



D__b__TM

2023 Responsibility Report

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Chapter 1

Introduction

Letter from our CEO

Dear Reader,

Welcome to the 2023 Db Responsibility Report. We are proud to have achieved our B Corp certification this year, marking a significant milestone for our company and setting the stage for even more ambitious goals to transform our business to make a positive impact on the environment and society.

Our employees are the foundation of our sustainability efforts and in 2023, we fostered an inclusive and diverse workplace, implemented energy-efficient practices, and promoted health, safety, and professional development. These initiatives reflect our dedication to minimizing our environmental footprint while enhancing employee well-being. We ensure our materials are sourced ethically and designed for a minimized impact, while focusing on waste reduction, resource conservation, and emissions reduction. We collaborate with our suppliers to ensure fair labor practices, safe working conditions, and respect for human rights. We focus our efforts on product and also service suppliers, particularly those in sectors identified as risky. Transportation plays a significant role in our environmental impact. We have adopted clear measures and targets to reduce the carbon footprint of our logistics.

We acknowledge the challenge of balancing growth with responsible practices. By collaborating with like-minded organizations, we aim to transform our business model and inspire our peers to use resources responsibly and respect human rights throughout the supply chain.

We welcome the European legislative framework for reporting, positioning Europe as a leader in the race to maintain a habitable planet. This year, we aligned our report with the Corporate Sustainability Reporting Directive and the European Sustainability Reporting Standards, providing greater transparency into our progress, challenges, and plans. We invite you to explore and challenge us on our initiatives that reflect our efforts to embed sustainability principles into our operations.

We believe we are better equipped than ever to transition Db into a business that considers all stakeholders including people and the planet, and not only our shareholders.

Sincerely,
Richard Collier
CEO, Db Equipment AS

Our business

Db was founded in Norway by engineer Truls Brataas and freeski legend Jon Olsson. Their goal was simple – to redefine travel gear and enable meaningful journeys. Today, we're still independently owned and spend our days designing backpacks, bags, luggage, and accessories for the creative outdoors.

After over a decade in the game, we're proud to have several awards to our name. These include four Red Dot design awards, six Gazelle awards following exponential growth, multiple ISPO design awards and Truls was a recipient of the International Ernst & Young Entrepreneur of the year award. Our team of 60 people is located across our headquarters in Oslo, Norway and our Media House in Stockholm, Sweden.

Our perspective

At Db, we believe that progress takes place when we journey out into the world. Cultures, people and experiences trigger new perspectives, inspiration and understanding. Yet, we do acknowledge travel as the conflict we wrestle with. We seek to enable better journeys through design, improving our footprint as we go and ensuring people leave us better than when they found us.

We create purposeful products that will stand up to the journeys they're designed to undertake year after year. Our design philosophy is based on durability, timeless aesthetics, versatile functionality and minimized impact. We understand that no brand can claim to be truly sustainable, and we are only experimenting with circular business models, but it won't stop us from playing our part in combating the challenges posed by climate change and social cleavage.

We believe in science-based decisions, industry-recognized certifications, and thorough sourcing processes to select the best materials and work with the best suppliers. This is how we optimize the impact that our products have on the environment and the communities involved in their manufacturing. We know this is something we need to take one step at a time but will be doing so with a sense of urgency.

Chapter 2

ESRS 2 General disclosures

2.1

Basis for Preparation (BP)



General basis for preparation of sustainability statements BP-1

The consolidated sustainability statements are prepared on the basis of the sustainability statement of Db Equipment AS and its subsidiaries – collectively referred to as Db – for the fiscal year 2023.

The data is consolidated according to the same principles as the financial statements. Thus, the consolidated quantitative ESG data comprises the parent company Db Equipment AS and subsidiaries controlled by Db Equipment AS. Consolidation of all quantitative ESG data follows the principles above, unless otherwise specified in the accounting policy placed next to each reported data point. The sustainability statements include material information related to impacts, risks and opportunities in Db’s upstream and downstream value chain.

The value chain covers the complete supply chain of Db from raw material extraction to finished goods production, transportation, warehousing, distribution to customers and end-consumers, as well as usage and end of life. It also covers service suppliers and their activities related to services delivered to Db, as well as our own operations. No specific piece of information has been omitted to protect intellectual property, know-how or the results of innovation.

This report is designed to follow the Corporate Sustainability Reporting Directive (CSRD) and the structure of the European Sustainability Reporting Standards (ESRS). Db anticipates being required to report according to the CSRD from financial year 2025. While we strived to report currently available information as per the ESRS to prepare for compliance, not all data points are available in 2023 and are therefore omitted. The sustainability statements are therefore not fully compliant with the CSRD yet.

Our sustainability statements are available publicly on our [Responsibility webpage](#). Any reasonable questions relating to our sustainability statements or the responsibility work at Db can be directed to dobetter@dbjourney.com and will be answered within 3 weeks of reception.

Disclosures in relation to specific circumstances BP-2

Value chain estimations

We have been calculating our greenhouse gas (GHG) emissions since 2019 using a mix of estimated data and primary data collected from our suppliers and employees. Those datapoints are reported in E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions. For the calculation of product impact, we rely on the product tools from Worldly (formerly Higg Index), using the Material Sustainability Index (MSI Methodology and Data Version 3.7, last updated December 2023) and the Product Module (PM version 1.0). For the calculation of other impacts, we rely on a service provider – 2050 Consultancy – to provide the relevant and up-to-date emission factors necessary for our calculations. We complete estimated data with primary data collected from our partners and employees connected to energy and water usage during production, transportation, warehousing, and own operations. This data is collected through our own reporting template (shared with all members of STICA) or via the Worldly Facility Environmental Module (FEM). In 2023, 85% of our total emissions were measured, 14% were calculated by our transportation suppliers, and 1% was estimated.

We strive to progressively increase the share of primary data collected every year by onboarding more suppliers onto our reporting tools, thereby increasing the accuracy of the reported data and decreasing our reliance on estimated data.

Sources of estimation and outcome uncertainty

The quantitative metrics and monetary amounts disclosed in this report that are subject to a high level of measurement uncertainty are detailed in the following disclosure requirements.

- E3-4 Water consumption: We collect primary water consumption data from our key suppliers during production, transportation, warehousing, and own operations. This data is collected through our own reporting template or via the Worldly Facility Environmental Module (FEM). We do not have a reliable way to aggregate that data with estimated data, therefore we record that input for monitoring the evolution with specific suppliers rather than generating an overall water consumption estimation for our entire value chain. Until we improve our way of collecting water data in our value chain, we rely on the output of the Worldly Material Sustainability Index (MSI Methodology and Data Version 3.7, last updated December 2023) and the Product Module (PM version 1.0) to calculate figures related to water consumption. Our plan for the coming years is to increase the availability of data in our upstream value chain and to find partners to ensure data quality for this reporting in the same way as we work with energy reporting.
- E2-4 Pollution of air, water and soil also contains references of water consumption and water pollution estimations based

on the same calculations made in E3-4. Some of the findings are also mentioned in E2-2 Actions and resources related to pollution.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements
Information stemming from the Norwegian Transparency Act is included in the disclosures related to S2 Workers in the value chain. To avoid mixing up the application of this standard with the requirements from ESRS, Db has issued a separate report related to the Norwegian Transparency Act legislation, linked from this report.

We applied the framework from the Norwegian legislation to perform our value chain due diligence and use those findings in this report, in particular S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.

Use of phase-in provisions in accordance with Appendix C of ESRS 1
In the absence of a revised double materiality analysis in 2023, Db has taken the assumption that all ESRS topics are material. However, due to the lack of concrete information available on our operations’ impact on biodiversity and ecosystems and on affected communities, we have decided to omit the reporting against ESRS E4 and S3 during 2024 and provide a summary under the corresponding sections. Biodiversity preservation had been identified as a topic of lower significance in our 2022 materiality analysis. This will however be reassessed during 2024 once we have conducted our double materiality analysis. Affected communities were not identified as a significant topic during our stakeholder engagement in 2022, and there was therefore no further analysis performed about that topic.

→ E4 Biodiversity preservation
Our business model and strategy aim at preserving biodiversity and ecosystems through reducing our reliance on fossil fuel extraction and usage, and through limiting the usage of harmful chemicals in our supply chain.

We use only synthetic fibers and materials in our products, of which 71.3% are recycled (in total purchased volume across all material categories). The destruction of natural habitats for fossil fuel extraction to produce synthetic materials (oil) and for heating water during textile production (coal) is one of the main impacts Db has on biodiversity and ecosystems. We are currently investigating projects aimed at conversion of coal

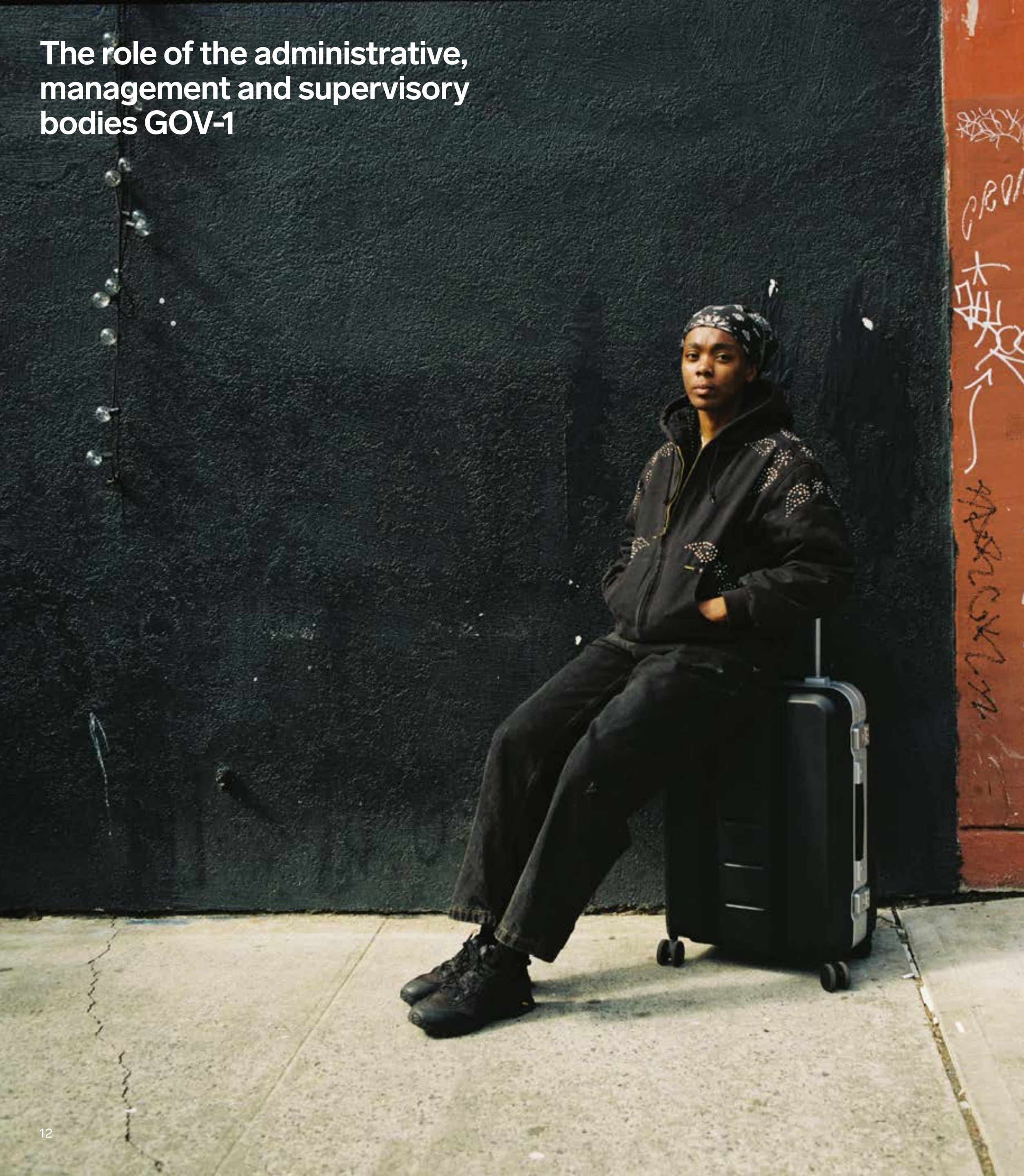
boilers to electrical or biomass boilers among our tier-2 suppliers. The exploitation of freshwater resources for textile dyeing and treatment can result in waterway pollution through chemical runoff and nonbiodegradable liquid waste, which in turn can have dramatic consequences on biodiversity. Our Do Better roadmap contributes to eliminating chemicals from our products, either through certification (e.g. bluesign, Oeko-Tex™), substance phase out (which is already complete for PFC and PVC), or increased use of dope dyed yarns. We also drive progress by enforcing our Restricted Substance List within our supply chain to prevent the use of harmful chemicals in our products or the processes involved in their production. We haven’t implemented metrics specific to those matters and the improvements we aim to implement within this area are identified, monitored and mitigated through actions listed in the following topics: Climate change (ESRS E1), Pollution (ESRS E2), Water and Marine resources (ESRS E3).

→ S3 Affected communities
We have mapped out related impacts, risks and opportunities within Workers in the value chain (ESRS S2) and Consumers and end-users (ESRS S4). We have identified and described impacts in S2 and S4 that are relevant for the communities related to our supply chain operations but decided to keep the focus on S2 and S4 to avoid repetition in S3. We acknowledge that through our operations and the workers in our supply chain, we have an impact on the communities reliant on the income of those workers and the effects can be categorized both as positive (for example our business model contributes to economic value generation among those communities) or negative (for example workers are incentivized to migrate from their home region to more industrialized regions to access jobs with higher wages and provide for their communities back home).

2.2

Governance (GOV)

The role of the administrative, management and supervisory bodies GOV-1

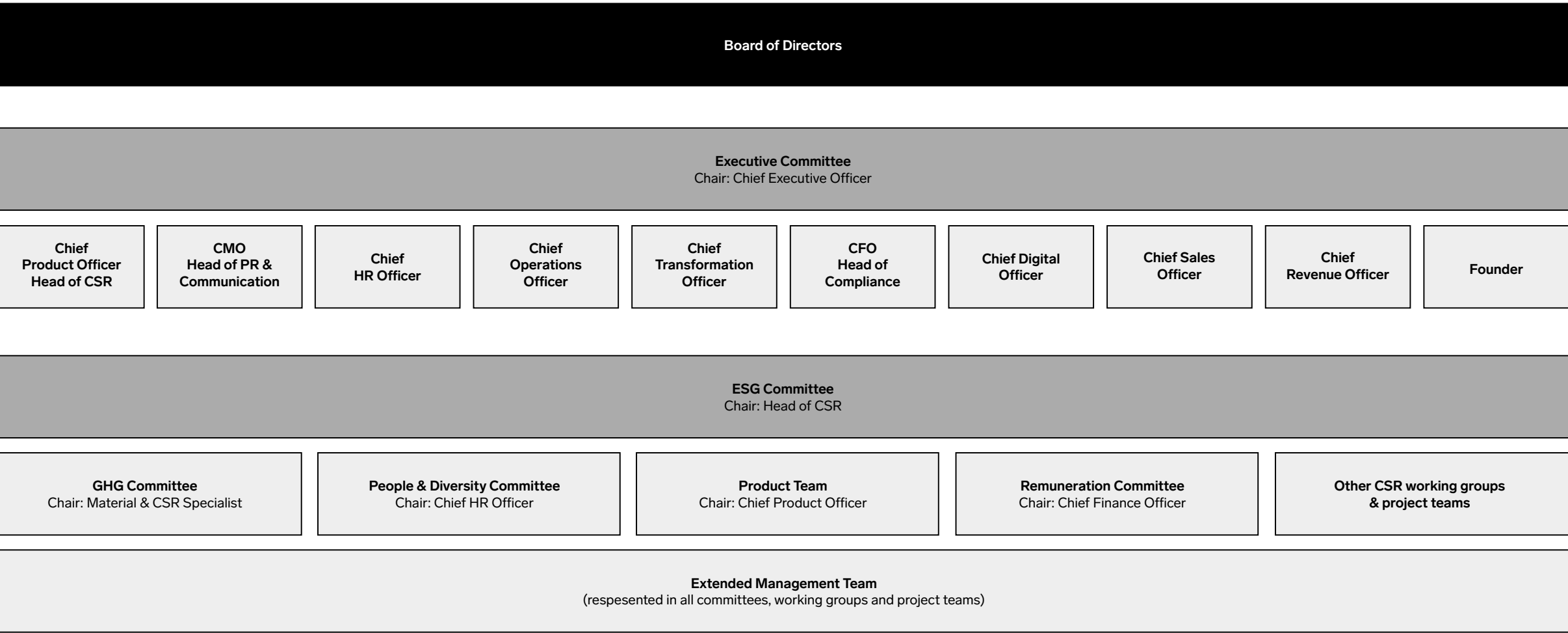


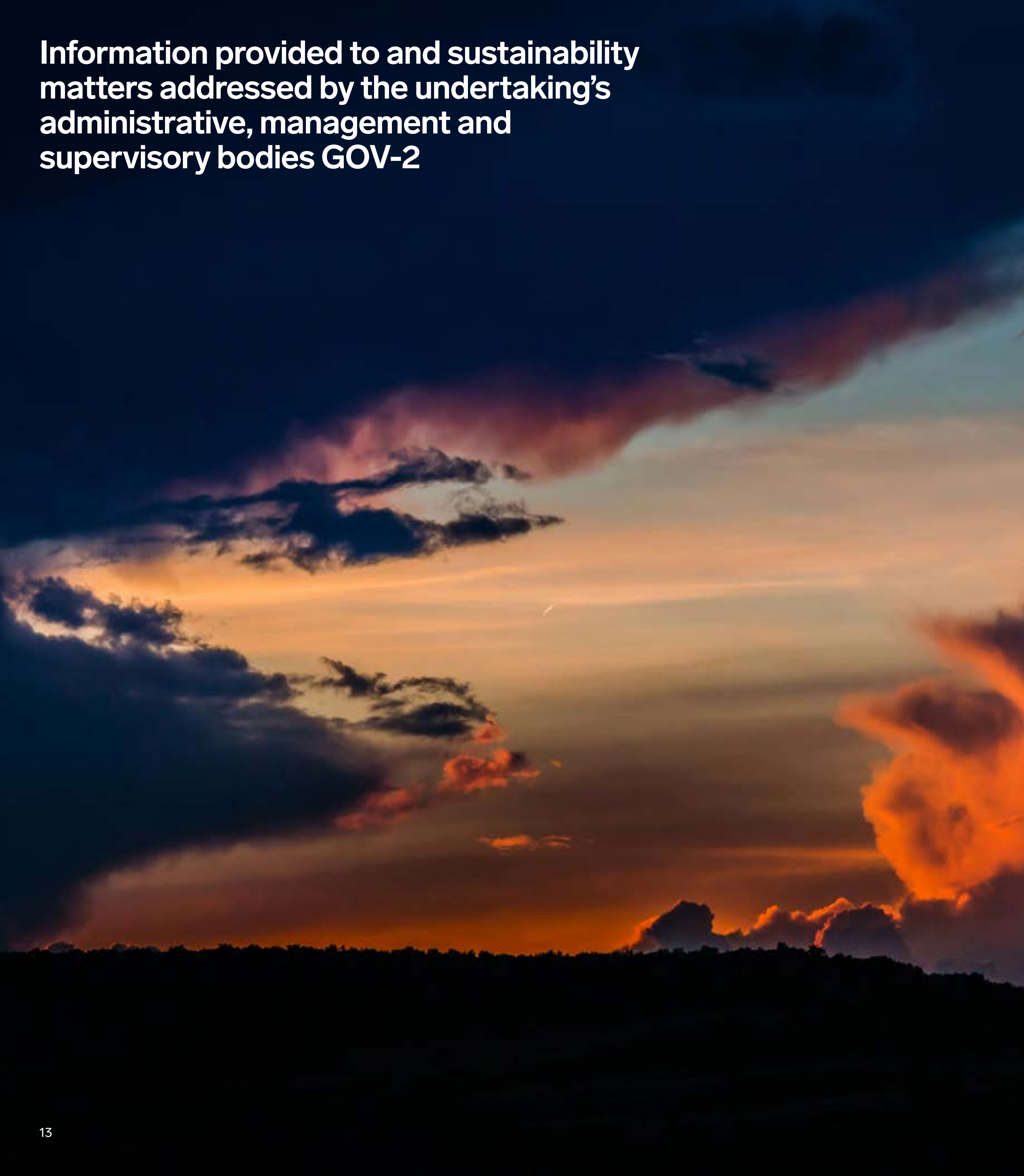
The Executive Committee undertakes the operational management of Db, whereas the Board of Directors determines the overall company strategy and acts as a sounding board to the Executive Management including Environmental, Social and Governance (ESG). Oversight of Db’s work within ESG, including impacts, risks and opportunities is anchored within the Board of Directors. In this report, we will refer to Db’s administrative, management and supervisory bodies as a whole or as two separate entities depending on the context: the Board of Directors and the Executive Committee. The Executive Committee undertakes the operational management of Db, whereas the Board of Directors advises on the overall company strategy and acts as a sounding board to the Executive Committee.

The Board of Directors consists of one executive member and six non-executive members. There is one employee representative on the Board of Director elected by Db’s employees for a mandate of two years. The gender ratio is 14% female / 86% male (1 woman, 6 men) and 29% of the board is made of independent non-executive board members. The entire board has strong experience and skills in the conduct of business leadership within our industrial sector and in the geographical areas where Db operates and commercializes its products. Experience and skills within sustainability matters have not been clearly identified during 2023, however recruitment is planned during 2024 to bring on specific competence within that area.

Management’s role in the governance processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities is delegated to the Head of CSR and the Chief HR Officer. All CSR related matters are delegated within various areas of the organization, rather than centralized in a single team. For that reason, CSR responsibilities are integrated in and spread throughout the organization and are an essential part of each department’s operations. In addition, we work across the company in specific working groups or projects, or within committees. We are also organized to support our employees with an Employee representative, HSE representative, and the People Committee and Remuneration Committee chaired by the Chief HR Officer. The Executive team consists of 10% women, 90% men (1 woman, 9 men) while the Extended Management team consists of 36% women and 64% men (8 women, 14 men). More details about diversity metrics in the company and more specifically administrative, management and supervisory bodies are given in S1-9 Diversity metrics.

The oversight over the Head of CSR is exercised through bi-yearly reporting to the Board of Directors. The Head of CSR reports directly to the Chief Executive Officer of Db, who reports to the Chairman of the Board of Directors. The setting of targets related to material impacts, risks and opportunities is also delegated to the Head of CSR and the Chief HR Officer. Targets setting and progress towards them are set together with representatives of each department at Db and reviewed within the Executive Committee quarterly.





Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies GOV-2

The Board of Directors is informed bi-yearly by the CEO and the Head of CSR about impacts, risks and opportunities. Without a double materiality analysis conducted during 2023, we didn't establish a process with the Board of Directors to integrate impacts, risks and opportunities when overseeing the company's strategy, making decisions on major transactions, assessing risks, including considerations to trade-offs associated with those impacts, risks and opportunities. We plan to integrate those considerations and roll out a new process to the Board of Directors in 2025.

Sustainability matters – whether material or not – are discussed on an ongoing basis within the Executive Committee and we will implement a yearly process to review impacts, risks and opportunities from 2024. The ESG Committee has been created in 2023. It is composed of the Executive Committee and the CSR Specialist (role reporting to the Head of CSR) and gathers monthly to address existing and new matters and secure cross-functional progress on all the open topics.

Db's Board of Directors approved at the end of 2022 to update the company's Articles of Association to consider the impact of its decisions not only on shareholders, but also on its employees, customers, suppliers, the community, and the environment. The change of our Articles of Association is planned for 2024 once legally approved in the Norwegian legislation.

A photograph of a person surfing on a wave at sunset. The sky is a warm orange and yellow. In the foreground, the back of a person's head and shoulders are visible, looking out towards the ocean. The surfer is in the middle of a wave, creating a splash of white water. The ocean is calm with small waves in the foreground.

“I am personally committed and proud of Db’s continuous efforts in environmental, social, and governance matters. As we strive to become a more responsible business, the board will continue to challenge the organization to continue investing and innovating with the ambition to make a positive impact on the planet and people.”

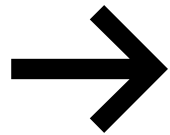
Christian Stabell Eriksen
Chairman of the Board of Directors

Statement on due diligence GOV-4

Core elements of due diligence	Section in Db’s sustainability statements
Embedding due diligence in governance, strategy and business model	<ul style="list-style-type: none">– ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies.– ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes.– ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model.
Engaging with affected stakeholders in all key steps of the due diligence	<ul style="list-style-type: none">– ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies.– ESRS 2 SBM-2 Interests and views of stakeholders.– ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities.– ESRS 2 MDR-P Policies adopted to manage material sustainability matters.– Topical ESRS reflecting on the different stages and purposes of stakeholder engagement throughout the due diligence process.
Identifying and assessing adverse impacts	<ul style="list-style-type: none">– ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities.– ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model.
Taking actions to address those adverse impacts	<ul style="list-style-type: none">– ESRS 2 MDR-A Actions and resources in relation to material sustainability matters.– Topical ESRS reflecting the range of actions, including transition plans, through which impacts are addressed.– E1-1 Transition plan for climate change mitigation.– E4-1 Transition plan on biodiversity and ecosystems.– E4-4 Targets related to biodiversity and ecosytems.– E5-2 Actions and resources related to resource use and circular economy.– E5-4 Targets related to resource use and circular economy.– S1-2 Processes for engaging with own workers and workers representatives about impact.– S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns.– S2-1 Policies related to value chain workers.
Tracking the effectiveness of these efforts and communicating	<ul style="list-style-type: none">– ESRS 2 MDR-M Metrics in relation to material sustainability matters.– ESRS 2 MDR-T Tracking effectiveness of policies and actions through targets.– Topical ESRS reflecting metrics and targets.– E1-4 Targets related to climate change mitigation and adaptation.– S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.– S2-1 Policies related to value chain workers.

Partnerships

We are strong advocates of joining forces to accelerate and increase our transformation to a more responsible business. Therefore, we work with industry partners and subject-matter experts to improve our Do Better roadmap, identify and manage projects, and measure our ESG performance.



STICA – Scandinavian Textile Initiative for Climate Action – is an organization of textile companies focusing essentially on carbon footprint reduction. Through STICA, we participate in the China working group, co-chair the Vietnam working group, and are actively engaged in the decarbonation projects together with the EOG – European Outdoor Group.



SFA – Sustainable Fashion Academy – and their Learning & Innovation Network help us stay on top of compliance matters and upcoming legislation, in particular within the European Union.



SAC – Sustainable Apparel Coalition – is the provider of the Higg Index suite of tools (which was rebranded in 2023 to Worldly) that help us map out the theoretical environmental impact of our materials and products, and make educated choices during material and product sourcing. In 2022, we are the first brand (according to Higg) to have mapped 100% of our products in the Higg Index product tools.



Vandre is our partner for re-commerce and repair solutions, with operations across Norway, Sweden and Denmark in 2022.



Textilimportörerna is a Swedish industry organization that supports textile brands with specific competence within chemicals, labeling, and product classification. They are providing the foundation for our Restricted Substance List.



2050 Consultancy is our new partner replacing Endrava for the annual calculation and reporting of our greenhouse gas emissions, as well as consulting on science-based target setting.



Corporate Good is supporting us within all initiatives related to the B Corp certification project, as well as on compliance matters in Norway such as the Norwegian Transparency Act.

Risk management and internal controls over sustainability reporting GOV-5

Db's sustainability reporting is based on internal controls, in-house expertise of the textile value chain and third-party quality assurance support to ensure completeness, integrity and documentation of data reported. When the availability or accuracy of upstream and / or downstream value chain data is not assessed as high enough, we use estimates based on industry data and internationally recognized databases and research findings. All datapoints are reviewed, compared to previous periods and checked against expected results to assess validity.

Because we have spent most of our effort on reporting on GHG emissions since 2019, we have high confidence in the disclosures related to climate change. GHG emission data is reported in accordance with the GHG Protocol (see BP-2 Disclosures in relation to specific circumstances for more details) and Db uses external assistance to calculate and verify GHG emissions through 2050 Consultancy.

We plan to diversify our focus to other environmental and social matters from 2024 and gain more insights through external support. For our 2023 report, this is where higher risks of wrongful approximations lie due to our lower level of access to data and insights in our value chain. Db's prioritization of completeness, data accuracy and timely data is based on the estimated materiality of impacts, risks and opportunities. Findings related to internal controls as well as continuous improvement plans are reviewed on a yearly basis within the ESG committee.



Integration of sustainability-related performance in incentive schemes GOV-3

There was no incentive scheme related to ESG performance defined in 2023 for all the Executive Committee at Db. However, the Chief Human Resources Officer and Chief Product Officer & Head of CSR had specific metrics incorporated in their incentive schemes. In 2023, the incentive schemes' key characteristics were related to the score achieved through Db's B Corp certification process, a direct measure of ESG performance. 30% of the variable remuneration depended on achieving the target for those two roles. The terms of incentive schemes are approved by the Board of Directors and updated yearly.



2.3

Strategy (SBM)

01

Product

Db designs, develops, markets and sells backpacks, bags, suitcases and accessories under the ESRS SEC1 sector Sales and Trade (SST), G.46.49 Wholesale of other household goods and G.47.78 Retail sale of other new goods.



02

Manufacturing

Db is tightly connected to the ESRS SEC1 sector Manufacturing - MTA Textiles, Accessories, Footwear and Jewelries - C.15.12 Manufacture of luggage, handbags, saddlery and harness of any material which makes up most of its supply chain.



03

Distribution

Db sells both to end consumers through online distribution and to business customers such as retailers and distributors, with significant markets in the Nordics, Europe, and the USA.



374.7

Total revenue
MNOK

61

Employees*



Our mission is to inspire you to go out into the world in pursuit of your passions and to Do Better for our people, our planet, and the places you go.

Within our strategy, we set out to:

- Create products that last by maximizing durability, following a timeless design philosophy, and achieving superior and versatile functionality.
- Reduce our footprint by making fact-based decisions in our own operations and through our products’ full life cycle.
- Implement circular business models by minimizing waste and dependency on fossil fuel-based production and transportation, and by repurposing our products at the end of their lives.
- Collaborate with others of a similar mindset – Afterall, no one achieves anything great working in isolation.
- Be transparent about everything – We will share our progress, wins and losses and will publish impact reports on our products and publish our annual Responsibility Report.

Our environmental mission is focusing on the following objectives:

- To accelerate our transition to renewable energy and decrease our overall carbon emissions towards net zero by 2050, starting with a 50% absolute reduction of scope 1&2 and 50% intensity reduction of scope 3 by 2030.
- To convert our tier-1 suppliers to at least 50% renewable energy by 2025.
- To implement solutions to reduce our water usage by 20% by 2030.
- To reduce waste in production and contribute to the implementation of circular business modelsrepresenting 5% of our revenues by 2030.



Alignment of our strategy with the UN Sustainable Development Goals

Our operations have an impact on all SDGs, yet we appreciate that we can have a greater influence on some of them. Our focus areas are defined by the nature of our business – producing physical goods principally in Asia – and the outcome of the materiality assessment and stakeholder engagement we have performed. We focus on six of the seventeen UN Sustainable Development Goals to establish the framework for our long-term goals. Further details and secondary focus areas have been identified as part of our materiality analysis process and are detailed in that specific chapter. We will:

6

CLEAN WATER AND SANITATION

Reduce our water usage and consumption by nominating suppliers with water management systems, or working to implement them, as well as using manufacturing processes that use less water and less chemicals.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Inspire and transform by integrating our Do Better work in all departments, sharing our achievements externally, and experimenting to transform into circular business models.

7

AFFORDABLE AND CLEAN ENERGY

Use renewable energy supplies for our own operations and decarbonate our supply chain by converting the energy sources used by our suppliers to renewable alternatives.

13

CLIMATE ACTION

Monitor and reduce our greenhouse gas emissions by 50% by 2030. Improve education and raise awareness on climate change mitigation and impact reduction among our employees and the communities we influence. Contribute to integrate climate change measured into our strategy and planning.

8

DECENT WORK AND ECONOMIC GROWTH

Work with partners who adhere to our Supplier Code of Conduct and have gone through a valid third-party audit or obtained a verified Worldly FSLM (Facility Social & Labor Module) assessment.

17

PARTNERSHIPS FOR THE GOALS

Partner with organizations and other companies so we can learn and improve together. Enhance our support for implementing effective and targeted capacity-building in our countries of production to support national plans to implement all the sustainable development goals.

2020

- STICA member
- Higg Index Tool suite rollout
- Optimized direct to consumer packaging implemented
- 100% certified renewable energy for our own operations
- 100% of tier-1 manufacturing suppliers have signed our Code of Conduct
- Creation of our Restricted Substance List

2021

- Db Renewed (re-commerce platform) launched in Norway
- Ethics webpage published online, including Do Better roadmap and disclosure of our yearly carbon footprint
- 100% electric vehicle fleet
- 100% of the carbon emissions related to our DTC (Direct to Consumer) business are offset

2022

- 100% PFC-free
- 100% webbings and bindings dope dyed
- 100% GRS recycled polybags
- Open factory list on our webpage
- Db Renewed (re-commerce platform) extended to Sweden and Denmark
- At least 100% of our carbon emissions are offset
- Limited lifetime warranty launched for all products for Db Black member.

2023

- 100% GRS or RCS recycled fabrics, textile trims, foams, polyethylene boards
- 100% FSC Recycled paper packaging
- 100% Oeko-tex™ certified fabrics and textile trims
- 100% PVC free
- Optimized DTC packaging implemented, envelopes replace carton boxes whenever possible
- Repair partners implemented in Norway, Sweden, Denmark
- First Responsibility Report published online
- Environmental impact of 90% of our products published online
- B Corp certified
- Updated business travel policy to reduce carbon emission

2024

- 100% black fabrics dope dyed
- Max 1% air freight on bulk production
- Sustainable shipping shall be the default option on web orders, the estimated climate impact from each shipping mode presented
- Fair Trade membership
- Energy efficiency programmes conducted at our top 3 most impactful suppliers in terms of carbon emissions

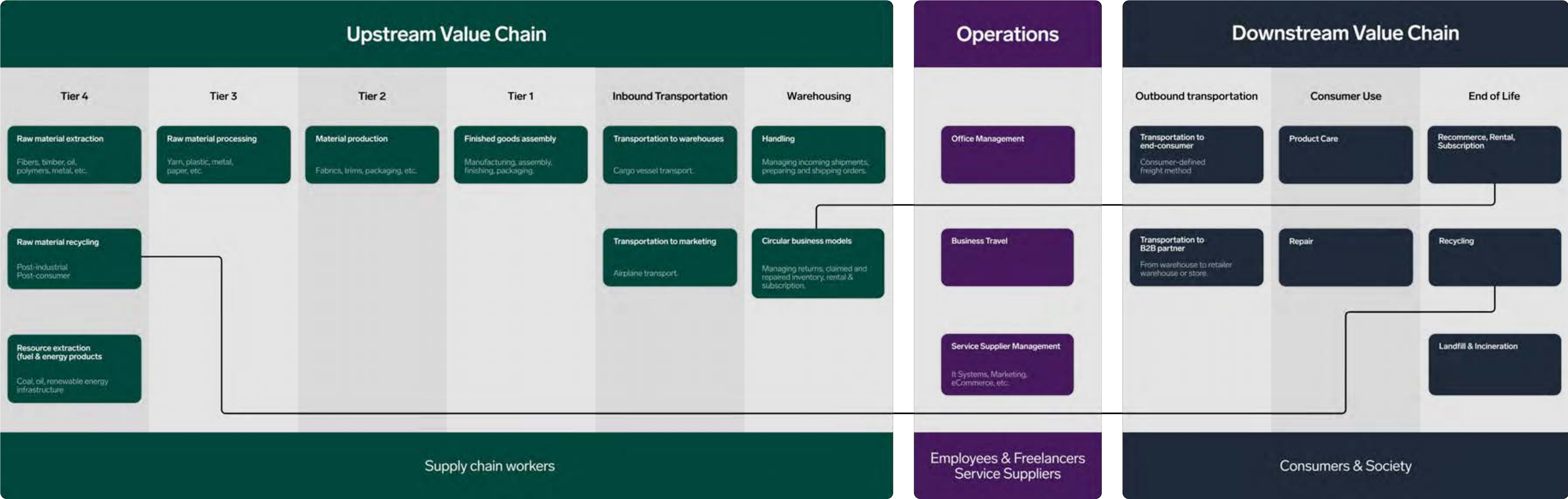
2025

- 100% renewable energy at our warehouses
- Tier-1 manufacturing suppliers use at least 50% renewable energy
- Max 0.5% air freight on bulk production
- Rental pilot is live
- 100% tier-2 suppliers nominated and published online in our open supplier list
- 1% for the Planet membership
- Fair Wear Foundation membership
- 75% of all materials are recycled or made from renewable sources
- 100% of all materials used in our products are produced with at least 50% less fossil fuel energy or 50% less water than conventional alternatives or low-impact alternatives (recycled, bio-based, etc.)
- 100% of nominated tier-2 suppliers have signed our Code of Conduct
- Remove virgin plastic and virgin wood fiber from our packaging

2030

- 10% of our revenues are generated by circular business models (resale, rental, repair)
- 50% reduction of our absolute emissions for scope 1 and 2 vs. 2019 (baseline year)
- 50% reduction of our (per unit produced) intensity emissions for scope 3 vs. 2019 (baseline year)
- 90% of all materials are recycled or made from renewable sources
- 100% of our fabrics are monocomponent including their coating and recyclable

Value Chain



Value Chain

Inputs













The main inputs to our value chain are raw materials used to produce components of our finished goods, and the energy sources used to enable those production processes. The raw material inputs we rely on are mostly fossil-based (virgin or recycled). Our efforts to source input materials from recycled sources are aimed at reducing our reliance on fossil-based raw materials while getting closer to the (partly) circular principle of using “end-of-life” products, components, offcuts or other waste from our industry as input materials to our value chain.

The energy sources we rely on to generate both electricity and heat are mainly fossil-based. For electricity, most of our production uses the energy mix supplying the electricity grid of the countries or regions of production – more than 60% from coal in Asia – with an increasing share coming from renewable sources such as solar and wind either through the public grid or through own installations at our suppliers. For heat generation in wet processes for textile production, coal is again the main source being used with heavy investments directed at boiler conversion to biomass or electricity.

Outputs & Outcomes

Db was started with a clear mission to redefine travel gear and enable meaningful journeys. Today, wecontinue to learn from our community and ambassadors to create durable products with an authentic, considered and disruptive design built to take on any journey. Our mission is to inspire our customers to go out into the world in pursuit of their passions – and at the same time do better for our people, our planet, and the places they go.

Key sustainability achievements

Materials	Company	Factories & Suppliers
<div><p>We continue to replace existing materials with recycled alternatives, including Textile trims, Foams, Rigid Polythylene Boards, Papers, Polybags to reduce our dependency on fossil fuels.</p></div>	<div><p>Employee Code of Conduct rolled out, including Diversity, Equity, & Inclusion policy and paid community service days.</p></div>	<div><p>We enrolled our main factories into a decarbonation program.</p></div>
<div><p>We have phased out PFC (effective from SS22) and PVC (effective from FW23/24) from all our textile components and increased the usage of dope dyed fabrics for black fabrics.</p></div>	<div><p>We offset 100% of our CO2e emissions, covering own operations as well as our value chain.</p></div>	<div><p>As of December 2023, 100% of our tier-1 suppliers and nominated tier-2 suppliers have performed a social audit during 2022 (BSCI, WARP or BetterWork). We extended our re-commerce platform to cover 64% of our potential customers. Responsibility webpage created on dbjourney.com, presenting our strategy, our achievements, and our roadmap in an effort of transparency in September 2023.</p></div>
<div><p>98.7% of our fabrics are Oeko-Tex™ or bluesign® certified</p></div>	<div><p>Db Renewed extended to new markets, now covering 64% of our customer base for second hand take back and recommerce programs.</p></div>	
<div><p>62.9% of all materials and 99.0% of all fabrics produced in 2023 are recycled and GRS (Global Recycled Standard) certified.</p></div>	<div><p>Lifetime warranty extended to our entire collection, restricted to purchases by Db Black members (representing 60.1% of DTC purchases in 2023).</p></div>	

Challenges Ahead



The main challenges ahead lie in our supply chain. Our current business model is based on the outsourcing of the production of materials and finished goods in Asia where labor and production costs are lower than in Europe, and the enforcement of legislation is lagging behind the European Union. This poses problems in terms of control of human rights, ensuring good working conditions for all workers in our supply chain and our more general impact on the communities impacted by our outsourced production operations. It also represents a significant challenge when it comes to achieving our footprint reduction targets (from GHG emissions to water usage and more generally, preservation of biodiversity) due to the regional energy mix that is still heavily reliant on fossil fuels, the energy-intensive nature of textile production, the distance covered by our products from Asia to final consumers in Europe and North America, and the fact that we don't own our production operations and have limited influence on our suppliers. We have been exploring and piloting relocation of our supply chain to Europe and Central America for the past years but haven't found a financially sustainable way to reach our goals while maintaining a price level acceptable to our consumers.

Our membership in the Human Rights Due Diligence Academy on our path to a Fair Wear membership aims at addressing human rights concerns but won't go all the way in our upstream value chain. When it comes to footprint reduction, the conclusion of our current decarbonation roadmap is that our planned growth rate will outperform all efforts to reduce our overall emissions. However, we are firmly committed to working hard to decarbonate our supply chain at a faster pace than ever.

Interests and views of stakeholders SBM-2



In 2023, we decided to postpone our double materiality assessment to 2024 intending to wait for the final guidelines from the ESRS and align our process and documentation with the standards adopted by the European Commission. This means that our 2023 work relies upon our 2022 materiality assessment, assessing the impacts, risks and opportunities that our business identified to have on its stakeholders (impact materiality). We have added very limited considerations regarding financial materiality for this reporting period and intend to integrate this into our 2024 report. The insights that we collected set the foundation for our materiality assessment and are critical to how we develop, implement, and evolve our strategy and ESG roadmap, and potentially amend our business model. These engagements help us to identify emerging impacts, risks and opportunities, prioritize our efforts, and create long-lasting value for our company and society. Db is working on the following topics and included them in the 2023 materiality assessment:

-
- Environment**
 - GHG emission reduction
 - Energy efficiency improvement
 - Transition to renewable energy sources
 - Water use & Consumption
 - Chemical use & Discharge
 - Biodiversity preservation
 - Resource depletion & Waste
-
- Social Capital**
 - Active dialogue with stakeholders
 - Community engagement
 - Honest marketing, zero greenwashing
-
- Human Capital**
 - Employee health & wellbeing
 - Diversity, equity, and inclusion
 - Working conditions in our supply chain
-
- Business Model & Innovation**
 - Product quality & durability
 - Product repairability & circularity
 - Responsible product & material sourcing
 - Responsible partnerships & collaborations
-
- Leadership & Governance**
 - Ethical corporate governance & transparency

Interests and views of stakeholders SBM-2

We define our key stakeholder groups as those who impact – directly or indirectly – our business success, or who are impacted by our operations. Establishing a dialogue with our stakeholders and combining it with our own business priorities provide valuable insights on the social, environmental and governance issues that are most significant and relevant to Db.

We engage in dialogue with our stakeholders depending on the stakeholder group we consider (social media, surveys, emails, one-on-one interviews, etc.).

We prioritize the identified sustainability topics based on their significance to our business and stakeholders, on scientific facts and publicly available data, and considering the UN Sustainable Development Goals. The outcome of this analysis is then validated and refined internally, and eventually summarized in a materiality matrix. The Head of CSR owns the process and oversees addressing the results within the Executive Committee, and reporting to the Board of Directors in our annual Responsibility Report. This reporting includes sharing the views and interests of affected stakeholders about Db's sustainability-related impacts.

The main amendment to our strategy and business model we made following our materiality analysis was to prioritize the implementation of circular business models to reduce our GHG emissions, chemical use and discharge, water use and consumption, resource depletion and waste. Our intention is to divert 5% of our revenues from a linear business model into circular business models by 2030, from repairs and recommerce to rental and subscriptions. The expected impact on our stakeholders is higher customer satisfaction from better possibilities to repair their products and access to a lower priced offering, compliance with anticipated and upcoming regulations, value creation for new suppliers and partners closer to our main markets to enable those circular business models, and lower footprint due to the decrease of units to be produced to achieve a similar financial revenue target.

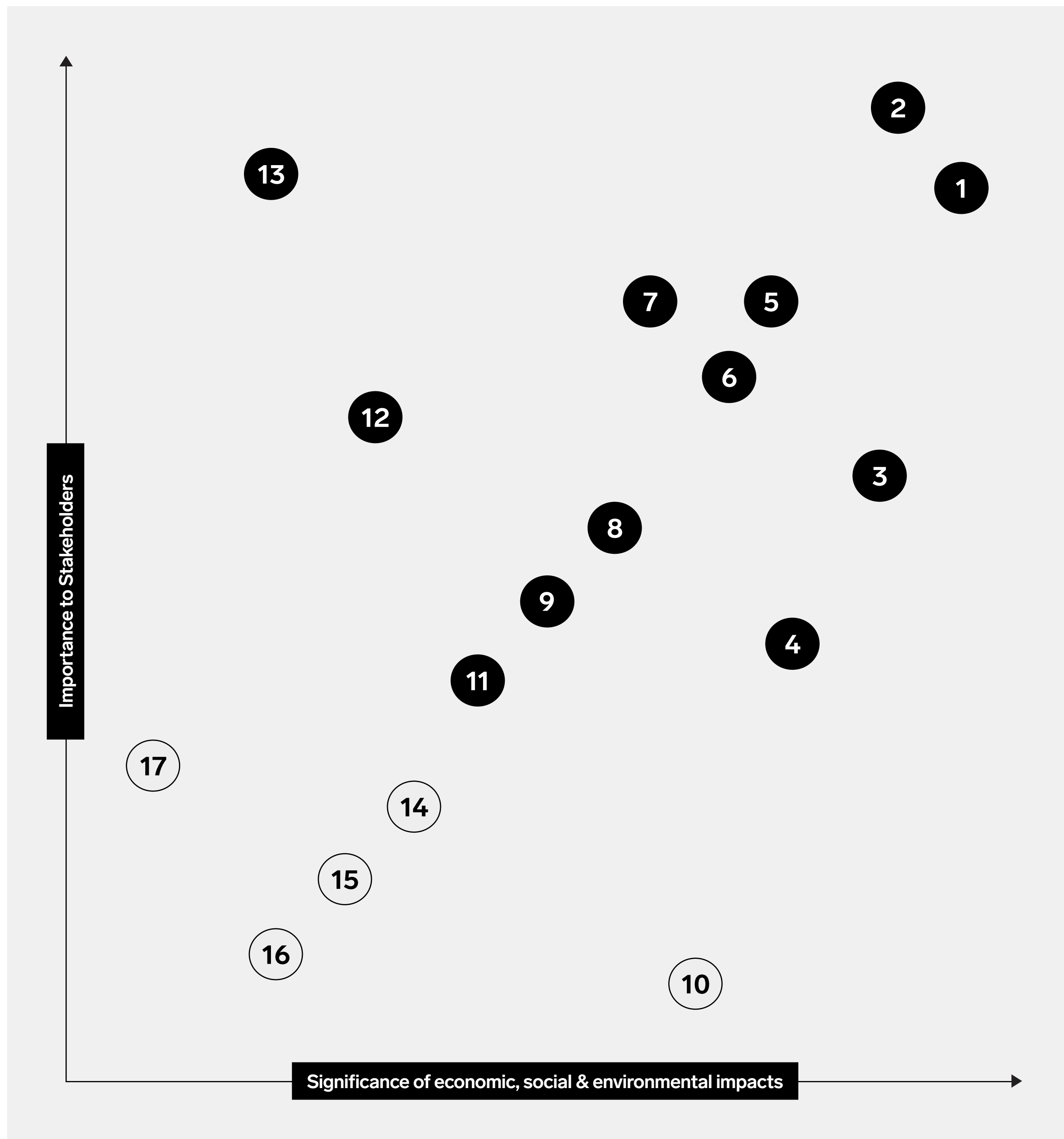
Stakeholder Group	Engagement Method	Purpose	Outcome Integration
Board of Directors	Survey Interview	Ensure alignment between strategy, priorities and target setting for Db.	Strategy and business model update, ESG roadmap update, improvement of governance processes.
Brand Ambassadors	Survey	Ensure alignment between Db's strategy and how our ambassadors represent us externally. Engage our amba-ssadors into our sustainability work. Assess our achievements compared to other brands they represent.	Identification of gaps between ambassador expectations and Db's strategy and brand direction for all sustainability-related matters.
Consumers	Survey Desktop Research	Understand consumer preferences within ESG.	Alignment of priorities, update of our ESG roadmap.
B2B customers and distributors	Survey	Understand customer preferences within ESG. Identify potential trends or upcoming requirements from retailers on specific ESG topics.	Alignment of priorities, update of our ESG roadmap, business model update.
Employees and Employee Representatives	Employee Survey Interview	Monitor evolution of employee sentiment on ESG achievements and future focus areas. Understand ESG aspects that contribute to motivation and retention among employees.	Alignment of priorities, update of our ESG roadmap, review of Db policies that impact employees.
Public Authorities and Regulators	Desktop Research	Review and assess emerging ESG related regulations across all the markets we are present in or plan to expand to. Ensure compliance.	Integrate risks and opportunities related to changes in local and regional legislation into our strategy and roadmap.
Shareholders	Interview	Ensure alignment or identify gaps between Db's ESG strategy and shareholders.	Identification of gaps between shareholder expectations and Db's strategy for all sustainability-related matters, updated of our ESG roadmap (B Corp score improvement).
Suppliers and Business Partners	Survey	Monitor evolution of supplier maturity related to ESG topics. Assess differences in priorities in our supply chain vs. our own priorities. Identify potential upcoming regulations in production regions.	Alignment of priorities, update of our ESG roadmap.



Interests and views of stakeholders SBM-2

We prioritize the identified sustainability topics based on their significance to our business and stakeholders, on scientific facts and publicly available data, and considering the UN Sustainable Development Goals. The outcome of this analysis is then validated and refined internally, and eventually summarized in a materiality matrix. The Head of CSR owns the process and oversees addressing the results within the Executive Committee, and reporting to the Board of Directors in our annual Responsibility Report. This reporting includes sharing the views and interests of affected stakeholders about Db's sustainability-related impacts.

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- 1 Product quality & durability
- 2 Responsible sourcing
- 3 Employee health & wellbeing
- 4 Ethical corporate governance & transparency
- 5 Working conditions in supply chain
- 6 Carbon emissions reduction
- 7 Honest marketing & zero greenwashing
- 8 Responsible partnerships
- 9 Renewable energy & energy improvement
- 10 Active dialogue with stakeholders
- 11 Diversity, equity & inclusion
- 12 Product repairability & circularity
- 13 Chemical use and discharge
- 14 Community engagement
- 15 Water use and consumption
- 16 Biodiversity preservation
- 17 Resource depletion & waste

- Critical or Significant**
- Important or Informative**

ESRS E1
Climate change

6

Carbon emissions reductions:
Greenhouse gas emissions have a negative impact on the environment and on people. 94.8% originated from the production and transport of our products (upstream and downstream value chain) in 2023. Db's strategy is to continuously and rapidly decrease its GHG emissions per product produced. However, there is a high risk that our financial growth rate outpaces our emission reductions per product despite our decarbonation roadmap. The frequency and severity of disturbances of our value chain are expected to increase, in particular for the part of our supply chain located in Southeast Asia and for maritime transport from Asia to Europe and North America, such as floods, heat waves and storms. The anticipated financial effects on the medium and long term haven't been estimated. Mitigation plans including nearshoring of production are being considered and piloted in 2023.

9

Renewable energy & energy improvements:
Related to the previous topic, our energy consumption has a negative impact on the climate, hence on the environment and people, as the energy we use in our value chain is not fully decarbonated and we have currently no concrete solution to get to 100% renewable energy use in our supply chain. The impacts and risks are similar to the ones highlighted in the previous topic on carbon emission reductions. In addition, we consider dependency on fossil fuels as an energy source as a significant risk due to the anticipated increase of fossil fuel cost and related taxes, both for oil (mainly for transport) and coal (mainly for textile production) in the medium and long term.

ESRS E2
Pollution & ESRS E3
Water and marine
resources

13

Chemical use and discharge:
The production processes in our upstream value chain – in particular textile wet processes and metal coating processes – involve the use of chemicals which have a negative impact on the environment if chemicals are not used in closed circuits and on people working in contact with those substances in the absence of proper control routines. Db has already enforced a strict restricted substance list in their supply chain and has established an ambitious roadmap to continue to decrease chemical use and improved chemical management in their production processes. The anticipated financial effects on the short, medium and long term are low and will be reflected in cost of goods sold due to transitioning to new and more costly technology to use less and better chemicals, and possibly switch to suppliers with the adequate capabilities.

ESRS E5
Circular economy
and resource use

12

Product repairability and circularity:
Db's current business model is linear, and even if most raw materials we purchase are coming from recycled sources, we have yet to address the end of life of our products. The fact that we lack permanent solutions to enable repairs, recommerce, and other circular business models negatively impacts the environment as our products would be incinerated or end up in landfills at the end of their life. Db has increased its focus on diversifying its business model to adopt a circular business model with the goal to roll out repair, recommerce, rental and subscription services by 2025. This will impact both our own operations and downstream value chain. The anticipated financial effects in the short term are capital expenditures to activate those services. The anticipated financial effects on the medium and long term are positive as we expect the overall contribution of those business models to be profitable within 5 years from launch.

1

1. Product quality and durability:
Before considering the end of the first life of our products, we consider that quality and durability are key to extending their lifetime. We assess our efforts in this area to have a positive impact on the environment in the short, medium and long term.

ESRS S1
Own workforce

3 11

Employee health and wellbeing & Diversity, equity and inclusion:
Within our own operations, we value proper working conditions, equal treatment and opportunities, diversity, equity, inclusion, and compliance with international and national labor laws. We estimate that we make a positive impact on people through our policies, in the short, medium and long term. We anticipate positive financial effects from treating our people right in terms of attracting and retaining the talents we need to succeed in developing further.

ESRS S2
Workers in
the value chain

2

Responsible sourcing:
Db's procurement of goods and services has a significant impact on suppliers within our upstream value chain, with environmental and social consequences that could be positive or negative depending on the company's strategy and subsequent decisions. Because of our strategy to be among industry leaders when it comes to conducting ethical business with our suppliers, we consider this as a positive impact and an opportunity to establish long-term supplier relationships. There is no current not anticipated financial effect as those efforts are already established in our procurement policies.

5

Working conditions in supply chain:
Related to the previous impact, we see that Db has a significant impact on the working conditions in our supply chain (upstream value chain) based on the sourcing decisions made such as supplier development, and social initiatives Db or our suppliers are part of. We consider this a positive impact in line with our ambition to guarantee fair and ethical conditions for the workers in our supply chain. There is no current financial effect, but the anticipated financial effect is a higher-than-average cost of goods sold related to better wages and higher employee benefits requirements for the workers in our supply chain. We plan to enforce this implementation through a Fair Wear membership in 2026. We believe however that this is compensated for by higher quality, lower cost of claims, less delayed deliveries due to a more stable and more satisfied workforce. The time horizon is expected to be medium and long term.

ESRS S4
Customers
and consumers

7

Honest marketing & zero greenwashing:
We strive to communicate in a transparent and honest way about our achievements and shortcomings within ESG, not trying to hide the challenges we face and the failures we experience on the way. We consider this as making a positive impact on our customers and consumers through informative, fact-based communication and staying away from greenwashing. We expect a positive anticipated financial effect from this type of communication through acquiring more customers that adhere to our values and direction in the short-, medium- and long-term.

ESRS G1
Business conduct

4

Ethical corporate governance and transparency:
Db has set high standards for its corporate governance and the associated processes and puts transparency at the heart of its communication, both internally across all levels of the organization, and externally. We assess this has a positive impact on the environment and people because of the commitment made to pursue a business model that benefits all our stakeholders, and the achievements made during the past years. We expect negative anticipated financial effects as the investments required in the mid-term to conduct business in a more responsible way will be reflected in higher costs. We also expect positive anticipated financial effects in the long term as our efforts will put us ahead of competition and legislation.

8

Responsible partnerships:
As a small business with a strategy to gain a leadership position around ESG matters, engaging in partnerships within our industry is essential to make fast progress. We assess this as an opportunity to make a positive impact on people and the environment and to accelerate that impact. We foresee current financial effects related to our efforts to join the Fair Wear Foundation that will be reflected in a higher cost of goods sold, as well as anticipated financial effects from our continuous efforts to lower our impact on people and the planet.

Detailed breakdown of how our material topics contribute to specific UN Sustainable Development Goals and targets.

In 2023, we performed a complete overhaul of our policies to better reflect our ESG ambitions and to align with the requirements set within the B Impact Assessment methodology. We also recruited a full-time resource dedicated to Materials & CSR management to accelerate the work related to social compliance – with a specific focus on human rights in our supply chain – and our overall environmental impact. Finally, we initiated two strategic projects led by a specific, full-time resource part of the Executive Committee focusing on the development and implementation of circular business models, and on the impact evaluation and pilot implementation of nearshoring of our production capabilities in or closer to Europe and North America.

Product quality and durability	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	Active dialogue with stakeholders	<div>17 PARTNERSHIPS FOR THE GOALS</div>
Responsible Sourcing	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	Diversity, equity and inclusion	<div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div>
Employee health and wellbeing	<div>8 DECENT WORK AND ECONOMIC GROWTH</div>	Product repairability and circularity	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
Ethical corporate governance and transparency	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	Chemical use and discharge	<div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
Working conditions in supply chain	<div>8 DECENT WORK AND ECONOMIC GROWTH</div>	Community engagement	<div>13 CLIMATE ACTION</div>
Carbon emissions reduction	<div>13 CLIMATE ACTION</div>	Water use and consumption	<div>6 CLEAN WATER AND SANITATION</div>
Honest marketing & zero greenwashing	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	Biodiversity preservation	<div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
Responsible partnerships	<div>17 PARTNERSHIPS FOR THE GOALS</div>	Resource depletion and waste	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
Renewable energy & energy improvement	<div>7 AFFORDABLE AND CLEAN ENERGY</div>		

2.4

Impact, Risk and Opportunity Management (IRO)



Description of the processes to identify and assess material impacts, risks and opportunities IRO-1

As highlighted in the previous section, Db has not completed a double materiality assessment and plans to do so in 2024. For this 2023 report, Db uses the findings from the materiality assessment conducted in 2022, where material topics are connected to the topics from ESRS 1 General Requirements but not broken down to the final sub-topics and sub-sub-topics outlined in the standard. The methodology followed in this report is assessed to be close enough to the ESRS 1 requirements that the material topics identified in 2022 are still relevant for the 2023 reporting, even if we expect to gain further insights and identify new material topics once we conduct a double materiality assessment.

The process to identify impacts, risks and opportunities started with an analysis of our value chain, from raw material sourcing and transformation into input materials, to finished goods production, transport to our warehouses, customers and end-consumers, until end of life and the possibility of circular alternatives to end of life such as reparation. We also considered business partnerships with service suppliers and other organizations in that process. We have not followed the prioritization guidelines related to the severity and likelihood criteria in ESRS 1 but have relevant insights from industry experts and from our stakeholders to support us in priority allocation (as described in SBM-2 Interests and views of stakeholders), without the guarantee that some impacts, risks or opportunities may have been assessed to be material when they shouldn't, and vice versa.

Financial materiality has been excluded from our 2023 report, but we have provided an initial estimation of financial effects in SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model based on our best assumption of impacts, dependencies and their connection to cashflow, development, performance, position, cost of capital and access to finance.

Input parameters to our materiality assessment are described in SBM-2 Interests and views of stakeholders regarding insights gathered from stakeholders. In addition, we used publicly available resources from the European Union's website, the United Nations website including their Sustainable Development Goals knowledge database, and ESG benchmarks, own data including Db's GHG emissions results (including emissions in our supply chain), Db's decarbonation model and roadmap, water and energy data (including estimations from our supply chain and own use), employee survey results, human resources data, and finally privately acquired data such as reports from organizations we are members of or have access to through other memberships (Scandinavian Textile Association for Climate Action, B Lab, Ohana Public Affairs Consultancy, WWF, etc.).

Disclosure requirements in
ESRS covered by the
undertaking’s sustainability
statement IRO-2

As specified in BP-2 Disclosures in relation to specific circumstances, Db has decided to limit its reporting against E4 Biodiversity and ecosystems and S3 Affected communities. Db will revise the severity and likelihood of the impacts identified within those topics during its double materiality assessment planned in 2024. The explanations of the conclusions of the current assessments, as well a summary of the findings within those respective topics, are provided in BP-2 Disclosures in relation to specific circumstances.



Policies adopted to manage material sustainability matters MDR-P

Db has been growing significantly over the past years, both in revenues and employees. During 2023, we continued our effort to update our existing policies and guidelines and created additional ones with the intention to become a more professional, responsible business with clear expectations of our employees and partners. Those policies were developed in alignment with the requirements from the B Impact Methodology as we were working towards our B Corp certification during that year, and with references to best practice from our industry related to the material impacts identified during our materiality assessment.

All Db employees and full-time contractors have been trained in the following policies, and an onboarding process is in place to secure training of newcomers. The Board of Directors has also received communication about the same policies. All our policies and guidelines are available at any time for all our employees, contractors, and relevant partners. The description of those policies is provided under the respective topical sections as described below:

E1 – Climate change	<div>– Environmental Policy Statement</div> <div>– Environmentally Preferable Purchasing Policy</div> <div>– Shipping & Distribution Policy</div>
E5 – Resource use and circular economy	<div>– Waste Reduction Program</div>
S1 – Own workforce	<div>– Company Code of Conduct</div> <div>– Travel Policy</div> <div>– Parental Leave Policy</div> <div>– Benefit, Hiring, Training and Leave Policy</div> <div>– Corporate Citizenship Guidelines</div> <div>– HSE Policy</div> <div>– Anti-harassment Policy</div> <div>– Parental Leave Policy</div> <div>– Policy to encourage internal promotions and hiring for advanced positions</div> <div>– Policy outlining the objectives of internships for participants</div> <div>– Policy to provide written notice of employee performance prior to termination</div> <div>– Policy to provide performance improvement plans prior to termination</div>
S2 – Workers in the value chain	<div>– Supplier Code of Conduct</div>
S4 – Consumers and end-users	<div>– Communication Policy</div>
G1 – Business conduct	<div>– Anti-corruption and Anti-Bribery Policy</div> <div>– Gifts and Hospitality Procedure</div> <div>– Whistleblowing Policy</div> <div>– Sourcing Policy</div> <div>– IT Security and Data Privacy Policy</div> <div>– Stakeholder Engagement Plan</div>

Chapter 3

ESRS E1 Climate change

3.1

Governance

Integration of sustainability related performance in incentive schemes

ESRS 2 GOV-3

The Chief Human Resources Officer and Chief Product Officer & Head of CSR have specific metrics incorporated in their incentive schemes related to climate change. In 2023, the key characteristics of the incentive schemes were related to the score achieved through Db's B Corp certification process which integrates considerations about climate. The climate-related part of the overall B Impact Assessment represents approximately 10% of the total score. 30% of the variable remuneration depended on achieving the target for those two roles. The terms of incentive schemes for the Executive Committee are approved by the Board of Directors and updated yearly.

3.2

Strategy

Transition plan for climate change mitigation E1-1

Db has committed to reduce its absolute scope 1 and 2 emissions by 50% by 2030 from a 2019 base year, and to reduce its scope 3 emissions by 50% per unit by 2030 from a 2019 base year. In 2023, Db worked with 2050 Consultancy to develop a step-by-step emissions reduction plan until 2030.

The primary challenge lies in balancing our significant growth targets with the ambitious goals set for Scope 1, 2, and 3 emission reductions. As a recently established company, our rapid growth has outpaced our reduction targets. The collaboration with 2050 Consultancy required a detailed analysis of each impactful section. With 99.9% of our emissions in Scope 3, most of our planned actions will be implemented in cooperation with suppliers and other partners in our value chain or depend on the reduction plans set for their respective businesses, such as transportation companies.

Although we are confident that our roadmap will enable Db to reduce our absolute Scope 1 and 2 emissions by 50% by 2030 from a 2019 base year and our Scope 3 emissions by 50% per unit by 2030, our projections for 2030 indicate a 75% increase in overall emissions from our 2019 base year due to our growth. Despite our current and future efforts, our targets are not compatible with limiting global warming to 1.5°C in line with the Paris Agreement and the objective of achieving climate neutrality by 2050 with no or limited overshoot. Our transition plan has not been approved by Db's Board of Directors. Our transition plan will be presented to and reviewed by the Board during 2024. However, there is no intention of asking Db's Board for formal approval so long as our transition plan isn't compatible with the targets set in the Paris Agreement. Our plan will be reassessed during 2025 and potentially lead to an approval request to the Board.

The hot spots we identified where the greatest potential for emission reduction lie are the energy consumption of the supply chain, the transportation modes and the prospects of alternative business models. The key actions and decarbonization levers are described in further detail in E1-3 Actions and resources in relation to climate change policies. The targets set for the identified decarbonization levers are described in E1-4 Targets related to climate change mitigation and adaptation.

We haven't included specific financial considerations to our current decarbonization plan but plan to add those by 2025. We have done a very rough pre-allocation of financial resources in our business plan which represent approximately 2% of our yearly revenues until 2030 across OpEx and CapEx. Significant expenditures are foreseen to co-finance and/or incentivize the decarbonization of those suppliers with significant emissions, starting with the ones where our leverage is the highest due to

the business share Db represents for those suppliers. Those expenditures cover a wide range of initiatives including energy audits and efficiency improvements, supporting generation and/or purchase of renewable energy for our suppliers (production and transportation), supporting investments in newer technology and machinery to transition away from fossil-fuel heat generation, and converting materials to low-emission alternatives.

Apart from nearshoring activities, our strategy is to collaborate with our current supplier base and establish long-term relationships as we implement joint decarbonization plans and secure that Db benefits from the investments made with those suppliers.

Material impacts, risks and opportunities
and their interaction with strategy and
business model ESRS 2 SBM-3

As detailed in section SBM-3, the materiality assessment highlighted that climate change-related concerns as significant for Db. Firstly, the greenhouse gas emissions that originate from our product production and transport negatively impact the environment and communities. Secondly, our energy consumption negatively impacts the climate, environment, and people since our value chain isn't fully decarbonized, and we lack concrete solutions to implement 100% renewable energy use throughout our supply chain. Db's ongoing strategy aims to consistently reduce these emissions per product manufactured, but there is a significant risk that our financial growth rate might outpace our emission reduction efforts.

Acute physical climate-related risks have been identified throughout our supply chain's exposure to the increased severity of extreme weather events such as cyclones (maritime transport routes from Asia to Europe) and floods (production of materials and finished goods in areas exposed to river and coastal flooding in Southeast Asia, for example). Chronic physical risks such as changes in precipitation patterns and extreme variability in weather patterns, rising mean temperatures and rising sea levels are also identified to represent a significant risk to our downstream value chain (relocation of maritime routes and production, higher frequency of production closures due to heat waves, displaced populations, etc.). Those risks will increase in frequency and severity, posing additional challenges. Mitigation plans, including nearshoring of our supply chain closer to our main markets, are being considered to address these risks.

The reliance of our industry on fossil fuels poses further transition risks, related to market (increased cost of raw materials and fossil energy sources such as oil for maritime transport and coal for textile production), policy and legal (including the potential introduction of pricing of GHG emissions for the textile industry) and technology (cost of transition to lower emission technology which we are already experiencing).

Db's strategy relies on an asset-light business model which makes the group resilient towards climate related physical and transition risks, as we remain agile in our sourcing strategy and improve our current suppliers in our value chain or, if not possible, switch to suppliers aligned with our targets and supporting us with reducing our exposure to those risks. We expect this transition to come at a moderate cost in the short- to long term.

3.3

Impact, Risk and Opportunity Management

A full-page background image showing a skier in a green jacket and black pants descending a steep, snowy mountain slope. The skier is leaving a trail of white powder. In the background, there are dark, jagged mountain peaks under a clear sky.

Description of the processes to identify and assess material climate-related impacts, risks and opportunities ESRS 2 IRO-1

The process to define our current climate transition plan has been central to estimating our future GHG emissions and with that our future impacts on climate change. According to our current transition plan and provided that the group delivers on its long-term financial growth targets, Db's business model will generate an increase of greenhouse gas in the atmosphere, even with the successful implementation of its sustainability roadmap in the short, medium and long term.

As we postponed our double materiality analysis to 2024, we haven't performed a structured outside-in analysis to assess how climate-related physical risks impact our own operations and our value chain. However, we have already gathered valuable insights and scientific facts that enable us to anticipate that double materiality analysis, linking climate-related hazards and the geographical areas where Db and its supply chain operate, as described in ESRS 2 SBM-3. Climate-related physical and transition risks have been identified using the classification of the Task Force on Climate-related Financial Disclosures (TCFD) framework and our assessment of a 2°C scenario. Db's strategy relies on an asset-light business model which makes the group resilient towards climate related physical and transition risks.

As described in SBM-3, we also acknowledge that the business activities connected to our business model – which is the model adopted by all companies manufacturing or selling textile products – need significant efforts to be compatible with a transition to a climate-neutral economy. We intend to refine our process during 2025 and include a 4°C scenario to identify further risks related to an even warmer climate and build a clearer understanding of implications at given time horizons.

Policies related to climate change mitigation and adaptation E1-2

Db has introduced its Do Better roadmap in 2020, and this serves as the group's policy for climate change mitigation and renewable energy deployment. It is updated yearly and connected to our climate transition plan to assess the effect of the actions and targets it lists and to prioritize them accordingly. Considerations related to climate change adaptation are part of Db's Sourcing strategy and of our supplier screening template. Energy efficiency policies are split into our Environmental Shipping Policy for transportation and our Supplier Code of Conduct for the production of physical goods.

Actions and resources in relation to climate change policies E1-3

During 2023, Db developed a comprehensive emissions reduction plan to link the actions and resources planned in its Do Better roadmap – which includes climate change mitigation actions – to their expected effect on GHG emissions in the future years and until 2030, based on our emissions data from 2022, and considering the revenue growth plan from Db's business plan. Our emissions reduction plan also includes projected improvements related to actions from other stakeholders, independently of Db's own actions (for example, evolution of the energy mix for electricity generation to include more renewable energy in the regions where our materials or finished goods are produced).

Those actions are based on reports from McKinsey, Textile Exchange, the World Resources Institute (WRI) and the Apparel Impact Institute (Aii).

We do not foresee significant monetary amounts of CapEx or OpEx required to implement the actions described in our action plan, except for the implementation of alternative business models with a planned OpEx of 3 MNOK in the short to mid-term, and CapEx of 0.5 MNOK in the short term.

We currently do not have any planned actions related to climate change adaptation.



Own operations

- Reduce emissions from heating
- Lease only electric cars for Db's vehicle fleet, and keep that fleet as small as possible
- Limit and reduce emissions from potential store openings



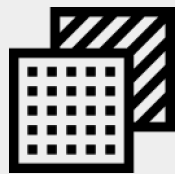
Business Travel

- Reduce business travel
- Replace air travel with train travel
- Ban air travel between Oslo and Stockholm offices



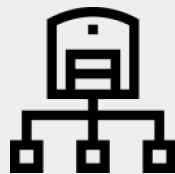
Suppliers

- Replace fossil fuels with biofuels
- Reduce fuel consumption
- Switch to renewable energy sources for electricity
- Reduce electricity consumption
- Reduce waste generation



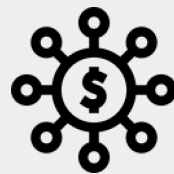
Fibers & Raw Materials

- Increase use of recycled textile fibers (mainly Polyester, Polyamide, Polypropylene)
- Increase use of recycled Aluminum
- Increase use of recycled rigid plates (mainly Polypropylene)
- Increase use of recycled foams (mainly Polyethylene, Polyurethane)



Transports

- Reduce inbound transport is by air
- Reduce outbound air freight is replaced with road freight
- Replace fossil fuels with alternative fuels



Alternative Business Models

- Launch and scale repairs, recommerce, rental and subscriptions

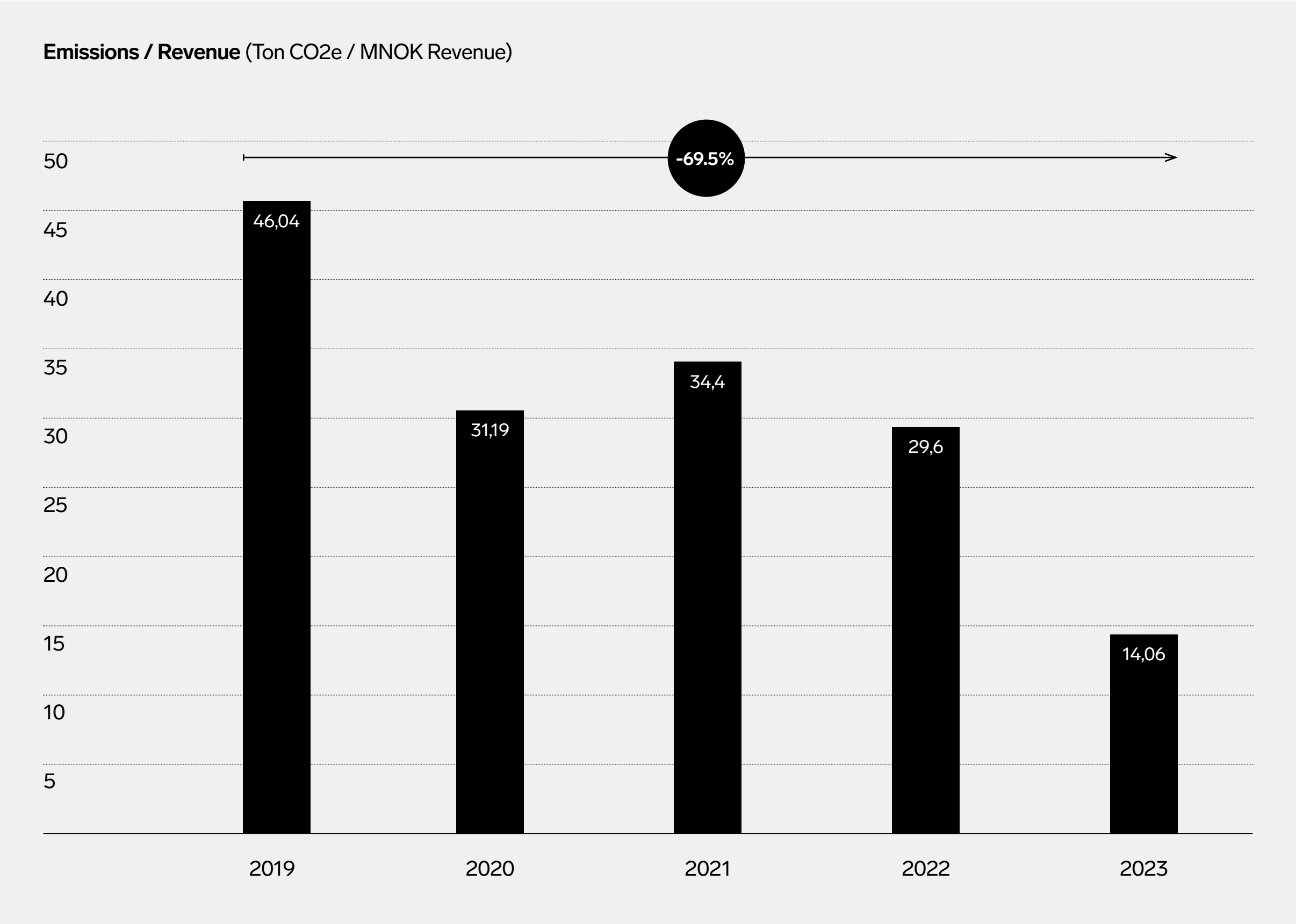
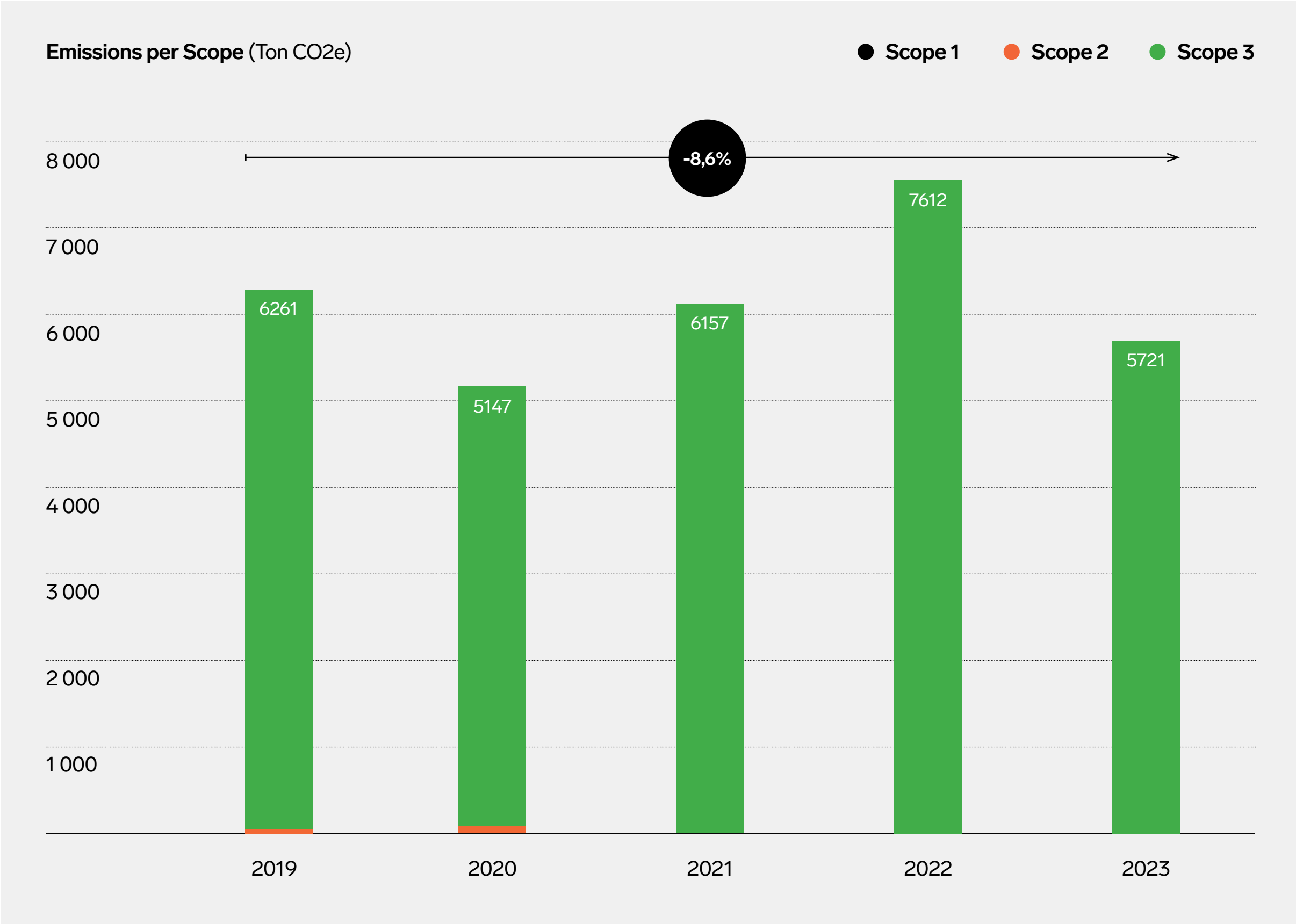
Targets related to climate change mitigation and adaptation E1-4

Our main climate-related targets are to reduce our absolute scope 1 and 2 emissions by 50% by 2030 from a 2019 base year, and to reduce our scope 3 emissions by 50% per unit produced by 2030 from a 2019 base year. Those main targets are broken down into sub-targets along our decarbonization levers, and all contribute to achieving our emission reduction objectives. These targets are integrated into our overarching Do Better roadmap and are described in ESRS 2 SBM-1 Strategy, business model and value chain. In the table below, we have compiled the targets set out in our Do Better roadmap to present the 2030 gross targets only. GHG removals, carbon credits or avoided emissions are not included in this disclosure.

Scope 1&2 Own operations	Scope 3 Business Travel	Scope 3 Suppliers	Scope 3 Fibers & Raw Materials	Scope 3 Transports	Scope 3 Alternative Business Models
<div><div>– 70% reduction of emissions from heating in Norway (market-based)</div><div>– 10% heat efficiency improvement in all owned premises</div><div>– 100% of vehicle fleet remains electric</div><div>– Decoupling of vehicle fleet (based on FTE growth, not on units sold)</div><div>– Owned store opening (negative contribution, market-based)</div></div>	<div><div>– Decoupling of travel (based on FTW growth, not on units sold)</div><div>– 60% reduction in flight travel</div><div>– 50% of flight travels substituted with train travel for journeys < 2,500 km</div></div>	<div><div>– 45% of fuels substituted with biofuels</div><div>– 70% renewable electricity at tier 1 suppliers</div><div>– 50% renewable electricity at tier 2-3 suppliers</div><div>– 37% waste reduction at tier 1 suppliers</div><div>– 25% waste reduction at tier 2-3 suppliers</div><div>– 10% reduction in electricity consumption per unit produced at tier 1</div><div>– 15% reduction in electricity consumption per unit produced at tier 2-3</div><div>– 10% reduction in fuel consumption per unit produced</div></div>	<div><div>– 100% conversion to recycled Polyamide and Polyester</div><div>– 80% conversion to recycled Aluminum</div><div>– 50% conversion to recycled Polypropylene</div></div>	<div><div>– 0.5% of inbound transport is by air</div><div>– 45% of outbound air freight is replaced with road freight</div><div>– Transport companies’ own emissions reduction roadmaps</div></div>	<div><div>– 10% of revenues come from repairs, recommerce, rental and subscriptions (note: this figure has been revised to 5% since the time of generating this emissions reduction plan)</div></div>
2030 contribution → 0.41%	2030 contribution → 2.05%	2030 contribution → 52%	2030 contribution → 20%	2030 contribution → 19%	

Targets related to climate change mitigation and adaptation E1-4

The reductions achieved since our base year have not been broken down by decarbonization lever. The graphs below represent the evolution of our absolute and intensity GHG emissions from 2019 (base year) until 2023. The absolute emissions are detailed in tons CO2e, the intensity emissions are provided in tons CO2e per MNOK revenue. The baseline values against which the progress towards our targets is measured is representative in terms of the activities covered and the influences from external factors as we can describe 2019 as a year without significant anomaly from a business perspective, unlike the 3 following years (2020 to 2022) during which the Covid outbreak and its consequences on the market and the global supply chain caused multiple impacts on our emissions, from factory closures and market shutdowns (reduction of GHG emission due to lower production and sales activity during 2020 and 2021) to sales resuming abruptly (increase of GHG emission due to higher rate of air freight to secure contractual deliveries on time during 2021 and 2022). Therefore, we don't assess it necessary to adjust or normalize the 2019 baseline values.

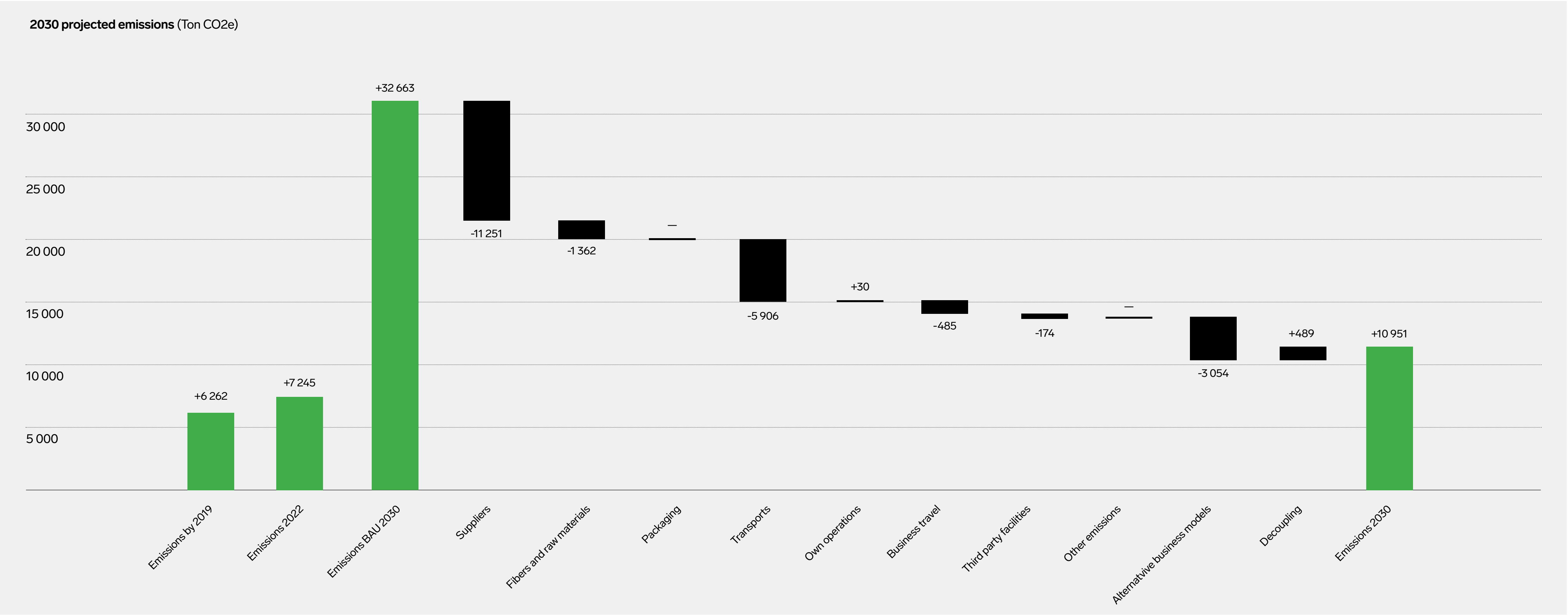


Targets related to climate change mitigation and adaptation E1-4

The expected GHG emissions reduction is detailed in the waterfall chart that follows, broken down by decarbonization lever. Scope 3 emissions represent 99.89% of our total absolute emissions and we don't expect significant changes of that scope distribution until 2030, therefore we have not broken down the absolute and intensity values of GHG emission reductions by Scope 1, 2 and 3. We report instead one overall value.

We currently assess that the successful implementation of our actions combined with the expected industry improvements would lead to a 75% increase in emissions (scope 1, 2 & 3) from 2019 to 2030 instead of our 100% reduction (scope 1 & 2) and 50% reduction (scope 3) commitments. Our current conclusion is that Db's planned

revenue growth outpaces the outcomes from the implementation of all climate-related actions implemented since our base year and planned to be implemented until 2030 (note: GHG removals, carbon credits or avoided emissions are not included in this disclosure). Our GHG emission reduction targets are not certified by the Science Based Target Initiative (SBTi) but they are externally assured by 2050 Consultancy, but at this stage we cannot state that they are compatible with limiting global warming to 1.5°C as the combined effect of their implementation still leads to an absolute GHG emissions increase. Our intention until the next reporting period is to keep on adding more targets with higher ambition levels while remaining realistic about their realization potential, and assess their effect on our GHG as we always do.



Energy consumption and mix E1-5

Scope 1 and 2 emissions were calculated using actual activity data with emission factors from the Swedish Transport Administration, the Swedish Energy Markets Inspectorate, IEA, and AIB European residual mixes. Estimates were used for electricity, heating, and refrigerant leakage where data was missing. Refrigerant leakage was estimated based on facility area. Emissions from company-operated and rental cars have been included. Heating data for Norwegian offices reused 2022 figures, and Stockholm’s was based on area. No facility reported cooling or refrigerant leakage, so estimates were used. Db does not have own operations in high climate impact sectors; therefore, our total energy consumption from fossil sources won’t be further disaggregated and we won’t report on energy intensity. Db’s own operations do not produce any energy.

Energy consumption and mix	Energy consumption (MWh)	% of total energy
Total energy consumption from fossil sources	16.6	11%
Total energy consumption from nuclear sources	3.5	2%
Total energy consumption from renewable sources	132.4	87%
Fuel consumption for renewable sources, including biomass	0	
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	132.4	
Consumption of self-generated non-fuel renewable energy	0	
Total energy consumption	152.5 MWh	



Gross Scopes 1, 2, 3 and Total GHG emissions E1-6

Methodology

The methodologies, significant assumptions and emissions factors used to calculate or measure GHG emissions, and the tools used for those calculations are described in ESRS 2 BP-2 Disclosures in relation to specific circumstances and further detailed in the following paragraphs. The Greenhouse Gas Protocol (GHG Protocol) has been used for our calculations. The calculations have been carried out according to the three associated standards: The Corporate Standard, The Corporate Value Chain (Scope 3) Standard and Technical Guidance for Calculating Scope 3 Emissions. The operational control approach is used in this reporting. This means that greenhouse gas emissions are classified as direct emissions when the activity gives rise to emissions during use, for example when leasing vehicles or operating in rented premises. No significant changes in our reporting, including our downstream and upstream value chains, have happened since the establishment of our base year in 2019, but smaller changes mainly related to scope allocation are reported in this section.

Scope 1 and 2

Scope 1 and 2 were calculated using, to the greatest extent possible, actual activity data, such as kilowatt-hours or kilometers. The emission factors used in the calculations come from the Swedish Transport Administration (Trafikverket), The Swedish Energy Markets Inspectorate (Ei), IEA and AIB European residual mixes. Assumptions in scope 1 and 2 often include estimates for electricity, heating, and refrigerant leakage. Emissions from refrigerant leakage, if actual data was missing, have been estimated based on the total facility area in which district cooling is not used. Where no activity data was available for energy consumption, estimates for different facility types from the Swedish Energy Agency (Energimyndigheten) were used.

As the operational control approach is adopted throughout this calculation, emissions from cars that Db has operational control of are included as emissions within Scope 1 & 2. Consequently, emissions from company operated cars and rental cars which generate scope 1 or 2 emissions are included in the Scope 1 & 2 emissions. As no heating consumption for the offices was provided, the same consumption reported in 2022 calculation is used for the offices in Norway. The heating consumption related to the office in Stockholm is based on its area, as the consumption used in 2022 calculation heavily differs from our reference values. As no cooling or refrigerant leakage was reported by any facility of Db, 2050 Consulting estimated refrigerant leakage based on the area of all facilities.

In last year’s calculation, the emissions from electricity and heating related to remote work were categorized as Scope 2

emissions. This year, these emissions are instead included in Scope 3 Category 7, Commuting.

Scope 3 Category 1: Purchased Goods and Services

The category Purchased goods and services consists of a primary data collection representing the emissions from suppliers in tier 1 and partly tier 2, where calculation for materials is done in the Worldly Product Module (PM). The results from the primary data calculations are used instead of Worldly emission factors for tier 1 and 2 where the relevant suppliers have reported primary data. Calculation for packaging emissions is included in the Worldly PM calculations. For suppliers in tier 1 and 2, data collection includes primary data from suppliers from both Worldly Facility Environmental Module (FEM) and through Excel questionnaires. Emissions are calculated based on reported electricity, fuel, transport and packaging consumption for each supplier. The electricity emissions are calculated based on national grid emission factors. One change compared to last year however is that two tier 1 suppliers that did not report any fuel use in 2022 did report this for the fiscal year 2023. This has subsequently increased the tier 1 emissions compared to last year.

For material emissions, calculations were done with Worldly PM, where emissions are calculated for all products based on material composition. Custom material compositions were set up by Db in Worldly Materials Sustainability Index (MSI). For packaging emissions, weight was added for each product based on product sizes S (78g), M (447g) and L (1659g) based on Db’s information. All packaging material from tier 1 suppliers to end customer is included.

There is an on-going debate in the industry regarding Worldly MSI and its emission factors. These factors are retrieved from Life Cycle Analyses (LCAs) and databases and are thus not the actual production emissions from Db’s own suppliers. In some cases, these LCAs have been performed on local environments but have a global application, so the representativeness regarding the factors in the MSI varies. All LCA data from Worldly is retrieved using the Material Sustainability Index (MSI Methodology and Data Version 3.7, last updated December 2023) and the Product Module (PM version 1.0). Emissions from the purchase of meals and electrical equipment related to Db are included in category 3.1, and the same methodology was used for this year’s calculation as in 2022. However, the emission factor used to calculate meals and cafeteria items was corrected as this emission factor was given in the wrong unit in the 2022 calculations. As a result, the emissions from lunches and food purchases related to the offices have increased significantly. This change was corrected for both the 2022 and 2023 calculations.

Scope 3 Category 3: Fuel and Energy Related Activities

Fuel and energy related activities are calculated using the activity data for electricity and heating in all facilities and fuels used for company-operated vehicles. Emission factors for calculations are from the Swedish Transport Administration (Trafikverket), The Swedish Energy Markets Inspectorate (Ei), IEA and AIB European residual mixes. In 2022 calculations, the emissions from electricity, heating and fuel consumption from third-party warehouses were included in category 3.3, fuel- and energy related emissions. This year, these emissions are instead included in category 3.4, upstream transportation and distribution. Subsequently, around 42 tons of CO2e were moved from category 3.3 to category 3.4 for the 2022 calculation.

Scope 3 Categories 4 and 9: Transportation and Distribution

Emissions from transportation and distribution are primarily based on actual emission data provided by the carrier, secondly by calculations based on provided information on transported weights and distances. Emission factors used for the calculated emissions are gathered from the Network of Transport Measures (NTM). Data compilations and emission reports have been analyzed to compile the reported emissions from each transportation provider. For transportation providers who did not declare the payload of the transports, either the stated company specific emissions factor for the transportation mode or internal emission factor database have been used to calculate the payload.

This year, Db has utilized sustainable aviation fuels (SAF) for a portion of their air freight operations. To account for the use of SAF while considering the radiative forcing index (RFI), the RFI was applied to the reported reference emissions from the use of standard jet fuel. The reported reduction in emissions from SAF is then subtracted from this value. This is to consider that radiative gases are still emitted from SAF. Emissions generated from operations at third-party warehouses are included in this category. The emissions are calculated the same way as for facilities in scope 1 and 2, but all emissions are included in scope 3 in accordance with the GHG protocol. Activity data for electricity, heating and fuels are included. Emission factors used are from AIB Residual Mixes 2022 and 2023, Energiföretagen 2021, Naturvårdsverket 2021.

Scope 3 Category 5: Waste

To calculate the amount of waste generated by the offices, the same method was used as for the 2022 calculation, whereby the reports from the office in Norway were analyzed and an average amount of waste per employee was used for the office in Sweden. A unit correction was applied to calculate the amount of waste for the Swedish office in 2023. As this correction did not lead to a large increase compared to the 2022 result, no

recalculation was made for 2022. Some assumptions were made for the calculation of emissions for waste generated in external warehouses. For the third-party storage facility in Belgium, the amount of waste was allocated based on Db's share of the facility's area. In addition, the waste volume for the third-party warehouse in Sweden is based on the waste volumes reported for 2021, as no updated information is available.

Scope 3 Category 6: Business Travel

Emissions from business travel are calculated by using the best available activity data and emission factors. The emission factors come from ICAO Carbon Calculator (adjusted for RFI 2,7), Trafikverket, Hertz Sustainability report 2019, the report “Branschläget 2021” by Svenska Taxiförbundet, NTM (2022), and “Travel and climate, Methodology Report. Version 2.0,” by Larsson & Kamb (2019). Activity data has been reported trip by trip by each employee for flight, train and bus travel. City of origin and destination and mode of transport have been reported. For car travel including taxi, travel distance and type of fuel have been reported. For the calculations of business travel in 2023, better data quality was achieved for taxi journeys and private vehicles. The distances travelled were categorized based on the fuel used by the vehicle. Thus, the distances travelled by diesel, petrol, electric and hybrid vehicles were considered. In the calculation for 2022, all journeys categorized as taxi or private journeys were calculated using an average emission factor for cars.

Scope 3 Category 7: Commute

As previously mentioned under the company specific methodology of scope 1 and 2, the emissionsrelated to home office and remote work are included in this category for the 2023 calculation. Electricity and heating consumption due to remote working were broken down according to the geographical locations of employees who indicated how many days they worked from home in the 2023 calendar year. This provides an accurate representation of the national electricity mix for electricity consumption. All heating consumption related to working from home is assumed to be based on electricity, except for remote working in Norway and Sweden, which was calculated using district heating emission factors provided by Endrava. For 2023, the total number of working days have been provided by Db, whereas last year, 2050 Consulting calculated this value. Thus, the total number of working days per year differs, the total number of working days in 2022 was estimated to be 256, while the updated figures for 2023 are 226 days. This leads to a lower number of passenger kilometers from commuting trips. In addition, the calculation of personal kilometers travelled by car this year has taken into account what fuel the car uses, while all distances for 2022 have been calculated using an emission factor for an average car. This year, a distinction is made between

electric, petrol and diesel cars, which leads to a decrease in emissions, as a large proportion of the distances travelled are covered by electric cars.

Scope 3 Category 12: End-of-life Treatment of Sold Products

The methodology for estimating end-of-life emissions has changed compared to last year's calculation. Firstly, the amount of waste in last year's calculation was based on the weight of outgoing transport, while in the calculation for 2023 it is based on the number of products sold and the amount of paper and plastic packaging waste associated with the products sold. Additionally, as the amount of waste this year is based on the amount of sold products, the location of the sold products was considered to incorporate waste management data from various countries. Therefore, the proportion of waste sent to energy/ material recovery, incineration without energy recovery or landfill was mapped to national data. For European countries where nation specific data could not be obtained, average EU28 data has been used. For countries in Oceania and Asia and North and Central America, data from China and United States has been used as these were the nations where most products were sold. For the 2022 calculation, a general split between waste allocated to energy/material recovery, incineration without energy recovery and landfill was applied for all outbound transport.

Excluded Scope 3 GHG emissions categories

Db's disclosure includes all emissions in Scope 1 and 2. GHG emissions in Db's value chain are reported in Scope 3 and are categorized according to the GHG Protocol in 15 different categories. The table below shows which Scope 3 categories are included and excluded in the climate accounts. The exclusions are based on the outcome of our materiality assessment.

- 3.2 Capital goods: this is estimated to be insignificant, and we currently report IT equipment in a different category. Office furniture might be included but assessed to be insignificant as most of it is purchased second hand, as per our Environmental Preferable Purchasing Policy.
- 3.8 Upstream leased assets: emissions from leased cars and offices and reported in Scope 1 and 2 and we don't have other leased assets of significance.
- 3.9 Downstream transportation and distribution: customers travelling to a store or a pick-up point to purchase or collect a product from Db have not been included in our calculations because of the low significance of this category. We will add this category when opening our own store, currently planned for 2025.
- 3.10 Processing of sold goods: we do not post embellish or process products in other ways after they have been shipped from our factory. This is therefore excluded.
- 3.11 Use of sold goods: our products do not require energy to

- function, are not equipped with built-in electronics, and do not require care during their lifetime. This is therefore excluded.
- 3.13 Downstream leases assets: Db does not own assets leased to other entities. This is therefore excluded.
- 3.14 Operation of franchises: this is not relevant to our operations and excluded.
- 3.15: Operation of investments: this is not relevant to our operations and excluded.

We will perform a Scope 3 screening during 2024, supported by an external advisor, and reassess the exclusion decisions made until 2023.

Other considerations

Biogenic emissions of CO2 have not occurred from the combustion or biodegradation of biomass in Db'supstream and downstream value chains separately from the gross Scope 3 GHG emissions. GHG removals, purchased, sold or transferred carbon credits or GHG allowances are not included in the calculation of Scope 3 GHG emissions.

Total GHG Emissions

→	Retrospective			Target Year		
Scope 1: GHG Emissions	Base year (2019)	2022	2023	% 2023 vs. 2022	2030	Target vs. Base year
Gross Scope 1 GHG emissions (tCO2eq)	6.4	2.6	2.1	-16%	3.2	-50%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0,0	0,0	0,0	—	—	—
Scope 2: GHG Emissions						
Gross location-based Scope 2 GHG emissions (tCO2eq)	32.4	4.3	10,9	—	—	—
Gross market-based Scope 2 GHG emissions (tCO2eq)*	32.4	4.2	4.1	-16%	15.2	-50%
Significant Scope 3 GHG Emissions						
Total Gross indirect (Scope 3) GHG emissions (tCO2eq)**	6199.5	7604.8	5714.6	-25%	5676.6	-8%
1 Purchased goods and services	5555.7	5304.6	4551.7	-14%	—	—
3 Fuel and energy-related activities	2.4	2.5	1.9	-25%	—	—
4 Upstream transportation and distribution	500.5	1952.6	847.6	-57%	—	—
5 Waste generated in operations	0.1	3.0	1.4	-54%	—	—
6 Business travel	116.9	304.0	271.6	-11%	—	—
7 Employee commuting	7.2	5,2	2,1	-59%	—	—
12 End-of-life treatment of sold products	16.6	32.9	38.3	17%	—	—
Total GHG Emissions						
Total GHG emissions (location-based) (tCO2eq)	6238.3	7611.7	5727.7	-25%	—	—
Total GHG emissions (market-based) (tCO2eq)	6238.3	7612.2	5720.8	-25%	5696.0	-9%

* 64.8% (calculated based on the electricity usage reported on scope 2) of the market-based scope 2 GHG emissions are linked to electricity purchased with bundled Guarantee of Origins from electricity suppliers to our offices in Oslo and Stockholm, through our electricity contracts.

** 85% of the scope 3 GHG emissions have been measured using inputs from specific activities within Db's upstream and downstream supply chain, in addition 15% were calculated by Db's transportation suppliers. 15.4% of the scope 3 GHG emissions have been calculated using primary data from suppliers and other value chain partners.

Analysis and Comments on Evolution

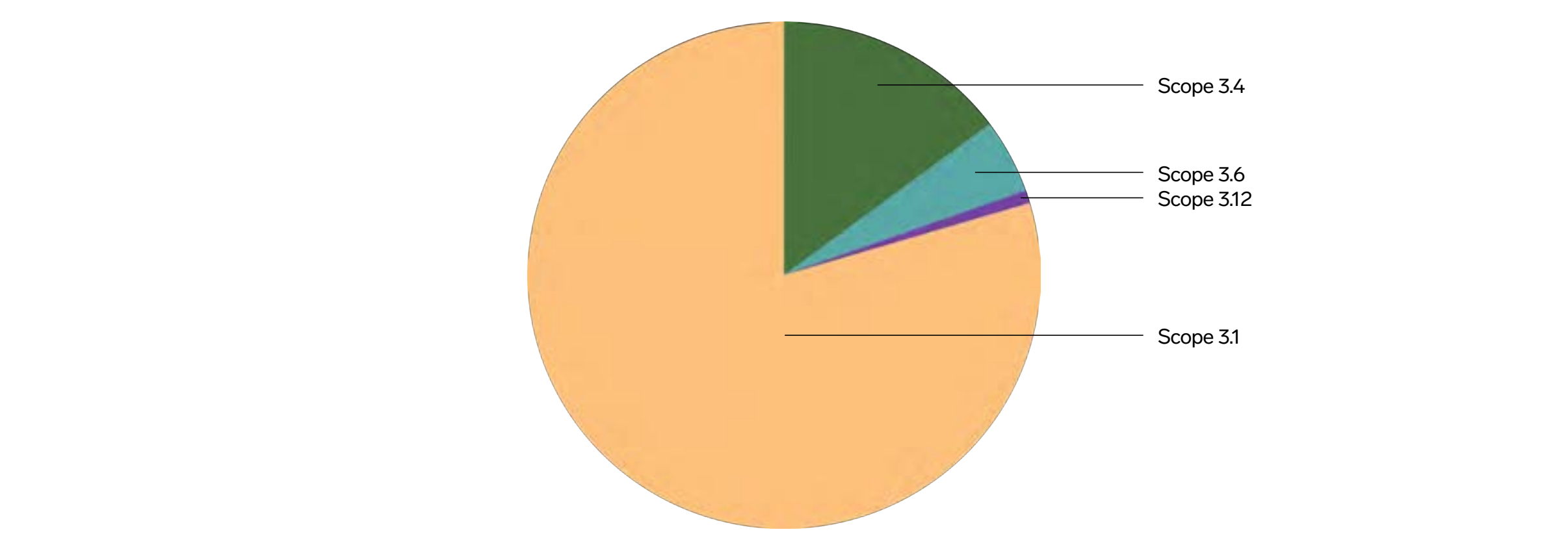
Db has reduced its total emissions by 9% since the base year of 2019, though the base year data hasn't been adjusted for methodological changes. The 2019 baseline now includes additional data points such as business travel by train and taxi, and energy consumption from home offices.

Purchased goods and services account for approximately 80% of Db's total emissions. Emissions in this category decreased by 18% compared to 2019, and by 14% compared to 2022. Despite an increase in produced products from 232,759 in 2019 to 401,882 in 2023, emissions per product decreased by 53%, from 23.9 kg CO2e/product to 11.3 kg CO2e/product. For 2023, the methodology for calculating production emissions changed, using Worldly PM data per style and tier 2 primary data for 48% of material weight. This resulted in 21% lower emissions in tiers 2-4 compared to using Worldly MSI average data.

Transport and distribution, the second-largest emissions category, account for 16% of total emissions. These emissions have decreased by 57% since 2022 due to a reduction in air freight and an increase in sea freight, as well as the adoption of sustainable aviation fuels for air outbound transport.

Energy usage emissions within Db's offices decreased by 29%, from 4.9 tons CO2e to 3.5 tons CO2e since 2022, due to switching to Guarantees of Origin for electricity and reclassifying home office energy consumption from Scope 2 to Scope 3. Emissions from third-party warehouse energy use decreased from 42 tons CO2e in 2022 to 34 tons CO2e in 2023. Business travel emissions increased by 106% since 2019 but decreased by 11% from 2022, from 304 tons CO2e to 272 tons CO2e, mainly due to reductions in air travel and hotel overnight stays.

Total GHG Emissions Deaggregated by Scope 1,2, and 3 split across value chain



●	Scope 1 (direct emissions)	0,04%
●	Scope 2 (indirect emissions, Market-based)	0,07%
●	Scope 3.1 Purchased goods and services	79,56%
●	Scope 3.3 Fuel- and Energy-Related Activities	0,03%
●	Scope 3.4 Upstream transportation and distribution	14,82%
●	Scope 3.5 Waste	0,02%
●	Scope 3.6 Business travel	4,75%
●	Scope 3.7 Employee commuting	0,04%
●	Scope 3.12 End-of-life treatment of sold products	0,67%

GHG intensity per net revenue	2022	2023	% 2023 vs 2022
Total GHG emissions (location-based) per net revenue (tCO2e/MNOK)	29.59	14.08	-52,4%
Total GHG emissions (market-based) per net revenue (tCO2e/MNOK)	29.60	14.06	-52,5%

The net revenues used to calculate GHG intensity are the same as the net revenues used in our financial statements.

GHG removals and GHG mitigation projects financed through carbon credits E1-7

Since 2020, Db has been purchasing carbon credits to finance climate change mitigation projects outside of its value chain every year, corresponding to at least 100% of their total annual GHG emissions through reduction projects. Db does not use this purchase to support GHG neutrality claims and does not intend to make public claims about GHG neutrality through the purchase of carbon credits: we acknowledge that buying a new product from Db does not reduce our GHG emissions, and we therefore avoid statements about carbon neutrality that could mislead our customers. Db does not disclose carbon credits as an offset for its GHG emissions under Disclosure Requirement E1-6 on GHG emissions, nor as a means to reach the GHG emission reduction targets disclosed under Disclosure Requirement E1-4.

In 2023, Db purchased 9,939 tons of CO2e, covering 174% of our total Scope 1, 2 and 3 GHG emissions. Those credits are VCS certified and retired during 2023. We chose to support a single project in Southern Vietnam, the Vinh Hao 6 Solar Power Project ([project VCS 2040](#)), which involves the construction of a solar power plant in Vinh Hao commune, Tuy Phong district, Binh Thuan province. The main purpose of this project activity is to generate electricity through renewable solar energy sources by using photovoltaic technology. This 50MW solar power installation, built over an old salt farm, does not compete with agricultural or other land uses.


In the absence of a list of quality standards for carbon credits recognized by the EU or recommended by EFRAG, we consider VCS certified credits to fall within the qualification of quality standards. Contractual agreements are renewed annually, and their duration does not extend beyond a given reporting year at a time. We remain committed to investing in relevant projects in Asia that help increase the share of renewable energy in the local energy mix and contribute towards Db’s climate change mitigation policy.

Carbon credits cancelled in the reporting year	2022	2023
Total (tCO2eq)	5,000	9,939
Share from removal projects (%)	0%	0%
Share from reduction projects (%)	100%	0%
Vinh Hao 6 Solar Power Project (VCS 2040)	0%	100%
Song Chung Hydropower Project (ID CDM 3532)	100%	0%
Share from projects within the EU (%)	0%	0%
Share of carbon credits that qualify as corresponding adjustments (%)	0%	0%
Carbon credits planned to be cancelled in the future	2024	2025-2030
Total (tCO2eq)	16,000	0

Internal Carbon Pricing E1-8

Db does not apply internal carbon pricing schemes. In the absence of neutrality claims (E1-7 GHG removals and GHG mitigation projects financed through carbon credits), we use the purchase of carbon credits as an incentive to reduce our emissions to avoid OpEx proportional to our total Scope 1, 2 and 3 GHG emissions impacting negatively our financial statement. We have established a minimum rate of NOK 50 per ton of CO2e emitted. While this rate is low, it represents a starting point.





Anticipated financial effects from material physical and transition risks and potential climate-related opportunities E1-9

As detailed in section ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model, our materiality assessment highlighted that climate change-related concerns as significant for Db. We have not conducted a proper resilience analysis yet, therefore the assessment of anticipated financial effects made in this section is preliminary and expected to evolve significantly in the next reporting period. We have not identified the potential to pursue material climate-related opportunities at the current stage.

Db's strategy relies on an asset-light business model which makes the group resilient towards climate related physical and transition risks, as we remain agile in our sourcing strategy and improve our current suppliers in our value chain or, if not possible, switch to suppliers aligned with our targets and supporting us with reducing the exposure to those risks. We expect this transition to come at a moderate cost in the short- to long term. Furthermore, this outsourced operations model means that none of the risks described in this section has been identified to have an impact on Db's assets.

Potential financial effects from material physical risks

Topic	Short term	Medium term	Long term
Acute physical risks	Increased severity of extreme weather events: cyclones (impact on maritime routes to transport goods from Asia to warehouses), floods (impact on suppliers in areas exposed to river and coastal flooding) → Low impact on revenue.	Increased severity of extreme weather events: cyclones (impact on maritime routes to transport goods from Asia to warehouses), floods (impact on suppliers in areas exposed to river and coastal flooding). → Medium impact on revenue → Medium impact on margin	Increased severity of extreme weather events: cyclones (impact on maritime routes to transport goods from Asia to warehouses), floods (impact on suppliers in areasexposed to river and coastal flooding). → High impact on revenue → Medium impact on margin
Acute physical risks	Changes in precipitation patterns (impact on workers) → Low impact on revenues	In addition, higher frequency and intensity of short-term events, extreme variability in weather patterns, rising mean temperatures (impact on workers, production interruptions). → Medium impact on revenues → Medium impact on margin	In addition, higher frequency and intensity of mid-term events, rising sea levels (mass migration of workforce, production relocation, supplier bankruptcies, harbor and maritime routes closed). → High impact on revenues → Medium impact on margin

Potential financial effects from material transition risks

Topic	Short term	Medium term	Long term
Market Risks	Increased cost of raw materials and fossil energy sources such as oil for maritime transport and coal for textile production → Low impact on revenues → Low impact on margin	Increased severity of short-term risks → Medium impact on revenues → Medium impact on margin	Increased severity of medium-term risks → Medium impact on revenues → High impact on margin
Policy & Legal Risks	Increasing reporting and compliance demands (impact on resource need for reporting, shift of resources from action to reporting) → Low impact on revenues → Low impact on margin	In addition, introduction of pricing of GHG emissions for the textile industry (e.g. CBAM extension to our material and product categories), introduction of a 1.5°C-aligned global phase-out of fossil fuels → Medium impact on revenues → High impact on margin	Increased severity of medium-term risks → High impact on revenues → High impact on margin
Technology Risks	Increasing costs of transition to lower emission technology for raw material production, transformation and finished goods production as well as transportation → Low impact on revenues → Low impact on margin	Increased severity of short-term risks and scarcity of input materials → Medium impact on revenues → Low impact on margin	Increased severity of medium-term risks and scarcity of input materials → Medium impact on revenues → Medium impact on margin

Chapter 4

ESRS E2 Pollution

4.1

Impact, Risk and Opportunity Management

**Description of the processes
to identify and assess material
pollution-related impacts, risks
and opportunities ESRS 2 IRO-1**



As described in section ESRS 2 IRO-1, we first conducted and implemented our materiality assessment in 2022. We plan on updating this assessment during 2024. Db considered in this assessment its impacts, risks and opportunities related to pollution.

The assessment concluded that Db’s business model might lead to water, air, and soil pollution in its upstream value chain. This is caused by the extraction of raw materials and production of input materials such as textiles, coatings, plastics, solvents, and metals used in our products, as well as from the transportation of Db’s products. Emissions of air, water and soil pollutants occur both at and near the production sites in our upstream supply chain, and from the vessels, planes and vehicles transporting raw materials, input materials, and finished goods.

The assessment also found that despite the policies already established by Db, a small portion of our products may unintentionally contain substances of concern. Own operations and downstream value chain were not assessed to represent a significant risk of pollution. No site location screening was performed in this assessment as Db does not conduct any industrial activity as part of their direct assets and operations and has a very limited interface with nature.



Policies related to pollution E2-1

Db meets all the requirements of the European (REACH, BPR, and CLP regulations) and local legislations. Additionally, Db addresses chemical compliance with an even stricter Restricted Substance List (RSL) for all materials used than the applicable legislation. This enhanced RSL sets lower limits and stricter bans on substances than what is mandated by standard regulations. This approach is especially tailored to meet the specific needs and challenges of the textile industry, ensuring that Db’s products meet a high industry standard of safety and environmental responsibility.

The materials used can be categorized into those nominated by Db and those sourced by vendors, the latter category being under the vendor’s responsibility for communication. RSL compliance is mandatory for both nominated and vendor-sourced suppliers. Based on this RSL, Db’s products undergo regular annual testing according to a random test plan. The control of chemicals aims to ensure the safest possible use of chemicals for workers, the environment, and end users.

Db actively monitors trends in environmental and safety regulations within the EU and in all countries where the company operates, anticipating the effects of pending regulations on its operations. We revise our chemical guidelines annually and plan to integrate an MRSL into our compliance standards during 2024. Our policies don’t currently address incident avoidance and emergency situations management, and don’t focus on pollution from transport.



The main causes of air pollution from our operations stem from textile production processes, primarily related to the use of coal-powered boilers for wet processes during weaving, dyeing, and finishing. Besides GHG emissions, those industrial boilers aren't necessarily highly efficient and release air pollutants during combustion, often released unfiltered into the atmosphere.

In 2022, we explored ways to enhance efficiency with our main tier-2 suppliers, guided by STICA and the Apparel Impact Institute. In 2023, we delved deeper into this initiative by visiting our top 5 tier-2 material suppliers with whom we have long-term relationships. These on-site visits allowed us to strengthen our partnerships and conduct in-person audits of the facilities, ensuring a mutual commitment to improving industry standards. We found that these suppliers not only share our mindset but have also made significant progress in upgrading their processes and facilities. Consequently, we have established even stronger and more extensive partnerships with these forward-thinking suppliers.

In terms of transportation impacts, reducing air freight in 2023 proved effective. Better planning for inbound transportation and offering different shipping options to our customers for outbound transportation reduced our reliance on air freight. This year, Db utilized sustainable aviation fuels (SAF) for a portion of air freight operations, acknowledging that radiative gases are still emitted from SAF.

For sea freight, we will continue using slow-steaming container ships to minimize our environmental impact and limit the emissions of pollutants into the sea and the air. Another area of focus is the continuous improvement of our direct-to-consumer (DTC) packaging and our product folding and compression methods to minimize the volume of the boxes we ship, reducing pollutant emissions from transport.

Water pollution

Tier-2 textile suppliers are here again responsible for the most significant impact on water in terms of usage, consumption and pollution. Our main improvement focus is working with our suppliers to convert fabrics and textile trims to dope dyed alternatives which use significantly less water and energy to produce, meaning a lower impact on water pollution. For example, on one of our most used main fabrics, the switch to dope dyed provided a 46% reduction in water usage (based on Higg MSI 3.5 data at Higg.org retrieved in March 2023).

The enforcement of our RSL through contractual agreements with our suppliers and monitored via regular testing also ensures that substances of high concern are not used in production, reducing the risk of release of water pollutants.

Land pollution

The main area we have identified is cutting waste from our tier-1 suppliers. This type of waste is generated from the cutting of pattern pieces in fabric rolls. The cutting waste is made of small pieces of fabric which are too small to be sorted and reused. In addition, 65% of the fabrics we purchased in 2022 were coated with a PU film for waterproofness, hence not recyclable. Even though our suppliers confirm that the cutting waste is collected by a third party, crushed and used as filling for other items, we haven't managed to trace this waste and have concerns that it might be put in landfill instead.

At the beginning of 2023, we rolled out an efficiency program to analyze and improve the pattern efficiency of our best-selling styles (representing approximately 60% of our yearly production, in units), resulting in marker efficiency improvements of several percent points and a reduction of offcut generation in production. In 2024, we plan to incorporate those requirements into our design guidelines to scrutinize marker efficiency during the design process, ensuring that new products are developed with this consideration in mind.

4.3

Metrics and Targets

Targets related to pollution E2-3

Many targets within our roadmap in ESRS 2 SBM-1 are closely aligned with our goals of reducing pollution in the air, water, and soil. This includes actions aimed at minimizing emissions from our manufacturing processes, reducing water usage and contamination through the chosen materials, and preventing soil pollution by implementing second-life services such as repair and recommerce.

Additionally, we are committed to improving the use of chemicals by enforcing our already strict regulations and transitioning to safer alternatives. Our current target on RSL enforcement in our supply chain aims at ensuring the prevention and control of substances of concern and substances of very high concern. Our RSL goes beyond the mandatory (required by legislation) demands from European and local legislations and is therefore considered voluntary.

Pollution of air, water and soil E2-4

Db's industrial operations, including production, warehousing and transportation, are fully outsourced. Hence, Db does not emit pollutants through its own operations and does not generate nor use microplastics.

Substances of concern and substances of very high concern E2-5

As discussed earlier in E2-1, Db complies fully with European regulations (REACH, BPR, and CLP) and local laws. In addition, Db imposes stricter standards through a Restricted Substance List (RSL) for all materials used. This RSL imposes lower limits and stricter bans on substances compared to standard regulations. This proactive approach is tailored to meet the specific requirements and challenges of the textile industry, ensuring that Db's products meet high standards of safety and environmental responsibility. For example, Db has voluntarily excluded PFAS from all water repellent treatments in all their products in recent years. This proactive step ensures that Db's products already comply with upcoming bans under ECHA and US legislation without any compromise on performance or quality.

Anticipated financial effects from pollution-related impacts, risks and opportunities E2-6


Db's Do Better roadmap has financial implications, particularly in terms of cost of goods sold, as products containing materials that meet stringent requirements incur higher costs. Specifically, materials adhering to these standards typically incur costs that are at least 10-15% higher compared to conventional alternatives. We believe that those financial implications may have an anticipated positive financial effect in the medium and long term: the opportunity we see is potential competitive advantage from anticipation on future, stricter regulations as well as avoidance of incidents.

Chapter 5

ESRS E3 Water and Marine Resources

5.1

Impact, Risk and Opportunity Management



Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities ESRS 2 IRO-1

As detailed in section ESRS 2 IRO-1, we conducted our materiality assessment in 2022. There were no updates made to it in 2023. In this assessment, Db evaluated its impacts, risks, and opportunities associated with water and marine resources. The assessment determined that Db’s business model is closely linked to the production of raw materials that require significant freshwater usage and may discharge pollutants into water, seas and oceans with impact on aquatic ecosystems. These production processes in the deeper supply chain may also be in regions with water scarcity concerns.

Policies related to water and marine resources E3-1



The policies outlined in E2-2 for managing environmental impacts, risks, and opportunities also extend to the conservation of water and marine resources. Db has no additional policies currently in effect. During 2024, we plan on revising Db’s chemical guidelines and intend to incorporate an MRSL into our compliance framework. This initiative will regulate the use of chemicals to minimize environmental impact and ensure safe working conditions in our manufacturing countries, including substances used in production processes that might not be present in our finished goods.

Db currently lacks policies addressing water management, water treatment, and commitment to reduce water consumption in areas at water risk. Db has not adopted policies or practices related to sustainable oceans and seas. We intend to create or update our current policies relating to those areas by 2025.

**Actions and resources
related to water and marine
resources E3-2**

As outlined in our roadmap in chapter SBM-1, a major focus is on progressively increasing the use of dope-dyed materials to significantly reduce water consumption and discharge of chemicals into water during impactful textile production processes. Other initiatives have been taken in our supply chain to implement water treatment facilities at tier 1 and tier 2 suppliers.



5.2

Metrics and Targets



Targets related to water and marine resources E3-3

The policies outlined in E2-2 for managing environmental impacts, risks, and opportunities also extend to the conservation of water and marine resources. Db has no additional policies currently in effect. During 2024, we plan on revising Db’s chemical guidelines and intend to incorporate an MRS� into our compliance framework. This initiative will regulate the use of chemicals to minimize environmental impact and ensure safe working conditions in our manufacturing countries, including substances used in production processes that might not be present in our finished goods.

Db currently lacks policies addressing water management, water treatment, and commitment to reduce water consumption in areas at water risk. Db has not adopted policies or practices related to sustainable oceans and seas. We intend to create or update our current policies relating to those areas by 2025.

Water consumption E3-4

Db’s total water consumption is estimated to be 39,204 m3 in 2023. This has been calculated through the Worldly PM module for all produced Db products, including customized information in Worldly MSI to retrieve material data as accurately as possible. We are not able to break down that consumption by geographical area and have not identified consumption in areas at water risk nor areas of high water stress. We are currently not able to monitor the water recycled and reused in our supply chain. Our estimated water intensity is 96.37 m3/MNOK in 2023.

Anticipated financial effects from water and marine resources-related impacts, risks and opportunities E3-5

The main anticipated financial effects from water and marine resources-related impacts and risks are related to unavailability of water in areas at water risk due to droughts and prioritization of available water resources for populations and other industries, leading to supply chain disruptions. The other significant effects already experienced are the increase in the cost of goods sold related to the switch to better and more costly technologies (such as dope-dyeing) to reduce our water consumption. We have not quantified those financial effects yet.

Chapter 6

ESRS E4 Biodiversity and Ecosystems

6.1

Strategy



Transition plan and consideration of biodiversity and ecosystems in strategy and business model – E4-1

We have not found biodiversity and ecosystems to be a material topic in our 2022 materiality analysis. We have instead focused on other material environmental matters that are closely connected to biodiversity and ecosystems: ESRS E1 Climate change (GHG emissions and energy resources), ESRS E2 Pollution (air, water and soil) and ESRS E3 Water and marine resources, and ESRS E5 Resource use and circular economy (wasted reduction and usage of recycled input materials). As of now, Db does not have a specific plan to ensure that its business model and strategy align with biodiversity and ecosystems. We haven't conducted a resilience analysis to assess Db's compatibility with relevant local, national and global public policy targets related to biodiversity and ecosystems.

Db's strategy is to transition to a circular business model where input materials are coming from recycled sources and where end-of-life products can be separated into components fit for recycling. We use mainly synthetic raw materials (e.g. rigid parts) and recycled input materials (e.g. textile fibers, foams, paper) except metal trims and have a more limited impact on biodiversity and ecosystems compared to sourcing natural materials. We have not established a transition plan to align our business model and strategy with the vision of the Kunming-Montreal Global Biodiversity Framework and its relevant goals and targets, the EU Biodiversity Strategy for 2030, and with respecting planetary boundaries related to biosphere integrity and land-system change.

Material impacts, risks and opportunities and their interaction with strategy and business model - ESRS 2 SBM-3

We have not identified material impacts, risks and opportunities related to biodiversity and ecosystems. However, material topics related to climate change, pollution, water and marine resources are described in their respective environmental matters (see ESRS E1, E2 and E3).

6.2

Impact, Risk and Opportunity Management

Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities ESRS 2 IRO-1

As detailed in section IRO-1, we conducted and implemented the materiality assessment in 2022. There were no updates made to it in 2023. In this assessment, Db evaluated its impacts, risks, and opportunities related to the topics and sub-topics in ESRS 1 General Requirements, including those related to biodiversity and ecosystems. The assessment concluded that Db’s business model is linked to biodiversity impacts through climate change, pollution, water and marine resources.





**Policies related to biodiversity and ecosystems
E4-2**

Db’s policy to manage material environmental impacts, risks and opportunities are described in section E1-2, E2-2, E3-2 and E5-2. A specific biodiversity-related policy has not been developed.

**Actions and resources related to biodiversity and ecosystems
E4-3**

Db has currently not actions nor resources planned to address biodiversity and ecosystems. We did not purchase biodiversity offsets during 2023.

6.3

Metrics and Targets



Targets related to biodiversity and ecosystems E4-4

Db has no targets or metrics related to biodiversity and ecosystems change. We have not applied ecological thresholds and allocation of impacts to determine targets. If our 2024 double materiality analysis reveals that biodiversity and ecosystems are a material topic, we plan to dive more thoroughly into the adequate methodology – including the Kunming-Montreal Global Biodiversity Framework and the EU Biodiversity Strategy for 2030 – to establish related metrics and targets. Db does not purchase biodiversity offsets.

Impact metrics related to biodiversity and ecosystems change E4-5

Db has not created metrics related to biodiversity and ecosystems change. Other metrics described in E1-5 Energy consumption and mix, E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions, E2-4 Pollution of air, water and soil, and E3-4 Water consumption are related to biodiversity and ecosystems changes. We have not identified material impacts with regards to land-use change or impacts on the extent and condition of ecosystems. We do not assess that our own operations or our value chain contributes to the impact drivers of land-use change, freshwater-use change and/or sea-use change. However, impacts on freshwater-use change are documented in E2-4 Pollution of air, water and soil and E3-2 Actions and resources related to water and marine resources.

Db has not concluded that it directly contributes to the accidental or voluntary introduction of invasive alien species. Also, Db did not identify material impacts related to the state of species or to ecosystems. Db does not operate any sites located in or near biodiversity sensitive areas.

Anticipated financial effects from material biodiversity and ecosystem-related risks and opportunities E4-6

Since we currently assess that Db has no material impact on biodiversity and ecosystems, anticipated financial effects related to those topics have not been assessed.

Chapter 7

ESRS E5 Resource Use and Circular Economy

7.1

Impact, Risk and Opportunity Management

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities ESRS 2 IRO-1



As described in section ESRS 2 IRO-1, Db has not completed a doubled materiality assessment yet, however we estimate that our current understanding of our resource inflows and outflows as well as our waste is comprehensive. Db’s current business model is linear (“take-make-waste”) with a few pilots run to explore circular business models and mono-material product design.

Due to the complexity of our products and the way components are assembled through sewing and sometimes bonding, disassembling and repairing them is a complex, highly manual and time-intensive process. In addition, most of the fabrics we use are coated to achieve the required performance levels in terms of durability, look and water resistance, and therefore cannot be recycled. Furthermore, there is today no industrial solution available at scale to collect and disassemble our product types. Finally, there is no recycling solution commercially available to chemically recycle the textile fibers used in our products into new fibers of equivalent quality: only downcycling would be an alternative if we were able to disassemble our products and separate their main components.

Policies Related to Resource Use and Circular Economy E5-1

Waste reduction program

Db introduced a Waste reduction program policy in 2022 that aims at minimizing our universal waste by having adequate recycling routines and avoiding generating unnecessary waste. This program lays out the routines which apply to our offices. The Head of CSR is accountable for its implementation.

Do Better roadmap

Db introduced its ESG roadmap – called Do Better roadmap – in 2020 to set specific, time-set goals to reduce waste by introducing better and more efficient production processes, transition away from use of virgin resources by ramping up the use of secondary (recycled) resources in our raw materials and replacing fossil energy resources with renewable energy resources. Our Do Better roadmap also sets out tangible goals for the implementation of circular business models. This roadmap is shared with all our production suppliers as collaboration is key for us to progress on those topics. The Chief Product Officer and Head of CSR is accountable for the implementation of this roadmap.

Resource input materials

We have continued the implementation of our Do Better roadmap during 2023 and increased the recycled content of our products. Besides 100% recycled textile components (fabrics and textile trims such as webbings, woven labels, bindings), we are using 100% recycled sources for Polyethylene and Ethylene-vinyl acetate (EVA) foams and rigid Polyethylene boards (own suppliers’ cut-off waste), carton and paper packaging (post-industrial and suppliers’ own waste) and plastic packaging (post-consumer waste). We rely on the Global Recycled Standard (GRS) developed by Textile Exchange for the certification of our input materials. The Chief Product Officer is accountable for the implementation of this roadmap.

Renewable energy

As already mentioned in E1-5 Energy consumption and mix, we have established policies for our own operations to use only electricity generated from renewable sources with the intention to reduce fossil-based resources for electricity generation. Furthermore, we have been supporting our tier 1 and tier 2 suppliers to follow our model and increase the share of renewable energy used in their operations, either through Power purchase agreements (PPAs) or via the installation of photovoltaic panels on their own facilities (owned or leased). Those policies are also summarized in our Do Better roadmap.

Actions and resources related to resource use and circular economy E5-2

Db focuses on the production of purposeful products that last for all the journeys you'll set out on. Our design philosophy is based on durability, timeless aesthetics, versatile functionality, and minimized impact, which we believe are four key pillars to make the most out of the resources needed to produce and distribute our products. Within the circular design principles, we therefore focus primarily on lifecycle extension through increased product durability, versatility of use, and improving ease of disassembly and repair.

We use the Product tools from Worldly (MSI and PM) to compare materials and make inform sourcing decisions to minimize resource utilization (energy, water and chemicals). We are currently working together with our suppliers on a new generation of Polyester coatings with similar properties as Polyurethane coatings that would enable us to recycle offcuts (by-product / waste stream) from production and achieve one more step towards a recyclable product (without disassembly), with a planned introduction to market in 2024 (pilot on one colorway only with planned launch FW24/25).

We continue to act upon our Do Better roadmap to accelerate the implementation of materials with a lower resource usage targeted at virgin raw material use reduction, energy use reduction, water use reduction, and chemical use reduction. We collaborate with our suppliers to leverage their technology and innovation capabilities to implement new materials in our collections that deliver those goals. In 2023, we achieved a **71% rate of use of secondary raw materials (recyclates) including 99.3% of recycled fabrics**. Recycled secondary raw materials are certified according to the Global Recycled Standard (GRS) from Textile Exchange.

We also support our tier 1 suppliers with their transition towards renewable energy, providing guidance and offering financial support for feasibility studies on photovoltaic rooftop installation and other ways to purchase renewable energy for their production facilities. We initiated a fabric consumption efficiency program by reviewing in detail the pattern layout (markers) of our most popular SKUs representing approximately 70% of our total sales to optimize pattern piece placement, pattern piece rotation, number of models per marker to increase fabric utilization by 2.5% in average.

We financed an energy and water audit at our main tier 1 supplier to establish a prioritized list of actions to improve energy efficiency and reduce water usage. The final report and review of actions will take place in 2024.

Internally, we implemented better, visual ways of sorting waste at our offices and pushed for our cantina staff to follow the same waste policy as Db, in line with the waste hierarchy (prevent, reduce, reuse, recycle, recover, and dispose only as a last resort).

During 2023, we continued our Db Renewed initiative for repairs and resell in Norway, Sweden and Denmark covering roughly 60.1% of the products currently on the market. The incoming goods are either from warranty claims, or from customers who wish to return their product at the end of current life in exchange of a voucher for a new (or renewed) Db product. We ended our partnership with Vandre at the end of 2023 and kicked off our circularity program to establish a permanent circular offering in our main markets, covering repair, recommerce, rental and subscriptions with a planned roll-out by Q1 2025. A specific resource reporting to the CEO has been allocated to lead this program until it is implemented.

We believe that repairs are an essential contributor to reducing our overall footprint but are still looking into commercially viable solutions to implement a fast and highly qualitative service close to our customers. Repairs have the potential to become a significant revenue stream for Db, so the need for a scalable, profitable business case is essential while establishing this solution, while keeping attractive prices for our customers to divert them from buying new products.

As a relatively small business investing in more responsible material alternatives, we often face issues related to minimum order quantities (MOQ) with our material suppliers when trying to use special fibers or yarns that contribute to reducing our carbon footprint, water or chemical use. This can lead to excess quantities of materials at the end of production. In 2022, leftover materials represented 0.14% of our total production.

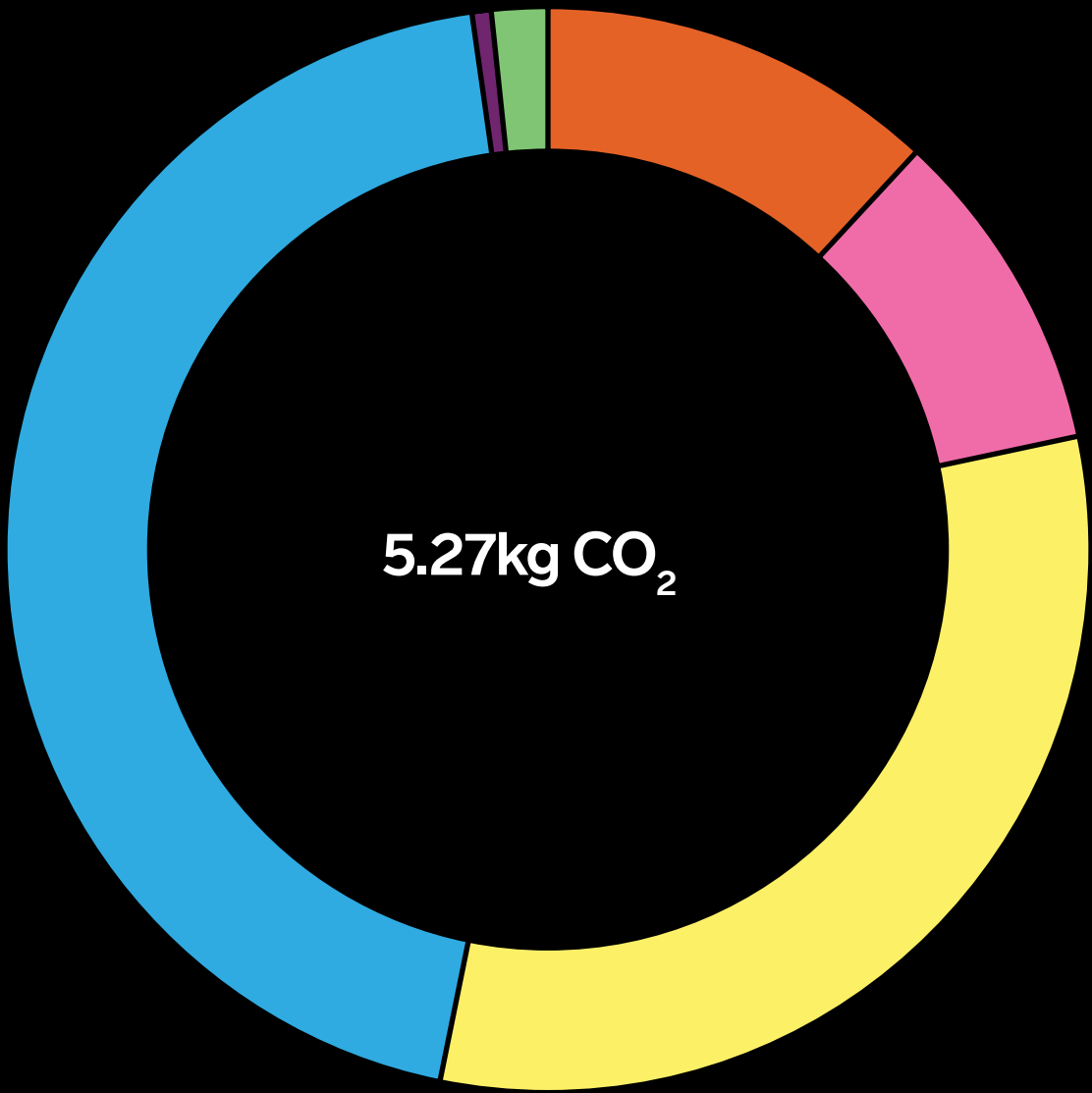
When this occurs, our first port of call is to always look at ordering a smaller production batch or additional quantities to use up all materials. If this fails (most often due to other components' MOQ) our tier-1 suppliers work with a partner that takes our fabrics back and resells them to local businesses for the production of e.g. tarps, tents or ad boards.

In addition, we implemented processes to monitor the waste generated at our tier-1 suppliers during 2022, aiming at identifying improvement opportunities to increase efficiency and reduce or reuse waste. We also collaborated with specific tier-2 suppliers to reuse production scraps into our components, such as polyethylene foams.

Example
1 yard of fabric: Recycled Polyester 900D
dope dyed face PU Black

Global Warming

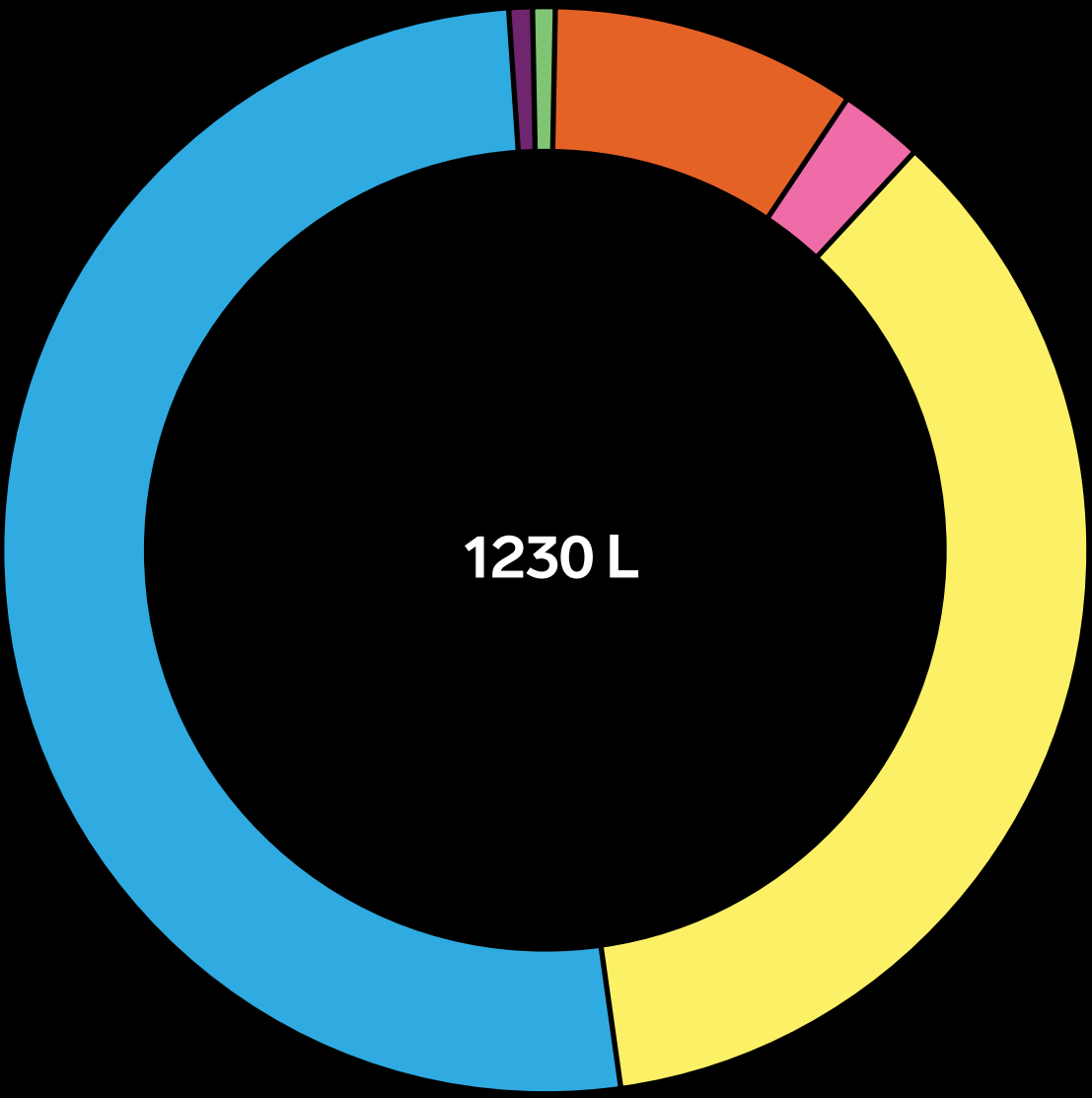
Textile Formation	45%
Yarn Foundation	31,3%
Coloration	1,5%
Raw Material Source (PET)	0,2%
Raw Material Source (PU)	10%
Bonding	11,7%



Based on Higg MSI 3.5
data at Higg.org retrieved
in March 2023

Water Scarcity

Textile Formation	51,3%
Yarn Foundation	35,6%
Coloration	0,1%
Raw Material Source (PET)	9,7%
Raw Material Source (PU)	1,8%
Bonding	0,1%



7.3

Metrics and Targets



Targets related to resource use and circular economy E5-3

Our targets are laid out in our Do Better roadmap. The following targets apply to ESRS E5. None of them are mandatory (required by legislation) in 2023 and there is no upcoming legislation setting such targets to our knowledge:

Achieved on time	<ul style="list-style-type: none">– 100% webbings and bindings dope dyed (2022, increase of circular material use rate).– 100% GRS recycled polybags (2022, increase of circular material use rate).– Remove virgin plastic and virgin wood fiber from our packaging (2026, increase of circular material use rate).
Delayed	<ul style="list-style-type: none">– 100% GRS or RCS recycled fabrics, textile trims, foams, polyethylene boards (target set for 2022, increase of circular material use rate) - Status 2023: 99.3%.– Repair partners implemented in Norway, Sweden, Denmark (target set for 2023, circular product design & sustainable sourcing and use) - Status 2023: secondhand partner implemented, but we terminated the contract with our repair partner in December 2023. New project is planned to be implemented by Q1 2025.
On track	<ul style="list-style-type: none">– 100% black fabrics dope dyed (2025, minimization of primary raw material).– 100% renewable energy at our warehouses (2025, minimization of primary raw material).– Tier-1 manufacturing suppliers use at least 50% renewable energy (2025, minimization of primary raw material).– 75% of all materials are recycled or made from renewable sources (2026, increase of circular material use rate).– 100% of all materials used in our products are produced with at least 50% less fossil fuel energy or 50% less water than conventional alternatives or low-impact alternatives (recycled, bio-based, etc.) (2026, increase of circular material use rate).– 5% of our revenues are generated by circular business models (resale, rental, repair) (2030, circular product design & sustainable sourcing and use).– 90% of all materials are recycled or made from renewable sources (2030, increase of circular material use rate).– 100% of our fabrics are mono-component including their coating and recyclable (2030, preparation for proper waste treatment).

Resource inflows E5-4



Despite having most of our raw materials coming from recycled sources (see description of our value chain in ESRS 2 SBM-1 Strategy, business model and value chain), we still rely on fossil-based, virgin resource inflows to produce our materials and for the energy required to produce those materials.

The vast majority of the recycled resource inflows we use do not come from the recycling of our own products at the end of their life. For recycled fabrics, most of the resource inflow comes from post-consumer waste such as PET bottles (Polyester fibers) or from post-industrial waste from textile production (Polyamide fibers).

Besides textile, we are using recycled sources for Polyethylene boards and foams and Polyurethane foams (from own suppliers' cut-off waste), carton and paper packaging (from post-industrial and post-consumer waste), plastic packaging (from post-consumer waste). We re-use our Polycarbonate luggage shell cut-offs and waste into new shell production.

In 2023, Db produced 757,357 kg of products, of which no biological materials and 537,723 kg (71%) of secondary reused or recycled components (including packaging). The total weight of secondary reused or recycled components is calculated based on an estimate of the monetary value of such materials purchased during the same period.



Our production processes and the textile industry in general are very energy- and water-intensive, from the recycling or extraction of raw materials to the spinning of yarns and the weaving and finishing of fabrics. We are working on finding ways to optimize water and energy consumption throughout those processes, and to convert our suppliers to renewable energy sources and to closed water circuit technology. We have not engaged into consultations with potentially affected communities.

We have successfully implemented and operate a second hand (customer take-back and recommerce) platform in Norway, Sweden and Denmark to manage logistics, repairs and resell of products at their end of life or returned by customers for other reasons. Our circular model was limited to this in 2023, while we run the implementation project for a bigger-scope circular project during 2024.

Due to the complexity of our products and the way components are assembled through sewing, disassembling and repairing them is a complicated, highly manual and time-intensive process. Products at their end of life are therefore most of the time directed to incineration or landfill, depending on the region of disposal. Unfortunately, we see that the value of purchasing a new product is lower than that of repairing an existing product, and this is the main hurdle to the roll-out of circular business models for Db now.

The textile formation processes require significant volumes of water. While some of the process stages can happen in closed circuit, the water being treated and filtered to be reused, most of the water usage is linear and the water used is treated before exiting the facilities into the communal water network, or potentially into natural water streams. We currently haven't a precise enough control of our whole supply chain to guarantee release of wastewater into the environment isn't happening in our supply chain. We have not engaged into consultations with potentially affected communities.

Woven textiles are produced on roll and cut following specific patterns before sewing assembly. This generates approximately 10-15% of cut-off waste. All our main, reinforcement and lining fabrics are coated with a Polyurethane to achieve our performance requirements in terms of durability, water resistance and look. There is currently no technology that can separate that Polyurethane coating from the Polyester or Polyamide weave, therefore those cut-offs cannot be recycled and are directed to incineration or landfill.

Packaging waste generated at customers and end-consumers is easy to sort and recycle. There are routines in place for recycling with our retail customers in Europe and North America, and we contribute to financing the waste collection and recycling networks for end-consumer packaging in the countries where we are requested to do so.

Products and materials

Our products have an expected lifetime of 20 years and Db offers a lifetime warranty for our complete product range. We believe that the expected lifetime of our products exceeds the industry average for both backpacks, bags, luggage and accessories, which we estimate to be around 2-5 years (we have not been able to access reliable data to support this estimate and it is based on industry experience only). There is no established rating system for our product categories. All textile categories (backpacks, bags, accessories) are assembled by sewing and made of several layers. Those products are difficult to repair and require skilled workforce and labour-intensive operations to perform common repairs. This is common to our industry. We estimate our luggage product category to have a higher reparability than the industry average as most of the components are assembled with screws instead of rivets and inner dividers are clipped instead of sewn, for easy replacement.

Our products are made of up to 150 components of various composition and their disassembly is very difficult. Some of those components are composite (mostly coated fabrics) and cannot be separated into recyclable components even after mechanical disassembly. Therefore, our products are currently not recyclable. 100% of our packaging is recyclable as paper or plastic.

All products we produce are designed with durability in mind with the goal to extend the lifetime of those products as much as possible. All our products contain recycled materials. The rate of recycled materials depends on the actual product. Eco-design guidelines such as circular principles, design for disassembly and design for reparability are also considered during the design and development phases. The main materials used in our products are:

Fabrics made of Polyester or Polyamide, coated with a Polyurethane coating

Textile trims made of Polyester, Polypropylene or Polyamide such as labels, webbings, bindings, cords, etc.

Foams made of Polyethylene or Polyurethane

Structural plates made of Polyethylene or Acrylonitrile butadiene styrene (ABS)

Metallic trims made of Zinc Alloy or Aluminium Alloy such as hooks, strap adjusters, etc.

Rigid shells made of Polycarbonate

Injected plastic parts of Polyamide or Acrylonitrile butadiene styrene (ABS) such as wheel housings, trolley handles, wheels, etc.



Waste

We report below the actual data received from the waste collection company in charge of the building where our Oslo headquarters are located. Db's own waste figures are extrapolated from the overall building waste figures based on our office's surface area relative to the total surface area of the building and including the cantina used by all companies working in that building.

We do not have updated metrics on the waste generated from our Stockholm office and plan to report on those figures for 2024 after we have moved to new facilities.

Method	Type	Mass (kg)	% of total	Description
Diverted from disposal	Reuse	0	0%	
	Recycling	3 828	29%	Paper, cardboard, metal
	Other recovery operations	1 648	13%	Organic food waste, kitchen oil, electronics
	Total	5 476	42%	
Directed to disposal, non-hazardous	Incineration	7 010	54%	
	Landfill	0	0%	Paper, cardboard, metal
	Other disposal	501	4%	Unsorted waste
	Total	7 511	58%	
Directed to disposal, hazardous	Incineration	0	0%	
	Landfill	0	0%	
	Other disposal	0	0%	
	Total	0	0%	
TOTAL		12 988	100%	



Anticipated financial effects from resource use and circular economy-related E5-6

Db has assessed the potential financial effects from resource use and circular economy-related impacts, risks and opportunities to be medium. The resource depletion of fossil fuels on one hand, and of rare earth materials required to produce photovoltaic panels enabling access to renewable energy on the other hand, are considered to become an increasingly high risk of access to those resources and to drive costs up for both alternatives in the medium to long term.

Furthermore, we expect legislation to further strengthen requirements in terms of circular business model implementation. If a greater share of our revenues must come from circular business models in the medium to long term, we have assessed that profitability will be significantly affected in the absence of clear governmental support or incentives to promote repairs instead of a linear economy.

We expect additional negative financial effects from the additional costs of materials and products coming from using recycle resources, and the participation to investments required in machinery upgrade and energy infrastructure to convert to renewable energy, already in the short term and continuing in the medium term. However, we expect those negative effects to be outpaced by the positive effects of lower renewable energy costs compared to fossil fuels in the long term, as well as policies and taxes applied on products not using recycled resource inflow or produced using fossil energy.

Chapter 8

ESRS S1 Own workforce

8.1

Strategy

Interests and views of stakeholders ESRS 2 SBM-2

People in our own workforce represent a key group of affected stakeholders for Db. They make a key difference in the company's overall performance and their interests, views and rights – including respect of human rights – inform both our strategy and our business model. Db's own workforce is represented at the Board of Directors through an Employee Representative elected by its own workforce, whose mandate is renewed every other year. The intention of this role is to be able to raise any relevant concern from employees to the Board, and to identify and evaluate impacts from any matter brought up in Board meetings on Db's own workforce. This ultimately provides a direct way for Db's own workforce to influence decisions made by the Board, and to raise concerns in a timely manner on how strategy and business model changes might impact Db's own workforce.

In addition to our employee representative to the Board of Directors, Db's own workforce has elected an employee representative in charge of addressing issues related to workforce with management, either general topics raised by employees or management, or specific, individual cases. Lastly, two employee representatives to the HSE Committee are elected by Db's own workforce and represent the voice of employees with regards to all HSE matters.

Engagement with Db's own workforce occurs directly with workers' representatives monthly for general topics and quarterly for HSE related topics. Workers' representatives can also be consulted upon request from either management or employees to address specific topics requiring immediate attention. The Chief HR Director has operational responsibility for ensuring that this engagement happens and that the results inform Db's approach, first by reporting to specific department leaders or the Executive Committee, then by raising relevant matters to the Board of Directors.

Db implemented in 2023 a system to monitor employee sentiment with a bi-weekly anonymous survey sent out to all employees. The outcome of those surveys is reported to management and necessary measures are taken at department or company level accordingly. Finally, as a key group of affected stakeholders, Db's own workforce is engaged through survey and interview to generate insights that directly influence our materiality analysis. Anonymized results and insights are reviewed and presented to the whole organization in Db's All Hands meetings, held 8-10 times a year.

Material impacts, risks and opportunities and their interaction with strategy and business model ESRS 2 SBM-3

Employee health and wellbeing as well as diversity, equality and inclusion have been identified as material topics in our materiality analysis. Our own workforce includes employees and self-employed people working contractually with Db located in Europe and the USA.

Within our own operations, we value proper working conditions, equal treatment and opportunities, diversity, equality, inclusion, and compliance with international and national labor laws*. We trust our local legislations and coherence with company policies aim to treating our people and relationships respectfully and to prevent corporate abuses of human rights as described in the UN Guiding Principles of Business and Human Rights (Protect, Respect, Remedy).

We make sure any employment or engagement with non-employees has a valid legal contract, including compensation and benefits in line with market standard for each profession, pension plans and insurances, holiday- and absence allowances, as well as a safe workplace with respectful management where policies are respected as described in this report.

We estimate we are positively impacting people through our policies in the short, medium, and long term. Those impacts relate to the promotion of health and wellbeing among our own workforce and Db's efforts to promote a diverse and inclusive working environment.

We anticipate positive financial effects from treating our people right in terms of attracting and retaining the talents we need to successfully execute our strategy and business plan. We don't anticipate material impacts on our own workforce arising from Db's transition plans for reducing negative impacts on the environment. Assessment of risks and breaches is subject to review in quarterly HSE committee meetings and monthly meetings with the Employee Representative. Db does not operate in countries or geographic areas with operations considered at risk of incidents of forced or child labor and does not conduct specific types of operations at risk of forced or child labor.

To act respectfully to the Discrimination Act and the Work Environment Act in Sweden and Norway where Db operates with legal entities, Db has provided easy accessibility to its offices, adaptable workplace facilities and gained knowledge about Social Security support programs for how to meet needs of particularly vulnerable employees (for example, disabled people, nursing mothers, people on long term sick leave). Currently we have solutions in place for nursing mothers, programs for return-to-work when on sick leave, and solutions for disabilities. Vulnerable employees are subject to special attention for HR processes to ensure we practice respectful leadership when e.g. hiring, promoting, annual salary assessment, and defining training and development needs to grow the talent pipeline.

For hire processes, the applicant tracking system (Homerun) is designed to focus only on relevant professional skills. The applicants register with needed contact information data only and attach their personalized CV or LinkedIn profile. To our knowledge, we have not rejected any candidates we should have understood would classify as particularly vulnerable to this date, nor have we registered any incidents with visitors, customers or business partners in this respect.

* UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises, The Norwegian Working Environment Act and The Swedish Work Environment Act in particular.

8.2

Impact, Risk and Opportunity Management

Policies related to own workforce S1-1

Db has currently the following policies in place to manage its material impacts on its own workforce as well as associated material risks and opportunities:

- Employment contracts adapted to local laws and regulations in each geography
- Employee Handbook with references to specific policies, such as:
 - » Company Code of Conduct
 - » Travel Policy
 - » Parental Leave Policy
 - » Benefit, Hiring, Training and Leave Policy
 - » Corporate Citizenship Guidelines
 - » HSE Policy and manual
 - » Anti-harassment Policy
 - » Parental Leave Policy
 - » Policy to encourage internal promotions and hiring for advanced positions
 - » Policy outlining the objectives of internships for participants
 - » Policy to provide written notice of employee performance prior to termination
 - » Policy to provide performance improvement plans prior to termination

In addition, the following policies have a direct, significant impact on our own workforce but are described in other ESRS sections, as follows:

- Environmentally preferable purchasing policy:
 - E1 Climate change
- Waste reduction program:
 - E5 Resource use and circular economy
- Whistleblowing Policy:
 - G1 Business conduct
- Anti-corruption and Anti-Bribery Policy:
 - G1 Business conduct
- Gifts and Hospitality Procedure:
 - G1 Business conduct
- IT Security and Data Privacy Policy:
 - G1 Business conduct

The Company Code of Conduct for Employees is a clear stand-alone policy, easily accessible for all employees. It is incorporated into the legal framework for our employment contracts and supported by the Employee Handbook. Our Code of Conduct is based on the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational

Enterprises. This document has been made in collaboration with Db's Board of Directors, the Db management, and the Employee Representatives to enable Db to gain insights into the perspectives of its own workforce and to align on business practices providing a high level of trust and integrity between Db and its own workforce.

The Code of Conduct includes clear measures to protect our own workforce against human right abuses (following domestic laws), to prevent and mitigate adverse impacts related to our operations, products and services (including due diligence), and to ensure access remedy for human rights impacts and violations. Those measures are aligned with the UN Guiding Principles on Business and Human Rights. Our Code of Conduct addresses explicitly trafficking in human beings, forced labor or compulsory labor and child labor.

The Db HSE Handbook describes the Workplace Accident Prevention Policy. HSE is also a separate section in our Employee Handbook, with a link to the HSE Handbook with more details. A key part of this work is the Working Environment Committee who oversees risks in the workplace according to that Policy and has an equally balanced representation of employees and management, in line with the Norwegian Working Environment Act. The Working Environment Committee chaired by the Health and Safety Representative performs regular Safety rounds to follow up on identified issues and improvements for the physical workspace for its own workforce and for visitors, including those with a disability. This control includes also stress related issues, psychological safety, and workload issues, as reported by the anonymous bi-weekly pulse survey.

The Code of Conduct also aims to eliminate discrimination, harassment, and in general, promote equal opportunities to advance diversity and inclusion. Grounds for discrimination are specifically covered in the policy (based on racial and ethnic origin, color, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin, or other forms of discrimination covered by the European Union regulations and the Norwegian Anti-Discrimination Act*). However, Db does not have additional, specific policy commitments related to inclusion or positive action for people from groups at particular risk of vulnerability in its own workforce. The legal framework in the Norwegian Equality and Anti-Discrimination Act, its supervision by The Equality and Anti-Discrimination Agency and the company channels aiming to raise any concerns, are considered to show how Db respect and care for everyone.

The policies are approved by the Board of Directors and included in the onboarding process for new hires and new board members. The CEO is the owner of all company policies, with delegation to the relevant Executive Committee members. The policies are subject to annual review and available to all employees. Specific procedures are in place to prevent, mitigate and act upon any discrimination case, including yearly training of all employees, and are under the responsibility of the Chief HR Officer. The Chief HR Officer is also responsible for equal treatment and opportunities in employment, and for guiding equal employment practices through policies and procedures.

Under these legal framework and policies, under no circumstances trafficking in human being, forced labor or child labor will be tolerated.

* Norwegian act relating to equality and a prohibition against discrimination (Equality and Anti-Discrimination Act): The purpose of this Act is to promote equality and prevent discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or other significant characteristics of a person.

Processes for engaging with own workers and workers’ representatives about impacts S1-2

As reported in ESRS 2 GOV-1 Role of the administrative, management and supervisory bodies, the Chief HR Officer has operational responsibility for engaging with Db’s own workforce and workers’ representatives about impacts, and for reporting engagement results to Db’s Executive Committee. Additional resources in the form of another full-time employee and an IT system have been added during 2023 to support the Chief HR Officer to provide support in undertaking engagement. Engagement occurs with Db’s own workforce through a bi-weekly pulse survey to review employee engagement with a low threshold feedback function to report anonymously any concerns across the company. Engagement also occurs with workers’ representatives bi-weekly to quarterly, as disclosed in ESRS 2 SBM-2 Interests and views of stakeholders.

Currently, Db does not engage with people in its workforce and workers’ representatives on the impacts on its own workforce that may arise from reducing carbon emissions and transitioning to greener and climate-neutral operations.



ESRS S1 Own workforce

Processes to remediate negative impacts and channels for own workers to raise concerns S1-3

To build a trustworthy working environment, Db has set a zero tolerance for retaliation as disclosed in its Whistleblowing Policy. Retaliation might be addressed by Db in the form of a warning, termination of employment, change in position or other adapted measures. Retaliation can be reported directly to the Chairman of the Board of Directors. The Chief HR Officer and the CEO have a high awareness of the need to protect employees from any concerns raised in any of the established channels. Db has implemented several ways to raise concerns; those processes and channels represent Db’s grievance mechanisms. These are as follows and are listed from the most preferred and mutually trusted way to the most anonymous and discrete:

- In the Annual Appraisal, both managers and employees are encouraged to raise concerns about the negative impacts Db might have on them directly or on other individuals or groups of individuals within Db’s workforce.
- Any worker can reach out to one of the Employee Representatives to raise any concern, at any time on behalf of self or others.
- The Employee Representative knows well the speak up policy and is encouraged to pay attention to how this is being used, or if not, use his/her mandate to notify the management inform and to help and guide employees.
- The bi-weekly pulse survey hosted by a third-party platform has an open text field for anonymous feedback and protects employees when speaking up. Also, non-employees has access to this tool and can make an impact and share observation and own experiences.
- A “speak up” channel established between any worker and the Chairman of the Board of Directors is described in the Whistleblower Policy.
- Db has an employee representative as a member of the Bord of Directors who can impact business decision of any kind and with special attention to those with a negative impact on our workforce.

All employees are trained in how those different channels work and this training is part of the employee onboarding routine. Also, all workers at Db have access to communication means provided by Db (phone and computer) to ensure they can use the channel of their choice at any time, from their workplace or from any other location, to protect their privacy and anonymity whenever relevant.

Annual performance review processes are prepared by separate workshops to managers and employees underlining the importance of mutual openness, confidence, and trust. For the bi-weekly pulse survey, department and team heads present survey reports during their department meetings, while overall company results are reported during All Hands meeting held with

all employees 8-10 times a year. The Employee representatives and the Chief HR Officer aim to improve the usage of our channels and prioritize together the range of feedback from “desired improvements” to actual warnings on harassment, bullying or other breaches of the company policies. The Chief HR Officer is responsible for providing and enabling remedy in relation to an actual material impact.



Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions S1-4



The company adapts the action plans in response to feedback from employees captured in the AI-driven tool “Winningtemp” and through the HSE Committee which also constitutes the Working Environment group. During 2023, emphasis has been placed on improving the infrastructure for feedback and encouraging employees to speak up through the implementation of separate email addresses and chat channels for the Employee Representatives and the HSE Committee. The intention of those actions was to lower the threshold for sharing any concerns so they could be addressed in an effective manner and according to our policies and processes. The prevention, mitigation, and remediation of negative material impacts on Db's own workforce as well as the ambition to achieve positive material impacts for all our employees is also a recurring agenda topic for the Executive Committee weekly meetings and a priority topic for the interaction between the Chief HR Officer and all the members of the Executive Committee. This ensures that concerns and opportunities can be raised either from the Executive Committee or the Extended Management Team in dedicated forums, or from the Chief HR Officer based on insights gathered from the HSE Committee and the Employee Representative follow-up meetings. In addition, the Employee Representative in the Board of Directors is responsible to ensure that business decisions do not cause or contribute to material negative impacts on our own workforce and to report concerns to the Board and the Chief HR Officer, when relevant.

As a part of our transition to a greener climate-neutral economy, Db updated its Travel Policy to ban air travel for commuting between our Oslo and Stockholm offices in 2022. In late 2023, after several complaints were received from employees regarding that policy and the negative impacts on the workforce (necessity to stay overnight to secure a full day's presence at the office, significant and frequent delays impacting meeting schedules, length of travel compared to flying), Db decided to remove the air travel ban and to replace it with a recommendation.

The platform we use for employee feedback is set up to secure anonymous feedback, eliminate any risk of retaliation, and ensure data security and privacy in line with applicable laws and regulations, including GDPR. The survey results are available online for all employees on a company level and per department by each head of department and employees. Managers are using the tool more actively in their team meetings based on the learnings from the tool, and this has had a positive effect on response rate and openness in feedback. The HSE Committee review the reports in their quarterly meetings, and so does the Executive Committee, mapping root causes and establishing actions to be taken to maintain or improve our results.

8.3

Metrics and Targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities S1-5

The Engagement Survey tool introduced in March 2023 serves as a security for empowering our team to speak up. It also serves us to define measurable targets and identify what impacts our data and to act quickly. The data aims to reduce employee stress, absenteeism, and staff turnover, while increasing engagement and satisfaction. Metrics are calculated based on the answers from all workers to a dozen questions sent bi-weekly. Answers are given in the form of a rating to establish a clear scale and calculate metrics based on those. Workers are also given the opportunity to develop their answers in text, which is recorded in the tool for follow-up and sent directly to the direct manager of that worker and the Chief HR Officer. We review trends of eleven metrics on a bi-weekly basis. Those indicators are reviewed at least quarterly by the HSE Committee, the Employee Representatives, and in dedicated team or department meetings to address negative impacts and advance positive impacts as reported in the tool.

Our metrics:

- Leadership - This category is all about how employees perceive their leaders when it comes to trust, cooperation, communication, feedback, and support.
- Job satisfaction - This category reveals if employees enjoy their tasks, if they are having fun at work, and if they are motivated and energized. In short: Are the employees happy and satisfied?
- Meaningfulness - This category shows the employees’ feelings about their job and if it positively affects society. Do employees feel that their job is meaningful to them?
- Autonomy - This category is about job control and influence. Do employees feel that they can make their own decisions regarding their work situation?
- Work situation - This category includes questions about stress and if the employees feel that they have the right conditions to be able to do a good job. Questions about bullying, harassment, and discrimination are included in this category too.
- Participation - This category reveals if your employees feel they learn from each other, get informed and are able to influence decisions made by their department.
- Personal development - This category reveals if employees feel they are learning new things. Do they get the learning and development opportunities they need in order to be able to do a good job?
- Team spirit - This category includes collaboration, communication, and respect. And if the employees feel that they, as a team, work well together and learn from each other.
- Commitment - This category describes to what extent the employees feel engaged at work. Does their job bring out the best in them? Do they feel that the company they are working

- for is the best possible employer for them?
- Company Temperature - A weighted average of the nine metrics above.
- Participation rate - The rate of workers who have answered the latest engagement survey.

Metrics and targets are defined by the Management team and aligned with the Employee Representatives and the HSE Committee, aiming to have a simple and reliable system to monitor progress:

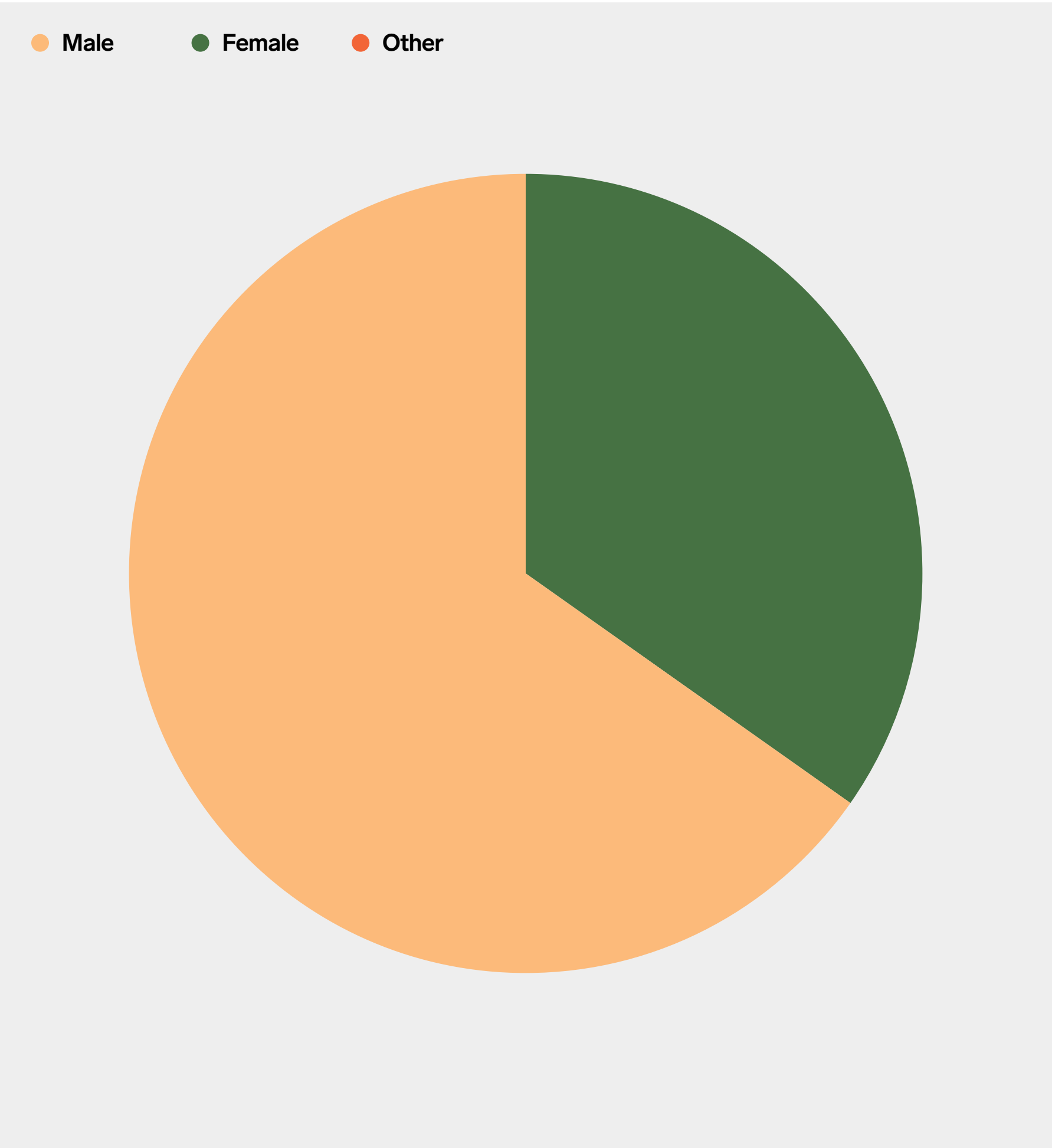
- Participation rate greater than 75 %
- Engagement indicators above Index (the index is set as the average of that metric reported by all clients of the system)
- Company Temperature greater than 8 (on a 1-10 scale)
- Zero report on “Discrimination or harassment in my team”

In 2023 the participation rate was steady above 80%. The company trended above index in all categories in all departments with two exceptions in one department. Actions have been taken and the trend changed positively back to the index within a reasonable time. The Company Temperature has remained stable between 8.0 and 8.2. No discrimination or harassment was reported in 2023, however the Employee representative and CHRO maintain a close dialogue about any hurdles for reporting, how to read feedback with attention to concerns and how we define and handle warnings and other signs of negative impacts explicitly.

Characteristics of the undertaking’s employees S1-6

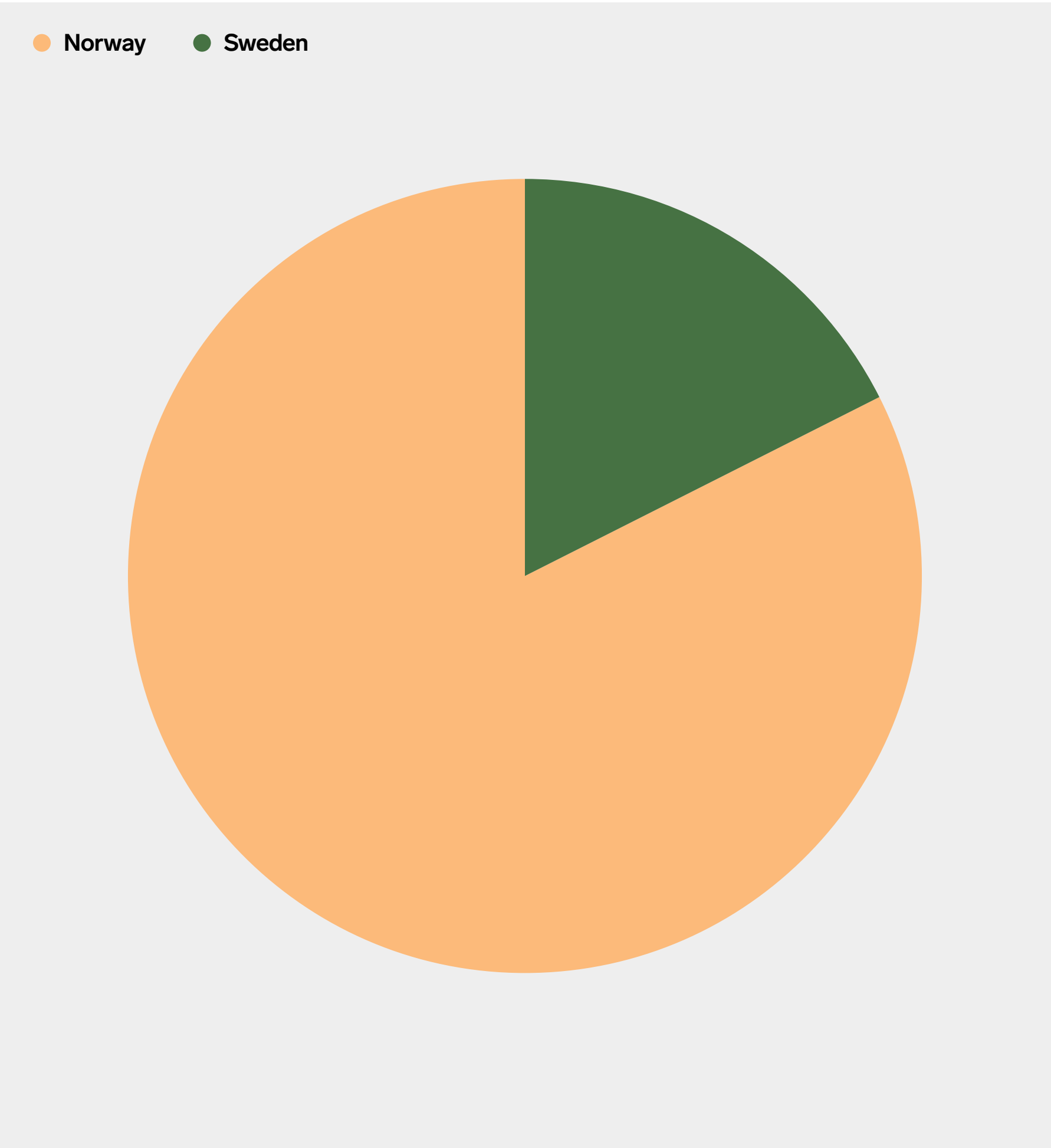
Our workforce consists of 51 employees and 10 employees as per the ESRS definition. The reporting in this section is limited to employees only.

The turnover in the company was 10 % in 2023. All left based on a desire to pursue attractive career options outside of the company. The company had no situations on retirements, disability, or death. Turnover is calculated as the number of leavers against the average headcounts in 2023.



Gender	#
Male	38
Female	23
Other*	N/A
Not reported	0
Total Employees	61

*As of 31.12. 2023, Norway has two possibilities to register legally for gender, no third option "other".



Country	# of employees
Norway	40
Sweden	11

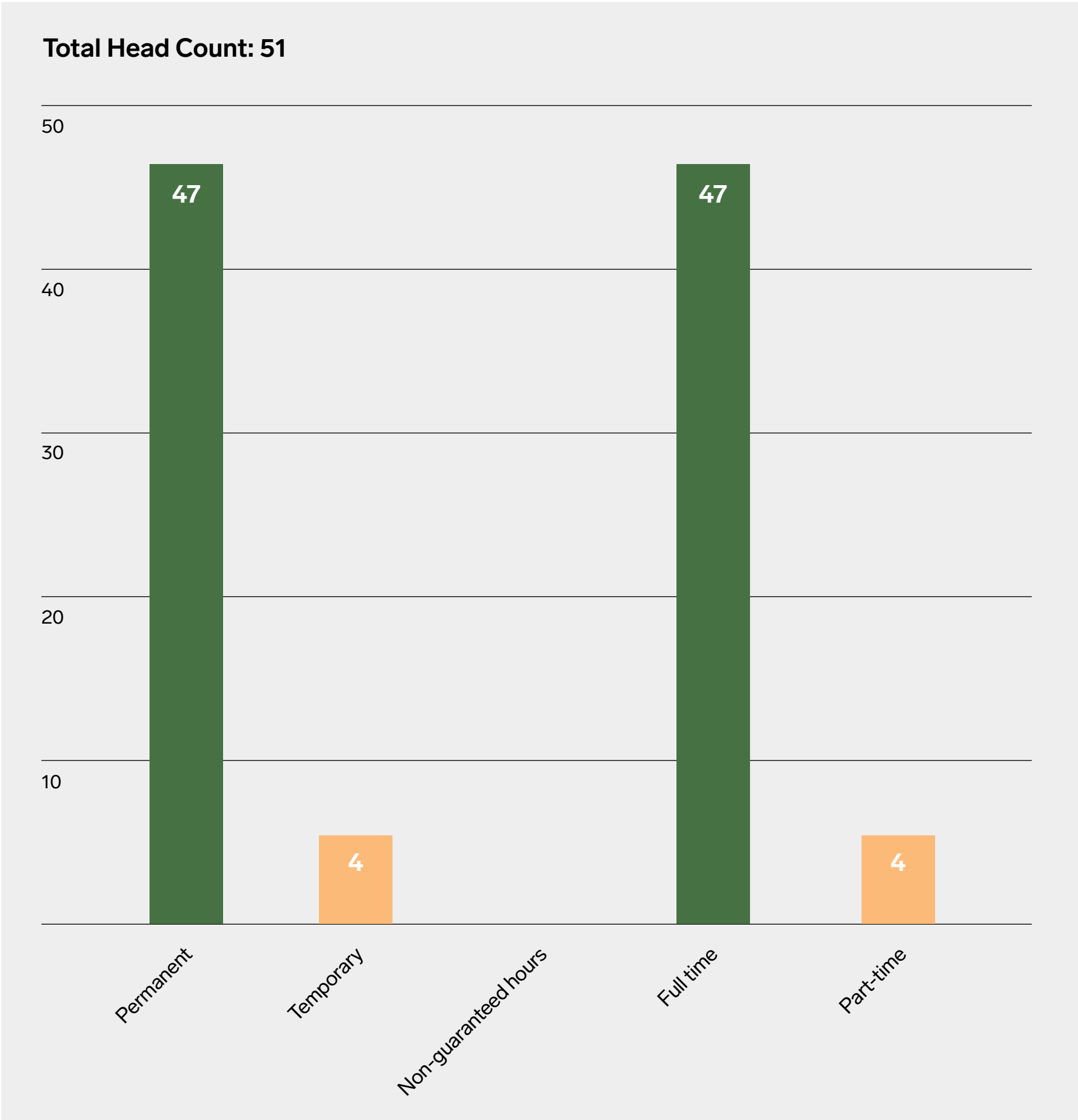
Characteristics of the undertaking's employees S1-6

Methodology

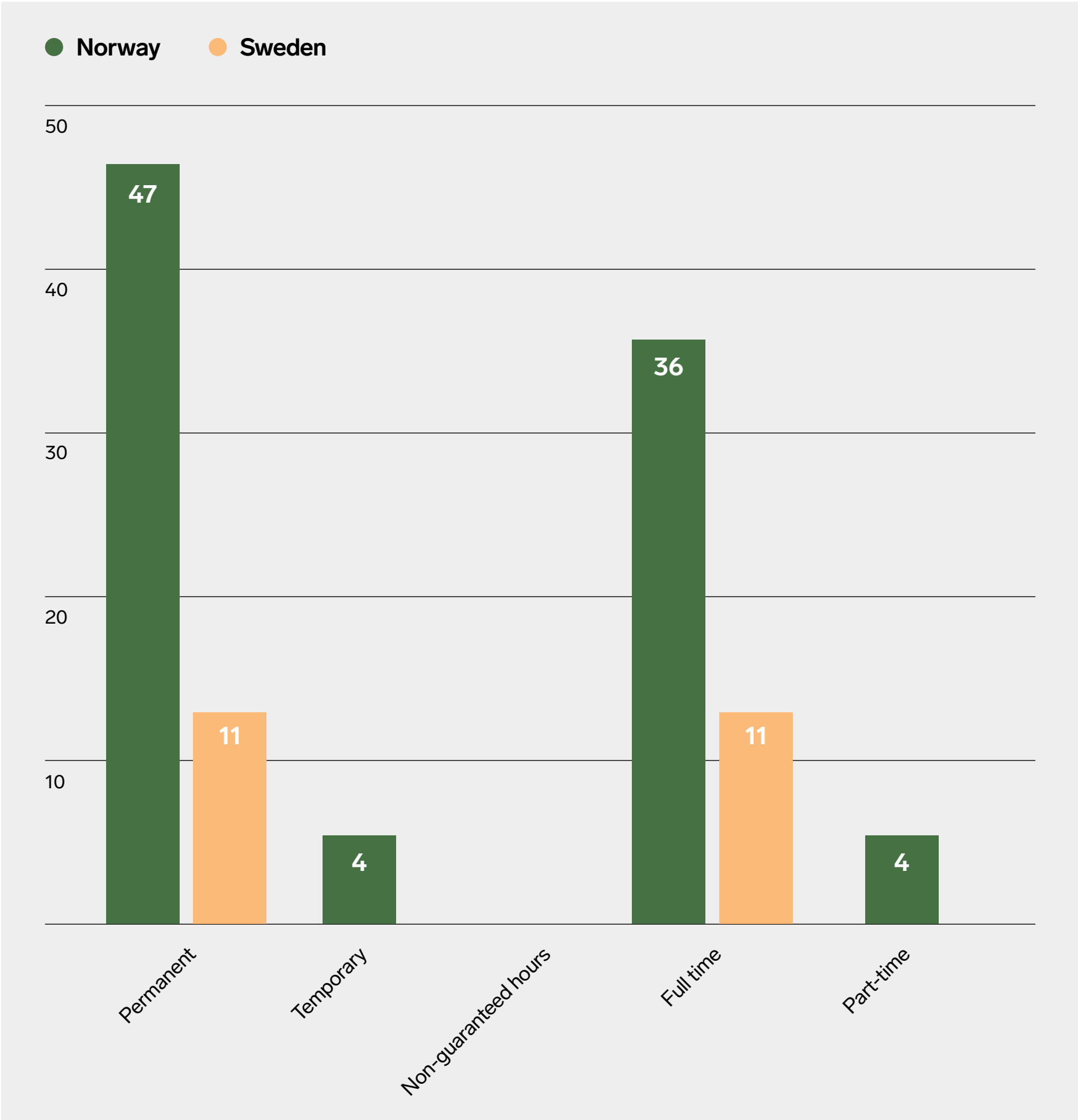
Headcount is calculated as full-time equivalents at a given point in time. Full-time employees counted as 1, and part-time employees such as student assistants as well as interns are counted as 0,5. The company had no permanent employees in reduced position other than the temporary part-time employees. Employees on garden leave or similar, who are not actively contributing to the company are excluded from the calculation, except for employees on parental leave.

Temporary employees have a defined percent position of a full time equivalent and follow a work scheme accordingly, still paid per hour because of seasonal fluctuation and desired personal flexibility. The contract has a set end date. The temporary hired are employed in compliance with the local Working Environment Act in Norwegian where they are all located. The temporary employments are also the part time employees (4 head counts) and voluntarily chosen to be temporary by all the employees to meet their limited availability as students. The Company had no Non-Guaranteed hour workers in 2023.

The turnover in the company was 10 % in 2023, calculated as the number of head counts terminations in 2023 divided by the number of headcounts at the start of this year. All left based on a desire to pursue attractive career options outside of the company. The company had no situations on retirements, disability, or death.



Figures in Head Counts	Female	Male	Other	Not reported	Total
# of Employees	19	32	N/A	0	51
# of Permanent employees	17	30	N/A	0	47
# of Temporary Employees	2	2	N/A	0	4
# of Non-guaranteed hours employees	0	0	N/A	0	0
# of Full time Employees	17	30	N/A	0	47
# of Part-time employees	1	3	N/A	0	4



Figures in Head Counts	Norway	Sweden	Total
# of Employees	40	11	51
# of Permanent employees	36	11	47
# of Temporary Employees	4	0	4
# of Non-guaranteed hours employees	0	0	0
# of Full time Employees	36	11	47
# of Part-time employees	4	0	4

Characteristics of non-employee workers in the undertaking’s own workforce S1-7

The Company has engaged non-employee workers (self-employed people) in situations where specific skillsets were available outside of the countries where Db already was registered, and without the possibility to immediately set up a subsidiary in the country of work of the said self-employed people. Engagement decisions were always made in agreement with the self-employed people after Db offered those specific individuals to relocate to one of the countries where Db already has a registered subsidiary. The most common type of non-employee workers was contractors hired by Db to perform work that would otherwise be carried out by an employee. In 2023, all consultancies have been assessed to ensure compliance with local laws and regulations where the freelancers operate.

The company has been employing 10 head counts as freelancers during 2023, all working in the European Union. The number of head count is calculated as 1 if the freelancer in average was engaged in an equivalent of 60 % of a full-time position or more during 2023. The company had a stable group of freelancers working in 2023, with only minor seasonal fluctuations. The total number of non-employees represent 16 % of the total own workforce in 2023.

Two of the freelancers covered executive positions as “management for hire”. This means that they operated as self-employed by a legal setup separately from Db and worked for Db on terms and conditions stated in a Consultancy Agreement (including scope of services, timelines, fees, contract period, payment terms, etc.).

The company is systematically offering employment when the services delivered by the freelancer have increased to full time and considered a permanent need. In 2023, 5 employees were planned for conversion to full-time employment during 2024. This means the percentage of non-employees against the total own workforce is expected to decrease significantly in the near future.

Characteristics of non-employees

Table 1: Non-employees as headcounts by gender

Gender	#
Female	6
Male	4
Other	N/A
Not reported	0
Total non-employees	10

*As of 31.12. 2023, Norway has two possibilities to register legally for gender, no third option “other”.

Table 2: Non-employees as Freelances in headcounts by country.

Gender	# of freelancers (head count)
Norway	2
France	3
Portugal	2
United Kingdom	2
Slovenia	1

The non-employees have legal contracts as consultants or freelancers on temporary, part time terms, unless in a “management for hire” solution which applies for two C-level positions in 2023 where a defines mutual notice period applies.

Collective bargaining coverage and social dialogue S1-8

Db employees are not covered by any collective bargaining agreements. In Norway, the company is member of the Norwegian employer association Virke, which provides services for companies with collective agreements and host collective bargaining and dialogue with Norwegian employee associations. Db uses the legal framework from Virke for employment, health and security, salary benchmarks, and other guiding principles made available and continuously adapted to the latest legislation. The Employee Handbook, Db employment contracts and HSE manuals are examples of this how we aim to always act in line with the local norms and remain attractive as an employer. Employment compensation and benefits, terms of employment and annual HR processes such as the annual salary review, are based on the guidelines from Virke. In other geographies, like Sweden, we use well established global law firms, global payroll service partners and insurance brokers to ensure good compliance and norms as if the company had a collective agreement. Non-employees in our own workforce benefit from the same working conditions and equivalent terms of employment as our employees. Specific details on Db’s salary review process are given in ESRS S1-10 Adequate wages.

The global percentage of employees covered by workers representative is reflecting only Norway having significant employment. The employee representative is still actively protecting the interest of employees in our Swedish entity of 11 employees. Db management and employees work cross-border and follow the same company policies and employment procedures with only minor differences in labor legislation.

Country	% of employees covered by the employee representatives
Norway	73%*
Norway+Sweden	78%

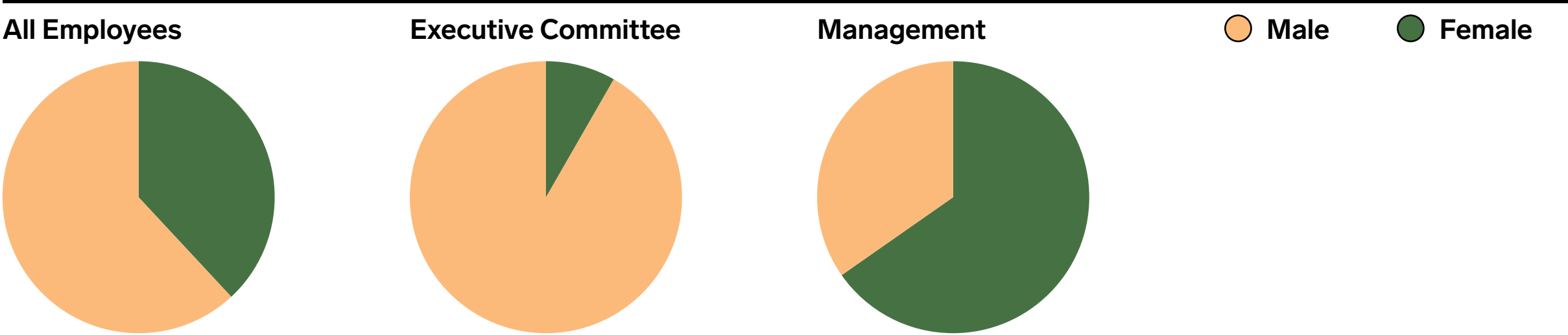
*All employees except the Executive Committee

The company has currently no agreements with its employees for representation by any multinational work councils, such as EWC, SE, SCE.

Diversity metrics S1-9

The Executive Committee at Db (as already defined in ESRS 2 as the level below the administrative and supervisory body) is composed of 11 members, 10 men and 1 woman. To grow its talent pipeline for executive roles, the company has also established an extended management team. The gender mix in that group is 63% women and 37% men (7 women, 4 men). They hold management roles as “Head of” or “Senior Management” positions.

Db is a young company with an average age of 33. The distribution of employees by age group is 31% under 30 years old, 61% between 30-50 years old, and 8% over 50 years old.



Gender Mix 2023	Total #	Men	%	Women	%
All Employees	51	32	63%	19	37%
Executive Committee	11	10	91%	1	9%
Management	11	3	33%	7	67%



	Total #	%
<30	19	31%
30-50	37	61%
>50	5	8%

Adequate wages S1-10

Db is committed to ensuring fair and competitive compensation for its employees, aiming to align salaries with market averages. As a member of the employer association Virke, we have access to up-to-date salary data from Statistics Norway, trade union agreements, and guidance for conducting annual salary reviews and complying with labor laws in Norway. Outside of Norway, we consult with global firms specializing in salary benchmarks and statistics, such as Willis Towers Watson (WTW) and external recruitment companies, to inform our compensation strategies.

The annual salary reviews take place from May to June, including all employees to benchmark against market standards and internal criteria. Gender pay-gap is one focus, and in general, ensuring that adjustments are made based on objective criteria to promote fairness and equity. All proposed adjustments follow a rigorous approval process under the “one-over-one” principle (meaning that the recommendation from the direct manager is systematically reviewed and approved by the direct manager’s manager), culminating in final approval by the Remuneration Committee composed of the CEO, the CFO and the CHRO. Based on this routine, Db can ensure that all its employees are paid an adequate wage.

Social protection S1-11

Db is committed to ensuring fair and competitive compensation for its employees, aiming to align salaries with market averages. As a member of the employer association Virke, we have access to up-to-date salary data from Statistics Norway, trade union agreements, and guidance for conducting annual salary reviews and complying with labor laws in Norway. Outside of Norway, we consult with global firms specializing in salary benchmarks and statistics, such as Willis Towers Watson (WTW) and external recruitment companies, to inform our compensation strategies.

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Persons with disabilities S1-12

None of Db’s own employees had disabilities in 2023.

Training and skills development metrics S1-13

All Db workers (incl. non-employed own workers) are part of our continuous development program which includes bi-yearly performance reviews, held between the worker and their manager. The review includes a mutual evaluation between the worker and the direct manager and usually involves evaluation or feedback from peers as input to the preparation of the review. In 2023, 100% of performance reviews per employee and non-employee have been conducted, which corresponds to 100% of the agreed number of reviews by the management.

In the below numbers, employees as described in chapter S1-6 are used for calculation. All employees were offered the exact same training in 2023 independent of role. The training was primarily organized on Sustainability and Climate, Company policies and Code of Conduct, new tools and guiding principles for the Annual Appraisals (including both employees and managers), as well as implementation of new tools, such as the new engagement pulse survey tools to help all employees contribute to Db being a healthy and good place to work (Winningtemp).

Gender	Men	Women
Training hours offered and completed in % of total head counts	16.9	18.0

Non-employees were also offered to participate in 15 hours of the total training sessions (83 % of all training) and they all did.

Health and safety metrics S1-14

In 2023, 100% of people in Db’s own workforce (covering employees and non-employees) are covered by the Db’s health and safety management system. This system is based on legal requirements and recognized guidelines and has not been audited nor certified. There was no (0% rate) registered work-related accident. There has been no case of recordable work-related ill health for employees and non-employees, therefore representing zero day lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health.

During 2023, there was no fatalities among own workers or value chain workers working on the undertaking’s sites as a result of work-related injuries and work-related ill health.

Work-life balance metrics S1-15

100% of Db’s employees are available entitled to take family-related leave under national law or contractual agreement. This includes maternity leave, paternity leave, parental leave, and careers’ leave. In 2023, 4 % of the entitled employees took family-related leave (1 man, 1 woman, 50% women, 50% men).

Remuneration metrics (pay gap and total remuneration) S1-16

The gender pay gap, defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees, was 72% in 2023. The CEO and Executive Committee counts 10 men and 1 woman out of 51 head counts and hence impacts the gender gap. The gender gap in the Executive Committee and in the Board of Directors is 0%. The annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual) was 44%.

Salaries, Bonus plans, and benefits are elements subject to gap analysis and calculated as the difference in the average pay between men and women, and for the median versus the highest paid.

The gender pay gap is calculated for the entire company and the gap can be explained by the male dominance in the executive committee (10 out of 11 are men, for a total employee count of 51).

Incidents, complaints, & severe human rights impacts S1-17

There was no incident of discrimination, including harassment, reported in 2023. There was no complaint filed through channels for people in Db’s own workforce to raise concerns (including grievance mechanisms). Therefore, there were no fines, penalties, and compensation for damages issued in 2023. There were no identified cases of severe human rights incidents (e.g. forced labor, human trafficking or child labor).

Chapter 9

ESRS S2 Workers in the Value Chain

9.1

Strategy

Interests and views of stakeholders ESRS 2 SBM-2

In ESRS 2 SBM-2, we detail our engagement with key stakeholders, particularly our suppliers and business partners, who play a crucial role in our operations. To facilitate this engagement, we conducted a comprehensive survey targeting both our Tier 1 product suppliers and a selection of our service suppliers. The objectives of this survey were multifaceted: to monitor the progression of our suppliers in relation to ESG topics, understand discrepancies between our supply chain’s priorities and our own, and share our updated ESG roadmap to achieve alignment and prioritization across the supply chain. The results of those surveys have informed the results of our materiality assessment and are considered in the prioritization of the topics materials to our business.



ESRS S2 Workers in the Value Chain

Material impacts, risks and opportunities and their interaction with strategy and business model ESRS 2 SBM-3

We have identified value chain workers in our upstream supply chain (both workers at tier 1 suppliers directly contracted by Db, and workers deeper in the supply chain at tier 2 to tier 4 suppliers) to be materially impacted by our strategy and business models. Workers of outsourced services working in one of Db’s workplaces or on the suppliers’ premises, workers for downstream entities purchasing goods from Db (e.g. retailer personnel) and workers of equipment suppliers at one of Db’s workplaces fall within the scope of ESRS S2 but have not been identified to be materially impacted by Db.

For value chain workers in our upstream supply chain, we do not operate in specific countries where the risk of child labor or of forced labor is significant. Our supply chain is mostly located in Vietnam, China, Taiwan, South Korea where child labor and forced labor are not common in our industry (there is no documented data available through ILO nor UNICEF databases per country but by region and industry). An important note is that Db does not use any cotton or other natural fibers for textile production in its product assortment and the risk of Db’s involvement in Uighur forced labor in Xinjiang is estimated to be very unlikely.

Db will reassess during its 2024 update of its double materiality analysis how workers in our supply chain may be at a greater risk of harm due to the increase in frequency and intensity of extreme weather events. Climate change is having an increasing importance on workers situation, from poor working conditions in workplaces exposed to heat (for example, textile mills, metal trims casting facilities) and without adequate temperature and humidity management, to exposure to factory closures in case of droughts, floods, or extreme heat without guaranteed pay (in particular for production sites located in Vietnam).

We identified two significant impacts on value chain workers, whereof none is a material negative impact:

- Responsible sourcing: Db’s procurement of goods and services has a significant impact on suppliers within our upstream value chain, with environmental and social consequences that could be positive or negative depending on the company’s strategy and subsequent decisions. Because of our strategy to be among industry leaders when it comes to conducting ethical business with our suppliers, we consider this as a positive impact and an opportunity to establish long-term supplier relationships. The implementation of our environmental roadmap contributes to the phase-out and/or reduction of use of harmful chemicals in our supply chain, contributing to improving

workers’ health and safety, in particular in our main sourcing countries: China, South Korea, Taiwan, and Vietnam. There is no current not anticipated financial effect as those efforts are already factored in our procurement policies.

- Working conditions in supply chain: Related to the previous impact, we see that Db has a significant impact on the working conditions in our supply chain (upstream value chain) based on the sourcing decisions made such as supplier development, and social initiatives Db or our suppliers are part of. We consider this a positive impact in line with our ambition to guarantee fair and ethical conditions for the workers in our supply chain. There is no current financial effect, but the anticipated financial effect is a higher-than-average cost of goods sold related to better wages and higher employee benefits requirements for the workers in our supply chain. We plan to enforce this implementation through a Fair Wear membership in 2026 and an HRDD Academy membership in 2024. We believe however that this is compensated for by higher quality, lower cost of claims, less delayed deliveries due to a more stable and more satisfied workforce. Paying a higher, living wage to the workers within the scope of our Fair Wear roadmap is also expected to contribute to increase the probability of workers’ children to pursue studies for longer and get access to more job opportunities in the context of a just transition. The time horizon is expected to be medium to long term.



9.2

Impact, Risk and Opportunity Management

Policies related to value chain workers S2-1

We ensure that all our products are manufactured under safe, fair, legal, and humane working conditions, adhering to ILO standards, UN Human Rights, and the Norwegian Transparency Act. This commitment is upheld by our Company Code of Conduct for our workforce, as described in S1-1, and our Supplier Code of Conduct for our partners and suppliers. Our Supplier Code of Conduct are split in two versions to better adapt our policies to service and goods suppliers, and available publicly and to any potential supplier at <https://dbjourney.com/pages/suppliers> and we plan to translate those documents to the official languages of the countries our supply chain is located in by the end of 2025.

Db is dedicated to preventing and addressing adverse impacts on social, environmental, and economic development principles that arise from our business activities. Our Supplier Code of Conduct ensures that our suppliers operate in line with our sustainability standards. It is a critical component of our framework for managing suppliers across our supply chain, ensuring they act lawfully, respectfully, and responsibly. Our contractual performance clauses are fully aligned with the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Both frameworks recommend due diligence to identify, prevent, mitigate, and address actual and potential labor and human rights impacts in business operations and supply chains. Our Code of Conduct explicitly addresses safety of workers, precarious work, trafficking in human beings, and the use of forced labor, compulsory labor or child labor.

No case of non-respect of the UN Guiding Principles on Business and Human Rights or ILO Declaration on Fundamental Principles and Rights at Work that involve value chain workers has been reported in Db's upstream or downstream value chain during 2023.

All our product manufacturers (tier 1 suppliers) and nominated fabric and trim suppliers (tier 2 suppliers) have signed and comply with our Supplier Code of Conduct. We continuously work to ensure compliance with our Code of Conduct among more partners. Since 2022, it has been part of our supplier compliance package and is mandatory for initiating any business relationship with Db, including outsourced staffing and service suppliers.

Processes for engaging with value chain workers about impacts S2-2

Engaging with value chain workers is a central part of our Stakeholder engagement process as described in ESRS 2 SBM-2 Interests and views of stakeholders. Within that process, views from our suppliers and other business partners are collected through surveys distributed to all tier 1 suppliers, and a selection of tier 2 suppliers and service suppliers. In addition, we visit our main suppliers and factories regularly (bi-yearly for tier-1 suppliers, yearly for nominated tier-2 suppliers, no routine in place for non-nominated tier-2 and beyond). It allows Db to ensure the conditions at our production facilities are in line with our Code of Conduct, to follow up on issues from previous audits, and to nurture a tight and transparent relationship with our partners. This gives Db a privileged opportunity to exchange directly with supplier workers without the intervention of their management, hereby accessing less filtered information directly or via credible proxies working with them such as merchandisers. The Head of CSR has operational responsibility for ensuring that this engagement with value chain workers happens and that the results inform Db’s approach.

In addition, our tier-1 suppliers and nominated tier-2 suppliers must hold at least one third-party CSR audit conducted or have a verified assessment in the Higg Facility Social & Labor Module (FSLM) which gives us more insights into the situation of the workers in our value chain. Given the complexity of the textile industry, we have not yet mapped our suppliers beyond tier-2. To reduce audit fatigue within our supply chain, we collaborate with other brands for joint audits and certifications or use results from audits conducted by others to validate compliance with our standards. Currently approved certifications held by Db’s partners include WRAP, BSCI, Fair Trade USA, Fair Wear Foundation, and BetterWorks.

In 2024, we are integrating the working methods of the Fair Wear Foundation (FWF) into our processes to further enhance our commitment to fair labor practices via their HRDD Academy. By 2026, we aim to implement a concrete way to assess the effectiveness of our engagement with workers in the value chain, including how we get insight into the perspectives of workers that may be particularly vulnerable to impacts and/or marginalized.

Processes to remediate negative impacts and channels for value chain workers to raise concerns S2-3

Our Tier 1 production suppliers (located in Vietnam and in China) hold multiple social certifications, including WRAP, BSCI, Fair Trade USA, Fair Wear Foundation, and BetterWorks. During these audits, a certain percentage of employees from different levels of the workforce are confidentially interviewed to gather their perspectives and insights. This ensures a comprehensive understanding of the working conditions from the workers’ viewpoint. Grievance mechanisms are implemented within the frame of those certifications, such as the amfori BSCI “Speak for Change” program in Vietnam.

We currently don’t have routines describing how to provide or contribute to remedy where Db has caused or contributed to a material negative impact on value chain workers. We rely on third-party mechanisms managed by the certification organizations mentioned above to report and address breaches of codes of conduct and solicit Db’s support whenever relevant.

With our upcoming integration of the Fair Wear Foundation (FWF) processes into our mandatory operating procedures, standard training sessions will be conducted for workers. Those will address the availability of channels to value chain workers, the evaluation of of the effectiveness of those channels, and the awareness and trust that value chain workers put in those structures. We aim to have processes implemented and training conducted by the end of 2026. These sessions will educate them on how they can voice their concerns. If value chain workers have issues or suspect violations, they will be able to contact FWF or Db, engaging grievance mechanisms through established whistleblowing channels. This integration aims to enhance transparency and ensure that workers’ rights are protected and that they have a safe avenue to report any grievances

Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action S2-4

We see two main actions as our key instruments for managing material risks related to value chain workers: entering long-term relationships with our suppliers and promoting transparency in our collaboration. In addition, Db operates within the premium segment of our industry and as a private-owned business, there is no pressure to continuously switching suppliers to reduce costs at the expense of thorough supplier screening and working conditions in our value chain. Investing in long-lasting relationships with our suppliers is crucial. It not only enhances collaboration efficiency in product development and production planning but also facilitates the implementation of our CSR initiatives.

As part of our CSR strategy, we are committed to upholding fundamental human rights and ensuring decent working conditions throughout our supply chain. In Norway, the Transparency Act (Åpenhetsloven) requires companies meeting specific criteria to conduct due diligence assessments to safeguard human rights and proper working conditions across their value chains. This mandate, endorsed by our Board of Directors, is embedded in our governance framework. As part of our annual assessment under the Norwegian Transparency Act, Db evaluates yearly the products and services purchased from its suppliers based on risks associated with their country of operation and their industry.

The methods and criteria for selecting suppliers are regularly reviewed and updated as needed in our supplier screening checklist that incorporates essential aspects of social and environmental compliance. New suppliers are thoroughly assessed during procurement processes and our Contract Policy is set up in such a way that every new supplier agreement must be accompanied by a signed supplier code of conduct.

No severe human rights issues and incidents connected to Db’s upstream and downstream value chain have been reported during 2023.

In 2023, Db made purchases totaling 290 MNOK from 495 suppliers, ranging from many small to a few large suppliers. Based on our defined criteria, we identified 103 out of 495 suppliers that required a more detailed risk assessment, representing 94.5% of our total purchases in 2023. This detailed risk assessment revealed four prioritized risk areas and involved 44 suppliers who underwent a more in-depth evaluation concerning human rights and decent working conditions:

- Manufacturing and related services
- Programming and consulting services related to ICT
- Transportation
- Accommodation, trade shows, and related activities

Most suppliers assessed have robust routines, and further follow-up is unnecessary. The due diligence assessment categorized the 44 prioritized suppliers into three groups:

- Category 1: 20 suppliers with good routines requiring no further follow-up.
- Category 2: 13 suppliers who have started improving their routines and need continued monitoring.
- Category 3: 11 suppliers where the routines are unclear and need further investigation.

Category 2 suppliers are followed up to ensure the necessary documentation is provided. Db engages with category 3 suppliers to understand their human rights practices better and to suggest immediate improvements based on findings. We will continue this process with a more thorough assessment of suppliers in any of our prioritized risk areas before entering into new agreements.

The Heads of departments responsible for the contracts and business relationships with their respective suppliers oversee all aspects of the impacts on workers in the value chain, under the supervision of the Head of CSR.

9.3

Metrics and Targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities S2-5

In 2023, we kept our focus on securing the common ground for human rights and decent working conditions with our suppliers, and partners, by upholding transparency and commitment to our Code of Conduct.

However, compared to 2022, we have seen a decrease in the number of signed Supplier Codes of Conduct among our service suppliers. Instead of reaching our goal of 100% signed compliance, we have seen a decline. This is connected to changes in relationships and partnerships between Db and several service suppliers. Many new partners have been onboarded to support Db’s continued growth and during this phase, it became clear that the established procurement processes were not fully adopted across the organization: the procedures meant to result in a reviewed and signed code of conduct were not followed. However, it is important to note that those suppliers all enforce their own code of conduct which overlaps greatly with our own Supplier Code of Conduct.

The lessons learned from 2023 have led to a reshaping of our onboarding processes. We have focused on improving internal communication of our requirements, following up tightly the progress with every department, and validating the compliance of our service suppliers with our own code of conduct. A dedicated report, reviewed and approved by the Board of Directors, is published on our website. It outlines the measures we have taken to address identified risks, promote positive impacts, and avoid negative impacts.

Moving forward, our overall target for tier 1 production partners is for Db to become FairWear Foundation members by 2027 and achieve Leader status by 2030. Deeper in our value chain, we aim to nominate 100% of our tier 2 suppliers and verify compliance with our code of conduct by 100% of nominated suppliers by 2028, and map out 100% of our value chain down to tier 4 by 2030. Regarding our service suppliers, we aim to achieve 100% compliance with ou code of conduct. Our supplier code of conduct should be included in or added to all contracts signed by Db within 12 months of contract establishment at the latest.

Chapter 9

ESRS S3 Affected Communities

Strategy

Affected communities have not been identified as material through the materiality assessment described in ESRS 2 SBM-3 and disclosure of this topic is therefore not mandatory. Db reports in dedicated sections about the main communities it affects: its own workforce (ESRS S1), workers in its value chain (ESRS S2), and consumers and end-users (ESRS S4). Affected communities' economic, social, cultural, civil and political rights have not been identified as material other than those reported in their specific ESRS sections, as described above.

Impact, Risk and Opportunity Management

We recognize the impact we have not only on the workers involved in the manufacturing – principally in Asia -- and the transportation and distribution of our products as well as the ones dependent on their income such as their families and the local communities surrounding the production and distribution facilities. We understand the importance of fostering fair labor practices, ensuring safe working conditions, and complying with environmental regulations to minimize any adverse effects. By focusing on responsible sourcing, fair wages, and supporting social initiatives, Db strives to positively impact these communities, contributing to their economic development and overall well-being.

At the same time, we also appreciate the fact that it is very challenging to enforce compliance with local and international regulations as well as with our own code of conduct and environmental policies, especially as we move deeper into our value chain. This is relevant for both production and service suppliers.

Db's operations in Norway and Sweden, along with its brand communication efforts, have an influence on the communities affected by its operations, including employees, their families, and the neighborhoods in which Db's offices are located. By providing employment opportunities and fostering a positive work environment, Db contributes to the well-being and economic growth of these communities.

Moreover, Db's brand communication initiatives, such as social media campaigns and collaborations, enable the brand to reach a wide audience, including customers, ambassadors, and the general public. Through these communications, Db aims to shape perceptions, foster brand loyalty, and inspire positive change within the communities it engages with. By aligning its messaging with values that promote environmental and social responsibility, community engagement, as well as diversity, equity, inclusion and belonging, Db seeks to make a meaningful impact on our communities.

Chapter 11

ESRS S4 Consumers and End-users

Interests and views of stakeholders
ESRS 2 SBM-2

Db’s consumers and end-users are a key group of affected stakeholders. We have engaged with specific groups as described in ESRS 2 SBM-2 Interests and views of stakeholders: firstly, our end-users via a survey sent out to consumers having made a purchase on our website, secondly, our B2B partners via a survey sent out to a subset of retailers, agents and distributors with a diversity of company size, order size, and location. The results of those surveys have informed the results of our materiality assessment and are considered in the prioritization of the topics materials to our business.



ESRS S4 Consumers and end-users

**Material impacts, risks and opportunities
and their interaction with strategy and
business model ESRS 2 SBM-3**

We have identified several significant impacts on consumers and end-users: Product quality and durability, Honest marketing and zero greenwashing, and Product repairability and circularity. We haven't identified specific groups that are more likely to be impacted, or at a higher severity level, and consider that the complete stakeholder group is relevant for those impacts.



11.2

Impact, Risk and Opportunity Management

Policies related to consumers and end-users S4-1

Our Code of Conduct establishes guidelines on how Db employees and any partner acting on behalf of Db are expected to behave with internal and external stakeholders. It contains different policies that are all applicable to interactions with consumers and end-users (including whistleblowing policy, no tolerance for retaliation, human rights, anti-harassment, anti-corruption, anti-money laundering, data protection). Db's Code of Conduct ensures that we address any business relationship, particularly with consumers and end-users, in a respectful and ethical way. This policy is aligned with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises for responsible business conduct. The Chief HR Officer is accountable for the implementation of this policy.

Our Communication policy is aimed at ensuring honest and transparent messaging towards external stakeholders such as consumers and end-users. This policy avoids negatively impacting any current or potential consumer by providing misleading or wrongful information or withholding specific pieces of information about our ESG achievements. This Policy is aligned with the Norwegian guide against greenwashing which Db has committed to follow. The Chief Marketing Officer is accountable for the implementation of this policy.

Finally, our Restricted Chemical List (RSL) which is primarily connected to E2 Pollution is also an important policy protecting our consumers and end-users (as well as workers in our supply chain) by ensuring no hazardous chemicals are to be found in our finished products.

In 2023, Db had no case reported about the non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve consumers and/or end-users in its downstream value chain.

Processes for engaging with consumers and end-users about impacts S4-2

We engage with our consumers through digital communication, social media platforms, and locally through events in real life as well as printed advertising. We embrace the fact that Db’s brand proposition – promoting progress through travel and the experience of new places and communities – can be perceived to be in contradiction with our efforts to become a more responsible business, as air travel an inherent part of our marketing and communication. We believe we also play an important role in our consumer community to positively influence changing travel habits and suggest alternative ways to embark on journeys with a limited carbon footprint.

Beyond pushing messaging to our consumers, we also encourage dialogue and feedback. Several channels are implemented at Db to encourage consumers and our community of followers to give feedback or ask questions about products and customer experience, suggest ideas on how we could improve, or file claims and warranty cases. Product feedback is addressed directly to the Product team at Db, while claims and warranty cases are addressed to the Customer Service teams which present insights and trends to the Product and Sales teams on a monthly basis. Our product reviews are made available in full on our website, including poor ratings. The Customer Relationship Manager is operationally responsible for ensuring engagement with our consumers and end-users happens and that the results inform the Db’s approach.

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns S4-3

In our Communication policy, we commit to addressing and answering 100% of our customers' enquiries if we can answer their requests within reasonable effort and without breaching confidentiality and intellectual property clauses. There is a specific escalation process in place owned by our Customer Service department to reach out to the relevant teams and roles for specific concerns. An example is enquiries or complaints about chemicals in our products where specific routines including an internal escalation process and a reporting process involving the relevant authorities, when relevant, to address and remediate negative impacts in a systematic and documented way. Another example is the management of GDPR routines.

We currently don't have a documented way to assess whether customers and/or end-users are aware of and trust these structures and processes as a way to raise their concerns or needs and have them addressed. However, we estimate that we provide clear ways to reach out to Db – also in an anonymous way – and to follow up via our website and social media platforms, and we have dedicated personnel in charge of addressing any incoming requests.

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end- users, and effectiveness of those actions S4-4

Currently, we don't have specific actions planned to manage material impacts, risks and opportunities related to consumers and end-users. We intend to establish those during 2025.

We follow our Code of Conduct, our policies and local and international regulations such as GDPR guide us to avoid causing or contributing to material negative impacts on consumers and/or end-users through our own practices, including in relation to marketing, sales and data use. No severe human rights issues and incidents connected to our consumers and/or end-users have been reported during 2023. The Customer Relationship Manager and the Customer Service Manager and their teams are the resources allocated to the management of material impacts with information that enables users to gain an understanding of how the material impacts are managed.



11.3

Metrics and Targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities S4-5

Currently, we don't have specific metrics related to managing material impacts, risks and opportunities related to consumers and end-users. We intend to establish those during 2025.

Communication and greenwashing

In 2022, we became members of the Norwegian initiative “Guide against greenwashing” which provides a set of guidelines and support on how to communicate without making unclear, incomplete or misleading claims about our CSR progress. These outline that as a business we should:

- Be honest and accountable
- Make sure that the company’s sustainability efforts are not limited to the communications and marketing departments.
- Avoid talking about the importance of sustainability, nature, the climate and ethical trade, if the company has not made serious efforts on these issues themselves.
- Do not under-communicate one’s own emissions and negative impacts on the climate, nature and people.
- Be careful using a big share of the marketing budget on small measures that do not affect your company’s footprint significantly.
- Avoid buying a clean conscience through carbon credits or by letting others clean up ocean plastic.
- Use established labeling, or work towards the establishment of good labeling mechanisms in your industry if it is lacking today.
- Be careful with terms such as “better for the climate”, “better for nature”, “better for the environment” etc.
- Be careful not to market a business solely on sustainable development goals one has a positive contribution towards.
- Be careful with using donations and sponsorships as proof of sustainability.

Until now, our communication on all sustainability-related matters at Db, including achievements, has been close to non-existent for the fear of communicating in the wrong way, also referred to as “greenhushing”. The Marketing and Customer Service teams have been trained in our Communication Policy during 2023 to ensure that we can create more accurate and relevant messaging going forward.

Chapter 12

ESRS G1 Business Conduct

The role of the administrative,
supervisory and management bodies
ESRS 2 GOV-1

The role of the administrative, management and supervisory bodies related to business conduct and their expertise on business conduct matters are detailed in ESRS 2 GOV-1 Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies.

Db plans to recruit a new board member with extensive experience from ESG matters during 2024 to bring on relevant competence within governance to Db’s supervisory body. The CFO is responsible for managing governance matters in the Executive Committee.



12.2

Impact, Risk and Opportunity Management

Description of the processes to identify and assess material impacts, risks and opportunities ESRS 2 IRO-1

The processes to identify and assess material impacts, risks and opportunities related to business conduct have been focused on engaging stakeholders such as the current board of directors, our employees and employee representative, and performing desktop research on legislation and guidelines from public authorities and regulators, best practice and consulting with other standards such as the B Impact Assessment. Ethical corporate governance was identified as having a material impact on our stakeholders.

Corporate culture and Business
conduct policies and corporate
culture G1-1

Db shall conduct its business with integrity, respecting the laws, cultures, dignity and rights of individuals in all of the countries where we operate. All Db employees are expected to act in accordance with these company principles and requirements. Our business conduct policies are compiled in our Code of Conducts which are applicable to all employees and independent workers acting on the behalf of Db such as agents, ambassadors and consultants (Code of Conduct) and to any partner we engage into a business relationship with (Supplier Code of Conduct). Signing our Supplier Code of Conduct is a prerequisite for engaging into business with Db. The Code of Conduct has been approved by the Board of Directors of Db.

We want our employees to be proud of our company and how we conduct our business. We have a global footprint, and face a multitude of local contexts, business cultures, laws and regulations. However, our compliance principles remain constant, and our integrity shall never be compromised. We have high expectations of ourselves, our employees and representatives, and will only cooperate with partners, suppliers and subcontractors who themselves adhere to equally high integrity standards. We encourage and support initiatives to develop and improve industry standards for ethical conduct together with our business partners. This is how we intend to foster Db’s corporate culture.

Db’s Code of Conduct outlines the responsibilities of every individual as well as those of the supervisory and management bodies of Db. It is broken down into a set of policies related to whistleblowing, anti-retaliation, anti-harassment, equal opportunities, human and labor rights, health, safety and environment, drugs and alcohol, sexual services, anti-corruption, relationships with business partners, anti-money laundering, confidentiality, conflict of interest, fair competition, gifts and hospitality, public officials, safeguarding or property information and assets, local communities, environmental protection, sponsoring and donations, transparency, financial reporting, and data protection.

We haven’t implemented proper mechanisms for identifying, reporting and investigating concerns about unlawful behavior or behavior in contradiction of our code of conduct yet. We have a documented whistleblower policy that defines the reporting channels available, and several options are offered to avoid potential retaliation, internally and within the board of directors. Whistleblowers are encouraged to report concerns to the relevant public authorities if no internal channel is deemed safe. The Chairman of the Board is the main contact for addressing retaliation concerns. We plan to improve our policy on the protection of whistleblowers by the end of 2024. We have no clear policy to investigate business conduct incidents and address those on a case-by-case basis.

All employees, agents and consultants have been trained in all policies detailed in our Code of Conduct and regular training is organized for the onboarding of newcomers (at least yearly). The training concerns the full content of the Code of Conduct and its linked policies, and concerns all employees, sales agents, brand ambassadors, and consultants / freelancers acting on behalf of Db. The Chief HR Officer is responsible for the implementation of the Code of Conduct.

The functions within Db that are most at risk in respect of corruption and bribery have been evaluated to be within Sourcing due to their responsibility for business allocation in our supply chain / upstream value chain, and Sales due to their involvement in commercial transactions with customers in our downstream value chain.

Management of relationships with suppliers G1-2

To clarify responsibility and accountability internally and with our partners, we updated the responsibility split for supplier management as follows:

- All suppliers producing components or finished goods fall within the responsibility of the Chief Product Officer
- All suppliers transporting and warehousing finished goods fall within the responsibility of the Chief Operations Officer
- All service suppliers fall within the responsibility of the Executive Committee member who has signed the supplier agreement with that supplier.

Db has established a routine for the establishment of new business partnerships that specifies that supplier selection must go through a thorough RFP process. This process includes ranking criteria and risk assessments related to social and environmental concerns for physical goods suppliers, as well as the requirement for compliance with our Supplier Code of Conduct for all suppliers (product and service suppliers).

In 2023, we decided to split our Supplier Code of Conduct into two variants to accommodate for the inherent differences between the type of operations run by physical goods suppliers and service suppliers, and the risks associated with those. Those policies are available publicly and to all our suppliers on a [dedicated webpage](#).

Db’s Finance department monitors cash flow and plans payments accordingly. All invoices are registered in a system and follow a dedicated approval process before payment. No written policy defines rules for payment priority and to avoid late payments, particularly to SMEs.

Prevention and detection of corruption and bribery G1-3

We introduced a specific Anti-bribery policy in 2022 and trained all staff in this policy. The procedures include a detailed description of all activities and incidents that may be considered as corruption and bribery, and guidelines on what business practices are acceptable or not. This is aimed to create a clear baseline to prevent and detect allegations or incidents. Furthermore, a clear line of reporting is established to address any allegations. Line managers have specific requirements to create an atmosphere where Db employees and representatives are empowered to raise concerns and dilemmas.

The investigation committee is usually separate from the chain of management involved in the matter, but the chain of management might be involved or consulted when relevant. There is no process in place on how to report outcomes to the administrative, management and supervisory bodies and we manage to implement a routine by the end of 2024.

The Executive Committee is responsible for follow-up with their respective departments and the Chief HR Officer is responsible for the training of current and new employees. A yearly training is organized for current and new employees including the management body. 100% of the functions-at-risk are covered by training programs including non-employees representing Db such as sales agents. The Board of Directors of Db has been informed about the policy but not trained in it.

12.3

Metrics and Targets

Confirmed incidents of corruption or bribery G1-4

No incident of corruption or bribery was reported during 2023.

During 2023, Db provided training to its at-risk own workers in terms of its policy. For those at-risk functions the training is mandatory, but ABC also made available voluntary training for its other workers. Details of its training during the year is as follows:

Training coverage	At-risk functions*	Line Managers	Executive Committee	Other workers
Total	14	9	11	21
Total receiving training	11	9	11	21

Delivery method and duration	At-risk functions	Line Managers	Executive Committee	Other workers
Classroom training	1 hour	1 hour	1 hour	1 hour

Frequency	At-risk functions	Line Managers	Executive Committee	Other workers
How often training is required	Annually	Annually	Annually	N/A

Topics covered	At-risk functions	Line Managers	Executive Committee	Other workers
Definition of corruption	x	x	x	x
Policy	x	x	x	x
Procedures on suspicion/detection	x	x	x	x

*At risk functions defined to be people in positions exposed to bribery or other external influence where decision making can be impacted (Sales Resp, Sourcing and buying, Brand. And Category managers)

Political influence and
lobbying activities G1-5

Db does not conduct any direct effort of political influence in any of the markets where they operate or produce or commercialize their products. However, through our B Corp certification, our membership in the Scandinavian Textile Initiative for Textile Action (STICA) and in the Federation of Norwegian Enterprise (Virke), and our participation in diverse events with industry peers that may involve government officials, we recognize and stand for our financial contribution to advocating for a better respect of the environment and social justice. The CEO is responsible for the oversight of these activities. Those total contributions accounted for 214,341 NOK in 2023.

During 2023, no members of the administrative, management and supervisory bodies had held a position in public administration (including regulators) in the 2 years preceding their appointment.

Payment practices G1-6

We strive to pay all our suppliers on time according to the agreed payment terms in every specific contract, as long as our cash flow allows it. In case of cash limitation after factoring, we will look to consistently prioritize payments to smaller contractors and suppliers that rely more heavily on incomes from Db, and potentially delay payments to those suppliers that are less likely to experience a significant financial impact. Payment delays are always decided upon in a dialogue with the affected suppliers.

In 2023, we paid 99.7% of our invoices on time. Db was not involved in any legal proceedings outstanding for late payments.

Chapter 13

Appendix

Material Topic

SDG

SDG Targets

01 Product quality and durability



- 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.
- 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

02 Responsible Sourcing



- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

03 Employee health and wellbeing



- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

04 Ethical corporate governance and transparency



- 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 16.5 Substantially reduce corruption and bribery in all their forms.

Material Topic

SDG

SDG Targets

05 Working conditions in supply chain



- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

06 Carbon emissions reduction



- 13.2 Integrate climate change measures into national policies, strategies and planning

07 Honest marketing & zero greenwashing



- 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

Material Topic

SDG

SDG Targets

08 Responsible partnerships



- 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries

09 Renewable energy & energy improvement



- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
- 7.3 By 2030, double the global rate of improvement in energy efficiency

10 Active dialogue with stakeholders



- 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries

11 Diversity, equity and inclusion



- 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

Material Topic

SDG

SDG Targets

12 Product repairability and circularity



- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

13 Chemical use and discharge



- 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
- 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks,

14 Community engagement



- 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
- Note: Subject to changes depending on Do Better community initiatives

15 Water use and consumption



- 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
- 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
- 6.5 By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate

Material Topic

SDG

SDG Targets

12 Biodiversity preservation



- 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution
- 15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally
- 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species

13 Resource depletion and waste



- 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
- 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks,

Carbon emission scopes

We follow the greenhouse gas (GHG) protocol as the widely accepted standard for our carbon reporting and refer to the emission split in scopes as follows.

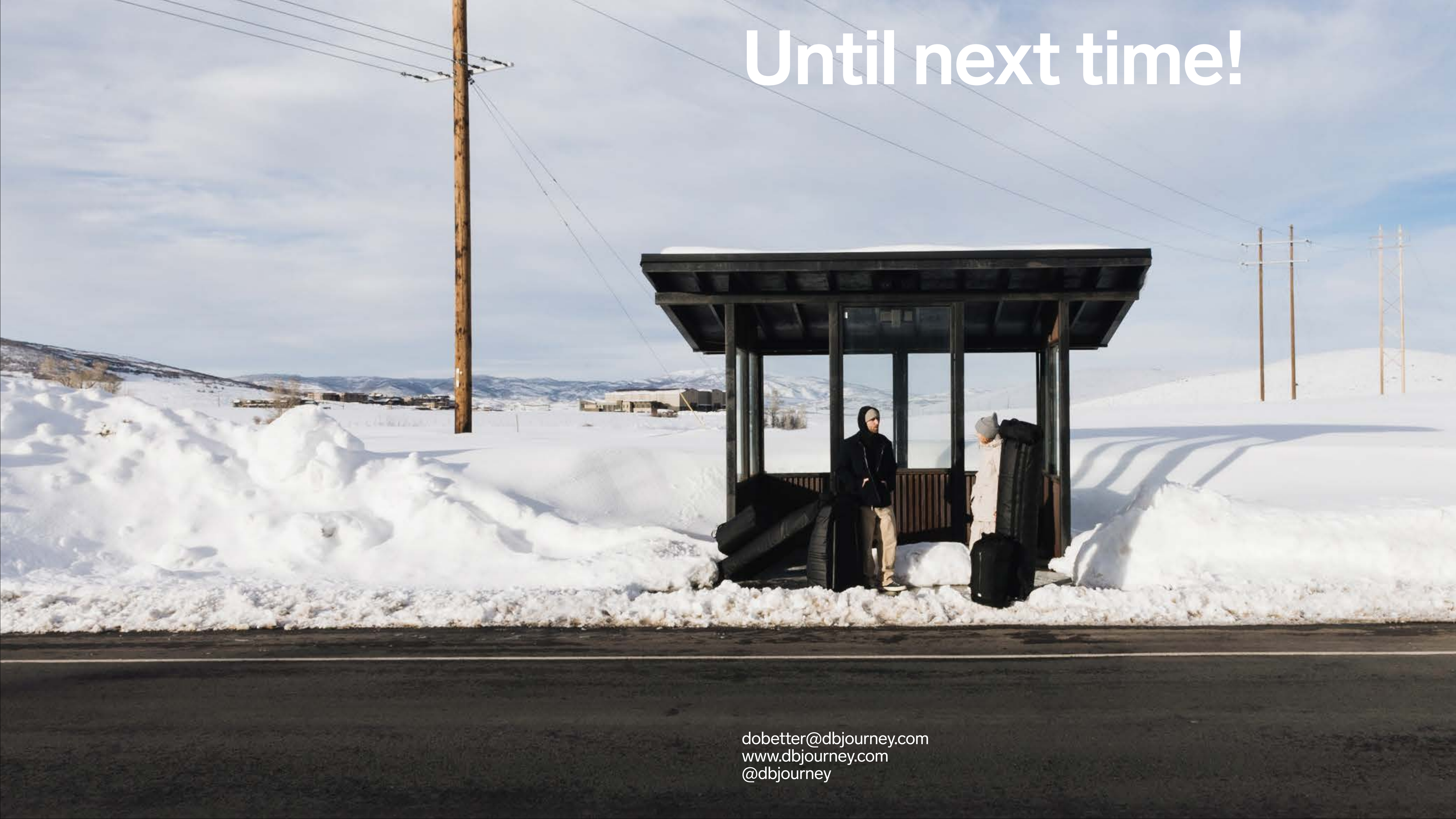
Scope 1	Direct GHG emissions which occur from sources that are operated by Db e.g., company cars and refrigerant leakage.
Scope 2	GHG emissions from the generation of energy purchased by Db for electricity and heating of offices.
Scope 3	Indirect GHG emissions that occur in our value chain e.g. emissions from the transportation, production, use and disposal of the goods we produce.

Value chain

We engage with our consumers through digital communication, social media platforms, and through local in real life events. We embrace the fact that Db’s brand proposition – promoting progress through travel and the experience of new places and communities – is in contradiction with our efforts to become a more responsible business. We believe that we also play an important role within our community of consumers to have a positive influence on changing travel habits and suggesting alternative ways to embark on journeys and experience new cultures with a limited carbon footprint.

Tier 1	Finished products	Manufacturing, assembly, finishing, packaging of final product and delivery to customers
Tier 2	Material production	Fabric, trims and other components production
Tier 3	Raw material processing	Processing of raw materials into yarn and other intermediate products (plastic, metal, paper, etc.)
Tier 4	Raw material production	Extraction, farming or production of raw materials (fibers, timber, oil, polymers, metal, etc.)

Until next time!



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