

Sustainability Basis of Reporting  
FY 2025/26

**BURBERRY**

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# INTRODUCTION

This document sets out the principles, criteria and methodologies for collecting and calculating data relating to selected Sustainability Indicators which are reported in the 'Sustainability at Burberry' section of Burberry's Annual Report 2025/26. These selected sustainability Indicators, aligned to the respective Burberry Beyond strategic priority, are outlined below.

## Product:

- Percentage of key raw materials in our products certified or responsibly sourced during the FY

## Planet:

- Total energy including: purchase of electricity, the operation of any facility, combustion of fuel for facilities and vehicles/kWh
- Combustion of fuel and operation of facilities (scope 1)/tCO<sub>2</sub>e
- Combustion of fuel from owned or leased transport (scope 1)/tCO<sub>2</sub>e
- Electricity purchased and used for operations (scope 2, location-based)/tCO<sub>2</sub>e
- Total emissions location-based (scopes 1 and 2)/tCO<sub>2</sub>e
- Electricity purchased and used for operations (scope 2, market-based)/tCO<sub>2</sub>e
- Total emissions (scopes 1 and 2, market-based)/tCO<sub>2</sub>e
- Percentage of the company's energy and electricity consumption (kWh) sourced from renewable sources (%)
- Scope 3 - Total emissions (Tonnes CO<sub>2</sub>e)

## People:

- Number of on-site social compliance audits carried out in the financial year
- Total employee headcount in direct operations
- Percentage of employee headcount by significant operating location
- Workforce gender breakdown

## Community Investment:

- Number of people positively impacted through community programmes supported by The Burberry Foundation or Burberry Group plc
- Number of people positively impacted cumulatively through community programmes supported by Burberry Group plc and The Burberry Foundation since FY 2022/23

## CONTEXT

Our sustainability strategy, Burberry Beyond, encompasses everything we do across our Company, our supply chain and our communities with respect to the sustainability-related impacts, risks and opportunities that exist within our value chain. The strategy consists of four strategic pillars:

- Product
- Planet
- People
- Community Investment

To ensure completeness and accuracy of the selected KPIs, this document and all relevant data have been subject to internal validation, review and approval at senior level within Burberry.

The selected KPIs are based on the period 1 April 2025 to 31 March 2026 (FY 2025/26), unless otherwise stated. For the avoidance of doubt, this period varies from the Company's financial accounting period which is from 30 March 2025 to 28 March 2026. However, references to FY 2025/26 for the selected sustainability indicators included in the 'Sustainability at Burberry' section of Burberry's Annual Report 2025/26 refer to the period 1 April 2025 to 31 March 2026.

## APPROACH TO GHG EMISSIONS RESTATEMENTS

We follow the current guidance from the Science Based Targets initiative in regards to restating emissions based on a threshold of materiality from changes to previously stated figures. Specifically, we align our policy with the following guidance documents from the SBTi:

- SBTi Criteria and Recommendations for Near-term Targets (Version 5.1, April 2023), Sections C26 and C27;
- SBTi Corporate Net-zero Standard (Version 1.2, March 2024), Sections C32 and C33.

As such, we define a material change to emissions figures as “significance threshold of 5%” of the total figure. For base year emissions, a change of 5% or more to total base year emissions through adjustments including changes to data sources and calculation methodology, corrections of errors in calculations or significant changes in company structure would trigger an emissions recalculation and restatement.

Any change in a given year reflecting less than 5% of the total stated emissions therefore does not trigger a restatement or recalculation.

# SELECTED SUSTAINABILITY INDICATORS

## **PRODUCT**

### Responsibly Sourced Key Raw Materials

- Percentage of key raw materials in our products certified or responsibly sourced during the FY

## **PLANET**

### Scope 1 and 2 emissions

- Total energy including: purchase of electricity, the operation of any facility, combustion of fuel for facilities and vehicles/kWh
- Combustion of fuel and operation of facilities (scope 1)/tCO<sub>2</sub>e
- Combustion of fuel from owned or leased transport (scope 1)/tCO<sub>2</sub>e
- Electricity purchased and used for operations (scope 2, location-based)/tCO<sub>2</sub>e
- Total emissions location-based (scopes 1 and 2)/tCO<sub>2</sub>e
- Electricity purchased and used for operations (scope 2, market-based)/tCO<sub>2</sub>e
- Total emissions (scopes 1 and 2, market-based)/tCO<sub>2</sub>e
- Percentage of the company's energy and electricity consumption (kWh) sourced from renewable sources (%)

### Scope 3 emissions

- Scope 3 - Total emissions (Tonnes CO<sub>2</sub>e)

## **PEOPLE**

### Our People

- Total employee headcount in direct operations
- Percentage of employee headcount by significant operating location
- Workforce gender breakdown

### People in our Supply Chain

- Number of on-site social compliance audits carried out in the financial year

## **COMMUNITY INVESTMENT**

### Community Investment

- Number of people positively impacted through community programmes supported by The Burberry Foundation or Burberry Group plc
- Number of people positively impacted cumulatively through community programmes supported by Burberry Group plc and The Burberry Foundation since FY 2022/23

# PRODUCT

## Responsibly Sourced Key Raw Materials

### KPI:

- Percentage of key raw materials in our products certified or responsibly sourced during the FY

### Objective:

- The Burberry Beyond strategy set a target to source 100% certified or responsibly sourced key raw materials in its products, as defined in the Sustainable Raw Materials Portfolio, by FY 2029/30.

### Scope:

- Materials in scope: all main materials and down filling, where at least 50% of the composition within the specific material is either cotton, synthetics (polyester, nylon, TPU, PU), leather, wool, down and feather, or viscose. In addition, they are supported by either established, credible certification schemes or meet our responsible sourcing criteria as defined within our Sustainable Raw Materials Portfolio.
- These materials are defined as key as they make up >90% of the total volume (in weight) of main materials within our products.
- Divisions in scope: Menswear, Womenswear, Childrenswear, Accessories, Outlet and Shoes.
- Excluded from scope:
  - Runway Show, Trims, Sampling and Prototyping, Packaging, Raw Material Excess, Limited Editions, Collaboration products, Uniforms, Point of Sale products, VIP products, and products manufactured by a licensee.
  - Raw material suppliers providing <0.5% of total of weight (main material) delivered during the period and those which have exited the supply chain from Q3 onwards or are in liquidation will be excluded from the scope. The exclusions should not exceed 5% of the total volume in tonnes of main commodities.
  - Products that have transitioned to using excess fabric for a specific season and are made from Raw Material Excess.

### Units:

- % of products where more than 50% of the composition of the main material, including blends, is a certified or responsibly sourced key raw material.

### Method:

- The percentage is based on the following calculation:

Total weight of certified or responsibly sourced key main materials based on composition of products delivered to our warehouses in the financial year / Total weight of key main materials based on composition of products delivered to our warehouses in the financial year.

- Products containing certified or responsibly sourced key raw materials are downloaded from the Target Report. The Target Report is a Burberry built Databricks report created to improve the internal monitoring of progress against key raw material targets and to enable access to information related to our products. This report contains information about products, composition of materials, number of units and product weights. It automatically combines information related to the product composition and sustainability attributes taken from our Flex PLM, Avery and SAP systems making the process automatic and not manual. Certified materials are flagged when input into Flex PLM and the report extracts this information, calculating the composition weight of material from the same system. The composition is taken from Avery and combined with the number of units from SAP.

Source:

- The Target Report combines data from Flex PLM, SAP and Avery.
  - Flex PLM (third-party product lifecycle management tool used and managed internally by upstream product-facing teams).
  - SAP (internal database management system).
  - Avery (Internal database where product composition information are entered).
- These platforms allow the marking of certified or responsibly sourced key raw materials. All of the criteria are listed in the Sustainable Raw Materials Portfolio. If a certified or responsibly sourced version of an existing material is created then a new material code is required. Whenever the option is selected, teams need to ensure that the material complies with minimum requirements, and relevant certifications and documents have been uploaded into the “Documents” section of a specific material. Leather, down, viscose and Norwegian wool are tracked off system manually, as leather and viscose certifications refer to a manufacturing site and not to specific materials.






Criteria:

- The Sustainable Raw Materials Portfolio (below) outlines Burberry’s accepted criteria for measuring progress against our target and consists of third-party verified certifications as well as pertinent documents to guarantee responsible sourcing.

# Sustainable Raw Materials Portfolio

\*In scope for FY26 target

The criteria below refers to the main fibre of a material<sup>1</sup>. The main fibre represents at least 50% of the material composition<sup>1</sup>. Certifications required to a minimum of fabric level\*

Origin	Raw Material	Sustainable Claim(s)	Accepted Criteria
Plant	 Cotton	Organic	Organic Content Standard (OCS) $\geq 50\%$ & Global Organic Textile Standard (GOTS) $\geq 70\%$
		Recycled	Global Recycled Standard (GRS) $\geq 20\%$ & Recycled Claim Standard (RCS) $\geq 20\%$
Synthetic	 Polyester, Nylon, TPU, PU Econyl <sup>®</sup>	Econyl	Global Recycled Standard (GRS) $\geq 50\%$
		Bio Based	Carbon Testing <sup>2</sup> $\geq 30\%$
		Recycled	Global Recycled Standard (GRS) $\geq 50\%$ & Recycled Claim Standard (RCS) $\geq 50\%$
Man made fibres	 Viscose	Green Rated	Canopy Hot Button Report (Green Rated) 100%
		Certified	Forest Stewardship Council (FSC) 100%
Animal	 Down & Feathers	Certified Virgin Down	Responsible Down Standard (RDS) 100%
		Recycled	Global Recycled Standard (GRS) 100%
		Certified Tannery	Minimum one environmental and one social certification required Environmental: ISO14001; Leather Working Group $\geq$ Bronze Level Social: SA8000, UNIC code of conduct, Burberry audit or equivalent <sup>3</sup>
Animal	 Wool	Recycled	Global Recycled Standard (GRS) $\geq 20\%$ & Recycled Claim Standard (RCS) $\geq 20\%$
		Certified Virgin Wool	Responsible Wool Standard (RWS), <u>Nativa</u> Precious Fibre & ZQ Natural Fibres 100% Norwegian Wool <sup>4</sup>

1. For leather goods, the criteria will differ: coated materials with PU/TPU coatings that contain more than 30% biobased content will be included in the scope.
2. For biobased materials, laboratory tests are mandated to meet internal carbon content thresholds ( $\geq 30\%$ )
3. For certified leather, alongside certifications, we accept social compliance audits conducted by Burberry and other brands.
4. Norwegian wool is not a certification but part of Responsibly Sourced criteria. It is not associated to any product claim.

Note: Our Sustainable Raw Materials Portfolio will be continually reviewed and updated with new standards where applicable.

\*Where a certificate cannot be obtained at fabric level, we will accept yarn level if integrated with a Raw Material Supplier and Vendor Declaration.

Certified or responsibly sourced key raw materials target rules:

- The target for certified or responsibly sourced key raw materials applies only to the main material composition and down and feather filling of a product.
- For shoes, the product main material is defined as the upper.
- The main material composition is input into Burberry internal systems, checked by relevant teams, and reflected into the Target Report.
- For blended materials, the main fibre is defined as the fibre which makes up the highest proportion of a material's composition (more than 50%).
- Trims and components such as zips and buttons are not included in the definition of main material.

# PLANET

## Scope 1 and 2 emissions

### KPIs:

- Total energy including: purchase of electricity, the operation of any facility, combustion of fuel for facilities and vehicles/kWh
- Combustion of fuel and operation of facilities (scope 1)/tCO<sub>2</sub>e
- Combustion of fuel from owned or leased transport (scope 1)/tCO<sub>2</sub>e
- Electricity purchased and used for operations (scope 2, location-based)/tCO<sub>2</sub>e
- Total emissions location-based (scopes 1 and 2)/tCO<sub>2</sub>e
- Electricity purchased and used for operations (scope 2, market-based)/tCO<sub>2</sub>e
- Total emissions (scopes 1 and 2, market-based)/tCO<sub>2</sub>e

### Definition:

- Burberry is committed to achieving net zero by FY 2024/25 across its Scope 1, 2 and 3 greenhouse gas emissions.
- This ambition is supported by a target to achieve a 95% reduction in Scope 1 and 2 emissions by FY 2026/27 from a FY 2016/17 baseline (SBTi validated target). This target was resubmitted to the SBTi in March 2024, with the aim to extend the target date to FY 2026/27, and was validated by the SBTi in July 2024.
- In line with Scope 3 target adjustments, the long-term emissions reduction target has also been updated, to maintain 95% reduction in Scope 1 and 2 emissions from FY2026/27 to FY2049/50.
- Burberry will no longer procure Energy Attribute Certificates (EAC's) to cover the small amount of gas consumption which cannot be completely eliminated with renewable power. We report against a market-based reduction, and the market-based method was used in the baseline Scope 2 data calculation.
- This target will be achieved through replacing gas boilers at Burberry manufacturing sites, reducing absolute consumption and improving energy efficiency across the operations. Burberry will also support the Scope 1 and 2 SBTi target by continuing to source 100% renewable electricity in its own operations throughout 2025/26.
- Burberry reports energy data and converts this into carbon dioxide equivalent (CO<sub>2</sub>e) for disclosure purposes as part of Burberry's Mandatory Greenhouse Gas Reporting Requirements.

### Scope:

- Burberry applies an operational control approach to defining its organisational boundaries. Data is reported for directly owned sites and those where Burberry has operational control so that it can manage energy consumption. These sites are called "Category 1 sites".
- In FY2025/26 this continues to exclude the operations of the Russian entity as Burberry does not have operational control of these sites to influence and implement the energy

efficiencies required for it to fall within the boundary. For more information please see the position statement.

- Where Burberry does not have visibility of a site's electricity consumption (e.g. in a mall, where a store's energy use is not sub-metered), electricity consumption is estimated based on the average consumption per sq. ft. of Burberry sites in that region. For sites where there has been historical actual data, but this is not available for specific months, the data should be estimated based on the average of the previous 12 months actual data.
- Where gas invoices are not available at the time of reporting, the consumption is estimated based on the average consumption across the previous 12 months.
- All material sources of emissions are reported, including emissions generated from the use of electricity under Scope 2, and gas, fuel oil and fuels consumed in company owned or leased vehicles under Scope 1. Refrigerant gases were deemed not material and are not reported.

Units:

- Tonnes CO2 equivalent. This includes CO2, HFC, CH4, NF3, N2O, PFC and SF6.

Method:

- Burberry calculates greenhouse gas emissions data in accordance with the Greenhouse Gas Protocol (GHGP) Corporate Standard. Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Emissions are reported using both the location and market-based methodology.
- The most current conversion factors from UK DESNZ (2025), and the International Energy Agency (IEA) (2025), are used for all CO2e calculations, according to geography.
- Burberry is monitoring its emissions profile by using market-based emissions. The focus for Burberry remains on reducing energy within internal operations and purchasing renewable energy to cover operations. In 2025/26, all electricity was sourced from renewable resources, either produced onsite, through green tariff contracts or via unbundled energy certificates. In 2025/26 Burberry have not purchased any Verified Emissions Reduction certificates to mitigate emissions from gas consumption which cannot be completely eliminated and instead focus on implementing actions which will drive absolute reductions in emissions.

Source:

- Data for electricity, gas and fuel oil use is based on energy consumption data inputted by responsible teams on the Sweep platform and continues to be supported by invoices. Sweep is an integrated Carbon Management platform which allows Burberry to collate and manage its Scope 1, 2 and 3 data.

- Data on fuel used in owned or leased vehicles are obtained from invoices submitted by employees through the expense claim platform, Concur. For vehicles at Burberry's internal manufacturing sites fuel spend data is extracted from the external partner. Data is then uploaded into Sweep and is subject to a series of internal reviews conducted at Burberry group level.

KPI:

- Percentage of the company's energy and electricity consumption (kWh) sourced from renewable sources (%)

Definition:

- Burberry measures the % of total energy and electricity within our own operations obtained from renewable sources against the commitment to procure all electricity from renewable sources in 2025/26.

Scope:

- Burberry applies an operational control approach to defining its organisational boundaries. Data is reported for directly owned sites and those where Burberry has operational control so that it can manage energy consumption. These sites are called "Category 1 sites".

Unit:

- % of renewable energy and electricity consumption in kWh

Method:

- Within Sweep, each operational site is assigned a 'Market-Based' contract based on the type of renewable energy procured for that site. The Sweep system will calculate the total kWh of electricity associated with each contract type for each country.
- The accepted methods for generating and procuring renewable energy are aligned to the RE100 Technical Criteria and the GHG Protocol and include:
  - Onsite self-generation
  - Green Tariffs, Utility Green Pricing Programs
  - Renewable Energy Certificates (RECs) and International Renewable Energy Certificates (I-RECs)
  - Guarantees of Origins (GOs - Europe)
  - Power Purchase Agreement (PPA)

Source:

- All renewable electricity that contributes towards the commitment must be based on evidence, including:
  - A certificate or purchase agreement from the energy supplier with MWh or percentage of renewable energy stated
  - A form from the energy supplier to state that the renewable energy is compliant with best practice for renewable energy

## Scope 3 emissions

### KPI:

- Scope 3 - Total emissions (Tonnes CO<sub>2</sub>e)

### Definition:

- Burberry is committed to achieving net zero by FY 2049/50 across its Scopes 1, 2 and 3 greenhouse gas emissions.
- This ambition is supported by the following Scope 3 emissions reduction targets:
  - Reduce absolute Scope 3 non-FLAG GHG emissions by 46.2% by FY 2029/30 and by 90% by FY 2049/50 from a FY 2018/19 base year, and
  - Reduce absolute Scope 3 FLAG GHG emissions by 30.3% by FY 2029/30 and by 72% by FY 2049/50 from a FY 2018/19 base year.
- Burberry's climate targets were revised in FY2025/26 to reflect a greater understanding of GHG emissions across our value chain, investments in our GHG data management capabilities and updates to the Science Based Targets initiative and GHG Protocol standards and frameworks. This also resulted in the restatement of our FY 2018/19 and FY 2024/25 Scope 3 GHG inventories (see 'Restatements' below for further details).
- Our revised targets also take into account the observed and projected speed and scale of decarbonisation across our industry and economies where we operate, both significant dependencies for the realisation of our goals.
- Based on these insights, we have extended our overall net zero target year from FY 2039/40 to FY 2049/50 and segregated our Scope 3 targets between FLAG and non-FLAG emissions.
- Our targets remain aligned to a 1.5°C pathway and will be submitted to the SBTi for validation against their Corporate Net-Zero Standard (V1.3).

### Scope:

- The focus of this reporting is to quantify Burberry's indirect emissions (referred to hereafter as Scope 3). This includes the emissions from all applicable categories set out by the GHGP which are required as part of Burberry's Science Based Targets.
- While this reporting period covers Burberry's financial year 2025/26, emissions sources have varying time boundaries. Table 1 below provide details by GHGP category.

Exclusions - Not all emissions categories from the GHGP are relevant to Burberry's business model and therefore are excluded from our Scope 3 boundary. The rationale for the exclusions follows:

- Category 3.8, Upstream and Category 3.13, Downstream leased assets: not applicable and therefore excluded from scope 3 boundary as Burberry does not have emissions from use of leased assets (e.g., vehicles, stores) that are not already included in Scope 1 and 2 boundary (upstream), and does not own assets that are leased to other entities (downstream).
- Category 3.10, Processing of sold products: not applicable and therefore excluded from scope 3 boundary as Burberry does not process products subsequent to sale to the end user. This category is typically relevant to manufacturers of intermediate products or products that need additional processing by the end user.
- Category 3.11, Use of Sold Products: Indirect use emissions such as this category (i.e., emissions generated from end user and not from the reporting company) are not required

according to guidance from the Science Based Targets initiative. (See Apparel and Footwear Sector: Science-Based Targets Guidance, 2018.) This category would include emissions associated with laundering and care of garments by consumers who purchased from Burberry. Due to lack of accurate data and overreliance on estimations and assumptions, this category has been excluded.

- Category 3.14, Franchises: During the restatements of our Scope 3 inventories undertaken in FY 2025/26 (see 'Restatements' below), Category 3.14 was deemed not applicable and therefore excluded from Scope 3 boundary as per the GHGP (licensed products not currently included within GHGP technical guidance for Category 14). This exclusion was introduced in FY2025/26 and subsequently applied to FY2018/19 and FY2024/25 for consistency and comparability.
- Category 3.15, Investments: not applicable and therefore excluded from Scope 3 boundary as per the GHGP, this category is applicable only for investors and companies providing financial services.

**Table 1: Time boundary for Scope 3 reporting**

SCOPE 3 CATEGORY	REPORTING TIMEFRAME FOR FY 2025/26
3.1 Purchased Goods and Services	Production-related: Scope 1 and 2 Emissions from Tier 1 Suppliers (January 2025 – December 2025)
	Production-related: Material Inputs for Tier 1 Suppliers (1/3) – Materials in finished products (April 2025 – March 2026)
	Production-related: Material Inputs for Tier 1 Suppliers (2/3) – Material offcuts (January 2025 – December 2025)
	Production-related: Material Inputs for Tier 1 Suppliers (3/3) – Excess materials (April 2025 – March 2026)
	Production-related: Waste Outputs by Tier 1 Suppliers (January 2025 – December 2025)
	Non-production-related PG&S – Packaging (March 2025 – February 2026)
	Non-production-related PG&S – Other PG&S (April 2025 – February 2026 + forecasted April 2026)
3.2 Capital goods	April 2025 – February 2026 + estimated March 2026
3.3 Fuel- and energy-related activities	April 2025 – March 2026
3.4 Upstream transportation & distribution	January 2025 – December 2025
3.5 Waste generated in operations	January 2025 – December 2025
3.6 Business travel	April 2025 – March 2026
3.7 Employee commuting	April 2025 – March 2026
3.9 Downstream transportation & distribution	January 2025 – December 2025

3.12 End-of-life treatment of sold products	April 2025 – March 2026
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**Table 2: Calculation Approach by Category**

SCOPE 3 CATEGORY	BURBERRY DESCRIPTION	GREENHOUSE GAS PROTOCOL CALCULATION METHOD
3.1 Category 1: Production-related	Emissions related to production of the raw materials used in Burberry products, emissions related to Burberry product assembly, and waste emissions from Burberry product assembly.	Hybrid method – uses a combination of supplier-specific activity data and secondary data to fill the gaps. This method involves: collecting allocated scope 1 and scope 2 emission data directly from finished good manufacturing sites; calculating upstream emissions of goods and services using Higg MSI, Textile Exchange LCAs, and Ecoinvent emission factors; and collecting waste generated from the production of goods and services and applying appropriate DESNZ emission factors. It is assumed that the material input emissions of production-related tier 1 suppliers are sufficiently accounted for by considering the cradle-to-gate emissions of raw materials.
3.1 Category 1: Non-production-related: Packaging	Emissions related to the production of B2B and B2C packaging.	Average-data method – estimates emissions for packaging by collecting data on the mass and multiplying by the relevant secondary (e.g., industry average) DESNZ emission factors (e.g., average emissions per unit of good or service).
3.1 Category 1: Non-production related: Other PG&S	Emissions related to Burberry's procurement of goods and services notably advertising, facility support services, professional consultancy, entertainment performances, and photography.	Spend-based method – estimates emissions for goods and services by collecting data on the economic value of goods and services purchased and multiplying it by relevant secondary (e.g., industry average) CEDA emission factors (e.g., average emissions per monetary value of goods).
3.2 Capital Goods	Emissions related to Burberry's procurement of capital goods notably IT equipment and office equipment.	Spend-based method – estimates emissions for goods and services by collecting data on the economic value of goods and services purchased and multiplying it by relevant secondary (e.g., industry average) CEDA emission factors (e.g., average emissions per monetary value of goods).
3.3 Fuel- and Energy-related Activities	Emissions related to upstream and transport and distribution of energy consumed by Burberry.	Average-data method, which involves estimating emissions by using IEA average national Transmission and Distribution loss rates.
3.4. Upstream Transportation & Distribution	Emissions related to the transportation of goods between suppliers and Burberry distribution hubs, as well as between hubs, and	Distance-based method, which involves determining the mass, distance, and mode of each shipment, then applying the appropriate mass-distance DESNZ emission factor for the vehicle used. It is assumed that FY26 mass-distances can be estimated using FY25 actuals, modified for year-on-year (YoY) changes in total inbound unit volumes.

	between hubs and points of sale.	
3.5 Waste generated in operations	Emissions from the processing of waste collected from Burberry sites.	Waste-type-specific method, which involves using DESNZ emission factors for specific waste types and waste treatment Methods.
3.6 Business Travel	Emissions from air, rail, and road travel taken by employees in third-party vehicles.	Distance-based method, which involves determining the distance and mode of business trips, then applying the appropriate DESNZ emission factor for the mode used.  For some instances of taxi travel, a spend-based method is used, which uses the amount spent on transportation by type is multiplied by the relevant CEDA EEIO emission factors.
3.7 Employee Commuting	Emissions from employee commuting from home to work.	Average-data method, which involves estimating emissions from employee commuting based on average (e.g., national) data on commuting patterns, and applying them to DESNZ emission factors.
3.9 Downstream transportation & distribution	Emissions from the delivery of finished products to customer from points of sale or distribution hub.	Distance-based method, which involves determining the mass, distance, and mode of each shipment, then applying the appropriate mass-distance DESNZ emission factor for the vehicle used. It is assumed that FY26 mass-distances can be estimated using FY25 actuals, modified for YoY changes in revenue.
3.12. End-of-life treatment of sold products	Emissions related to the disposal of sold Burberry products and packaging.	Waste-type-specific method, which involves using DESNZ emission factors for specific waste types and waste treatment methods. It is assumed that FY26 total mass for products can be estimated using FY25 actuals, modified for YoY changes in revenue.

**Table 3: Scope 3 sources by category**

SCOPE 3 CATEGORY	ACTIVITY DATA SOURCES
3.1 Production-related: Scope 1 and 2 Emissions of Tier 1 Suppliers	Energy usage (kWh) attributable to Burberry at third party Tier 1 finished goods manufacturing sites.
3.1 Production-related: Material Inputs for Tier 1 Suppliers	(1/3) Weight of materials in finished products, (2/3) Weight of materials offcut during finished good assembly, (3/3) Weight of unused materials exited by the business.
3.1 Production-related: Waste Outputs of Tier 1 Suppliers	Weight of production waste by disposal method and material type generated attributable to Burberry at third party Tier 1 finished goods manufacturing sites.
3.1 Non-production-related: Packaging	Weight of packaging materials purchased, broken down by material type.
3.1 Non-production related: Other PG&S	Net spend on purchased goods and services (excluding VAT) by expense category, not covered in other upstream categories.
3.2 Capital Goods	Net spend on capital goods (excluding VAT) by expense category, not covered in other upstream categories.

3.3 Fuel- and Energy-related Activities	Electricity, steam, heating, and cooling per unit of consumption consumed by Burberry, broken down by grid region or country.
3.4. Upstream Transportation & Distribution	Mass and distance of Burberry's upstream logistical movements, broken down by transport method. Unladen backhaul is not calculated.
3.5 Waste generated in operations	Mass of waste and type of waste generated in operations. Additionally, for each waste type, the specific waste treatment method applied (e.g., landfilled, incinerated, recycled).
3.6 Business Travel	For the distance based method: Total distance travelled by each mode of transport (air, train, bus, car, etc.) for employees in the reporting year. For the spend based method, Burberry uses the amount spent on transportation by type (e.g. road, rail, air, barge), using market values (e.g., dollars). Emissions from business travellers staying in hotels is not calculated.
3.7 Employee Commuting	Average FTE for the reporting period is applied to assumptions about travel frequency, distance and mode from secondary sources. Emissions from teleworking are not calculated.
3.9 Downstream transportation & distribution	Mass and distance of Burberry's downstream logistical movements, broken down by transport method. Emissions from customer travel are not calculated. Emissions from warehouses and distribution centers is not calculated due to their immateriality.
3.12. End-of-life treatment of sold products	Volume of sold products and the associated packaging is collected and applied to secondary assumptions about disposal method.

Restatements:

- In FY2025/26, Burberry restated its Scope 3 baseline (FY 2018/19) and FY 2024/25 GHG inventories to reflect new industry Life Cycle Assessment studies and emissions factors, methodological enhancements, improved data availability, and to account for the latest GHG Protocol standards and guidance. This has improved consistency and comparability of impacts across financial years. Burberry has also split its GHG inventories by FLAG and Non-FLAG emissions.

Restatement Results:

FY2018/19			
Category	Original reported value (tCO <sub>2</sub> e)	Restated value (tCO <sub>2</sub> e)	Restatement basis
3.1 Purchased goods and services	621,110	251,004	Material restatements (>5%) for FY2018/19 were undertaken due to:  <b>3.1 Purchased goods and services, 3.2 Capital Goods</b> - The availability of new Cashmere and Leather LCA studies due to greater representativeness; - A shift from UK Government to CEDA emission factors for non-production-related purchased goods and services and capital goods due to greater geographical specificity;
3.2 Capital goods	34,074	12,474	
3.3 Fuel- and energy-related activities	No change from originally reported total of 4,625		
3.4 Upstream transportation and distribution + 3.9 Downstream transportation and distribution	64,624	65,546	
3.5 Waste generated in operations	11,443	5,137	
3.6 Business travel	6,907	8,733	

3.7 Employee commuting	No change from originally reported total of 4,784		<p>- An updated calculation methodology for estimating unavailable activity data for production-related waste.</p> <p><b>Other categories</b> All other changes at the category level are immaterial and reflect methodological refinements that reflect better alignment to latest GHGP guidance or better data availability for improved comparability and consistency across financial years.</p>
3.12 End-of-life treatment of sold products	2,059	1,105	
3.14 Franchises	8,917	Out of Scope	

FY2024/25			
Category	Original reported value (tCO <sub>2</sub> e)	Restated value (tCO <sub>2</sub> e)	Restatement basis
3.1 Purchased goods and services	280,338	206,709	<p>Material restatements (&gt;5%) for FY2024/25 were undertaken due to:</p> <p><b>3.1 Purchased goods and services, 3.2 Capital Goods</b></p> <ul style="list-style-type: none"> <li>- The availability of new Cashmere and Leather LCA studies due to greater representativeness;</li> <li>- A shift from UK Government to CEDA emission factors for non-production-related purchased goods and services and capital goods due to greater geographical specificity;</li> </ul> <p><b>Other categories</b> All other changes at the category level are immaterial and reflect methodological refinements that reflect better alignment to latest GHGP guidance or better data availability for improved comparability and consistency across financial years.</p>
3.2 Capital goods	27,470	23,558	
3.3 Fuel- and energy-related activities	No change from originally reported total of 4,233		
3.4 Upstream transportation and distribution	42,044	41,628	
3.5 Waste generated in operations	1,869	1,192	
3.6 Business travel	2,937	4,566	
3.7 Employee commuting	No change from originally reported total of 2,542		
3.9 Downstream transportation and distribution	940	1,263	
3.12 End-of-life treatment of sold products	317	697	
3.14 Franchises	7,171	Out of Scope	

# PEOPLE

## Our People

KPIs:

- Total employee headcount in direct operations
- Percentage of employee headcount by significant operating location
- Workforce gender breakdown

### 1. Total employee headcount in direct operations

**Definition:** Defined by the total number of active employees as of 31st March 2026 across all legal entities and countries. An employee is defined as any individual paid directly through Burberry payroll, including permanent and fixed-term contract employees. Individuals engaged as contractors and paid by third-party organisations are excluded.

**Method:** We run a headcount report from SuccessFactors as of 31<sup>st</sup> March 2026 for all Active and Dormant Colleagues<sup>1</sup>.

### 2. Percentage of employee headcount by significant operating location

**Definition:** Defined by the total number of permanent (non-contractor) employees as of 31<sup>st</sup> March 2026 split across EMEA, Americas, Greater China and Asia-Pacific.

**Method:** We run a headcount report from SuccessFactors/Connect as of 31<sup>st</sup> March 2026 for all Active and Dormant Colleagues<sup>1</sup> and use the Legal Entity Code field in the system to map each country into one of the four regions listed above based on their geography.

### 3. Workforce gender breakdown

**Definition:** Defined by the total number of permanent (non-contractor) employees as of 31<sup>st</sup> March 2026 across all legal entities and countries split by binary gender. Binary gender refers to the sex assigned at birth (Male/Female).

**Method:** We run a headcount report from SuccessFactors/Connect as of 31<sup>st</sup> March 2026 for all Active and Dormant Colleagues<sup>1</sup> and use 'Gender' field from the system to count the number of Male colleagues and the number of Female colleagues across the organisation, divided by the total population.

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<sup>1</sup> Dormant Colleagues are those on long-term absence from the business e.g. Maternity Leave.

## People in our supply chain

### KPI:

- Number of on-site social compliance audits carried out in the financial year

### Definition:

- One of Burberry's 'People' objectives is to continue our long-standing ethical trading and due diligence programme in the supply chain to ensure our standards and audit requirements are upheld by our supply chain partners.
- One of the measures is the number of social compliance audits that have been carried out. Social compliance audits consist of an inspection of supply chain partners' facilities, carried out by ethical trading experts in the Responsibility team, which are experienced and certified auditors, or appointed external accredited audit agencies or approved auditors, to assess whether the standards set forth in the Ethical Trading Code of Conduct and legislative requirements, whichever provides the highest protection to the supply chain workers, are being properly implemented and complied with.

### Scope:

- For this KPI, the scope is that the social compliance audits are carried out at the facility in person, by either one of Burberry's corporate responsibility team or an approved third-party auditor.
- All supply chain partners are included in scope, this includes vendors, sub-contractors, supporting facilities and raw material suppliers, Goods-not-for-resale suppliers as well as Burberry's owned manufacturing facilities and distribution centres.

### Units:

- The number of onsite social compliance audits carried out in FY 2025/26.

### Method and Source:

- When partners are on-boarded to Burberry they go through a desktop assessment and an onsite audit is conducted based on the operations they are required to perform as well as their risk level. If the partners are required for development, an onsite audit will be conducted when high risk is identified. If the partners are required for production, when medium and high social and reputational risks are identified, an onsite audit is conducted. If there is low risk, no onsite audit is needed. The frequency of the regular monitoring audits will be based on the risk level and last audit grading.
- Audit reports are stored in either the Inspectorio platform or on the Burberry Sharepoint, and the information and data pertaining to those audits are stored in a singular combined database.
- The number of onsite social compliance audits come from our supply chain database. The total number of audits in the respective database is added to calculate the total number of

onsite social compliance audits carried out in FY2025/26. Completed audit reports can confirm the audit dates and audit grading.

- Audits include onsite assessments only, and the following 'Audit types' are to be filtered in the excel file to include: Full Audit, Follow Up Audit, Focus Audit, Initial Audit, Surveillance Audit, Reinforced Due Diligence audits, along with the date.

# COMMUNITY INVESTMENT

## Community Investment

### KPI:

- Number of people positively impacted through community programmes supported by The Burberry Foundation or Burberry Group plc
- Number of people positively impacted cumulatively through community programmes supported by Burberry Group plc and The Burberry Foundation since FY 2022/23

### Definition:

- The number of people positively impacted is the total number of beneficiaries from Burberry Group plc and Burberry Foundation community investment activities. Burberry defines beneficiaries as individuals reached or supported by a programme, in alignment with B4SI (Business for Societal Impact) guidance.
- The B4SI Framework defines beneficiaries as individuals or organisations that receive support, services, or resources from a company's community investment activities. This means they experience a benefit as a result of the company's intervention, such as participation in a funded programme, receipt of financial aid, or access to training or services provided by the initiative.
- A B4SI Assurance has been completed on our community investment data, including beneficiaries, in FY 2022/23, FY 2023/24 and FY 2024/25.

### Scope:

- The reporting boundaries for Burberry Inspire beneficiaries include all individuals that receive support, services, or resources from the programme's implementing partners. This encompasses:
  - Young People (Core Beneficiaries): Individuals participating in structured programme activities, including creative workshops, skills development sessions, as well as those who benefit from leadership training, youth worker training, and mentoring. These beneficiaries gain support, guidance, and opportunities that enhance their personal growth.
  - Youth Organisations: Partner organisations that deliver programme activities and provide access to the target beneficiary groups.
  - Facilitators: Youth workers and cultural practitioners who receive training or capacity-building support as part of the programme delivery model.
- Exclusions
  - Indirect beneficiaries such as parents, family members, or community members who may benefit from programme outcomes are excluded from the beneficiary count.

- Individuals exposed to broad communications or promotional activities (e.g., social media campaigns or events) without direct participation in activities or receiving support from the programme are not considered beneficiaries.
- Partner organisations' own staff and volunteers are excluded unless they receive dedicated training or support under the programme's capacity-building components.

Units:

- Number of people

Method:

- The total number of people positively impacted by Burberry Inspire is calculated using a combination of partner reporting, programme activity data, and impact estimation methodologies, aligned with the B4SI Framework. The method includes beneficiary calculations through:
  - Attendance Tracking: Partner organisations record attendance for each programme activity, capturing the number of young people directly participating in workshops, training sessions, mentoring programmes, or those benefitting from programme funding.
  - Unique Participant Count: To prevent double counting, partners are required to report the number of unique participants, even if individuals engage in multiple activities.
- Each charity partner completes a Social Impact Reporting Form at the end of the financial year, detailing the number of beneficiaries contributing to our “people positively impacted” goals. The beneficiaries in these reports are added together to give us a total each year. This figure may not align with the financial year of contribution for certain partners, as Burberry reports impact in the year the impact reports are received from those partners.
- In FY 2022/23, FY 2023/24 and FY 2024/25 the social impact reporting forms from all charity partners were reviewed and verified by B4SI as part of the B4SI Assurance process.

Source:

- Social Impact Reporting Forms (completed by partner organisations)