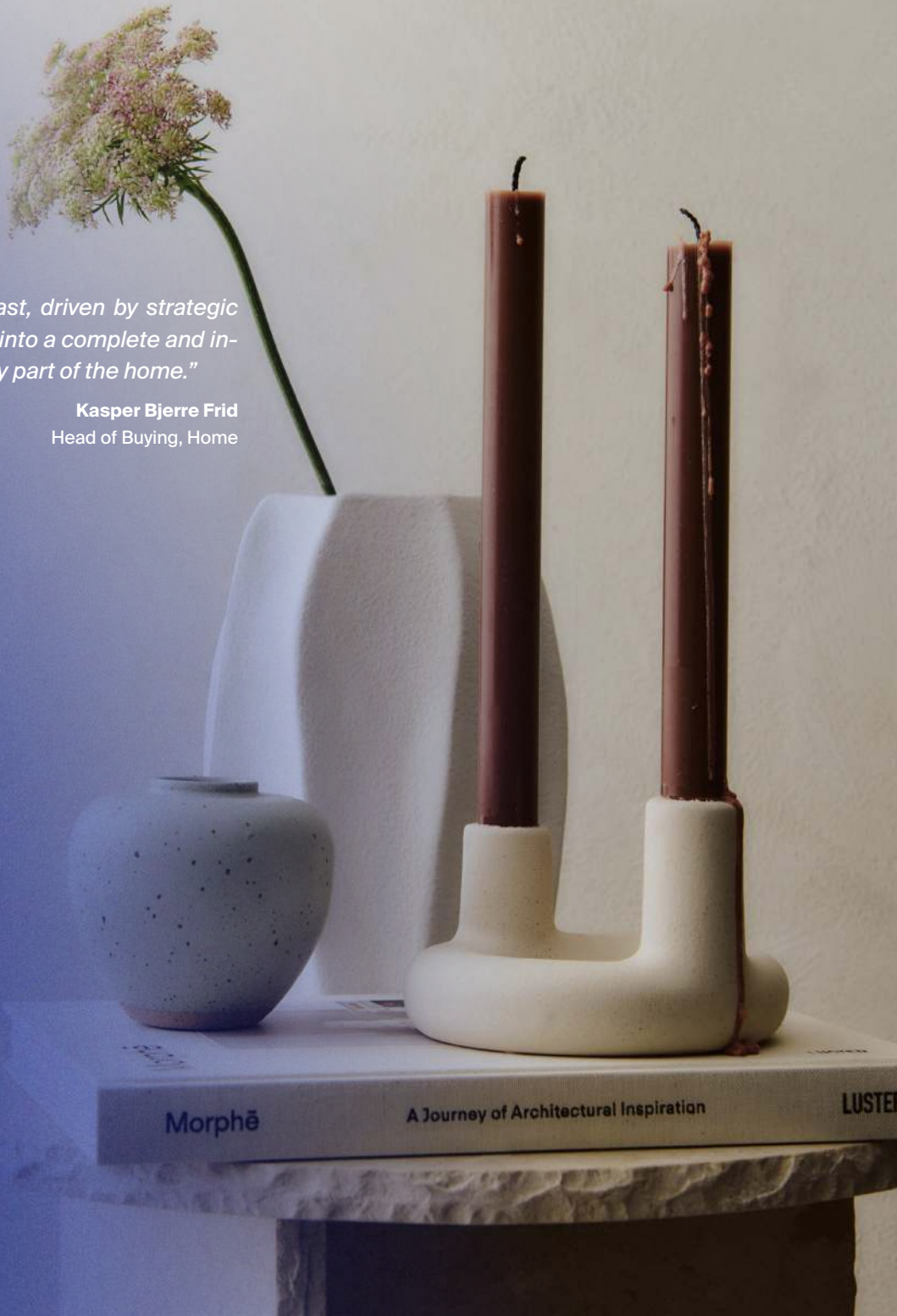


Sustainability statement

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“Boozt Home is growing fast, driven by strategic partnerships, and evolving into a complete and inspiring destination for every part of the home.”

Kasper Bjerre Frid
Head of Buying, Home



Executive summary

Navigating transition

2025 was a defining year for Boozt Group, marked by both strategic transition and sustainability progress. As we continued to strengthen our position as the leading Nordic online department store, the year was dominated by the strategic decision to restructure the organisation at the beginning of 2025 and the decision to relocate our headquarters to Copenhagen in 2026. In addition to regulatory changes in the sustainability landscape we undertook the comprehensive preparations for compliance with the Corporate Sustainability Reporting Directive (CSRD).

This is our first sustainability statement, prepared under the ESRS framework and in compliance with the CSRD, demonstrating our commitment to transparency and our approach to managing material environmental, social, and governance (ESG) impacts, risks, and opportunities (IROs) across our value chain. Our foundational Care-For strategy guided our actions, focusing on reducing unsustainability and creating positive impacts for our stakeholders and the industry.

Double materiality and strategic focus

Boozt's Double Materiality Assessment (DMA) identified 18 material sustainability matters, confirming the criticality of climate action, responsible resource use and supply chain management, consumer trust and employee well-being as core pillars of our future success.

The main material impacts, risks and opportunities (IROs) steering our strategy in 2025 are as follows.

Climate change (E1)

Managing the indirect value chain GHG emissions in Scope 3 from purchased goods, which account for 85% of our total GHG footprint.

Resource use (E5)

Introduced an on-demand, rightsizing packaging machinery to address the high resource inflow of packaging materials and optimise resource use by creating the best-size box for odd-size orders.

Employee well-being (S1)

Mitigating the risk of high employee turnover and supporting employee well-being amid the fast-paced e-commerce environment and the headquarters transition.

Consumer protection (S4)

Addressing the material risks associated with providing misleading or incomplete information to consumers, heightened by the EU's Empowering Consumers for the Green Transition (ECGT) Directive.

Supplier partnerships (G1)

Ensuring long-term business continuity by strengthening collaborative relationships with our brands and managing both the impact of our practices and the risk of supplier dependency.

Environment (E1 & E5)

Our commitment to climate action is anchored in our near-term science-based targets. Key progress towards these goals includes:

SBTi status (E1): Despite a 1.5% drop in Scope 1 fleet emissions, an increase in Scope 2 means we remain short of the combined target. This is driven by renewable electricity declining to 97.9% (from 98.6%), resulting from increased non-renewable consumption at one office and a slight dip in absolute renewable usage. Our 2026 roadmap prioritises fleet reductions and a renewable transition to get back on track.

Supply chain decarbonisation (E1): To tackle the 85% of all emissions stemming from Scope 3 Purchased goods and services, our most important action was our engagement through the Fashion Leap for Climate (FLFC) initiative. This effort directly supports our target of having 88% of suppliers set science-based targets by 2028. By the end of 2025, the share of suppliers reached 54%. To lower transportation GHG emissions, Boozt established the Fair use policy and pauses customer accounts with excessive returns, preventing unnecessary emissions. This saved approximately 568 tonnes CO₂e in 2025.

Resource use (E5): We achieved an 83.3% share of recycled waste at the Fulfilment Centre from 81.7% in 2024. Furthermore, we contributed to the largest circularity initiative in Europe by completing the pilot testing of reusable packaging within the EU LIFE-REZIP project as well as fully implementing pack size on-demand machinery to reduce packaging material inflow.

Near-term science-based targets (2022 base year)	2025	2024	2023	2022
55% reduction in Scope 1 and 2 emissions by 2032	+3%	+1%	-6%	0%
100% renewable electricity by 2030	97.9%	98.6%	98.1%	98.2%
88% of suppliers will have set science-based targets by 2028	54%	51%	48%	39%

Social (S1 & S4)

Employees: Navigating a year of transition (S1): 2025 was a significant transition period marked by organizational rightsizing and a relocation to Denmark. While the average eNPS (37) trailed our +45 target, engagement and satisfaction began to rebound toward year-end, providing a clear mandate for our 2026 growth initiatives.

Consumers: Driving transparency and trust (S4): To realise the positive impact of empowering consumers and mitigate compliance risks under evolving EU legislation, we focused on enhancing the transparency of our product information. Our main focus was on receiving more robust environmental and social data from our brand partners. The Made With Care (MWC) shop remained central to our ESG consumer strategy, with 7.1% of orders containing MWC products. The strict criteria and internal validation procedures directly combat the risk of greenwashing and focus on building consumer trust.

Privacy and data protection (S4): We maintained cybersecurity controls with the establishment of the Privacy and Security Office (PSO), evidenced by the successful validation from an external penetration test and continuous security observability improvements, strengthening customer trust.

Governance and supplier management (G1)
Boozt's governance structure, anchored in our Care-Why corporate culture, ensures ethical business conduct and robust risk management.

ESG supplier scorecard: The scorecard is the primary governance tool for managing relationships with our brand partners. By the end of 2025, 51% of brand partners (based on cost of goods sold) had completed the scorecard, strengthening relationships and ensuring compliance in our upstream value chain.

Streamlining due diligence: Our focus has been on reducing compliance burdens industry-wide with a harmonised Human Rights & Environmental Due Diligence (HREDD) questionnaire. This initiative, in collaboration with the largest EU retailers and NGOs, resulted in a unified questionnaire informed by OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector and further sector-specific standards. Building on this aligned questionnaire, Boozt, alongside six leading retailers, launched One Retail Hub - a free digital infrastructure designed to streamline reporting between retailers and their brand partners. Boozt participated in the first test of the HREDD questionnaire in Q4 2025 and plans to transition toward its use in the coming year.

Governance structure: Sustainability oversight is integrated into the management structure, with the CFO and CEO holding the highest level of responsibility for climate and sustainability issues, supporting linking strategy to financial performance. Furthermore, short-term incentives for Group Management are directly tied to the achievement of environmental and social targets, reinforcing accountability. Overall responsibility is distributed across the board of directors with a share of 60% of female board members.

Key metrics 2025

102.5
Scope 1 CO₂e emissions (tonnes). 2024:104

96.1
Scope 2 CO₂e emissions (market-based) (tonnes). 2024: 91.1

192,439
Scope 3 CO₂e emissions (tonnes). 2024: 202,952

0.37
CO₂e intensity per parcel (kg). 2024:0.37

568
Avoided tonnes CO₂e due to the Fair Use Policy. 2024: 480

83.3
Share of recycled waste in the Fulfilment Centre (%). 2024: 81.7

52/48
Gender ratio all employees (female/male) (%). 2024: 52/48

54
Suppliers by cost of goods sold committed to SBTi (%). 2024: 51

Strategic partnerships and ESG ratings
Our collaborative approach is strengthened by key partnerships:

The Industry We Want (TIWW): Collaboration with largest EU retailers and NGOs driving alignment on human rights and environmental due diligence (HREDD) across the garment and footwear sector.

Fashion Leap for Climate (FLFC): This initiative is critical for delivering climate education and engagement to our suppliers, directly supporting our Scope 3 reduction target.

UN Global Compact: Continued voluntary commitment to universal sustainability principles.

We use several external benchmarks and ESG ratings to measure our performance and identify areas for improvement, with ongoing engagement in key ratings frameworks ensuring stakeholders access to our data and demonstrating our commitment to transparency.

ESG Ranking/ Rating	Scoring Scale	2025	2024
CDP Climate Change	F-A (A is best score)	B	B
S&P Global CSA	0-100 (high score better)	40	38
Sustainalytics	50 - 0 (low score better)	21.9	17.6
MSCI	CCC-AAA (AAA best score)	AAA	AAA
Carnegie ESG Score	0-100% (high score better)	75%	77%

