

SOCIAL

94%
female employees

1,879
employees in our global team

60%
women in top management



Our people are at the heart of everything we do. In 2025, we continued to invest in development, engagement and a safe, inclusive workplace across all markets.

In 2025, we carried out
236 audits and follow-ups
across Tier 1 and Tier 2, as part of our ongoing work to improve working conditions in our supply chain.

We work with a focused group of 49 suppliers to build long-term partnerships and create real impact together.

This allows us to strengthen quality, transparency and working conditions across our value chain.



During the year, **43% of our suppliers** mapped their supply chain down to Tier 4 in traceability platform TrusTrace, an important step towards full traceability.

Since 2011, we have partnered with UNICEF to support women in the textile industry in Bangladesh and their children. In 2025, this work continued to improve everyday life for women and young families, through safer workplaces, access to childcare and support in early childhood development.

346 children gained access to safe childcare, while community programmes reached thousands of women with knowledge of parenting, nutrition and child development.

Together, we continue to create better conditions for women and stronger opportunities for the next generation.

PRODUCT

We continue our journey towards more sustainable materials.

In 2025, more sustainable fibers accounted for **78%** of total fiber use, reducing impact while maintaining quality and design.

78%
more sustainable fibers

44%
organic cotton

0.30%
customer claims



We design products to last. With a customer claims rate of just **0.30%**, we continue to deliver reliable quality to our customers.



Through initiatives like Gina Tricot Young Pre-Loved, we extend the life of garments and take steps towards a more circular fashion model.

We continue to explore innovative materials and solutions, including textile-to-textile recycled fibers such as Tex2Tex™, supporting the transition towards circular fashion.

All suppliers are now connected to our traceability platform, increasing transparency across every stage of our products and preparing us for future requirements.

ENVIRONMENT



-22%
emissions per product

-5%
total emissions

95.6%
renewable electricity in Tier 1

Total emissions increased in 2025 due to business growth and higher production volumes. At the same time, emissions per product decreased by **22%**, reflecting improved efficiency across the value chain.

We work closely with our suppliers to transition towards renewable energy. During the year, Tier 1 production reached **95.6% renewable electricity**, contributing to significant emission reductions.

All stores are now equipped with LED lighting, helping us reduce energy use and improve efficiency across our operations.

During 2025, we took important steps towards developing a Nature Strategy and deepening our understanding of biodiversity impacts linked to our materials and supply chain.

Together with partners such as WWF, we continue to strengthen our work on water and chemical management across the value chain.

We continue to strengthen how we measure and improve environmental performance in our supply chain. In 2025, **81%** of our production was covered by HIGG Facility Environmental Module (FEM) reporting. An action that improving transparency and enabling more targeted actions together with our suppliers.

