

A close-up, profile view of a woman with dark hair, looking upwards and to the right. She is wearing a light green, textured Triumph bra with a lace-like pattern on the underwire. A white zip-up top is partially visible over her shoulders. She is wearing large, multi-colored earrings. The background is a plain, light color.

Triumph

Sustainability Snapshots 2025

OUR HIGHLIGHTS

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In 2025, we continued to build momentum in our sustainability journey, guided by data, collaboration, and a clear understanding that meaningful progress takes time. While this year marked important steps forward, we view them as foundations rather than endpoints. The reality is that there is still a significant amount of work ahead of us. As expectations continue to rise across our industry, so do our own ambitions. Addressing complex environmental and social challenges requires constant learning, honest evaluation of our impact, and the willingness to adapt when progress is not fast enough. The years ahead will demand focus, effort, and accountability – and they will keep us busy. We welcome this responsibility. Lasting change is built through steady action, transparency, and shared commitment, and we remain determined to continue this work together with our teams, partners, and suppliers.

Vera Galarza, Global Head of Sustainability

10-Year Sustainability Strategy launched	SBTi Commitment confirmed	First Sustainability Report published
100 styles with LCA for product impact insights		34% of our global collection made with preferred materials
100% tier 1 & 2 suppliers monitoring	Bisphenol-free Strategy introduced	
ZDHC Signatory for safer chemicals	20% of EU styles with Digital Product Passport	

INTRODUCTION

This report summarizes our primary initiatives and achievements for 2025, with a more comprehensive and detailed report to be released in 2026. We have made notable progress in reinforcing our commitment to sustainability by prioritizing responsibility, transparency, and long-term value in our design, sourcing, and operations.

In 2025, we set a clear direction for the future by launching our first 10-year sustainability strategy, formalizing our SBTi commitment, and publishing our first Sustainability Report. We began shifting more of our collection toward lower-impact choices, with 34% of our products now made from preferred materials and 100 styles assessed through LCAs to better understand their footprint.

We also took steps to make our products safer and more transparent, introducing a bisphenol-free strategy and ensuring full monitoring of all tier 1 and tier 2 suppliers. As a ZDHC signatory, we're supporting cleaner production with fewer harmful chemicals, and 20% of our European styles now include a Digital Product Passport, giving customers clearer insight into what they buy.

Altogether, these initiatives represent our aim to build a more resilient and future-oriented business.



OUR SUSTAINABILITY

OUR FIRST 10-YEAR SUSTAINABILITY STRATEGY

At the heart of our *Fit the Future* sustainability strategy is a simple truth: everything we do impacts both the planet we depend on and the people who make our business possible. We recognize that our industry comes with significant environmental and social challenges, and we are committed to addressing them with honesty, curiosity, and responsibility. This strategy is our first 10-year sustainability strategy. Through *Fit the Future*, we are building a more resilient business with sustainability embedded in its model. By connecting our actions across planet, product, and people, we move closer

to the future we want to help create, the one that works better for everyone.

Every day, we push ourselves to learn more, question more, and improve how we operate, from the materials we select to the way we design products and collaborate with partners. To guide this effort, we have built a clear roadmap with measurable targets that ensure steady progress year after year. And as we move forward, we remain committed to transparency, keeping our stakeholders informed on our achievements and the challenges still ahead.

Climate Change

We are committed to reducing our climate impact by cutting greenhouse gas emissions across Scope 1, 2, and 3, and by accelerating the shift to renewable energy throughout our operations.

Our Commitments

Own Workforce

We are committed to protecting the well-being, dignity, and rights of every employee by fostering a safe work environment, eliminating gender-based disparities, and ensuring fair compensation across all roles.

Pollution

We are committed to tackling pollution with a science-led approach - by understanding microplastic emissions, ensuring chemical safety, and using industry best practice tools to monitor and improve environmental performance across our supply chain. emissions, increasing renewable energy use, and driving systemic change.

Resource Use and Circular Economy

We are committed to making circularity the foundation of our product and packaging systems, setting clear, measurable targets that reduce waste, increase recyclability, and extend product longevity to minimize our environmental footprint.

Workers in the Value Chain

We are committed to protecting the dignity, rights, and well-being of every worker in our value chain by promoting safe workplaces, fair compensation, and responsible partnerships from raw material to finished product.



OUR FIRST SUSTAINABILITY REPORT

This year, we prepared our first publicly available report in preparation for the CSRD compliance. What started as a trial quickly turned into a valuable experience. As frameworks evolved, we learned to adapt, and through close collaboration with teams across the company, we discovered that sustainability extends far beyond our own department. These insights provided a strong foundation for future reporting.

Seeing our work documented, clearly connected to our strategy, and shared publicly, has been both motivating and reassuring. This report demonstrates our dedication to transparency and accountability, our stakeholder engagement through double materiality, and our efforts to present an honest overview of our environmental and social impacts. It is more than just a report; it is a narrative of how our entire business supports our sustainability objectives. Our complete Sustainability Report is available on our corporate website.

Check out our report on Triumph corporate website.

PLANET

Science-based Target Initiative (SBTi) commitment on greenhouse gases reduction

For those familiar with our journey, it's evident that sustainability has long been part of our core values. However, accurately measuring our impact and establishing a definitive carbon footprint only commenced in 2023. Currently, with an official pledge to the Science Based Targets initiative (SBTi) in mid-2025, it's impressive how much progress we've made in such a short period.

Joining SBTi, a globally recognized framework supported by Carbon Disclosure Project (CDP), the UN Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF), signifies that we are

aligning our goals with the Paris Agreement and basing our climate efforts on scientific principles. Having set a 2023 baseline, we've developed a decarbonization roadmap and committed to reducing our scope 1, 2, and 3 emissions by 63% by 2035.

What initially was an earnest desire to do the right thing has evolved into a well-defined, science-driven pathway for impactful climate action.

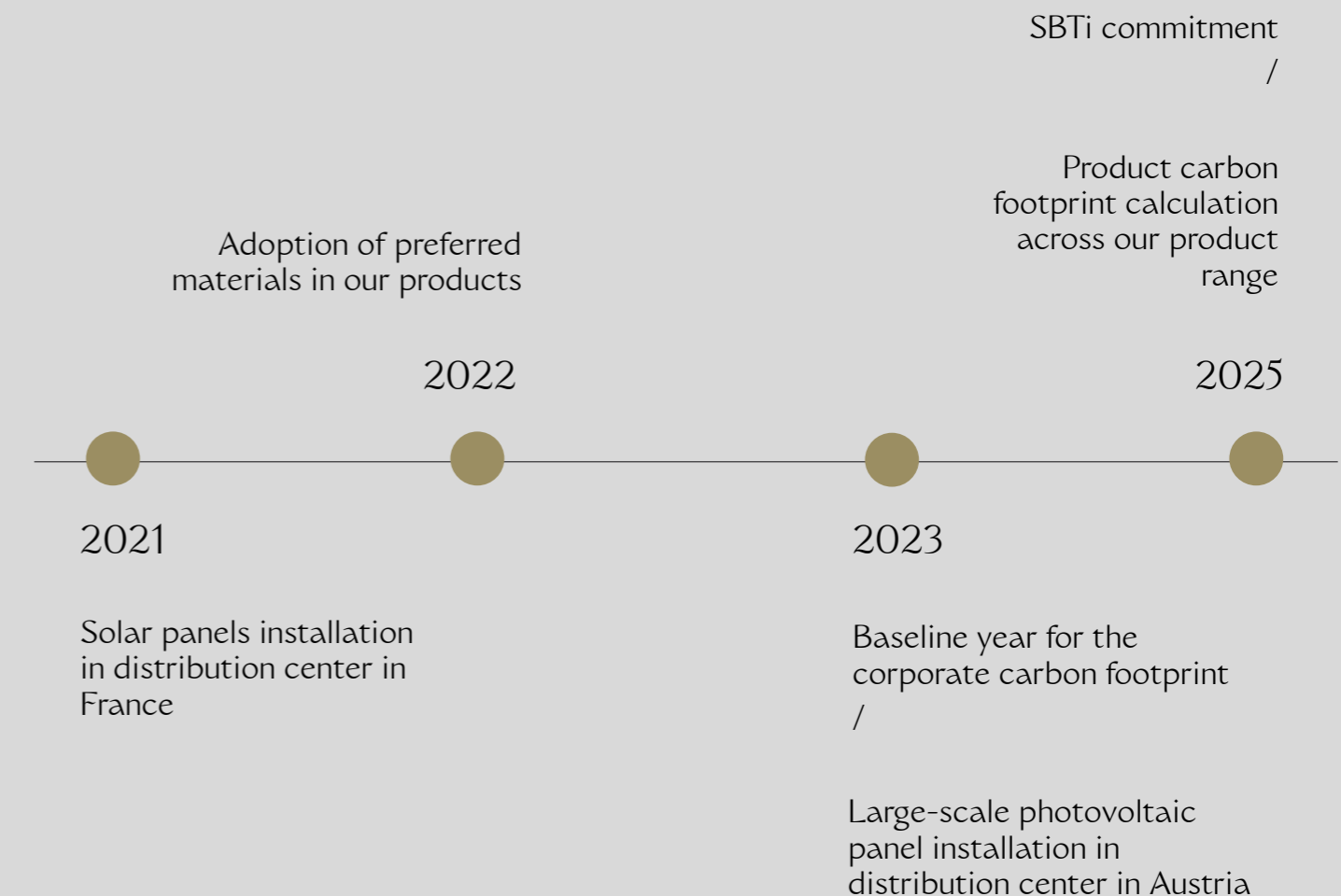
The photovoltaic panels in our distribution center in Austria.



Sustainability Snapshots 2025



Our key initiatives to reduce our carbon emissions over the years:





57%

of our key component suppliers with wet processing covered by MRSL* in 2025.

*ZDHC, Bluesign, Step by OekoTex

SIGNATORY OF ZERO DISCHARGE OF HAZARDOUS CHEMICALS (ZDHC) TO STRENGTHEN CHEMICAL MANAGEMENT

Joining the Zero Discharge of Hazardous Chemicals (ZDHC) community as a Signatory Friend in July was a simple step with a significant impact. Many of our partners, especially in wet processing, were already active in ZDHC, so aligning with them allows us to work together more effectively and improve areas that need attention.

Chemicals are involved in every stage of textile production, and improper use can harm people and the environment. By joining ZDHC, we strengthen our commitment

to safer chemistry, improved wastewater quality, and increased transparency.


We already have strong chemical management practices, including our Restricted Substances Policy and Restricted Substances List (RSL), and we have now added the Manufacturing Restricted Substance List (MRSL) to our Global Quality Manual to further support supplier compliance. This collaboration brings us closer to cleaner, safer production across our supply chain.

BISPHENOL-FREE STRATEGY 2030 FOR SAFER PRODUCTS

Some time ago, we were mentioned in an article about bisphenols, which was not a just representation given our long-standing compliance with international standards and our history with OEKO-TEX since 1993. The reality is that numerous types of bisphenols exist, along with various testing methods, and this incident prompted us to take further steps. Instead of simply complying with standards, we chose to eliminate bisphenols entirely.

Our Bisphenol-Free Strategy 2030 lays out this commitment to eliminate all bisphenols, including BPA, BPS, BPF, and BPAF, from our products by 2030. We began by mapping

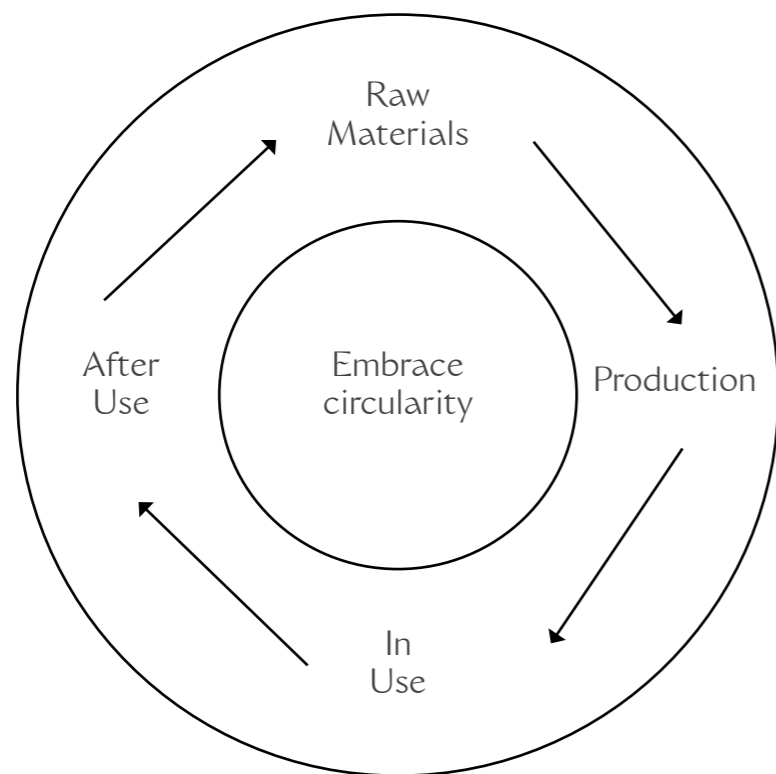
where bisphenols appear in our supply chain and prioritizing the areas with the highest impact. By 2026, we aim to achieve major reductions through supplier collaboration and strict testing. These requirements are being integrated into our contracts, audits, and product development. Ongoing quality checks and testing will ensure compliance. By 2030, all our products will be fully bisphenol-free, going beyond compliance, strengthening consumer safety, and positioning us as a leader in responsible chemical innovation.



Chemical management has always been our priority.

PRODUCT

ADVANCING CIRCULARITY THROUGH OUR CIRCULAR DESIGN PRINCIPLES PLAYBOOK



Circularity doesn't follow a single path. After thorough research and many discussions, we realized we needed our own guiding framework. We've been practicing circular methods for years, but now we aim to measure our progress and define clear milestones. Some aspects, like selecting preferred materials, ensuring durability, and using less impactful manufacturing, are fairly simple. Others, such as reselling, repairing underwear, or recycling complex blends, are more challenging. However, this framework keeps us accountable and encourages continuous improvement. That's why we developed our Circular Design Principles Playbook, which turns our long-term vision into practical guidelines for design, materials, development, and procurement. It is based on

four principles: eliminating waste, choosing better materials, extending product life, and designing for circular systems. It helps teams make better decisions from the beginning.

We trained our teams in design, materials, product development, and procurement to incorporate these principles into their routine. Integrating circularity into our tools and processes, the Playbook represents a significant move toward creating products that last longer, require fewer resources, and integrate more seamlessly into circular systems.

IMPROVING OUR PRODUCT THROUGH TRANSITIONING OUR STYLES TO PREFERRED MATERIALS

At the heart of our sustainability commitment lies a clear vision: to reduce the environmental impact of our products. Using preferred materials has been a key part of our sustainability journey since 2021. Our material transformation isn't just a goal; it's a process. At the end of each season, we assess data on our use of preferred materials.

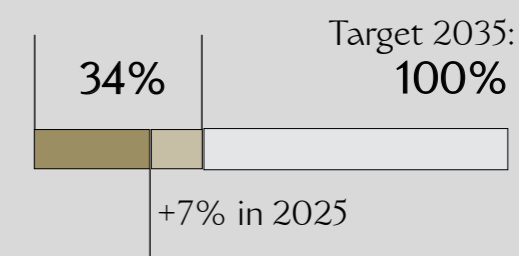
These insights help us refine our approach and track our progress toward an ambitious target: ensuring 80% of our collections incorporate preferred materials by 2030.

Our goal for 2025 was to have 60% of our new global collections made with preferred materials. In our 2025 collection, we achieved 46% of our new global products, with European styles at 83%, Asian styles at 28%, and Japanese styles at 10%. By enhancing our selection of preferred materials during the design phase, we expanded our focus from just new collections to our entire product line, demonstrating our commitment. As a result, 34% of our overall global collection is now made with preferred materials. Our European styles account for 52%, while Asian and Japanese styles account for 20% and 9%, respectively. This broader focus has a greater impact because it targets our entire collections, including our bestsellers, which have a greater impact than seasonal new products alone. This shift in focus reinforces our commitment to reducing the environmental impact of our products.



We transitioned SLOGGI DOUBLE COMFORT to organic cotton in Europe in 2025

Our products adhere to circular design principle - status 2025:

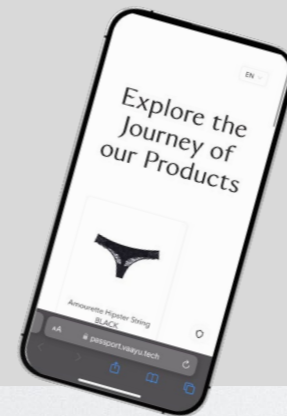


PRODUCT LIFE CYCLE ASSESSMENTS (LCAS) SYSTEMICALLY ASSESS PRODUCT IMPACTS

This marks the start of an exciting initiative that could enhance all our activities, and we are optimistic that the evolving data and methods will keep supporting companies like ours. In 2025, we completed Life Cycle Assessments (LCAs) for 100 product styles using the Product Environmental Footprint Category Rules (PEFCR), giving us a better understanding of our impacts throughout the entire product lifecycle.

PEFCR ensures our results are consistent, comparable, and aligned with upcoming European standards. These LCAs identify where our largest impacts happen, guiding us in making smarter choices in design, materials, and sourcing. They also lay a solid groundwork for future regulations, transparent reporting, and communication with customers.

Moving forward, we will incorporate these insights into daily product development, broaden our scope, update data annually, and use the findings to continuously improve eco-design and reduce impacts.



Explore our product digital passport with a simple scan.

100 LCA completed across product categories.

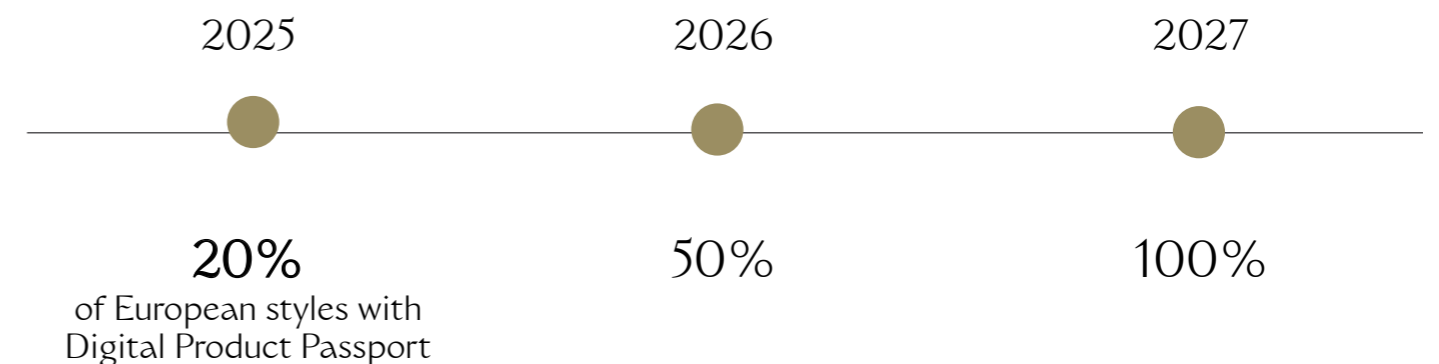


ENHANCING TRANSPARENCY THROUGH DIGITAL PRODUCT PASSPORT

Following the success of last year's pilot program with the Amourette collection, we have significantly expanded our Digital Product Passport (DPP) initiative this year and now cover 20% of our current European styles across both Triumph and sloggi collections.

A Digital Product Passport (DPP) offers consumers detailed insights into a product's history. It serves as a digital record outlining the materials, components, origins, and environmental footprint of the product. The key goal of a DPP is to enhance transparency, traceability, and sustainability within supply chains by providing stakeholders, such as consumers, manufacturers, and recyclers, with easy access to accurate product information. Each DPP traces a product's complete journey, from raw materials to finished garment, providing consumers with detailed information. With a simple scan or click, the DPP provides:

- Where the garment was made and the origin of the materials
- Material composition and sustainability attributes
- Manufacturing processes
- Environmental impact data *(where available)*
- Packaging details



We provided our consumers with a clearer understanding of our product standards by prominently displaying sustainability information on our e-commerce platform. Additionally, we introduced specialized product filters that help customers easily find items that match their values, such as organic materials, recycled content, and certifications from recognized sustainability organizations. This initiative not only improves their shopping experience but also encourages informed purchasing choices.

PEOPLE

ADAPTATION OF THE BUSINESS PARTNER CODE OF CONDUCT

In 2025, we updated and strengthened our Code of Conduct for Business Partners to better reflect evolving sustainability standards, regulatory demands, and global ethics benchmarks. Given the complexity of our supply chain and the increasing demand for accountability from stakeholders, it is vital that our principles on human rights, environmental safeguards, and responsible business practices align with the latest best practices. The revised Code of Conduct (CoC) clarifies expectations around labor rights, environmental impact, and due diligence, providing our partners with a clearer

understanding of responsible production today. It promotes consistent compliance within our supply chain, mitigates risks, and underlines our dedication to transparency and integrity. We have already embedded these new requirements into our monitoring processes, are tracking progress more effectively, and are assisting our partners in meeting standards. Ultimately, this ensures that the CoC serves not only as a document but as a foundation for ongoing improvements in our supply chain management.

EXPANSION OF SUPPLIER MONITORING AND EVALUATION

In 2025, we completed the expansion of our social and environmental monitoring program to cover all direct fabric suppliers, ensuring full inclusion of both tier 1 (finished goods) and tier 2 (materials) partners. This milestone reflects our ongoing commitment to responsible sourcing and strengthens our ability to identify and address supply chain risks. Bringing these suppliers up to the required standards is essential to ensure

that all materials used in our products are produced under safe and fair conditions. The expansion not only improves transparency but also creates a more robust foundation for compliance, due diligence, and alignment with upcoming regulatory expectations. By actively engaging with our tier 1 and tier 2 partners, we continue to strengthen supply chain resilience and reinforce our commitment across all stages of production.



Sustainability Snapshots 2025

LOOKING AHEAD



These accomplishments go beyond just completing projects; they demonstrate a cohesive effort to embed sustainability throughout our entire value chain. As regulations change and stakeholder expectations increase, we remain dedicated to sustaining this progress by enhancing collaboration with our partners, leveraging data to inform our decisions, and making ongoing improvements to our products and practices. Our current achievements are just the start. With a defined strategy, stronger systems, and shared commitment among our teams and partners, we are positioned to create significant impact and foster a more sustainable future for our business and the communities we serve.

Thank you for being part of this incredible journey. Reach out to us at sustainability@triumph.com if you have any questions.