



Sustainability report 2022

Here we grow™

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2022 – Stokke's first sustainability report

Growing toward a better future

"We have a role to play in making the world a better place, and our actions can make a real difference."

Jacob Kragh, CEO

Child Development

Confident kids for a better world

Increasing recognition for child development.
Product and design philosophy.

Key Developments

365 employees

trained in principles of child development

Partnership with CIF

Centre for Early Intervention and Family Studies (CIF), the Department of Psychology at the University of Copenhagen in Denmark

Plan

Stokke has committed to fund a three-year PhD study on learning and social development at the dining table, to investigate the importance of parent-child interactions.

Environment

Caring for children is caring for the planet

Quality products made to last.
Reducing climate footprint.
Ensuring sustainable forestry.

Key Developments

Committed to reducing absolute Scope 1 & 2 emissions by **42% by 2030**

in accordance with the requirements of the SBTi, & Scope 3 emissions by 25% from a 2020 baseline within the same timeframe

Established emission reduction roadmap, & targets

following the Science Based Targets Initiative

Plans

At least 50% recycled or bio-based plastic in our products by 2030.

Reduce total emissions by 4% annually.

People & Workplace

Caring for people at Stokke and through the value chain

Fair practice for supply chain partners and workplace health & equality.

Key Developments

Gender split:
59% women
41% men

Becoming member of SEDEX

Plans

Onboarding Tier 1 and Tier 2 suppliers to the SEDEX platform, to monitor and evaluate their ethical, social, and environmental practices.

Which will be followed by implementing routine SMETA audits of key suppliers' practices in 2023.

Get to know Stokke

Stokke is a Norwegian company recognized worldwide for best-in-class solutions for children. We have combined our passion for Scandinavian design with the ability to challenge the ordinary and make beautiful products that nurture family bonding. Focused on providing children with the best start in life, Stokke works to encourage children to become self-reliant and confident learners about life.

All our products adhere to our core values of sustainability, design, and child development.

~3000
doors

~23%
of sales from E-Commerce

Direct to retail in

70+ markets

7 warehouses

Netherlands, France, US, China, Japan, Korea, Hong Kong

11 offices

Ålesund (NO), Oslo (NO), Stamford (US), Sindelfingen (DE), Aix-en-Provence (FR), Lyon (FR), Hong Kong (CN), Shanghai (CN), Tokyo (JP), Seoul (KR), Amsterdam (NL)

<400

employees

> 2022

Stokke's most recent addition was the Danish company Evomove in May 2022. The company is recognized for producing the acclaimed Nomi chair.

> 2021

In June 2021, Stokke acquired the German baby carrier company Limas as well as Mukako, an Italian brand that produces multi-activity play tables for children.

Stokke acquired the BABYZEN™ brand, producers of the premium and popular YOYO all-in-one lightweight stroller, in December 2021.

> 2018

Acquisition of the majority stake in JetKids AS 2018.

> 2014

Since 2014, Stokke has been owned by NXMH, a Belgian investment company that focuses on technology investments. NXMH is owned by NXC, a South Korean holding company.

> 2009

Stokke acquires Flexi Bath®.

> 1999 - 2014

Launch of Stokke® Sleepi™, Stokke® Xplory®, Stokke® Steps™ and Stokke® Klikk™.

> 1972

The first product for children was launched in 1972 - the iconic Tripp Trapp® chair designed by Peter Opsvik - and celebrated its 50th anniversary in 2022. The chair is made in Europe and Stokke has sold more than 13 million chairs globally.

> 1932

Stokke's long history of design and innovation began over eight decades ago on the West coast of Norway in 1932. Stokke's values remain deeply rooted in our Scandinavian heritage and our commitment to craftsmanship and quality.

About this report

The Sustainability Report plays a crucial role in our commitment to sustainability and transparency. The report offers a comprehensive overview of our efforts to reduce environmental impact, support employees, and generate long-term value for stakeholders. It encompasses not only our operations in Stokke but also indirect operations, including our collaboration with suppliers, to address environmental and social issues.

Prepared in reference to the GRI Universal Standard 2021, the Sustainability Report 2022 prioritizes material topics identified through the materiality assessment conducted in 2023. The GRI index located at the end of the report summarizes the disclosures according to the GRI Universal Standards and directs readers to relevant sections of the report.

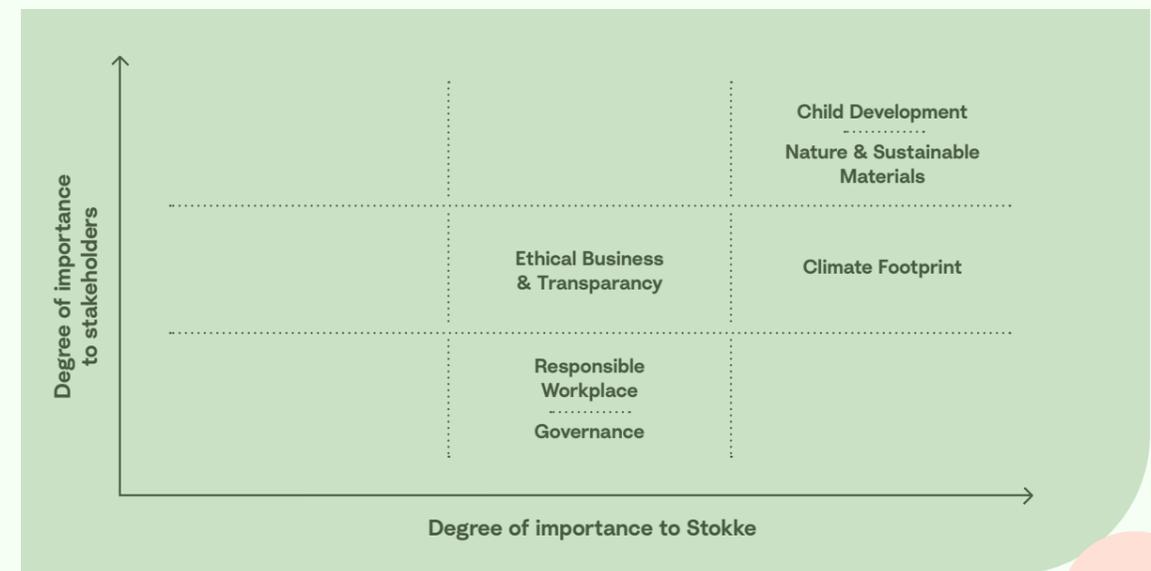
In our statement on human rights and due diligence as required by the Norwegian Transparency act will be

published on our company website before 30 June. The Sustainability Report will be published annually, beginning with the fiscal year from January 1, 2022, to December 31, 2022.

It will be released simultaneously with the Annual Report of 2022 and will not feature restatements from previous reports as it is our first Sustainability Report. The report has not been externally assured.

Materiality assessment and stakeholder engagement

Stokke seeks to make a positive impact on a diverse group of stakeholders, including individuals, businesses, organizations, and authorities, who are either affected by or have an impact on our operations. Whether they are our customers, suppliers, employees, or owners, our goal is to set a higher standard and create meaningful change.



Our process

Representatives from Stokke's leadership team (including Supply Chain, Finance, HR, and Communication) conducted a materiality analysis in January 2023. The purpose of this analysis was to determine and prioritize the most important ESG themes for Stokke, highlighting where the company has the most significant impact.

In this analysis, Stokke's managers evaluated several aspects of the company's ESG strategy. This included a review of the company's core business, key stakeholders, and the definition of sustainability within the company. The team also assessed the most relevant megatrends in ESG and industry concerns, in addition to conducting a stakeholder analysis.

After considering the relevant megatrends, industry concerns, and stakeholder interests, Stokke has prioritized the most significant ESG issues for the company.

Further reading on materiality analysis & assessment

The outcome of the materiality analysis has resulted in the prioritised GRI indicators as seen in the GRI index in the Appendix.



Committing to a future made to last

By Jacob Kragh, CEO

I am pleased to present Stokke's first Sustainability Report, which outlines our approach and initiatives to drive our sustainability ambitions forward.

At Stokke, we recognize the systemic challenges that our planet is facing, and sustainability is a guiding principle in our daily work. We believe in taking a comprehensive approach that encompasses both the environmental and social aspects of sustainability.

As an integrated part of our values, what we represent, and how we think about our products, we focus on the importance of child development. We support parents and caregivers as they help their children grow up confident. By strengthening the relationship between children and their parents, we can empower the current and future generation. At Stokke we've always been a company that exists to bring parent and child closer together. Everything we do, and all the products we make, are designed to foster closeness and connection. Because we know that's the first, most important step, for children to grow up confident – in themselves and their abilities.

One of our proudest achievements this year has been our participation in the Science-Based Targets initiative (SBTi). Our participation has helped us set clear emission reduction targets in line with limiting the increase in the global temperature to 1.5°C.

We know that reducing emissions is critical to addressing climate change, and we are committed to doing our part.

However, sustainability is more than emissions. We have to ensure that our products are made ethically with materials that have low environmental impact. The wood we use in our products must be sourced from forests managed in an environmentally responsible way.

We take our responsibility seriously, and that is why we are committed to implementing fair practices in our supply chain and using materials that meet our high sustainability standards. We are proud to have achieved certification from the Forest Stewardship Council (FSC) for several of our products. This ensures that we can document and uphold high standards that our customers can trust.

We cannot only adhere to standards and fulfill minimum requirements. We aim to be as transparent and reliable in our efforts as possible. This means recognizing that we have a role to play in making the world a better place, and that our actions can make a real difference.

As we move forward, we will continue to prioritize sustainability however, we recognize that we still have a way to go. We cannot solve all of these challenges alone, but by working together with our stakeholders, we can create a more sustainable future for all of us.

”

By strengthening the relationship between children and their parents, we can empower the current and future generation.

“

Sustainability at Stokke



Stokke & the value chain

Looking back at our year

Key developments in 2022

First rental model of Tripp Trapp accessories in Germany

Measured carbon emissions from all our direct and indirect operations

Received FSC® certification for Sleepi

Established emission reduction roadmap

Assessed traceability in wooden supply chain back to forestry

Established ambitious short- and long-term emission reduction targets following the Science Based Targets Initiative

Implemented our Policy for Responsible Business Conduct

Stokke Sustainability Strategy training conducted for the Sourcing & Production, Innovation, E-commerce and Communications team to raise awareness of our Sustainability Strategy

365 employees trained in principles of child development

574 e-learning modules completed by 371 employees

Stokke joined SEDEX, a global organization dedicated to promoting ethical and sustainable business practices throughout the supply chain

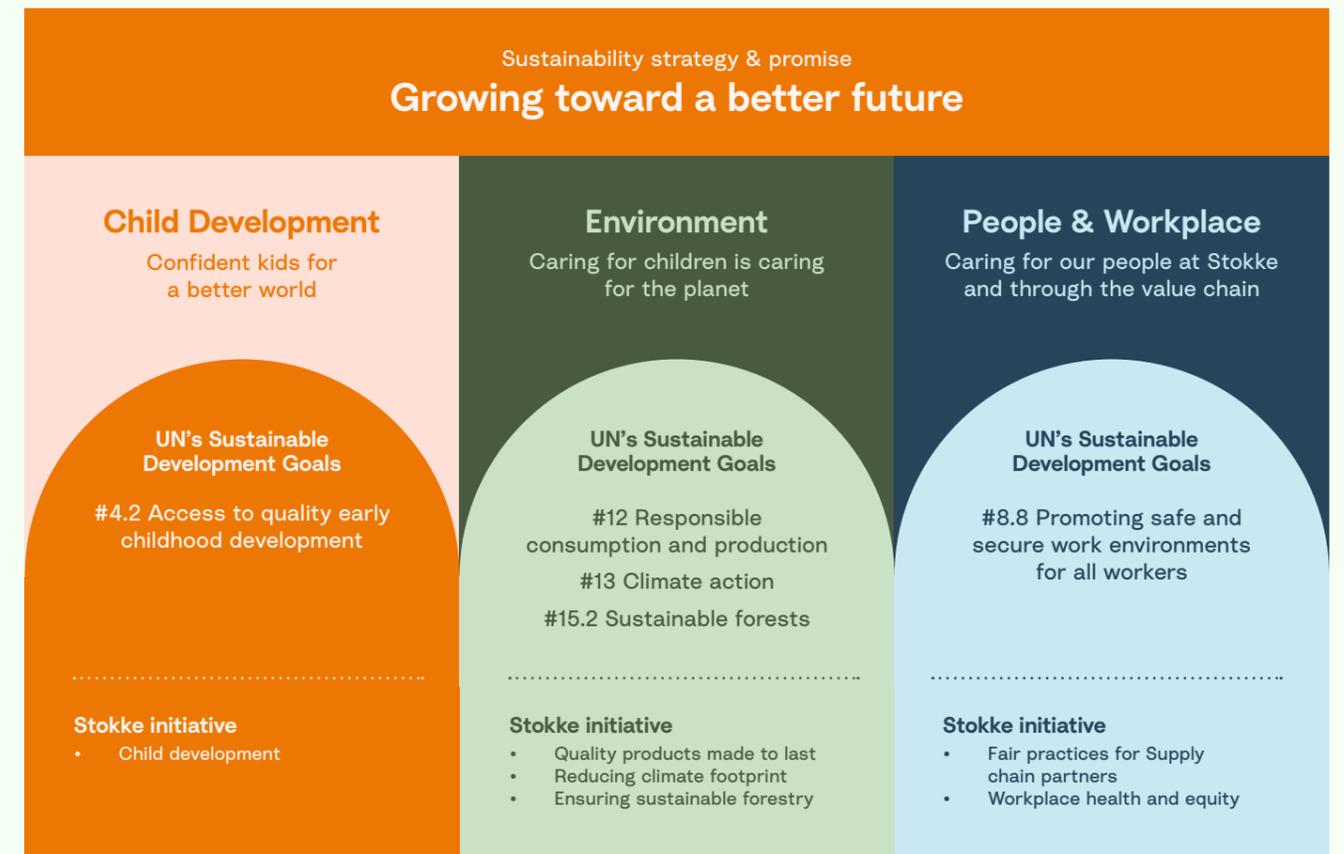
Our sustainability strategy & promise

Turning care into action

At Stokke, we take great pride in the products we sell and our commitment to sustainability. Quality has been part of Stokke's DNA for years.

All of our products share a common purpose of encouraging child development and nurturing family bonding. This is achieved not only through the incorporation of practical features for enhanced comfort and ease of use, but also through designs that encourage parent-child closeness.

In today's modern world, caring for our children entails much more than providing them with safety, comfort, and protection. Caring for and connecting with our children means caring for the planet they will inherit. At Stokke, we turn this care into action through high quality, durable materials, and a grow-with-your-child functionality. Together with timeless design, we ensure the longevity of all our products – some of them lasting for generations. All of it adding up to our strategy and promise of growing toward a better future.



The Stokke child development and sustainability strategy

In a world with a growing population, the well-being of children is instrumental to ensure sustainable societies. This is why we do what we can to be socially and environmentally responsible. This is a work in progress, but our sustainability strategy aspires to make Stokke the obvious choice for parents who want to see change. Since 2020, sustainability has been one of our three core value propositions, aimed at making a significant impact on children and families while minimizing our environmental impact. Our Sustainability Strategy is based on five of the UN Sustainable Development Goals (SDGs). This prioritization of the goals speaks to the areas where we will create a beneficial impact.

Governance policy

Ensuring ethical business practices

Stokke has integrated governance, transparency, ethical business practices, and sustainability into its entire business structure. Governance is a key focus area in our strategy to ensure ethical business practices in the Stokke supply chain. This includes policy development and governance measures aimed at promoting responsible business practices throughout our operations and supply chain.

Areas covered in the Stokke Supplier Code of Conduct:

- Forced and Compulsory Labor
- Freedom of Association and the Right to Collective Bargaining
- Child Labour
- Discrimination
- Harsh or Inhumane Treatment
- Health and Safety
- Wages
- Working Hours
- Regular Employment
- Marginalized Populations
- Environment
- Corruption
- Animal Welfare

Anti-corruption

Stokke has established an anti-corruption policy that is outlined in both the Stokke Responsible Business Conduct and the Stokke Supplier Code of Conduct. All employees and suppliers are expected to comply with this policy. We conduct annual risk assessments and found that 17 of our 37 suppliers operate in countries with high risk of corruption. These 37 operation sites account for 100 percent of sites in Stokkes supply chain.

There were no confirmed incidents of corruption in Stokke's own operations or supply chain in 2022. While Stokke did not specifically focus on communication and training regarding anti-corruption policies and procedures in 2022, all employees are familiar with the Stokke Responsible Business Code of Conduct, and suppliers are made aware of the policies through the Stokke Supplier Code of Conduct. We also have an e-learning training module to cover this topic.

Customer health and safety

Stokke has established policies and systems to ensure the prompt recall of products if they pose a risk to the health and safety of customers, and we prioritize precautionary measures. During 2022, a product recall occurred in the US due to a production defect. The recall was managed in compliance with internal protocols and government regulations for the respective country. Further, Stokke labels all products according to national standards and regulations. The product user guide contains information on user safety. In 2022, there were no incidents of non-compliance concerning product and service information and labelling. Additionally, no incidents of non-compliance concerning marketing communications were registered.

Regarding customer privacy, Stokke has not received substantiated complaints concerning breaches of customer privacy from outside parties or from regulatory bodies. In 2022, Stokke has not had identified leaks, thefts or losses of customer data.

Stokke Supplier Code of Conduct

Stokke adopted the Supplier Code of Conduct in 2009, which outlines our core principles for responsible business conduct. It is rooted in the UN and ILO conventions and provides the minimum criteria expected by all our suppliers. The foundation of this conduct is that the applicable legal framework in the region and site of production must be observed. When national laws and regulations correspond with these guidelines, we always adhere to the highest, international standards.

In 2022, Stokke has continued to continuously improve policy and practice that support business partners in adhering to the principles set in our Supplier Code of Conduct. As of 2022, 97 percent of Stokke's first tier suppliers has received and accepted our Supplier Code of Conduct.

For more information on how Stokke work to enhance ethical business and establish high social standards in the supply chain, please see p. 37.

Stokke policy for Responsible Business Conduct

Through the implementation of Stokke Responsible Business Conduct, we aim to assure all customers and business partners that we acknowledge and address any negative impacts on society and the environment. The policy was formulated, presented and approved by our Board of Directors in January 2022. It is also accessible to all employees.

Sustainability governance structure

Who's doing what?

The Board of Directors (BoD) holds the ultimate responsibility for corporate governance, including the oversight of strategic planning and review of strategic processes in Stokke.

This includes the Child Development and Sustainability Strategy. The CEO, supported by the BoD, holds the operational responsibility for the implementation of the strategic processes, including child development and sustainability.

The BoD is regularly informed by the executive management about Stokke's sustainability work and is responsible for overseeing the management of impact caused by business activities. In cases of critical concerns applicable to the company's work with child development and sustainability, the CEO will communicate these to the Board of Directors if necessary.

In the Stokke Leadership team, the Head of Finance is responsible for Stokke's child development and sustainability

strategy. The Sustainability Manager reports to the Head of Finance and is responsible for the development and further implementation of the strategy and the sustainability reporting.

We manage sustainability related activities through joint governance of various departments.

- Our innovation team, as product design and development owner, plays an important role in strategy implementation, especially when it comes to material and packaging choices.
- Our Sourcing & Production team is involved in the planning and deployment of the initiatives at our suppliers.
- Experts from the Compliance, Legal and Communication team also support strategic sustainability initiatives.

David Derrien

CFO, Finance
Leadership Team owner of
Sustainability

Miklos Matusek

Strategic Production Manager
Supply Chain
Sustainable Forest Management

Suzana Tubic

Chemical Specialist & Safety
Specialist
Compliance & Safety
Quality Materials

Gunnhild Ødegård Thorsen

Sourcing & Production Director
Supply Chain
Fair Practices

Sonia Petzold

Sustainability Manager
Sustainability
Sustainability Lead

Randi Mari Flaaen

Legal Counsel
Legal
Legal Representative for
Sustainability

How do we ensure our commitment internally?

To help operationalize our strategy, our focus will be on establishing a base of initiatives that will be implemented and extended in the following years. The implementation of our strategy is a shared responsibility that falls upon every individual within our organization, as our collective efforts and actions are crucial to achieving the desired sustainability targets.

We raise awareness of our Sustainability Strategy among our colleagues through regular webinars and training. In 2022, we conducted Stokke Sustainability Strategy training for the Sourcing & Production, Innovation, E-commerce and Communication team.



Child development

Our child development promise & brand purpose

Confident kids for a better world

Our belief is that children are the key to a better future, and that a good relationship between parent and child is the best foundation there is. That's why our work is to support parents and caregivers as they support their children to grow up confident. With connection, safety and exploration as our foundation for this, we encourage

parents to take advantage of the many opportunities they have each and every day to help their children develop. We truly believe that by bettering the relationship between a child and their parent, we have potential to make the world a better place.

The Stokke approach to child development

Connection

A child learns to navigate and understand their world by seeing it through the lens called parent. They use facial expressions and sounds from parents and caregivers to teach them how to react to a given situation.

One look from a parent can help a child deduce whether something is safe or not and therefore, how to act based upon that look. This means that the role of a parent or caregiver couldn't be more important to the development of a child. For that reason, we always make sure to enable connection between parent and child by creating products that allow them to see eye-to-eye.

“ Every interaction is a window of opportunity for learning and development. ”

Dr. Johanne Smith-Nielsen, Associate Professor Ph.D. Clinical Psychologist University of Copenhagen, Center for Early Intervention and Family Studies

Exploration

It might look wobbly, but those stumbling steps are more important than you'd think. Because it's only when kids are allowed to go off and take the lead while at the same feeling the full support from their caregivers, that they dare to do so.

It's only when kids are allowed to discover the world on their own terms that they grow up to be confident. With that in mind, our products are designed to give children that confidence to explore while giving parents the support to trust that they can do it.

“ Letting your child experiment and explore is one of the most fundamental ways of learning for a young child. ”

Dr. Johanne Smith-Nielsen, Associate Professor Ph.D. Clinical Psychologist University of Copenhagen, Center for Early Intervention and Family Studies

Safety

Every discussion of product development starts and ends with safety. Protection before progression. Because we want to create a world where kids grow up confidently.

For that, we need them to be free from harm, free to rest, learn and be curious. It's only when kids feel safe and secure that their curiosity kicks in and they want to explore. Our mission is to give children that want to experiment and explore, and for parents to let them, without feeling worried.

“ When a child knows that ‘You are here for me and you have my back. If I look at you, you will be there’, they are encouraged to explore more. ”

Dr. Johanne Smith-Nielsen, Associate Professor Ph.D. Clinical Psychologist University of Copenhagen, Center for Early Intervention and Family Studies

Aligning with UN's Sustainable Development Goals

The power of starting early

At Stokke we believe that good now means better later, that's why we're committed to child development and healthy growth from the very earliest of days.

We strive to align our work on child development with UN Sustainable Development Goal #4.2.

Education is the springboard for progress and change. In the long run it helps reduce inequalities and achieve gender equality, and is thus key to achieving many other Sustainable Development Goals. It also empowers people to live healthier and more sustainable lives.

It's because of this that we focus on child development at Stokke, and why we're committed to increasing our expertise on the topic. In 2022 we've already begun a research case study into the importance of connection for children's emotional and social growth. In 2023, Stokke will continue to establish quantified targets and KPI's to continue our work and follow up on this.

“ By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre primary education so that they are ready for primary education. ”

UN Sustainable Development Goal #4.2



Why we focus on child development

Being small is a pretty big deal

It's during the first years of life that we set the foundation for everything to come. As a brand that champions children, we're big believers in those years. Simply put, we think confident kids make for confident adults.

Our reason for this belief is because of the power the early years yield. For example, did you know that the ability to create good and meaningful relationships is determined before our first birthday? That it's during that time we form our ability to attach to other people as well as control our emotions and feelings? Being able to handle these things isn't something we're born with, it's a foundation built and created during our first year of life.

The pace of development during the early years is a pace never repeated again. It's a time bursting full of firsts where every single experience and feeling adds to the building of the brain. The quality of these early experiences determine how well you function in school, work and relationships later in life. The experiences shared by parent and child are the foundation for children's social and emotional development.

These social interactions are what allow children to communicate and engage long before they can form actual sentences. It's what let's them understand and navigate their world before they can find the words.

”

The early years of life have impact on our development throughout our lives.

“

Dr. Johanne Smith-Nielsen
Associate Professor Ph.D. Clinical Psychologist
University of Copenhagen, Center for Early
Intervention and Family Studies

How we act on our beliefs

Creating products with growth in mind

At Stokke we've made a commitment to product design with the early years in mind. We come from a heritage of products that foster closeness and connection between parent and child, and we're on a mission to continue to bring parent and child together.

There's more to sitting than you'd think.

The table is where the real growth is. It's where we take the time to slow down, connect, listen and learn from each other. And that's where our high chairs come in. They make connecting even easier. They let you see eye-to-eye and have meaningful conversations, both the gibberish kind and those that make sense. Either way, letting children be part of the dinner table from a young age makes them feel both seen and heard – allowing them to grow alongside you.

There's a whole world waiting.

Whether it's a big family trip or just a walk down the block, there's always something new to be seen. And we think every new experience should be a shared one. Which is why our strollers and baby carriers make it easy to stay connected through it all.

Both product ranges offer safe and comfortable exploring while also enabling close contact between parent and child.

Growing one dream at a time.

There's so much more to a nursery than just a room to sleep in. It's a place of tranquility and growth. Where kids get ready to take on the day and rest after everything they've experienced. Where they learn to read, sing, play and connect. With this in mind, we've created a range of nursery products that allow for safe, snug and cozy connection between parent and child. No matter if it's a diaper change or a bedtime story, it's a moment together.

Learning by playing.

Sure, playing is a lot of fun and games. But secretly, it's also a great opportunity to learn. Research shows that language skills are nurtured during pretend play. And whether it's block building, drawing or making up some dinosaur drama, playing let's children discover with both their hands and minds. There's growth in those funny moments. Playing can be done alone, with friends or as a family, but no matter what, our Stokke® MuTable™ allows for all sorts of fun and engaging moments.

Tripp Trapp®

“There's more to sitting than you'd think. The table is where the real growth is, it's where we take time to slow down, connect, listen and learn from each other.”

Stokke® Sleepi™

“There's so much more to a nursery than just a room to sleep in. It's a place of tranquility and growth.”

Stokke® Xplory® X

“We think every new experience should be a shared one. Which is why our strollers and baby carriers make it easy to stay connected through it all.”

Stokke® MuTable™

“Sure, playing is a lot of fun and games. But secretly, it's also a great opportunity to learn.”

How we act on our beliefs

Investing in knowledge

All of our work related to child development shall be based on scientific evidence. To enable this, we have entered into a partnership with the Centre for Early Intervention and Family Studies (CIF) in April 2022. This centre is part of the Department of Psychology at the University of Copenhagen in Denmark, and seeks to bridge the gap between research and practice with the aim of implementing research-based knowledge into the practice of professionals and caregivers.

The CIF has a special interest in the role parents play in child development and how research can support them in promoting their children's development. This aligns well with Stokke's mission to strengthen the connection between parent and child and to promote child development.

For this reason, Stokke has committed to fund a three-year PhD study on learning and social development at the

dining table. Led by Associate Professor Johanne Smith-Nielsen, this PhD project will examine dining table situations with caregivers and young children aged zero to three years, which will then be studied in a socialization and learning context. Through this partnership, we will gain insight from trained child psychologists who will provide us with the latest scientific evidence and validate Stokke's approach on child development.

We strive to enhance our expertise in child development and become a champion of this cause, earning recognition from caregivers and customers alike. To attain this objective, we have initiated the project with CIF, but we plan to further build on our ongoing activities and boost awareness of child development internally and externally.

”

Stokke has partnered with University of Copenhagen and is funding a three year PhD study on Early Childhood Development. In a three-year project, we will investigate the parent-child interactions that take place in eating situations to learn more about how the family and parenting practices during meal-time are associated with children's learning and social development.

Dr. Johanne Smith-Nielsen
Associate Professor Ph.D. Clinical Psychologist
University of Copenhagen, Center for Early
Intervention and Family Studies

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Environment

Our environmental promise

Caring for children is caring for the planet

As a brand that champions children, we are concerned about the future of our planet and how our actions affect it. We strive to create innovative high quality products in a responsible business environment that provides the assurance and peace of mind that is expected from Stokke's products. This will contribute to the preservation of our planet not only for our children, but for generations to come.

We find that measuring carbon emissions is essential for every company as it provides a clear picture of its environmental impact and helps identify areas of improvement. That's why Stokke has started to calculate its Corporate Carbon Footprint (CCF) in 2020.

The annual calculation of our emissions enables us to track our progress towards our emission reduction goals and allows us to make informed decisions to reduce our carbon footprint.

At Stokke, we calculate Scope 1, 2 and 3 emissions. Although our company is not obligated to do so due to its size, we have intentionally established targets for Scope 3 emissions as they represent the largest and most significant category of emissions in our value chain. Scope 3 emissions are the indirect emissions that occur in the upstream and downstream activities, such as the production of raw materials, transportation of goods, and disposal of waste.

To achieve meaningful progress towards reducing our environmental impact it is crucial for us to focus on reducing their Scope 3 emissions and collaborate with suppliers, and partners to drive systemic change across the value chain. We cannot disclose the year-on-year emission comparison due to four acquisitions made in 2021. As a result, the baseline year (2020) needs to be recalculated and the emissions adjusted to reflect the total emissions of the company.

Our environmental milestones

> 2022

In 2022 Stokke set ambitious short- and long-term emission reduction targets following the Science Based Targets Initiative, which is a widely used framework for setting ambitious emission reduction targets aligned with climate science.

We have established emission reduction roadmap to reduce emissions by 4% annually.

> 2021

In 2021 we have improved our emission calculations with a specific focus on materials and manufacturing. This involved gathering extensive data from our supply chain.

> 2020

Since 2020, Stokke has measured carbon emissions from all our direct and indirect operations. The calculation is carried out by a third party, following the Greenhouse Gas Protocol methodology on an annual basis.

Emissions & impact

Steps we've taken in the right direction

Aligning ourselves with UN Sustainable Development Goal #12, #13 and #15:

Stokke aligns its environmental efforts UN Sustainable Development Goal #12 Responsible consumption and production, #13 Climate action and #15 Life on land.

Our products have a strong and robust design and consequently our products are made to last for generations which are the goal of UN SDG #12. We strive to use materials with lower environmental impact and use wood products that are certified underpinning the UN SDG #15.

Furthermore, we will reduce our Scope 1 and 2 emissions by 42% by 2030 and Scope 3 emission by 25% (2020 baseline) by that reducing our climate footprint (UN SDG #13).

Key developments in 2022:

- Established ambitious short- and long-term emission reduction targets following the Science Based Targets Initiative
- Measured carbon emissions from all our direct and indirect operations
- Established emission reduction roadmap
- Received FSC certification for Stokke® Sleepi™
- Assessed traceability in wooden supply chain back to forestry

Our commitment to the environment

Environmental impact:

- Following the requirements of the SBTi, Stokke commits to reduce absolute Scope 1 and 2 emissions by 42% by 2030, and Scope 3 emissions by 25% from a 2020 baseline within the same timeframe.
- Stokke's long term emissions reduction target is to reach net-zero global emissions by 2050 at the latest in order to limit global warming to 1.5°C.

Materials:

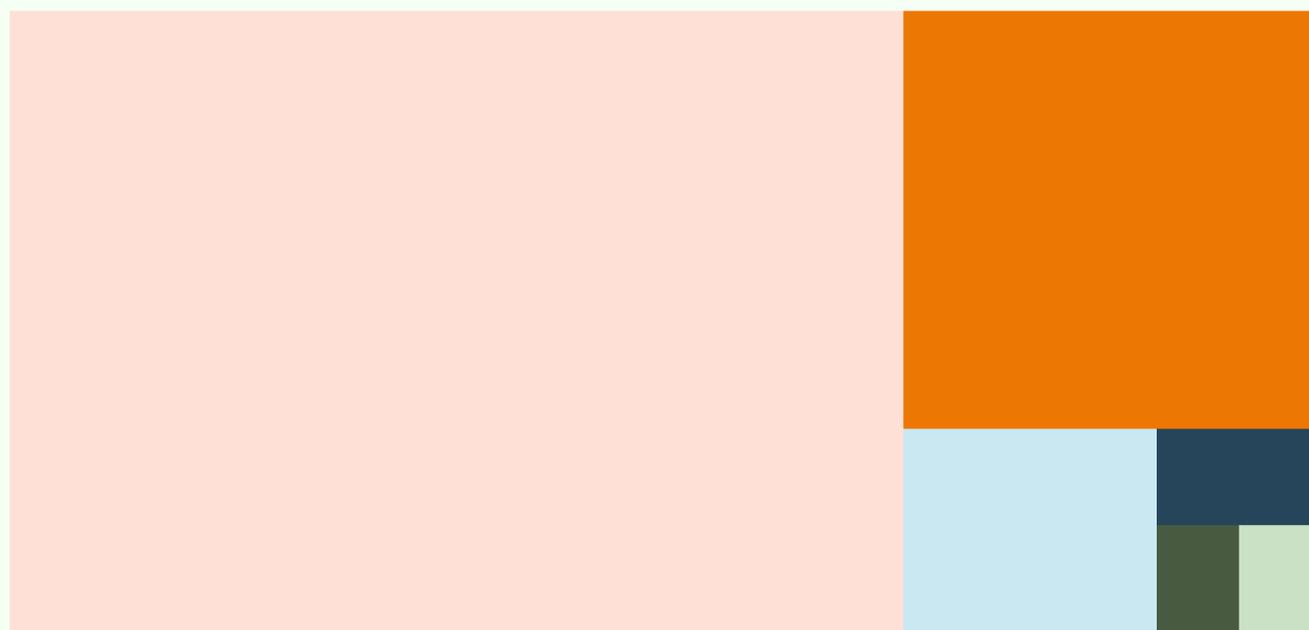
- At least 50% recycled or bio-based plastic in our products by 2030.
- 70% recycled polyester by 2030.
- By 2030: all wooden products will be FSC certified and traceable to forest.

Emissions & impact

A look at our emissions

Stokke emissions overview 2022

Materials 70% Manufacturing 21% Transport 5% Marketing Materials 2% Use of products 1% Business travel 1%



Stokke 2022 emissions

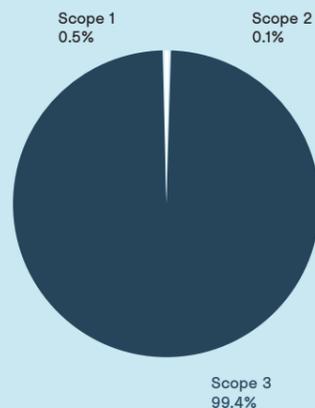
Scope 1 emissions:
Direct emissions from company facilities and vehicles.

Scope 2 emissions:
Purchased electricity and energy for heating/cooling.

Scope 3 emissions:
All emissions from upstream and downstream activities.

Stokke total emissions 2022:
48 517 CO₂ -eq

Scope 1: 235 t CO₂ -eq
Scope 2: 81 t CO₂ -eq
Scope 3: 48201 t CO₂ -eq



2022 main emission contributors

The following products and activities make up 60 percent of Stokke's total emissions:

- YoYo 2 (32%)
- Tripp Trapp® (15%)
- Transportation (5%)
- Stokke® Xplory® X (3%)
- Tripp Trapp Accessories (6%)

Total emissions:
48517 t CO₂ - eq

Emissions & impact

Our mission to lower emissions

Since Stokke is pursuing a third-party manufacturing setup, our Scope 1 and 2 emissions account for less than 1% of our total emissions. These emissions are mainly generated by the use of cars and a small amount of electricity consumption in our offices. The majority of Stokke's Scope 1 emissions are a result of the use of petrol and diesel in our company car fleet. However, we are actively increasing the number of electric cars in our fleet each year, with the aim of having 60% of our vehicles powered by electricity by 2030. Additionally, our offices located in Ålesund (Norway) and Sindelfingen (Germany) use renewable electricity.

Scope 3 emissions account for the majority of our total emissions, comprising 99% of the total. These are primarily caused by the energy and materials used during the manufacturing of our products. To tackle this issue, we have identified the products and areas that contribute the most to our emissions and have developed a roadmap for emission reduction across our product portfolio.

Our efforts are primarily focused on materials in our products, manufacturing, and transportation. We aim to increase the share of renewable electricity used in manufacturing, utilize lower emission materials such as recycled or bio-based materials in our products, and reduce emissions in inbound and outbound transportation.

The Science Based Targets initiative (SBTi) is a partnership between the Carbon disclosure project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

It provides guidance on setting emission reduction goals in line with climate science (limit warming to 1.5 °C) and promotes a low carbon economy.

”

Following the requirements of the SBTi, Stokke commits to reduce absolute Scope 1 and 2 emissions by 42 percent by 2030, and Scope 3 emissions by 25 percent from a 2020 baseline within the same timeframe.

“

A look into our materials

What is it made of?

Our guiding principle of "quality products made to last" drives us to source materials that have minimal environmental impact, including recycled or bio-based materials. We also aim to increase certification standards to address both social and environmental impacts.

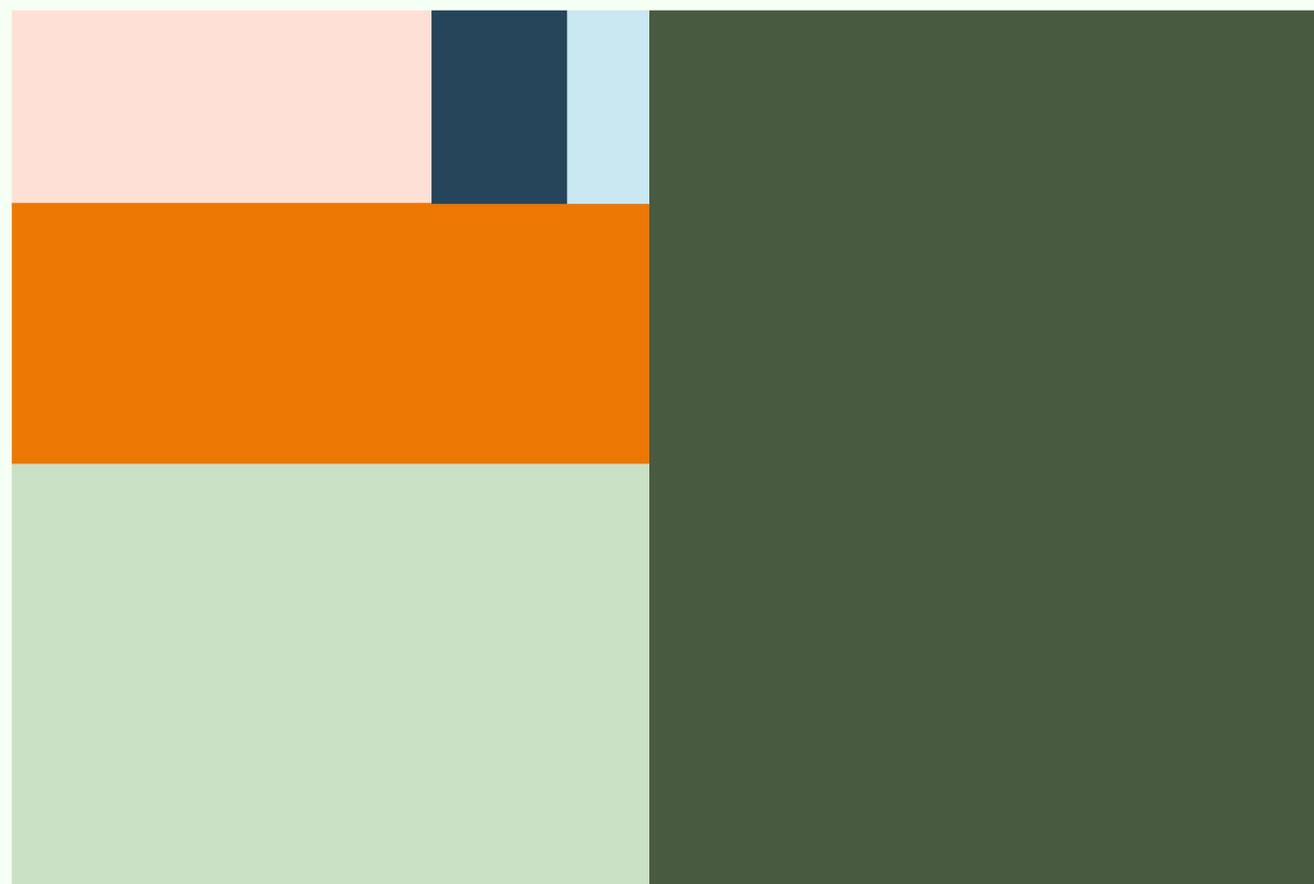
Additionally, we strive to minimise the amount of materials used per product and reduce the impact of their processing.

Our products are designed to last for many years, and this is made possible by the use of high-quality, durable materials. Wood is a natural and renewable resource that

is widely available and easy to work with, it accounts for 46% of the materials we use. We craft our children's furniture with a timeless design, ensuring that it remains functional and attractive for years to come.

Alongside wood, we also use a range of other materials, including high-performance thermoplastics (23%), metals (9%), polyester (5%), and cotton (1%). By carefully selecting and combining these materials, we create products that are not only durable and designed to last but also mindful of our impact on the environment.

Wood 46% Thermoplastics 23% Cardboard 16% Metals 9% Polyester 5% Cotton 1%



What is it made of?

Wood

Wood has inherent strength and durability, making it ideal for creating high-quality children's furniture and toys that can withstand frequent use and rough handling. Wood products also have a warm and inviting aesthetic that can create a calming and soothing environment for children. This, combined with their durability, makes wood products a smart investment for parents who want to create a safe, comfortable, and inviting space for their children to grow and learn in.

Stokke recognizes the responsibility that comes with manufacturing wood products. We prioritize responsible forest management throughout our supply chain to ensure that our production practices do not compromise the availability of this resource. Our products are made mainly from beech, oak, and ash wood, with beech being a popular hardwood in Europe due to its beauty, durability, and versatility. Stokke predominantly manufactures its wood products in Europe and as a result, we have made it a priority to establish traceability throughout our wood supply chain. We conducted a risk assessment of the raw materials in our supply chain and have implemented measures involving third parties to mitigate any identified risks.

Our goal is to achieve full transparency in our wood supply chain and to certify all wooden products with Forest Stewardship Council (FSC®) by 2030. We obtained FSC certification for our Sleepi™, Klikk™, and Steps™ products. For Tripp Trapp®, we are currently mapping the availability of FSC-certified materials in our supply chain and conducting a 3rd party feasibility assessment for implementing FSC, with plans to have this in place by 2023. We will continue this process for our other products in the following years.

We have partnered with the Soil Association (SA), UK based NGO, to assess our wooden supply chain, which was conducted in two phases in 2021 and 2022. Furthermore, we have implemented policies and adhered to standards, such as a legality statement that has been signed by all of Stokke's suppliers.

“Partnership with the Soil Association”

Stokke has partnered with an impartial third-party organization, the Soil Association (SA), to perform a comprehensive evaluation of our supply chain. The Soil Association is a well-established NGO with a team of specialists located in regions where Stokke sources wood from. The evaluation focused on examining the systems of companies to ensure the legality of their supplies, complying with both the EU Timber Regulation (EUTR) and the national laws of the supplying countries.

In the second phase of the project, which took place in 2022, the Soil Association gathered additional data from suppliers and sub-suppliers to identify all parties involved in the supply chain and evaluate their ability to trace the timber back to its origin in the forest. The results of this phase included a detailed supply chain map with comprehensive information, a risk assessment, and recommendations for potential risk mitigation strategies for each key supplier and sub-supplier.

“FSC-certification of all wooden products before 2030”

The Forest Stewardship Council (FSC®) is an international non-profit organization that promotes responsible management of the world's forests. The organization sets standards for responsible forest management and verifies compliance through independent certification of forest management practices and chain-of-custody tracking of forest products. FSC certification provides assurance that the forest products used in a particular product come from responsibly managed forests that are environmentally appropriate, socially beneficial, and economically viable.

In addition to promoting responsible forest management practices, the FSC also aims to improve the livelihoods of people living in forested areas and to protect the rights of indigenous peoples and other communities who depend on forests for their livelihoods.

What is it made of?

Cotton & polyester

Cotton is a natural and versatile material that is widely used in children's products. At Stokke, we carefully select high-quality cotton that is both durable and comfortable for our little ones. We use cotton in a variety of our products, such as our bedding sets and soft textile accessories, to ensure the utmost comfort for babies and children.

The production of textiles is recognized to have a significant impact on the environment, and we acknowledge the social and environmental challenges associated with the cotton industry, including the heavy use of water and chemicals. To mitigate these challenges, we have taken steps to reduce our impact by ensuring our cotton textiles adhere to the Standard 100 by Oeko-Tex and Organic Content Standard (OCS) certifications for many years.

About 66 percent of the cotton used in Stokke's products is OCS-certified organic cotton. Our Nordic cushion collection uses OCS-certified organic cotton and recycled polyester filling from plastic bottles, and the yarn is dyed using plant extracts. Stokke is working towards the target of increasing recycled and bio-based material within our portfolio.

Our goal is to increase the use of recycled polyester as a responsible choice that can help reduce the build-up of plastic waste in the environment and decrease reliance on non-renewable resources. Furthermore, recycled polyester offers comparable quality and durability to its virgin counterpart, making it a viable alternative for a range of applications.

Although currently only 3.5% of the polyester used in our products is recycled, our target is to raise this figure to 60% by the year 2030. Recycled polyester from plastic bottles is currently used for Xplory® X main fabric of the canopy, seat, shopping bag and baby inlay. Our Nordic cushion line is stuffed with recycled polyester as well.

The Organic Content Standard (OCS) applies to any non-food product containing 95-100 percent organic material. It verifies the presence and amount of organic material in a final product and tracks the flow of the raw material from its source to the final product.

In 2022, Stokke took action to further extend our efforts within textiles and provide guidelines for the organization as part of the Sustainability Strategy:

- Increased internal competence through participation in textile trainings (Sustainability in textiles, GOTS & GRS certification)
- Roadmap defined to raise the level of certification:
 - Identify products eligible for Global Organic Textile Standard (GOTS) certification
 - Identify products eligible for Global Recycled Standard (GRS) certification

What is it made of?

Thermoplastics & packaging

Thermoplastics

We use high-performance thermoplastics materials, which provide lightweight yet strong alternative to traditional materials such as metal and wood, allowing for the creation of products that are easier to manoeuvre, transport, and store. Additionally, thermoplastics are highly resistant to impact and other forms of wear and tear, making them ideal for use in products that are frequently subjected to handling. By using these materials, we create strollers and other children's products that are not only safer and more comfortable for children, but also more reliable and long-lasting for parents.

Thermoplastics, such as Nylon and Polypropylene are used in our stroller, Steps and Klikk chair, Flexibath tub and many accessories.

As we continue to prioritize low impact materials we are searching for bio-based and recycled alternatives to thermo-plastics that meet stringent chemical safety standards, without compromising on the durability, strength, and design flexibility of these materials. Such alternatives can minimize the use of non-renewable resources, and lower the carbon footprint of manufacturing. We are working closely with our suppliers to identify and evaluate potential bio-based alternatives to traditional thermoplastics. By collaborating with our suppliers, we hope to not only find materials that meet our rigorous safety and quality standards, but also contribute to the development of a more sustainable supply chain.

We are excited about the possibilities that bio-based thermoplastics offer and look forward to continuing our exploration of these materials in the coming months and years.

Packaging

At Stokke, we understand that packaging is a crucial aspect of our sustainability agenda. We are committed to minimizing our environmental impact by utilizing packaging materials with low footprint. Currently, up to 99 percent of our packaging consists of cardboard, with the remaining 1 percent comprised of plastic materials. However, our goal is to continually phase out plastic packaging.

Going forward, we have made it a priority to increase our usage of recycled cardboard in our packaging. This will help us to reduce our reliance on virgin materials and decrease the overall carbon footprint of our products. Additionally, we are working towards ensuring that all of our cartons are FSC-certified, with 47% of cardboard used for packaging being FSC-certified in 2022. This certification ensures that the wood used to make our packaging comes from responsibly managed forests that protect the environment and support local communities. By implementing these initiatives, we are taking significant steps towards achieving our sustainability goals and creating a more environmentally conscious future.

What is it made of?

Chemicals

At Stokke, we prioritize chemical safety. That's why we go above and beyond to ensure that our products meet the highest standards for safety. Most of our textiles are certified according to the globally recognized Standard 100 by Oeko-Tex, which means that they are free from harmful substances. We also adhere to strict voluntary standards and precautionary measures to limit the use of potentially harmful chemicals.

Stokke uses PFC-free coatings, specifically Bionic Finish, on many of our outdoor and some indoor products to reduce environmental impact and improve safety. Bionic Finish is a fluorocarbon-free water repellent that is biodegradable, while still providing excellent protection against water and stains. This technology is also safer for consumers, as it does not release any harmful chemicals or by-products. By using Bionic Finish, we can ensure that our products maintain their high quality while reducing the impact on the environment and promoting safety for our customers.

At Stokke, we take formaldehyde emissions very seriously when it comes to our wooden products with glued parts. We comply with all regulatory requirements, but we are committed to going above and beyond to achieve the lowest possible emissions level. For example, our Tripp Trapp® product meets the F4-Star standard in Japan, which is the highest Formaldehyde Emission grade according to JIS A 1460 (2005). Additionally, our laminates are certified under the Toxic Substances Control Act (TSCA) certification.

Standard 100 by Oeko-Tex is an internationally recognized certification system that tests textile products for harmful substances. It ensures that products are free from a wide range of harmful chemicals and substances that may pose a risk to human health. This certification applies to various textile products, including clothing, bedding, and upholstery materials.

By obtaining Oeko-Tex Standard 100 certification, manufacturers can demonstrate their commitment to producing safe and sustainable products.

Stokke products with Standard 100 by Oeko-Tex certification: Limas carriers, bed sheets, mesh liners, canopies, blankets, mattresses, and cushions.

› 2021

In 2021, we updated our Restricted Substances List (RSL) to ensure that our products follow rules and legislations, voluntary standards and industry trends. All suppliers must confirm that their deliveries to Stokke will comply with the RSL.

Our design philosophy

Grow-with-the-child design & functionality

For Stokke, quality products made to last means using high-quality and long lasting materials combined with grow-with-your-child functionality and timeless design. We believe that the most sustainable products are the ones you do not have to replace.

Our main material is durable and renewable. Wood accounts for 46% of our materials, and we use it to make high quality, long lasting children furniture with timeless design. Based on this, our products benefit from a long user phase and some of our products have been in use for decades.

To further extend the lifespan of our products, we provide stroller repair services in many countries and are working on expanding this service to other product categories. In 2022, we piloted our first rental model of Tripp Trapp accessories in Germany called Stokke Start.

Our design guidelines

Incorporating sustainability into our innovation process is crucial. Our design guidelines include principles for creating timeless designs, and each innovation project must specify its sustainability goals to help achieve our overall sustainability objectives.

We adhere to the following principles:

- Reduce weight and amount of material to create less emissions.
- Use better material: recycled, recyclable, renewable and biobased.
- Evaluate alternative dyeing methods and surface finishes or use of scraps.
- Design for the full lifecycle. Reduce the number of materials to improve recycling or make sure products can be repaired or refurbished easily.
- Consider certification schemes which can be used for a material: many introduce environmental and social benefits as well as make the communication easier as they follow internationally recognized standards.
- Manufacturing locations matter. Short supply chains have an effect on emissions as well as the kind of energy used locally during production.
- Optimize packaging with low emission impact and avoid unnecessary usage of material and space during transport.

*This is measured in percent of materials with a lower environmental impact.

People & workplace – our promise

Caring for our people

We prioritize the health and well-being of our staff and strive to create an inclusive and equitable workplace. Our workforce reflects the diverse markets we serve, and we value diversity, equality, and inclusion.

that attracts and nurtures skilled and driven employees. Stokke has employees in many countries, also in locations where we do not have an office. We stay compliant with local labour laws and regulations of the country where the employee is based.

Our goal is to create a desirable workplace that fosters commitment and trust, and cultivates a corporate culture



People

365

employees trained in principles of child development

Introduction to our Auntie-program

125 personal development courses started by 106 employees

574 e-learning modules completed by 371 employees

115 employees trained

18 in person trainings

37 digital trainings

combined 613 employees trained

Workplace philosophy

Creating a healthy workplace

Workplace health, safety and well-being

The health and safety of our people is of the highest importance to us, and at Stokke we promote the mental and physical health of all our employees. Management commitment and strong employee engagement play an important role in creating a safe and healthy workplace and supporting a culture of learning and improving.

By well-being we mean the feeling of being fulfilled, challenged, and celebrated for one's achievements. In 2022, we introduced "Auntie". Auntie are bundles of one-to-one online sessions to support employees. The service provides preventive support for mental health that helps employees handle challenges related to stress and motivation before they become overwhelming. The service has become increasingly popular since it was introduced.

Our occupational health and safety management system is continuously being developed. Through regular training and development of procedures, we actively work to promote health and prevent injuries at work. Job satisfaction and a

good working environment are crucial if Stokke is to retain skilled employees. Employee feedback is valuable to get insight on how our employees perceive their job and Stokke has built a culture for employee feedback over several years. We are proud to see that the culture and people are highlighted as the main positive features.

Expertise

One of our driving forces at Stokke is that we "aim higher" and always strive to be the best. We are continually focused on how we are perceived in order to engage and develop our workforce. We offer our employees training and support to enable them to face new challenges and develop as individuals. These courses focus primarily on product training, leadership training, values and vision as well as basic organizational development. Some of the training is also organised as digital training. The training includes extensive onboarding programmes for new employees. In 2022, the training also comprised the onboarding of 50 employees from Babyzen.

Extensive training conducted in 2022

Continuous improvement requires a commitment to learning. Through many years, Stokke has made significant strides towards establishing a robust learning and development function within the organization. The culture of learning is driven by the increased expectations of employees with regards to their professional development and advancement.

To develop organization learning we collaborate with department heads to pinpoint individual development requirements. Our efforts focused on broadening the core training program within the company, which now includes a range of professional development courses such as storytelling and presentation skills, cross-cultural communication in the workplace, teamwork, product training, sales training, customer service programmes and communication.

These professional development courses are offered through our partner GoodHabit, an open platform offering online soft skill training, as well as through our internal Stokke Academy.

Furthermore, due to the pandemic, we prioritized virtual and hybrid learning opportunities to capitalize on the potential offered by virtual training. For example, we have divided core training courses, usually delivered in a classroom setting, into smaller online courses offered over an extended period of time.

Furthermore, in mid 2022, HiPo (High Potential), Stokke's talent development programme, was launched and a Leadership Development Manager joined Stokke. In total, these initiatives emphasize the efforts we put into strategic expertise development, common development processes and strengthening of critical expertise, and the work will continue in 2023.

Diversity & equality

Different makes better

We believe that a diverse, equitable and inclusive workplace makes us stronger as a company, enables us to create a better shared future for employees, empowers access to equal opportunity, and builds belonging and ownership in our workplaces. "Bring out the best" resonates with a desire to embrace our diversities and leverage our combined strengths. We respect and encourage all our employees: we value their potential regardless of race, ethnicity, gender, national origin, religion, gender identity, sexual orientation, age and different abilities, leaving no one behind. It truly is "Dare to be different."

We have been successful in our efforts to balance the gender composition of our workforce. This work specifically includes the management level, where we are making progress. At Stokke, we believe in equal pay for equal work. We define pay equity as compensating employees fairly and equitably, without regard to gender, race and ethnicity. We aim to offer all of our employees equal opportunities to develop at the company and incorporate an equality-centric approach to recruitment, salary and career development. Our recruitment policy is based on diversity and equality.

44 nationalities

39

average age of employees

5 years

average length of service

Gender split:

59% women / 41% men

Young workforce:

44% between 30 and 39

The supply chain

Fair practice every step of the way

Stokke recognizes that our supply chain plays a crucial role in our social impact, particularly with regard to fair practices. Transparency and ethical business practices are essential components of our approach to fair practice in the supply chain, and we strive to provide stakeholders with comprehensive information about our operations and supply chain practices.

Stokke also places significant emphasis on setting environmental benchmarks within our supply chain. Our business strategy and operations integrate social, environmental, ethical, and human rights considerations in compliance with the OECD Due Diligence Guidelines for Responsible Business Conduct, which is detailed in our policy. As our production is outsourced worldwide, adhering to fundamental norms and principles for best practices is crucial. These standards are outlined in our Supplier Code of Conduct.

To strengthen and enhance fair practices in the supply chain, ethical business and transparency, Stokke will continue to improve systems of risk management and supplier audits. Further, we aim to strengthen transparency through ESG monitoring schemes.

We will continue our work to establish a grievance system and remediation mechanism, and take action to mitigate identified risks in the supply chain.

Ethical Trade Norway (ETN)

Since 2006, Stokke has been a member of Ethical Trade Norway (ETN) and has followed the OECD's responsible business guidelines. Ethical Trade Norway supports Stokke's efforts to continually improve its business practices and ensure that they align with international standards such as the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidelines for Responsible Business Conduct, and the UN Sustainable Development Goals.

Together, Stokke and Ethical Trade Norway strive to ensure that the company's actions respect people, society, and the environment.

As a member of Ethical Trade Norway (ETN), we are committed to:

1. Establish strategies and guidelines that at a minimum cover the ETN Principles for Responsible Business Conduct.
2. Perform responsible business due diligence to prevent negative impacts on people and the environment in our supply chain.

As a member of ETN, Stokke is obliged to submit an annual report on its efforts to advance sustainability and responsible business practices in various sectors. Previously, Stokke produced a separate report for ETN. However, starting from the reporting year 2022, this information will be incorporated into the Stokke Sustainability Report, which is prepared within reference to the GRI standards.

Our value chain

Stokke's business model is designed to be asset light, relying on third-party manufacturers in Europe and Asia. However, we acknowledge that certain countries and raw materials carry significant risks. To address these, we prioritize risk management during the procurement phase to mitigate potential negative impacts.

Stokke focuses on responsible business conduct to mitigate adverse effects on both society and the environment, thereby showcasing our dedication to customers and stakeholders. This entails carrying out comprehensive due diligence procedures consistent with the guidelines set forth by the OECD framework. More information about our due diligence processes can be found in the appendix on page 37.

Our people & the supply chain

A commitment to transparency

On 1 July 2022, The Norwegian Transparency Act came into force. The law requires companies to conduct due diligence assessments in line with the OECD Due Diligence Guidelines for Responsible Business Conduct. Further, companies shall disclose their approach and work on human and labour rights publicly. The law also includes a duty to ensure that the public has access to information on how companies deal with negative impacts related to human rights and decent working conditions.

Stokke welcomes this new legal framework, which will further promote responsible business behaviour in our own business and supply chain. Our statement addressing our work on the act can be found on our company's website before June 30th.

Throughout 2022, Stokke has remained dedicated to enhancing policies and procedures that reinforce our business partners' adherence to the principles outlined in our Supplier Code of Conduct. Our approach has involved conducting due diligence in line with the OECD Due Diligence Guidelines for Responsible Business Conduct and closely monitoring our most salient issues. In particular, we have concentrated our efforts on effectively managing our most crucial concerns. For further information, please see the Appendix "Due diligence assessments for ethical business and transparency" on page 37.

Member of SEDEX

Stokke is committed to enhance its compliance with legal frameworks, such as various national laws related to due diligence in the supply chain, through ongoing improvement efforts. The company has observed that an increasing number of its suppliers require advanced monitoring to ensure compliance with international standards.

In 2022, Stokke made a decision to become a member of SEDEX, a global membership organization that connects businesses all over the world to improve business practices. Going forward, this will help us in managing and enhancing working conditions within the supply chain, as well as in demonstrating due diligence responsibility throughout the chain.

Sedex has 60,000 members who use our simple questionnaire and online tools to collect and share business information with each other. In addition to Stokke becoming a member, we have engaged our direct product suppliers to join the platform as well.

Stokke has adopted the use of SEDEX as a means of monitoring and evaluating our suppliers' ethical, social, and environmental practices. Our aim is to onboard Tier 1 and Tier 2 suppliers to the platform. Upon the successful onboarding of all our suppliers, we plan to commence SMETA audits throughout our supply chain. Our objective is to perform routine audits of our key suppliers' social and environmental practices in 2023.

For ethical & transparent business practices

Due diligence assessment

Stokke recognizes that our supply chain plays a crucial role in our social impact. Transparency and ethical business practices are essential components of our approach to fair practice in the supply chain. Our business strategy and operations integrate social, environmental, ethical, and human rights considerations in compliance with the OECD Due Diligence Guidelines for Responsible Business Conduct. The information that follows discloses how Stokke conducts due diligence according to the six steps in the OECD model for Due Diligence for Responsible Business Conduct.

Embed responsible business conduct

Embedding responsible business conduct means that the company should have strategies and plans as well as relevant policies and guidelines for due diligence adopted by management.

The foundation of Stokkes work for ethical business is our policies and principles laid out in the Stokke Responsible Business Conduct and the Stokke Supplier Code of Conduct. These are embedded into the management systems and our sourcing strategy, and lead the way we operate in our own business and in the supply chain.

The Stokke Supplier Code of Conduct is signed early in the process when sourcing new suppliers. Furthermore, we communicate our sustainability strategy to the suppliers and emphasize the increased focus we have on responsible business conduct through our supply chain.

For further information on the Stokke Responsible Business Conduct and the Stokke Supplier Code of Conduct, please see page 11.



5 Communicate
How impacts
are addressed



2 Identify & access
adverse impacts
In operations, supply chains
& business relationships

6 Provide for or cooperate
In remediation
when appropriate

4 Track
Implementation
& results

3 Cease, prevent or migrate
Adverse impacts

Appendix

Identify and assess adverse impacts

The next step is to identify and assess the company's risk for, and actual negative impact on, people, society and the environment, including in the supply chain and through business relations.

Stokke conducts risk assessments regularly to identify and assess impact in the supply chain, and we are constantly working to monitor and evaluate potential negative impacts on people, society, and the environment. Further, areas such as child labor, forced or compulsory labor, health and safety and freedom of association and collective bargaining are monitored closely.

As for child labor, countries where this might be of risk are China, Romania, Turkey, India and Pakistan. Stokke perceives the risk of child labor in the supply chain as low. The same assessment has been conducted for risk related to forced or compulsory labor and freedom of association and collective bargaining. However, Stokke has identified the risk as low.

Health and safety is followed up on during supplier visits and audits and Stokke has not identified this as an area of high risk.

On an overall level, Stokke has developed systems to collect and analyze all available data about our suppliers and our supply chain. This system provides us with a comprehensive overview in which our products and our most important raw materials are subjected to a detailed risk assessment.

Furthermore, we have established a process and systematic approach for performing risk assessments of our supply chain. For existing suppliers, but also potential new suppliers, the assessment is divided into two parts:

General risk assessment of breaches of the Stokke Supplier Code of Conduct in the relevant country and industry. The assessment is performed based on available information in the database www.mvorisicochecker.nl

An internal Stokke review of the specific supplier. Input to this review is information gathered through:

- a. Social audits performed by third party companies such as SEDEX
- b. Own visits and frequent follow-up
- c. Own knowledge of risk parameters
- d. Deep-dive audits of most salient issues at the relevant supplier

The risk evaluation gives a score to the supplier and a list of most salient issues to follow up at the different suppliers in our portfolio. Going forward, our efforts in this field will focus on improving risk assessment by setting up a digital monitoring system that enables us to drive continuous improvement in our supply chain.

The Stokke Suppliers

Stokke's products are produced by independent contractors in 16 different countries worldwide. In total, Stokke has business relationships with 29 suppliers and 86 percent of these have been a Stokke supplier for more than three years.

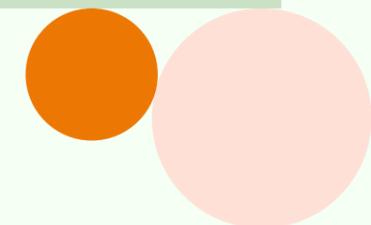
The manufacturing of Stokke's wooden products is limited to Europe, while the production of textiles is carried out in China, India, Pakistan and Turkey. Plastic injection and assembly are primarily situated in Europe, however for some products these activities take place in China and Taiwan.

Stokke's risk assessment is based on geographic factors, such as country or region, with the countries posing the highest risk to Stokke's supply chain in 2022 being Romania, Bulgaria, North Macedonia, China, Pakistan, India, Vietnam, Taiwan, and Turkey.

Stokke also keeps a close eye on areas such as child labour, forced or compulsory labour, health and safety, freedom of association and collective bargaining. China, Romania, and Turkey are countries where child labour is generally considered to be a potential risk. Stokke views the risk of child labour in Romania as low because of the industry sector we operate in.. The risk of child labour in China and Turkey is considered as low based on long relationship with suppliers, frequent on site visits and auditing schemes.

Stokke considers its first tier suppliers as system suppliers who take care of sub-suppliers on behalf of Stokke. Stokke maintains a close relationship with all first tier suppliers with frequent visits and close cooperation in continuous improvement in various areas of the joint business.

Material	Material geographical origin
Wood (beech, oak, solid wood and plywood)	<ul style="list-style-type: none"> • Bosnia-Herzegovina • Bulgaria • Czech Republic • North Macedonia • Romania • Serbia • Ukraine • Slovenia • Slovakia
Thermoplastics	<ul style="list-style-type: none"> • China • Hungary • Netherlands
Metals (aluminium and steel)	<ul style="list-style-type: none"> • China • Hungary • Netherlands
Polyester textile	<ul style="list-style-type: none"> • China
Cotton textile	<ul style="list-style-type: none"> • India • China • Pakistan • Turkey



Cease, prevent and mitigate

The third step, to cease, prevent and mitigate is about managing findings from the risk assessment. The most salient negative impact on people, society and the environment should be prioritized first.

Stokke emphasizes having close and regular dialogue with suppliers to ensure that both parties can operate in a sustainable and responsible way. We conduct regular supplier visits and audits, and depending on the risk profile of the country and supplier, put the issues on the agenda of our suppliers. The topic of responsible business is also a fixed agenda point in the annual business review with our first tier suppliers.

The salient issues Stokke has identified & prioritized in 2022:

Assessment of local risk in wood supply chain

The manufacturing of wood products comes with a certain responsibility. For Stokke, sustainable forest management means ensuring sustainable management in our supply chain to ensure that our production does not endanger the resource.

Goal:

Map wooden supply chain to get full traceability back to forest and certification of all wooden products by 2030.

Status:

Stokke's production of wood products is limited to Eastern Europe, where we have production sites in Bosnia and Herzegovina, Bulgaria, Belarus, Macedonia, Romania and Serbia. In this context, we have set a goal to create an overview of our wood supply chain up to forestry operations, and have conducted a risk assessment of the wooden raw materials in our supply chain. The risks related to wood management identified in the risk assessment are the following:

- Deforestation
- Corruption
- The negative impacts of illegal logging

We obtained FSC certification for our Sleepi™, Klikk™, and Steps™ products in 2020. For Tripp Trapp®, we are currently mapping the availability of FSC-certified materials in our supply chain and conducting a 3rd party feasibility assessment for implementing FSC, with plans to have this in place by 2023. We will continue this process for our other products in the following years. To assess our supply chain for all sustainability aspects, Stokke has contracted a neutral third party. Soil Association (SA) is a well known NGO with founded experience in forestry with experts located in countries where Stokke operates.

In 2021, SA assessed the legality of wood sourcing activities of our first tier partners. Systems developed by the companies to assess legality of their supplies were discussed in relation to EU Timber Regulation (EUTR) and national legislation of the supplying countries. In 2022,

SA gathered all legality requirements from suppliers and sub-suppliers and mapped our wooden supply chain back to forest to get full transparency and traceability.

Objectives in 2023:

Achieve FSC® certification for Tripp Trapp® through a support of third party.

Climate footprint of Stokke production

Measuring carbon emissions is essential for Stokke as it provides us with a clear picture of our environmental impact and helps identify areas for improvement. To achieve meaningful progress towards reducing our environmental impact it is crucial for us to focus on reducing Scope 3 emissions and collaborate with suppliers, and partners to drive systemic change across the value chain.

Goal:

Following the requirements of the Science Based Targets Initiative (SBTi), Stokke has committed to reduce absolute Scope 1 and 2 emissions by 42 percent by 2030, and Scope 3 emissions by 25 percent from a 2020 baseline within the same timeframe. Further, Stokke commits to reducing absolute Scope 1 and 2 GHG emissions by 90 percent by 2050 from a 2020 base year. Stokke also has set a target to reduce absolute scope 3 GHG emissions by 90 percent within the same timeframe.

Status:

Stokke's first climate account was performed by the external consultant in 2020. The mapping included the total Stokke business and served as a base for setting climate actions for our business and our supply chain. In 2022, Stokke has established ambitious short- and long-term emission reduction targets following the SBTi. We have measured carbon emissions from all our direct and indirect operations and established an emission reduction roadmap.

Our efforts to reduce emissions are primarily focused on products, manufacturing, and transportation. Stokke aims to increase the share of renewable electricity used in manufacturing, utilize lower emission materials such as recycled or bio-based products in our products, and reduce emissions in inbound and outbound transportation.

For further information on our climate footprint and how Stokke work to reduce emissions, please see page 20.

Objectives 2023:

Stokke will continue to reduce the carbon footprint in line with requirements set by SBTi, which means 4% annual reduction.

Tracking implementation and results

Tracking implementation of actions and results relates to measuring the effects of the systematic approach and own work in each step of the due diligence process, showing whether the company conducts sound due diligence work.

Stokke Director of Sourcing and Production is responsible for tracking performance with respect to due diligence

activities in our supply chain. Performance is controlled through dialogue with suppliers after findings in third party audits.

The effort that Stokke takes in identifying, prioritizing, preventing and mitigating issues is based on a combination of findings during visits, risk assessments and findings in third party audits. Stokke addresses our suppliers or third party cooperation partners to take actions on prioritized and relevant actions.

To evaluate the effect of these efforts, Stokke requests proof of actions taken to prevent or mitigate the salient issues, either ourselves or through our suppliers or third party partners.

Communicate how impacts are addressed

A prerequisite for good external communication on due diligence for responsible business conduct is that it builds on concrete activities and results. At Stokke, we aim to be open and honest about the challenges we face and show how these are managed in the best way possible in collaboration with our stakeholders.

We communicate with the suppliers' management regarding findings in social audits. During product development of new products, we aim to have a close dialogue with the supplier to ensure that the product is designed for manufacturing and the processes at the supplier. Within the area of Sustainable Forest Management, a cooperation with a third party NGO has been established to provide support on this salient issue. Within the area of responsible business conduct towards our suppliers, more involvement of stakeholders is on the agenda going forward.

Communication about Stokke's impact, approach and efforts for conducting a sustainable and responsible business is done through the Stokke Sustainability Report which is to be published annually from 2022. From the reporting year 2022, the annual reporting to Ethical Trade Norway is done as part of the Stokke Sustainability Report.

In accordance with The Norwegian Transparency Act, Stokke provides a public statement regarding our approach and work on human and labour rights publicly. The statement will be published at our website before 30 June 2023.

Provide for or cooperate to ensure remediation when appropriate

Once a company has identified that it has caused or contributed to negative impact on people, society or the environment, the company must provide for, or cooperate in, remediation.

The measures Stokke has put in place to enhance fair practices in the supply chain are monitored regularly. The measures are communicated to those affected by our actions, and the effect is evaluated. If our activities are found to cause or contribute to negative impact on people, society or the environment, we will terminate the activities and seek to provide remedy. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedy. In 2023, Stokke will establish a grievance mechanism.

Emission calculations

Methodology for corporate carbon footprint calculation

The greenhouse gas emissions were calculated in accordance with the The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), The Greenhouse Gas Protocol: Scope 2 Guidance and Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Global warming potentials stated in IPCC AR5 were used to calculate greenhouse gas emissions in CO2 equivalents.

The greenhouse gases CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3 are included. Greenhouse gas emissions calculation was carried out by an external consultancy. Table 1 shows the emission sources that were included in the calculation. The Scope 3 categories were chosen according to relevance and data availability.

Greenhouse Gas Emissions	t CO2 - eq
Scope 1	235
Scope 2	81
Scope 2 (Location based)	81
Scope 3	48,201
Scope 3.1: Purchased goods and services	45,085
Scope 3.3: Fuel- and energy-related activities (not included in scope 1 or scope 2 (location based))	59
Scope 3.4: Upstream transportation and distribution	1,606
Scope 3.6: Business travel	281
Scope 3.9: Downstream transportation and distribution	797
Scope 3.12: End-of-life treatment of sold products	374
Total emissions (location based)	48517
Emission Intensity t CO2 - eq/ revenue in mNOK	15.3

Scope 1 – Direct GHG emissions

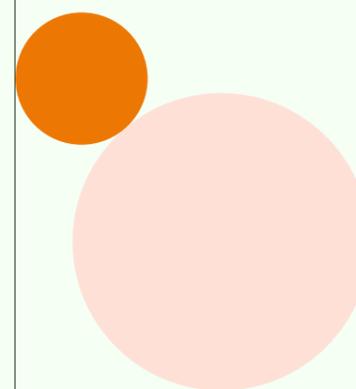
Source	Activity Data	Source Emission Factors	Comments
Generation of heat	Fuel consumption	Ecoinvent 3.6	
Mobile combustion	Fuel consumption of leased vehicles	Ecoinvent 3.6	

Scope 2 – Indirect GHG emissions from purchased and consumed electricity, steam, heat and cooling

Source	Activity Data	Source Emission Factors	Comments
Location-based method	Electricity consumption	GaBi (Content version 2022.2)	For some office sites, no data on purchased electricity and/or heat could be collected. It can be assumed, that these have no significant influence on the emissions.
Market-based method	Electricity consumption	GaBi (Content version 2022.2)	Information on market-based emissions were only available for one site, that's why location-based emission factors were used for Scope 2 calculations.

Scope 3 – Other indirect GHG emissions

Source	Activity Data	Source Emission Factors	Comments
Category 3.1: Purchased goods and services	Allocated scope 1 and scope 2 data of tier 1 suppliers and material composition of the products	GaBi (Content version 2022.2) Ecoinvent 3.6	Offcuts and waste resulting at the tier 1 suppliers were not considered.
Category 3.3: Fuel- and energy-related activities	Quantities and types of fuel and electricity consumed	GaBi (Content version 2022.2)	
Category 3.4: Upstream transportation and distribution	Mass of the transported products and actual distances provided by transportation suppliers	GaBi (Content version 2022.2)	
Category 3.6 Business travel	Total distance travelled by each mode of transport (air, car)	Ecoinvent 3.6	Hotel stays were not considered.
Category 3.9 Downstream transportation and distribution	Mass of the products sold and downstream distances	GaBi (Content version 2022.2)	Downstream distances were estimated using online maps.
Category 3.12: End-of-life treatment of sold products	Total mass of products and packaging	GaBi (Content version 2022.2)	Waste-to-energy treatment or recycling was assumed. Therefore, only transport and sorting of the waste was considered.



Number & statistics for GRI

People fair practices & governance

Category	Unit	2022	Comment
Nature and sustainable materials			
Recycled input materials used	Numbers	3.5%	Current amount of recycled polyester.
Reclaimed products and their packaging material	Numbers	41788	ERP System for order handling and reclamation, statistic based on the data from reclamation system.
New suppliers that were screened using environmental criteria	Numbers	0	No new suppliers in 2022.
Responsible workplace			
Permanent Employees			
	Numbers		
Total		379	
Women		224	
Men		155	
Temporary employees			
	Numbers		
Total		10	
Women		9	
Men		1	
Full-time employees			
	Numbers		
Total		342	
Women		190	
Men		152	
Part-time employees			
	Numbers		
Total			
Women		16 + 18 on leave	
Men		3 (all 3 on leave)	

Category	Unit	2022	Comment
Responsible workplace			
New employee hires			
	Numbers		
Total		125	
Women		82	
Men		43	
Age groups			
<30		26	
30-50		90	
>50		9	
Employee turnover			
Total		83	
Women		51	
Men		32	
Age groups			
<30		8	
30-50		67	
>50		8	
Parental leave			
Total number of employees that were entitled to parental leave, by gender			
Total		125	
Women		82	
Men		43	
Total number of employees that took parental leave			
Total			
Women		36	
Men		No information available	

Category	Unit	2022	Comment
Responsible workplace			
Total number of employees that returned to work in the reporting period after parental leave ended	Numbers		
Total		18	
Women		14	
Men		4	
Total number of employees that returned to work after parental leave ended 12 months after their return to work, by gender			
Total		16	
Women		12	
Men		4	
Return to work and retention rates of employees that took parental leave, by gender			
Total		Data not available for 2022	
Women		Data not available for 2022	
Men		Data not available for 2022	
Average hours of training per year per employee	Hours	2,27	Official Training Programs conducted and facilitated by Stokke Academy and L&D.
Percentage of employees receiving regular performance and career development reviews	Per cent	100	
Workers covered by an occupational health and safety management system	Number and percentage	Employees and consultants are covered	Occupational health and safety management system based on legal requirements and/or recognized standards/guidelines.
Diversity of governance bodies and employees	Numbers		
Board of Directors			
Women			
Total		1	
<30		0	
30-50		1	
>50		0	
Men			
Total		5	
<30		0	
30-50		3	
>50		2	
Management (LT)			
Women			
Total		1	
<30		0	
30-50		0	
>50		1	

Category	Unit	2022	Comment
Responsible workplace			
Management (LT)			
Men			
Total		6	
<30		0	
30-50		2	
>50		4	
Employees			
Women			
Total	Numbers (per cent)	233 (56%)	
<30		32	
30-50		181	
>50		20	
Men			
Total		159 (41%)	
<30		14	
30-50		115	
>50		30	
Incidents of discrimination and corrective actions taken			
Ethical business and transparency			
New suppliers that were screened using social criteria	Numbers	0	Stokke had no new suppliers in 2022.
Negative social impacts in the supply chain and actions taken			
Numbers			
Number of suppliers assessed for social impacts		3	
Number of suppliers identified as having significant actual and potential negative social impacts		0	
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment		0	
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why		0	

Category	Unit	2022	Comment
Governance			
Anti-corruption			
Operations assessed for risks related to corruption			
Total number and percentage of operations assessed for risks related to corruption	Numbers Percent	37 operation sites 100%	
Significant risks related to corruption identified through the risk assessment	Numbers	17	
Confirmed incidents of corruption and actions taken	Numbers	0	
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			
Governance			
Requirements for product and service information and labelling		Labelling according to national standards and regulations User guide contains information on user safety	
Customer privacy			
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Numbers	0	Stokke has not received substantiated complaints concerning breaches of customer privacy from outside parties or regulatory bodies. In 2022, Stokke has not had any identified leaks, thefts or losses of customer data.

GRI content index

Stokke has reported the information cited in this GRI content index for the period January 1 2022, to December 31 2022, with reference to the GRI Standards.

	Location	Comment
General Disclosures		
GRI 2: General Disclosures		
GRI 2-1	Organizational details	p.4
GRI 2-2	Entities included in the organization's sustainability reporting	p.5
GRI 2-3	Reporting period, frequency and contact point	p.5 sustainability@stokke.com
GRI 2-4	Restatements of information	p.5
GRI 2-5	External assurance	p.5
GRI 2-6	Activities, value chain and other	p.4 and p.34
GRI 2-7	Employees	Appendix: Number and statistics for GRI
GRI 2-8	Workers who are not employees	Not available
GRI 2-9	Governance structure and composition	p.12
GRI 2-10	Nomination and selection of the highest governance body	Not available
GRI 2-11	Chair of the highest governance body	Not available
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	p.11
GRI 2-13	Delegation of responsibility for managing impacts	p.11
GRI 2-14	Role of the highest governance body in sustainability reporting	p.11
GRI 2-15	Conflicts of interest	Not available
GRI 2-16	Communication of critical concerns	Not available
GRI 2-17	Collective knowledge of the highest governance body	Not available
GRI 2-18	Evaluation of the performance of the highest governance body	Not available
GRI 2-19	Remuneration policies	Not available
GRI 2-20	Process to determine remuneration	Not available
GRI 2-21	Annual total compensation ratio	Not available
GRI 2-22	Statement on sustainable development strategy	p. 7 and p.9
GRI 2-23	Policy commitments	p.10-11 and p.34

	Location	Comment
General Disclosures		
GRI 2-24	Embedding policy commitments	p.10-11 and p.34
GRI 2-25	Processes to remediate negative impacts	p.34 and Appendix: Due diligence assessment
GRI 2-26	Mechanisms for seeking advice and raising concerns	Not available
GRI 2-27	Compliance with laws and regulations	Not available
GRI 2-28	Membership associations	p.34
GRI 2-29	Approach to stakeholder engagement	p.5 and Appendix: Due diligence assessment
GRI 2-30	Collective bargaining agreements	Not available
Material Topics		
GRI 3: Material Topics		
GRI 3-1	Process to determine material topics	p.5
GRI 3-2	List of material topics	p.5
GRI 3-3	Management of material topics	See references under each material topic below
Child Development		
GRI 3-3	Management of material topics	p. 13 -18
Climate Footprint		
GRI 3-3	Management of material topics	p.20-23
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	p.22 and Appendix: Emission calculations
305-2	Energy indirect (Scope 2) GHG emissions	p.22 and Appendix: Emission calculations
305-3	Other indirect (Scope 3) GHG emissions	p.22 and Appendix: Emission calculations
305-4	GHG emissions intensity	Appendix: Emission calculations

	Location	Comment
Climate Footprint		
305-5	Reduction of GHG emissions	Information unavailable Stokke's first year disclosing climate accounts.
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable Not relevant for Stokke.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable Not relevant for Stokke.
GRI 302: Energy		
302-1	Energy consumption within the organisation	Information unavailable
302-2	Energy consumption outside of the organization	Information unavailable Data on energy consumption from tier 1 suppliers.
302-3	Energy intensity	Information unavailable
302-4	Reduction of energy consumption	Information unavailable Stokke's first year disclosing climate accounts.
302-5	"Reductions in energy requirements of products and services products and services"	Information unavailable Stokke's first year disclosing climate accounts.
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	Information unavailable Item required by the disclosure does not exist to ensure consistent and clear reporting about this item.
306-2	Management of significant wasterelated impacts	Information unavailable Item required by the disclosure does not exist to ensure consistent and clear reporting about this item.
306-3	Waste generated	Information unavailable Not possible to get the data from our suppliers.
306-4	Waste diverted from disposal	Information unavailable Not possible to get the data from our suppliers.
306-5	Waste directed to disposal	Information unavailable Not possible to get the data from our suppliers.
Nature And Sustainable Materials		
GRI 3-3	Management of material topics	p.24-28
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Information unavailable Stokke currently don't track the impact on biodiversity.
304-2	Significant impacts of activities, products and services on biodiversity	Information unavailable Stokke currently don't track the impact on biodiversity.
304-3	Habitats protected or restored	Information unavailable Stokke currently don't track the impact on biodiversity.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Information unavailable Stokke currently don't track the impact on biodiversity.
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Appendix: Number and statistics for GRI Stokke has not signed contracts with new suppliers in 2022.

		Location	Comment
Nature And Sustainable Materials			
308-2	Negative environmental impacts in the supply chain and actions taken	Information unavailable	
GRI 301: Materials			
301-1	Materials used by weight or volume	p.24	Materials only disclosed in percentage.
301-2	Recycled input materials used	Appendix: Number and statistics for GRI	Limited to amount of recycled polyester and disclosed in percentage.
301-3	Reclaimed products and their packaging materials	Appendix: Number and statistics for GRI	
Responsible Workplace			
GRI 3-3	Management of material topics	p.31-33	
GRI 401: Employment			
401-1	New employee hires and employee turnover	Appendix: Number and statistics for GRI	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Appendix: Number and statistics for GRI	
401-3	Parental leave	Appendix: Number and statistics for GRI	
GRI 405: Diversity And Equal Opportunity			
405-1	Diversity of governance bodies and employees	Appendix: Number and statistics for GRI	
405-2	Ratio of basic salary and remuneration of women to men	Not available	
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	Appendix: Number and statistics for GRI	
GRI 404: Training & Education			
404-1	Average hours of training per year per employee	Appendix: Number and statistics for GRI	
404-2	Programs for upgrading employee skills and transition assistance programs	p.32	
404-3	Percentage of employees receiving regular performance and career development reviews	Appendix: Number and statistics for GRI	
GRI 403: Occupational Health And Safety			
403-1	Occupational health and safety management system	p.32	
403-2	Hazard identification, risk assessment, and incident investigation	Information unavailable	
403-3	Occupational health services	Information unavailable	
403-4	Worker participation, consultation, and communication on occupational health and safety	Information unavailable	
403-5	Worker training on occupational health and safety	Information unavailable	

		Location	Comment
Responsible Workplace			
403-6	Promotion of worker health	Information unavailable	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.37	
403-8	Workers covered by an occupational health and safety management system	Appendix: Data and numbers	
403-9	Work-related injuries	Information unavailable	No data available.
403-10	Work-related ill health	Information unavailable	No data available.
Ethical Business And Transparency			
GRI 3-3	Management of material topics	p.34-35 and Appendix: Due diligence assessment	
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	Appendix: Number and statistics for GRI	Stokke has not signed contracts with new suppliers in 2022.
414-2	Negative social impacts in the supply chain and actions taken	Appendix: Number and statistics for GRI	
Gri 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	p.37 and 39	
GRI 409: Forced Or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p.37 and 39	
GRI 407: Freedom Of Association And Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p.37 and 39	
Governance			
GRI 3-3	Management of material topic	p.10-12	
GRI 205: Anti-Corruption			
GRI 205-1	Operations assessed for risks related to corruption	p. 11 and Appendix: Number and statistics for GRI	
GRI 205-2	Communication and training about anti-corruption policies and procedures	p.11	
GRI 205-3	Confirmed incidents of corruption and actions taken	p.11	
GRI 206: Anti-Competitive Behavior			
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable	Not relevant for Stokke.

	Location	Comment
Governance		
GRI 416: Customer Health And Safety		
416-1	Assessment of the health and safety impacts of product and service categories	p.11
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p.11
GRI 417: Marketing And Labeling		
417-1	Requirements for product and service information and labeling	Appendix: Number and statistics for GRI
417-2	Incidents of non-compliance concerning product and service information and labeling	Not available
417-3	Incidents of non-compliance concerning marketing communications	Not available
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 11 and Appendix: Number and statistics for GRI

