Initiative (BCI) cotton)
- **Animal fibres**
Certified wool (recycled wool, organic wool, responsible wool)
- **Man-made cellulosic fibres**
Viscose & lyocell (recycled viscose & trademark yarn/fabric)
- **Synthetic fibres**
Certified polyester & nylon (recycled polyester & nylon, trademark yarn, trademark wadding)
- **Other non-fibres**
Certified down & feathers (recycled down & feathers, responsible down & feathers)

2

Responsible Technologies

Explore advancements in processing and finishing, with a focus on reducing water usage and minimising pollution through more efficient manufacturing processes.

- **Washes with water and energy reduction (Wiser Wash[®], EIM Score Jeanologia[®])**
- **Dyeing innovations (trademark dyestuffs used in 100% of the main fabric)**
- **Impact reductions (N22, Eco-one[®])**

3

Responsible Manufacturing

Ensures compliance with sustainability criteria that integrate both environmental and social considerations, supported by certifications that assess these practices throughout the entire production lifecycle.

- **Leather Working Group (LWG) certification**
- **Cradle to cradle**

The pillars incorporate defined standards, structured around key criteria that ensure consistency, relevance, and impact:

The material or process incorporated into the product is recognised as sustainable, based on its certified classification and the fibres or practices it entails.

The product fulfils our established minimum thresholds for composition and/or performance, as determined by clearly defined percentages, rates, or certification tiers.

Suppliers are required to furnish formal certifications and substantiating documentation to validate sustainability claims, thereby enabling accurate classification within our internal assessment frameworks.



1 Responsible Materials

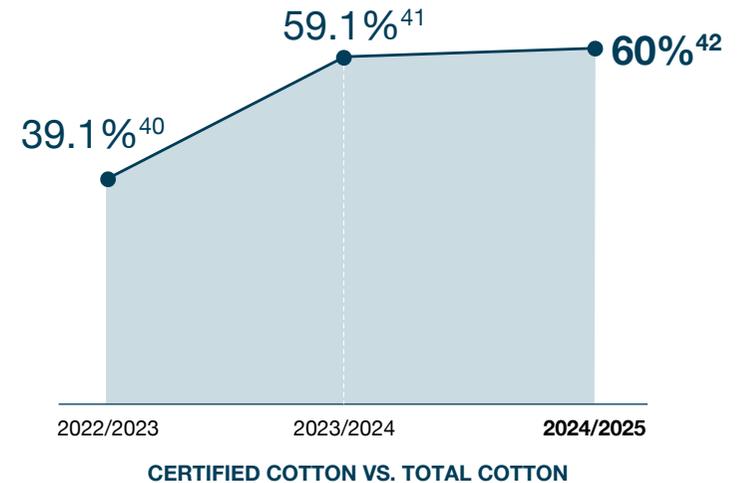
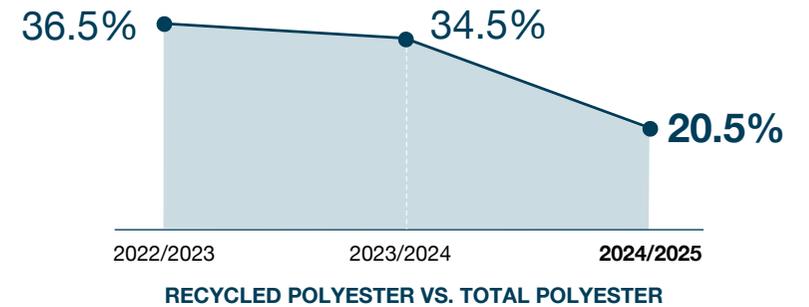
In the fashion industry, the choice of materials is fundamental to mitigating the environmental footprint inherent in apparel and accessories. By prioritising certified sourced materials, together with materials demonstrably possessing a reduced environmental impact, we actively contribute to addressing critical challenges such as resource depletion, waste generation, and pollution. The benefits of using these materials are diverse:

- They reduce reliance on virgin resources,
- promote circularity in product lifecycles,
- and support a transition to more sustainable practices across the entire industry.

As part of our commitment to this approach, we integrate materials such as recycled polyester, organic cotton, and BCI cotton into our product lines. These materials not only align with our sustainability endeavours but also contribute to a broader industry shift towards lower-impact fashion.

We focus our efforts on cotton and polyester, as they represent the majority of our raw material usage. Cotton—valued for its natural origin and breathability—is increasingly sourced through recognised certifications, such as BCI, Organic Content Standard (OCS), and Global Organic Textile Standard (GOTS), which promote more responsible agricultural practices, including reduced water usage, improved labour conditions, and measures to preserve soil health and biodiversity. Polyester—widely used for its durability and versatility—presents growing potential for circular innovation, particularly through certified recycled alternatives, such as the Global Recycled Standard (GRS) and Recycled Claim Standard (RCS), which help divert waste from landfills and reduce reliance on virgin fossil-based resources.

Percentage of certified input materials used³⁹



39. These numbers include Pepe Jeans London and Hackett London Apparel.

40-41. This number reflects the use of BCI cotton.

42. This number reflects the use of BCI, recycled, and organic cotton.



2 Responsible Technologies

Incorporating certified technologies into fashion production is essential for advancing and adhering to best practices. These innovations enable us to optimise resource use, particularly water and energy, while reducing the environmental impact of our manufacturing processes. Integrating certified technologies such as Wisser Wash® and the EIM Score by Jeanologia® allows us to uphold exemplary environmental standards while fostering superior practices in production.

This technology is one example of our commitment to refining our manufacturing processes:

The EIM Score, developed by Jeanologia®, is an advanced system designed to assess the environmental footprint of our production processes across four critical dimensions: water consumption, chemical usage, energy consumption, and social impact. This system meticulously calculates the water usage per garment, evaluates the environmental risks associated with chemicals, monitors energy consumption at each stage of production, and accounts for the social implications, including safety and toxicity concerns. By integrating the EIM Score into our operations, we gain invaluable insights into our environmental performance, empowering us to implement targeted improvements and significantly reduce our overall impact.

43. The EIM Score by Jeanologia® employs a green, yellow, and red rating system; we only recognise products with a green rating as meeting our environmental standards, as it reflects full compliance.



53.2%
of AW24 & SS25
Pepe Jeans London
models have a
Green EIM Score⁴³



3 Responsible Manufacturing

Responsible manufacturing plays a pivotal role in fostering a more sustainable fashion industry. It is centred on guaranteeing that production processes adhere not only to high environmental standards but also to social and ethical considerations. By prioritising certified manufacturing practices, we actively contribute to the reduction of the industry’s environmental footprint, enhance working conditions, and support ethical labour practices. This approach further aids in minimising waste, conserving valuable resources and biodiversity, and improving product quality across the supply chain.

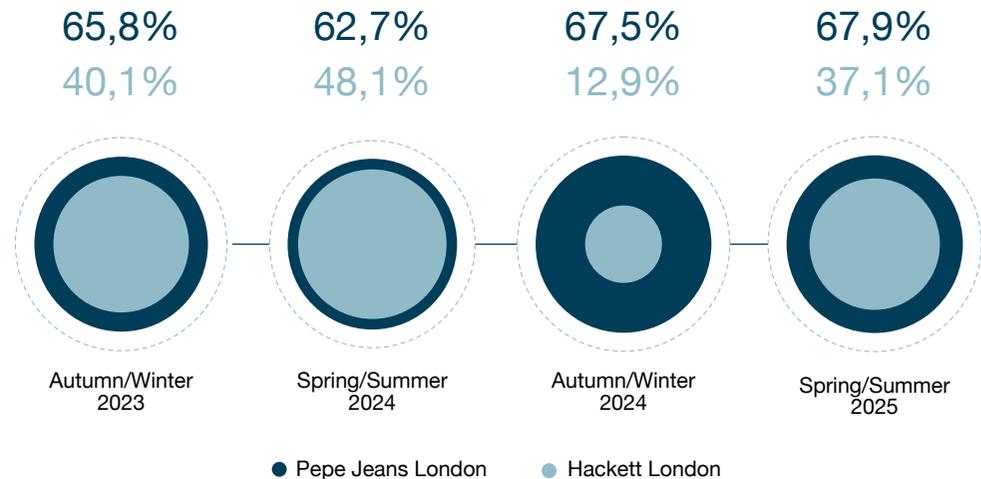
In this context, we place a particular focus on certified leather for our belts, bags, and footwear:

A central initiative in this area is the LWG certification⁴⁴, granted by the Leather Working Group, an organisation that evaluates leather tanneries based on their adherence to rigorous environmental and social standards. This certification process ensures that the leather we source is exclusively from tanneries that implement ethical policies in areas such as waste management, water conservation, and the safe handling of chemicals. Additionally, LWG-certified tanneries guarantee ethical working conditions and are committed to upholding social responsibility guidelines. By incorporating certified leather into our collections, we contribute to reducing the environmental impact of leather production, while simultaneously promoting a more transparent and ethical supply chain.

Simultaneously, we are planning to establish clear, measurable objectives aimed at increasing the use of certified and innovative materials, as well as eco-designed products with a particular focus on principles such as circularity and product longevity.



Percentage of products labelled in accordance with the Sustainable Product Standard⁴⁶



44. The reference to Leather Working Group (LWG) in this report is provided solely for informational and descriptive purposes. Our organisation is neither a member of LWG nor holds any formal affiliation with said entity. Mentions of LWG are exclusively intended to indicate the source of leather when it originates from tanneries certified by LWG.

45. This number refers to models manufactured in LWG certified facilities.

46. These numbers include Pepe Jeans London and Hackett London Apparel.



CONSUMER HEALTH AND SAFETY

Safeguarding the health and safety of our consumers is a key priority and a fundamental pillar of our product strategy. We operate within a clearly defined regulatory framework and enforce rigorous internal standards to ensure that every product reaching the market is safe, and ethically produced.

We embed our commitment to consumer wellbeing in our Product Health and Safety Programme that outlines the standards applicable throughout the product development process. All AWWG supply chain partners are required to meet these standards in order to establish and maintain a long-term business relationship.

We consider a product safe when it poses no risk to human health or safety — whether to workers during its manufacture or to consumers throughout its intended use — and when it complies fully with all applicable international and local regulations.

By embedding consumer safety throughout our product processes, we reinforce our adherence to robust ESG principles and foster enduring trust in the integrity of our brands. This dedication aligns with our wider ethical obligations, as set forth in our Supplier Code of Conduct and Ethical & Transparent Sourcing Programme. It also highlights our holistic approach to product development.

The Programme provides guidance on four key areas:

- 1 Chemical substances standard:** details chemical regulations with compulsory compliance such as REACH, POPs, EAC, GCC, GB, PROFECO and CPSIA, and mandates compliance with a Restricted Substances List (RSL) derived from a wide range of national and international regulations.
- 2 Down and feather standard:** defines hygiene and cleanliness requirements for down and feather products and specifies labelling obligations.
- 3 Safety of childrenswear standard:** prioritises child safety by meeting regulations such as EN 14682 for cords and drawstrings and UNE 59300 for safety in baby and infant footwear, addressing risks from sharp elements, cords, ornaments, and accessories.
- 4 Testing guide:** requires suppliers to perform regulatory and chemical testing solely in laboratories specified within this standard. These tests address critical safety aspects such as the presence of potentially hazardous substances.



PACKAGING

At AWWG, we are dedicated to minimising packaging waste and utilising certified materials to lessen our environmental impact and to safeguard natural resources. We acknowledge that packaging encompasses more than just the materials used to present products to consumers; it also includes protective components—such as pins, collar cards, and boxes—that ensure the integrity of items throughout their journey from factories to warehouses.

Our packaging strategy is guided by two key goals:

- To reduce cardboard and paper consumption; and
- To use certified packaging materials.

To this end, we started a packaging-mapping exercise during the 2023/2024 fiscal year focused on Pepe Jeans London's e-commerce operations, aiming to gain a more comprehensive understanding of the environmental impact associated with our existing packaging practices. Our assortment includes a variety of components designed to ensure the protection, presentation, and safe distribution of our finished goods. This spans from the protective packaging employed to maintain product integrity during transportation to the materials used for fulfilling online orders. Currently, we dispatch e-commerce orders using either envelopes or boxes, depending on the specific requirements of each item.

1

CARDBOARD AND PAPER REDUCTION

Building on the insights derived from our packaging-mapping initiative, we embarked on a project to replace Pepe Jeans London's boxes with envelopes wherever practicable. Consequently, envelopes accounted for 43% of online shipments from our Sant Feliu de Llobregat warehouse for B2C e-commerce orders within Spain, rising to 60% for shipments to other markets, including Germany.

As a result of this transition, we significantly reduced cardboard and paper consumption for Pepe Jeans London's e-commerce packaging. Specifically, the 2024 Ecoembes waste declaration for Spain reported a decrease in declared cardboard used in boxes for online shipments—from 70.01 tonnes to 32.04 tonnes—representing a 54% reduction.

2

USE OF CERTIFIED PACKAGING MATERIALS

In addition to reducing consumption, we are committed to using certified packaging materials. All our cardboard and paper is Forest Stewardship Council (FSC) certified, ensuring that it is sourced from responsibly managed forests in line with rigorous standards for environmental conservation.

Building upon these achievements, we will persist in advancing a range of packaging initiatives in the years ahead, as part of our commitment to continuous improvement. We will set new, time-bound objectives aimed at eliminating single-use plastics in customer packaging, while increasing the proportion of recycled content and enhancing the availability of reusable or recyclable options.



CIRCULAR STOCK AND WASTE PRACTICES

We are dedicated to shifting away from the traditional linear model of *make–take–use–dispose*, and embracing a circular approach that extends the life of every garment we produce.

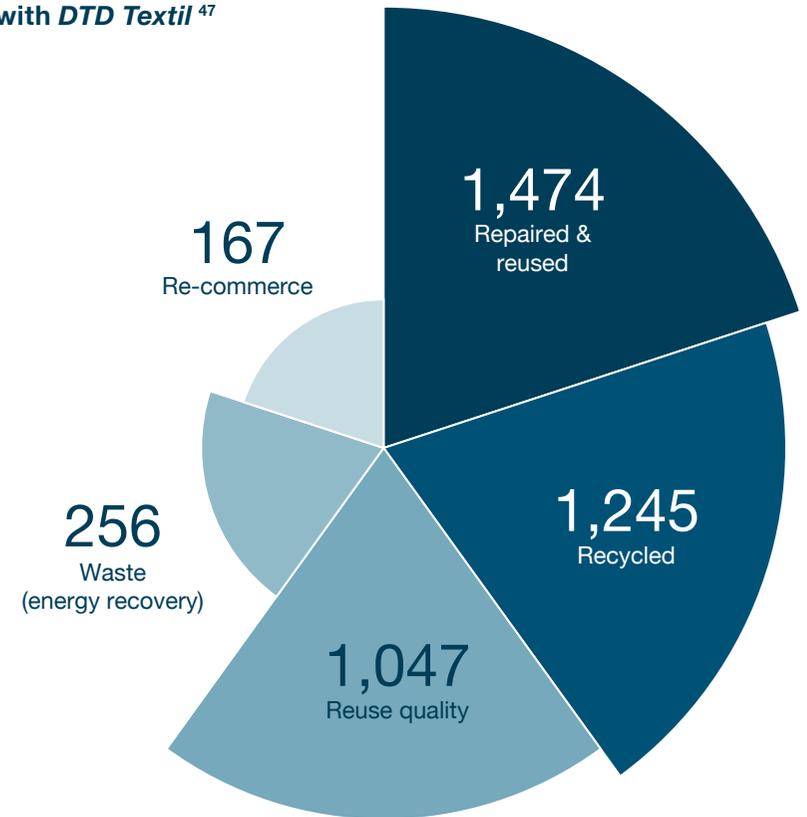
We make past season collections available through off-price retail outlets and online flash sales, while we also offer wholesale partners the opportunity to purchase repeat or markdown stock.

When items can no longer be sold through traditional channels—due to damage, returns or obsolescence—we work to guarantee they are not sent to landfill. We are currently in the second year of our partnership with DTD Textil, a specialist in textile recycling. Our partner evaluates each item for its potential to be reused, repaired, or recycled. Clothing in good condition is repaired, labelled as second-life, and resold; recoverable fibres, such as cotton, are recycled; and only non-recoverable materials are disposed of in accordance with legal and environmental regulations. DTD Textil carefully tracks and reports this process, helping us to understand the real impact of our circular actions.

Moreover, we regularly donate samples and prototypes to non-governmental organisations (NGOs), supporting communities while avoiding waste.

Embarking on this journey is neither immediate nor straightforward, yet we firmly believe that offering clothes a second life is always a worthwhile endeavour. Our objective is to establish clearly defined, strategic, and actionable goals that will drive the increase in the proportion of circular products—whether repairable, recyclable, or sourced from recycled materials—while simultaneously expanding our portfolio of circular services.

Kg retrieved with DTD Textil⁴⁷



47. This textile is consolidated at our central warehouse in Barcelona, where all inventory is held; therefore, no brand distinction is made prior to its shipment as a single batch to DTD Textil for recycling and sustainable management.



AWWG
NON-
FINANCIAL
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PEOPLE

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At AWWG, we recognise that our strength and success stem from the diverse contributions of our people: our employees, communities, and consumers. This year, we implemented focused initiatives to address each group's needs. For employees, we foster a positive and inclusive work environment. The 360 Feedback Programme supports leadership development, while the Work In Store Initiative strengthens collaboration between corporate and retail teams. In our communities, we engage through educational projects and emergency support, as shown in our work with PickUp Solidaridad and Mamás en Acción following the DANA storm. For consumers, we aim to exceed expectations by enhancing service and communication. The What Makes Us Human project reflects this goal, combining empathy and technology to deliver more tailored experiences.

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Fiscal Year:
2024/2025
Data source:
March 31st 2025



OUR EMPLOYEES

Our people are the foundation of our success. Their talent, dedication, and collaborative spirit continue to drive the growth and resilience of our business. We recognise that behind every achievement lies the contribution of individuals who bring passion, innovation, and integrity to their work every day.

The progress made throughout this year is, in many ways, a direct reflection of their commitment. From navigating complex challenges to delivering consistent excellence across functions, our teams have played a

pivotal role in advancing our strategic goals. Investing in our people, supporting their development, and fostering an inclusive and respectful workplace remain core priorities as we look to the future.

Total workforce

2,981

Store personnel

70%

Training hours

4,825

Number of women vs. men

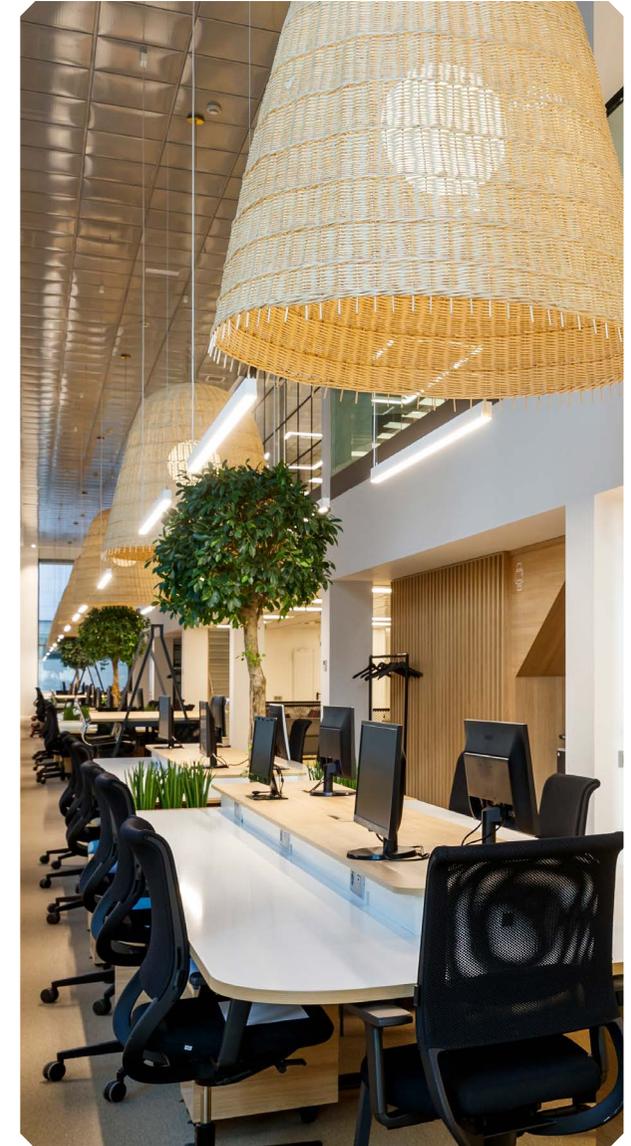
2,165 vs. 816

Office staff and logistics personnel

30%

Permanent contracts

83%





Initiatives for our Employees

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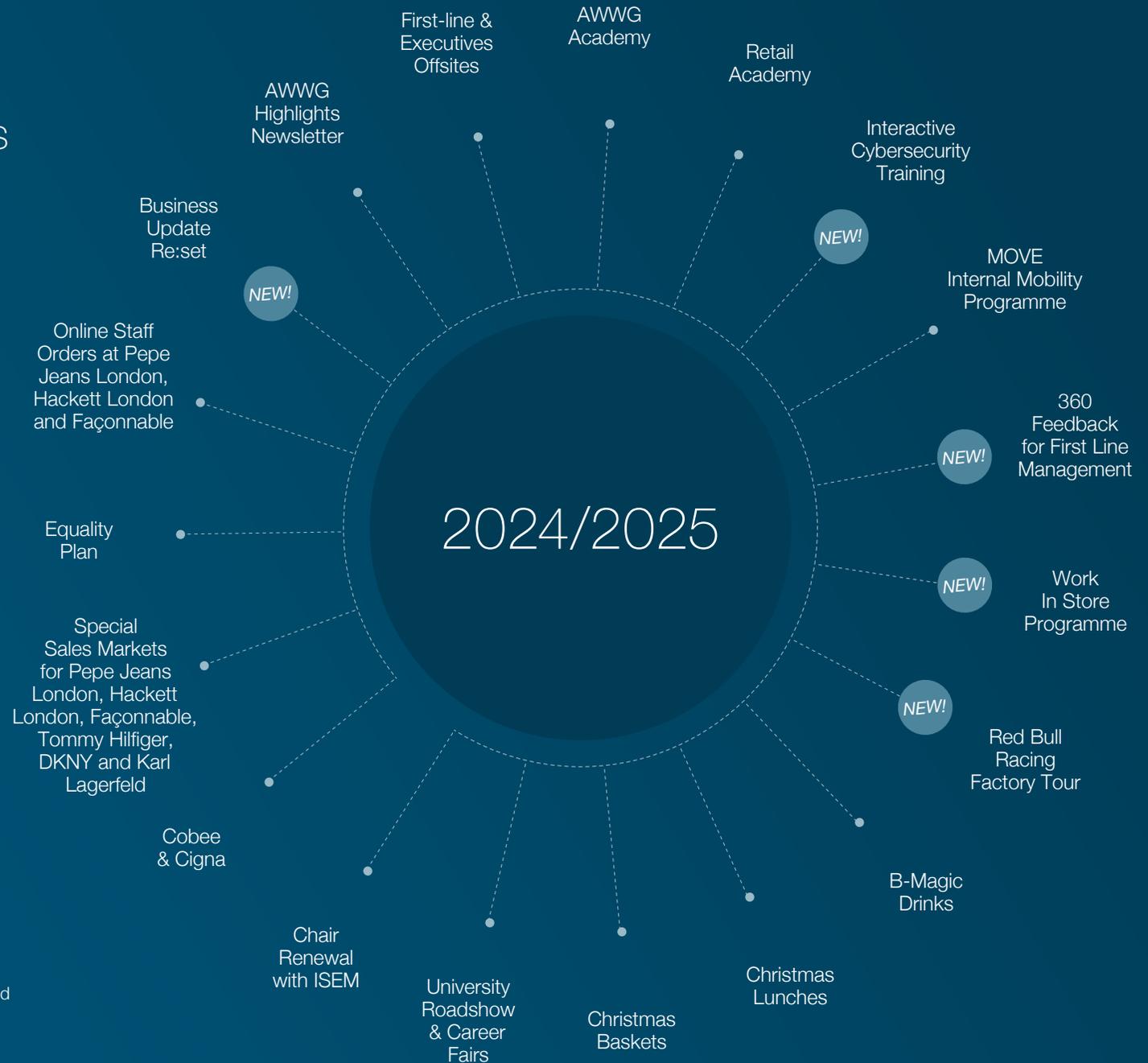
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NEW! New initiatives implemented in FY 2024/2025



Work-Life Balance and Flexibility Initiatives

We prioritise employee wellbeing through a suite of flexible working arrangements and measures promoting digital disconnection.

Flexible Working Arrangements

- Flexible Working Hours Policy:**
 Employees have the autonomy to define their daily work schedule. Start times can range from 8:00 AM to 10:00 AM, with corresponding end times from 5:00 PM to 7:00 PM, Monday through Thursday. On Fridays, the workday concludes between 2:00 PM and 4:00 PM.
- Remote Working Policy:**
 We facilitate remote working on Fridays and during designated special weeks as outlined in the annual work calendar.
- Shift Adaptability (In-Store Personnel):**
 In-store employees can adjust their work shifts in accordance with national labour law and operational requirements.
- Digital Time and Attendance System:**
 - “I’m In” Application:**
 Daily working hours recording system for office personnel.
 - StoreForce (Retail) and Sisqual (Wholesale):**
 Time management systems to ensure compliance with Spanish Labour Law.

Digital Disconnection Measures

While we plan to formalise a digital disconnection policy, we currently implement the following measures to minimise work-related connectivity outside of core hours:

- Core Hours:**
 Employees are expected to be available for calls and meetings between 10:00 AM and 5:00 PM, Monday through Thursday.
- Focus Friday:**
 To maximise productivity and allow for deep work, Fridays are designated for focused tasks, free from scheduled meetings.
- Reduced Friday Schedule:**
 We offer a flexible schedule on Fridays, with workday start times ranging from 8:00 AM to 10:00 AM and end times ranging from 2:00 PM to 4:00 PM.



Remuneration

At AWWG, we endeavour to uphold remuneration practices that are fair, transparent, and informed by objective, consistently applied criteria. This approach seeks to advance greater equity across the organisation, while remaining aligned with the applicable legal and regulatory landscape.

Our Remuneration Policy

- **Collective Bargaining Agreements:** We adhere to relevant collective bargaining agreements in each operating region and country.
- **Variable Remuneration:** We have a specific remuneration policy that governs variable pay, such as incentives for commercial staff.
- **Social Benefits:** In addition to base salary, we provide our employees with a range of social benefits.
- **Flexible Remuneration:** We ensure all our employees are eligible to participate in a flexible remuneration plan, in accordance with national labour laws.
- **Health Insurance (Spain):**
 - **Years 0-2:** We provide health insurance, covering 50% of the cost.
 - **After Year 2:** We fully pay the cost of health insurance for employees.

Employee Benefits

- **Special Prices and Discounts:** All employees receive special prices and discounts on our brands.
- **Parking (Madrid Offices):** Employees can participate in a co-payment scheme for parking.
- **Bus Service (Barcelona Offices):** We offer employees a free bus service.
- **Directors' and Executives' Social Benefits:** We standardised the social benefits package for directors and executives.

Pay Equity

- **Equality Plan:** We are developing an equality plan to promote pay equity across the company.
- **Sun Project⁴⁸:** Through our Sun Project, we standardised variable remuneration percentages for employees within the same cluster to ensure consistency and fairness.

Remuneration Definition

- 1 We evaluate vacancies through external benchmarking and internal salary surveys to determine appropriate remuneration ranges.
- 2 We assign each position to an organisational cluster, determining the applicable incentive or bonus plan (as a percentage of gross annual salary).
- 3 All employees receive a benefits package based on their assigned cluster.

48. Our Sun Project defined the work categories of the workforce, homogenising the profiles within the Group.



Social Dialogue

At a global level, we advocate for the principle that all employees are entitled to legal representation, in line with their respective national labour laws. Given Spain's significant operational scale and workforce concentration, we focus on detailing its specific arrangements.

In Spain, we maintain a structured dialogue through quarterly meetings between AWWG's legal representatives and workers' councils, fostering a fluid relationship aimed at reaching mutually beneficial agreements.

Furthermore, joint committees address health and safety concerns, with meetings conducted in accordance with legal requirements.

Specifically, the regional textile collective agreement governs employment conditions, with the exception of the Elche offices, where the regional footwear collective agreement applies due to their distinct activity.

Notably, since 2023, we strengthened our commitment to labour relations by actively participating in the national-level collective bargaining agreement negotiations for the textile sector in Spain, holding a voice and vote as a member of the employers' association (ARTE).





Diversity and Equality

We embrace everyone by prioritising Diversity, Accessibility, and Equality. This means actively fostering inclusion, removing barriers, and ensuring fair opportunities for all.

DIVERSITY

Our commitment to diversity is embedded throughout the organisation and communicated through our Employee Code of Conduct and comprehensive workforce training. In 2023, to ensure this commitment translates into practical action, we established a Harassment Protocol specifically designed to prevent, investigate and resolve discriminatory behaviours in the workplace. We activated the Protocol in response to seven complaints regarding potential human rights violations within our working spaces, of which we resolved six during the fiscal year⁴⁹.

ACCESSIBILITY

We place a strong emphasis on accessibility for employees with disabilities, beginning with ensuring all our buildings are adapted to their specific needs. When an employee reports a new disability, our Health and Safety department takes immediate action. Following an occupational medical check, we implement the required adjustments to the employee’s workspace and responsibilities, or, where appropriate, explore the possibility of assigning an alternative role.

EQUALITY

During the past fiscal years, we progressed the development of our Equality Plan in strict accordance with legal mandates and our internal commitments to equality. The process began with the definition of the strategic framework, internal coordination, and data collection, followed by formal engagement with employee representatives and trade unions.

In the 2023/2024 fiscal year, we shifted the focus to implementation and negotiation. We established a dedicated committee, agreed upon operational procedures, and provided targeted training to employee representatives. We also launched a company-level diagnostic to inform future actions. These steps demonstrate our commitment to promoting equal opportunities and building a fairer, more inclusive workplace.

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49. For the seventh complaint resolution, we are currently in the investigation phase.



Equality Plan Advancements • 2024/2025 Fiscal Year

2024

APRIL

6th meeting

Analysis of
Hilfiger Stores
Diagnostic II

MAY

7th meeting

Analysis of
Hilfiger Stores
Diagnostic III

JUNE

8th meeting

Analysis of
Hilfiger Stores
Diagnostic IV

SEPTEMBER

Explanation of job
evaluation system
by external provider

OCTOBER

Stop to Restart

Both parties decide
to stop the negotiation
and search for an
external provider
with expertise in the
field to help push
forward negotiations
of the Equality Plan

DECEMBER

New Provider

Selection of
7 Experts as
a new supplier

2025

MARCH

Restart meeting

Re-launch of negotiations
with the presence of the new supplier

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Health and Safety

From the moment an individual joins our team, their wellbeing becomes our paramount concern. To uphold this commitment, we have established a framework that prioritises health, safety, and overall wellbeing. This framework is not static; it's a system of proactive measures, responsive actions and continuous improvement.

Occupational Health and Safety Policy

With an Occupational Health and Safety policy in place that top management endorses, we dedicate ourselves to legal compliance, minimising accidents, cultivating a safe working environment, and supporting employee wellbeing and mental health.

Risk Management and Action

Through thorough risk assessments and collaborative action planning, we prioritise the ongoing safety of our workforce.

- Technical experts conduct risk assessments during key moments: new openings, changes in working conditions, accidents, incidents, and annual reviews. These assessments highlight opportunities to improve safety conditions and promote positive behaviours.
- Following these assessments, we develop detailed action plans and monitor them in collaboration with workplace managers.
- We prioritise actions that maximise the safety of workers and third parties, focusing on potential harm reduction.

Prevention and Training

Our training initiatives equip employees at all levels with essential safety and emergency response skills.

- We implement comprehensive prevention strategies, including training on the prevention of accidents, and specialised training for machine operations in warehouse environments.
- We also provide essential training in First Aid, Firefighting, and Fire Marshal duties, equipping our team to respond effectively in emergency situations.
- Furthermore, we deliver tailored instruction to managers on Health and Safety protocols, enabling them to foster and uphold a safe work environment.



Holistic Wellbeing and Support

Our commitment extends beyond physical safety to encompass holistic wellbeing.

- We offer yearly occupational medical checks, particularly for new roles or returns after extended absences.
- We provide access to special gym offers for employees in Spain, and psychological and nutritional advice for all Cigna-insured employees.
- This year, we implemented an emotional support programme to assist employees affected by the DANA crisis in Valencia, Spain.

Employee Engagement and Continuous Improvement

We maintain open communication and collaborative oversight to ensure continuous health and safety improvement.

- We foster employee involvement through a Health and Safety Department email, providing a channel for all health and safety-related inquiries.
- We carry out regular site visits through our Health and Safety Officers and Business Partners, ensuring compliance and addressing any issues that may arise.
- To guarantee ongoing improvement, we hold quarterly meetings between Company Leadership, Health and Safety Representatives, and Worker Representatives, allowing for collaborative evaluation and refinement of our security protocols.



Attracting Talent

At AWWG, we are committed to nurturing the future of the fashion industry by empowering young professionals and local talent to enter and thrive in the fashion world through three key initiatives, each designed to bridge the gap between education and employment:



We actively attempt to nurture local talent, particularly in Barcelona, where we partnered with town halls to host an Open Day at our offices. This event offered aspiring professionals a unique glimpse into the fashion industry, highlighting career opportunities and enabling direct engagement with experts. This fiscal year, we welcomed fifteen participants to our Barcelona Open Day, aiming to connect local communities with roles in Business Technology, Finance, and Operations.

With this initiative, we aim to demystify the fashion industry for students. By sending industry experts to different universities, we provide first-hand insights into industry operations, empowering students with practical knowledge, deepening their understanding of industry mechanisms, and teaching them how to effectively leverage their skills for a successful entry into the field.

Through the renewal of our agreement with ISEM Fashion Business School, we keep investing in the long-term development of future leaders in fashion management. Beyond simply offering pathways to potential job placements within our Group, this partnership actively immerses students in real-world business challenges. As a clear illustration of our hands-on approach, six ISEM students engaged with a real-life internal AWWG business case centred on Hackett London, where they were challenged to develop a comprehensive business plan. This initiative offers not only invaluable practical experience, but also a meaningful opportunity for these future leaders to contribute their perspectives directly to a strategically important area of our organisation.



Developing Talent

We are dedicated to cultivating a dynamic and growth-oriented environment, where employees are empowered to develop their potential and contribute to the Company’s success. We realise this vision through a systematic approach that prioritises continuous learning, internal mobility, and constructive feedback, ensuring our talent is equipped to navigate the complexities of our evolving industry:

Fostering a culture of Mobility and Development through MOVE, our Internal Mobility Programme

At AWWG, we promote diverse professional development opportunities, with key initiatives including:

- **Visible Vacancies:** We publish internal vacancies centrally on the company website, ensuring transparency and accessibility.
- **Mobility culture:** We have the support of the Executive Management to emphasise the importance of career development at AWWG.
- **“Dare to Fail” Culture:** We encourage a mind-set where learning from setbacks is valued, promoting risk-taking and exploration of new opportunities.
- **Continuous Training:** We offer a variety of learning initiatives to support skill development and career advancement.
- **Internal Mobility Policy:** We establish a transparent policy outlining the process for participating in the MOVE programme.
- **Scope:** We facilitate international, interdepartmental, intradepartmental, and promotional mobility to address diverse career aspirations.
- **Employee-Centric Design:** We empower employees to actively participate in shaping their career.

Enhancing Leadership Capabilities through our 360 Feedback for the First Line

We implemented a tailored system for the Company’s First Reporting Line (Directors, Senior Managers), facilitating agile feedback by gathering insights from multiple perspectives: self, management, peers, and team members/stakeholders. Its objectives are:

- **Driving professional growth** through constructive and actionable feedback.
- **Providing a clear understanding** of leadership strengths and areas for development.
- **Empowering leaders** to leverage their strengths and address areas for improvement, contributing to individual and organisational success.

Deepening Operational Understanding through the Work In Store Programme

During the 2024/2025 fiscal year, we launched a programme where our First Line spent time working in our retail stores, accompanied by a tutor for enhanced learning. The goals of this new programme included:

- **Gain first-hand experience** with the daily operations of sales teams.
- **Connect directly** with customers and understand their needs.
- **Identify opportunities** for process optimisation and operational improvements.
- **Develop a strong understanding** of the complexities of store operations allowing our company’s leadership to effectively support retail teams and consequently, drive overall company success.



Training Talent

At AWWG, we foster a culture of continuous learning, enabling our employees to acquire the right knowledge at the right time through a comprehensive, multi-tiered approach.

At the top management level, we hold biannual off-sites. These gatherings, attended by senior leadership, provide a high-level overview of the company’s performance, strategic direction, and new initiatives. Subsequently, directors cascade this information to their respective teams, ensuring alignment and understanding throughout the organisation.

For all our employees, we provide targeted learning initiatives through the AWWG Academy. It provides access to more than 28,000 resources across eight languages, including audiobooks, e-books, podcasts, and courses, facilitating personalised, self-paced learning. The success of this initiative is clear through a 50% employee engagement rate and over 4,800 hours of learning.

For our retail teams, the Retail Academy focuses on enhancing customer service and product expertise. Through the StoreIQ platform, accessible 24/7, employees can access training on the new “Customer Journey #ThePepeHouse” experience, brand knowledge, sales techniques, and specific programmes like the Product Academy, KPIs, and Denim Product Knowledge. This ensures consistent and high-quality service across all points of sale.

This year, we have addressed cybersecurity with a dedicated awareness programme. Recognising that cybersecurity is a collective responsibility, we deliver our office employees regular, department-

specific training modules. These include monthly mandatory training courses, a cyber police series, and phishing simulations, all designed to be both informative and engaging.

Number of total training hours, according to employment category

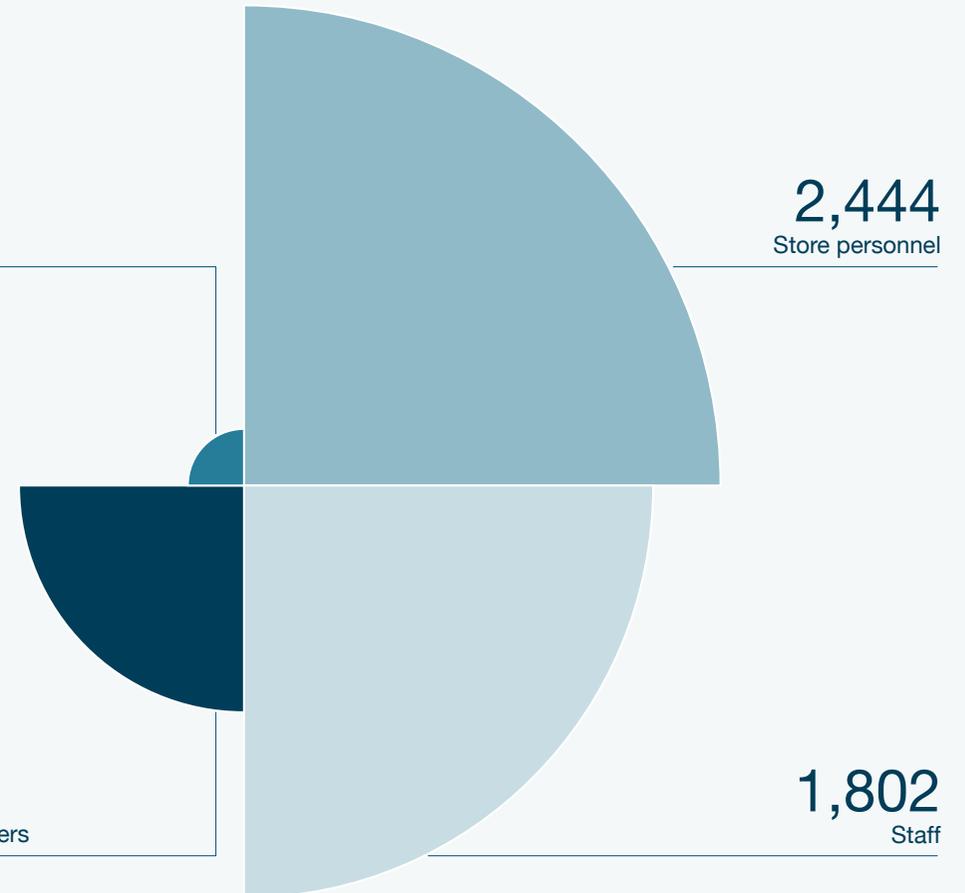
4,825
TOTAL

34
Logistics personnel

2,444
Store personnel

545
Directors and Managers

1,802
Staff





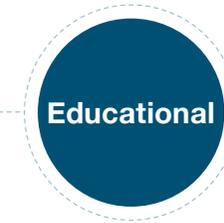
OUR COMMUNITIES

At our company, we believe that businesses have a responsibility not only to their stakeholders, but also to the communities in which they operate. Each year, we take concrete steps to contribute to social, educational and emergency relief projects. These contributions, both monetary and in-kind, align with our internal principles set out in our Employee Code of Conduct. We collaborate with schools, town halls, educational organisations, institutions assisting vulnerable families and minors, and social services aiding local or disaster-affected communities.

- Below are the key initiatives we carried out during the 2024/2025 fiscal year:



- Pulseras Candela:** Pulseras Candela is dedicated to raising funds for research into childhood and adolescent cancer, with a particular focus on supporting scientific advances through collaboration with hospitals and research centres. We contributed to this important cause with a donation of assorted materials valued at €19,871.70 during this fiscal year, helping to support their invaluable work.
- Santa Clara Convent:** We supported the *Fundació del Convent de Santa Clara*—an organisation dedicated to transforming lives and empowering those excluded from society—through an in-kind donation valued at €24,379.08 in support of their mission to restore dignity, foster social cohesion, and amplify the voices of the unheard.



- Schools in Catalonia:** Through our collaboration with *Institut Escola Sant Jordi*, *Josep Maria Ciurana School*, and *Paideia Special Education School*, we are fostering technological development in education. To support this, we donated 90 IT kits, an initiative that enhances the schools' capacity to provide quality education and meet their educational goals.



Emergency Relief

- Worldcoo:** Our partnership with Worldcoo continued allowing customers to make small donations when paying by card in our Pepe Jeans London stores across Spain and Portugal. From the outset of the fiscal year until November 2024, our efforts via Worldcoo were primarily focused on the Ukraine Emergency, in support of the Spanish and Portuguese Red Cross Societies. Throughout this period, we successfully secured €7,452 in donations, building on the achievements of the preceding fiscal year. Our collaboration grew stronger following the devastating DANA storm in Spain in November 2024. In response, we joined forces with the Spanish Red Cross to raise funds for those affected. From November through to the end of March, customers in both countries contributed generously, and their solidarity raised a total of €8,031 for the storm victims.
- PickUp Solidaridad:** PickUp Solidaridad is a youth-led organisation committed to supporting vulnerable groups and improving living conditions. In response to the DANA crisis, we invited our employees to participate in a company-wide collection drive at our Madrid offices. Thanks to their generosity, we delivered 501.18 kg of essential supplies - including food and water - 50 hygiene product kits, and 80 blankets to Valencia.
- Mamás en Acción:** Mamás en Acción is a community of volunteers who accompany and care for hospitalised children without parental support. Following the impact of the DANA storm in Spain, we collaborated with the organisation by donating €10,000 which they used transparently and efficiently in funding programmes aligned with their mission, particularly aimed at supporting those affected by the disaster.

50. Includes the provision of computer equipment, blankets, and hygiene item packages aimed at supporting the academic development and basic needs of the beneficiaries.

We remain firmly engaged with the wellbeing of the society around us and will continue to embrace every opportunity to create a positive and lasting impact in our communities.

Donations Categorised by Type and Value

Monetary Donations (in €)	Basic Necessities (Weight in kg)
10,000	501.18
In-kind Donations (Monetary Value in €)	Others ⁵⁰ (Units)
44,250.78	220





OUR CONSUMERS

Placing the consumer at the core of our business is paramount. Exceeding their expectations through exceptional service and meaningful experiences remains a guiding principle. We are unwavering in our commitment to continuously refine and elevate every consumer interaction, ensuring it embodies the excellence and attention to detail synonymous with our brands.



This year, we have further strengthened our commitment to enhancing client relationships by refining our approach and bolstering communication channels, ensuring a more personalised and responsive experience in keeping with our ongoing dedication to continuous improvement.

Our E-commerce Consumer Care Data

- **100k**
Over 100k interactions
- **10 contact channels**
Voice, Store Direct Line, Email, Virtual Shopping, Instagram, Facebook, Twitter, Trustpilot, Google reviews, WhatsApp⁵¹
- **7 languages covered**
Portuguese, Spanish, French, English, Polish, Italian and German
- **48h maximum resolution time**
including in special sales periods

51. For further details on recent achievements, please refer to 'Scaling WhatsApp as Our Lead Customer Engagement Platform'.



Customer Communication Management

We manage all customer communications—whether pre or post-purchase—with diligence, consistency, and a firm adherence to our core values. Dedicated teams address product-related enquiries, providing accurate and timely responses. We direct corporate matters—such as careers, partnerships, or events—through the appropriate channels. We handle sensitive topics relating to identity, diversity, or wellbeing under a dedicated protocol, designed to uphold confidentiality, dignity, and respect at every stage.

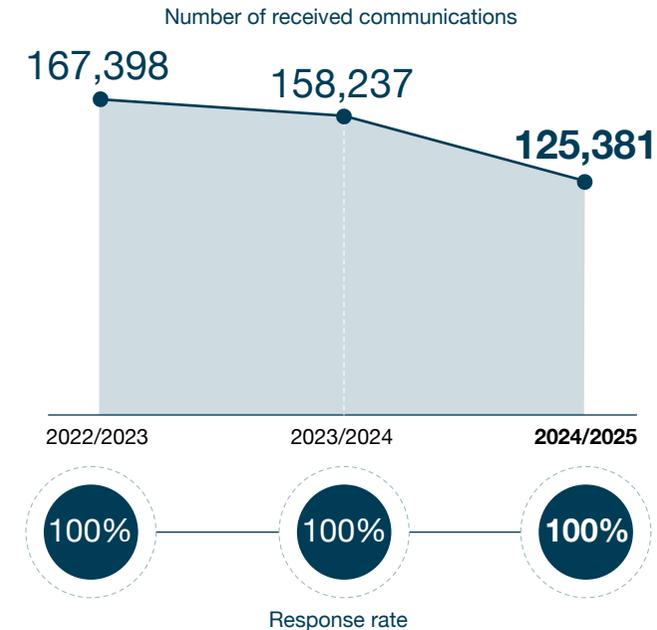
A centralised Digital Ticketing System manages all interactions, securely recording each exchange. This system enables structured oversight, facilitates continuous improvement, and supports accountability where remedial action may be necessary.

As part of our service model, we offer a Click & Collect option that allows customers to retrieve online purchases directly from a selected store. In cases where stock is present, we fulfil orders on-site, minimising avoidable transport from our central warehouses and reinforcing a more streamlined and purpose-driven logistics model.

Additionally, we label garments according to our Sustainable Product Standard, providing clear and accessible environmental information. This labelling informs rather than influences, empowering customers to make independent, well-considered choices based on transparent product data.

E-commerce Communications

(Pepe Jeans London, Hackett London and Façonnable)



● **In 2024/2025, we have improved our Customer Care with several actions:**

- Continuous Workforce Training and Development
- The Implementation of What Makes Us Human
- Further Development of WhatsApp Automation Capabilities
- Scaling WhatsApp as Our Lead Customer Engagement Platform
- Virtual Shopping Experience (Focusing on Convenience and Consumer Input)
- Purchase Recovery & Added Value Actions



The Implementation of What Makes us Human: Mission & Vision

In alignment with AWWG core values, we launched the What Makes Us Human Project in the 2024/2025 fiscal year, with the objective of enriching customer experiences through the seamless integration of human empathy and advanced technology.

The initiative rests on two strategic pillars that define its purpose and direction:

Putting the Human Touch First

At a time when many companies are increasingly turning to automation and chatbots, we have chosen a different path. Our focus remains on delivering personal, human-led support—particularly in cases that involve complex issues or emotional sensitivity.

We view artificial intelligence as a tool to empower our teams, not to replace them. It enhances our ability to provide truly exceptional human service.

While we continue to embrace technological and societal evolution, our commitment to values such as human connection, tradition and reciprocity remains at the heart of our brand identity and the loyalty it inspires.

“We don’t just solve problems; we make customers’ days better.”

Redefining Customer Service Through Personalised Omni-channel Strategies

- **Soul Connection Award Project:** We recognise and celebrate outstanding Trustpilot reviews that reveal genuine emotional connections with our brand—reviews that go beyond routine feedback to highlight meaningful customer experiences. By highlighting these stories, we encourage others to share their own and reinforce the human dimension of our service.
- **Building Trust and Community on Trustpilot:** Our personalised responses on Trustpilot reflect our commitment to more than just ratings—they show that we value the stories behind the feedback. By publicly acknowledging meaningful connections, we strengthen our reputation for empathy, care, and attention to detail. In doing so, we foster a community of engaged customers who share not only opinions but lived experiences that express the spirit of our brand.
- **Ideas Flow - Harnessing the Power of Customer Inspiration:** Customer feedback is a source of inspiration. We gather and centralise ideas shared by our community, making them accessible across departments to ensure that the customer voice directly informs ongoing improvements and innovation at AWWG.
- **Gratitude Gifts:** To honour exceptional customers who demonstrate extraordinary loyalty and passion for the brand, we introduced Gratitude Gifts - personalised, meaningful gestures that acknowledge the strength of the relationship. These gifts represent more than appreciation; they embody the enduring bond between AWWG and those who support us most.



Scaling WhatsApp as Our Lead Customer Engagement Platform

In the 2024/2025 fiscal year, we significantly expanded the use of WhatsApp as the primary channel for registered users.

Initially launched for Pepe Jeans London customers in Spain, France, and Portugal, we now offer the service in the following countries:

- Pepe Jeans London
United Kingdom, Germany, Italy
- Hackett London
Spain, United Kingdom
- Façonnable
Spain, France

Purchase Recovery & Added Value Actions

Our Commitment to Advancing Purchase Recovery Actions and Outcomes:

Collecting feedback to drive improvements that reduce friction and enhance the customer journey is essential. Equally important is having a structured plan in place to guide customers through the purchasing process.

We introduced the following actions to recover as many lost purchases as possible:

- **5M Project:** This initiative tracks daily failed card payments. We contact customers unable to complete their payments due to issues such as 3D Authentication errors or insufficient balance, and provide them with guided assistance.
- **WhatsApp Live Assistance:** Customers can request real-time, step-by-step support via WhatsApp during the purchase process.

Strategic Added Value Actions to Enhance Customer Engagement and Conversion:

In leveraging our available communication channels and established community, we launched the following measures in 2024/2025 to increase conversion:

- **Leap Year Promotion:** As leap years occur only once every four years, we took the opportunity to mark the occasion by engaging our WhatsApp community with an exclusive promotion. This targeted initiative resulted in a 3.3% conversion rate.
- **Cancelled Items Re-contact:** We fully recognise the dissatisfaction that may result from order cancellations due to stock unavailability. In these exceptional instances, we adopt a proactive approach, identifying and contacting affected customers to offer appropriate alternatives—whether a comparable item, a goodwill discount, or the option to await replenishment. This measure has, to date, achieved a 26% conversion rate, reflecting the effectiveness of our customer-centric response.
- **Trustpilot Voucher:** We respond publicly to negative reviews in a transparent and respectful manner, consistent with our core values. Where appropriate, we extend commercial gestures such as vouchers as part of our commitment to service excellence—an approach that yielded a 0.6% conversion rate during the 2024/2025 period.





AWWG
NON-
FINANCIAL
REPORT
2024/2025

PARTNERS

06

At AWWG, we prioritise building long-term, trust-based relationships with our partners to support a transparent business ecosystem. To that end, we have undertaken a range of key actions, including maintaining a close relationship and open dialogue with supply chain partners to ensure full visibility across our three brands. We also actively cultivate strategic alliances through collaborations with industry associations, sustainability initiatives, educational institutions, and social impact collaborations. This fiscal year, we also began actively participating in ARTE's Sustainability and Social Impact Commission meetings.

01
ABOUT US

02
OUR
SUSTAINABILITY
JOURNEY

03
GOVERNANCE

04
PRODUCTS

05
PEOPLE

06
PARTNERS

07
PLACES

08
ANNEXES

Fiscal Year:
2024/2025
Data source:
March 31st 2025



ENGAGING WITH OUR PARTNERS

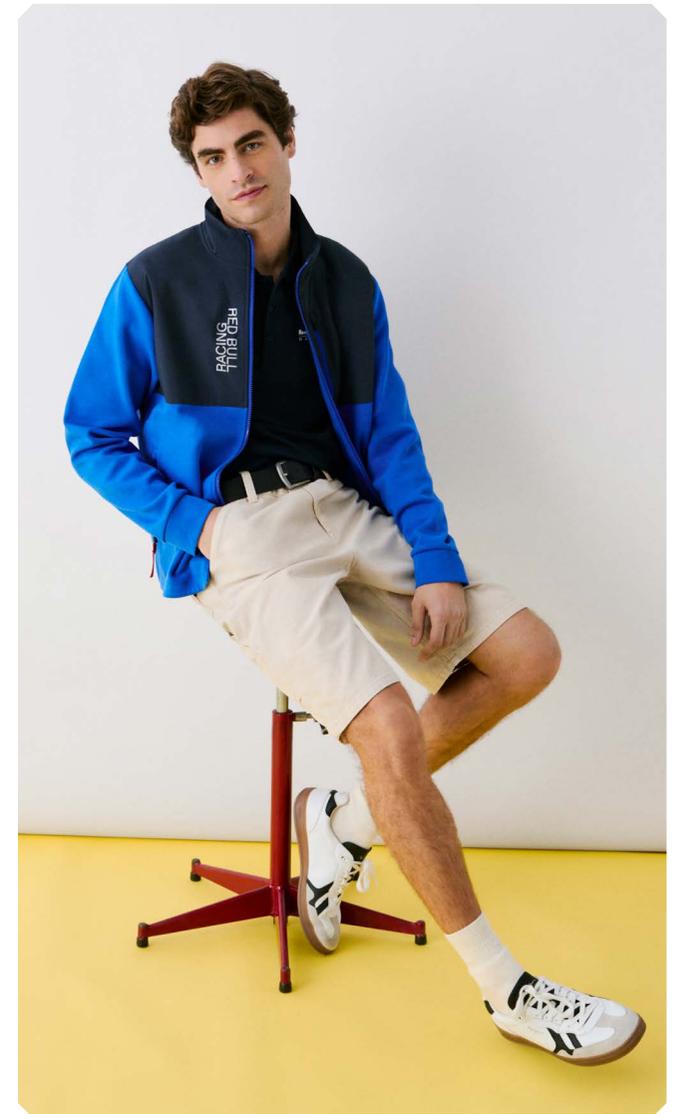
We ground our operations in a strong commitment to cultivating long-term, trust-based relationships across our supply chain. As a fashion company navigating a complex and fast-evolving global context, we recognise the critical importance of visibility at every tier⁵². This is not only a regulatory requirement—as traceability and responsible sourcing legislation become increasingly stringent—but also a reflection of our core values and ethical responsibilities.

We regard our partners as essential contributors to a shared ambition: building a more sustainable and accountable fashion ecosystem. Achieving an ethical supply chain goes beyond compliance; it requires ongoing, meaningful engagement based on transparency, active listening, and mutual respect.

Our approach is consistent: we prioritise open, two-way dialogue to ensure clear communication. This enables close alignment with evolving industry expectations, while empowering our partners to meet them. Through this

approach, we enhance our resilience and help drive lasting, positive impact—socially, environmentally, and economically.

To support and operationalise this commitment, we continue to rely on established frameworks and reference documents that guide our interactions with suppliers, ensuring a consistent, values-driven approach across our supply chain. We use these instruments to align expectations, promote accountability, and facilitate ongoing improvement.



52. For further details on tier categorisation, please refer to Annex V. Ensuring a Transparent Supply Chain.



The following core documents remain fundamental to our partner engagement and governance model:



Together, these documents form a consistent and reliable framework for building mutual trust, enhancing traceability, and safeguarding ethical practices throughout our supply chain.



Supplier Compliance Process



For new suppliers only, we follow these steps:

- 1 We issue the following onboarding documentation:
 - Legal Commitment
 - Ethical & Transparent Sourcing Programme⁵³
 - Product Health and Safety Programme⁵⁴
 - Supplier Code of Conduct⁵⁵
 - One-Pager Assessment

2 The supplier signs the Legal Commitment.

3 The supplier completes the One-Pager Assessment.

For all suppliers in each campaign, we implement the following process:

4 The supplier presents a valid third-party social audit (such as BSCI, SMETA or WRAP) or completes the AWWG Social Compliance Assessment when no audit is available.

5 We evaluate the documentation and assign a compliance rate.

- 6 We communicate the results to the supplier:
- We start working directly with facilities rated A and B.
 - For suppliers rated C, we issue a Corrective Action Plan (CAP).

7 The supplier signs the Corrective Action Plan.

8 C-rated factories submit evidence demonstrating their implementation of improvements. Suppliers must provide documentation within the timelines set by AWWG to demonstrate progress and ensure continued improvement.

53. For further details, please refer to Chapter 3: Governance.

54. For further details, please refer to Chapter 4: Products.

55. For further details, please refer to Chapter 3: Governance.



Supplier Compliance Results and Achievements

As part of our sustained efforts, we have made notable progress in several key areas of our supply chain governance this fiscal year. The following highlights reflect our most significant achievements:

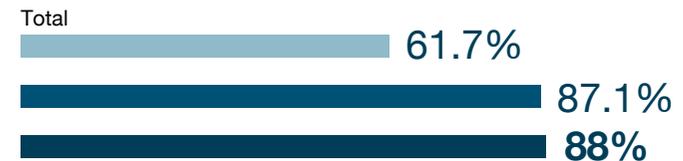
- **Supply Chain Visibility:** We maintain 100% visibility of our Tier 1 across our three brands, allowing us to locate all of our production units.
- **Third-Party Audit Coverage:** We have enhanced the extent of third-party audit coverage across our facilities. Currently, established third-party organisations such as BSCI, SMETA, WRAP, and INTERTEK audit 88% of our partners.
- **Corrective Action Plan (CAP) Support:** We continue to offer robust support to facilities operating under a CAP. To date, we are actively assisting 25.6% of facilities in their efforts to implement improvements and align with our ethical standards.
- **Stakeholder Communication:** We have consistently enhanced our communication with key stakeholders, including suppliers and internal product teams. We focus on optimising our channels to support more effective collaboration and problem-solving.
- **Accord Monitoring in Pakistan:** As part of our commitment to the safety and wellbeing of workers, we have intensified our monitoring efforts on inspections and evaluations recorded under The International Accord⁵⁶, particularly in Pakistan, expanding our efforts there.
- **Lead Brand Responsibility in Bangladesh:** We continue our leadership role in overseeing facilities in Bangladesh under The International Accord framework. This year, we expanded our responsibility to cover five facilities, strengthening our involvement and ensuring compliance with the highest ethical standards.

As we continue to refine communication and visibility throughout our supply chain, our forthcoming initiatives will focus on a thorough traceability programme to boost overall transparency. These efforts underscore our commitment to a more ethical and sustainable supply chain. We will continue to work closely with our partners to ensure these advancements are sustained and built upon with clearly defined goals.

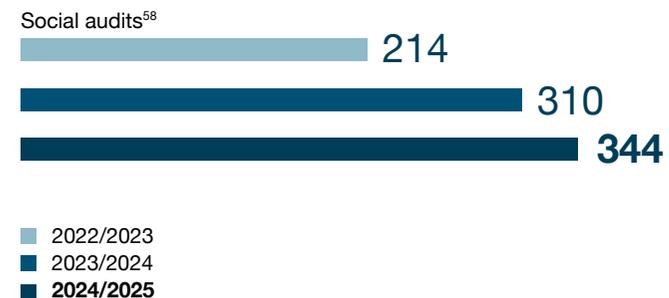
Breakdown of suppliers



% of facilities socially audited⁵⁷



Breakdown of audits to suppliers



56. For further details on The International Accord, please refer to section 'Our Strategic Alliances'.

57. We ceased environmental auditing to focus on social assessments, with well-defined standards communicated to vendors. Our commitment to environmental impact remains active, as shown by our Ethical & Transparent Sourcing Programme.

58. Facilities subject to third-party audits are carefully monitored. While we track all facilities with which we collaborate, audits can require time. Below is the information we have compiled to date.



OUR STRATEGIC ALLIANCES

We actively build powerful collaborations, extending our impact beyond our immediate operations. We believe in the strength of collective action, working hand-in-hand with key partners to champion our shared values.



1

ARTE: Asociación Retail Textil Española

We maintain our active membership in ARTE advocating for the collective interests of the textile trade sector before both public and private institutions within Spain. ARTE advocates for fundamental principles such as freedom of enterprise and establishment, flexible trading hours, market unity, and a robust commitment to social and environmental sustainability.

As a consolidated and experienced fashion group, we contribute to this association by sharing our sector-specific vision, actively participating in discussions, and collaborating with other member brands to address both the challenges and emerging opportunities present in the Spanish textile trade. Furthermore, we maintain regular engagement in negotiations with trade unions, with the aim of securing a collective agreement. These regular meetings demonstrate our commitment to constructive dialogue and resolution.



2

Better Cotton Initiative

Since October 2021, we have been members of the BCI. Our Group is committed to sourcing sustainable cotton and supporting cotton farmers to adopt more sustainable farming practices.

Better Cotton is not physically traceable to end products. However, Better Cotton farmers benefit from the demand for Better Cotton in equivalent volumes to those we source.

We share BCI's strategy and values, including efficient water use, caring for land and natural habitats, and reducing chemical use.



3

The International Accord

We remain committed to The International Accord initiative, collaborating closely to safeguard fire, electrical, and structural safety across our facilities in Bangladesh and Pakistan.

Registered sites undergo regular inspections and follow-up visits, while facilities maintain and update their corrective action plans. We remain informed to ensure compliance with the programme's safety standards.

Following the extension of Accord's remit to Pakistan in 2023, we commenced the auditing, supervision, and inspection process to ensure that we uphold the same rigorous safety standards established in Bangladesh.



4

ISEM Fashion Business School

We sustain our partnership with ISEM Fashion Business School, a leading academic centre for fashion companies in Spain, demonstrating our mutual dedication to nurturing innovation and talent within the fashion industry. This collaboration creates a dynamic exchange where we gain valuable insights into the latest industry developments from ISEM's research perspective, whilst simultaneously providing ISEM students with invaluable opportunities to bridge the gap between academic theory and real-world business practice. These include:

- Direct job placement opportunities within AWWG, offering students a clear pathway into the industry. This emphasis is clearly demonstrated in the previous fiscal year, during which we hosted six interns from ISEM Fashion Business School.
- Financial support for ISEM's scholarship programme, fostering accessibility to fashion education.
- Practical experience through consultancy projects based on real AWWG business cases, enabling students to apply their knowledge and develop essential skills.



5

MOVE! Moda en Movimiento

During the 2024/2025 fiscal year, we maintained our membership within MOVE! *Moda en Movimiento*, a platform spearheaded by the online publication *Modaes*. This collaboration seeks to accelerate the fashion sector's transformation towards a more sustainable model, with a strong emphasis on environmental, social, and governance (ESG) criteria.

The partnership includes various initiatives, all aimed at promoting the exchange of information, knowledge, and cooperation among fashion businesses in Spain. These activities include creating informative content, organising events, and disseminating the advances in the fashion industry's transformation towards a more sustainable model. We achieve this by fostering spaces for exchange and networking.

To this end, we have actively participated in different sessions and meetings on topics such as 'Sustainability reporting and communication', 'Risk management in supply chains' and 'Climate risks in the fashion sector' to exchange ideas and best practices with other companies in the sector.



6

Fundació NouXamfrà

We collaborate with the *Fundació NouXamfrà*⁵⁹, a local foundation dedicated to equipping individuals with functional diversity with the resources and skills they need for key aspects of daily life, including training, employment, and housing, thereby enabling them to realise their aspirations.

Our partnership encompasses two employment initiatives, in which a total of thirteen individuals from *Nou Xamfrà* engage in the following roles:

- Employment within our Barcelona warehouse, where they label, clean, and process clothing returns.
- Work in plant maintenance, inspecting tanks and identifying faults.



59. *Fundació Nou Xamfrà* collaborators are not AWWG's employees for any of our societies. They work for the Group through our partnership.



PLACES

07

We understand the fashion industry's environmental challenges and have implemented a strategic approach to minimising our environmental impact across our value chain. This year, we focused on optimising energy and water consumption, reducing waste, and providing a more precise, realistic account of our carbon footprint. By conducting a more granular review and collecting more precise data, we have gained a clearer understanding of the factors that make it up.

ENVIRONMENTAL MANAGEMENT

At AWWG, we acknowledge the environmental challenges facing the fashion industry, and we understand our responsibility to minimise our impact across our value chain. We actively strive to improve our environmental performance and integrate responsible practices into our operations.



Energy Consumption

We acknowledge that energy efficiency is both an operational imperative and a fundamental responsibility. We present the annual energy consumption data, and detail our commitment to implementing a range of energy reduction initiatives.

For calculating our 2024/2025 fiscal year electricity consumption, we employed a dual methodology tailored to the available data:

- **Facilities with available recorded consumption data:**
We sourced electricity consumption figures directly from invoices, with data obtained via Datadis⁶⁰.
- **Instances without recorded electricity consumption data:**
We estimated consumption for each specific installation:

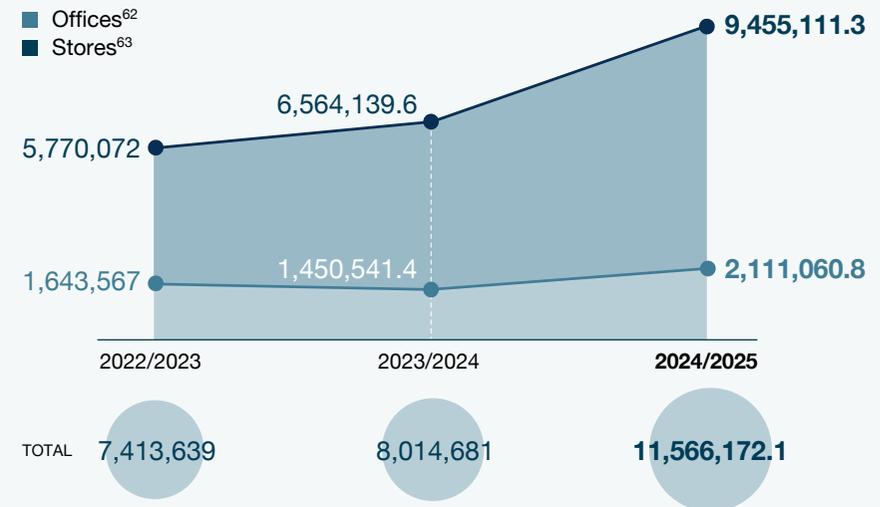
1

We determined the approximate surface area of the installation (if not already available) by consulting the U.S. Energy Information Administration (EIA) database, which provides average square footage for spaces categorised by activity type (e.g. office, retail, warehouse).

2

We then estimated electricity consumption in kWh by leveraging the EIA database's consumption intensity figures, applied proportionally to the determined surface area of the respective installation.

Annual electric energy consumption⁶¹ (KwH/year), by business unit



60. Datadis is a platform created and promoted by Spanish electricity distribution companies.

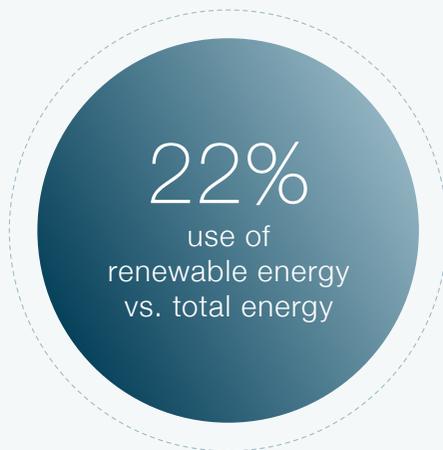
61. For interpretation of these results, please refer to the 'Carbon Footprint' Scope 2 in this same chapter.

62. In the 2022/2023 and 2023/2024 fiscal years, we included offices and showrooms in Spain, United Kingdom, and France. For the 2024/2025 fiscal year, we estimated consumption across offices, warehouses and showrooms in Spain, the United Kingdom, the Netherlands, Portugal, Germany, Switzerland, Italy, France, and Austria.

63. During the 2022/2023 and 2023/2024 fiscal years, we estimated data based on a monthly consumption of 2.000-3.000 kw/h per store (full price and outlets). For the 2024/2025 fiscal year, estimated consumption includes stores located in Spain, France, Germany, Italy, Poland, Hungary, the Netherlands, Switzerland, Austria, Monaco, Mexico, United Kingdom, the Czech Republic, Ireland, Belgium, and Portugal.



Taking our energy consumption data into account, we are dedicated to reducing our energy consumption and transitioning towards renewable energy sources. This commitment is reflected in our use of 22% renewable energy compared to total energy⁶⁴.



64. Including all AWWG facilities (offices, showrooms, stores and warehouses).

65. Breeam refers to a globally used sustainability assessment method and certification for buildings. The certificate is only available for our Madrid Office.

66. Only in Barcelona.

Additionally, to optimise energy use in our facilities, we implement the following measures:

Office and Facility Optimisation

- We maintain BREEAM certification for efficiency and sustainability⁶⁵.
- We promote the use of responsible materials, such as the Programme for the Endorsement of Forest Certification (PEFC), in our office furniture.
- We ensure 97% renewable energy in offices, stores, warehouses, and showrooms located in Spain.
- We programme the air conditioning system.
- We keep air conditioning filters clean.
- We control air quality.
- We provide motion sensor light switching⁶⁶.
- We switch off all installations after shutdown:
 - **In Barcelona:** We equip our offices with lighting sensors which turn off when movement ceases.
 - **In Madrid:** We implement a closed office lighting schedule from 7:30 AM to 7:00 PM. After 7:00 PM, we manually switch off the lights.
- We promote semi-closed offices during remote work.
- We maximise the use of natural light.
- We maintain our electrical wiring.
- We support sustainable transport through bike parking spots, public transport and charging points for electric cars.

Technology and Equipment Efficiency

- We use power strips with multiple plugs to eliminate phantom consumption and enhance security.
- We turn off electrical appliances when not in use.
- We set the screensaver to black.

Resource Management and Procurement

- We are strongly committed to paper and cardboard recycling.
- We contract energy from renewable sources.

Water Consumption

At AWWG, we recognise the critical importance of responsible water management, both within our direct operations and throughout our supply chain. This fiscal year, we consumed 7,776 m³ of water in our stores⁶⁷ and 6,500.5 m³ in our offices⁶⁸, and performed key initiatives to minimise our water consumption.



67. These numbers include full price and outlets. Estimated data (4m³) on the consumption of Pepe Jeans London, Hackett London and Façonnable full price and outlets in Spain.

68. Offices and showrooms in Spain, United Kingdom and France.

Water Management in Direct Operations

We are committed to minimise water consumption within our direct operations. To achieve this, we implemented several water-saving initiatives:

Water-efficient fixtures:

- We install low-flow taps and toilets in offices and stores.
- We use water aerators in the Barcelona offices' toilets.
- We install dual flush mechanisms in office toilets.

Water conservation:

- We employ drip irrigation for garden maintenance.
- We control water usage.

Water Management in Supply Chain

We are dedicated to responsible water management throughout our supply chain. Our efforts focus on the following areas:

Responsible Raw Materials

- Pepe Jeans London and Hackett London prioritise the use of responsible raw materials, including BCI cotton, organic cotton, and recycled polyester, all of which require less water in the production process compared to conventional materials.

Responsible Technologies

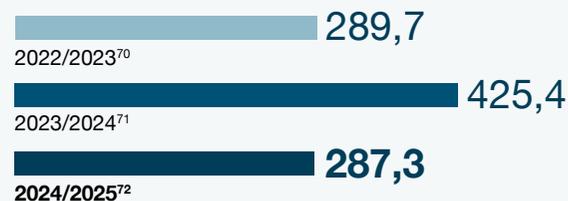
- **Wiser Wash[®]**
Pepe Jeans London uses Wiser Wash[®], a certified garment washing technology that reduces water consumption and eliminates toxic chemicals.
- **Water-efficient technologies**
Various suppliers use technologies like low-flow washing machines and water recycling systems to reduce water use.
- **EIM Score by Jeanologia[®]**
Pepe Jeans London and Hackett London use the EIM Score by Jeanologia[®] to assess and encourage suppliers' water reduction.

Waste Management⁶⁹

The effective management and reduction of waste throughout our value chain is a key priority for us. This chapter provides an overview of our waste management practices in our own operations and in our supply chain, including data on waste generation, and a description of our ongoing reduction efforts.

Waste Management in Own Operations

Total Waste (in tons)



69. For details on reducing packaging waste, please refer to section 'Packaging' in Chapter 4: Products.

70. Data source: waste generated in our Sant Feliu de Llobregat warehouse (cardboard, plastic & banal).

71. Data source: waste generated in our warehouses in Sant Feliu de Llobregat and Molins de Rei (cardboard, plastic & banal).

72. Data source: waste generated in our warehouses in Sant Feliu de Llobregat and Molins de Rei (cardboard, plastic & banal).

Waste Management in Value Chain

Across different stages of the value chain, we generate the following types of waste:

UPSTREAM	1	2
	Manufacturing processes <ul style="list-style-type: none"> • Textile waste • Chemical waste • Water waste 	Logistics to our warehouse <ul style="list-style-type: none"> • Packaging waste • Transportation waste
DOWNSTREAM	3	4
	Logistics to deliver the products to stores and retailers <ul style="list-style-type: none"> • Packaging waste • Transportation waste 	Reverse logistics <ul style="list-style-type: none"> • Unsold inventory waste • Customer returns waste

We strive to minimise waste generation through various actions across our value chain:

Operational Waste Reduction

Our approach emphasises the use of certified materials and practices throughout the product lifecycle, and the extension of product life. We focus on:

- Certified materials in product design.
- Eliminating hazardous chemicals.
- Employing certified denim washing techniques.
- Providing detailed and accurate product descriptions, including care instructions.
- Designing durable, timeless and high-quality products.
- Creating high-quality products to exceed our clients' expectations and to foster a more responsible consumption.

Food Waste Prevention

We also seek to minimise food waste in our offices. In Madrid and Barcelona, we implement the following food waste prevention measures:

- We keep food in suitable equipment such as cold rooms and thermo-sealed containers.
- We plan food stock according to the number of staff in the office.
- We limit canteen services to the food truck on remote Fridays, during remote work weeks, and in summer.





Additionally, at AWWG, we recognise the potential for diverse social, environmental, and economic implications from waste and have established clear management mechanisms for effective mitigation.

TYPE OF IMPACT	DESCRIPTION	MANAGEMENT OF IMPACT
Social Impacts	<p>Health impacts: Poor waste management practices can jeopardise the health of employees, consumers, and communities. Exposure to hazardous materials and pollutants can cause respiratory problems, skin irritations, and other health issues.</p> <p>Livelihood impacts: Poor waste management practices can affect the livelihoods of people who depend on natural resources and ecosystems.</p>	<p>Our Ethical & Transparent Sourcing Programme includes audits to ensure that facilities comply with local regulations and our own expectations, prioritising the health of suppliers' employees. We do not work with facilities that pose a risk to their employees and, if necessary, implement corrective action plans to help improve facilities.</p>
Environmental Impacts	<p>Landfill space: Waste occupies landfill space and can contribute to soil and water contamination.</p> <p>Climate change: Landfills generate methane gas, contributing to climate change.</p> <p>Resource depletion: Textile production and waste disposal deplete resources such as water, energy, and raw materials (e.g. cotton, polyester).</p> <p>Soil pollution: Improper waste disposal leads to soil pollution, negatively impacting soil quality, fertility, agriculture, plant growth, and the health of animals and humans.</p>	<p>We assess the environmental impacts of waste through monitoring processes and work to reduce and optimise packaging materials and flows.</p>
Economic Impacts	<p>Costs of waste management: Waste materials result in waste disposal costs.</p> <p>Regulatory compliance: Non-compliance with environmental regulations and standards can lead to fines and penalties.</p> <p>Damage to brand reputation: Negative public perception of waste management practices can damage brand reputation.</p>	<p>WASTE REDUCTION: We work to reduce waste generation through sustainable design practices, packaging reduction, and manufacturing process optimisation.</p> <p>RECYCLING AND REUSE: We promote recycling and reuse to minimise environmental impacts and reduce costs.</p> <p>PROPER DISPOSAL: We ensure proper waste disposal in compliance with regulations.</p> <p>WASTE ACCOUNTABILITY: We take accountability for the waste we generate and contribute to the countries where we operate.</p>

We are defining goals to reduce water, waste, and energy at our sites, aiming to improve current environmental performance in line with recognised environmental management systems.

CARBON FOOTPRINT

Carbon footprint refers to the total amount of greenhouse gases, including carbon dioxide, released into the atmosphere as a result of our activities. Understanding our CO₂ emissions is therefore crucial for planning and improving our environmental performance.

This chapter presents our approach to measuring our carbon footprint, highlighting our commitment to assessing and mitigating the environmental impact of our operations.

For this exercise, we have analysed our environmental impact to set future reduction goals, encompassing our direct (Scope 1) and some indirect (Scope 2 & 3) CO₂ emissions:

SCOPE 1

DIRECT EMISSIONS

Our **Scope 1 emissions** encompass direct greenhouse gas emissions from sources under our ownership or control. These primarily arise from fuel combustion—for instance, natural gas used for heating—and refrigerant leaks from air conditioning systems. Where direct consumption or recharge data is unavailable, we estimate fuel usage by correlating facility surface area with average energy intensity values sourced from the EIA database, adjusted to reflect local climatic conditions. Similarly, refrigerant leakage is approximated based on standard annual leak rates of commercial air conditioning units, likewise calibrated according to climatic zone.

SCOPE 2

INDIRECT EMISSIONS

Our **Scope 2 emissions** pertain to indirect greenhouse gas emissions resulting from the generation of electricity purchased or otherwise acquired for consumption within our facilities. Where available, consumption is ascertained through direct invoice data (for example, via Datadis); for facilities lacking such records, estimations are derived based on surface area, EIA energy intensity metrics, and relevant climatic zone adjustments. This consumption data is subsequently converted into CO₂ emissions by our carbon footprint software⁷³, employing the appropriate emission factors.

SCOPE 3

INDIRECT EMISSIONS

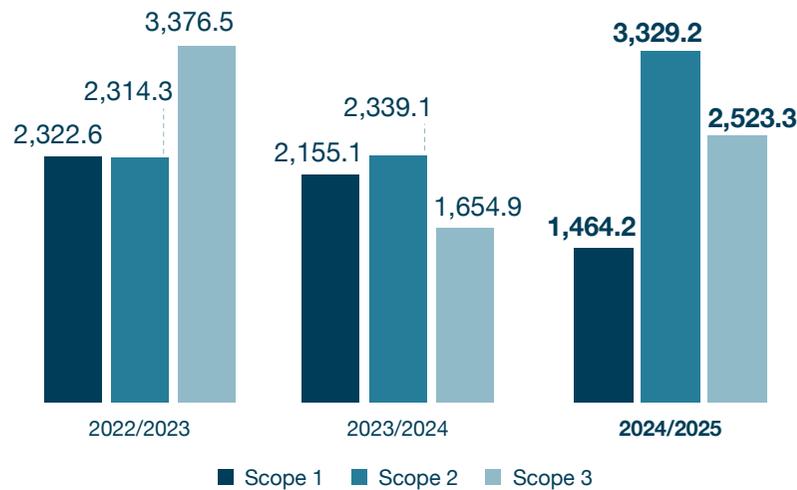
We quantify part of our **Scope 3 emissions** by analysing employee commuting patterns. These calculations incorporate individual variables such as commute distance, estimated mode of transport—utilising our software provider's database when direct data is unavailable—and the number of days employees spend on-site, applying the pertinent emission factors accordingly.

73. We collaborate with an external software for measuring our carbon footprint.



In calculating our carbon footprint, we have incorporated both direct and indirect emissions arising from our headquarters, offices, proprietary stores, warehouses, and logistics centres across sixteen countries.

Our carbon footprint (in tCO₂e)⁷⁴



We have also calculated the intensity metric, representing the ratio that normalises emissions data against sold garments.

Sold Garments (thousand):

0.5423 tCO₂eq

74. The AWWG carbon footprint for Scopes 1, 2, and 3 encompasses Pepe Jeans London, Hackett London and Façonnable, including all offices, warehouses, showrooms, retail stores (both full price and outlets) across all locations where the brands operate.

Considering the results from the past three years, we have observed a reduction in our Scope 1 emissions this fiscal year, largely attributable to the refinement and detailed analysis of consumption data for our facilities, particularly relating to natural gas supply. Through a more granular review and accurate data collection for these specific sites, we have achieved a clearer understanding of their actual consumption. This improved precision has enabled us to present a more realistic—and consequently lower—consumption figure per site, which has directly contributed to the overall decrease in our Scope 1 emissions.

In contrast to the reductions observed in Scope 1 emissions, those of Scope 2 increased during the 2024/2025 fiscal year. This rise is primarily due to a significant refinement in our electricity consumption calculation methodology. We moved from using standardised estimates per store (2,000–3,000 kWh) to a more granular approach, incorporating actual invoice data and detailed estimations from sources such as the EIA for each individual facility. This methodological improvement enhances data accuracy and offers a more reliable picture of our energy consumption—reflecting improved reporting practices rather than a true increase in energy intensity.

Scope 3 emissions have followed a fluctuating trajectory in recent fiscal years, initially declining before rising significantly in the most recent period. The increase recorded in the 2024/2025 fiscal year is primarily attributed to changes in workplace attendance policies, which have resulted in more frequent employee commuting and, consequently, higher related emissions.

In anticipation of forthcoming regulations—and in recognition of the need for accurate understanding of our greenhouse gas emissions to effectively mitigate long-term environmental impacts—we plan to develop a decarbonisation roadmap during the upcoming fiscal year. This will be accompanied by the establishment of measurable targets for emissions from energy consumption (Scopes 1 and 2) as well as from indirect sources (Scope 3).



AWWG
NON-FINANCIAL
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2024/2025

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Fiscal Year:
2024/2025
Data source:
March 31st 2025





I. REPORTING FRAMEWORK

Law 11/2018

The AWWG Sustainability Report includes the consolidated Statement of Non-Financial Information of all brands of All We Wear Group and Pepe Jeans S.L. legal entity in compliance with the Law 11/2018 of 28 December on Non-Financial Information and Diversity.

We aim to show our Group’s performance towards sustainability, including:

- Our Group’s evolution, results, and current situation.
- The impacts of our activities on environmental, social, human rights, anti-corruption, anti-bribery, and personnel issues.
- Measures we have taken to improve equal treatment and opportunities for women and men, and to promote non-discrimination and inclusion for people with disabilities, along with universal accessibility.

The contents are included in the Table “Law 11/2018 and GRI Content Index” in this annex.

Scope

The scope of this report reflects AWWG’s global activities, and the data presented corresponds to the 2024/2025 fiscal year, spanning 1 April 2024, to 31 March 2025.

GRI

We elaborated this report using the Global Reporting Initiative (GRI) standards, a recognised sustainability global standard mentioned in the Law 11/2018.

Verification

TÜV SÜD Iberia has verified this report. The official certificate confirming this verification is presented in Annex VII. Verification.



II. RISKS

As we are operating globally, we are continuously monitoring industry as well as macro-economic trends:

1 Stagnant Economic Growth

- Global economic growth is projected to grow below historical average (3.3% GDP).
- Consumer spending rate is expected to continue decreasing compared to last year (1.6%).
- Global investments expected to remain subdued (1.4%).

2 Inflationary Pressures

- Global headline inflation is still above central bank targets (4.2%) impacting consumer spending and production costs.
- A stronger US Dollar arising from interest rate differentials and tariffs expected to alter capital flow patterns and global imbalances.

3 Geopolitical Instability

- Policy uncertainty has increased on trade and fiscal fronts, impacting investment and supply chain.
- Spikes in commodity prices arise as a result of climate shocks & conflicts.
- Heightened geopolitical tensions contribute to elevated uncertainty and unrest.

4 International Trade Challenges

- Increase in number of trade restrictions since 2015 (x5) with roughly 3,000 imposed in 2023.
- Record spikes in shipping costs from Asia (>165%) and Middle East (x5).
- EU to set import duties on goods from China, impacting >2.3bn items yearly.

5 Consumer Behaviour

- Consumer spending growth is expected to moderate in 2025 (1.6%).
- Consumers expected to delay spending on non-essential items due to uncertain economic outlook.
- Shifting regional spending: Middle East and Central Asia experiencing growth (3.9%) whilst EU expected to dampen (1.3%).

6 ESG & AI

- AI, clean energy and healthcare are expected to drive substantial economic growth and innovation in the coming years.
- Underinvestment in climate change mitigation in developing economies to lead to global risks & financial instability.



III. “OUR EMPLOYEES” TABLES

Tables III.1: Who We Are

Total workforce



Breakdown of employees, according to sex

	2022/2023	2023/2024	2024/2025
Women	2,030	2,182	2,165
% women	71.3%	72.2%	72.6%
Men	817	841	816
% men	28.7%	27.8%	27.4%





Breakdown of employees, according to country

	2022/2023	2023/2024	2024/2025
Europe	2,793	2,965	2,909
Austria	14	16	16
Belgium	20	22	37
Czech Republic	14	20	13
France	143	175	167
Germany	110	121	104
Hungary	30	30	17
Italy	57	53	28
Ireland	0	11	9
Monaco	3	3	3
Poland	63	58	52
Portugal	205	232	220
Spain	1,815	1,865	1,899
Switzerland	29	31	32
The Netherlands	31	29	29
United Kingdom	259	299	283
North America	54	58	72
Mexico	54	58	72

TOTAL



Breakdown of employees according to employment category and sex

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
Directors and Managers	230	100%	251	100%	255	100%
Women	132	57.4%	149	59.4%	150	58.8%
Men	98	42.6%	102	40.6%	105	41.2%
Staff	580	100%	587	100%	585	100%
Women	417	71.9%	417	71%	420	71.8%
Men	163	28.1%	170	29%	165	28.2%
Store personnel	1,994	100%	2,128	100%	2,095	100%
Women	1,474	73.9%	1,604	75.4%	1,587	75.8%
Men	520	26.1%	524	24.6%	508	24.2%
Logistics personnel	43	100%	57	100%	46	100%
Women	7	16.3%	12	21.1%	8	17.4%
Men	36	83.7%	45	78.9%	38	82.6%



Breakdown of employees according to age

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
< 20 years old	65	2.3%	105	3.5%	53	1.8%
20-29 years old	823	28.9%	875	28.9%	849	28.5%
30-45 years old	1,507	52.9%	1,484	49.1%	1,332	44.7%
> 46 years old	452	15.9%	559	18.5%	747	25.1%
Total	2,847	100%	3,023	100 %	2,981	100%

Breakdown of employees according to sex and age

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
< 20 years old	38	27	78	27	37	16
20-29 years old	614	209	658	217	648	201
30-45 years old	1,083	424	1,060	424	949	383
> 46 years old	295	157	386	173	531	216
Total by sex	2,030	817	2,182	841	2,165	816

TOTAL

2,847

3,023

2,981

Breakdown of employees according to employment category and age

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
Directors and Managers	230	100%	251	100%	255	100%
<20 years old	0	0%	0	0%	0	0%
20-29 years old	1	0.4%	5	2%	3	1.2%
30-45 years old	172	74.8%	181	72.1%	155	60.8%
>46 years old	57	24.8%	65	25.9%	97	38%
Staff	580	100%	587	100%	585	100%
<20 years old	1	0.2%	1	0.2%	0	0%
20-29 years old	208	35.9%	225	38.3%	224	38.3%
30-45 years old	288	49.7%	273	46.5%	240	41%
>46 years old	83	14.3%	88	15%	121	20.7%
Store personnel	1,994	100%	2,128	100%	2,095	100%
<20 years old	64	3.2%	104	4.9%	53	2.5%
20-29 years old	612	30.7%	639	30%	620	29.6%
30-45 years old	1,018	51.1%	998	46.9%	913	43.6%
>46 years old	300	15.0%	387	18.2%	509	24.3%
Logistics personnel	43	100%	57	100%	46	100%
<20 years old	0	0%	0	0%	0	0%
20-29 years old	2	4.7%	6	10.5%	2	4.3%
30-45 years old	29	67.4%	32	56.1%	24	52.2%
>46 years old	12	27.9%	19	33.3%	20	43.5%



Tables III.2: How We Work

Breakdown and distribution of contract types

		2022/2023	2023/2024	2024/2025
Type of contract	Permanent	2,283	2,446	2,474
	Temporary/ Fixed-term	507	512	459
	Internship	57	65	48
Total		2,847	3,023	2,981
Contract by working hours	Full-time	1,763	1,841	1,833
	Part-time	1,084	1,182	1,148
	Total	2,847	3,023	2,981

Type of contract according to sex

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
Permanent	1,598	685	1,727	719	1,763	711
Full-time	967	542	1,019	567	1,020	566
Part-time	631	143	708	152	743	145
Temporary / Fixed-term	381	126	399	113	365	94
Full-time	147	57	145	51	153	50
Part-time	234	69	254	62	212	44
Internship	51	6	56	9	37	11
Full-time	47	3	51	8	34	10
Part-time	4	3	5	1	3	1
Total by sex	2,030	817	2,182	841	2,165	816



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Type of contract according to age

	2022/2023		2023/2024		2024/2025	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Permanent	1,509	774	1,586	860	1,586	888
<20 years old	0	41	5	64	1	30
20-29 years old	290	246	318	275	303	280
30-45 years old	928	382	905	394	792	383
>46 years old	291	105	358	127	490	195
Temporary / Fixed-term	204	303	196	316	203	256
<20 years old	4	19	6	28	3	19
20-29 years old	84	150	66	156	74	146
30-45 years old	87	107	88	94	88	67
>46 years old	29	27	36	38	38	24
Internship	50	7	59	6	44	4
<20 years old	1	0	1	1	0	0
20-29 years old	47	6	55	5	42	4
30-45 years old	2	1	3	0	2	0
>46 years old	0	0	0	0	0	0

Type of contract according to employment category

	2022/2023		2023/2024		2024/2025	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Permanent	1,509	774	1,586	860	1,586	888
Directors and Managers	213	12	234	13	239	14
Staff	451	43	473	41	475	40
Store personnel	802	719	822	806	827	833
Logistics personnel	43	0	57	0	45	1
Temporary / Fixed-term	204	303	196	316	203	256
Directors and Managers	3	2	2	2	2	0
Staff	26	3	10	3	23	3
Store personnel	175	298	184	311	178	253
Logistics personnel	0	0	0	0	0	0
Internship	50	7	59	6	44	4
Directors and Managers	0	0	0	0	0	0
Staff	50	7	56	4	42	3
Store personnel	0	0	3	2	2	1
Logistics personnel	0	0	0	0	0	0



Average annual rate of permanent contracts

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
Women, according to age	1,598	100%	1,727	100%	1,763	100%
<20 years old	22	1.4%	53	3.1%	19	1.1%
20-29 years old	395	24.7%	433	25.1%	441	25%
30-45 years old	932	58.3%	917	53.1%	823	46.7%
>46 years old	249	15.6%	324	18.8%	480	27.2%
Men, according to age	685	100%	719	100%	711	100%
<20 years old	19	2.8%	16	2.2%	12	1.7%
20-29 years old	141	20.6%	160	22.3%	142	20%
30-45 years old	378	55.2%	382	53.1%	352	49.5%
>46 years old	147	21.5%	161	22.4%	205	28.8%

Average annual rate of temporary / fixed-term contracts

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
Women, according to age	381	100%	399	100%	365	100%
<20 years old	15	3.9%	24	6%	18	4.9%
20-29 years old	171	44.9%	173	43.4%	172	47.1%
30-45 years old	149	39.1%	140	35.1%	124	34%
>46 years old	46	12.1%	62	15.5%	51	14%
Men, according to age	126	100%	113	100%	94	100%
<20 years old	8	6.3%	10	8.8%	4	4.3%
20-29 years old	63	50%	49	43.4%	48	51.1%
30-45 years old	45	35.7%	42	37.2%	31	33.0%
>46 years old	10	7.9%	12	10.6%	11	11.7%



Average annual rate of internship contracts

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
Women, according to age	51	100%	56	100%	37	100%
<20 years old	1	2%	1	1.8%	0	0%
20-29 years old	48	94.1%	52	92.9%	35	94.6%
30-45 years old	2	3.9%	3	5.4%	2	5.4%
>46 years old	0	0%	0	0%	0	0%
Men, according to age	6	100%	9	100%	11	100%
<20 years old	0	0%	1	11.1%	0	0%
20-29 years old	5	83.3%	8	88.9%	11	100%
30-45 years old	1	16.7%	0	0%	0	0%
>46 years old	0	0%	0	0%	0	0%

Average annual rate of full-time contracts

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
According to sex	1,763	100%	1,841	100%	1,833	100%
Women	1,161	65.9%	1,215	66%	1,207	65.8%
Men	602	34.1%	626	34%	626	34.2%
According to age	1,763	100%	1,841	100%	1,833	100%
<20 years old	5	0.3%	12	0.7%	4	0.2%
20-29 years old	421	23.9%	439	23.8%	419	22.9%
30-45 years old	1,017	57.7%	996	54.1%	882	48.1%
>46 years old	320	18.2%	394	21.4%	528	28.8%
According to employment category	1,763	100%	1,841	100%	1,833	100%
Directors and Managers	216	12.3%	236	12.8%	241	13.1%
Staff	527	29.9%	539	29.3%	540	29.5%
Store personnel	977	55.4%	1,009	54.8%	1,007	54.9%
Logistics personnel	43	2.4%	57	3.1%	45	2.5%



Average annual rate of part-time contracts

	2022/2023		2023/2024		2024/2025	
	N	%	N	%	N	%
According to sex	1,084	100%	1,182	100%	1,148	100%
Women	869	80.2%	967	81.8%	958	83.4%
Men	215	19.8%	215	18.2%	190	16.6%
According to age	1,084	100%	1,182	100%	1,148	100%
<20 years old	60	5.5%	93	7.9%	49	4.3%
20-29 years old	402	37.1%	436	36.9%	430	37.5%
30-45 years old	490	45.2%	488	41.3%	450	39.2%
>46 years old	132	12.2%	165	14%	219	19.1%
According to employment category	1,084	100%	1,182	100%	1,148	100%
Directors and Managers	14	1.3%	15	1.3%	14	1.2%
Staff	53	4.9%	48	4.1%	45	3.9%
Store personnel	1,017	93.8%	1,119	94.7%	1,088	94.8%
Logistics personnel	0	0%	0	0%	1	0.1%

Breakdown of dismissals

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
According to age	92	33	97	51	184	63
<20 years old	0	0	2	0	1	2
20-29 years old	33	12	28	19	51	16
30-45 years old	45	18	54	25	97	31
>46 years old	14	3	13	7	35	14
According to employment category	92	33	97	51	184	63
Directors and Managers	7	3	8	4	9	8
Staff	14	7	10	10	23	15
Store personnel	71	23	78	37	151	39
Logistics personnel	0	0	1	0	1	1
According to region	92	33	97	51	184	63
Europe	91	32	97	43	184	61
America	1	1	0	8	0	2



Turnover rate

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
According to age	3.6%	3.3%	4.7%	6.2%	8%	8%
<20 years old	0%	0%	4.4%	0%	4%	18%
20-29 years old	4%	4%	4.6%	9.3%	8%	8%
30-45 years old	4%	4%	5.1%	5.9%	10%	8%
>46 years old	4%	2%	3.5%	4%	7%	6%
According to employment category	3.6%	3.3%	4.7%	6.2%	8%	8%
Directors and Managers	5%	3%	5.3%	3.9%	6%	7%
Staff	3%	4%	2.4%	6%	5%	9%
Store personnel	4%	3%	5.1%	7.2%	10%	8%
Logistics personnel	0%	0%	9.1%	0%	12%	3%

Median salary of advisors and directors in Europe (in €)⁷⁶

	2022/2023	2023/2024	2024/2025
Advisors	-	-	-
Directors and Managers	58,069	61,318	61,800

Median remuneration (in €)

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
According to age						
<20 years old	19,021	22,334	19,260	22,435	22,410	30,342
20-29 years old	19,142	20,000	19,260	21,203	19,727	22,000
30-45 years old	21,154	26,000	22,260	29,155	22,193	30,000
>46 years old	22,000	33,169	22,867	32,801	23,356	34,703
According to employment category						
Directors and Managers	50,411	70,000	56,650	74,818	56,866	73,404
Staff	28,000	31,988	29,120	33,811	28,488	31,505
Store personnel	19,900	20,838	20,248	22,435	19,414	21,766
Logistics personnel	18,780	19,461	19,363	21,136	19,319	21,136

Pay gap (in €) according to sex⁷⁵

	2022/2023	2023/2024	2024/2025
Gross salary (women)	20,600	21,555	21,850
Gross salary (men)	25,000	26,318	30,000
Ratio	17.6%	18.1%	27.2%

75. Formula used to calculate these numbers: (Median for men – median for women / median for men x 100).

76. Members of the Board are not remunerated. The only exceptions are our CEO and members with executive functions, as stated in article 18 bis of the Pepe Jeans S.L.U. by-laws.



Breakdown of employees with disabilities according to employment category and sex⁷⁷

	2022/2023	2023/2024	2024/2025
Employment Category	15	15	11
Directors and Managers	1	1	0
Staff	3	3	4
Store personnel	10	10	7
Logistics personnel	1	1	0
Sex	15	15	11
Women	8	9	7
Men	7	6	4

Parental leave

	2022/2023	2023/2024	2024/2025
Number of employees with right to parental leave	2,847	3,023	2,981
Women	2,033	2,182	2,165
Men	814	841	816
Number of employees which have taken parental leave	141	134	113
Women	104	108	93
Men	37	26	20
Of the above, number of employees which have returned to work after parental leave	99	111	85
Women	64	87	68
Men	35	24	17
Return to work rate	70.2%	82.8%	75.2%
Women	61.5%	80.6%	73.1%
Men	94.6%	92.3%	85%
Of the above, number of employees which, after returning to work, still work in the company after 12 months	77	79	56
Women	46	59	44
Men	31	20	12
Retention rate	77.8%	71.2%	65.9%
Women	71.9%	67.8%	64.7%
Men	88.6%	83.3%	70.6%

77. These numbers reflect data exclusively in Spain.



Absenteeism

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
Number of work accidents	52	10	39	8	10	2
Lost days for common disease	11,580	1,583	25,611	5,022	21,850	3,587
Lost hours	74,987	11,496	172,733	36,788	144,815	24,764

Breakdown of work accidents

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
Number of work accidents, according to leave	53	10	39	9	44	3
With paid leave	27	7	17	3	24	2
Without paid leave	26	3	22	6	20	1
Number of work accidents, according to rate						
Cumulative incidence rate	1,336.4	871.6	779	357	805.1	245.1
Frequency rate (general)	17.3	7.7	17.8	11.8	13.6	2.0
Frequency rate (leave)	8.8	5.4	7.8	3.9	7.4	1.3
Severity rate	0.1	0.03	0.3	0.1	2.6	0.1
Duration rate	18.7	8	36.8	31.7	34.7	4
Deaths by work accident or occupational disease	0	0	0	0	0	0



Occupational disease

	2022/2023		2023/2024		2024/2025	
	Women	Men	Women	Men	Women	Men
Cumulative incidence rate	0	0	0	0	0	0
Frequency rate (general)	0	0	0	0	0	0
Frequency rate (leave)	0	0	0	0	0	0
Severity rate	0	0	0	0	0	0
Duration rate	0	0	0	0	0	0

Accident rate indicators

	2022/2023	2023/2024	2024/2025
Accidents with paid leave	34	20	26
Cumulative incidence rate	1,204.2	917	872.2
Frequency rate	7.8	9.1	5.5
Severity rate	0.1	0.3	1.8

Percentage of employees covered by collective bargaining agreement, according to country

	2022/2023	2023/2024	2024/2025
Europe	100%	100%	100%
America	100%	100%	100%

Breakdown of employees that have access to training on discrimination, by employment category

	2022/2023	2023/2024	2024/2025
Directors and Managers	230	251	255
Staff	580	587	585
Store personnel	1,994	2,128	2,095
Logistics personnel	43	57	46





IV. “ENVIRONMENTAL MANAGEMENT” TABLES

Annual paper consumption in our offices and stores (tons/year)⁷⁸

	2022/2023	2023/2024	2024/2025
Offices and stores	2.5	2.6	1.7

Annual plastic consumption in warehouses (kg/year)⁷⁹

	2022/2023	2023/2024	2024/2025
Warehouses	281,626.5	22,604.7	11,791.7

Annual cardboard consumption in warehouse (kg/year)⁸⁰

	2022/2023	2023/2024	2024/2025
Warehouses	233,794.2	256,411.2	138,759.1



78. Given our company structure, the Purchasing Department centralises paper procurement at group level for distribution across all brands and entities. Data sources: Offices and Retail in Spain.

79. Given our company structure, the Purchasing Department centralises plastic procurement at group level for distribution across all brands and entities. Data sources: Barcelona and Elche.

80. Given our company structure, the Purchasing Department centralises cardboard procurement at group level for distribution across all brands and entities. Data sources: Barcelona and Elche.



V. ENSURING A TRANSPARENT SUPPLY CHAIN

AWWG's Supplier Tier Categorisation

Tier	Definition	Description
Tier 0	Our Company	Product and creative areas, operations, logistics, retail.
Tier 1	Garment Production	Cutting, confection/linkages/backstitch/sealing/upper preparation, steaming, assembly, labelling/packaging, moulding/shape/draining, trimmings, embroidery, embellishment, refinements/dyeing/printing/washing on garment.
Tier 2	Fabric/Leather Production	Retanning, selvage, weaving, tanning, coating, pre-treatment, printing, fabric dyeing.
Tier 3	Yarn Production	Thread dyeing, threading.
Tier 4	Fibre Production	Fibre dyeing, cotton ginning, grinding, viscose production, synthetic chip production.
Tier 5	Raw Material Production	Agriculture, livestock, pulp production, production of fibre flakes, oil extraction and refining.
Minor issues		Represent areas of no immediate threat or risk to the health and safety of workers or the environment.
Major issues		Represent findings likely to have a negative impact on the medium-long term health and safety of workers, their rights or the environment.
Critical issues		Cases that are a threat to the mental or physical health and safety of workers and/or environment requiring urgent attention.
Zero tolerance		Cases which AWWG does not accept to work with.



VI. LAW 11/2018 AND GRI CONTENT INDEX

Statement of use: AWWG has reported the information cited in this GRI content index for the period 2024/04/01-2025/03/31 with reference to the GRI Standards. For this, AWWG has used GRI 1: Foundation 2021.

Law 11/2018	GRI Standard	Report Section	Omission
General Aspects			
A brief description of the Group's business model , including its business environment, organisation and structure , the markets in which it operates, its objectives and strategies , and the main factors and trends that may affect its future evolution.	GRI 2-1 Organisational details	Letter of the CEO	
	GRI 2-2 Entities included in the organisation's sustainability reporting	1. About Us > AWWG History	
	GRI 2-6 Activities, value chain and other business relationships	1. About Us > Our Brands	
	GRI 2-22 Statement on sustainable development strategy	1. About Us > Our Business Model	
	GRI 3-3 Management of material topics	1. About Us > Company Overview and Global Reach 2. Our Sustainability Journey > The Four Pillars of our Sustainability Vision 2. Our Sustainability Journey > Materiality Analysis 8. Annexes > II. Risks	
Policies applied by the Group, including the due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, and to verify and control, as well as the measures that have been adopted.	GRI 2-23 Policy commitments	2. Our Sustainability Journey > Our Stakeholders	
	GRI 2-24 Embedding policy commitments	2. Our Sustainability Journey > Materiality Analysis	
	GRI 2-25 Processes to remediate negative impacts	2. Our Sustainability Journey > Risk Management	
	GRI 2-29 Approach to stakeholder engagement	3. Governance > Our Governance Instruments 4. Products > Our Sustainable Product Standard 4. Products > Consumer Health and Safety	
	GRI 3-3 Management of material topics	5. People > Our Employees 6. Partners > Engaging with our Partners 8. Annexes > III. "Our Employees" Tables 8. Annexes > V. Ensuring a Transparent Supply Chain	



Law 11/2018	GRI Standard	Report Section	Omission
<p>Results of these policies, with relevant non-financial key performance indicators that allow the monitoring and evaluation of progress and that promote comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each topic.</p>	<p>GRI 2-24 Embedding policy commitments GRI 3-3 Management of material topics</p>	<p>2. Our Sustainability Journey > Materiality Analysis 3. Governance > Our Governance Instruments 4. Products 5. People > Our Employees 6. Partners > Engaging with our Partners 8. Annexes > III. “Our Employees” Tables 8. Annexes > V. Ensuring a Transparent Supply Chain</p>	
<p>Main risks related to issues associated with the Group’s activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects in those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them pursuant to the national, European, or international reference frameworks for each subject. This should include information on the impacts that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium, and long term.</p>	<p>GRI 3-1 Process to determine material topics GRI 3-2 List of material topics GRI 3-3 Management of material topics</p>	<p>2. Our Sustainability Journey > Materiality Analysis 2. Our Sustainability Journey > Risk Management 8. Annexes > II. Risks</p>	
<p>Key non-financial performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. Standards that can be generally applied and that comply with the EC guidelines on this matter and the GRI standards will be used, and the national, European or international framework used for each matter must be mentioned in the report. The key indicators of non-financial results must be applied to each of the sections of the statement of non-financial information. These indicators must be useful, taking into account the specific circumstances and consistent with the parameters used in its internal risk assessment and management procedures. In any case, the information submitted must be accurate, comparable and verifiable.</p>	<p>GRI 2 General Disclosures, GRI 3: Material Topics and GRI Topic Standards</p>	<p>1. About Us > Company Overview and Global Reach 3. Governance 4. Products 5. People 6. Partners 7. Places 8. Annexes > I. Reporting Framework 8. Annexes > III. “Our Employees” Tables 8. Annexes > IV. “Environmental Management” Tables 8. Annexes > V. Ensuring a Transparent Supply Chain 8. Annexes > VI. Law 11/2018 and GRI Content Index</p>	



Law 11/2018	GRI Standard	Report Section	Omission
Environmental Aspects			
Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	GRI 2-23 Policy commitments GRI 2-25 Processes to remediate negative impacts	2. Our Sustainability Journey > Materiality Analysis 2. Our Sustainability Journey > Risk Management 3. Governance > Our Governance Instruments	
Environmental assessment or certification procedures.	GRI 3-3 Management of material topics	4. Products	
Resources dedicated to the prevention of environmental risks.		6. Partners > Engaging with our Partners 7. Places	
Application of the precautionary principle.		8. Annexes > II. Risks	
Provisions and guarantees for environmental risks.		8. Annexes > IV. “Environmental Management” Tables	
Pollution			
Measures to prevent, reduce, or remedy carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution.	GRI 3-3 Management of material topics	2. Our Sustainability Journey > Materiality Analysis 7. Places	We do not incur in noise and light pollution through our activities.
Circular Economy and Waste Management			
Measures for prevention, recycling, reusing, and other forms of waste recovery and disposal.	GRI 3-3 Management of material topics GRI 306-1 Waste generation and significant waste-related impacts	4. Products > Packaging 4. Products > Circular Stock and Waste Practices	Food waste is not considered a material aspect for the development of the Group's activity.
Actions to combat food waste.	GRI 306-2 Management of significant waste-related impacts	7. Places > Environmental Management	
	GRI 306-3 Waste generated	8. Annexes > IV. “Environmental Management” Tables	
	GRI 306-4 Waste diverted from disposal		



Law 11/2018	GRI Standard	Report Section	Omission
Sustainable Use of Resources			
Water consumption and water supply according to local constraints.	GRI 303-5 Water consumption	7. Places > Environmental Management	As we are not owners of the facilities in which we manufacture our products, we do not have data on water consumption and withdrawal from our supply chain.
Consumption of raw materials and measures taken to improve the efficiency of their use.	GRI 3-3 Management of material topics	4. Products > Our Approach to Product	
	GRI 301-1 Materials used by weight or volume	4. Products > Our Sustainable Product Standard	
	GRI 301-2 Recycled input materials used	4. Products > Packaging 8. Annexes > IV. "Environmental Management" Tables	
Energy consumption , direct and indirect. Measures taken to improve energy efficiency , use of renewable energies.	GRI 3-3 Management of material topics GRI 302-1 Energy consumption within the organisation	7. Places > Environmental Management	
Climate Change			
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces. Measures taken to adapt to the consequences of climate change. Reduction targets voluntarily set in the medium- and long-term to reduce GHG emissions and resources.	GRI 3-3 Management of material topics	7. Places	
	GRI 305-1 Direct (Scope 1) GHG emissions		
	GRI 305-2 Energy indirect (Scope 2) GHG emissions		
	GRI 305-3 Other indirect (Scope 3) GHG emissions		
	GRI 305-4 GHG emissions intensity		
Biodiversity			
Measures taken to preserve and restore biodiversity . Impacts caused by activities or operations in protected areas .	GRI 304-2 Significant impacts of activities, products and services on biodiversity	4. Products > Our Approach to Product 4. Products > Our Sustainable Product Standard	We do not operate in biodiversity protected areas.



Law 11/2018	GRI Standard	Report Section	Omission
Social Aspects			
Employment			
Total number and distribution of employees by gender, age, country and professional classification.	GRI 2-7 Employees GRI 3-3 Management of material topics	5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	
Total number and distribution of employment contract modalities .	GRI 2-7 Employees	5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	
Average annual number of permanent, temporary and part-time contracts by gender, age and professional classification.	-	5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	
Number of redundancies by gender, age and occupational classification.	-	8. Annexes > III. "Our Employees" Table	
Average salaries and their evolution disaggregated by gender, age and professional classification or equal value.	GRI 3-3 Management of material topics GRI 405-2 Ratio of basic salary and remuneration of women to men	8. Annexes > III. "Our Employees" Tables	
Pay gap.	GRI 3-3 Management of material topics GRI 405-2 Ratio of basic salary and remuneration of women to men	5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	
The average remuneration of directors and executives, including variable remuneration, meal allowances, indemnities , payment to long-term savings pension systems and any other payments disaggregated by gender.	GRI 2-19 Remuneration Policies GRI 2-20 Process to determine remuneration GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 405-2 Ratio of basic salary and remuneration of women to men	5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	
Implementation of labour disconnection measures .	GRI 3-3 Management of material topics	5. People > Our Employees	
Employees with disabilities .	GRI 405-1 Diversity of governance bodies and employees	5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	



Law 11/2018	GRI Standard	Report Section	Omission
Work Organisation			
Number of absentee hours .	GRI 3-3 Management of material topics GRI 403-9 Work-related injuries	8. Annexes > III. “Our Employees” Tables	
Measures aimed at facilitating the enjoyment of work/life balance and encouraging co-responsibility for it by both parents.	GRI 3-3 Management of material topics GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-3 Parental Leave	5. People > Our Employees 8. Annexes > III. “Our Employees” Tables	
Health and Safety			
Occupational health and safety conditions .	GRI 3-3 Management of material topics GRI 403-1 Occupational health and safety management system GRI 403-2 Hazard identification, risk assessment, and incident investigation GRI 403-3 Occupational health services GRI 403-4 Worker participation, consultation, and communication on occupational health and safety GRI 403-5 Worker training on occupational health and safety GRI 403-6 Promotion of worker health	5. People > Our Employees	
Accidents at work (frequency and severity) disaggregated by gender.	GRI 403-9 Work-related injuries GRI 403-10 Work-related ill health	5. People > Our Employees 8. Annexes > III. “Our Employees” Tables	We have not identified any occupational illness.
Occupational illness (frequency and severity) disaggregated by gender.			
Social Relations			
Organisation of social dialogue , including procedures for informing, consulting and negotiating with staff.	-	5. People > Our Employees	
Percentage of employees covered by collective bargaining agreements by country.	GRI 2-30 Collective Bargaining Agreements	5. People > Our Employees	
Assessment of collective agreements , particularly in the field of health and safety at work.	GRI 3-3 Management of material topics GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	5. People > Our Employees	



Law 11/2018	GRI Standard	Report Section	Omission
Training			
Policies implemented in the field of training .	GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes	3. Governance > Our Governance Instruments 5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	
Total number of training hours by professional category.	GRI 404-1 Average hours of training per year per employee	5. People > Our Employees	
Accessibility			
Universal accessibility for people with disabilities.	GRI 3-3 Management of material topics	5. People > Our Employees	
Equality			
Measures taken to promote equal treatment and opportunities for men and women.	GRI 3-3 Management of material topics	5. People > Our Employees	
Equality plans.	GRI 3-3 Management of material topics	5. People > Our Employees	
Measures taken to promote the employment, integration and universal accessibility of persons with disabilities.	GRI 3-3 Management of material topics	5. People > Our Employees 8. Annexes > III. "Our Employees" Tables	
Protocols against sexual and gender-based harassment .	GRI 3-3 Management of material topics	5. People > Our Employees	
The integration and universal accessibility of persons with disabilities.	GRI 3-3 Management of material topics	5. People > Our Employees	
Anti-discrimination and, where appropriate, diversity management policy .	GRI 3-3 Management of material topics	5. People > Our Employees	
Human Rights Information			
Application of human rights due diligence procedures.	GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments GRI 2-25 Processes to remediate negative impacts GRI 3-3 Management of material topics	3. Governance > Our Governance Instruments 6. Partners > Engaging with our Partners 8. Annexes > V. Ensuring a Transparent Supply Chain	
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress any abuses committed.	GRI 2-24 Embedding policy commitments GRI 2-25 Processes to remediate negative impacts GRI 3-3 Management of material topics GRI 414-2 Negative social impacts in the supply chain and actions taken	3. Governance > Our Governance Instruments 6. Partners > Engaging with our Partners 8. Annexes > V. Ensuring a Transparent Supply Chain	



Law 11/2018	GRI Standard	Report Section	Omission
Complaints about human rights violations .	GRI 2-26 Mechanisms for seeking advice and raising concerns	3. Governance > Our Governance Instruments	
	GRI 2-27 Compliance with laws and regulations	5. People > Our Employees	
	GRI 3-3 Management of material topics		
Promotion of and compliance with the provisions of the fundamental ILO conventions relating to respect for freedom of association and the right to collective bargaining.	GRI 2-23 Policy commitments	3. Governance > Our Governance Instruments	
The elimination of discrimination in employment and occupation , the elimination of forced or compulsory labour and the effective abolition of child labour .	GRI 2-23 Policy commitments	3. Governance > Our Governance Instruments	
	GRI 2-24 Embedding policy commitments	6. Partners > Engaging with our Partners	
	GRI 2-25 Processes to remediate negative impacts	8. Annexes > V. Ensuring a Transparent Supply Chain	
	GRI 3-3 Management of material topics		
Anti-Corruption and Bribery Information			
Measures taken to prevent corruption and bribery .	GRI 2-23 Policy commitments	3. Governance > Our Governance Instruments	During the 2024/2025 fiscal year, no cases of corruption or bribery have been detected.
	GRI 2-24 Embedding policy commitments		
	GRI 2-25 Processes to remediate negative impacts		
	GRI 2-26 Mechanisms for seeking advice and raising concerns		
	GRI 3-3 Management of material topics		
	GRI 205-2 Communication and training about anti-corruption policies and procedures		
Measures to fight against money laundering .	GRI 205-3 Confirmed incidents of corruption and actions taken		
	GRI 3-3 Management of material topics	3. Governance > Our Governance Instruments	
Contributions to foundations and non-profit entities .	GRI 205-2 Communication and training about anti-corruption policies and procedures		
	GRI 2-28 Membership associations	5. People > Our Communities 6. Partners > Our Strategic Alliances	



Law 11/2018	GRI Standard	Report Section	Omission
Information about Society			
Commitment to Sustainable Development			
Impact of the company's activity on employment and local development.	GRI 3-3 Management of material topics	5. People > Our Communities	
	GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	6. Partners	
Impact of the company's activity on local populations and territory.	GRI 3-3 Management of material topics	5. People > Our Communities	
	GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	6. Partners	
Relations maintained with local community stakeholders and the methods of dialogue with them.	GRI 2-29 Approach to stakeholder engagement	2. Our Sustainability Journey > Our Stakeholders	
	GRI 3-3 Management of material topics	5. People > Our Communities	
	GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	6. Partners	
Association or sponsorship actions.	GRI 2-28 Membership associations	5. People > Our Communities	
	GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	6. Partners > Our Strategic Alliances	
Subcontracts and Suppliers			
Inclusion of social, gender equality and environmental issues in procurement policy.	GRI 2-23 Policy Commitments	3. Governance > Our Governance Instruments	
	GRI 3-3 Management of material topics	6. Partners > Engaging with our Partners	
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility.	2-6 Activities, value chain and other business relationships	1. About Us > Our Business Model	
	3-3 Management of material topics	2. Our Sustainability Journey > Our Stakeholders	
	308-2 Negative environmental impacts in the supply chain and actions taken	3. Governance > Our Governance Instruments	
	414-2 Negative social impacts in the supply chain and actions taken	6. Partners > Engaging with our Partners	
		8. Annexes > V. Ensuring a Transparent Supply Chain	



Law 11/2018	GRI Standard	Report Section	Omission
Supervision and audit systems and results thereof.	3-3 Management of material topics	3. Governance > Our Governance Instruments	
	308-2 Negative environmental impacts in the supply chain and actions taken	6. Partners > Engaging with our Partners	
	414-2 Negative social impacts in the supply chain and actions taken	8. Annexes > V. Ensuring a Transparent Supply Chain	
Consumers			
Measures for the health and safety of consumers.	GRI 3-3 Management of material topics	4. Products > Consumer Health and Safety	
	GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
Complaint systems, complaints received and their resolution.	GRI 2-26 Mechanisms for seeking advice and raising concerns	5. People > Our Consumers	
	GRI 3-3 Management of material topics GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
Tax Information			
Profits obtained by country.	GRI 201-1 Direct economic value generated and distributed	3. Governance > Financial Information	
Income taxes paid.	GRI 207-1 Approach to tax	3. Governance > Financial Information	
Public subsidies received.	GRI 201-4 Financial assistance received from government	3. Governance > Financial Information	



VII. VERIFICATION

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ABOUT US

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OUR
SUSTAINABILITY
JOURNEY

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GOVERNANCE

04
PRODUCTS

05
PEOPLE

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ÜBERPRÜFUNG ■ VERIFICATION ■ CHÉQUE ■ VERIFICACIÓN ■ VERIFICAZIONE



VERIFICACIÓN

TÜV SÜD Iberia S.A.U. ha contrastado que

La memoria de sostenibilidad de 2024 de AWWG se ha elaborado conforme a las exigencias establecidas en la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad, así como en los **estándares de Global Reporting Initiative (GRI)**.

Para verificar esta información se realizó una Auditoría de Verificación, los días 11, 12 y 13 de junio de 2025, en modalidad telemática. En dicha Auditoría se pudo comprobar la veracidad de los datos incorporados al informe.

Para que así conste:

Auditora
Lucía Tenorio
IRO Product Manager

Auditor
Juan Naumann
Product Manager

Revisión
Victoria Gutiérrez
Business Line Manager



Lucía Tenorio Rodríguez

Madrid, 29/07/2025



Barcelona, 29/07/2025



Madrid, 29/07/2025

TÜV SÜD IBERIA S.A.U

En Madrid, a 29 de julio de 2025

AWWG

NON-FINANCIAL REPORT

2024/2025

FISCAL YEAR

