

A woman with long, wavy brown hair, wearing a light blue two-piece bikini, is walking barefoot on a sandy beach. She is carrying a long, light blue surfboard under her arm. The beach is wet, and the ocean waves are breaking in the background. The sky is clear and blue. The overall mood is serene and active.

IMPACT REPORT 2022

M Y M A R I N I

ETHICAL SURF & SWIMWEAR

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The following pages contain information and data applicable to the year 2022.

1. Intro



A year full of challenges and changes

We look back on a year full of challenges and changes – both on a global level and for us at MYMARINI. After two very successful years, we were caught off guard by global developments and their impact in 2022. We were so buoyed by the previous years that we had perhaps not planned ahead sufficiently and kept pushing our limits. It was undoubtedly the most challenging year so far in the nine years of MYMARINI's history.

Draw new strength and bring forth positivity

And then comes the moment when we gather all the facts of the past year, analyze our pre-established goals and evaluate and write the sustainability report. At this moment, we take a deep breath and draw new strength! Because the year 2022 was not only a year full of crises! It also brought forth many positive things! Despite everything, we were still able to achieve an economic growth record. Our team has grown and now

includes 29 dedicated employees, and our small store has found a new home in a 160 m² space. We have managed to continue to promote our social and ecological projects and to assist others in times of crisis.

Gratitude and anticipation for the coming season

We look back and are grateful to start another season. We know that this cannot be taken for granted. Another year of empowering people with our swimwear and making our planet a little bit better.

We hope you enjoy reading our third sustainability report!

2. MYMARINI in numbers



2013

Foundation of
MYMARINI

29

Employees

82.8 %

Percentage of women
in the team

94

Retailers

2,316

Shipped RePacks

100 %

Produced in Europe

40,000

Produced pieces

16.27 t

Recycled nylon waste

10.3 t

Usage of ECONYL®, regenerated
nylon yarn

177.26

Barrels of crude oil
saved

68.7 t

CO₂ equivalent
emissions avoided

10,000

Planted trees

4,433,000 l

Additional groundwater
generated annually

€ 20,000

Donated to the
Social Surf Club e. V.

7,200

Bottles of *Viva con Agua* water
donated to *GoBanyo*

€ 1,896

Donated to *FEMNET e. V. (Social Bag*
on September 1, 2022)

€ 11,000

Donated to *Ukraine 50/50 Bündnis*
Entwicklung Hilft and
Aktion Deutschland Hilft

€ 300

Donated to ASB (Arbeiter-Samariter-Bund):
Ukraine aid

€ 200

Donated to Unicef student
charity run for Ukraine

3. Impact strategy



MISSION STATEMENT

Our mission is to create a long-term positive impact on society and the environment with sustainably produced designer swimwear. We want to empower people who identify as female, in their bodies and in society. We protect water as a vital resource and provide access to safe water sources. Together, we are creating a movement that advocates for self-awareness, conscious consumption, and water conservation.

Aligning with the SDGs

When MYMARINI was founded, the focus was on producing swimwear that is produced under fair conditions for people and for the environment. Today, however, we know that we can contribute even more to sustainable development.

Our efforts to keep our environmental footprint as low as possible and to ensure good working conditions with high social standards continue to be deeply anchored in our understanding of sustainability. We work exclusively with partner companies who share our values and who agree to these values by recognizing our Code of Conduct. But we do not stop there! In addition to our commitment to the environment, we also support projects that provide access to drinking water and clean sanitary facilities and that promote the empowerment of girls and women. Every MYMARINI sold thus makes a tangible difference and brings us closer to our goals.

To align our corporate actions with our mission, we have aligned our sustainability strategy with the 17 Sustainable Development Goals (SDGs).

Sustainable Development Goals – What's behind them?

In 2015, the UN agenda defined the 17 SDGs. These point to global challenges, provide recommendations for action and call for a change in values within society.

The central vision: to achieve global sustainable development at the environmental, social and economic levels by 2030 through the successful interaction of the 17 goals. → [More on SDGs](#)

For an effective high-impact strategy, it is essential to analyze exactly where we can make the most difference as a company. Our commitment is increasingly focused on the following four SDGs, which are also reflected in our values and corporate culture.





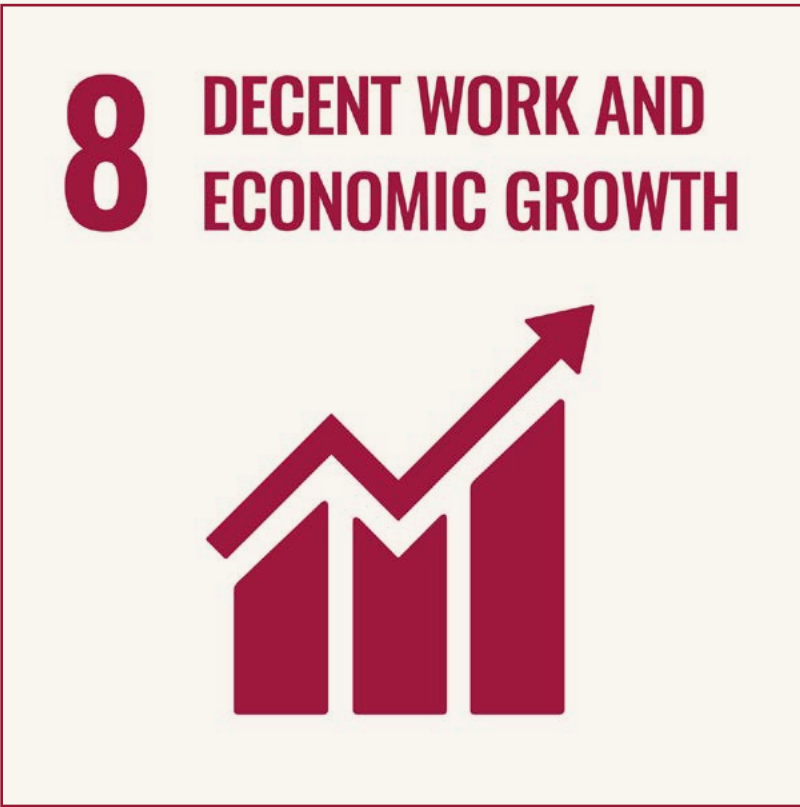
Gender equality – Gender identity should not determine who or what a person can become! MYMARINI was founded by a single woman, and also in 2022 the MYMARINI team consists of 82.8 % women. With courage and the right companions, many doors can be opened.

Unfortunately, both globally and nationally, opportunities for people who identify as female are still (severely) limited. They are often given less responsibility, and their categorization into gendered roles shapes their childhood and adolescence. The goal of SDG 5 is for women to be able to participate in public, political and economic life in a self-determined and equal manner. To achieve this goal, discrimination and violence against women must come to an end and equal access to education and to communication and information technologies must be made possible.



Clean water and sanitation – Water as a resource is particularly close to our hearts – it is practically part of our corporate DNA. And at the same time, we are aware that the fashion industry consumes enormous amounts of fresh water – and often in places where the supply of clean water is already scarce.

In addition, poor water quality and lack of sanitation affect the livelihood and educational opportunities of poor families worldwide. By 2050, one in four people is expected to live in a country that is at least temporarily affected by drinking water scarcity. SDG 6 aims to ensure that all people have access to clean water and adequate sanitation to promote sustainable and equitable development.



Decent work and economic growth – The well-being of our employees and partners along the entire supply chain is our most important asset. Only when we are balanced, happy and healthy can we make a positive difference.

SDG 8 aims to create sustainable and inclusive economic growth and decent jobs for all. Specifically, this means boosting the economy without harming the environment, creating quality jobs, and giving everyone the opportunity to participate in progress.



Produce and consume responsibly – Along our value chain, we ensure the responsible use of resources and fair working conditions. We know our supply chains and want to share our knowledge with all stakeholders transparently.

SDG 12 aims to promote sustainable consumption and production patterns worldwide. A better future for all is to be created through more efficient use of resources. The aim is to achieve energy savings, reduce waste and use more environmentally friendly technologies. It aims to meet the basic needs of all people by providing access to clean water, food and education, while ensuring decent working conditions and a healthy environment. In addition, society's knowledge of sustainable consumption and production patterns should be improved by raising awareness in order to shape a better world together.

4. Updates and news



Goals and evaluations











To achieve our mission, it is important to regularly analyze progress and setbacks. This is the only way we can work specifically on our weak points and continuously improve. With concrete goals in mind, we are able to maximize our impact and move closer to our vision.

DECLARED GOALS FROM 2021

Goals	SDG	Measures	Status	Progress	Goal until 2025	Goal until 2030
Circular Swimwear Design Capsule Collection until 2023	12	<ul style="list-style-type: none">Developing swimwear suitable for the circular economyUsing suitable substances and materialsDeveloping designs made of new materialsPrototype testing	10 %	<ul style="list-style-type: none">+ Developing a process of suitable fabrics started with German and Austrian textile manufacturer- Unfortunately, the first prototypes made of potential materials did not meet quality requirements.	Introducing a Circular Capsule Collection by 2025	10 % of all swimwear collections are recyclable
Take Back System for all MYMARINIs until end of 2023	12	<ul style="list-style-type: none">Developing a take back system for all MYMARINIsEvaluating submissionsDeveloping measures for further recycling	70 %	<ul style="list-style-type: none">+ Expanded warehouse space in Triberg+ Customer survey as basis for business model+ April 2023: Launch TakeBack Scheme for all MYMARINI designs- Further utilization still unclear- Collection process as individual submissions	<ul style="list-style-type: none">Evaluating submissions and developing suitable exploitation strategiesFinding suitable recycling partners	2nd-use business model established. Cooperation with recyclers for submissions that are not suitable for 2nd use.

DECLARED GOALS FROM 2021

NEW GOALS

Goals	SDG	Measures	Status	Progress	Goal until 2025	Goal until 2030
Increase resource efficiency Final touches for the implementation of online store sales and for B2B and store	 	Introducing a new resource planning system to improve the analysis of inventories and orders	95 %	<ul style="list-style-type: none">+ Sale of SS21 remaining stocks to online marketplace+ Optimizing existing planning systems- Optimistic target figures for 2022 resulted in overproduction of 11.64 %	<ul style="list-style-type: none">• Minimizing overproduction of seasonal products to 3 %• Sale of remaining items from all previous seasons until SS22	Minimizing overproduction of seasonal goods to 1 %
More sustainable packaging materials Launch of RePack in June 2022		Introducing RePack as a packaging option for a protective fee of € 3.50	100 %	<ul style="list-style-type: none">+ Introduction in June 2022+ Since June, 36 % of all shipments shipped with RePack- Technical problems with reward system initially led to considerable effort	<ul style="list-style-type: none">• List of all used packaging materials• Set material standards for all packaging materials• Conversion of used materials to new standards	Shipping all orders to B2C customers in reusable packaging
Groundwater neutrality → p. 44 100 % groundwater neutral until 2025	 	<ul style="list-style-type: none">• Planting 30,000 trees in MYMARINI forest by the end of 2023• Creating a reliable data basis for the water footprint of the collections and locations	96 %	<ul style="list-style-type: none">+ Planting a total of 22,165 trees in the MYMARINI forest+ Increase of 6 %: 96 % of our collections as well as our company sites are certified as groundwater neutral in 2022 through climate sponsorship	All collections and company locations are water-neutral	
Drinking water for everyone Drinking water subscriptions along our value chain	 	Expanding existing drinking water subscription model to locations in our tier 1 and 2 supply chains	20 %	<ul style="list-style-type: none">+ <i>GoBanyo</i> drinking water subscription, Hamburg+ 7,200 bottles (0.5 l) of drinking water per year since 2021	Drinking water subscription scale in Croatia and Italy	Scaling the drinking water subscription on all tier 1 and tier 2 sites
Transparent supply chains 100 % transparency along our value chain		<u>Productions and suppliers:</u> <ul style="list-style-type: none">• Annual production visits• Concluding production contracts with production sites• Regularly request information on materials, work standards, work safety and certificates, etc.	60 %	<ul style="list-style-type: none">+ Production visits in Croatia and Poland+ Sustainability survey to all partner companies in the supply chain+ May 2023: Visit of the Carvico/ Jersey Lomellina Production	<ul style="list-style-type: none">• Disclosure of our partners along the supply chain• 100 % supply chain transparency at product level (online)	
	 	<u>Materials:</u> <ul style="list-style-type: none">• Life cycle assessments at product level	10 %	<ul style="list-style-type: none">+ Life cycle assessments at product level for all NOS styles	Life cycle assessments at product level for all current styles (online)	

NEW GOALS

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NON-MEASURABLE GOALS

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Goals	SDG	Measures	Status	Progress	Goal until 2025	Goal until 2030
Climate neutrality 100 % climate-neutral company and climate-neutral products	<div><div>12</div><div>13</div></div>	<ul style="list-style-type: none">Determine a reliable data basis for CO₂ emissions for tier 1 and tier 2 of our supply chain and for company sitesSelection of suitable compensation projects	0 %	+ Life cycle assessments for NOS styles provide initial data basis	CO ₂ emissions for 80 % of all products are offset by selected projects	100 % climate neutrality of all MYMARINI collections and company locations
Female Empowerment Providing a platform for people who identify as female, highlighting opportunities and actively supporting gender equality	<div><div>5</div></div>	Monetary and philanthropic support for organizations that empower people who identify as female	ongoing	<div>+ Financing the first 2-week girls surf camp with the <i>Social Surf Club e. V.</i></div> <div>- Due to staff shortages and illness, MYMARINI staff members were not able to participate in the camp as counselors as planned</div>	Planning regular small benefit events to use as a platform for raising awareness and to generate additional donations (Vorschlag)	
“Water is Love” campaign Continuously inform our stakeholders about water-related topics and inspire them (Vorschlag)	<div><div>6</div><div>12</div></div>	Education around the topic of water through interviews & blog posts	ongoing	<div>+ Publishing the MYMARINI magazine 2022 with relevant facts</div> <div>+ Inspiring interview with Anne Tavaret published</div> <div>+ Creating an educational video about groundwater, the fashion industry and the MYMARINI forest in Klövensteen → watch video</div>	Giving partner organizations and cooperation partners more opportunities to communicate their commitment as part of company events	Organizing an annual charity event in Hamburg which focuses on the problems of the partner organizations and generates donations

From day one, we were driven by our mission to make the world a little bit better with fair designer swimwear. But for the first time, we have defined long-term and ambitious goals to contribute to our mission in the years to come. We believe that we can actively make a significant contribution to the transformation of the fashion industry!

Social and ecological projects

News about the MYMARINI forest

In 2020, we have set ourselves the goal of offsetting the water footprint of our products in the long term. With the *Climate Sponsorship* and the *Drinking Water Plants* project, we have found a trustworthy partner for our mission.

We are often asked why we have chosen to measure our water footprint → [p. 44](#) rather than our CO₂ emissions. For us, the answer is obvious: water is the basis of all life and that of MYMARINI. Moreover, the fashion industry is considered one of the most water-intensive industries in the world, and we see it as our duty to counteract this fact.

In addition to promoting groundwater, the renaturation project actively contributes to forest health and increases biodiversity. And as we all know by now – forests are important CO₂ storage. By supporting the renaturation project in the Klövensteen forest, we are giving something back to the environment. The proximity to our headquarters allows us to participate in tree planting activities together as a team and to observe over the years how the MYMARINI forest grows and brings forth diversity.



“Every tree is precious and makes a difference.”

(Michael Garvs, Klimapatenschaft)

Since 2021, all collections made from ECONYL® regenerated nylon yarns have been certified as groundwater-neutral by the *Klimapatenschaft*.

This means that we already offset the water footprint for around 96 % of our collections → [p. 44](#). Since 2023, we have had more precise data on our materials and production processes collected and evaluated in order to also offset the water consumed for the remaining 4 % of the collections based on sound data.



More information: → [see blog article](#)



10,000

Trees were additionally planted in 2022

22,165

Trees in total will be in the MYMARINI forest by the end of 2022

6,532,000 l

of groundwater in total generated by the end of 2022

2,351,005 l

of water consumed by MYMARINI in 2022

4,338,938 l

Groundwater credit for the next years

GoBanyo Drinking Water Subscription — Together for “Washing is Dignity”

Access to clean drinking water and sanitary facilities must not remain a theoretical human right. This is also what the non-profit organization *GoBanyo* in Hamburg is campaigning for.

A mobile shower bus with three fully equipped bathrooms gives people without a fixed abode in Hamburg regular access to clean sanitary facilities, clothing and drinking water. We have been supporting the organization since summer 2021 with our “Drinking Water Subscription” initiative with regular donations of water from *Viva con Agua* in returnable bottles. In coordination with GoBanyo, we deliberately chose this solution rather than reusable drinking bottles. Because without a permanent residence, most guests always have all their belongings with them. Each additional item is extra ballast that we want to avoid. In addition, there are not yet enough opportunities in Hamburg to refill clean drinking water in an uncomplicated way.

7,200

Viva con Agua water bottles donated to *GoBanyo*, equivalent to 3,600 l of drinking water (until the end of 2022)



“In theory, access to clean water is a human right, in practice, we’re a long way from that.”
(Gülai from *GoBanyo*)



More information: → [read the interview](#)

News '22

RePack — Better Packaging

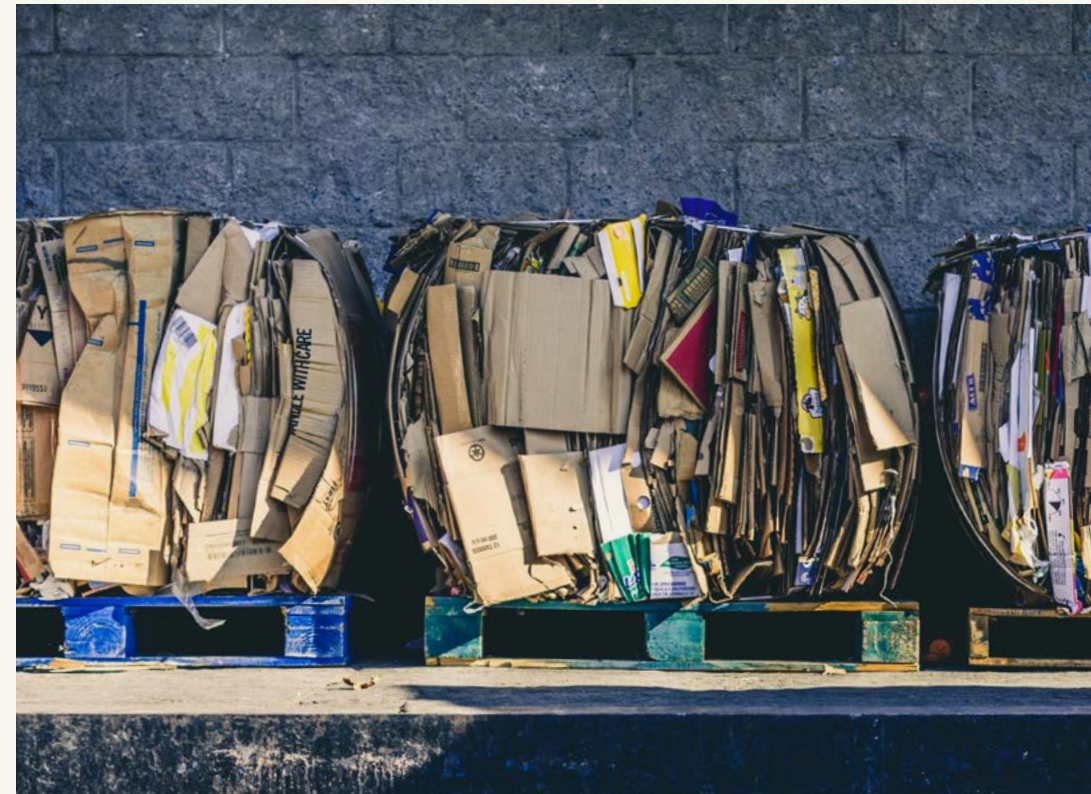
Who doesn't know them – the mountains of cardboard boxes and plastic packaging at home or next to the municipal recycling garbage cans. Online retailing is contributing more and more to the use of disposable packaging and the resulting waste volumes. According to the Federal Environment Agency, consumption of disposable shipping packaging increased by 607 % between 1996 and 2017 (Umweltbundesamt, 2020).

At MYMARINI, we shipped about 13,300 packages in 2022. Until June 2022, our team in the Black Forest has packed all orders in our MYMARINI design box and shipping carton. We have always reused undamaged boxes and cartons for returns. However, packaging material that is not returned usually ends up in paper waste after only one use and is recycled in numerous energy-intensive steps. Thus, the shipping carton follows the typical linear product cycle from manufacturing to waste product. At MYMARINI, we are convinced that we need to rethink our approach to our planet with limited resources. A step towards recyclable product systems is a step towards a livable future.

RePack – what is it anyway?

RePack follows the principle of circular economy and offers a concrete and efficient solution for reusable packaging.

A RePack is a sturdy shipping envelope made of recycled polypropylene in a simple design in black and white. During production, the RePack's CO₂ emissions are first of all higher than those of an average disposable



packaging, but from the second use onwards, reusable packaging can score points with a lower CO₂ footprint.

Why? Unlike disposable packaging, reusable packaging does not have to be manufactured from scratch. RePacks can be reused an average of 20 times! For example, compared to conventional e-commerce packaging (cardboard and plastic bags), RePack generates up to 80 % less CO₂ and up to 96 % less packaging waste.

The beginning is made

Implementing such projects requires quite a bit of time and sweat. During our internal test phase, we repeatedly encountered minor hurdles. For instance, after careful consideration, we do not want to completely dispense with disposable packaging materials when shipping the articles. So we also use grass paper to ensure that all items arrive neatly and well protected at our customers.



The concept and design of RePack fit perfectly with our vision of a circular company. We dream of shipping all MYMARINI orders in RePacks sooner or later.

- Since the launch in June 2022, we have shipped 2,316 RePacks
- This corresponds to 36 % of all monthly shipments
- In 2022, a total of 20.1 % of all shipments were sent in a RePack

2,316

Shipped RePacks

More information: → [read blog article](#)

Girls Surf Camp — The Social Surf Club e.V.

“Thanks to the support of our customers, we can connect with and promote great social projects. The Social Surf Club e.V. is a perfect fit for us — the project combines a love for people with a love for the water.” — Mareen, Founder of MYMARINI

With *The Social Surf Club e. V.* we have found an organization that, together with us, pursues the goal of gender equality and empowerment of women and girls.

Kim Birtel founded *The Social Surf Club e. V.* in 2013 to pass on what has always given him strength and comfort in difficult phases of his life: water sports. Since then, he and other supporters of the association have been organizing surf camps for children in difficult circumstances every year. The team helps the children to concentrate fully on surfing and at the same time to share and work through their worries and fears. MYMARINI has grown out of the love for surfing and the attitude towards life that goes with it. That’s why we are touched by the approach of surfing as a therapy and development opportunity for children and adolescents to understand very.

Together with *The Social Surf Club e. V.* idea was born to organize a girls-only camp for girls and young women from difficult backgrounds.

Vision

The GirlsCamp was created as a cooperation of *The Social Surf Club e.V.* and MYMARINI ins Leben gerufen. The goal was to create a protected space for girls and young women that allows them to strengthen open hearts and selfefficient personalities without judgement.



To discover together and in diversity, in a female environment and in harmony with nature, femininity and inner and outer beauty. Driven by the desire to break down old structures and beliefs, and to create a consciousness that is characterized by self-love and mindfulness. Surfing is the medium that conveys confidence in oneself and one's own strengths.

Review

Before the Girls Surfcamp there was a longboard workshop and a first meeting for the participants. In July 2022 it was then off to Denmark! 17 girls and young women between 12 and 16 years and 14 counselors spent 2 weeks together in a house in Denmark. Every day we went to the beach and whenever the surf allowed it into the North Sea. The program on site was always focused on the empowerment of the girls and the connection to their femininity. The girls found it very enjoyable to be among themselves and are eager to continue. Several MYMARINI staff members provided a lot of support, especially during the preparation and two of them had the opportunity to accompany the Girls Camp temporarily. To reflect on the time in Denmark, we organized a follow-up meeting in November and baked Christmas cookies together.

We are very proud to be part of this unique project! We see our MYMARINI as a means to an end, to have a positive social and environmental impact. This approach has enabled us to get the Girls Surf Camp rolling and to sponsor it with € 20,000 in the kick-off year.

What is planned for this cooperation in the foreseeable future?

Unfortunately, we are not able to co-fund the camp in 2023, as we, too, have increasingly felt the consequences of the ongoing global crises.

However, since many girls have already asked during the camp whether an girls-only surf camp will take place again next year, we are overjoyed that



“In the sea, I am myself, we are one, we are human beings.”

(Theresa from
The Social Surf Club e. V.)



More information: → [read blog article](#)

The Social Surf Club e. V. has taken on the task of organizing another camp and has already secured the financial support. Also this year we offer our female employees to get involved in the project during their working hours.

What are the long-term plans for this cooperation?

It is important for us to strengthen this cooperation and to deepen what has been achieved. We hope that in the future we will once again have the opportunity to also support them financially.

€ 20,000

donated to
The Social Surf Club e. V.

Together for the people of Ukraine

The Russian war of aggression on Ukraine and the resulting humanitarian crisis have deeply shocked us. The events have triggered the need in us to help with our existing resources. Since we as a company generate funds through sales, we have decided to offer products from previous seasons at reduced prices and donate the proceeds to selected aid organizations. Through the reduced prices we have made the collection “Together for Ukraine” accessible to many people. We are overwhelmed by the willingness of our community to help. In the two-week campaign, a proud amount of €10,166.23 was raised for the people of Ukraine, and we eventually rounded this amount up to €11,000.

All proceeds from the “Together for Ukraine” campaign were donated. 50 % went to Bündnis *Entwicklung Hilft* and the other 50 % to Aktion *Deutschland Hilft*.

€ 11,000

donation to *Ukraine 50/50 Bündnis Entwicklung Hilft* and *Aktion Deutschland Hilft*



The Social Bag — 100 % of profits to FEMNET e.V.

The Social Bag was developed together with our friends from *Marin et Marine*. Already at the foundation of MYMARINI, fair working conditions aswell as high ecological and social standards along the supply chain were an absolute must for us. Unfortunately, these standards are still not met in most parts of the fashion industry. With *The Social Bag* we want to raise awareness and set a sign for better working conditions in the fashion industry!

We met with the sisters of the designer bag label from Berlin and planned together a shopper with added value as a limited edition. *Marin et Marine* works with traditional manufactures in Germany to ensure the best quality, fair wages and good labor standards. The timeless design made of 100 % linen is not only a sustainable beach essential for our customers, but also supports the non-profit women's rights organization *FEMNET e.V.*. Inside *The Social Bag* is a label with information about the work and activities of the organization.

Sabine Kaldonek from *FEMNET e.V.* informs about the association and its motivation.

“We need to rethink, we need an awareness of the value of fashion. And we need more appreciation for the people at the beginning of the supply chain, absolutely! FEMNET e.V. is a non-profit women's rights organization based in Bonn, Germany. Since its founding in 2007, FEMNET e.V. has been working to improve working conditions in the garment industry of the Global South through campaigns, education and advisory work, and projects with local partners. Principles of our work are the Sustainable Development Goals, gender equality, decent work and sustainable consumption. Women's rights



€ 1,896

donated to *FEMNET e.V.*
(*Social Bag* on
September 1, 2022)

More information: → [see blog article](#)

are human rights. Women should be able to lead a selfdetermined life. But millions of women and girls working in the global textile industry produce our fashion under the most difficult conditions. With our work, we want to ensure that, they are paid fairly and that they do not have to experience violence in their workplaces. [...] That's why we're working with our local partners to build women's unions, among other things.”

The campaign for the limited edition of *The Social Bag* (120 pieces) was launched to coincide with Fashion Revolution Week 2022. By buying a bag, our customers actively support the work of *FEMNET e.V.*, because the entire profit (100 %) is donated. By the end of 2022, MYMARINI had transferred € 1,896 to *FEMNET e.V.*

Thanks to the timeless design, we can sell the limited collection seasonally independent for the good cause. Further donations are planned in a regular rhythm of six months.

5. People & culture



Strong and passionate together

“Working with people is at the same time the most challenging, yet the most beautiful work I can imagine.” — Mareen, founder of MYMARINI

The people behind MYMARINI are not just employees. We are more than that. We are a community of water enthusiasts who share values, passions and goals. Our team is not only about work, but also about the connection we have with each other.

Last year, our MYMARINI team grew from 17 to 29 employees. The team is spread across three locations: the logistics center in Triberg, the flagship store and the headquarters in Hamburg. When selecting new team members, we look not only for skills, but above all for a good fit with our corporate culture. Because we know that a harmonious team dynamic is the key to our success. Each person brings their unique story and skills to the table.

We value open communication, diversity and mutual understanding. Through reflection and continuous growth, we continue to develop personally and professionally. Each person is encouraged to express their opinion freely and to listen in order to build a deep mutual understanding. Independence, reliability and commitment are the cornerstones of our way of working.

Each individual takes responsibility and works with determination to successfully complete his:her tasks. As team players, we work together proactively and cooperatively, sharing knowledge and responsibility to succeed. We create a culture of generosity and inclusiveness where each person feels welcomed and valued. With us, every person should feel

heard and included. Because only together can we bring out the best in each other.

However, sometimes we need to slow ourselves down to make sure our workload is in line with our ideas of a healthy work-life balance. We know that we can only give our best when we also have time for ourselves, for our family and for our private life. We are proud of our MYMARINI family and the way we grow and succeed together. Every single person on our team contributes to achieving our vision and making the world a little bit better.

- 37.5 working hours per week
- Flexible working hours
- 33 vacation days
- Timely compensatory time off for overtime
- Remote work depending on location and field of activity

OUR VALUES

Environmental awareness, social commitment and a deep connection with nature to bring about positive change.

-

Competence, professionalism and an infectious spirit of innovation are the driving forces behind our work.

-

Inspiration through freedom, joy, aesthetic elements and through the unique individuality and diversity of each person.

Harmony, connectedness and a strong team spirit to promote a healthy lifestyle full of joy and humor.

-

Tolerance, openness to the world and respect for diversity as basic principles of our cooperation.

-

Open, authentic and accessible communication in a trusting and approachable environment.

6. Value chain



Fabric suppliers:

Italy:

Carvico and Jersey Lomellina:
Swimwear fabrics

Brugnoli:
STRIPE collection

Portugal:

RDD:
HIDEAWAYS collection

Germany:

Elmer&Zweifel:
Organic cotton fabrics
for the RETREAT WEAR
collection

Kindermann GmbH:
Cotton and linen fabrics for
the BEACH HOUSE collection

Production sites:

Poland:

Tucholski family in Szczecin
Since October 2021:
LOUNGEWEAR,
BEACH HOUSE collection
and RETREAT WEAR

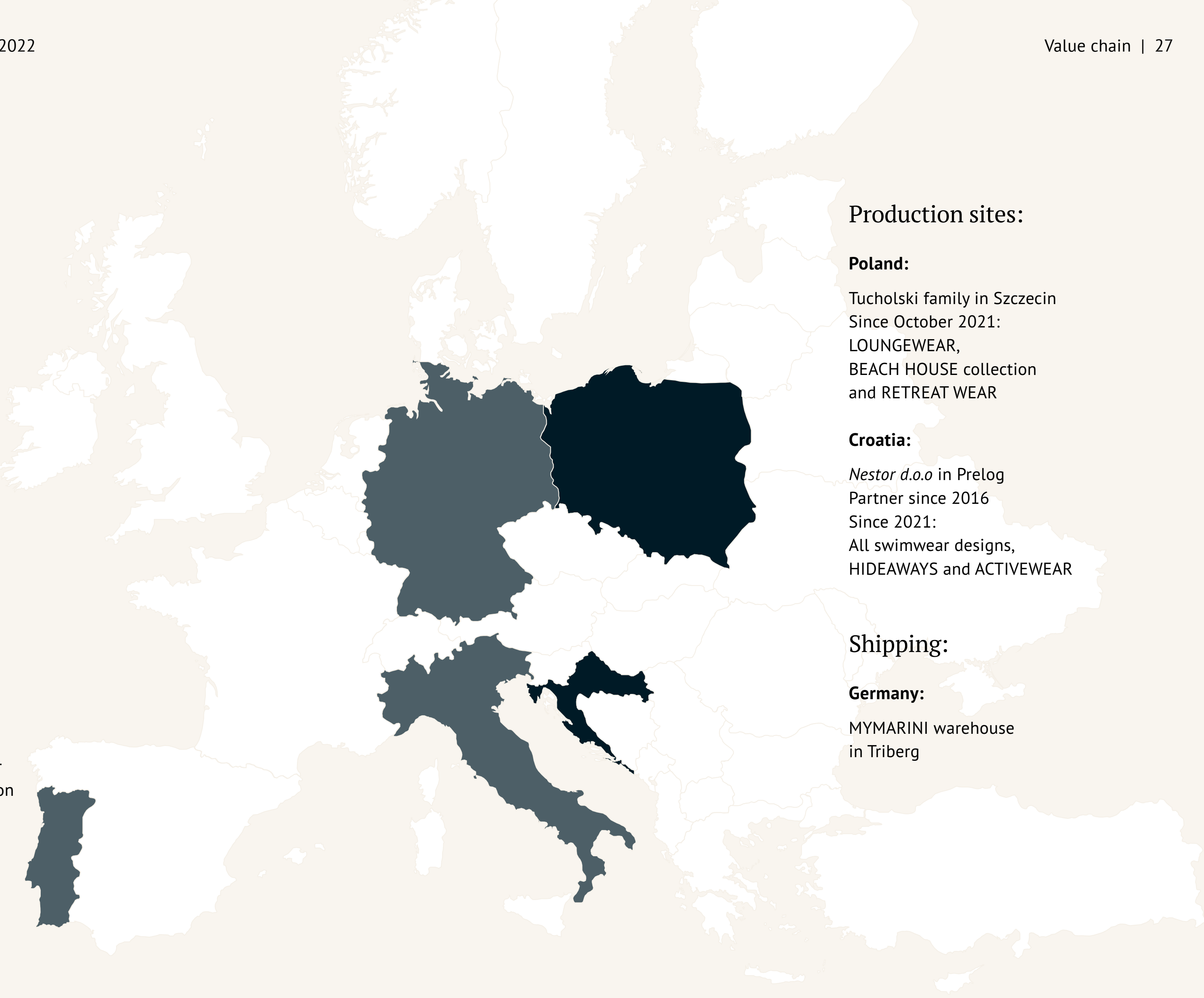
Croatia:

Nestor d.o.o in Prelog
Partner since 2016
Since 2021:
All swimwear designs,
HIDEAWAYS and ACTIVEWEAR

Shipping:

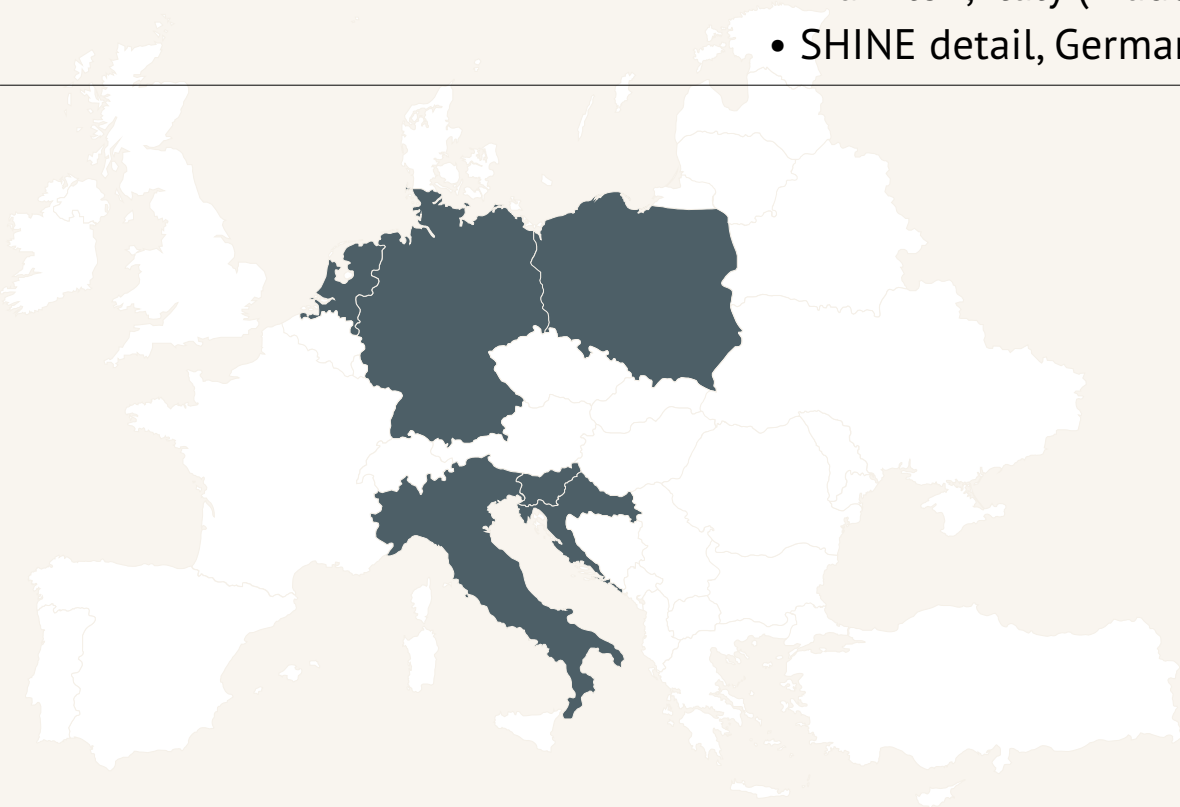
Germany:

MYMARINI warehouse
in Triberg

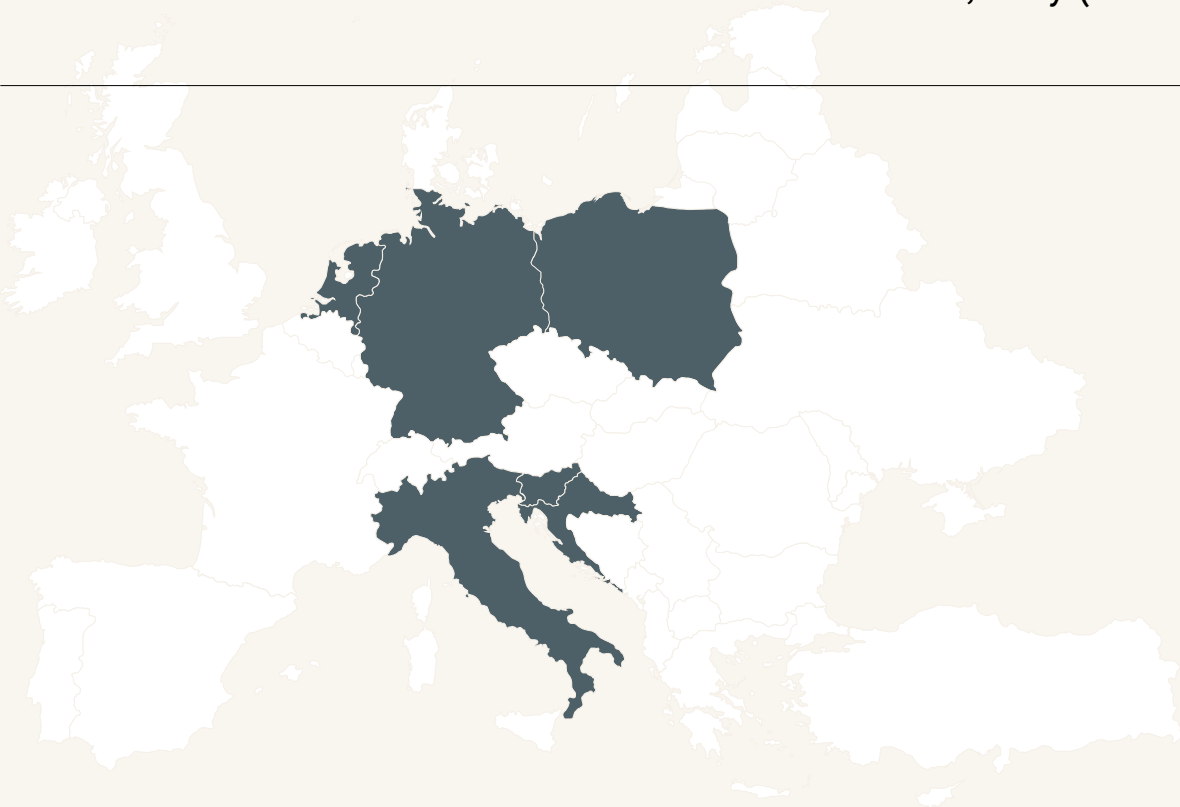


From fiber to finished design:

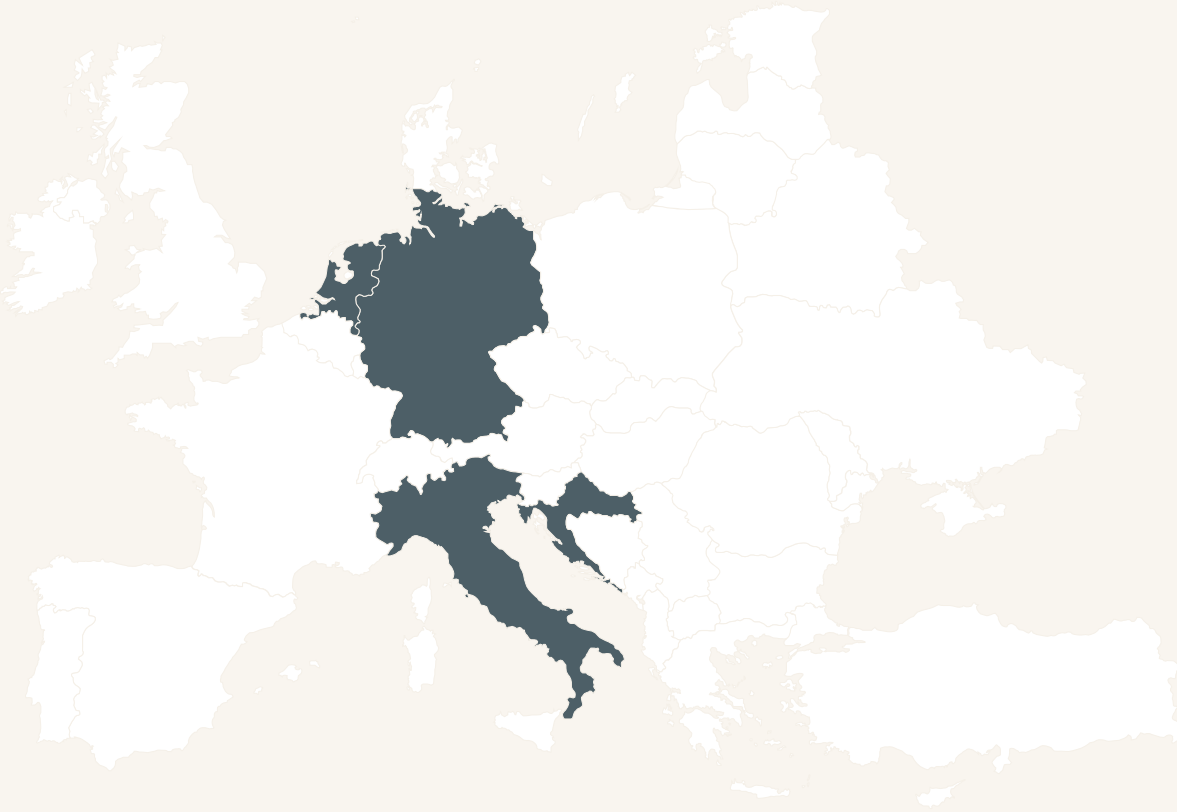
Lines	NEW SUMMER, SHINE, BLACK LINE, CLASSIC COLLECTION, ACTIVEWEAR
Fabric composition	82 % polyamide (Econyl® regenerated nylon), 18 % spandex
Fiber and yarn	ECONYL® regenerated nylon, Slovenia
Knitting, dyeing and finishing	CARVICO/Jersey Lomellina in Northern Italy
Zuschnitt	Croatia
Fertigung	Nestor d.o.o in Croatia
Zutaten	<ul style="list-style-type: none">• Care labels, Netherlands• Logo tags, Germany• Sewing thread, Germany• Framilon, Italy (made in Japan)• SHINE detail, Germany



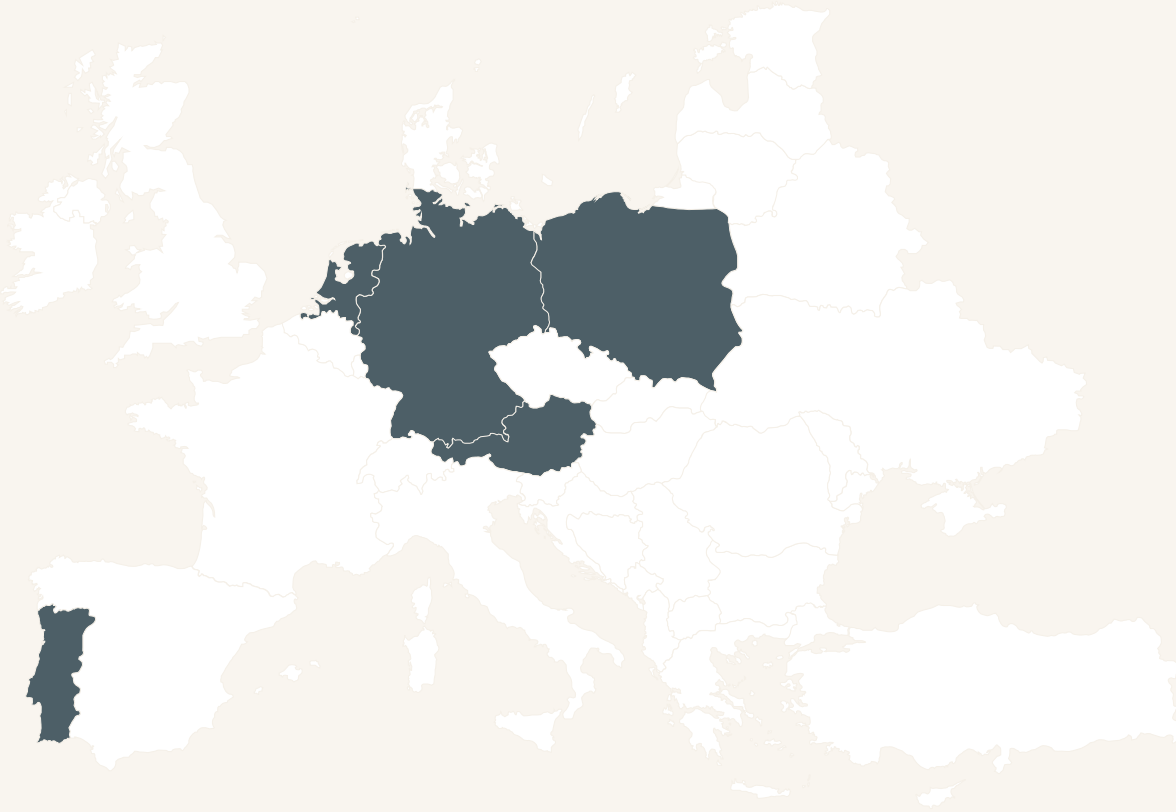
Line	SWIM APPAREL
Fabric composition	92 % Polyamid (Econyl® regenerated nylon), 8 % Elasthan
Fiber and yarn	ECONYL® regenerated nylon, Slovenia
Knitting, dyeing and finishing	CARVICO/Jersey Lomellina in Northern Italy
Zuschnitt	Croatia
Fertigung	Nestor d.o.o in Croatia
Zutaten	<ul style="list-style-type: none">• Care labels, Netherlands• Logo tags, Germany• Sewing thread, Germany• Framilon, Italy (made in Japan)



Line	STRIPE
Fabric composition	58 % polyamide, 42 % spandex
Fiber	unknown
Yarn	Italy
Knitting, dyeing and finishing	Brugnoli, Italy
Zuschnitt	Croatia
Fertigung	Nestor d.o.o in Croatia
Zutaten	<ul style="list-style-type: none">• Care labels, Netherlands• Logo tags, Germany• Sewing thread, Germany• Framilon, Italy (made in Japan)



Line	LOUNGEWEAR
Fabric composition	100 % Lyocell (TENCEL™)
Fiber	FSC certified forests
Yarn	Austria
Knitting, dyeing and finishing	Portugal
Zuschnitt	Tucholski family in Szczecin, Poland
Fertigung	Tucholski family in Szczecin, Poland
Zutaten	<ul style="list-style-type: none">• Care labels, Netherlands• Logo tags, Germany• Sewing thread, Germany



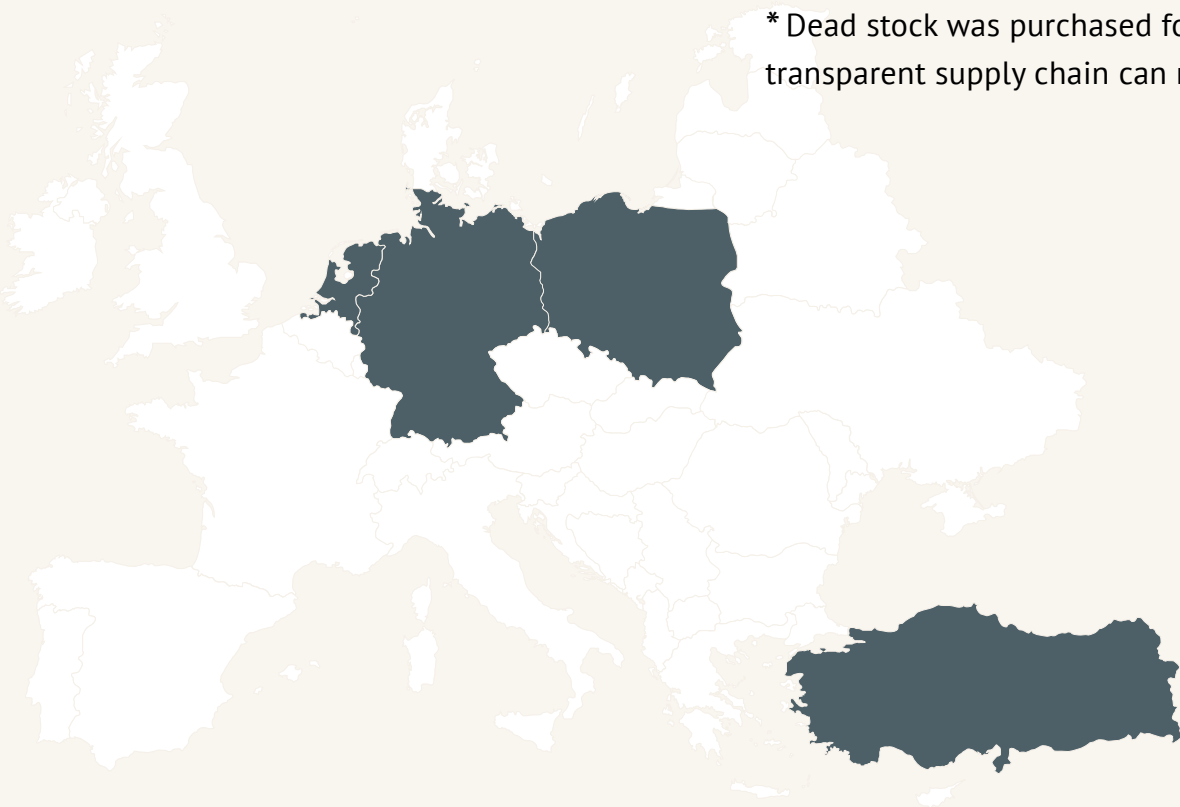
Line	RETREAT WEAR
Fabric composition	100 % organic cotton
Fiber	Uganda
Yarn	Turkey
Weberei	Company owned weaving mill in Czech Republic
Färben und Finish	Germany
Zuschnitt	Tucholski family in Szczecin, Poland
Fertigung	Tucholski family in Szczecin, Poland
Zutaten	<ul style="list-style-type: none">• Care labels, Netherlands• Logo tags, Germany• Sewing thread, Germany



Line	HIDEAWAYS
Fabric composition	90 % organic cotton, 10 % spandex
Fiber	Turkey
Yarn	Portugal
Weberei	Portugal
Färben und Finish	Portugal
Zuschnitt	Croatia
Fertigung	Nestor d.o.o in Prelog, Croatia
Zutaten	<ul style="list-style-type: none">• Care labels, Netherlands• Logo tags, Germany• Sewing thread, Germany• Framilon, Italy (made in Japan)• SHINE detail, Germany



Line	BEACH HOUSE COLLECTION	
Fabric composition	100 % cotton	100 % linen
Fiber	Turkey	unknown*
Yarn	unknown*	unknown*
Knitting	Germany	Germany
Dyeing and finishing	Germany	Germany
Cutting	Tucholski family in Szczecin, Poland	
Manufacturing	Tucholski family in Szczecin, Poland	
Ingredients	<ul style="list-style-type: none">• Care labels, Netherlands• Logo tags, Germany• Sewing thread, Germany	



* Dead stock was purchased for this collection, for which a fully transparent supply chain can no longer be shown due to its age.



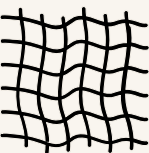
Materials and their origin

Our main focus when sourcing new fabrics is on environmentally friendly materials that are durable and innovative. We make sure that they are produced fairly, are free of toxins and do not pose a threat to nature or other living creatures.

All fabrics we use are sourced from European suppliers. Our designs are sewn in Croatia and Poland. Ingredients such as sewing threads, logo tags, framilon, etc. are also sourced from Europe. This keeps transport distances short, and most materials along the value chain can be transported by road freight. Our supply chain is manageable, transparent, and the short distances reduce CO₂ emissions. At the same time, the proximity to our manufacturing plants gives us the opportunity to visit them regularly and see the working conditions for ourselves.



Material index



FIBER DETAILS

Nylon/Polyamide

is a very light synthetic fiber, usually made from crude oil. Nylon yarn is incredibly tear and abrasion resistant. And so corresponding fabrics are very easy-care, durable, adaptable and water-repellent. Polyamide has good to very good recycling properties.

ECONYL®

is a regenerated nylon yarn made from 100 % pre- and post-consumer waste such as fabric scraps, carpeting, fishing nets and industrial plastics.

Spandex

is part of our swimwear fabrics and is a synthetic fiber consisting mainly of polyurethane. It ensures that our swimwear is and remains elastic. A high quality, durable spandex is used to ensure that the designs stay in shape for a long time.

TENCEL™ Lyocell

is the most sustainable of all synthetic fibers and was developed by the company Lenzing AG. It is made from natural wood fibers that come from certified and controlled forestry. The spinning process is a closed cycle in which the spinning solvents are recycled and reused several times.

This consumes much less water and energy than the production of other synthetic fibers. The use of chemicals is also minimized and waste products are reused. In addition, TENCEL™ Lyocell is biodegradable and recyclable. The fiber is also particularly soft and breathable.

(Organic) Cotton

is one of the most commonly used materials in the fashion industry. To date, however, less than 1 % of the cotton used worldwide comes from organic cultivation. Organic cotton uses up to 88 % less water and 62 % less energy than conventional cotton because 80 % of the fields are irrigated with rainwater. Organic cotton cultivation protects the soil, ecosystems and people's health. Because here the use of toxic chemicals or genetically modified organisms (GMOs) is prohibited. This reduces the pressure on local water reservoirs.

Linen

is a natural fiber obtained from the stems of the flax plant. The flax plant can be grown without the use of pesticides and fertilizers and requires less water than other plant fibers, such as cotton.



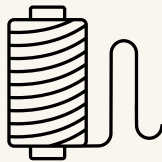
INGREDIENTS

Framilon

This narrow band is sewn into our designs to keep the shape of certain parts of the swimwear more stable (such as shoulder straps). It consists of 100 % polyurethane. It is made in Japan and sourced from Italy.

SHINE band

The shimmering edge of our SHINE collections is made of 60 % polyamide, 28 % spandex and 12 % lurex. Lurex is a polyester yarn coated with aluminum to enhance the metallic sheen.



SEWING THREADS & TAGS

Polyester (recycled)

In 2022, 98.2 % of our sewing thread consisted of GRS-certified recycled polyester. Our supplier is located in Germany and the PET for recycling is sourced from Europe.

Polyester (virgin)

In 2022, 1.8 % of our sewing threads were made from recycled polyester. Our MYMARINI logo tags are also made from non-recyclable materials. The yarns and logo tags are made in Germany.

Organic cotton

The sewing threads for the LOUNGEWEAR and RETREAT WEAR as well as the care labels for all products are made of organic cotton.

Production sites

Production in Croatia

Since 2016, we have been working with a small, women-owned production site in Croatia that specializes in swimwear and underwear.

Smiljana, the production manager, speaks fluent German and allows us a transparent insight into the processes and working conditions on site.

In March 2022, we were able to visit the production facility in person for the first time since the beginning of the pandemic. Production manager Smiljana and owner Irena showed us the individual work steps and introduced us to the employees. Thanks to this visit, we were able to exchange ideas for further cooperation and get to know each other better. We also visited the new factory, which uses modern technology to cut the fabrics. We appreciate very much the long and trustful cooperation with *Nestor d.o.o.* and we want to develop together also in the coming years.

Since September 2021, all swimwear designs will be exclusively produced in Croatia. During our main production hours, all 67 employed seamstresses work on our designs.



- 67 employees
- Monday–Friday one shift (6–14 h)
- Fair wages (above legal minimum wage) & bonuses
- Additional employee benefits, e.g. transportation allowance, allowance for hot meals
- Overtime voluntary and with direct compensation through financial resources or time off
- Permanent employment contracts
- Emissions reduction through the use of local hydropower for electricity generation
- OEKO-TEX STEP certified

Produktion in Polen

From October 2021, all models of the LOUNGEWEAR, BEACH HOUSE and RETREAT WEAR collections will be produced in Szczecin, Poland. Since these collections represent only a very small part of our range, it was important for us to find a production facility that allows small purchase quantities and at the same time offers the necessary know-how and care.

Our previous production manager Małgosia closed her production facility in the course of 2022 and, in consultation with us, handed over our existing orders to the partner production of the Tucholski family in Szczecin. During a visit in April 2022, we were able to get to know both production facilities and their employees. We are very satisfied with the quality of their work, and the communication with production manager Marek is very smooth and transparent.



- 20 employees
- Monday–Friday one shift (6–14 h)
- Fair wages (above legal minimum wage) fixed salaries and no piecework model
- Permanent employment contracts
- No overtime, orders are accepted only according to regular available capacities

Quality check and shipping

From Poland and Croatia, all MYMARINIs arrive at our own warehouse in Triberg, where a final random quality check of the garments takes place before shipment to our customers and retailers.

Shipping to our customers (B2C)

- plastic free packaging
- within Europe climate neutral shipping with DHL GoGreen



Shipping to our retailer (B2B)

- Packaged according to individual retailer requirements
- As little packaging material as possible
- Polybags made from sugar cane
- Reuse large shipping cartons for delivery



7. Roadmap



With fresh energy and a great drive, we have drawn up our roadmap for 2023. In doing so, we remain true to our values and our aspirations. But this year we want to go one step further. Together, we will work hard to set new standards and show that sustainability goes far beyond materials and production. We firmly believe that we need innovative business concepts to create a sustainable basis for the fashion industry.



Ongoing

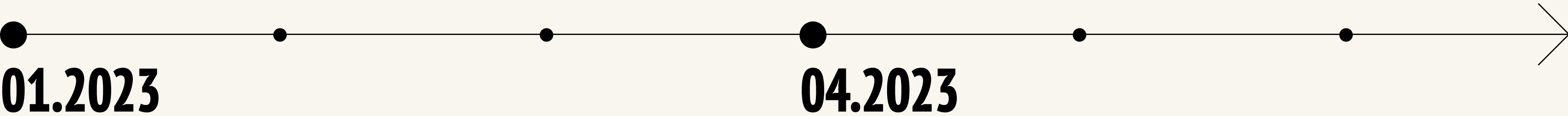
Circular Design

The circular economy is a key component of sustainable production and responsible consumption.

Textile cycles have various advantages: Since raw materials are reused many times in an optimal closed-loop system, valuable resources can be conserved and waste and emissions reduced. By developing circular swimwear designs, we want to make our contribution to a sustainable economy and motivate other companies to do the same.

After being selected as one of the finalists of the German Sustainability Award 2020 with our vision of circular swimwear, we thought several times that we would be close to a breakthrough with our first Capsule Collection. But it's a project with many ups and downs. We have found some

promising fabric manufacturers for the development of suitable fabrics, but unfortunately the results so far have not met our high quality standards. But we are not discouraged by this. On the contrary, we want to focus more on innovative designs in the future and expand our cooperation with universities and design schools in this context.



Return fee

As an e-commerce company, we have taken a close look at the issue of returns. We want to offer our customers the best possible shopping experience, but we are also aware of the challenges associated with returns. For us, a return not only means a high logistical effort, but also unnecessary emissions caused by the transport. To counteract this problem, we have decided to introduce a fee for returns from January 2023.

This will mean a change for our customers. However, we would like to help ensure that orders are placed more consciously and that an excessive number of selection orders is avoided. In addition, we

see this measure as an expression of appreciation for our employees in the shipping department. If fewer returns are generated, they have to process fewer parcels and can concentrate on the perfect shipping of orders.

We realize that a returns fee is not the only solution to this problem.

We will continue to expand our service offering and provide our customers with comprehensive advice and support even before they place an order.

04.2023

Take Back

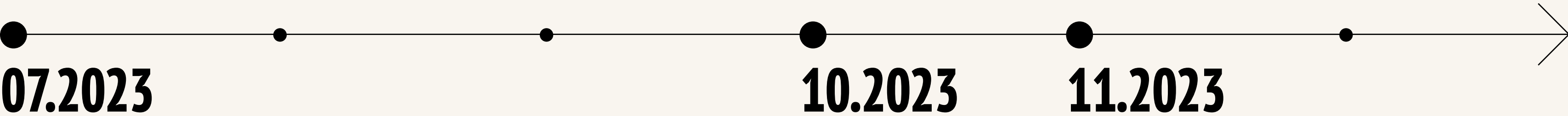
Producer responsibility is becoming increasingly important in the EU. With the introduction of regulations such as Extended Product Responsibility (EPR → [see glossary p. 44](#)) it is becoming mandatory for manufacturers to monitor and be responsible for their products even after they have been sold. Manufacturers must therefore ensure that their products are properly disposed of and recycled at the end of their useful life. This responsibility extends over the entire life cycle of the product.

MYMARINI recognizes the importance of producer responsibility. For this reason, we are pleased to launch our MYMARINI Take Back Program in April 2023. With this pilot project, we want to take responsibility for our products. All unused MYMARINIs can be returned to us free of charge or dropped off at the flagship store in Hamburg. All returns will be kept for at least one year. The quality and quantity of the returns will be

checked in order to derive appropriate measures from the findings. Through a pre-sorting of the products and through precise information on the material mix, the materials can be ideally recycled.

For this project, we have different recycling approaches in mind: 2nd use options, co-operations with recycling companies for responsible recycling or cooperation with innovative companies for fiber-to-fiber recycling.

Overall, producer responsibility and the MYMARINI Take-Back Program is an important contribution to SDG 12 – Responsible Production and Consumption.



Life Cycle Assessments

With the help of an external partner, we will calculate the ecological footprint for some of our products in 2023. We will focus on the factors water and CO₂ equivalents, as we are aware that these factors have a major impact on the environment.

Thanks to our supply chain data and product-specific information, we can determine an accurate environmental footprint for our season-independent swimwear styles in the Classics collection. We will share these results transparently with our stakeholders in our online store.

The improved data basis also forms the basis for future compensation measures, such as the expansion of our product certification as ground-water-neutral and climate-neutral products.



Impact Board

In the fall of 2023, we plan to launch an Impact Board to keep all stakeholders informed about our engagement and to increase transparency for our ongoing impact projects. It will include regular updates on projects such as Circular Design, Take Back, fundraising activities and cooperation partners. The goal is to raise awareness of the company's commitment to socioecological responsibility and to be transparent about progress and setbacks.

Become a B Corp

We have set ourselves the goal of becoming a certified Benefit Corporation (B Corp) and thus taking obligatory responsibility for our corporate actions towards our society and our environment. We started the B Corp assessment back in 2021 and have been workinghard ever since to answer the various questions and meet the essential requirements needed for certification.

We aim to submit our application for B Corp certification in the course of 2023, and in this way we would like to underline our commitment to sustainable development in line with the 17 SDGs. At the same time, we see the B Corp Assessment as an important guideline that helps us toreview and optimize our daily actions.

We want to document and share our commitment to our mission and goals with our stakeholders in an independent and credible way.

More information on B Corp → [see glossary p. 44](#)

8. Outlook



Together toward our vision

An exciting and challenging time lies ahead of us. Together, we want to work on the MYMARINI vision and define where we want to be in five years. How will we get there, and how can we further increase our positive impact?

Over the past few years, we have learned a lot in the process of writing the sustainability report. These were valuable experiences for us. And yet, at the same time, we have noticed how much our capacities have been stretched. For this reason, we will only publish the sustainability report every two years in the future. Thus, the next MYMARINI sustainability report will be published in 2025 and will include the results of 2023 and 2024.

Regular updates and transparent exchange

However, we would like to keep you regularly informed about our impact. As you've already seen in our roadmap, we're working on creating an

online impact board. We are convinced that this is a transparent and effective way to share our efforts with you and to continue our journey.

If you have any questions or feedback, please feel free to email us at sustainability@mymarini.com.

We are grateful for your support and understanding of this decision. We are confident that this adjustment will allow us to make the best use of our resources and effectively pursue our goals. Together with you, we can continue to make a positive impact on our planet.

Warm Waves,

Your Mymarini-Team

9. Glossary



B Corp

A B Corp company commits to pursuing not only financial goals but also to achieve social and environmental goals. The commitments of a B Corp company include:

- Fulfillment of the highest social and environmental standards
- Commitment to transparency
- Commitment to responsible action
- Commitment to continuous improvement

Through this, B Corps commit to making a positive impact on the world and running their business in a way that serves the good of people and the planet.

Capsule Collection

A capsule collection is a small, time-limited collection of fashion or design pieces. It comprises a selection of high-quality and versatile pieces that can be easily combined. Capsule Collections offer a sustainable alternative to fast fashion, by focusing on timeless design and durability. The goal

is to create a variety of outfit possibilities with just a few pieces.

Empowerment

aims to develop and improve people’s ability to shape their social environment and their lives themselves, and not to be shaped by external forces. → [Website of the Federal Center for Health Education](#)

EPR

Extended product responsibility (EPR) is a concept that is used in various EU directives and national laws. It refers to the responsibility of manufacturers for the impact of their products on the environment. EPR covers the entire life cycle of a product, from manufacture to disposal.

In concrete terms, this means that manufacturers are responsible for the disposal and recycling of their products and must finance this. The EPR is thus intended

to help reduce the environmental impact of products and promote the circular economy.

Climate neutrality

means that no more net greenhouse gas emissions are generated. Measures are taken to reduce own emissions and to compensate remaining emissions through offsetting measures. The goal is a balance of zero greenhouse gas emissions. This is achieved through efficiency improvements, use of renewable energy and other measures. Climate neutrality is an important step in the fight against climate change.

Life cycle assessment (LCA)

Life cycle assessment evaluates the environmental impact of a product, process or service over its entire life cycle. It records and quantifies environmental aspects such as resource consumption, emissions and waste. The aim is to provide well-founded decisions for environmental protection

and sustainability. The results are presented in environmental indicators such as greenhouse gas emissions or energy consumption.

Water footprint

is the total amount of water used in the manufacture of products.

Water is Love

is an educational campaign designed to help educate future generations about water as a resource while creating a space for thoughts, suggestions and inspiration about water.

