STOKKE®

Sustainability report 2024

Here we grow™

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Growing toward a better future

In a changing world, we must keep moving forward to shape a more sustainable future for tomorrow's families.

Rob Webster,
Chief Executive Officer (CEO)

2024 Key developments

Red Dot & GreenGuard Gold Awards for Stokke® Snoozi™, recognized for exceptional design, innovation and safety.

8%
reduction in emission intensity vs 2020, our baseline year, reflecting a smaller carbon footprint per product.

Completed our first Double Materiality Assessment (DMA), enhancing and sharpening our sustainability strategy.

Transition to FSC®-certified wood for Tripp Trapp® production, promoting sustainable forestry.

52%
renewable electricity in manufacturing, reinforcing our commitment to sustainable energy.

100%
Tier 1 suppliers onboarded to SEDEX, ensuring full supply chain transparency and ethical sourcing.

Invested in
878
employee training participations and supported
58
internal promotions.

Our 2030 commitments

42% reduction
in scope 1+2 emissions (vs. 2020 baseline)

25% reduction
in scope 3 emissions (vs. 2020 baseline)

50%
recycled or bio-based plastic in our products

70%
recycled polyester in our materials

100%
FSC®-certified wood in production

Message from the CEO

By Rob Webster, Chief Executive Officer

2024 was a year of steady, meaningful progress for Stokke. It was one marked by action, reflection, and a renewed commitment to doing business responsibly. Since joining the company as CEO in September, I've been impressed by the purpose that runs through Stokke's DNA. At the heart of our mission is the belief that caring for children means caring for people and the planet. This report reflects how that belief guides our actions and drives our progress.

An important step in optimizing our efforts was the completion of our first Double Materiality Assessment. This was an in-depth look at how our business impacts the world, as well as how sustainability issues impact our business. This process sharpened our focus on the areas where we have the greatest responsibility– and the greatest opportunity – to make a difference. It also strengthened our commitment to transparency and accountability, and it continues to guide how we set priorities and measure our impact.

We made strides across our environmental agenda. We achieved a 8% reduction in total carbon emissions across Scopes 1, 2, and 3, keeping us on track to meet our Science Based Targets. Importantly, we've reduced our emission intensity by 8% compared to 2020, our baseline year. We also opened a new warehouse in Milan, enhancing service for our consumers while lowering emissions from transportation.

In our supply chain, we invested in greater partnership and transparency. All of our key suppliers are now onboarded to SEDEX for ethical trade monitoring, and we took active steps to prepare for new EU regulations that safeguard forests. In that same spirit, 2024 marked our transition to exclusively using FSC®-certified wood in the production of our iconic Tripp Trapp®. It was an important step in the same year we sold our 15 millionth chair and saw it added to the permanent collection at the Centre Pompidou in Paris. This is an honor that speaks to the chair's timeless and culturally relevant design.

Innovation and child development remain central to who we are. In 2024, both Sleepi™ and our new Snoozi™ bassinet earned a GreenGuard Gold certification for low chemical emissions, supporting healthier indoor air quality for babies. Snoozi™ was also honored with a prestigious Red Dot Award for outstanding design and innovation. These recognitions affirm our ongoing commitment not only to excellence and innovation but, above all, to the safety and well-being of children.

We are also laying strong foundations for the future. A dedicated innovation hub in our hometown of Alesund is helping us explore smarter, more sustainable solutions that foster family connection and reduce our environmental footprint. With exciting new products on the horizon, we remain focused on creating meaningful, lasting impact.

Consumer insights and research are key to shaping that future. That's why we are funding a Ph.D. study on learning and social development at the dining table, conducted by the Centre of Excellence in Early Intervention and Family Studies at the University of Copenhagen. In 2024, the study concluded its data collection, having observed more than 110 families during mealtimes. We eagerly look forward to sharing insights as the study moves into its final phase.

Our sustainability journey is about more than the environment, it's fundamentally about people. This year, we continued to cultivate a workplace where our employees can grow and thrive. We introduced a refreshed set of company values that reflect our culture and ambitions, and we've also expanded mental wellness initiatives to support our teams. I've been truly inspired to see how many employees are driving sustainability from within: volunteering, leading local initiatives, and bringing forward ideas to reduce waste and improve how we operate.

As we look ahead, we know the work doesn't stop here. The momentum we've built in 2024 calls for even greater action. In a complex and changing world, we must keep moving forward, not only to meet the needs of tomorrow's families but also to help shape a more sustainable, resilient future for everyone.

In the coming year, we will deepen our integration of circular design principles, strengthen supplier partnerships on climate and labor standards, and empower even more of our people to be ambassadors for change. And we will continue to put child development at the heart of everything we do.

With a strong team and clear purpose behind us, I believe Stokke is not only ready for the future– we are ready to help shape it.

About Stokke

Founded in 1932 in Ålesund on Norway's west coast, Stokke is built on a legacy of Scandinavian heritage and craftsmanship. For decades, we have been pioneers in creating innovative solutions for children, from high chairs and strollers to baby carriers and nursery products – always putting children and their caregivers at the centre of all our work.

Merging purposeful design with thoughtful innovation, we craft premium products that nurture child development and family bonding. Our mission is bold: to empower confident children for a better world. We bring this vision to life through timeless designs that grow with the child, foster parent-child closeness, and set new standards in quality and safety, exemplified by icons like the Tripp Trapp® chair and the YOYO® stroller.

Driven by the ambition to redefine the juvenile products market, we are not just creating products, we aim to shape the future of family experiences. By creating deep connections and meaningful moments between parents and their little ones, we empower children to thrive and explore their full potential. Whether introducing award-winning innovations or evolving beloved classics, we are committed to delivering lasting value to families worldwide.

Just as we care for children, we also care for the planet they will inherit, integrating sustainability into our everyday practices. By using high-quality, durable materials, we design for longevity, creating products that stand the test of time and contribute to a more sustainable future for generations to come.

Here we grow™

Our story

Stokke's journey spans over 90 years of innovation and dedication to children's well-being. Some key moments in our history include:

2024

- Rob Webster appointed as CEO, bringing new leadership to drive future growth.
- Double Materiality Assessment conducted in preparation for the Corporate Sustainability Reporting Directive (CSRD), reinforcing Stokke's commitment to responsible business practices.
- Global debut of Stokke® YOYO³, the latest evolution of the iconic YOYO® stroller.
- New warehouse opened in Milan, improving delivery time and reducing logistics emissions.
- Tripp Trapp® surpasses 15 million units sold since its creation, marking a historic achievement.
- Launched a landmark collaboration with French heritage brand Bonpoint, debuting the exclusive 'Bonpoint Beige' print for YOYO®, a release that sold out within moments.
- Reimagined Limas™ and JetKids™ collections introduced, enhancing product offerings with new colors and designs.
- Snoozi™ earns top industry recognition, receiving the Red Dot Award, GreenGuard Gold certification, and the German Design Award for excellence in design and safety.
- Sleepi™ also awarded GreenGuard Gold certification, reflecting continued commitment to healthy indoor environments and material safety.

2023

- Introduction of Snoozi™, an innovative, portable bassinet designed for newborns.
- Full acquisition and integration of JetKids AS. under the Stokke brand, further reinforcing our travel product portfolio within the market.

2022

- Launch of Stokke's first Sustainability Report, demonstrating our long-term commitment to responsible business practices.
- Beginning of strategic partnership with the University of Copenhagen, funding a three-year Ph.D. study on learning and social development at the dining table.
- Acquisition of Evomove, the Danish company behind the award-winning Nomi chair.
- Tripp Trapp® celebrates its 50th anniversary, marking five decades of iconic design.

2021

Expansion through key acquisitions, including BABYZEN® (renowned for the YOYO stroller), Limas (a premium baby carrier brand), and Mukako (specialists in multi-activity play tables).

2020

Record-breaking financial growth, driven by the success of Tripp Trapp® and a renewed strategic focus.

2018

Acquisition of a majority stake in JetKids AS, enhancing Stokke's presence in the premium travel segment.

2009

Acquisition of Flexi Bath®, expanding Stokke's product offering in children's bath solutions.

2006

Strategic shift from a general furniture company to a business focused on premium, design-driven children's products.

1999 - 2014

Expansion of the product portfolio with the introduction of Sleepi™, Xplory®, Steps™, and Clikk™– reinforcing Stokke's leadership in premium children's products.

1972

The launch of Stokke's first children's product, the Tripp Trapp® chair by Norwegian designer Peter Opsvik, marked a new era, revolutionizing children's seating with its ergonomic and timeless design.

1932

Stokke is founded in the Sunnmøre Alps, Norway, by Georg Stokke, initially specializing in high-quality furniture production.

Our portfolio

Stokke is committed to product design inspired by the early years. Our products foster closeness and connection between parent and child to strengthen their bond. Because we believe that good now means better later.

At a glance

31 products and 78 accessories in our portfolio

95 markets, including **57** with direct distribution

3700 points of sales

3000 retail partners

30% eCommerce share of total revenue

1.1 million visits to Stokke.com per month

11 locations

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

387 employees within the group from **41** different nationalities

2024 new product highlights

This past year, Stokke continued to build on its legacy of thoughtful design and innovation with the introduction of several new and reimagined products. From award-winning sleep solutions to collaborations that celebrate heritage and creativity, these highlights showcase how we strive to meet the evolving needs of modern parents, while staying true to our values.

Tripp Trapp® Oak Warm Brown

Rooted in nature and built to last for generations, the Tripp Trapp® Oak Warm Brown is a refined addition to the collection. Inspired by the deep, rich hues of oak tree trunks, this timeless color infuses any home with warmth. As part of the exclusive Tripp Trapp® Oak range, it allows families to own a piece of nature's artistry, adding lasting charm to their interiors. Oak Warm Brown also pairs beautifully with the Tripp Trapp® Classic Cushion in Nordic Grey, dyed with yarn made from acorns, further enhancing its durable design.

Stokke® YOYO® Bonpoint

In an exclusive collaboration with the French heritage brand Bonpoint, Stokke introduced a limited-edition design that unites two icons of timeless craftsmanship. Celebrating a shared dedication to quality, elegance, and the joy of childhood, the collaboration features the delicate Bonpoint Beige print, adorned with Bonpoint's signature cherries and inspired by their beloved L'Iconique design. This special edition brings a playful yet refined charm to the YOYO® stroller, offering parents a stylish and sophisticated way to explore the world with their little ones.

Stokke® Snoozi™

A modern take on the traditional bassinet, Snoozi™ provides a cozy, breathable, and portable sleeping space for little ones, perfect for both home and travel. Designed to grow with the child, it supports safe rest from newborn stage up to approximately 15 kg. With its lightweight yet sturdy aluminum frame, tool-free assembly, and two timeless shades, it's as practical as it is elegant. Made with FSC®-certified wood and breathable 3D mesh for optimal airflow, Snoozi™ has received top industry honors, including the Red Dot Award, GreenGuard Gold certification, and the German Design Award.

Stokke® JetKids™

The refreshed JetKids™ travel range is designed to enhance family journeys, with a focus on functionality, durability and sustainability. The updated JetKids™ BedBox™ features an enhanced design, and both the BedBox™ and the JetKids™ Backpack debuted in a fresh range of colors inspired by aerial photography and the vibrant hues of the natural world. These new colors capture the essence of exploration, sparking excitement in children for their upcoming adventures. To further inspire creativity, two new playful sticker sets complete the fun. Additionally, the JetKids™ CloudSleeper™ is now available in two brand-new prints, adding a playful touch to travel comfort.

Stokke® YOYO³

This is the latest evolution of the iconic YOYO® stroller, that redefined urban parenting with its innovative design. Listening closely to the needs and preferences of families, this compact stroller has been reimagined to make life on the go even easier. New features include improved ventilation and a convenient peek-a-boo window, an extended canopy for superior sun protection, and reflective wheels with upgraded shock absorbers for a smoother, more comfortable ride. Designed for city adventures, the YOYO® allows families to embrace life's spontaneous moments with ease and style, ensuring nothing holds them back from exploring the world with their little one.

Stokke® Limas™

A reimagined Limas™ collection was launched, featuring fresh, vibrant colors and expressive patterns designed to complement every style. The updated range introduced the innovative Limas™ Mesh, a breathable, lightweight option for even greater comfort in warmer climates. Designed to support the bond between parent and child, each carrier in the collection combines ergonomic support with closeness, enabling families to explore the world together with confidence and ease.

Sustainable foundations

About this report

Sustainability is embedded in the very core of our business strategy and brand ethos. We recognize that in order to shape a brighter future for generations to come, we must integrate sustainable thinking into every aspect of our operations and decision-making.

Our sustainability strategy centres around maximizing our positive impact on society while minimizing our environmental footprint. In practice, this means designing innovative products that last a lifetime, fostering strong relationships with employees and suppliers, and constantly seeking ways to reduce waste and emissions. We focus our efforts there where we can make the greatest difference.

The thorough materiality assessment of 2022 has enabled Stokke to identify three strategic sustainability pillars that align with our mission and values: Child development, Environment, and People & workplace. In 2024 we have strengthened and enhanced our strategic focus by completing our first Double Materiality Assessment in line with the European Union's Corporate Sustainability Reporting Directive (CSRD) and accompanying European Sustainability Reporting Standards (ESRS), closely following the guidance provided by EFRAG (European Financial Reporting Advisory Group).

Following recent regulatory developments, Stokke is carefully evaluating the implications to ensure both compliance and strategic alignment.

Our sustainability reporting framework

This sustainability report covers Stokke's performance and initiatives during the 2024 financial year (1 January 2024 – 31 December 2024). It has been prepared on a consolidated basis, encompassing Stokke AS and all its subsidiaries worldwide, mirroring the organizational boundaries used in our financial reporting. Unless otherwise stated, the policies and figures described include all operations under Stokke's control. The report is not externally assured.

This marks our third sustainability report, reflecting our unwavering commitment to sustainability and transparency. For consistency and comparability purposes, the report is prepared in line with GRI standards, same as our 2022 and 2023 reports, while incorporating best practices and insights from our preparation for CSRD. A detailed process outline is provided in our Double Materiality Assessment section on page 18.

Turning care into action

Sustainability is not just a guiding principle at Stokke, it is woven into the fabric of our heritage and identity. Since 2020, it has become a defining pillar of our brand strategy, shaping how we create value and reinforcing our commitment to responsible business practices. Turning that strategy into meaningful action is a continuous journey. In every part of our work, we aim to balance economic progress with environmental stewardship and social responsibility.

This commitment begins with our products. Designed to support child development and strengthen family connections, they are crafted from high-quality, durable materials with adaptability at their core. By embedding a "grow-with-your-child" functionality, we create solutions that evolve alongside families' needs. With their timeless design and long-lasting construction, products like our high chairs and strollers are made to be used for years, extending their life cycle and reducing the need for replacements. In this way, sustainability is not only a goal, but a principle that lives in every detail of what we make and how we work. Our operations teams continuously work to improve resource efficiency, whether by optimizing packaging to eliminate excess materials or by transitioning to renewable energy sources at our facilities. Across the company, we encourage innovation that supports sustainability, such as exploring recycled and bio-based materials to incorporate into future products.

We firmly believe that the most sustainable products are those that stand the test of time; thus, quality and longevity are key tenets of our strategy. By anchoring our decisions in our sustainability vision, we not only protect our brand's heritage of quality but also future-proof our business in a world where sustainability performance is increasingly linked to long-term success.

Our sustainability strategy is built around three interconnected pillars that are anchored in five United Nations Sustainable Development Goals (UN SDGs):

Growing towards a better future

Child development

Confident kids for a better world

UN Sustainable Development Goal

#4.2 Access to quality early childhood development

Stokke initiative

- Child development

Environment

Caring for children is caring for the planet

UN Sustainable Development Goals

#12 Responsible consumption and production

#13 Climate action

#15.2 Sustainable forests

Stokke initiative

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

People & workplace

Caring for our people at Stokke and thoughout the value chain

UN Sustainable Development Goal

#8.8 Promoting safe and secure work environments for all workers

Stokke initiative

- Fair practices for supply chain partners
- Workplace health and equity

Key sustainability developments

In 2024, Stokke continued to integrate sustainability into every facet of our business, reaching several meaningful milestones along the way. These achievements reflect our commitment to "turning care into action" as we support children by caring for both people and the planet. It was a year of solid progress, and we are well-positioned to raise the bar even higher in the years to come.

Completed our first Double Materiality Assessment (DMA)

We conducted our first comprehensive Double Materiality Assessment in preparation for CSRD. This identified our most material environmental and social impacts, risks, and opportunities and reinforces Stokke's commitment to responsible business practices.

Reduced carbon emissions by 8% and boosted renewable energy use to 52%

We cut total carbon emissions (scopes 1, 2 & 3) by 8% compared to 2023, in line with our Science Based Targets initiative (SBTi) aligned goal. We also increased the share of renewable electricity in our manufacturing processes to 52%, further decarbonizing our operations.

Transitioned to exclusive use of FSC®-certified wood in the production of Tripp Trapp® chairs

As of January 2024, all Tripp Trapp® chairs are produced exclusively using FSC®-certified wood, reinforcing our commitment to sustainable forestry. They will be available from mid-2025.

Enhanced supplier collaboration and traceability

By year-end 2024, all Tier 1 suppliers were fully onboarded to the SEDEX platform (up from ~90% in 2023), enabling more robust monitoring of sustainability, labor practices, and deforestation risk across our supply chain. In response to the EU Deforestation Regulation (EUDR), we implemented stricter sourcing controls to ensure full traceability of timber by year-end 2025.

Further reduced emissions through logistics and transport efficiencies

We achieved a 10% reduction in transport-related CO_2 emissions through strategic logistics enhancements. The establishment of a new distribution warehouse in Italy streamlined European deliveries, shortening lead times and enhancing service quality. Key initiatives included the deployment of hydrogen-powered trucks, the integration of renewable energy sources, and the implementation of recycled water and sustainable paper practices across our operations.

Snoozi™ recognized for safety and award-winning design

Our innovative bassinet, Snoozi™, earned a GreenGuard Gold certification for low chemical emissions and supporting healthier indoor air for babies. It also received the prestigious Red Dot award for its high-quality design and innovation, blending exceptional style and functionality.

Led advocacy in child development

Our leadership played an active role in global conversations on early childhood development, with our CEO joining panel discussions at Milan's Fuorisalone design week and the Centre Pompidou in Paris to advocate for the importance of the early years. We also expanded our expert-led content on child development across social channels, aiming to inspire and inform parents about this critical stage of life.

Completed data collection for the Stokke-funded Ph.D. study

Over 110 families were observed during mealtimes as part of a Stokke-funded Ph.D. study conducted by the University of Copenhagen's Centre of Excellence in Early Intervention and Family Studies. This research focuses on learning and social development at the dining table, will inform advocacy and deepen our commitment to child development.

Ensuring global pay equity

We launched a comprehensive global pay equity analysis to validate fair compensation across all job levels, reinforcing our proactive commitment to workplace fairness. The analysis continues in 2025 to ensure data-driven insights guide any necessary compensation adjustments.

Increased employee & community engagement

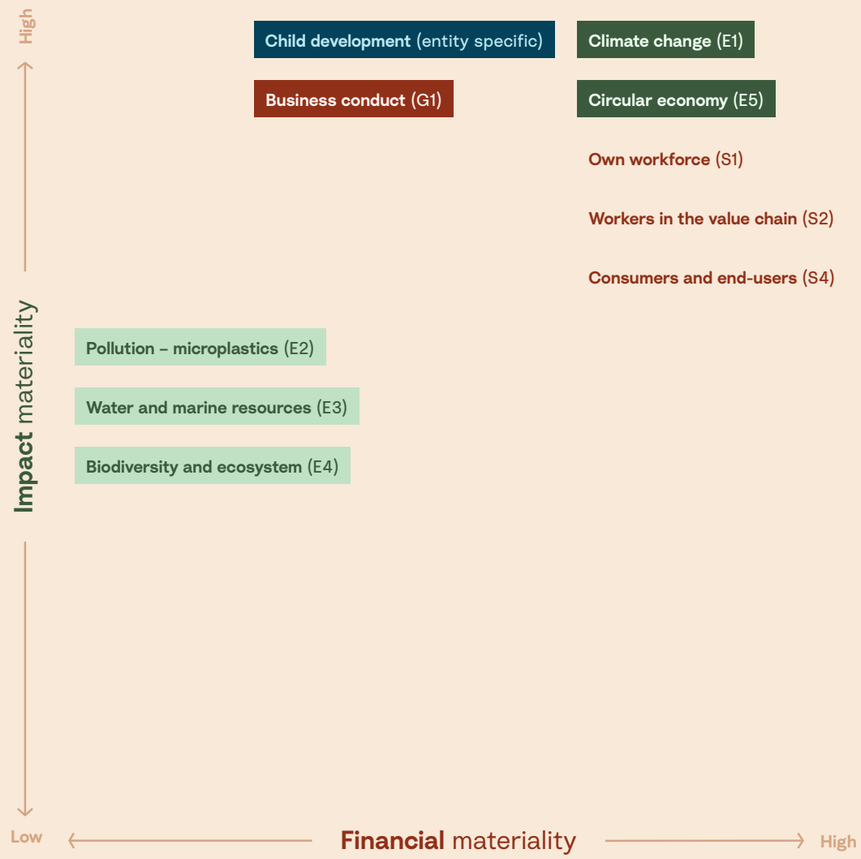
As part of our growing culture of social responsibility, Stokke employees led local charitable initiatives through charity sales, volunteering, and partnerships with community organizations. This grassroots engagement shows our team's dedication to making a positive impact beyond the workplace.

Our priorities: Double Materiality Assessment

One of the most significant undertakings this year was our DMA that we completed in accordance with the latest European guidelines (including ESRS and EFRAG guidance). This process was crucial for mapping out the sustainability topics that are most material to our business and stakeholders, considering both impact materiality (our company's impact on society and the environment) and financial materiality (sustainability matters that could affect the company's value). The assessment covered our entire value chain, from the upstream sourcing of raw materials and components through our own operations to the downstream use of our products by customers. We also considered different time horizons (short-, medium-, and long-term) to capture issues that may not be critical today but could become so in the future.

Our double materiality assessment revealed the sustainability topics that matter most to our business and stakeholders. This comprehensive analysis considered our impact on society and the environment, as well as how sustainability issues affect Stokke's long-term value.

DMA matrix



*For a detailed overview of our DMA process, please see page 59 in the appendix

Environmental priorities

Climate change
Climate change emerged as a top material issue from both impact and financial perspectives. We recognize our responsibility to reduce emissions in line with global climate goals, while also acknowledging that climate-related risks could significantly affect our business.

These risks include new carbon regulations that might increase compliance costs, as well as physical climate impacts that could disrupt our operations and supply chain. Our climate strategy, therefore, focuses on both mitigation (reducing our carbon footprint) and adaptation (building resilience against climate impacts).

Resource use & circular economy
The assessment identified the efficient use of materials and circular design principles as critical to minimizing our environmental footprint. As a company that creates physical products, we depend on nature-based resources like wood and plastics.

This dependency underscores the importance of sustainable sourcing practices, particularly to avoid negative impacts such as deforestation. Our focus on FSC®-certified wood and compliance with the EUDR reflects this priority. By designing durable, long-lasting products that can be reused, refurbished, or recycled, we're embedding circular economy principles into our core business model.

Both climate action and circular economy directly connect to our strategic emphasis on creating products that are made to last. By addressing these environmental topics proactively, we not only reduce potential business risks but also create opportunities through innovation and resource efficiency (for more details, please view the "Environment" section on pages 33-43).

Social priorities

Our own workforce
Our people are essential to our success. The assessment highlighted several material aspects related to our workforce: human capital development, diversity and inclusion, labour rights, and health and well-being.

While these topics are primarily important from an impact perspective, as we strive to provide a positive and enriching work environment, they also carry financial implications. For example, failing to support our employees could lead to increased turnover costs or difficulty attracting talent. Conversely, the assessment identified that nurturing and retaining skilled employees represents a significant opportunity for Stokke, as our ability to innovate and grow depends on having motivated and capable people.

We view training, engagement, and well-being financing not as costs, but as investments in our long-term success. We are proud to have seen a significant positive social impact on our workforce. This is the result of the supportive working conditions we've created, along with proactive measures to ensure equal treatment and opportunities for our diverse team (for more details, please view the "People & workplace" section on pages 44-50).

Workers in the value chain
Ensuring fair labour practices and respecting human rights throughout our supply chain emerged as a material priority. While we don't directly employ the people who make our products, we have a clear responsibility toward them.

Issues such as poor working conditions or rights violations at a supplier could disrupt our operations or damage our reputation. At the same time, close collaboration with suppliers on social standards can improve product quality, reliability, and strengthen stakeholder trust. Our mutually beneficial, long-term relationships with our suppliers are reflected in an average contract duration of 13 years and a 100% voluntary retention rate. Stokke maintains regular, proactive dialogue with suppliers, with a focus on joint solutions and a shared commitment to increasing the use of renewable energy.

The importance of this topic reinforced our decision to engage all Tier-1 suppliers through SEDEX and to intensify audits and capability-building in 2024, focusing on fair wages, safe conditions, and elimination of forced or child labour (for more details, please view the "People & workplace" section on pages 51-52).

Customers and end-users
The families who use our products, particularly children, represent a key stakeholder group. The assessment confirmed that product safety, quality, and positive developmental impact are material topics for Stokke.

As our products play a central role in families' daily lives, ensuring they are safe, ergonomically beneficial, and support healthy child development is core to our social impact. Product safety is something we've always rigorously managed (as evidenced by certifications like GreenGuard Gold). The assessment also reinforced the importance of monitoring and communicating the positive outcomes associated with our products to increase transparency and maximise customer satisfaction.

These impacts represent significant opportunities: to innovate features that support child well-being, to educate parents on developmental topics through expert content, and to further strengthen our brand purpose of empowering confident kids for a better world (for more details, please view the "Child development" section on pages 24-33).

The DMA was carried out with extensive stakeholder input: we engaged internal leaders, employees, customers, business partners, and external experts to gather a 360° view on what sustainability topics matter most in relation to Stokke. The Board of Directors was involved in the process and the Leadership Team approved the final results of the materiality assessment in August 2024, underscoring governance oversight of this important exercise.

Growing towards a better future

The Double Materiality Assessment validated our existing approach to building a better future, providing valuable direction in refining our focus and strengthening our strategic plans for the future.

Child development

Confident kids for a better world

Increasing recognition for child development. Product and design philosophy.

Key developments

Data collection for the Stokke-funded Ph.D. study completed: In 2024, over 110 families were observed during mealtimes

Growing internal and external awareness of the importance of child development

Child-centric innovation, design and safety recognized once again with Red Dot and Greenguard Gold awards for the new Snoozi™.

Plans:

Completion and knowledge sharing of Ph.D. Study on learning and social development at the dining table

Accelerate product and process innovation to continue delivering best-in-class solutions that grow with the child and are built to last.

Environment

Caring for children is caring for the planet

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

Key developments

Established a 8% emissions reduction compared to 2023, aligned with the Science Based Target initiative.

Increase of renewable electricity usage in manufacturing to 52%

Transition to exclusive production of FSC®-certified Tripp Trapp® chairs to ensure our signature product, accounting for over 40% of our materials, supports only sustainable forestry.

Opened our new warehouse in Milan to improve efficiency and reduce emissions.

Plans:

Continue implementing our comprehensive strategy to achieve a 6% annual emissions reduction by 2030.

Promote product life extension through circular initiatives.

Increase the use of recycled materials in product development.

People & workplace

Caring for people at Stokke and throughout the value chain

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

Key developments

Fostered a strong, values-driven culture by emphasizing our Stokke values and way of working across onboarding and regular employee training.

Extensive benchmarking and engagement assessment undertaken to ensure workplace diversity, equality and productivity.

Successfully completed 100% SEDEX* onboarding, conducted audits of four T1 suppliers.

Plans:

Partner with suppliers to set and support emission reduction targets.

Complete the transition to fully traceable, certified wood, ensuring compliance with the upcoming EUDR.

Robust governance ensuring ethical business practices

Stokke's commitment to responsible business conduct is unwavering. We understand that how we achieve results is just as important as the results themselves. By upholding ethics, opposing corruption, and protecting human rights, we aim to be a company that our employees, customers, and partners can trust.

Stokke has integrated governance, transparency, and ethical business practices into our business structure. Our approach centres on ensuring responsible practices throughout our operations and supply chain through several comprehensive policies and governance measures

Stokke Policy for Responsible Business Conduct

At Stokke, responsible business conduct is central to how we operate, shaping our approach to minimizing social and environmental harm while upholding integrity across all activities. Initially approved by our Board of Directors in January 2022, the policy remains a foundational framework in 2024. We regularly update internal trainings to ensure all employees understand their roles in upholding these principles. The policy continues to guide our work with both customers and business partners, ensuring that ethical considerations are embedded in daily decisions and strategic planning. It spans many important areas including child and forced labour, discrimination, harsh or inhumane treatment, wages, regular employment, environment, and animal welfare.

Policy for Responsible Business Conduct

Labour rights

Our operations predominantly occur in countries with strong labour laws (e.g., Norway, Germany, Netherlands, USA), and we abide by all local regulations regarding employment rights and labour standards. We respect freedom of association and the right to collective bargaining; in fact, a portion of our workforce (for example in Norway, Italy, Spain and France) is covered by collective bargaining agreements or works councils. There were no labour disputes or strikes at Stokke in 2024. We maintain constructive dialogue with employee representatives where applicable.

Stokke Supplier Code of Conduct

Stokke's Supplier Code of Conduct, originally adopted in 2009 and rooted in international standards (United Nation, International Labour Organisation), defines our expectations for all suppliers on labour rights, environmental stewardship, and ethical business practices. As of the end of 2024, 100% of our Tier 1 suppliers have formally committed to this Code. The onboarding process was enhanced in 2024, with all suppliers now registered on the SEDEX platform, improving transparency and traceability. We conduct regular audits and capacity-building initiatives to support continuous improvement. More details on these efforts are available in our due diligence section on page 54-58.

Supplier Code of Conduct

Customer health and safety

At Stokke, the safety and well-being of babies and children using our products remain our highest priority. To uphold this commitment, we have strong policies and systems in place to ensure swift, precautionary measures when necessary.

In 2024, we identified a potential parking brake issue in certain YOYO³ strollers that could result in an unintentional release of the brake during use. Out of an abundance of caution and in close collaboration with regulatory authorities, we initiated a recall of the affected YOYO³ strollers. A rapid and comprehensive outreach was undertaken to inform and support affected consumers. This included direct notifications, website updates, social media communication, and retailer-supported outreach, directing them to a dedicated recall portal for the appropriate action. Stokke received very positive feedback from consumers, retail partners, and regulatory authorities for this approach and the clarity, speed, and transparency of its recall communication and execution." As of the time of reporting, over 70% of the affected products have been successfully recalled and either upgraded or removed from circulation. Importantly, no injuries have been reported in connection with the parking brake issue.

Stokke ensures that all of its products are clearly labeled in compliance with local regulations, and safety instructions are consistently included in user manuals to support safe use.

Further reflecting our commitment to health and safety, both our Sleepi™ and newly launched Snoozi™ bassinet received Greenguard Gold certification, recognizing its contribution to healthier indoor air quality. Additionally, 2024 marked a record year for investment in product testing. We increased our use of external, independent test laboratories by 22% compared to 2023, reinforcing our dedication to product safety and quality.

Anti-corruption

Stokke has zero tolerance for corruption or bribery. We have internal controls in place to prevent and detect any such incidents. For example, higher-risk functions like Procurement and Sales have additional checks and approvals for transactions, and we monitor for red flags. We maintain a whistleblowing system (a confidential reporting hotline and web portal) managed by a third party, which allows employees to report any concerns anonymously without fear of retaliation. In 2024, we did not receive any reports of corruption through these channels, and there were no confirmed incidents of bribery or corruption within Stokke or our supply chain. We attribute this to a strong ethical culture, but we remain vigilant. Any allegation that would arise is investigated thoroughly by our Legal and Compliance team, and appropriate action would be taken, up to and including termination of contracts or employees involved. We also require our key suppliers to have anti-corruption policies; through SEDEX and direct audits, we verify that suppliers have mechanisms to prevent bribery (such as training their management).

Driving sustainability through leadership and teams

Robust governance is essential to drive our sustainability agenda forward. Stokke's management structure ensures clear accountability for sustainability from the board to the operational teams.

Board-level oversight and commitment

Our company operates with a two-tier governance structure consisting of a Board of Directors (BoD) and an Executive Management Team. The Board of Directors bears ultimate responsibility for corporate governance at Stokke, which includes oversight of sustainability strategy and performance. Sustainability is a standing item in our Board's strategic discussions. In 2024, the Board was actively involved in reviewing the results of our Double Materiality Assessment and sustainability targets, signaling strong top-level commitment.

Board of Directors
(BoD)

↓

Executive Management Team

↓

The Board of Directors bears ultimate responsibility for corporate governance at Stokke

Executive management and operational responsibility

Day-to-day operational responsibility for implementing sustainability initiatives rests with the Executive Management Team, led by our CEO. We have established a dedicated Sustainability Governance Committee comprised of our CEO, Chief Financial Officer (CFO), Chief Supply Chain Officer (CSCO), and Vice President of Innovation (VP Innovation). This cross-functional leadership team meets regularly to steer Stokke's sustainability efforts, set priorities, and ensure integration of sustainability into key business decisions.

Executive management team
(CEO-led)

↓

Sustainability Governance Committee
(CEO - CFO - CSCO - VP Innovation)

↓

Steers strategy, sets priorities, and integrates sustainability into decisions

Integrated accountability and reporting

Within our leadership, the CFO formally oversees the execution of the sustainability strategy, reflecting the close linkage between sustainability and our overall business performance. Our Sustainability Manager reports directly to the CFO and is responsible for coordinating sustainability projects, tracking progress on goals, and driving the preparation of sustainability reporting. This management structure ensures that sustainability considerations are woven into both financial and operational decision-making.

Chief Financial Officer
(CFO)

↓

Sustainability Manager

↓

Leads projects, tracking, and reporting

Driving change across departments

Stokke has built a strong network of internal sustainability champions across key departments. Each team plays a distinct role in advancing our goals:

- Our Innovation and Product Management team plays a crucial role by choosing materials and design approaches that support our environmental objectives, such as selecting FSC®-certified wood, and designing products for easy repair.
- Our Sourcing & Production team leads in ensuring social and environmental standards among our suppliers, working closely with them to improve performance on issues like labor conditions, resource efficiency and material quality and traceability.
- Our Brand Communication team spearheads our child development initiatives and outreach, highlighting the social value of our products and partnerships.
- Our Compliance and Legal teams ensure we meet regulatory requirements and uphold ethical standards.
- Our HR team integrates our values, fosters learning and development, and promotes diversity and inclusion.

All these teams contribute to advancing our sustainability agenda because we understand that executing our strategy is a collective responsibility shared across Stokke.

Key Departments Across Stokke

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Each team champions specific aspects of the sustainability strategy

↓

- **Innovation & Product:** Select sustainable materials, design for longevity
- **Sourcing & Production:** Improve supplier standards, traceability, and efficiency
- **Brand Communication:** Promote child development and product value
- **Compliance & Legal:** Ensure regulatory and ethical compliance
- **HR:** Foster learning, values, and inclusion

How do we ensure our commitment internally?

To keep everyone aligned and accountable, we have integrated sustainability metrics and goals into our management processes. Starting in 2024, key sustainability KPIs (such as emissions reduction, sustainable material usage, and employee engagement scores) have been included in our regular management reporting. By fostering internal awareness and accountability, we ensure that our commitments are translated into concrete actions and that progress is regularly monitored at the highest levels.

We also ensure continuous improvement in internal awareness through regular webinars and training sessions. Sustainability training has been incorporated into the onboarding process for new employees since 2023, and in-depth Sustainability Strategy training has been provided for teams within the Sourcing & Production and Innovation functions.

Child development

Confident kids for a better world

We believe the love, safety, and connection children experience in their earliest years lay the foundation for confident, lifelong growth. That's why child development is at the heart of everything we do. Through products that foster closeness, encourage exploration, and provide a sense of safety, we support families in nurturing those everyday moments that shape a child's future.

Our commitment to this work also reflects a broader responsibility. Stokke's approach is aligned with the UN Sustainable Development Goal 4.2, which calls for access to quality early childhood development, care, and education for all children. We believe that when children get the best start in life, it creates a ripple effect that reduces inequalities, supports gender equality, and helps build healthier, more sustainable communities for generations to come.

Our committment to children

UN Sustainable Development Goal

#4.2 Access to quality early childhood development

Our approach to Child development

Rooted in connection, safety, and exploration, we inspire parents to embrace everyday moments as opportunities for their children's growth. These three principles are more than just values, they shape how we understand childhood and guide our choices.

Connection

As children learn to navigate and understand the world, parents serve as a vital lens. The expressions and sounds from parents and caregivers become their guide, teaching them how to respond to each moment. A simple look from a parent can signal anything from caution to excitement, shaping how a child reacts. Recognizing the important role parents and caregivers play in a child's growth, we are dedicated to nurturing this connection through thoughtfully designed products that strengthen this bond and bring parents and children closer.

Exploration

Exploration can feel daunting at first, but those wobbly steps are key to a child's development. When children have the space to lead while feeling the steady support of their caregivers, they find the courage to take each step. Exploring the world on their own terms is essential for building confidence. With this in mind, our products are designed not only to encourage children's confidence as they explore but also to keep them safe, giving parents peace of mind as their little one embraces every new adventure with trust and support.

Safety

Safety is central at Stokke. Protection is prioritised alongside progress because we want to help create a world where kids can grow up confident and secure. To make this possible, children need a space that is free from harm, where they can rest, learn, and explore just as they naturally do. When children feel safe, their curiosity comes alive, and they are eager to discover the world around them.

Early bonds, lifelong confidence

The first few years of life set the foundation for everything that follows. As a brand that champions children, we believe deeply in the importance of supporting this time. It reflects one of our core beliefs: that confident kids help create a better world.

This belief is rooted in the power of the early years and closely tied to attachment theory. Even before their first birthday, children begin to understand the dynamics of relationships and emotions. During this critical stage, they develop the ability to connect with others and regulate their emotions. These early experiences play a vital role in shaping how we relate, grow, and thrive. The love and interactions shared between parents and children in this period have a particularly profound impact. Everyday moments of connection and communication help form a secure emotional bond and lay the groundwork for healthy development.

Stokke is dedicated to encouraging these special moments. Our products are thoughtfully designed to support closeness and strengthen the connection between parent and child. We believe these early experiences of love and security are the building blocks of a happy and fulfilling life, helping children make sense of their world long before they can express it in words.

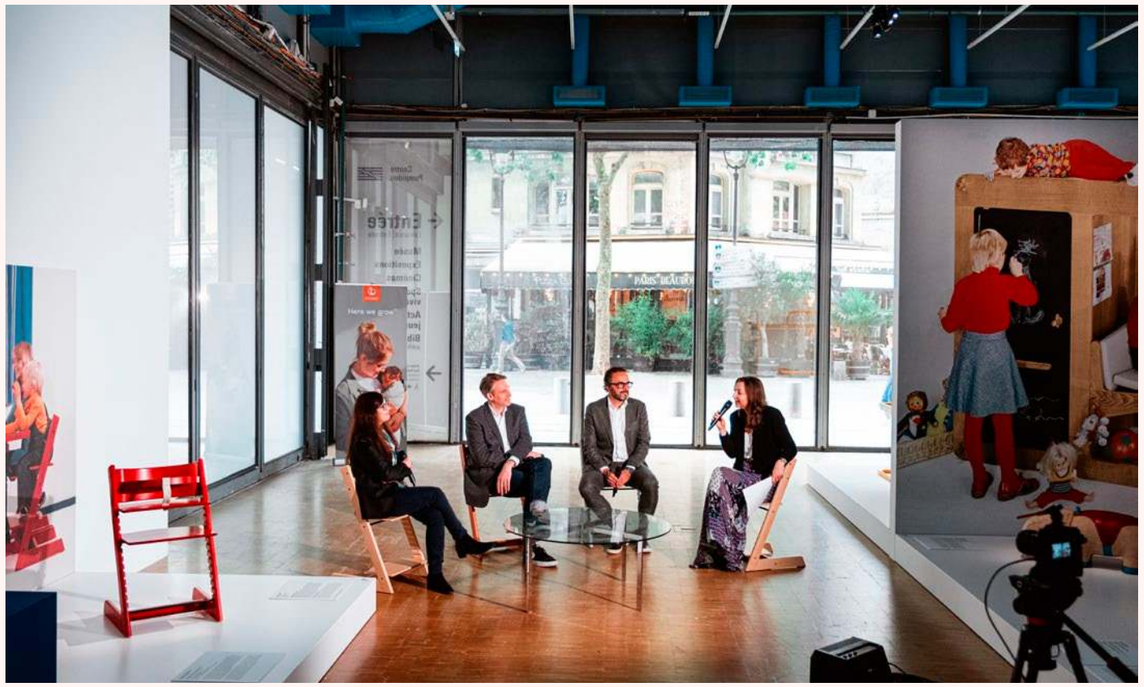
The early years of life have impact on our development throughout our lives.

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

2024 highlights

Over the past year we have continued to strengthen our commitment to child development, building on the strong foundation established in previous years. Our key initiatives include:

- CEO participation in Thought Leadership panels at Fuorisalone and Centre Pompidou, where we advocated for the importance of early childhood development and explored how thoughtful design and nurturing environments support young children.
- Completed data collection for the Stokke-funded Ph.D. study on learning and social development at the dining table. Led by the Centre of Excellence in Early Intervention and Family Studies (CIF) at the University of Copenhagen, this phase of the study involved over 110 in-home observations during mealtimes and will offer valuable insights into how shared family routines influence children's learning and social development.
- Launched expert-led content aimed at inspiring and supporting new parents, with a focus on the critical importance of the early years in a child's development journey.



Creating products in the best interest of the child

At Stokke, we design products with the early years in mind. Our heritage is rooted in creating products that grow with little ones and promote connection between parent and child. We're dedicated to continuing this mission through safe, responsible, and innovative solutions, whether at home or on the go.

Nursery essentials for everyday connection

The nursery is more than just a place to rest, it's where connection and growth begin. With this in mind, we've designed a range of nursery products, from beds to baths, made to foster safe, snug moments between parent and child, whether it's bathtime, a diaper change, or a bedtime story

Strollers, carriers, and travel essentials to explore the world

Whether it's a big family trip or just a walk down the block, there's always something new to see—and we think every new experience should be a shared one. That's why our strollers and baby carriers are designed to keep parent and child connected through it all, while our travel essentials provide little adventurers with the comfort and confidence they need to explore the world.

High chairs to foster growth at the table

The table is where the real growth happens. 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, making connecting even easier. They allow children to sit eye-to-eye with their parents, where they can learn by mimicking their facial expressions and connect by sharing meals. Bringing them to the family table from a young age helps them feel seen and heard, allowing them to grow alongside you.

Play tables to inspire growing minds

Playtime is more than just fun and games, it is also a great opportunity to learn! Whether they're building with blocks, drawing, or dreaming up dinosaur adventures, it invites children to discover with both their hands and minds, letting their imagination run wild. On their own, with friends, or together as a family, our play table is made for all kinds of playful, engaging moments.

Tripp Trapp®

Designed by Peter Opsvik in 1972, Tripp Trapp® revolutionized children's furniture by bringing little ones to the table, allowing them to sit eye-to-eye with their family. The iconic design grows with the child, with adjustable seat and footplates that bring the ground to them and encourage freedom of movement no matter their size. A true design classic, it has found a place in more than 15 million homes worldwide and is showcased in renowned museums like the MoMA in New York, the V&A in London, and Centre Pompidou in Paris.

YOYO®

This iconic stroller has transformed urban parenting with its innovative design. The YOYO³ stroller combines lightweight convenience with thoughtful features for easy everyday use and hassle-free travel. It adapts to changing family needs and can be used from birth up to four years, with two newborn options and a setup for babies 6 months and older.

Sleepi™

Sleepi™ redefined crib design when it launched with its unique oval shape, inspired by the curve of the mother's womb. With adjustable mattress heights and an expandable frame, Sleepi™ grows with the child from newborn to the age of five, making it a lasting, versatile solution for families. Every aspect of this groundbreaking crib is crafted with purpose and care. It is designed to be compact and easy to move from room to room, with lockable swivel wheels, allowing parents to keep their baby close. Sleepi™ also received a GreenGuard Gold Certification in 2024, meeting strict standards for healthier indoor air and low VOC (volatile organic compounds) emissions.

Snoozi™

A reinvention of the traditional bassinet, Snoozi™ is our 2024 innovation. It provides a secure, soothing space for newborns to rest, ideal for keeping little ones close during those early months of bonding. Its lightweight aluminium frame allows for easy movement from room to room, while tool-free assembly ensures quick setup both at home and on the go. Recognized for excellence in both safety and design, Snoozi™ received a Red Dot Award and GreenGuard Gold certification in its first year.

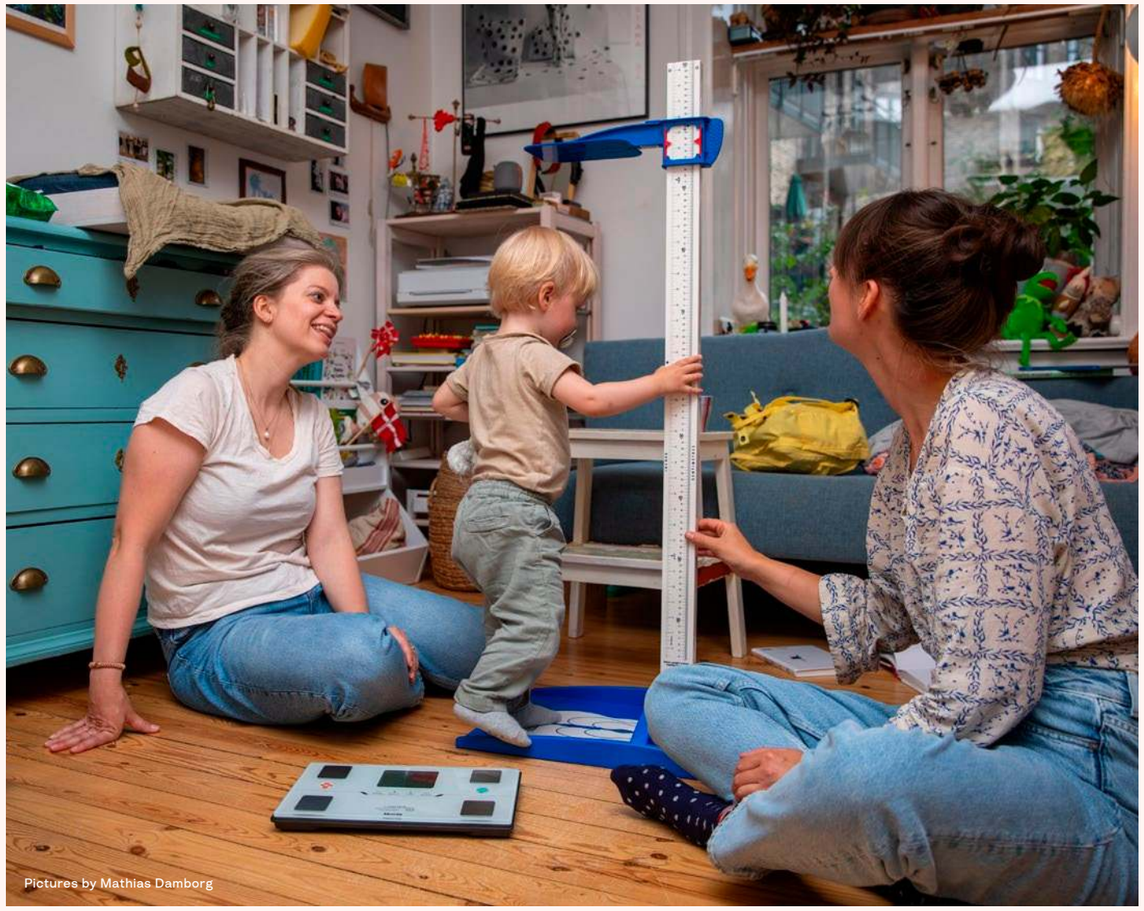
Investing in the early years

Our commitment to child development goes beyond product design, it's grounded in research and dedication to sharing knowledge. We invest in scientific studies, using the insights we gain to contribute to a broader understanding of child development across the global community.

Partnering with the Centre for Early Intervention and Family Studies (CIF)

As we believe our work in child development should be firmly rooted in science, we have invested in research at the Centre of Excellence in Early Intervention and Family Studies (CIF) in April 2022. The 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. By collaborating with practitioners who work directly or indirectly with 0-5 year-old children and their families, CIF aims to strengthen early childhood mental health.

The CIF has a special interest in the role parents play in child development and how research can support them in this process. This aligns perfectly with our mission.



Pictures by Mathias Damborg

Learning and social development at the dining table

At the heart of the collaboration is the funding of a Ph.D. study by the CIF, focused on learning and social development at the dining table.

Led by Associate Professor Johanne Smith-Nielsen and Ph.D. student Julie Mohr, the project focuses on something all families share: mealtime. Specifically, it looks at how interactions between caregivers and young children aged 0-3 during mealtime, play, and clean-up can support healthy social and emotional growth.

Ph.D. student Julie Mohr comments, "Family mealtimes is a unique family moment, often being the sole instance in a day where the entire family comes together in shared activity. In the project, we are privileged to observe the interactions and dynamics that unfold not only during family mealtime, but also during play and clean-up, offering invaluable insights into the variations across typical family situations."

The study began in 2023 with a thorough review of existing research on how family mealtime dynamics influence child development. This comprehensive process involved searching academic databases, identifying over 12,000 potentially relevant articles, which Julie then carefully narrowed down to 127 essential studies for the final analysis.

The insights from this review were crucial in guiding the next phase of the study: the empirical research.

Into the field

In 2024, the focus shifted to data collection. Julie and her team of research assistants visited over 110 families in their homes to observe daily routines, with a particular emphasis on mealtimes.

While observation can be time-consuming, these home visits have been incredibly valuable. They give Julie and her team the chance to see the real-life dynamics between parents and children, capturing every detail of how they interact during these everyday moments.

Pictures by Mathias Damborg

Family mealtimes represent family moments.

Julie Mohr
Ph.D. Student, Centre for Early Intervention and Family Studies, University of Copenhagen

Looking ahead to 2025 and beyond

With the data collected, the study is moving into its final stages. Julie will now focus on analyzing the data while simultaneously drafting a series of scientific papers, to be published in academic journals. The first of these is expected to be ready for publication in the fall of 2025.

We're excited about the progress of this important work and look forward to applying the insights gained to better support families during these important moments of growth.

Sustainability begins with design

For over 90 years, Stokke has been pioneering design and innovation from Ålesund, a town on Norway's west coast with deep roots in craftsmanship and woodworking. This heritage continues to shape our commitment to sustainable Scandinavian design today.

We have a strong curiosity for people and life, and are deeply committed to creating innovative solutions that truly support families. That's why every product begins with a question: How does this fit into everyday family moments? How does it adapt to a child's needs as they grow? How does it bring families closer together? Because for us, innovation isn't just about design, it's about meeting the real needs of both babies and parents.

By putting the user at the heart of our process, we create solutions that go beyond usability and aesthetics, they foster emotional connection, adapt to real-life needs, and elevate everyday moments. Stokke products are designed with purpose and empathy, made to support the vital connection between parent and child, whether through shared mealtimes, moments of exploration, or peaceful sleep.

We also begin to factor in sustainability at the design stage, as research shows that up to 80% of a product's environmental impact is determined at this early stage (European Commission, 2020). Furthermore, we are committed to thoughtful, responsible production that prioritizes longevity and a reduced environmental footprint. From the materials we select and how they are sourced to production quality and packaging quality, sustainability is part of every decision. Quality products made to last are more than a principle, it's a promise. We use premium, durable materials, pair them with timeless design that grows with the child to reduce the need for replacement and support a more sustainable way of living.

This approach has led to global recognition. Our designs have become household staples across generations and have been honored with prestigious awards such as the Red Dot Award and the German Design Award. They've also been crowned among TIME Magazine's best inventions and featured in world-renowned museums including MoMA in New York, the Victoria and Albert Museum in London, and Centre Pompidou in Paris.

By placing families at the heart of our design and embedding sustainability into every step, we are helping shape a future where innovation and responsibility go hand in hand.

**Source: European Commission (2020), Circular Economy Action Plan – For a cleaner and more competitive Europe.*

Environment

Caring for children is caring for the planet

At Stokke, our promise to care for children also means caring for the planet they grow up on. We believe that supporting families includes protecting natural resources, reducing our environmental footprint, and designing with the future in mind.

One of the central ways we do this is by crafting high-quality products that stand the test of time and grow with the child. We believe the most sustainable products are those that don't have to be replaced.

Beyond this, we carefully approach all aspects of our value chain, from sourcing through to production and logistics, focusing on sustainable practices for the sake of both the families we support and the planet. This gives parents peace of mind, knowing they are making a choice that supports their children and helps protect the world they will inherit.

Aligning with United Nation Sustainable Development Goals (SDG):

Stokke's environmental efforts align with three key UN Sustainable Development Goals:

SDG #12 Responsible Consumption and Production
SDG #13 Climate Action
SDG #15 Life on Land

Our design philosophy—focused on longevity and durability—directly supports SDG #12.

We've committed to reducing our Scope 1 and 2 emissions by 42%, and Scope 3 emissions by 25%, by 2030, using 2020 as our baseline. These targets reflect our efforts to lower our climate footprint in line with SDG #13.

To support SDG #15, we choose materials with a lower environmental impact, including certified wood from responsibly managed forests.

Our commitment to the environment

UN Sustainable Development Goals
#12 Responsible consumption and production
#13 Climate action
#15.2 Sustainable forests

Our approach

We know that progress takes time, and that it is seldom linear. This is why we have established clear environmental targets, both long-term and short-term, and support them with prioritised actions throughout our supply chain.

Transparent carbon accounting

Our commitment to lowering our environmental impact rests on a solid foundation of diligent carbon accounting. Since 2020, we have conducted annual Corporate Carbon Footprint (CCF) assessments through an independent third party, following the Greenhouse Gas (GHG) Protocol framework. This ensures our work is guided by internationally recognized standards and reflects a responsible, credible approach to carbon accounting.

Scope of emissions

We track all our emissions pertaining to scope 1, 2, and 3.

- **Scope 1:** Direct emissions from sources we own or control, such as heating and fuel used in our facilities.
- **Scope 2:** Indirect emissions from purchased electricity and energy used to power our offices, warehouses, and showrooms.
- **Scope 3:** Indirect emissions throughout our value chain, both upstream and downstream, including raw material sourcing, third-party manufacturing, transportation, customer use, and end-of-life disposal.

Although not required by regulation due to our company size, we have proactively included scope 3 in our targets, acknowledging its significant share of our total impact.

Science-based climate targets

The Science Based Targets initiative (SBTi) provides a globally recognized framework for aligning business emissions reduction goals with climate science. SBTi is a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute, the World Wide Fund for Nature (WWF), and the We Mean Business Coalition.

In 2020, we formalized our emission reduction goals in line with SBTi criteria:

By 2030	By 2050
Reduce absolute scope 1 and 2 emissions by **42%** and scope 3 emissions by **25%**	Reach **net-zero** global emissions
compared to our **2020** baseline	to help limit global warming to **1.5°C**

Responsible material use

Given the impact of material use on our carbon footprint, we have also set specific goals for more sustainable material sourcing:

By 2030	
At least **50% recycled or bio-based plastic** in our products	
70% recycled polyester in our textiles	**100% FSC®-certified wood,** traceable to forest origin, in all wooden products

Our emissions

2024 marked another year of measurable progress. Building on a significant 22% emissions reduction in 2023, we set a more incremental target for 2024, reflecting the stepped, long-term trajectory we are committed to. We're pleased to report a further 8% reduction in total greenhouse gas emissions compared to the previous year, including a reduction of 14% in scope 2 and 8% in scope 3 emissions (for details see Appendix 3 on page 64-67). While modest, this result reflects continued momentum and aligns with our strategy to achieve a significant emissions reduction by 2030, compared to our 2020 baseline, in line with a 1.5°C global warming scenario.

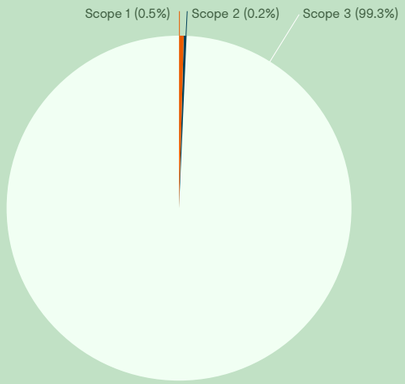
This year's progress was largely influenced by reduced product procurement and subsequent sales volumes, with wood accounting for almost half of our sourcing (for more details please see page 39). Our 2024 emissions also reflect an 8% decrease in overall emissions intensity compared to 2020, our baseline year, due to improved materials efficiency, enhanced supplier engagement, and reduced material use per product. Furthermore, through partnerships with contract manufacturers and local utilities, we increased the share of renewable electricity used in our production processes to approximately 52%, up from 49% in 2023.

Scope 1 & 2 emissions
In line with our asset-light business model, Stokke embraces a third-party manufacturing approach. This explains why scope 1 and 2 account for less than 1% of our total emissions. These emissions primarily result from the use of petrol and diesel in our company car fleet, alongside minimal electricity consumption in our offices. To reduce our direct emissions, we are progressively transitioning to electric vehicles. Furthermore, our offices in Ålesund (Norway), Amsterdam (Netherlands) and Sindelfingen (Germany) are already powered exclusively by renewable electricity.

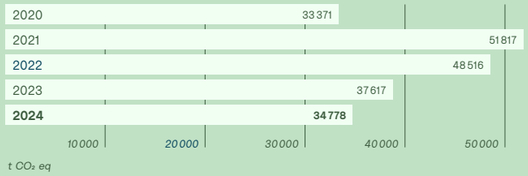
Detailed overview of 2024 Stokke emissions

Total emissions in 2024:
34 778 t CO_2

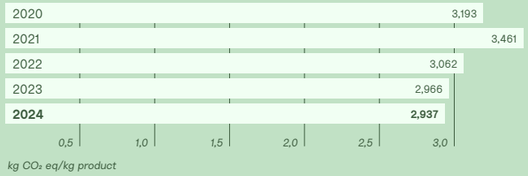
Compared to 2023, our total emissions decreased by 8%. Significantly, our emission intensity also decreased by 8% compared to our 2020 baseline, the first year we calculated our carbon footprint.



Total emissions



Emission intensity



Carbon footprint breakdown 2024

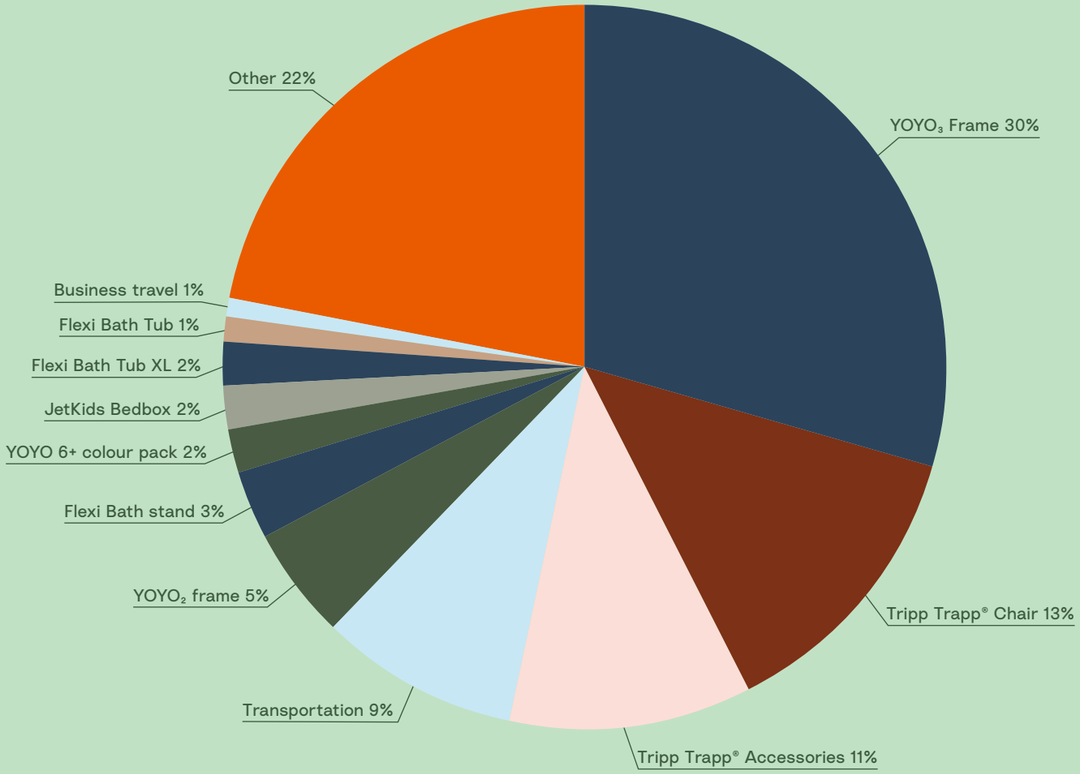
Scope 3 emissions represent approximately 99% of our total carbon footprint, predominantly linked to the energy and materials used in the manufacturing of our products. To address this, we conducted a comprehensive assessment to identify the key products and processes contributing to our emissions. We then developed a decarbonization roadmap focused on materials, manufacturing, and logistics.

In 2024, we took targeted steps to reduce these indirect emissions, collaborating closely with our logistics providers to cut transportation emissions. With the opening of the new warehouse in Milan, we were able to shorten delivery routes to Southern Europe and consolidate shipments more efficiently, contributing to lower emissions per product delivered. We also expanded our use of sea freight over air freight where timing allowed, since sea freight has a far lower carbon footprint for long-distance shipping.

In parallel, we continued to evolve our product and packaging design with a focus on emissions reduction. We selected materials with recycled content or lower embodied carbon for new products and redesigned packaging to be lighter and more compact, reducing volume and shipping weight. Many of these improvements were implemented in late 2024, and their full impact will be realized in the coming year.

We recognize that tackling scope 3 is complex. That's why we are actively engaging suppliers on their energy use and working on programs to encourage customers to pass on or recycle our products at end-of-use. With this, we aim to extend product life, reduce demand for new products, and ultimately lower emissions.

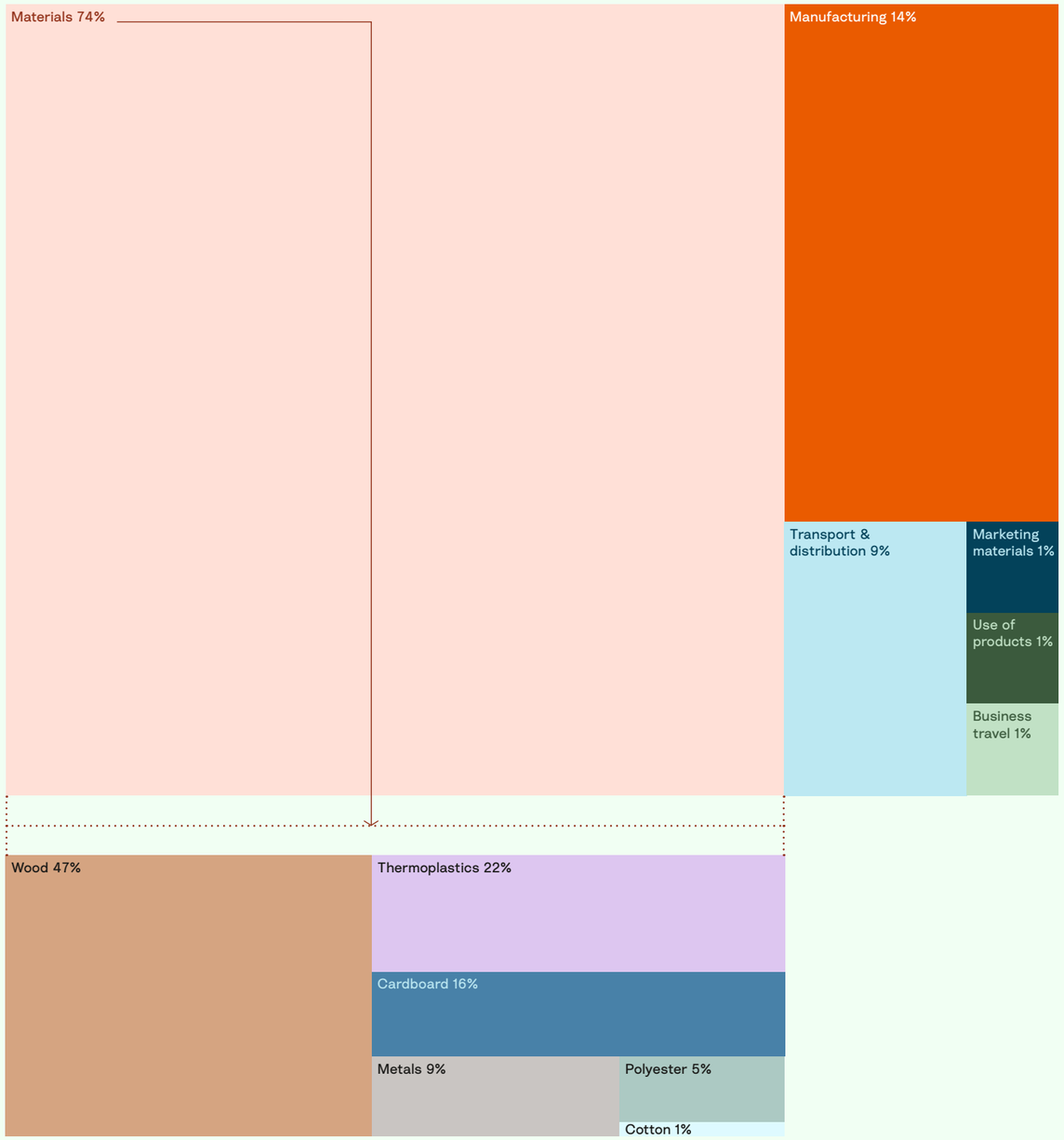
Main emission contributors detailed overview 2024



What are our products made of?

At Stokke, we believe quality is a key part of our responsibility. To us, it means creating products that are made to last, using materials chosen for their durability, safety, and lower environmental impact. Guided by these values, we continually raise our standards by choosing certified, recycled, or bio-based materials, finding ways to reduce material use, and designing products that can be loved and used for generations.

Carbon footprint breakdown 2024



Wood

(47% of materials used)

The use of wood is central to Stokke's design philosophy. Beyond being timeless, it is strong, safe, and built to last. It brings warmth, comfort, and durability to products made for the heart of busy family life.

We exclusively use responsibly sourced European beech, oak, and ash. They have been chosen for their strength and beauty as well as their environmental value. All Tripp Trapp® chairs are now made exclusively with FSC®-certified wood, reflecting our commitment to sustainable forestry. Our journey towards full transparency and traceability, aligned with EUDR, is well underway. We expect full compliance by the end of the year. This progress builds on years of close oversight of our supply chain, supported by third-party risk assessments to help ensure responsible sourcing every step of the way.

Properties:

Strong, renewable, long-lasting, durable, naturally warm aesthetics.

Certifications:

- Across all product lines, we prioritize wood that is certified by the Forest Stewardship Council (FSC®), the world-recognized international non-profit organisation promoting responsible management of the world's forests.
- FSC-certified wood exclusively used in Tripp Trapp® and full certification achieved for Sleepi™, Clikk™ and Snoozi™
- Supply chain audits conducted in partnership with the Soil Association, one of the most reputable expert and certification bodies for wooden supply chains.
- Alignment with EUDR underway for full compliance by the end of 2025, aligning with our ongoing dedication to environmental stewardship.

Featured in:

Tripp Trapp®
Iconic design, FSC®-certified from Jan 2024

Sleepi™ Bed V3
Red Dot Award

Snoozi™
GreenGuard Gold & Red Dot Award

Nomi®
European Commission Product Safety Silver Award

Clikk™
Red Dot, European Product Design Award

MuTable™
Red Dot, USA Parents Choice Gold Award

FSC
www.fsc.org
FSC® N004150
The mark of responsible forestry

Thermoplastics & packaging

(22% thermoplastics + 16% cardboard)

We use high-performance thermoplastics to craft products that are safe, strong, and easy to handle.

Their lightweight durability makes them ideal for daily use, whether in a stroller or a travel bed, offering safety and comfort for children and peace of mind for parents. These materials are highly resistant to wear and impact, resulting in products that last longer, travel better, and support a more sustainable lifestyle.

Properties:

Lightweight, durable, highly impact-resistant.

Progress:

- Products crafted with high-performance materials like polypropylene and nylon.
- Active research into bio-based and recycled thermoplastic alternatives without compromising safety.

Packaging

Packaging is also an important part of our sustainability work. Today, 99% of our packaging is made from cardboard, and we are working to eliminate plastic entirely. One example of progress in 2024 was the switch from white to brown paper, a change that helped increase efficiency. We continue to expand the use of recycled and FSC®-certified materials, building on last year's 52% FSC® share. From outer cartons to inserts, our goal remains simple: reduce waste, lower emissions, and meet customer expectations for responsible, low-impact packaging.

Featured in:

YOYO®
One of Time's 2012 Best Inventions, consistently ranked as a Best Compact Stroller & Top Travel Stroller by New York Times' Wirecutter and What to Expect

Flexi Bath®
Red Dot Award

Nomi®
European Commission Product Safety Silver Award

Clikk™
Red Dot, European Product Design Award

JetKids™
Red Dot, Best Overall Toddler Travel Bed, Time's 2021 Best Invention, Travel category

Cotton & polyester textiles

(6%)

Soft, durable cotton and functional polyester are used in our textile products to offer both comfort and practicality for families. Most of our product portfolio – from mattresses and baby carriers to cushions – is certified according to OEKO-TEX® Standard 100. This means that every component of these products has been tested for a wide range of harmful substances to ensure compliance with strict human-ecological safety standards. Aware of the environmental impact of textiles–particularly cotton production and synthetic materials–we're committed to doing better. In 2024, we continued our work to improve sourcing practices and increase the share of recycled polyester across our range.

Featured in:

- YOYO®
- Limas™
- Sleepi™

Properties:

Softness, durability, breathability.

Certifications:

Our textiles are certified and adhere to the stringent requirements of Standard 100 by OEKO-TEX®. Additionally, cotton used in our products is certified to the Organic Content Standard (OCS), which verifies the presence of organically grown material and ensures traceability from farm to final product.

Progress:

- In our Nordic Cushion Collection we use OCS-certified cotton, recycled polyester filling sourced from plastic bottles, and plant-dyed yarns.
- With the launch of our new Sleepi™ sheets collection, we are proud to say that approximatelly 95% of all cotton used is certified by OCS.

Chemicals: safety beyond standards

Comprehensive RSL policy:

Our internally developed Restricted Substances List (RSL), now in its 6th version, has been updated annually since 2013 to reflect the latest knowledge on chemical safety and to ensure alignment with evolving global regulations, and beyond. It serves as a key tool in safeguarding consumer health, supporting sustainable product development, and maintaining compliance across the globe.

Proactive elimination of harmful substances:

We began voluntarily phasing out substances like PFAS in 2017, replacing them with safer alternatives such as fluorocarbon-free Bionic Finish coatings.

Certifications:

We use Oeko-Tex® Standard 100 certified textiles in our carriers, mattresses, bedding, and cushions, ensuring they are free from harmful substances. Products like the Sleepi™ V3 and Snoozi™ carry the prestigious GreenGuard Gold Certification, which guarantees exceptionally low indoor air emissions.

Trusted by parents, verified by experts

At Stokke, we believe children deserve the highest level of protection. That's why we go beyond minimum safety requirements, holding ourselves to higher standards through careful design and rigorous testing. More than 80% of our products carry multiple safety and quality certifications. The iconic Tripp Trapp® chair, along with our Sleepi™ and Clikk™ high chairs, proudly carry the GS (Geprüfte Sicherheit) mark. This is a respected German certification that requires thorough product testing and ongoing factory inspections to ensure consistent quality. For families in North America, most Stokke products carriers meet JPMA (Juvenile Products Manufacturers Association) standards, which involve independent lab testing against some of the strictest safety criteria.

We're also proud that Snoozi™ and Sleepi™ V3 have earned GreenGuard Gold certification, confirming they meet demanding standards for low chemical emissions. This is especially important for nursery products, where babies spend up to 90% of their time.

These certifications are more than just symbols. They reflect our ongoing commitment to creating products parents can trust, today and for years to come.

People & workplace

Caring for our people, growing together

The success of Stokke is built on the dedication and talent of our people. We strive to be an employer that provides a safe, inclusive, and rewarding workplace, one where employees can grow alongside the company. Our People & workplace initiatives cover everything from employee health and well-being to diversity and inclusion, training and development, and upholding strong labor standards both within our offices and across our value chain. In 2024, we made dedicated efforts to strengthen our company culture, support our employees' growth, and ensure that our workplace reflects the values we champion.

Our commitment to People & workplace

UN Sustainable Development Goal

#8.8 Promoting safe and secure work environments for all workers

8 DECENT WORK AND ECONOMIC GROWTH

Different makes better

At Stokke, we celebrate diversity and are committed to providing equal opportunities for all employees to thrive. Our workforce is spread across different countries and reflects a variety of nationalities, backgrounds, and perspectives – something we consider a strength. By the end of 2024, Stokke had 387 employees worldwide (located across 20+ countries in Europe, Asia, and North America). This represented a slight decrease of about 3% from 395 employees in 2023, due to some organizational adjustments we made to streamline operations. Even with a leaner team, we maintained our global reach and continued to prioritize diversity.

41
Nationalities

40
The average age of employees

6 years
The average length of service

Gender split:
57% women
43% men

Young workforce:
45% between 30 and 39

58
Promotions and internal mobility

Gender balance and representation

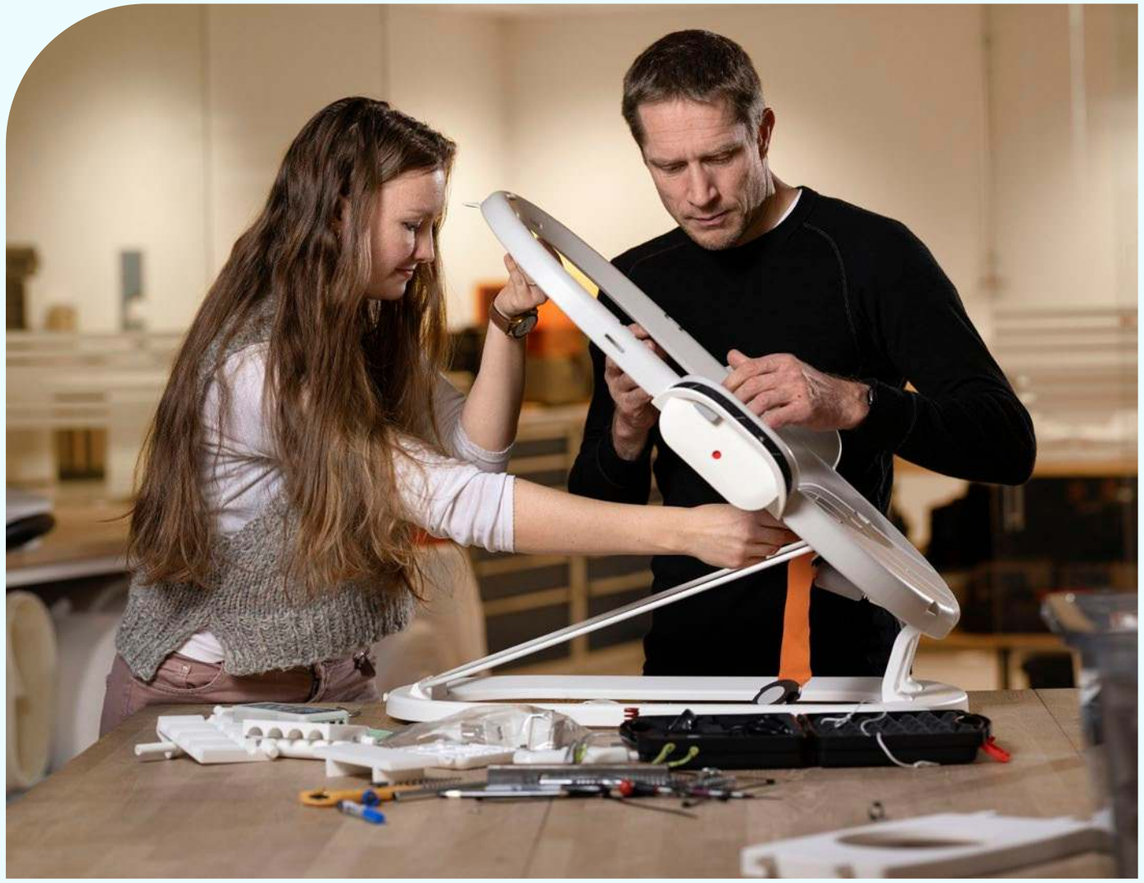
Notably, women make up 57% of our total workforce (222 women vs. 165 men) and hold a number of leadership positions across the company. We are proud to have strong female representation and we view gender balance as an asset that brings varied viewpoints to decision-making.

Commitment to equity and non-discrimination

We ensure that all employees are treated equitably. Stokke's policies strictly prohibit discrimination or harassment on any basis, such as race, gender, age, religion, orientation, or other status. We reinforced this by rolling out refreshed Code of Conduct training in mid-2024, which 100% of employees completed, covering topics of respect, inclusion, and how to report any concerns.

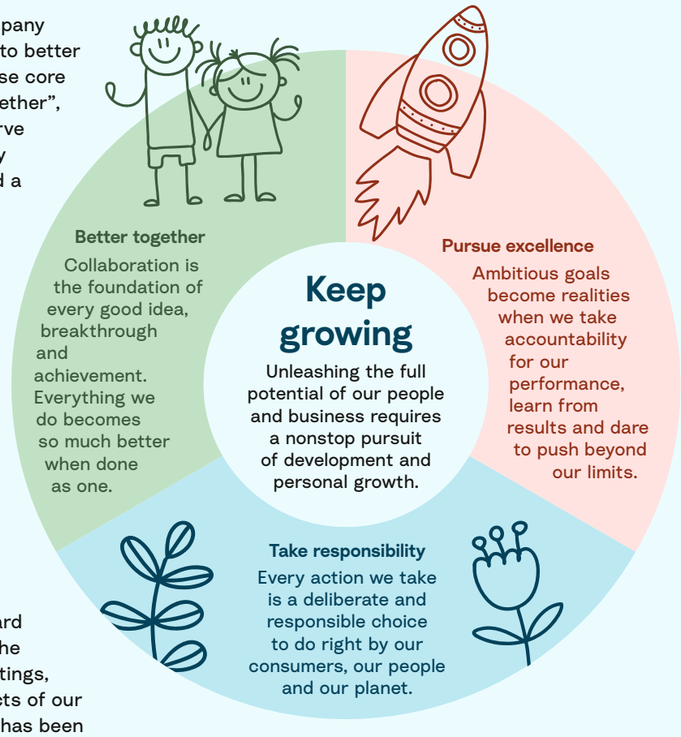
Equitable pay and career development

Another area of focus is equitable pay and opportunity. In 2024, we undertook a review of our compensation structure and conducted a gender pay gap analysis. Globally, we found no significant pay gap at equivalent job levels, but in a few regions small discrepancies were identified, and we adjusted salaries where needed to ensure fairness. We will continue to monitor this annually. We also ensure equity in promotions and development; for example, our internal promotions in 2024 were roughly in line with the gender composition of our workforce, and we encourage a diverse pool of candidates for leadership development programs. Two female managers were selected to attend an external executive leadership program this year as part of our effort to build a pipeline of diverse future leaders.



Living our values and culture

Early in 2024, we rolled out a renewed set of company values that had been developed in the prior year to better align with Stokke's identity and future vision. These core values, encapsulated in principles like "better together", "pursue excellence", and "take responsibility", serve as the foundation for how we work together. They emphasize integrity, innovation, collaboration, and a passion for our mission.



Bringing the values to life

To truly embed these values, we launched an internal campaign and training sessions. Every new employee now receives a dedicated module on Stokke's values as part of their onboarding process. In addition, in 2024 we hosted interactive workshops across various departments so that teams could discuss what the values mean in their daily work and how to embody them.

Equipping leaders to lead with values

Managers were given tools to recognize and reward behaviors that exemplify our values. By infusing the values into performance dialogues and team meetings, we aimed to turn abstract words into living aspects of our culture. The introduction of our refreshed values has been a pivotal step in cultivating a cohesive company culture, especially important as we have grown and integrated acquisitions in recent years.

Evolving our culture

In recent months, we've seen stronger alignment and morale as employees have embraced a shared sense of purpose. A values-driven culture not only strengthens daily collaboration, but also fosters engagement and retention–people feel more connected and motivated when they are part of something meaningful.

Looking ahead, 2025 marks an important year of transformation, as we lay the groundwork for more sustainable, long-term growth. To support this shift, we've already introduced new cultural elements that will require continued engagement and thoughtful integration across the organization throughout the year.

- Entrepreneurial
- Child development
- Entrepreneurial
- Collaborative family
- Innovation speed – quality & disruption
- Data, insight & consumer centricity
- Speed & agility
- Action oriented

Employee growth and engagement

"Keep growing together" is more than a phrase, it reflects our belief in nurturing both the children we design for and the people who drive our business forward. We invest in the growth of our employees because their development fuels the success of our company.

Performance development with purpose

In 2024, we continued to enhance our approach to performance and learning. Building on the structured performance dialogue process introduced in 2023, all employees set personal development goals alongside their performance targets. Managers held mid-year check-ins to discuss progress, career aspirations, and support needs. These ongoing conversations foster a workplace culture where people feel supported in their career journey.

We also integrated our core values into these discussions. Employees are now evaluated not only on what they achieve, but also on how they achieve it. Values such as collaboration, innovation, and respect are now part of how we define success. This ensures that the way we work is aligned with who we are as a company.

Learning through Stokke Academy

Under the umbrella of the Stokke Academy, we offer a mix of in-house and external learning resources. All people managers participated in a refresher training on "Coaching and Feedback," strengthening their ability to lead and grow their teams.

To support our global workforce, we expanded access to language training, helping non-native English speakers more confidently engage in our corporate environment. We also launched a new e-learning platform with tailored content—from product knowledge for customer-facing teams, to technical modules for design and engineering staff. Topics included sustainable materials and data literacy. By year-end, **over 75%** of employees had completed at least one module, a strong adoption rate for the platform's first year.

Listening through engagement

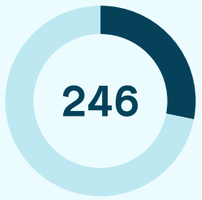
Regular listening is essential to shaping a workplace where people feel seen and heard. In 2024, our annual engagement survey saw strong participation, with **75%** of employees contributing their views. The results reflected high alignment with Stokke's mission and a strong sense of pride in our products and brand.

We also noted improvements in "communication from leadership", possibly reflecting greater visibility of our new CEO and leadership team, as well as a stronger "sense of belonging", likely influenced by ongoing cultural and inclusion efforts.

At the same time, the survey surfaced opportunities for growth. Some employees expressed a desire for clearer career progression in our relatively flat organizational structure, while others flagged challenges related to workload in certain teams. In response, we are exploring solutions such as cross-training to alleviate pressure points and a potential mentorship program to support career navigation.

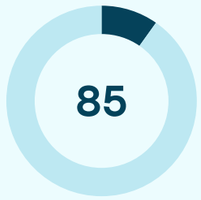
We take employee feedback seriously. After reviewing the survey results, we communicated the findings across the organization along with the actions we plan to take. This commitment to transparency helps build trust and ensures that our people know their voices make a difference.

Employee training participations



Employee participations to 45 in-person trainings

Employee participations to 20 virtual trainings



Personal development courses started

E-learnings completed

Talent development

Throughout 2024, we deepened our investment in high-potential talent through targeted development programs. Notably, we introduced both the Catalyst Future Senior Leader and Catalyst Senior Leader programs, each launched with a dedicated kickoff session and involving four carefully selected participants. These programs combined professional and personal development activities, such as DiSC profiling, 360-degree feedback, guided self-reflection, leadership training, and one-on-one development conversations.

Until now, our talent development efforts have mainly focused on emerging and future leaders. As we reflect on the year, we recognize the need to expand access to development opportunities more broadly across the organization. Laying the groundwork in 2024, we will continue evolving our approach to offer more accessible and scalable learning options for a wider group of High Potentials.

Stokke scholarship

In 2024, we launched the Stokke Scholarship, an initiative designed to support employees in their pursuit of professional growth through external education and training. We received 34 applications in the first year, with three employees selected to attend external courses such as:

- Leading Your Organization's Digital Transformation
- AI Product Manager
- M.Sc. in Supply Chain Management

By aligning employee development with organizational success, the scholarship program demonstrates our ongoing commitment to fostering growth. Through addressing strategic skill gaps, enhancing productivity, and building a stronger internal talent pipeline, these scholarships create value for both employees and the company.

Health, safety, and well-being

The well-being of our people is the foundation for everything we do. A healthy, safe, and supportive work environment allows our employees to thrive—and when they do, so does Stokke.

A strong safety culture

This past year, we continued to uphold a strong safety record across all Stokke facilities, with zero serious work-related injuries reported. A handful of minor incidents, such as slips or ergonomic strains, were quickly addressed through preventive measures. This outcome reflects our proactive approach, with regular health and safety trainings, local compliance with Occupational Health and Safety standards, and a culture of care that encourages everyone to look out for one another. We also provide annual health screenings in selected locations, reinforcing our commitment to physical well-being.

Supporting mental health proactively

Mental and emotional well-being is equally important. In 2024, we continued our partnership with "Auntie," a Nordic well-being platform offering confidential, one-on-one virtual sessions with professional counselors. Originally piloted with five sessions per employee per year, the program has been well received—many employees reported reduced stress and improved resilience, and several requested additional sessions. Encouraged by the positive feedback, we are now exploring expanded offerings, such as more sessions or group-based resilience workshops. The "Auntie" program is an example of how we aim to intervene early, supporting employees before challenges become overwhelming.

Promoting work-life balance

Flexibility and trust are key to enabling our employees to manage their professional and personal lives. Most roles at Stokke operate on a hybrid model, balancing collaboration in the office with remote work. Stokke has a formal global hybrid work policy to ensure fair and consistent practices across countries. We also champion boundaries: employees are encouraged to disconnect fully during non-working hours, including holidays, with leaders leading by example. This approach helps prevent burnout and strengthens our culture of mutual respect.

Supporting parents and family life

As a company focused on children, we understand the importance of family. We support our employees in taking the parental leave they are entitled to, often going beyond local requirements. In 2024, an average of 25 women and 7 men were on parental leave at any given time, with women taking an average of 51 weeks and men 15 weeks. We are especially encouraged by the increasing number of fathers taking extended paternity leave, a step toward greater gender equality. Importantly, we ensure that taking leave has no negative impact on career opportunities, and provide supportive re-onboarding for returning parents.

Fostering community

Our teams continue to show heart through grassroots community initiatives. In 2024, employees organized donation drives, charity runs, and supported local causes, all without corporate mandates. These acts of kindness reflect a shared sense of purpose and reinforce the strong bonds within our internal community.

Upholding responsibility throughout our supply chain

A responsible supply chain is essential to delivering on our promise of sustainability and integrity. At Stokke, we view our suppliers not just as partners, but as an extension of our commitment to ethical business practices, human rights, and environmental care.

Our approach is rooted in transparency and continuous improvement. We integrate social, environmental, and ethical considerations into every aspect of how we operate. guided by internationally recognized standards such as the OECD Due Diligence Guidelines for Responsible Business Conduct and as outlined in our Supplier Code of Conduct. These principles ensure that everyone involved in making a Stokke product is treated with fairness and respect, and that our environmental impact is managed responsibly.

To support this, we conduct regular risk assessments to identify and address potential issues across our supply chain. In 2024, we carried out a comprehensive risk review, details of which are included in the appendix to this report on pages 54-58. As part of our broader efforts to strengthen accountability, we plan to introduce a formal, independent grievance and remediation mechanism available to all workers in our supply chain. This tool aims to provide a safe channel for raising concerns, helping us ensure that worker voices are heard and acted upon.

Through transparency, proactive management, and strong partnerships, we aim to create lasting, positive impact, not only within Stokke, but throughout our supply chain.

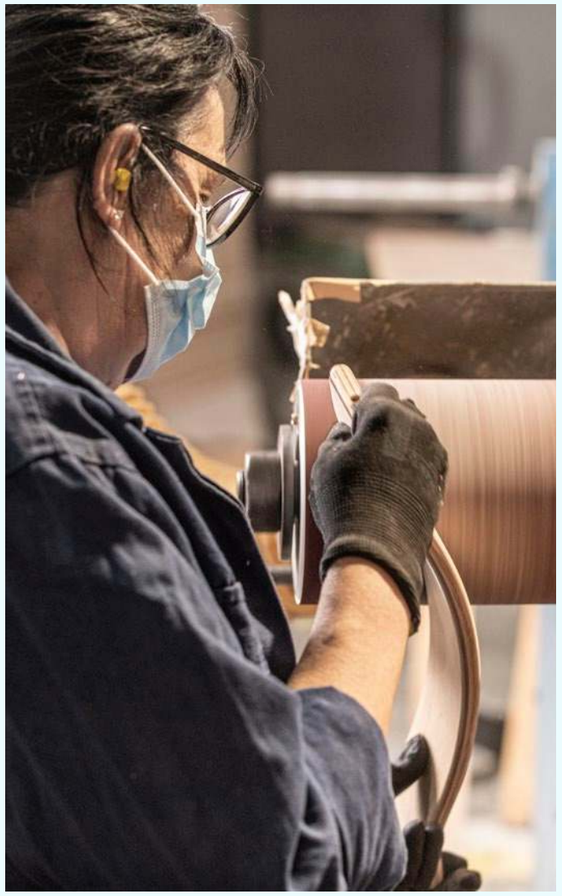
etisk handel norge

Partnering with Ethical Trade Norway

Since 2006, Stokke has been a proud member of Ethical Trade Norway (ETN), reinforcing our commitment to the UN Guiding Principles on Business and Human Rights, the OECD Guidelines, and the UN Sustainable Development Goals. With ETN's support, we continuously improve our business practices to ensure respect for people, society, and the environment across our entire supply chain.

Our due diligence practices, in compliance with the Norwegian Transparency Act, include detailed annual risk assessments and targeted mitigation plans, as documented in our Transparency Act Statement and in the due diligence assessment included in the appendix of this report. Through these efforts, we aim to prevent, manage, and remedy potential adverse impacts throughout our value chain.

For any inquiries regarding the Transparency Act, consumers can contact Stokke directly at **sustainability@stokke.com**.



Advancing supply chain transparency – SEDEX

In 2022, Stokke became a member of SEDEX (Supplier Ethical Data Exchange), a global platform advancing supply chain transparency and responsible sourcing.

By the end of 2024, we achieved 100% SEDEX onboarding for all Tier 1 suppliers representing 1% or more of our total purchasing spend. This milestone allows us to monitor supplier performance systematically through SEDEX Self-Assessment Questionnaires (SAQs) and third-party audits where needed. With all suppliers onboarded, we can drive ongoing improvements through open dialogue and active collaboration.

This milestone strengthens our ability to drive continuous improvements in environmental practices, labour conditions, health and safety and ethical conduct.

A proactive risk assessment framework

At Stokke, our risk assessment process is designed to identify and manage supply chain risks proactively. We evaluate inherent risk factors such as country of operation, industry sector, and exposure to “high-risk goods” categories. This is complemented by an assessment of site-specific risks, including physical site conditions and worker demographics, to better understand potential vulnerabilities on the ground.

Building a comprehensive risk profile

The overall supplier risk score combines both inherent and site-specific factors, providing deeper insight into potential problem hotspots. While our membership with SEDEX enables systematic monitoring through standardized Self-Assessment Questionnaires and risk indicators, we further strengthen our evaluation by incorporating additional supplier insights, such as demonstrated commitment levels, audit results, and findings from regular site visits. This comprehensive approach enhances our ability to identify risks early, prioritize action where needed, and uphold responsible business practices consistently across our global supply chain.

Appendices

Due Diligence assessment

The following information outlines Stokke's process for conducting due diligence, following the six steps outlined in the model for Due Diligence for Responsible Business Conduct set forth by the Organisation for Economic Cooperation and Development (OECD).

1. Embed responsible business conduct

At Stokke, responsible business conduct is embedded across our strategy, operations, and sourcing practices. Our commitment is anchored in the Stokke Responsible Business Conduct Policy and the Stokke Supplier Code of Conduct. Together, these form the foundation of how we operate both internally and with our partners across our supply chain.

These guiding documents are fully integrated into our management systems and sourcing strategy. When onboarding new suppliers, we ensure early and clear alignment with our Supplier Code of Conduct, establishing shared expectations from the outset. In parallel, we actively communicate our broader Sustainability Strategy to suppliers, reinforcing our collective commitment to ethical, responsible, and sustainable business practices across the value chain.

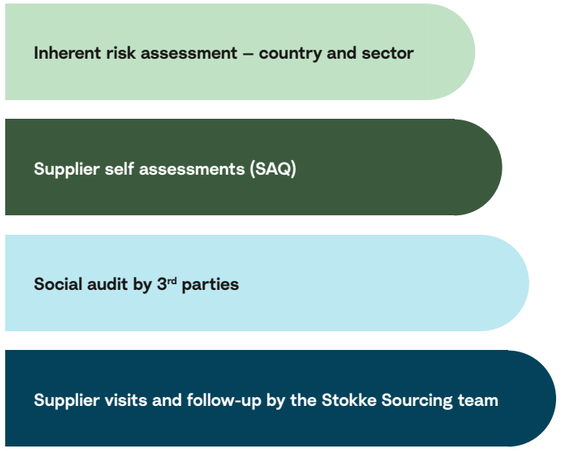
For further details, please refer to the Stokke Responsible Business Conduct Policy and the Stokke Supplier Code of Conduct (see page 21).

Through memberships in SEDEX and Ethical Trade Norway, we benefit from continuous training, support, and collaboration opportunities that help us and our suppliers adopt and maintain high ethical standards.

2. Identify and assess adverse impacts

At Stokke, we are committed to proactive risk management, starting with identifying and addressing the risks of actual and potential negative impacts on individuals, society, and the environment across our operations and supply chain.

We conduct annual risk assessments, combining inherent risk factors (such as country of operation, sector, and exposure to high-risk goods) with Sedex Members Ethical Trade Audits (SMETA), which are site-specific evaluations, including working conditions and worker demographics. This comprehensive methodology enables us to detect vulnerabilities early and guide responsible business practices throughout our sourcing network. Risk evaluations are based on supplier self-assessments (SAQs), third-party social audits (SMETA), and findings from regular site visits conducted by our sourcing teams. This four-tiered approach ensures a thorough and objective appraisal, empowering us to proactively anticipate hazards and to screen them successively on an annual basis. We collect and analyse these valuable data, and continuously monitor to improve our process by benchmarking and incorporating best practices.



Stokke suppliers
Stokke operates an agile, asset-light business model that enables it to maintain strategic centralisation as well as operational decentralisation, empowering its various supply chain partners and guaranteeing flexibility and excellence on the ground. As of year-end 2024, Stokke products are manufactured by independent contractors across 14 countries, and the company maintains business relationships with 32 Tier 1 suppliers.

Tier 1 suppliers are treated as system partners responsible for overseeing sub-suppliers on Stokke's behalf. We maintain close, collaborative relationships with all primary suppliers, supporting them through regular engagement, frequent visits and continuous improvement programs for our joint businesses. This partnership is reflected in the 100% voluntary retention rate of our suppliers, and in the long average duration of our supplier collaborations, namely 13 years.

Our materials originate from diverse regions, with wooden products manufactured primarily in Europe. Plastic injection moulding and assembly are also primarily located in Europe, with some products involving activities carried out in China and Taiwan.

Material	Material geographical origin
Wood	• Romania • Bulgaria • Slovenia • Serbia • Croatia • North Macedonia • Bosnia and Herzegovina • China • Slovakia • Czech Republic
Thermoplastics	• China • Taiwan • Hungary • Netherlands
Metals (Alu & Steel)	• China • Hungary • Netherlands
Textiles	• China • India

Risks identified at Stokke
Stokke's risk assessments consider geographic factors, evaluating potential risks across regions based on key social, environmental, and ethical topics. Findings from audits are systematically addressed with suppliers and followed up through targeted improvement plans to drive continuous progress.

In 2024, Stokke's risk assessment confirmed that no incidents of child labour, forced labour, or major environmental violations were identified at Tier 1 suppliers. Positive progress was seen, particularly in environmental practices, while working hours and wage compliance remain areas for continued focus. Overall, Stokke's structured due diligence approach, close supplier engagement, and targeted improvement plans are helping to proactively manage risks, strengthen responsible practices across the supply chain, and support continuous progress year over year.

Topic	Countries with higher risk	Comment	Assumed severity of the risk
Child labour	China, Vietnam, Romania	The risk of child labour remains notable due to sector and country-specific factors. However, no cases were identified at Tier 1 suppliers in the past four years, as confirmed through audits, with one minor exception where remediation was provided	Minor
Forced and compulsory labour	China	Although systemic risks persist in China's textile sector, no findings of forced or compulsory labour were identified through audits or supplier dialogues at Tier 1 and Tier 2 levels.	Minor
Freedom of association	China, Vietnam, Romania	Challenges around freedom of association persist in several sourcing countries. Stokke continues engaging with suppliers to strengthen worker involvement and stability.	Minor
Discrimination	Vietnam, China, Romania	Discrimination risks are present but difficult to directly influence. Stokke's audits found limited specific findings in this area.	Minor
Health and safety	Vietnam, Slovenia and Romania	Health and safety audits revealed mostly minor findings, with continuous improvement measures implemented together with suppliers.	Critical
Working Hours	China, Vietnam, Taiwan, Slovenia, Bulgaria	Overtime management remains a key concern, particularly in China's textile production sector. Deviations are regularly addressed through open dialogue and, whenever possible, joint improvement plans.	Critical
Regular employment	China, Hungary	Audits confirm that most workers have formal contracts and regulated conditions, although ongoing monitoring is maintained.	Minor
Environment	China	Environmental audits showed positive developments, including the use of renewable energy by several suppliers. No significant environmental risks were identified at Tier 1 level.	Minor
Corruption	China	Despite operating in regions with medium corruption risk, no incidents of corruption were reported across Stokke's supply chain.	Minor
Wages	China, Hungary	Wage-related issues such as insurance gaps and leave payment were identified in earlier audits. Continued monitoring and reassessment are planned.	Major

Critical Major Minor

3. Cease, prevent and mitigate

In 2024, Stokke continued to focus on managing the most prominent risks identified through our annual risk assessment. We prioritize addressing negative impacts on people, society, and the environment across our value chain.

Based on the 2024 risk evaluation, we are concentrating on two key areas: working hours, and health and safety.

These areas remain salient for Stokke and are where we can make the most significant positive difference through preventive action and close supplier collaboration.

The table below provides a detailed overview of progress made in the previous year, as well as next steps to be taken for continuous improvement:

	Working hours	Health and safety
Goal	Improve forecasting accuracy to improve resource planning and reduce use of overtime at suppliers.	Ensure a safe working environment by addressing sector-specific challenges, promoting the use of personal safety equipment, and acting on audit findings to continuously improve health and safety conditions across Stokke's supply chain.
Status	As in 2023, overtime was ranked a top 3 priority for both European and APAC suppliers. Audits performed in 2024 show a decrease in deviation at the suppliers audited. 12 audits were conducted in 2024 with 44 non-conformities reported vs 66 in 2023. Stokke may contribute to overtime at the suppliers due to inaccurate forecasts and requests for deliveries with shorter lead times compared to the agreements.	Health and safety concerns at most of our suppliers revolve around the use of personal safety equipment. Another issue observed in safety rounds and audits is the obstruction of fire extinguishers where either products or production equipment are blocking the access to the fire equipment. We're working with several suppliers to strengthen their focus on consistent personal safety equipment use.
Objectives in 2025	• Improve forecasting accuracy across all Stokke departments and set clear forecasting targets. • Increase internal awareness at Stokke of consequences of inaccurate forecasting and abrupt changes to orders.	• Continued focus on the use of personal safety equipment at the suppliers. Regular agenda topic on supplier visits. • Integrate Health and safety topics into the management meetings with suppliers. Bring forward results on HSE in the same matter as quality-related topics.

4. Tracking implementation and results

Tracking the implementation and impact of our actions is vital to ensuring effective due diligence. Oversight of our efforts remains with the Director of Sourcing and Production, who monitors supplier performance through continuous dialogue, audit follow-ups, and evidence-based assessments.

Key 2023–2024 progress:

- A significant reduction in audit findings related to overtime was recorded: 12 audits conducted in 2024 with 44 non-conformities, compared to 66 in 2023.
- Health and safety practices are a regular agenda item during management meetings with suppliers, driving continuous focus on personal protective equipment (PPE) use and fire safety.

Stokke's ongoing commitment to strong due diligence practices across the supply chain has enabled the effective identification, prevention, and mitigation of key risks. A major recent achievement was preparing the Tripp Trapp® chair supply chain for FSC® certification, a milestone that underscores Stokke's dedication to sustainability and responsible sourcing.

Our efforts to measure and reduce carbon emissions have remained a core focus, particularly in addressing scope 3 emissions across the value chain. In line with our SBTi commitments, Stokke has set ambitious mid- and long-term emission reduction targets for 2030 and 2050. Building on the comprehensive climate assessment completed in 2020, we continue to implement our roadmap with a strong emphasis on product manufacturing and transportation, where supplier engagement and collaboration with all business relations is essential in order to move the needle. Such efforts contributed to an overall emission reduction of 8% achieved in 2024.

More broadly, through structured tracking and close engagement, we continue to strengthen the effectiveness of our risk mitigation efforts across the supply chain in order to ensure ethical and responsible practices throughout our own operations as well as all our business partners and suppliers.

5. Communicate how impacts are addressed

We believe transparency drives trust and improvement. Stokke maintains open communication with suppliers about audit results, risks, and expectations, fostering a culture of shared responsibility for ethical business practices.

Key highlights of 2024 communication efforts include:

- Direct dialogues with supplier management post-audits to review findings and agree on improvement actions.
- Close collaboration during product development phases to embed responsible practices early.
- Partnership with external organizations such as Ethical Trade Norway and SEDEX to enhance sustainability performance.
- Ongoing stakeholder engagement around Sustainable Forest Management initiatives.

Our actions and commitments are communicated annually through the Stokke Sustainability Report, ensuring accountability to all stakeholders. Our stakeholder engagement highlights on page 61 in the Double Materiality Assessment section outline in great detail the various types of stakeholders Stokke regularly engages with and the outcome of these interactions.

6. Provide for or cooperate to ensure remediation when appropriate

If Stokke's activities cause or contribute to negative impacts, we act immediately to cease those activities and work to provide or support remediation efforts.

In 2024:

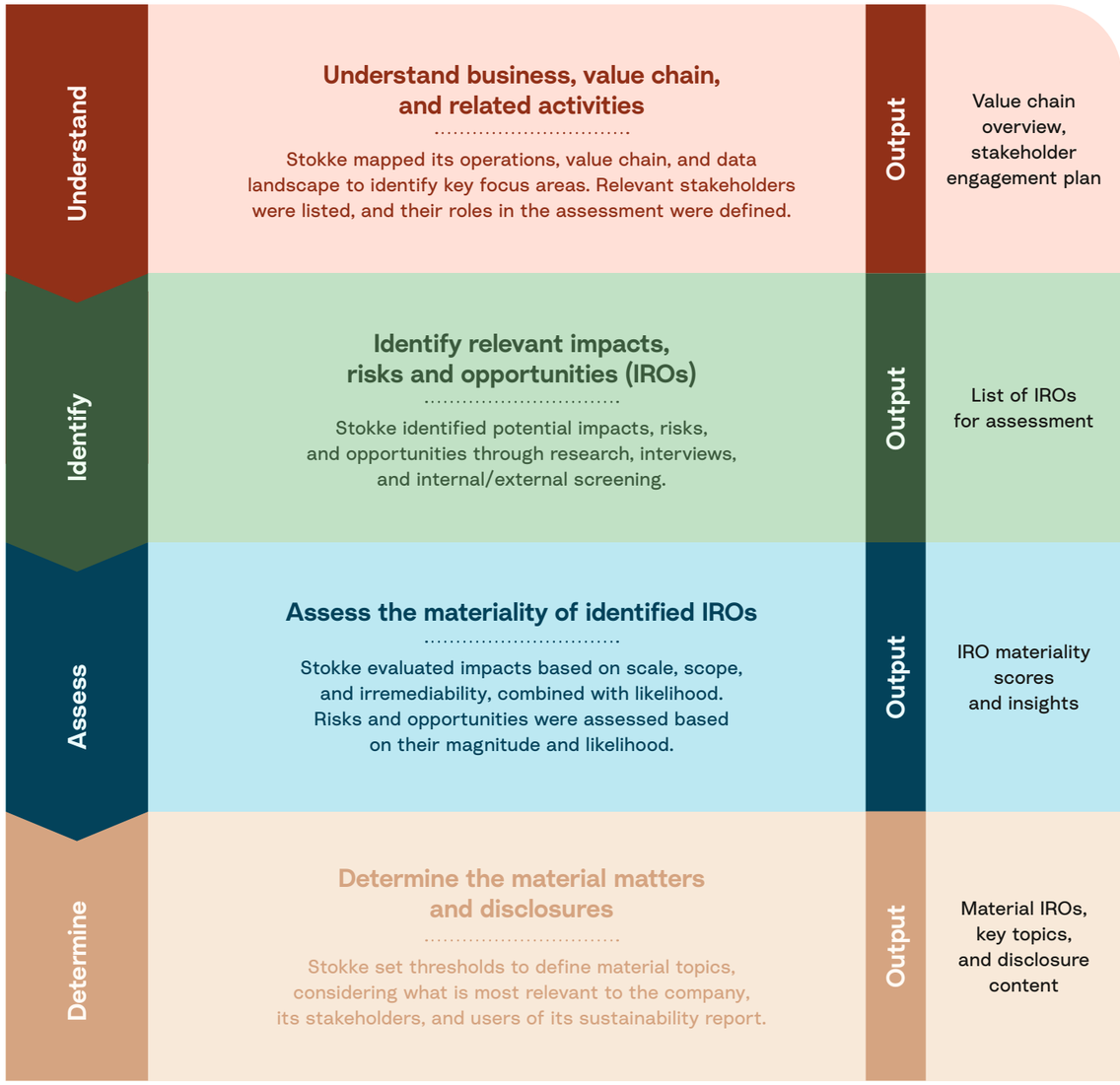
- Stokke continued to monitor fair practices across the supply chain and involve key supplier stakeholders through annual risk assessments.
- We have updated our whistleblowing procedure to align with the EU Whistleblower Directive, ensuring all employees have access to anonymous reporting channels managed by a third-party service. Stokke plans to extend this access to its supply chain workforce in the near future.

When issues are identified, we collaborate closely with affected parties and suppliers to develop effective remediation plans and ensure follow-through.

Detailed DMA overview

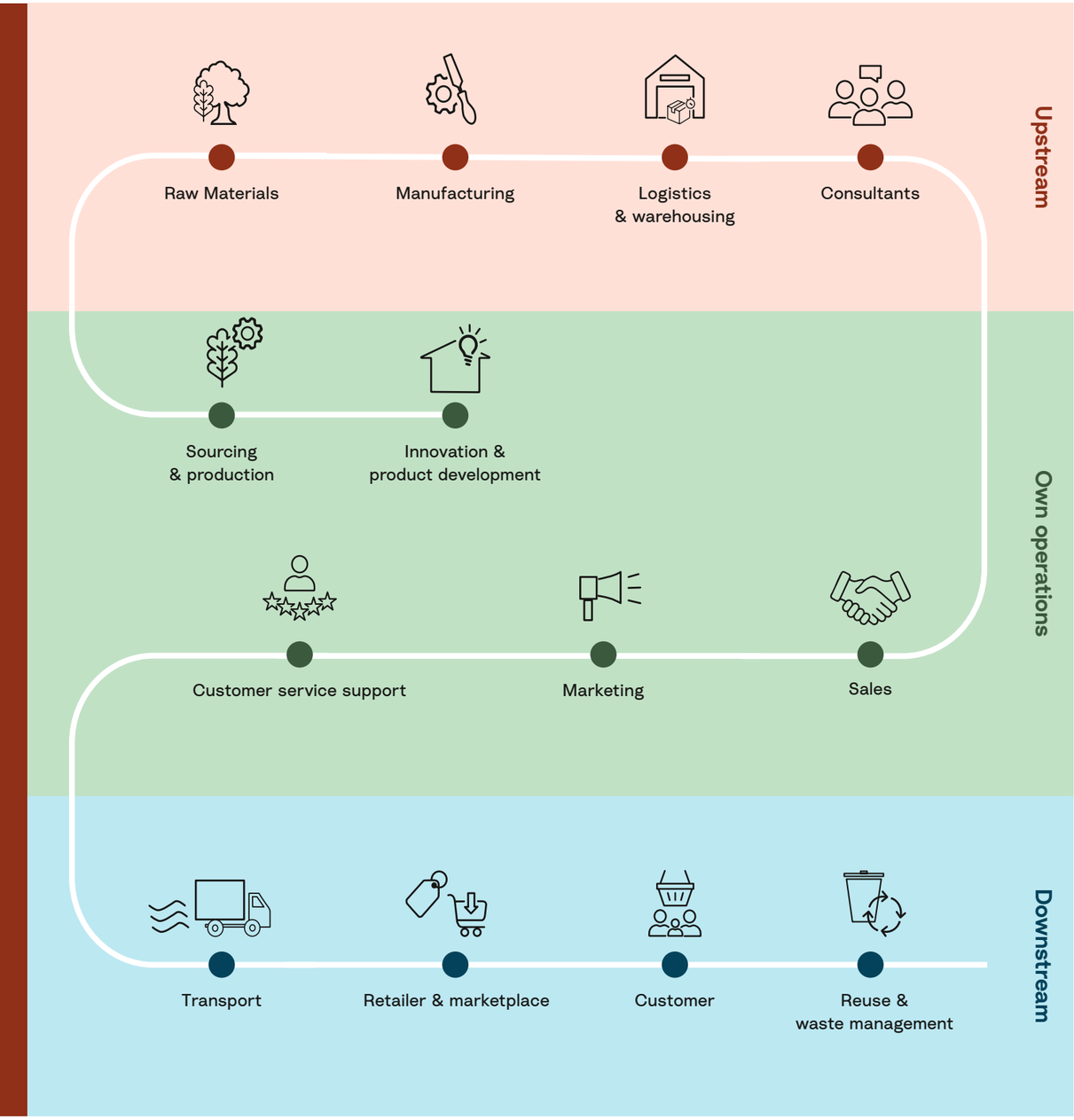
One of the most significant undertakings this year was our DMA that we completed in accordance with the latest European guidelines (including ESRS and EFRAG). This process was crucial for mapping out which sustainability topics are most material to our business and stakeholders – considering both impact materiality (our company's impact on society and the environment) and financial materiality (sustainability matters that could affect the company's value). The assessment covered our entire value chain, from the upstream sourcing of raw materials and components through our own operations to the downstream use of our products by customers. We also considered different time horizons (short-, medium-, and long-term) to capture issues that might not be critical today but could become so in the future.

Step-by-step approach to the DMA



Stokke's agile, asset-light business model embraces outsourced manufacturing. Our global value chain reflects our ambition to reach as many families as possible with products that are meant to be used and enjoyed for as long as possible. We strive for improving efficiency, reducing our emissions, ensuring fair practices and maximising positive impact with every single step across our value chain.

The Stokke value chain



The DMA was carried out with extensive stakeholder input: we engaged internal leaders, employees, customers, business partners, and external experts to gather a 360° view on what sustainability topics matter most in relation to Stokke. The Board of Directors was involved in the process and the Leadership Team approved the final results of the materiality assessment in August 2024, underscoring governance oversight of this important exercise.

Stakeholder engagement

Category of stakeholder	How we have engaged during DMA process and how Stokke engages during a year		Focus areas/topics for stakeholder	
Customers – end consumers	• Retailer feedback/ meetings • Focus groups • Customer service feedback	• Questionnaires • Interviews	• Safety and quality of the products • Recycling and repair options • Workers in the value chain	• GHG emissions
Customers – retailers	• Daily/weekly contact • Key account managers visit retailers often • Questionnaires		• Human rights • Working conditions in general • Climate change	• Circular economy • Longevity of products • Recyclable packaging
Employees	• Interviews and meetings with HR and employees • Employee engagement surveys and other internal surveys • Employee check-ins/dialogues		• Work-life balance • Working environment • Proud to work for Stokke	• Waste reduction • Circular economy • GHG emissions
Suppliers – Manufacturing and raw materials	• Daily/weekly meetings • Visits the production and manufacturer • Questionnaires		• Renewable energy • GHG emissions • Resource use	• Working conditions • Recycling • Waste reduction
Suppliers – Warehouse and logistics	• Monthly meetings (as a minimum) • Visits to the warehouses • Forecast meetings 2–4 times a year		• GHG emissions • Circular economy • Labour force	
Owners	• Board meetings • Regular dialogue		• Sustainability strategy • Sustainability targets • Compliance with regulations	
Governments and regulators	• Reports • Newsletters	• Industry updates	• Health and safety of end users • Health and safety of employees and workers in the value chain	• GHG emissions • Circular economy • Resource use
Sustainability NGOs and companies	• Reports • Newsletters	• Industry updates	• Forestry management • Social sustainability within supply chain and business • Restrictions of harmful chemicals	

Following EFRAG's detailed guidelines, Stokke carefully identified an extensive list of material subtopics based on their associated IROs. The impacts, risks and opportunities were refined to their location within the value chain and sorted based on the expected time frame, from short (less than 1 year), to medium (1-5 years) and long (beyond 6 years).

Positive impact *Negative impact* *Risk* *Opportunity*

Topic	Subtopic	IROs Category	Time horizon and value chain estimation
Climate change (E1)	Climate change mitigation	Negative impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
		Risk	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
Resource use and circular economy (E5)	Resources inflows, including resource use	Risk	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
	Resource outflows related to products and services	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
		Risk, Opportunity	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
Own workforce (S1)	Working conditions	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
		Risk	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
	Equal treatment and opportunities for all	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
Workers in the value chain (S2)	Working conditions	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
	Other working related rights	Risk	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
Consumers and end-users (S4)	Personal safety of consumers and/ or end-users	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
		Risk	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
	Social inclusion of consumers and/ or end-users	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
	Entity specific: Child development	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long
Business conduct (G1)	Corporate culture	Positive impact	Value chain: Upstream, Own operations, Downstream Time horizon: Short, Medium, Long

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 CO_2 equivalents. The greenhouse gases CO_2, CH_4, N_2O, 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.

Scope 1 – Direct GHG emissions

Source	Activity Data	Source Emission Factors	Comments
Generation of heat	Fuel consumption	Ecoinvent 3.9.1	Due to operational constraints and given their minimal contribution, scope 1 emissions were estimated based on prior year data.
Mobile combustion	Fuel consumption of leased vehicles	Ecoinvent 3.9.1	

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	Sphera Managed LCA Content (Content version 2024.2)	For some office sites, no data on purchased electricity and/or heat could be collected. The data gap was closed by estimations.
Market-based method	Electricity consumption	Sphera Managed LCA Content (Content version 2024.2)	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	Sphera Managed LCA Content (Content version 2024.2) Ecoinvent 3.9.1	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	Sphera Managed LCA Content (Content version 2024.2)	
Category 3.4: Upstream transportation and distribution	Mass of the transported products and actual distances provided by transportation suppliers	Sphera Managed LCA Content (Content version 2024.2)	
Category 3.6 Business travel	Total distance travelled by each mode of transport (air, car)	Ecoinvent 3.9.1	Hotel stays were not considered.
Category 3.9 Downstream transportation and distribution	Mass of the products sold and downstream distances	Sphera Managed LCA Content (Content version 2024.2)	
Category 3.12: End-of-life treatment of sold products	Total mass of products and packaging	Sphera Managed LCA Content (Content version 2024.2)	Waste-to-energy treatment or recycling was assumed. Therefore, only transport and sorting of the waste was considered.

Detailed insight into emissions in 2024 and the reduction of emissions

Greenhouse gas emissions	t CO_2 – eq
Scope 1	**164**
Scope 2	**84**
Scope 2 (Location based)	84
Scope 3 total	**34 530**
Scope 3.1: Purchased goods and services	30 741
Scope 3.3: Fuel- and energy-related activities (not included in scope 1 or scope Scope 2 (location based))	67
Scope 3.4: Upstream transportation and distribution	2 094
Scope 3.6: Business travel	475
Scope 3.9: Downstream transportation and distribution	868
Scope 3.12: End-of-life treatment of sold products	285
Total emissions (location based)	**34 778**
Emission Intensity t CO_2 – eq/ kg Product	**2 937**

Year	Scope	Total emissions	Change compared to previous year	Change compared to base year 2020
2020	Scope 1	181	-	-
	Scope 2	72	-	-
	Scope 3	33.117	-	-
	Total	**33.371**	-	-
2021	Scope 1	268	48%	48%
	Scope 2	72	0%	0%
	Scope 3	51.477	55%	55%
	Total	**51.818**	**55%**	**55%**
2022	Scope 1	235	-12%	30%
	Scope 2	81	12%	12%
	Scope 3	48.201	-6%	46%
	Total	**48.517**	**-6%**	**45%**
2023	Scope 1	164	-30%	-10%
	Scope 2	98	21%	35%
	Scope 3	37.355	-23%	13%
	Total	**37.617**	**-22%**	**13%**
2024	Scope 1	164	0%	-10%
	Scope 2	84	-14%	17%
	Scope 3	34.530	-8%	4%
	Total	**34.778**	**-8%**	**4%**

Year	Scope	Emissions per kg of product	Change compared to previous year	Change compared to base year 2020
2020	Scope 1	0,017	-	-
	Scope 2	0,007	-	-
	Scope 3	3,168	-	-
	Total	**3,193**	-	-
2021	Scope 1	0,018	3%	3%
	Scope 2	0,005	-30%	-30%
	Scope 3	3,438	9%	9%
	Total	**3,461**	**8%**	**8%**
2022	Scope 1	0,015	-17%	-14%
	Scope 2	0,005	6%	-26%
	Scope 3	3,042	-12%	-4%
	Total	**3,062**	**-12%**	**-4%**
2023	Scope 1	0,013	-13%	-26%
	Scope 2	0,008	51%	12%
	Scope 3	2,946	-3%	-7%
	Total	**2,966**	**-3%**	**-7%**
2024	Scope 1	0,014	7%	-20%
	Scope 2	0,007	-8%	3%
	Scope 3	2,916	-1%	-8%
	Total	**2,937**	**-1%**	**-8%**

Energy consumption

Year	Consumption within the organization in MWh	Consumption outside of the organization in MWh	Reduction within the organization compared base year 2020	Reduction outside of the organization compared base year 2020
2020	1537	41278	-	-
2021	1913	6410	24%	-84%
2022	1775	52528	15%	27%
2023	1453	46499	-5%	13%
2024	**1453**	**56319**	**-5%**	**36%**

Energy consumption per kg of product

Year	Consumption within the organization in MWh	Consumption outside of the organization in MWh	Reduction within the organization compared to base year 2020	Reduction within the organization compared to base year 2020
2020	0,147	3,949	-	-
2021	0,128	4,282	-13%	8.43%
2022	0,112	3,3151	-23,8%	-16.05%
2023	0,115	3,667	-21.77%	-7.14%
2024	**0,123**	**4,756**	**-17%**	**20%**

Number & statistics for GRI

People fair practices & governance

Category	Unit	2024	Comment
Nature and sustainable materials			
Recycled input materials used	KG	9,830	
Reclaimed products and their packaging materials	Numbers	37,832	
New suppliers that were screened using environmental criteria	Numbers	0	No new suppliers in 2024
Responsible workplace			
Permanent employees (headcount)	Numbers		
Total		387	
Women		222	
Men		165	
Temporary employees	Numbers		
Total		14	
Women		10	
Men		4	
Full-time employees	Numbers		
Total		348	
Women		188	
Men		160	
Part-time employees	Numbers		
Total		39	
Women		34	
Men		5	

Category	Unit	2024	Comment
Responsible workplace			
New employees hires	Numbers		
Total		52	
Women		30	
Men		22	
Age groups	Numbers		
<30		6	
30–50		4	
>50		22	
Employees turnover	Numbers		
Total		70	
Women		41	
Men		29	
Age groups	Numbers		
<30		6	
30–50		54	
>50		10	
Parental leave	Numbers		
Total number of employees that were entitled to parental leave, by gender			
Total		Stokke does not track this information	
Women			
Men			
Total number of employees that took parental leave, by gender	Numbers		
Total		21	
Women		13	
Men		8	
Total numbers			
Total number of employees that returned to work in the reporting period after parental leave ended	Numbers		
Total		19	
Women		14	
Men		5	

Category	Unit	2024	Comment
Responsible workplace			
Total number of employees that returned to work after parental leave ended 12 months after their return to work, by gender			Stokke does not track this information
Total			
Women			
Men			
Return to work and retention rates of employees that took parental leave, by gender			
Total		19	
Women		14	
Men		5	
Average hours of training per year per employee	Hours	**6**	Stokke does not track this information
Percentage of employees receiving regular performance and career development reviews	Percent	100	
Workers covered by an occupational health and safety management system	Number and percentage	100	
Diversity of governance bodies and employees	Numbers		
Board of Directors Women			
Total		2	
<30		0	
30–50		1	
>50		1	
Men			
Total		5	
<30		0	
30–50		3	
>50		2	
Management (LT) Women			
Total		4	
<30		0	
30–50		3	
>50		1	
Men			
Total		3	
<30		0	
30–50		2	
>50		1	

Category	Unit	2024	Comment
Responsible workplace			
Employees Women	Numbers (per cent)		
Total	57%	222	
<30	21		
30–50	182		
>50	19		
Men			
Total	43%	165	
<30	13		
30–50	124		
>50	28		

Category	Unit	2024	Comment
Ethical business and transparency			
New suppliers that were screened using social criteria	Numbers	0	No new suppliers in 2024
Negative social impacts in the supply chain and actions taken	Numbers		
Number of suppliers assessed for social impacts	Number	32	
Number of suppliers identified as having significant actual and potential negative social impacts		16	
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment		50%	
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	
Governance			
Anti-corruption			
Operations assessed for risks related to corruption			
Total number and percentage of operations assessed for risks related to corruption	Numbers Percent	32 100	No new suppliers in 2024
Significant risks related to corruption identified through the risk assessment	Numbers	0	
Confirmed incidents of corruption and actions taken	Numbers	0	
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		0	
Governance			
Requirements for product and service information and labeling		Labeling 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 2024, Stokke has not had any identified leaks, thefts or losses of customer data.

GRI content index

Category		Location	Comment
General Disclosures			
GRI 2: General Disclosures			
GRI 2–1	Organizational details	p.11	
GRI 2–2	Entities included in the organization's sustainability reporting	p.15	
GRI 2–3	Reporting period, frequency and contact point	p.15	sustainability@stokke.com
GRI 2–4	Restatements of information	p.15	
GRI 2–5	External assurance	p.15	
GRI 2–6	Activities, value chain and other	p.8-11, 51, 55, 60	
GRI 2–7	Employees	p.44-50, Appendix 4 (p.68-72) & 5 (p.73-78)	
GRI 2–8	Workers who are not employees	p.60	Not applicable, because Stokke does not employ any workers who are not employees
GRI 2–9	Governance structure and composition	p.22-23	
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.18, 22-23, 61	
GRI 2–13	Delegation of responsibility for managing impacts	p.22-23	
GRI 2–14	Role of the highest governance body in sustainability reporting	p.22-23	
GRI 2–15	Overseeing the management of impacts		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.6-7, 16	
GRI 2–23	Policy commitments	p.21	
GRI 2–24	Embedding policy commitments	p.21	

Category		Location	Comment
General disclosures			
GRI 2–25	Processes to remediate negative impacts	p.51-52, Appendix 1 (p.54-58)	
GRI 2–26	Mechanisms for seeking advice and raising concerns	p.21,58	
GRI 2–27	Compliance with laws and regulations	p.21	There were no instances of non-compliance with laws and regulations in the reporting year.
GRI 2–28	Membership associations	p.51	Ethical Trade Norway, SEDEX
GRI 2–29	Approach to stakeholder engagement	p.18-19, Appendix 1 (p.54-58), Appendix 2 (pg.59-61)	
GRI 2–30	Collective bargaining agreements	p.21	
Material topics			
GRI 3: Material topics			
GRI 3–1	Process to determine material topics	18-19, Appendix 2 (p.59-61)	
GRI 3–2	List of material topics	18-19, Appendix 2 (p.59-61)	
GRI 3–3	Management of material topics		See references under each material topic below
Child development			
GRI 3–3	Management of material topics	p.24-33	
Climate footprint			
GRI 3–3	Management of material topics	p.35-38	
GRI 305: Emissions			
305–1	Direct (Scope 1) GHG emissions	p.37-38 and Appendix 3 (p.64-67)	2024 Scope 1 emissions estimated based on 2023 data due to operational constraints.
305–2	Energy indirect (Scope 2) GHG emissions	p.37-38 and Appendix 3 (p.64-67)	
305–3	Other indirect (Scope 3) GHG emissions	p.37-38 and Appendix 3 (p.64-67)	
305–4	GHG emissions intensity	p.37-38 and Appendix 3 (p.64-67)	
305–5	Reduction of GHG emissions	p.37-38 and Appendix 3 (p.64-67)	
305–6	Emissions of ozone-depleting substances (ODS)		This Information is unavailable, because Stokke does not track this Information.
305–7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		This Information is unavailable, because Stokke does not track this Information.

Category		Location	Comment
Climate footprint			
GRI 302: Energy			
302–1	Energy consumption within the organisation	p.67	
302–2	Energy consumption outside of the organization	p.67	
302–3	Energy intensity	p.67	
302–4	Reduction of energy consumption	p.37,67	
302–5	Reductions in energy requirements of products and services products and services	p.37,67	
GRI 306: Waste			
306–1	Waste generation and significant waste-related impacts		This Information is unavailable, because Stokke does not track this Information.
306–2	Management of significant wasterelated impacts		This Information is unavailable, because Stokke does not track this Information.
306–3	Waste generated		This Information is unavailable, because Stokke does not track this Information.
306–4	Waste diverted from disposal		This Information is unavailable, because Stokke does not track this Information.
306–5	Waste directed to disposal		This Information is unavailable, because Stokke does not track this Information.
Nature and sustainable materials			
GRI 3–3	Management of material topics	p.39-43	
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		This Information is unavailable, because Stokke does not track this Information.
304–2	Significant impacts of activities, products and services on biodiversity		This Information is unavailable, because Stokke does not track this Information.
304–3	Habitats protected or restored		This Information is unavailable, because Stokke does not track this Information.
304–4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		This Information is unavailable, because Stokke does not track this Information.
GRI 308: Supplier Environmental Assessment			
308–1	New suppliers that were screened using environmental criteria	Appendix 1 (p.54-58)	Stokke has not signed contracts with new suppliers in 2024.
308–2	Negative environmental impacts in the supply chain and actions taken		

Category		Location	Comment
Nature and sustainable materials			
GRI 301: Materials			
301–1	Materials used by weight or volume	p.39	
301–2	Recycled input materials used	Appendix 4 (p.68-72)	
301–3	Reclaimed products and their packaging materials	Appendix 4 (p.68-72)	
Responsible workplace			
GRI 3–3	Management of material topics	p.44-51	
GRI 401: Employment			
401–1	New employee hires and employee turnover	Appendix 4 (p.68-72)	
401–2	Benefits provided to full-time employees that are not provided to temporary or parttime employees		Not applicable, because Stokke does not offer benefits only for full-time employees.
401–3	Parental leave	p.51, 69-70	
GRI 405: diversity and equal opportunity			
405–1	Diversity of governance bodies and employees	p.47, 70-71	
405–2	Ratio of basic salary and remuneration of women to men		This Information is unavailable, because Stokke does not track this Information.
GRI 406: Non-Discrimination			
406–1	Ratio of basic salary and remuneration of women to men		Stokke did not have any incidents of discrimination in the reporting period and therefore no corrective actions were taken.
GRI 404: Training & education			
404–1	Average hours of training per year per employee	p.49, 71	
404–2	Programs for upgrading employee skills and transition assistance programs	p.48-49	
404–3	Percentage of employees receiving regular performance and career development reviews	p.48, 71	100% of employees receiving regular development reviews
GRI 403: Occupational health and safety			
403–1	Occupational health and safety management system	p.50-51	
403–2	Hazard identification, risk assessment, and incident investigation		This Information is unavailable, because Stokke does not track this Information.
403–3	Occupational health services		This Information is unavailable, because Stokke does not track this Information.

Category		Location	Comment
Responsible workplace			
403–4	Worker participation, consultation, and communication on occupational health and safety		This Information is unavailable, because Stokke does not track this Information.
403–5	Worker training on occupational health and safety		This Information is unavailable, because Stokke does not track this Information.
403–6	Promotion of worker health	p.50-51	
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Appendix 1 (p.54-58)	
403–8	Workers covered by an occupational health and safety management system	p.51, 71	100% covered
403–9	Work-related injuries		This Information is unavailable, because Stokke does not track this Information.
403–10	Work-related ill health		This Information is unavailable, because Stokke does not track this Information.
Ethical business and transparency			
GRI 3–3	Management of material topics	p.51-52, Appendix 1 (p.54-58)	
GRI 414: Supplier Social Assessment			
414–1	New suppliers that were screened using social criteria	p.73	Stokke has not signed contracts with new suppliers in 2024.
414–2	Negative social impacts in the supply chain and actions taken	Appendix 1 (p.54-58)	
Gri 408: Child Labor			
408–1	Operations and suppliers at significant risk for incidents of child labor	Appendix 1 (p.54-58)	
GRI 409: Forced Or Compulsory Labor			
409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Appendix 1 (p.54-58)	
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	Appendix 1 (p.54-58)	
Governance			
GRI 3–3	Management of material topic	p.21-23	
GRI 205: Anti-Corruption			
GRI 205–1	Operations assessed for risks related to corruption	Appendix 1 (p.54-58)	

Category		Location	Comment
Governance			
GRI 205–2	Communication and training about anti-corruption policies and procedures	p.21	100% of employees completed the training
GRI 205–3	Confirmed incidents of corruption and actions taken	Appendix 1 (p.54-58)	There were no confirmed incidents of corruption during the reporting period.
GRI 206: Anti-competitive behavior			
GRI 206–1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	p.73	There were no legal actions reported in the reporting period.
GRI 416: Customer health and safety			
416–1	Assessment of the health and safety impacts of product and service categories	p.21, 42-43	This information is not available, because Stokke does not track this Information
416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	p.21	
GRI 417: Marketing and labeling			
417–1	Requirements for product and service information and labelling	p.21, 72	
417–2	Incidents of non-compliance concerning product and service information and labeling	p.21	In the reporting period, there were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling.
417–3	Incidents of non-compliance concerning marketing communications	p.21	In the reporting period, there were no incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship
GRI 418: Customer privacy			
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.72	There were no complaints in the reporting period.

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