



Due diligence for responsible business conduct with regards to people, animals, society and the environment

Account reporting year 2025

for Stokke AS



Ethical Trade Norway has assessed the report of Stokke AS to meet the criteria of our Base Level. More information about our Base Level can be found [here](#).



SUSTAINABLE DEVELOPMENT GOALS



To Readers Of The Report

Private enterprises, the public sector and organizations have a significant impact on people, society, the environment, the climate and animals. Enterprises contribute to development, innovation and improved living conditions, but their activities also entail risk and real harm. Enterprises therefore play a key role in efforts to achieve the UN Sustainable Development Goals and the Paris Agreement's 1.5-degree target. This work is most effective when done in collaboration.

Ethical Trade Norway is a membership organization and a multi-stakeholder initiative bringing together businesses, trade unions, employer organizations, civil society and the public sector to jointly address the complex challenges in global supply chains that no single company can solve alone.

Transparency, accountability and continuous improvement are fundamental to this work. This membership report can be used as a statement under the Norwegian Transparency Act, but it also covers broader topics such as climate, environment and anti-corruption. Our framework is based on the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance – internationally recognized standards that form the basis for Ethical Trade Norway's 13 principles for sustainable business practices. These principles cover human rights, decent work, environment and climate, animal welfare and anti-corruption.

All members of Ethical Trade Norway are required to carry out risk-based due diligence and to report annually on progress in their own work. Companies at our quality level Basic meet the requirements of the Transparency Act for due diligence reporting. Members can also strive to achieve the levels *Implementing* and, from 2026, *Leading*.

Due diligence is not about being "risk-free", but about being transparent and systematic: identifying risks, preventing and mitigating negative impacts, communicating openly about how these are addressed, and – where necessary – contributing to remediation.

I would like to thank all members for their efforts, openness and willingness to contribute to responsible supply chains. Together, we demonstrate how responsible trade can be in the best interests of people, animals, society and the environment.

Heidi Furustøl

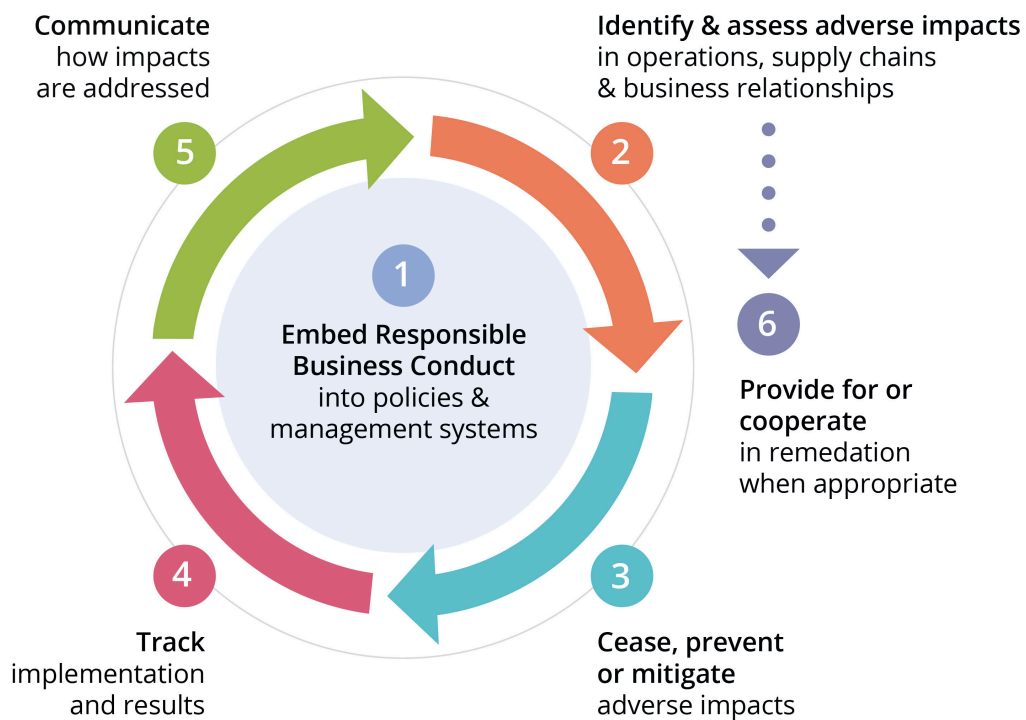
Executive Director

Ethical Trade Norway

Due diligence

This report is based on the UN Guiding Principles on Business and Human Rights and the OECD model for Due Diligence for Responsible Business Conduct.

The model has six steps that describe how companies can work for more responsible and sustainable business practice. However, being good at due diligence does not mean no negative impact on people, planet and the society. It means that the company is open and honest about challenges faced and shows how this is managed in the best possible way in collaboration with its stakeholders. This report is divided in chapters following the OECD model.



Preface From CEO

Responsibility and longevity have long defined Stokke's legacy, and they continue to shape how we lead and grow our business.

What began in 1932 as a belief that well-designed products should last still guides us today. In 2025, we took decisive steps to elevate sustainability as a strategic priority—reinforcing our commitment to long-term value creation for children, families, and future generations. Rooted in our heritage and clear in our ambitions, we realigned our mission to Growing confident kids through moments of family connection. This renewed clarity strengthens our strategic direction and ensures that responsibility and connection remain integral to how we create impact.

As a company trading primarily in material goods, we can make the greatest impact through production and material choices. Our iconic Tripp Trapp® chair is now fully FSC®-certified as is the wood used in the legs of Klikk™ and the relaunched Steps®. These certifications support responsible forestry and safeguard natural resources.

The Tripp Trapp Cushion and Steps Cushion have also been reimagined and are now made from 100% polyester and certified with the Intertek Green Leaf mark. This reflects our continued focus on more responsible material choices.

In parallel, enhancements across our Western Hemisphere logistics network, including new warehouses in Toronto and California, have reduced transportation time and energy use—improving operational efficiency while lowering environmental impact.

2025 was also a year of transition, shaped by a strategic focus on growth. As we expanded, activity increased across our value chain, resulting in an 11% rise in total emissions compared to 2024. This was largely driven by higher production volumes and the restructuring of our logistics network. We view this not as a setback, but as a clear signal of where focused action is required. As we continue to scale, we are strengthening our decarbonization strategy to ensure that future growth is managed with accountability and is aligned with the long-term impact we aim to have.

That lasting impact is closely linked to our commitment to child development. As our products are designed to foster family connection and support children's growth, research underpins every decision we make. Over the past year, progress has been made on the Stokke-funded 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. The findings confirm that shared meals strengthen family bonds and help parents better understand their child's needs.

These insights directly informed the launch of the redesigned Steps™ Chair and Yoga™ Bouncer, demonstrating how research-led innovation strengthens our contribution to the next generation.

We also recognize our responsibility to our people and partners across the value chain. Progress has been made through strengthened supplier engagement, including expanded audits and deeper collaboration on responsible sourcing and compliance. At the same time, we have maintained our focus on workplace culture, equality, and employee development through structured training and values-driven leadership. These efforts help ensure that our growth is supported by ethical practices and strong, resilient partnerships.

As we move forward, we remain firmly focused on what matters most: the planet, our people, and the families we support. We will accelerate emissions reductions and expand the use of recycled and responsibly sourced materials. Fair and ethical practices will remain central across our supply chain, while a continued focus on an equitable workplace supports our commitment to child development.

Each step we take is guided by our purpose of growing confident kids through moments of family connection. As we create products that support the development of the next generation, we carry an equal responsibility to help shape a world in which they can truly thrive.

Rob Webster

Chief Executive Officer (CEO)

Enterprise information and enterprise context

Key enterprise information

Enterprise name

Stokke AS

Head office address

Parkgata 6, 6003 Ålesund

Main brands, products and services offered by the enterprise

Stokke provides worldwide distribution of children's furniture and equipment within the highchair, stroller, baby carrier and nursery market segments through selected retailers represented in around 70 countries. The products are also available through e-

Description of enterprise structure

Founded in 1932, Stokke is a Norwegian brand that designs premium children's furniture and baby essentials with a focus on Scandinavian design, ergonomics, and sustainability. Built on a legacy of heritage and craftsmanship, we are dedicated to growing confident kids through moments of family connection, and we bring this vision to life through timeless designs that grow with the child.

Our products support togetherness in the everyday moments that matter most—around the table, on the move, and at rest. It is during these shared moments that we believe growth happens for both parent and child.

Just as we care for children, we also care for the planet they will inherit. 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.

Trusted by millions of families and recognized by experts worldwide, Stokke helps parents nurture connection from day one. Here we grow.

Revenue in reporting year (NOK)

3 322 354 000

Number of employees

349

Is the enterprise covered by the Transparency Act?

Yes

Major changes to the enterprise since last and current reporting period

In September 2024, Stokke has appointed new CEO. We have expanded our logistics network, by adding 3 warehouses. One warehouse in Milan at the end of 2024, which is now a second major European warehouse, improving delivery time and reducing logistics emissions. Lead by this, we have strengthened North American logistics network in 2025 by expanding from a single East Coast warehouse to two additional distribution centers in California and Toronto. This broader footprint reduces average transport distances, supports more efficient delivery routes, and helps lower transport-related emissions. It also improves service reliability and shortened lead times for customers across the West Coast and Canada.

Contact person for the report (name and title)

Suzana Tubic, Sustainability Coordinator

Email for contact person for the report

Suzana.tubic@stokke.com

Supply chain information

General description of the enterprise's sourcing model and supply chain

Stokke products are manufactured by independent contract manufacturers in 10 countries. The production of wooden products is located in Eastern Europe, textiles are produced in China, Vietnam and India. Injection molding and assembly is located in Europe, China and Taiwan.

Stokke considers our 1st Tier suppliers as System suppliers that take care of the sub-suppliers on behalf of Stokke. Stokke has a close relation to all our 1st Tier suppliers with frequent visits and close cooperation related to continuous improvement within different areas of the common business.

The main pillars in Stokke Sourcing Strategy are:

- Stokke works with suppliers that promote RESPONSIBLE BUSINESS CONDUCT
 - Stokke's production shall ensure PREMIUM QUALITY PRODUCTS
 - Stokke choose suppliers with a LONG-TERM FOCUS and strive for a cooperation based on PARTNERSHIP
- These pillars are giving guidance both in our day-to-day work with the suppliers as well as to our long-term actions.

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

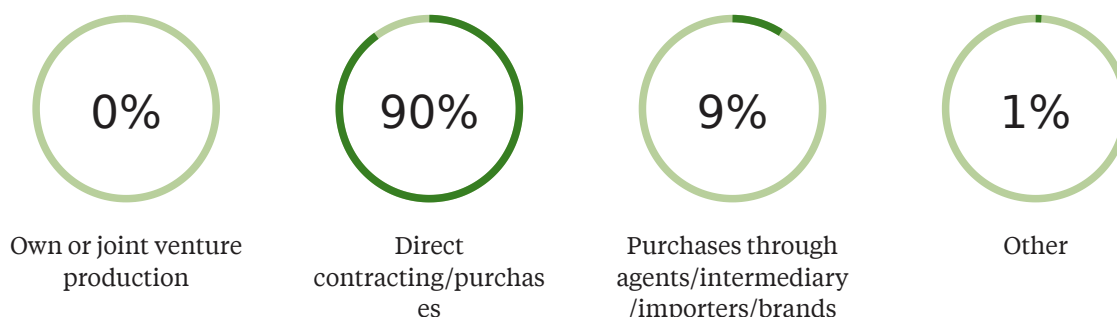
Number of suppliers with which the enterprise has had commercial relations in the reporting year

22

Comments

Stokke maintains direct business relationships with 22 primary suppliers (Tier 1 suppliers) across 10 counties. Four of these operate as sourcing agents, enabling us to collaborate with and oversee a further 12 production sites. Stokke has business relation with in total 30 factories and 4 agents

Type of purchasing/ suppliers relationships



Purchase of marketing materials and extra packaging for repackaging etc. not included. We have co-branding (defined as "Other") with two brands.

List of first tier suppliers (producers) by country

China :	18
Romania :	2
Hungary :	1
Slovenia :	2
Netherlands :	2
Bulgaria :	1
Denmark :	1
Germany :	1
Taiwan :	2
Czech Republic :	1
Vietnam :	1

The list above only includes the 1st Tier factories, without agents (as stated producers)

State the number of workers at first tier producers

Number of workers

1 518

Comments to number of workers

Stokke is producing goods at in total 32 different suppliers.

Key inputs/raw materials for products or services and associated geographies

Wood (beech, oak, solid wood and plywood)	Bosnia-Herzegovina Bulgaria Czech Republic Macedonia Romania Serbia
Injection molding and assembly	China Hungary Netherlands Slovakia Taiwan Vietnam
Metals (aluminium and steel)	China Hungary Netherlands
Polyester textile	China Romania Vietnam
Cotton textile	China India
Mattresses (foam and textile)	China Germany

Is the enterprise a supplier to the public sector?

No

Goals and progress

Process goals and progress for the reporting year

1

Working hours related:

Goal :

1. Improve forecasting accuracy across all Stokke departments and set clear forecasting targets.
2. Increase internal awareness at Stokke of consequences of inaccurate forecasting and abrupt changes to orders.

Status :

Overtime remains a top three priority for both European and APAC suppliers year after year. Audits conducted in 2025 show a decrease in deviations among audited suppliers. Despite this progress, excessive working hours persist, and Stokke recognizes that inaccurate forecasting and requests for shorter lead times may contribute to overtime pressures at supplier facilities.

2

Health and Safety related:

Goal :

1. Continued focus on the use of personal safety equipment at the suppliers. Regular agenda topic on supplier visits.
2. Integrate Health and safety topics into the management meetings with suppliers. Bring forward results on HSE in the same matter as quality-related topics.

Status :

The most common health and safety issues identified at our suppliers relate to inconsistent use of personal protective equipment, gaps in machine and chemical safety measures, and weaknesses in basic workplace conditions. In response, we are working closely with suppliers to reinforce consistent PPE practices and strengthen safety management systems. Our aim is to improve the overall work environment, reduce exposure to hazards, and embed safety more firmly into daily operations.

Process goals for coming year

1

Process goal for working hours:

- Hire regional demand planners to increase forecasting accuracy across all sales regions and set clear forecasting targets.
- Increase internal awareness of how late changes and short lead-time requests contribute to overtime at suppliers.
- Establish clear forecasting targets and improve cross-department planning to support more stable production schedules and reduce overtime risks in the supply chain.

2

Process goal for health and safety:

- Maintain a strong focus on the most common Health, Safety, and Environment (HSE) nonconformities by strengthening PPE discipline and addressing root-cause issues in machine safety, chemical handling, and the workplace environment. This includes improving technology in use and reducing noise and dust exposure.
- Drive continuous improvement through structured follow-up, regular supplier engagement, and the integration of HSE performance into management dialogues.



1

Governance and commitment to responsible business conduct

Embedding responsible business conduct means that the enterprise should have strategies and plan, as well as relevant policies and guidelines for due diligence for responsible business conduct (hereafter due diligence) which are adopted by management. These should comprise the enterprise's own operations, its supply chain and other business relationships. Effective management systems for implementation are key to success, and due diligence should be an integrated element in enterprise operations. Clear expectations from senior management are crucial, as well as clearly assigned responsibilities within the enterprise, for the implementation of the steps in the due diligence process. Those involved need to know how to proceed. Transparency about commitments the enterprise has for itself, challenges they are facing, and how these are managed is fundamental

1.A Policy for own enterprise

1.A.1 Link to publicly accessible policy for own enterprise

<https://www.stokke.com/NOR/no-no/stokke/sustainability/sustainability-people.html>

1.A.2 What does the enterprise say publicly about its commitments to respect people, animals, society and the environment?

Our efforts are always in the best interest of the child. All of our products have a common purpose: to encourage child development and to nurture family bonding.

Not only designing products with superior functionality for comfort and ease of use, our designers create products that bring children closer to their parents. Closeness fosters connection. Children need this sense of connection to feel safe and loved, encouraging them to become self-reliant and confident learners in life.

Caring for children means caring for the planet. We strive towards sustainable solutions in everything we do. High-quality, durable materials, grow-with-your-child functionality, together with timeless design, ensure longevity to all our products –some of them lasting for generations. Stokke's long history of design and innovation began over eight decades ago on the west coast of Norway in 1932. Stokke's values remain deeply rooted in our Scandinavian heritage and our commitment to craftsmanship and quality.

The commitments to sustainability and quality has been part of the Stokke DNA for years. With the launch of a new Stokke strategy in 2020, cross-functional work was conducted to define the Stokke Brand Framework. Within this framework, Nature is called out as an important part of our Heritage and Brand:

"Being close to nature and living from natural resources, Stokke understands the importance of nature and feels an obligation to care for nature. We strive towards sustainable solutions -for business and for life"

This has led to the definition of Sustainability as one of our three value propositions and Sustainability has been called out to focus on:

- Quality - 'the Stokke way': Long-lasting products that last for generations offer a sustainable choice.
 - Grows with the child: Our core products are made to be used as children grow and develop
 - Sustainable value chain: Sustainable sourcing, labour, material, production, transport, packaging etc.
-

1.A.3 How has the policy/commitment been developed and how is it embedded in the enterprise?

By implementing Responsible Business Conduct Stokke wants to assure our customers and business partners that we understand and manage negative impacts on society and the environment. Stokke Policy for Responsible Business Conduct was developed and presented to the Board in December 2021. We are integrating social, environmental, ethical and human right concerns into our business strategy and operations following the OECD Guidelines on Due Diligence. It is anchored in Stokke Sustainability Strategy and as such part of the training program for newcomers as well as communicated internally through Stokke intranet site. Through ongoing training, oversight, and continuous improvement, we work to embed conduct in daily operations, decision-making, and strategic planning to ensure that Stokke remains a trusted partner for employees, customers, and stakeholders. We have made this policy publicly accessible, emphasizing our collective responsibility in upholding these principles.

1.B Organisation and internal communication

1.B.1 How is the due diligence work organized within the enterprise, embedded in internal guidelines and routines?

Refer to pages 20-22 of Stokke Sustainability Report 2025.

1.B.2 How is the significance of the enterprise's due diligence work defined and clarified for the employees through their job description (or the like), work tasks and incentive structures?

There is a high focus on sustainability across the organization and through the definition and communication of the Sustainability Strategy. The employees at Stokke have been made aware that Sustainability and responsible business conduct shall inform their decisions and actions moving forward. There is established a cross-functional Sustainability Team and for the key members of the team the focus areas are defined as part of their job descriptions and work tasks are set.

1.B.3 How does the enterprise make sure employees have adequate competence to work on due diligence for responsible business conduct?

Stokke has several ways to make sure all employees get adequate competence and understand their role in due diligence through:

1. Awareness and Training Mechanisms - All employees at Stokke and especially those who hold decision-making authority or are involved in due diligence are made aware of the company's enterprise policy and supplier code of conduct through a structured and consistent approach. All new employees receive these policies as part of the formal onboarding process, where HR and relevant managers explain how the guidelines apply to their specific responsibilities, particularly in areas such as sourcing, supplier management, and product development. This introduction is reinforced through regular training sessions held during the year, focusing on responsible business conduct, expectations for ethical decision-making, and Stokke's requirements for suppliers. These sessions often include practical examples and case-based discussions to help employees understand how the policies guide real-world decisions, and short assessments to confirm their understanding. Automated reminders help maintain high completion rates.

All policies, guidelines, and updates are stored on Stokke's internal platforms, making them easily accessible to employees at any time. When updates occur, they are communicated through internal channels such as email, team meetings, and the company intranet, ensuring that employees remain informed about changes and understand their practical implications for daily work.

2. Mechanisms to follow up - Stokke follows up its due diligence work through a systematic yet flexible management approach that fits the size and structure of the company. Stokke uses regular team meetings and close dialogue between managers and employees to ensure that due diligence responsibilities are understood and carried out in practice. The aim of these meetings is supplier-related risks, reviewing ongoing assessments, and clarifying expectations. Responsibilities are clearly defined through work descriptions and shared internal documents, ensuring that everyone involved in procurement, sourcing, or supplier management knows their role in the process. Stokke also uses simple but effective tools such as checklists and structured templates to support consistent supplier evaluations and follow-up. Policies and practices are reviewed annually to ensure they remain relevant and aligned with Stokke's commitments. This combination of clear responsibilities, accessible tools, and continuous dialogue allows Stokke to maintain a systematic and reliable approach to due diligence without the need for heavy formal management systems.

3. Incentives

Sourcing teams and Sustainability Coordinator normally have KPIs tied to sustainability and ethical sourcing and ethical practices, and implantation of Action plans.

1.C. Plans and resources

1.C.1 How are the enterprise's commitments to respect people, animals, society and the environment embedded in strategies and action plans?

Sustainability is anchored in the company's overarching business strategy, ensuring that respect for people, animals, society and the environment guides product development, sourcing, operations and market activities. Strategic sustainability priorities are aligned with international standards such as the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Sustainable Development Goals. The company's Policy for Responsible Business Conduct and Supplier Code of Conduct translate these commitments into clear expectations for employees, partners and suppliers.

Read more at page 24 and 30 of Stokke Sustainability Report 2025.

1.C.2 How are the strategies and action plans for sustainable business conduct followed up by senior management and the board?

Sustainability coordinator and cross-functional working group ensure that sustainability considerations are integrated across departments. The sustainability coordinator is responsible for driving the implementation of sustainability initiatives, monitoring progress and coordinating cross-functional efforts. In addition, specific sustainability-related responsibilities are allocated to relevant roles across departments — for example within product development, sourcing and production and HR, ensuring that sustainability is embedded in day-to-day decision-making rather than concentrated in a single function.

Progress is monitored through regular reporting to senior management (monthly follow up meetings) and from senior management to the board (2-4 times annually), ensuring accountability and continuous improvement. Refer to page 24 of Stokke Sustainability Report 2025.

1.D Partnerships and collaboration with business relationships

1.D.1 How does the enterprise communicate the importance of responsible business conduct in its business relationships?

Through clear policies and contractual requirements, such as the Supplier COC and the Stokke supplier quality Manual.

The company's Code of Conduct and Supplier Code of Conduct are shared with all suppliers and partners and form part of contractual agreements. These documents outline expectations related to human rights, working conditions, environmental protection, animal welfare and anti-corruption.

New suppliers must confirm compliance before entering into a business relationship. The company communicates expectations during supplier onboarding, including through meetings, briefings and documentation packages.

Link to the the publicly available Supplier Code of Conduct - <https://www.stokke.com/NOR/no-no/stokke/sustainability/sustainability-people.html>

Indicator

Percentage of the company's suppliers that have accepted guidelines for suppliers



2025

2024

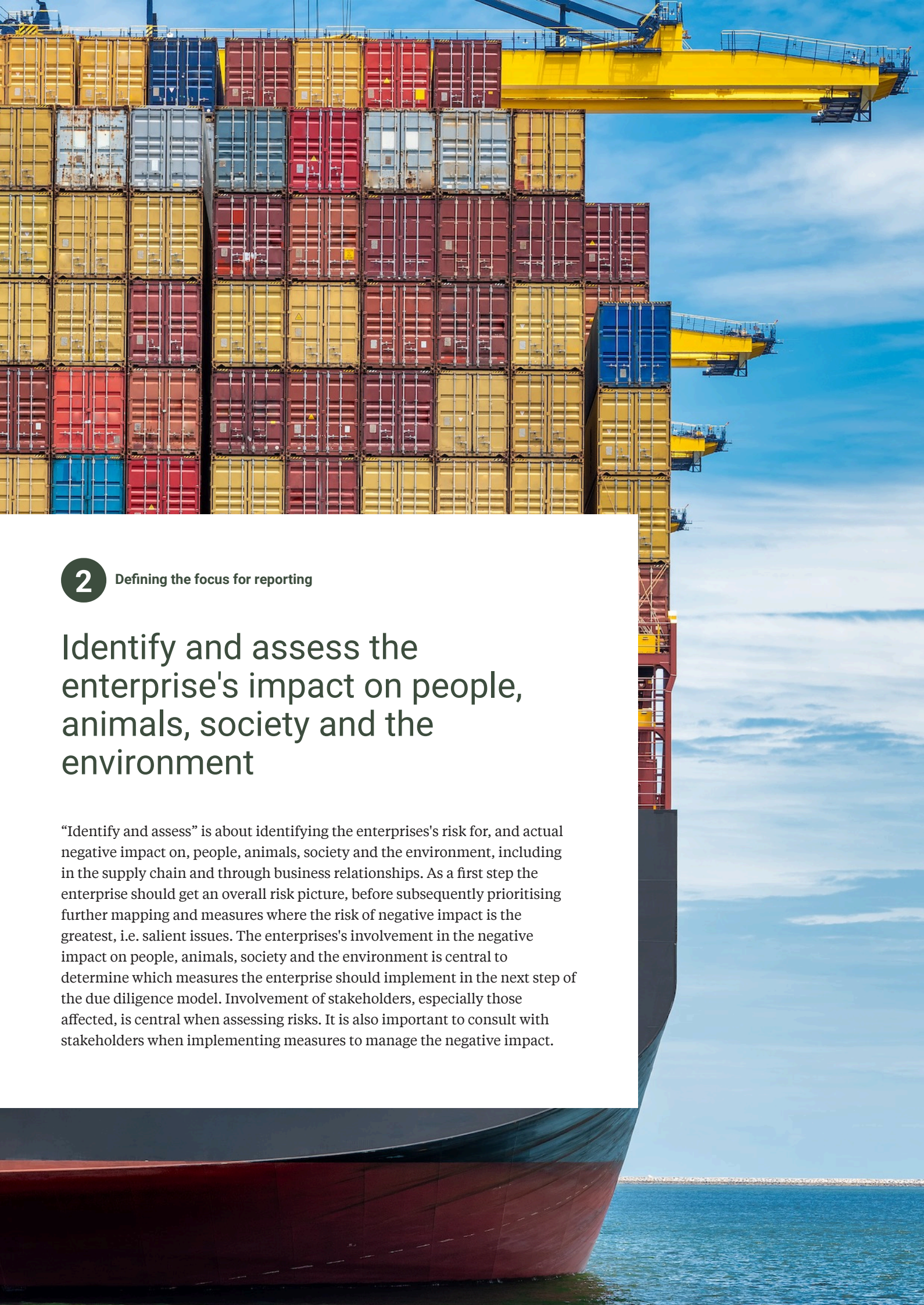
2023

Progress on this is reported in Sustainability report 2023, 2024, and 2025.

1.E Experiences and changes

1.E.1 What experiences have the enterprise encountered during the reporting period concerning responsible business conduct, and what has changed as a result of this?

In the reporting year there hasn't been any findings.



2

Defining the focus for reporting

Identify and assess the enterprise's impact on people, animals, society and the environment

“Identify and assess” is about identifying the enterprises's risk for, and actual negative impact on, people, animals, society and the environment, including in the supply chain and through business relationships. As a first step the enterprise should get an overall risk picture, before subsequently prioritising further mapping and measures where the risk of negative impact is the greatest, i.e. salient issues. The enterprises's involvement in the negative impact on people, animals, society and the environment is central to determine which measures the enterprise should implement in the next step of the due diligence model. Involvement of stakeholders, especially those affected, is central when assessing risks. It is also important to consult with stakeholders when implementing measures to manage the negative impact.

2.A Mapping and prioritising

PRIORITISED ACTUAL OR POTENTIAL NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

Prioritising one or more risk areas on the basis of severity does not mean that some risks are more important than others, or that the company should not take action on other risks, but that risks with the greatest negative impact are prioritised first. Mapping and prioritisation are a continuous process.

2.A.1 List prioritized significant risks and/or actual negative impacts on people, animals, society and the environment.

Salient issue	Related topic	Geography
Excessive working hours leading to negative impacts on workers' well-being.	Working hours	Bulgaria China Romania Slovenia Taiwan Vietnam
Risk of work-related injuries, accidents or unsafe working conditions	Occupational Health and safety	Romania Taiwan Vietnam

We have prioritized certain risk areas identified through our annual risk assessment, supported by audit findings and site visits. This prioritization forms the basis for the objectives we set for the coming year and guides the improvement plans we develop together with our suppliers. Progress is monitored through regular dialogue and evidence-based evaluations. Based on our risk assessment, we are focusing on two priority areas: working hours and health and safety. These remain the most pressing challenges in our supply chain and represent areas where preventive action, capacity building, and close supplier collaboration can create the greatest positive impact. Wage compliance also remains an important focus, although it is assessed as a medium risk in 2025. The table below summarizes the progress made in 2024 and outlines the next steps planned for continuous improvement in 2025.

JUSTIFICATION FOR THE PRIORITISATION OF RISKS OF NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

2.A.2 Describe: a) the enterprise's routines for mapping and identifying risk and show how the negative impact was identified and prioritized b) activities or sections of the enterprise not covered in this report , if any (product groups, own products, departments etc.), and why c) how the information was gathered, what sources were used, and which stakeholders have been involved d) whether you have identified areas where information is lacking, and how you are planning to proceed to collect more information about this.

Pages 95-102 of the Stokke Sustainability Report 2025

ADDITIONAL SEVERE IMPACTS

2.A.3 Describe other risks of negative impacts on people, animals, society and the environment that were identified but not prioritized, and how these have been handled.

Pages 95-102 of the Stokke Sustainability Report 2025



3

Management of salient issues

Cease, prevent or mitigate negative impacts

“Cease, prevent and mitigate” is about managing findings from the risk assessment in a good way. The most salient negative impact on people, animals, society and the environment should be prioritised first. This does not mean that other risks are insignificant or that they are not handled. The way the enterprise is involved in the negative impact is key to taking the appropriate action. Negative impact that the enterprise causes or contributes to must cease, be prevented and be reduced. To address negative impact directly linked to the enterprise, e.g. in the supply chain, the business must use its leverage to influence the entity causing the negative impact to cease, prevent or mitigate it. This involves developing and implementing plans and routines to manage risk and may require changes to the enterprise's own policy documents and management systems. Effective management of the negative impact on people, animals, society, and the environment is a major contribution to the achievement of the Sustainable Development Goals (SDGs).



3. A Cease, prevent or mitigate

3.A.1 Describe goals and progress status for the measures you have implemented to reduce the enterprise's prioritized negative impact

	<p>Excessive working hours leading to negative impacts on workers' well-being.</p>
<p>Goal :</p> <p>Status :</p>	<p>Enhance forecasting accuracy to improve resource planning and reduce the use of overtime at suppliers. Page 99 in Sustainability report.</p> <p>Overtime remains a top three priority for both European and APAC suppliers year after year. Audits conducted in 2025 show a decrease in deviations among audited suppliers. Despite this progress, excessive working hours persist, and Stokke recognizes that inaccurate forecasting and requests for shorter lead times may contribute to overtime pressures at supplier facilities.</p>
<p>Goals in reporting year :</p>	<ul style="list-style-type: none"> • Hire regional demand planners to increase forecasting accuracy across all sales regions and set clear forecasting targets. • Increase internal awareness of how late changes and short lead-time requests contribute to overtime at suppliers. • Establish clear forecasting targets and improve cross department planning to support more stable production schedules and reduce overtime risks in the supply chain

Describe already implemented or planned measures :

So far, the company has focused on increasing internal awareness of how late changes and short lead-time requests can create overtime pressure for suppliers. This work has helped teams become more mindful of how purchasing behaviour influences working conditions in the supply chain, and has encouraged more responsible planning practices internally. Although these efforts are still at an early stage, they have already contributed to a greater understanding of the link between internal decisions and supplier impacts. In the coming reporting year, the company will build on this foundation by implementing more structured measures. This includes hiring regional demand planners to improve forecasting accuracy, establishing clear forecasting targets and strengthening cross-department planning processes. These planned activities are expected to create more stable production schedules, reduce the need for last-minute changes and ultimately lower the risk of excessive overtime at supplier facilities.

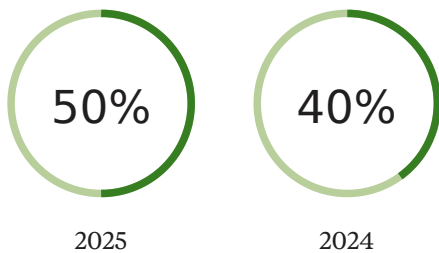
Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

The planned measures are expected to strengthen forecasting, improve internal planning discipline and reduce overtime risks in the supply chain. By hiring regional demand planners, the company will increase forecasting accuracy across all sales regions, which will give suppliers earlier visibility of demand and reduce the likelihood of last-minute changes. Raising internal awareness of how late changes and short lead-time requests affect suppliers will help build more responsible purchasing behaviour and is expected to reduce unnecessary urgent orders. Establishing clear forecasting targets and improving cross-department planning will create more stable production schedules and support suppliers in managing capacity without relying on excessive overtime.

In the coming reporting year, the company will focus on integrating the new forecasting roles into planning routines, strengthening internal training on responsible purchasing practices and formalising cross-department coordination. The company will also work more closely with key suppliers to align on capacity needs and jointly identify ways to reduce overtime risks. These activities will aim to create more predictable production flows and contribute to improved working conditions in the supply chain.

Indicator

Reduce overtime



	<p>Risk of work-related injuries, accidents or unsafe working conditions</p>
<p>Goal :</p>	<p>Ensure a safe and healthy working environment across Stokke’s supply chain by identifying and addressing sector-specific risks.</p> <ul style="list-style-type: none"> • Promote the consistent use of appropriate personal protective equipment (PPE) and ensure timely follow-up on audit findings. • Strengthen health and safety performance through continuous monitoring and improvement initiatives, fostering a culture of proactive risk prevention. <p>Page 99 of Stokke Sustainability Report 2025.</p>
<p>Status :</p>	<p>The most common health and safety issues identified at our suppliers relate to inconsistent use of personal protective equipment, gaps in machine and chemical safety measures, and weaknesses in basic workplace conditions. In response, we are working closely with suppliers to reinforce consistent PPE practices and strengthen safety management systems. Our aim is to improve the overall work environment, reduce exposure to hazards, and embed safety more firmly into daily operations</p>
<p>Goals in reporting year :</p>	<ul style="list-style-type: none"> • Maintain a strong focus on the most common Health, Safety, and Environment (HSE) nonconformities by strengthening PPE discipline and addressing root-cause issues in machine safety, chemical handling, and the workplace environment. This includes improving technology in use and reducing noise and dust exposure. • Drive continuous improvement through structured follow-up, regular supplier engagement, and the integration of HSE performance into management dialogues

Describe already implemented or planned measures :

The company has continued to strengthen its focus on occupational health and safety across the supply chain. Over the past year, the primary effort has been to work closely with suppliers to address the most common health and safety issues identified through audits, including inconsistent use of personal protective equipment, gaps in machine and chemical safety measures, and weaknesses in basic workplace conditions. This has involved reinforcing expectations around PPE discipline, supporting suppliers in improving their safety management systems, and encouraging more systematic follow-up on identified risks. These measures aim to improve the overall work environment, reduce exposure to hazards and help embed safety more firmly into daily operations.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

In the coming reporting year, the company will maintain a strong focus on the most frequent HSE nonconformities and work to address root-cause issues related to machine safety, chemical handling and the general workplace environment. This includes supporting suppliers in upgrading technology, improving protective systems and reducing noise and dust exposure. Continuous improvement will be driven through

structured follow-up, regular supplier engagement and the integration of HSE performance into management dialogues. Together, these activities are expected to strengthen safety culture, enhance risk prevention and contribute to safer and healthier working conditions throughout the supply chain.

3.B Other actions related to management of negative impact

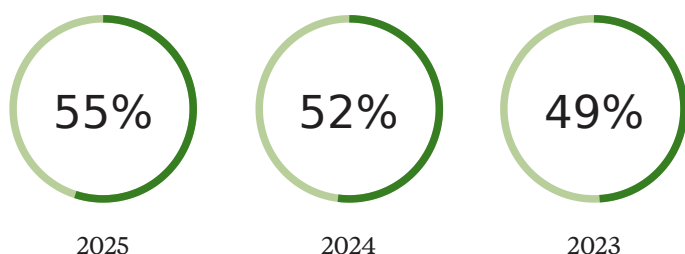
3.B.1 Reduction of nature- and environmental impact

Page 54-72 of Stokke Sustainability Report 2025.

The company's nature- and environmental impact is closely linked to the materials used in its products and the emissions generated throughout the value chain. Our products are made from a mix of renewable materials such as wood and bamboo, and engineered materials including thermoplastics, metals and textiles. Because all materials are sourced from external suppliers, the environmental footprint is largely associated with upstream production processes, including the energy consumption and raw materials. In 2025, we continued to refine our material choices by increasing the share of certified, recycled and lower-impact materials, and by improving product and packaging design to reduce material use and shipping weight.

Indicator

Percentage of suppliers that use renewable energy



3.B.2 Reduction of greenhouse gas emissions

Page 54-72 of Stokke Sustainability Report 2025.

3.B.3 Improvements in own purchasing practices

Stokke recognises that its purchasing practices have a direct influence on working conditions, environmental performance and overall stability in the supply chain. To reduce negative impacts, we have taken steps to strengthen planning discipline and improve the predictability of our orders. Over the past year, we have focused on increasing internal awareness of how late changes, short lead times and last-minute requests can create pressure for suppliers. This has encouraged teams to be more mindful in their planning and to avoid unnecessary changes that could lead to overtime or production stress.

In addition to this, Stokke is working to improve the quality of forecasts provided to suppliers, ensuring that order volumes are communicated earlier and with greater accuracy. We are also reviewing internal processes to reduce the number of product samples required before final orders are placed, and to ensure that suppliers' feedback on lead times, capacity constraints and purchasing behaviour is systematically captured and addressed. These measures aim to create more stable production schedules, support responsible working conditions and strengthen long-term supplier relationships. This partnership approach is reflected in our 100% voluntary supplier retention rate and in the long average duration of our collaborations, which is 13 years.

3.B.4 Choice of products and certifications

Read more about our products pages 12 to 15 of Stokke Sustainability Report 2025. Read more about materials used and certification pages 64-72.

3.B.5 Actively support free trade union organisation and collective bargaining, or where the law does not allow it, actively support other forms of democratically elected worker representation

Mentioned in Stokke CoC. Not a prioritized action to Stokke to follow up on besides through audit.

3.B.6 Contribution to development, capacity building and training internally and of suppliers and workers in the supply chain

- Sustainability added to new employees introduction, progress shared on Global corporate town halls and round tables, as well as Pulse (intranet).
 - Performed responsible business conduct training for all sourcing and production team members
 - Ongoing development of E-learning modules
-

3.B.7 Combatting corruption and bribery in own enterprise and supply chain.

Stokke has internal training and policy. In reporting year Stokke has worked to strengthening internal policies, that are about to be signed by Board in 2026. Our Whistleblowing policy and channel is updated. Updates were communicated in global Townhall.

As stated In the Stokke Responsible business Conduct and Supplier Code of conduct:

"Anti-corruption Stokke, including all employees, shall never offer or receive illegal or inappropriate monetary gifts or other remuneration to achieve private or business benefits in their own interest or in the interest of customers, agents or suppliers". Read more on pages 26-29

3.B.8 Other relevant information concerning the enterprise's work to reduce, prevent, and manage negative impact



4

Track implementation and results

Tracking implementation of actions and results relates to measuring the effects of the systematic approach and own work in each step of the due diligence process, showing whether the enterprise conducts sound due diligence work. The enterprise needs to have procedures and routines in place in order to uncover and critically assess own conclusions, prioritizations and measures that have been made as part of the due diligence process. For example, is mapping and prioritisation of salient issues done in a scientifically sound and credible way? Does it reflect the actual conditions in the supply chain? Do measures aimed at ceasing, preventing and reducing the enterprise's negative impact work as intended? Is negative impact remediated where relevant? This may apply to measures taken by the enterprise alone or carried out in collaboration with others. The enterprise's experiences from working on due diligence should be used to improve procedures and routines in the future.



4.A. Track and assess

4.A.1 Describe a) assignment of responsibility for tracking the effect and result of implemented measures, as well as how the tracking is carried out in practice, b) who is responsible for evaluating the enterprise's implementation and work with due diligence, and how the evaluation is carried out in practice.

Please see pg 100 in Sustainability report 2025.

4.A.2 Describe how you track the effect, and/or demonstrate the probability of effect, of measures taken to reduce negative impact.

Stokke tracks the effect of its due-diligence measures by combining supplier monitoring, data analysis and ongoing dialogue with business partners. Audit findings, corrective action plans and follow-up assessments are key tools for understanding whether implemented measures lead to real improvements in working conditions, environmental performance and overall supplier practices. For instance, by comparing repeated audit results over time, we can identify whether issues such as PPE use, machine safety, chemical handling or purchasing-related pressures are improving, remaining unchanged or re-emerging. This allows us to evaluate both the effectiveness and the durability of the measures taken.

Close collaboration with suppliers is an essential part of this process. Through regular meetings, factory visits and structured follow-up on nonconformities, we gather direct feedback on how our expectations and purchasing practices affect suppliers' operations. This helps us verify whether measures—such as improved planning routines, strengthened safety systems or changes in material choices—are being implemented as intended. It also enables us to identify unintended consequences early, for example if new requirements create operational challenges or shift risks elsewhere in the supply chain. When such issues arise, we adjust our approach in dialogue with suppliers to ensure that corrective actions do not create new forms of pressure or risk. Findings from this continuous tracking process are used to refine our due-diligence work. Insights from audits, supplier feedback and internal evaluations feed into updated risk assessments, improved purchasing practices and more targeted capacity-building efforts. This iterative approach ensures that Stokke's measures remain effective over time and that our work contributes to meaningful prevention and mitigation of negative impacts on people, society and the environment.



5

Communicate how negative impacts are addressed

A prerequisite for good external communication on due diligence for responsible business conduct is that it builds on concrete activities and results. Enterprises should make relevant documents concerning due diligence publicly accessible, i.e. policies, codes of conduct, guidelines, processes and activities related to identifying and handling the enterprise's actual and potential negative impacts on people, animals, society and environment. Communication should include information about how the risks have been identified and handled, as well as the effect of the measures/activities. The Transparency Act (Åpenhetsloven) §5 requires companies to publicly account for their human rights due diligence on an annual basis.



5.A External communication

5.A.1 Describe how the enterprise communicates with affected stakeholders about managing negative impact

Communication is done through the Stokke Sustainability report published on Stokke homepage. There can also be found a statement to the Norwegian Transparency Act and reporting on the Stokke landing page on Sustainability on our homepage. ore about our Stakeholder engagement pg 105, 105 in Stokke Sustainability Report 2025

5.A.2 Describe how the enterprise publicly communicates its own work on identifying and managing negative impact/harm

Communication is done through the Stokke Sustainability report published on Stokke homepage. The report outlines the environmental, social, and governance matters of our operations and provides a transparent, consolidated overview of sustainability performance across Stokke AS and all subsidiaries. Climate initiatives and climate accounting can be found in Sustainability report.

We are currently preparing the 2025 report, which will mark our fourth annual global sustainability report. It is expected to be publicly available by the end of April. In the meantime, please find the 2024 Sustainability Report here:

<https://www.stokke.com/NOR/no-no/stokke/sustainability/sustainability-portal.html> (scroll to the bottom of the page, to find report)

5.A.3 Describe the enterprise's routines for answering external inquiries related to the information requirement imposed by the Transparency Act

Customers can reach Stokke through our normal contact point - customer service or sustainability@stokke.com, which is highlighted in Stokke Sustainability report as a mail for any sustainability related topic.

Customer service have been trained for such requests and there is established an Q&A to support in answering. Questions that cannot be answered by CS is forwarded to the Sustainability manager.

An aerial photograph of a vast, dense coffee plantation. The trees are a vibrant green, and several workers in various colored shirts (blue, red, grey) and hats are visible, scattered throughout the canopy, engaged in harvesting or maintenance work. The perspective is from a high angle, looking down on the rows of trees.

6

Provide for or cooperate to ensure remediation when appropriate

Once an enterprise has identified that it has caused or contributed to negative impact on people, animals, society or the environment, the enterprise must provide for, or cooperate in, remediation. Remediation may involve financial compensation, a public apology or other ways to remediate the negative impact. Another aspect of remediation is that companies should provide for, or cooperate with legitimate complaint mechanisms, to ensure that workers and/or local communities can raise complaints and be heard.

6.A Remediation

6.A.1 Describe the enterprise's policy for remediation of negative impact

The measures put in place are monitored and their effect evaluated. The measures are communicated to those affected by our actions. If our activities are found to cause or contribute to negative impact on people, society or the environment, we will stop the activities and seek to provide remedy. If our supplier is responsible for the negative impact, the supplier is responsible for providing remedy. See more in page 102, Sustainability Report 2025

6.A.2 If relevant, describe cases of remediation in the reporting year

Not relevant

6.B. Ensure access to grievance mechanisms

6.B.1 Describe what the enterprise does to ensure that employees and other stakeholders, especially impacted workers and local communities have access to whistleblowing systems and grievance mechanisms

Stokke have set as a goal for 2025 to establish an effective grievance mechanism. Whistleblowing policy is already in place, together with Speak up! program, with external lawyer company.

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