

STRONGER

STRONGER SUSTAINABILITY REPORT 2025



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At the heart of everything we do, our product, our people, and our progress on sustainability, is one simple purpose: to inspire people to escape ordinary.

Martin Hansson – CEO

01

A NOTE FROM OUR CEO

In 2025, we continued to build on the progress of the past year, deepening our commitment to sustainability while staying true to who we are: a brand that inspires people to escape ordinary.

Sales fell 22% in 2025. That made this the right year to look at what we were committing to and refocusing our sustainability strategy to truly reflect where STRONGER stands today. We realigned our approach to ensure our priorities are relevant to our position, our ambitions, and our resources, not simply following convention, but building a strategy that fits the company we are and the company we're becoming.

We have strengthened the foundations behind our numbers. We continued to build out our emissions data and climate accounting, including migrating our accounting and reporting to a cloud-based platform, giving us better data quality, consistency, and comparability. Furthermore, we made real progress in bringing our product and data processes closer together. Our team led the full incorporation of our product lifecycle management (PLM) systems into one integrated system, a foundation that strengthens traceability and consistency across our collections and sets us up to work smarter as we scale.

We also saw meaningful improvements in the metrics that matter most to our people and our customers. Employee turnover decreased to 12.5%, while customer satisfaction reached a record high of 4.6 out of five, clear signals that our focus on culture, team, and product quality continues to pay off.

The progress we've made continues to reflect the entrepreneurial spirit, creativity, and drive of the people behind STRONGER. Looking ahead, we've set clear focus areas across environmental, social, and governance priorities.

On the environmental front, we will grow our emissions transparency by improving data quality and deepening supplier dialogue, with the ambition of setting SBTi targets and developing a climate transition plan by EOY 2028.

On the social side, we continue focusing on inspiring our colleagues and our customers to *escape ordinary*, which is why we are proud of sponsoring *Tjejmilen*, Sweden's largest female-only running event, engaging with 20,000 runners, a commitment we will continue into 2026. At the office we are offering all employees one paid hour of physical training each week, with 70% of our colleagues participating.

On governance, we will take a more proactive role in industry forums, while closely following the legislative landscape to ensure compliance with, and early integration of, ESG and transparency-oriented legislation.

With a clear focus, a strong team, and a culture built on continuous improvement, STRONGER is well positioned for long-term, sustainable growth. Because at the heart of everything we do, our product, our people, and our progress on sustainability, is one simple purpose: to inspire people to escape ordinary.

Martin Hansson
CEO, STRONGER

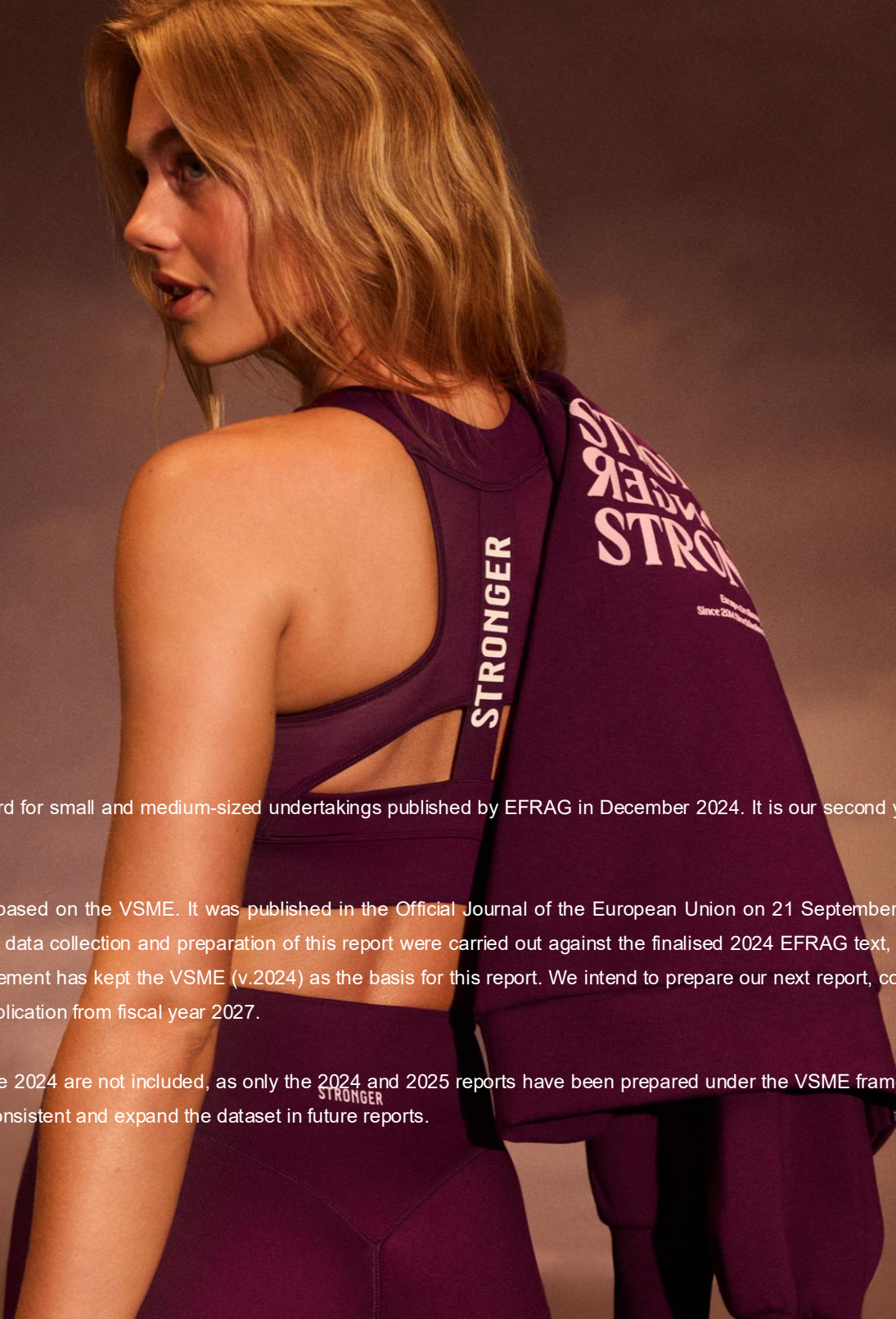
02

ABOUT THIS REPORT

This report has been prepared in accordance with the VSME (v.2024), the voluntary sustainability reporting standard for small and medium-sized undertakings published by EFRAG in December 2024. It is our second year of reporting under the standard, continuing our commitment to transparent and relevant ESG disclosure.

We are aware that the European Commission has since adopted a Voluntary Sustainability Reporting Standard, based on the VSME. It was published in the Official Journal of the European Union on 21 September 2026, entered into force on 24 September 2026 and applies to financial years beginning on or after 1 January 2027. The data collection and preparation of this report were carried out against the finalised 2024 EFRAG text, before the new standard took legal effect. To keep the report consistent and the figures comparable with last year, management has kept the VSME (v.2024) as the basis for this report. We intend to prepare our next report, covering fiscal year 2026, in accordance with the new EU Voluntary Sustainability Reporting standard, ahead of its formal application from fiscal year 2027.

This report presents data for fiscal year 2025, with 2024 included as the comparative year. Reporting periods before 2024 are not included, as only the 2024 and 2025 reports have been prepared under the VSME framework. As STRONGER moves to the EU Voluntary Sustainability Reporting Standard, we will keep the comparative data consistent and expand the dataset in future reports.





B1

BASIS FOR PREPARATION

We work in a resource-intensive industry. That comes with a responsibility: to tell our stakeholders and the public, clearly and honestly, what our impact actually is. Therefore, we report under both the Basic and Comprehensive modules of the VSME standard, the fullest reporting currently available to a company our size, preparing STRONGER for a future where accurate ESG disclosures will only become more important.

ITEM		DISCLOSURE	
Reporting option		Basic and Comprehensive Modules	
Basis of preparation		Individual basis	
Reporting period		01.01.2025 – 31.12.2025	
Legal form		Private limited liability undertaking	
NACE sector classification code(s)		46.42	
		47.71	
		47.91	
		2025	2024
Balance sheet size		€ 8,957,603*	€ 11,241,628*
Turnover		€ 20,939,841*	€ 26,914,027*
Employees (FTE)		43.0	43.3
Country of primary operations		Sweden	
Location of sites owned, leased, or managed		Sweden	
Sustainability certificates or labels		None	
Disclosures omitted as classified or sensitive		None	

* Currency conversion rate= 11.05 SEK/€

Sites	Address	Postal code	City	Country	Coordinates (Geolocation)
Headquarters	Vasagatan 46	111 20	Stockholm	Sweden	59° 20' 2.774" N, 18° 03' 24.041" E
STRONGER Store	Norrandsgatan 10	111 43	Stockholm	Sweden	59° 20' 2.742" N, 18° 04' 17.194" E



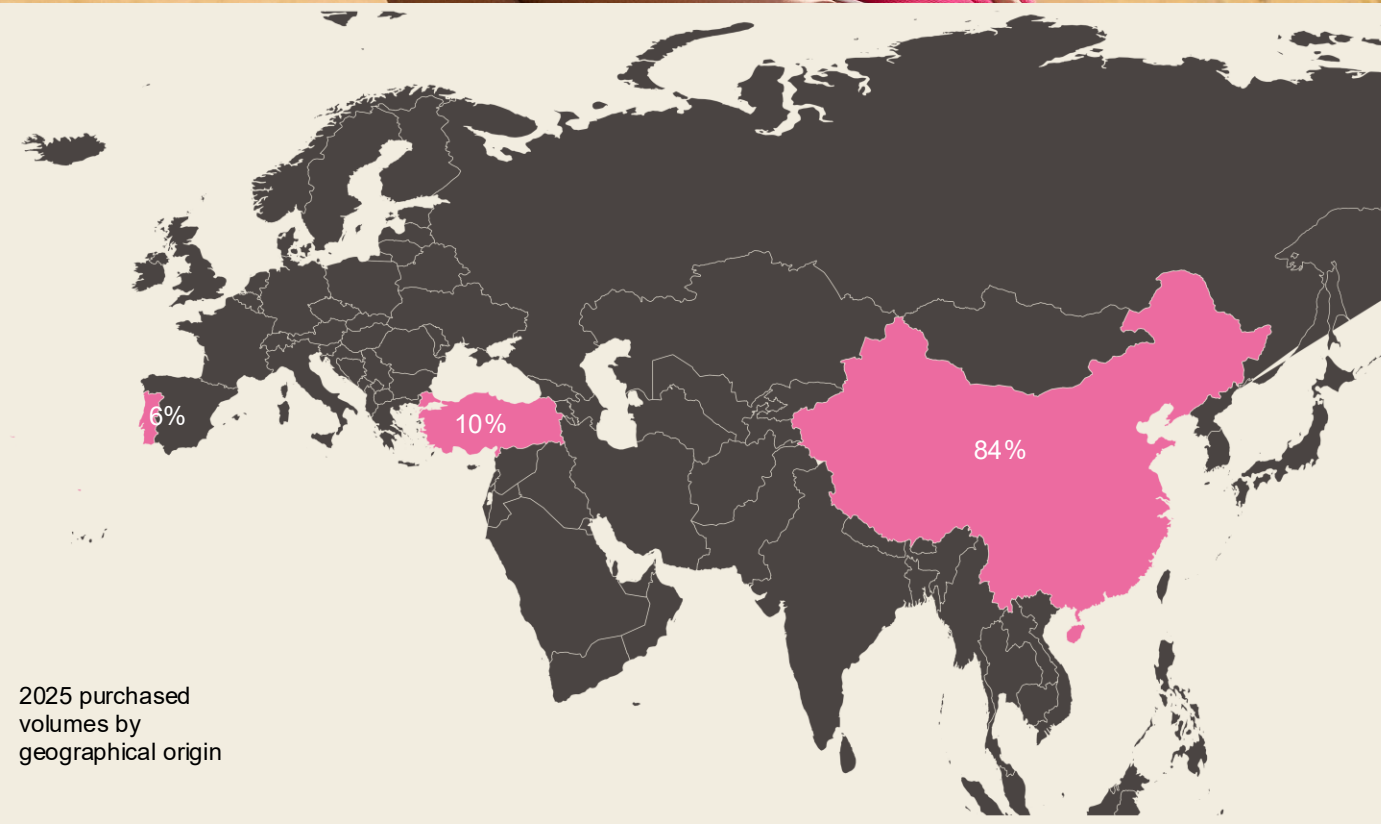
03

BUSINESS MODEL & STRATEGY

Making clothes has a cost. Ours are made from fabrics that begin as oil or as crops, in factories that use energy and water, and they are shipped, worn, washed and eventually thrown away. Almost all that sits outside our own walls, in our supply chain and in the hands of the people who wear what we make, and that is where the great majority of our environmental and climate impacts are.

We are not exempt from this, and we are not going to write as though we are. Like most of our industry, we use recycled materials where we can and we look for better options where they exist. That is worth doing, and it is how we're near the whole answer. What we can commit to is the honest version: knowing our impact properly, being clear about which parts we have not yet solved, and improving on it year on year.





2025 purchased
volumes by
geographical origin

C1

BUSINESS MODEL AND SUSTAINABILITY-RELATED INITIATIVES

Significant groups

We make women's activewear and sportswear, and that's all we make. Our portfolio spans a broad range of performance and lifestyle garments and accessories, but it sits within that one product group by choice.

product

Main business relationships

Our garments are made by nine Tier 1 suppliers: most in China, the rest in Turkey and Portugal. It is a deliberately small base; we would rather work closely with a few partners than spread thin across many.

Sustainability in action

Reconciling sustainability and textile production is a difficult task. We at STRONGER acknowledge that there is a long way to go if we wish to become a champion of sustainable activewear, but that doesn't mean we won't try. 2025 marks the second year of improving the foundation on which our sustainability ambitions rest.

We are still at the beginning of our journey, and the coming years will be spent improving our GHG data, increasing supplier traceability, and strengthening product longevity and circularity, while preparing for upcoming regulation.

Significant markets

We sell through e-commerce, wholesale and retail, reaching customers across the Nordics and the rest of Europe, as well as a small customer base outside of our home-continent. E-commerce remains our largest channel by both reach and revenue.

DOUBLE MATERIALITY ASSESSMENT

Sustainability at STRONGER begins with understanding where we have an impact, positively and negatively. To establish that picture, we revised and updated our double materiality assessment (DMA) for 2025, which examines our business from two directions at once: the effects our operations and value chain have on people and the environment, and the ways sustainability issues affect our own financial position and prospects.

The assessment covers the full life of a garment, from raw material cultivation and textile production through to use and end of life. Where our visibility reaches, it draws on direct data from our Tier 1 suppliers; where it does not yet reach, on established benchmarks and industry estimates. We mapped impacts, risks and opportunities across each stage, assessed them on scale, scope, irremediability, and likelihood, and tested our conclusions with external sustainability experts.

Just as importantly, the DMA told us where not to spend our resources right now. A company of our size cannot act on everything at once, so we have prioritised what matters most to our business and to those affected by it. As those areas mature, we will widen the scope, this report describes where we have chosen to start.

04

OUR APPROACH TO SUSTAINABILITY



B2, C2

PRACTICES, POLICIES AND FUTURE INITIATIVES

The material topics identified through the DMA form the basis for our sustainability goals over the next five years. Setting them has meant revisiting the goals and ambitions we published last year: some have been reframed, others moved later in the sequence. The topics behind them have not become less important to us. What has changed is our understanding of where we can create the most impact first.

SUSTAINABILITY TOPIC	EXISTING PRACTICES, POLICIES OR FUTURE INITIATIVES	PUBLICLY AVAILABLE	TARGETS SET
Climate change	Yes	No	Yes**
Pollution	No*	Not applicable	Not applicable
Water and marine resources	No*	Not applicable	Not applicable
Biodiversity and ecosystems	No*	Not applicable	Not applicable
Circular economy	Yes	No	Yes
Own workforce	Yes	No	Yes
Workers in the value chain	Yes	No	Yes
Affected communities	No*	Not applicable	Not applicable
Consumers and end-users	No*	Not applicable	Not applicable
Business conduct	Yes	No	Yes

*Topics marked 'No' were assessed in our DMA and not prioritised for this period. This reflects where we have chosen to start, not a judgement that they do not matter.
**Process and data-quality targets are set, GHG reduction targets are not.

SUSTAINABILITY TOPIC	High level description	Future initiatives or Targets	MOST SENIOR LEVEL ACCOUNTABLE
Climate change	We are currently strengthening our primary data foundation for the GHG inventory, ensuring that future emissions-reduction actions are grounded in accurate, granular data rather than estimates.	We will submit SBTi target for validation by 2028. We will have developed a climate transition plan by EOY 2028.	COO
Circular economy	All materials are being mapped into a common category baseline, allowing us to select garments with the best quality and lowest impact.	100% of materials mapped into the category baseline by end 2026. LCAs completed for at least 2 priority products by 2030. Wear testing strategy developed by 2027. 25% return rate in 2028.	COO
Own workforce	Employee engagement tracked quarterly through eNPS, alongside turnover. All employees are offered 1 hour of physical exercise weekly.	eNPS above 25. Turnover below 10% by end 2028.	COO
Workers in the value chain	Our Supplier Code of Conduct applies to 100% of our Tier 1 suppliers. We are currently mapping Tier 2 suppliers to enhance the quality of our data.	100% Tier 2 traceability by end 2027. 2 suppliers reporting ESG metrics annually, first cycle by Q3 2027.	Senior Product Developer
Business conduct	Our Code of Conduct covers bribery and conflicts of interest; concerns go to management.	Policy gap analysis completed by end 2026; 100% of policies updated by Q4 2026.	COO

05

ENVIRONMENT

Almost all our environmental impact sits beyond our two Stockholm sites, in the fields, factories and freight behind our garments. This section covers our energy consumption and emissions, our position on pollution, biodiversity and water, our material use, and the climate risks ahead.

B3

ENERGY AND EMISSIONS

General Emissions and Electricity Consumption Overview

	UNIT	2025	2024
Total energy consumption	MWh	93.7	62.1
from renewable sources	MWh	32,2*	39.4
from non-renewable sources	MWh	61.5	22.7
Scope 1 gross GHG emissions	tCO ₂ e	0	0
Scope 2 gross — location-based**	tCO ₂ e	5.7	2.4
Scope 3 gross GHG emissions	tCO ₂ e	2,606.0	4,218.4
GHG intensity per turnover (Scope 1,2, and 3)	tCO ₂ e / M EUR	124.8	156.8***
GHG intensity per turnover (Scope 1 and 2)	tCO ₂ e / M EUR	0.27	0.09

Detailed Emissions Overview of most Relevant Scope 3	UNIT	2025	2024
1 Goods and services	tCO ₂ e	2,203	3,680
2 Capital goods	tCO ₂ e	42.5	0
3 Fuel and energy related activities	tCO ₂ e	1.5	0.23
4 Upstream transport and distribution	tCO ₂ e	228	264.5
6 Business travel	tCO ₂ e	13	101.89
7 Employee commuting	tCO ₂ e	3	2.63
9 Downstream transport and distribution	tCO ₂ e	115	166.8

* STRONGER does not purchase renewable electricity; figures reflect the 2025 annual share of renewable electricity in the Stockholm zone. Carbon neutral district cooling is included.
** Scope 2 covers all energy-related emissions. The increase is driven mainly by the opening of the STRONGER store.
*** GHG intensity for 2024 was originally reported as 160.1 tCO₂e / M EUR. That figure was calculated in error and has been restated to 156.8; no underlying emissions or turnover data has changed.

This report marks the second year of working with Primdal ESG, a boutique sustainability consultancy based in Denmark and Sweden, assisting us in calculating emissions related to our business as well as helping us prioritise our efforts. The calculations have been prepared in accordance with the requirements of the Greenhouse Gas Protocol reporting standard.

Given the large and fragmented landscape of independent actors spanning all tiers of the textile industry, obtaining primary data for all emissions sources is not feasible. Where primary data is unavailable, a consistent and conservative approach based on publicly available benchmark data has been applied in its place. Consequently, the figures presented should be understood as best estimates, with a degree of uncertainty remaining around their precise magnitude.

Total emissions fell 38% in 2025, from 4,221 to 2,612 tCO₂e. Purchased goods and services account for 92% of the reduction, alongside a 35% fall in material volume. Within that, several things moved in the right direction. Conventional cotton is close to eliminated, replaced almost entirely by organic. Business travel emissions have been cut by 87%.

While we welcome the significant reduction of emissions, we wish to underline that we view 2025 more as a baseline, not an improvement, given that a substantial part of the reduction follows lower volume, and volume recovers. The structure of our footprint is largely unchanged, purchased goods and services remain 84% of the total. That is where the work is, and where we are directing it: reducing what a kilo of our material costs the climate, so that the next reduction holds regardless of what we sell.





B4, B5, B6

POLLUTION, BIODIVERSITY & WATER



POLLUTION

STRONGER's own operations comprise design, brand management, marketing and wholesale/retail activities; manufacturing is outsourced to third-party suppliers. As such, STRONGER is not subject to legal or regulatory reporting requirements on pollutant emissions to air, water or soil, and does not report on such emissions under an Environmental Management System. This disclosure is therefore not applicable.



BIODIVERSITY

STRONGER operates from two leased sites in central Stockholm: an office and a store, both located on standard city streets with road and tram infrastructure. Neither site overlaps nor is adjacent to a biodiversity sensitive area, as defined under the VSME Standard (e.g. Natura 2000 sites, UNESCO World Heritage sites, Key Biodiversity Areas, or other nationally protected areas). Therefore, the number and area of sites in or near a biodiversity sensitive area is 0 sites and 0 hectares.



WATER

Water withdrawal across our office and store is estimated at approximately 232 m³ in 2025. Neither site is in an area of water stress. Our leased premises are not separately metered, so this figure is estimated bottom-up from fixture counts, measured tap flow rates, occupancy and cleaning frequency. Where an assumption could reasonably fall within a range, most significantly toilet flush volume, we have used the higher end, so this figure is more likely to overstate than understate our withdrawal. Water consumption in the strict sense, withdrawal less discharge to sewer, is immaterial: substantially all water withdrawn at both sites returns to the municipal system. We intend to replace this estimate with metered data as it becomes available.

B7

RESOURCE USE & CIRCULARITY

We apply circular economy principles in a limited but deliberate way. Our efforts concentrate on two of the principles set out in the VSME, eliminating waste and pollution, and circulating products at their highest value.

Our primary focus is avoiding waste before it is created. We have improved our ability to forecast demand and have aligned purchasing orders more closely to it, so that we produce less that goes unsold. Because purchased goods account for 84% of our footprint, not making a garment is by some distance the most effective circularity measure available to us.

The second focus is product lifetime. Longer-lasting garments displace replacement purchases. Therefore, we will develop a wear-testing strategy by the end of 2027 to establish an evidence base, which can feed back into design and material selection, creating products that last longer.

The third is returns. We are targeting a return rate of 25% by 2028, addressed principally through better sizing guidance and product information at the point of purchase.

*Figures cover textile materials in all finished products

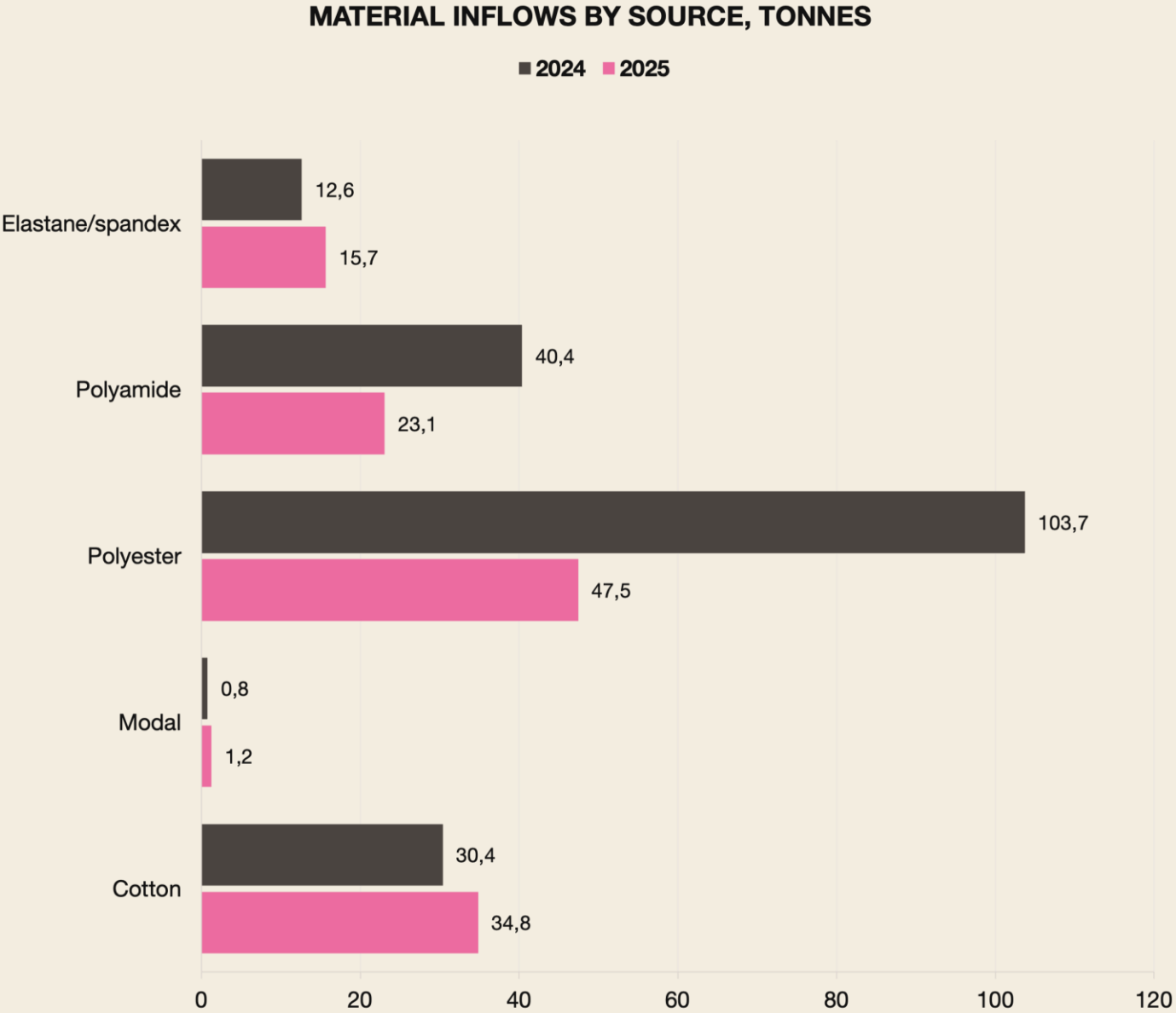
Waste generation

Our operations, including our physical store, generate only household-type waste. We therefore make no further disclosure of total waste generation, waste by type, or waste diverted to recycling or reuse. We will begin tracking waste generation from the store in 2027 to confirm the exemption continues to hold as operations scale.

Material inflows

Total material inflow* in 2025 was 122.3 tonnes, against 187.9 tonnes in 2024, a reduction of 35%. The main fibres used were polyester and cotton, followed by polyamide and elastane.

We are working with our suppliers to trace the origin of our fibres, including organic and recycled sources, and to establish the documentation needed to report on this in future reports, in line with new EU rules on environmental claims.



C3, C4

CLIMATE TARGETS & TRANSITION RISK

TARGETS

We have not yet set GHG emissions reduction targets. Our Scope 3 emissions, which account for the great majority of our footprint, still rest substantially on benchmarks and industry estimates rather than primary supplier data. A reduction target built on that basis would not be one we could stand behind or be held to, so we have chosen to build the data foundation first.

TRANSITION PLAN

We do not currently operate under a formal climate transition plan. Wholesale and retail is classified as a high climate impact sector, and STRONGER falls within it. That carries an expectation to be clear about whether and when a transition plan will follow. We recognise the need to reach net zero by 2050 in line with the Paris Agreement and EU objectives.

Our 2024 report stated an intention to define and validate a transition plan by 2026. Following our 2025 double materiality assessment and a year impacted by a decrease in sales, we reset our sequence of work, and that date has moved to 2028. The reason is a gap in available resources and data: a transition plan built on emissions figures we cannot yet substantiate would commit us to actions chosen on weak evidence.

PHYSICAL HAZARDS

Our value chain is exposed to physical climate risks at several stages. Upstream, drought and increasing water stress threaten cotton cultivation, which can affect both the availability and the price of raw materials. Further along the chain, flooding, extreme heat and storm events pose a growing risk to textile production and garment manufacturing in the regions where our suppliers operate, with potential consequences for working conditions, production capacity and delivery times. Finally, weather-related disruptions to sea and road freight can delay shipments and increase logistics costs as products move from manufacturing sites to our markets.

TRANSITION EVENTS

We face growing transition risks as EU product and disclosure regulation tightens, particularly through the Ecodesign for Sustainable Products Regulation (ESPR), the Digital Product Passport (DPP) and an anticipated Extended Producer Responsibility (EPR) scheme for textiles. At the same time, consumer demand is shifting toward lower-carbon products, investors and wholesale partners are raising their sustainability expectations, and energy and compliance costs continue to rise.

TIME HORIZONS

We apply the following horizons: short term, the current reporting period; medium term, one to five years; long term, more than five years. Transition events are concentrated in the short and medium term, driven by the legislative timetable, ESPR and DPP requirements, and the anticipated textile EPR scheme, fall within the next five years. Physical hazards are assessed as medium to long term, with the exception of freight disruption, which can occur at any point and is therefore short term as well.

HOW WE ASSESSED EXPOSURE AND SENSITIVITY

We assessed these hazards and transition events through our double materiality assessment, updated for 2025, supported by internal stakeholder engagement and ongoing supplier dialogue, and tested with external sustainability experts.

The assessment covered our assets, our activities and our value chain. Our assets comprise a leased office and a single leased store, both in central Stockholm, neither of which is materially exposed to physical climate hazards. Our activities are design, buying, e-commerce and retail; their sensitivity is to input availability and cost rather than to direct physical impact. Our value chain is where our exposure is concentrated: in raw material cultivation, in textile production and garment manufacturing at our nine Tier 1 suppliers in China, Turkey and Portugal, and in inbound freight.

CLIMATE CHANGE ADAPTATION ACTIONS

We have undertaken the following adaptation actions.

Our Tier 1 supplier base is distributed across three countries in two regions, limiting exposure to disruption in any single location. Our limited drop model, with smaller production runs and shorter lead times, allows us to adjust volumes and re-source at shorter notice than a conventional seasonal calendar permits.

In relation to transition events, we are extending traceability into our supply chain and mapping Tier 2 suppliers, and we are preparing for Digital Product Passport requirements. We report under both the Basic and Comprehensive modules of the VSME standard to meet disclosure expectations.

06

SOCIAL

STRONGER is a small team, and most of the people who make our garments do not work for us. That does not make them any less our concern. This section covers our own workforce, and the standards we ask our suppliers to hold to.

B8

OUR WORKFORCE

Our employees are central to STRONGER's long-term success. We aim to create a healthy, inclusive and engaging workplace where people can develop and grow. We support employee development through internal mobility, with several employees having changed roles, teams or responsibilities, or progressed into manager and team leader positions.

Regular feedback and dialogue are an important part of how we work. Managers hold weekly one-to-one meetings with employees to discuss ongoing work, raise questions or concerns, and share feedback on what works well and what can be improved. We also conduct annual performance reviews where employees and managers reflect on the past year, discuss development opportunities and set goals for the year ahead.

We support physical and mental wellbeing through movement and social activities, including weekly exercise sessions during working hours, monthly after-work gatherings, and annual summer and Christmas parties that strengthen relationships across the organisation.

Following significant organisational changes in recent years, employee turnover was more stable in 2025. At the same time, our eNPS result shows that there are areas for improvement. In 2025, the survey was expanded to include our retail employees, meaning that the results are not directly comparable with the previous year. We also recognise that periods of change and uncertainty can affect how employees perceive the workplace and whether they would recommend STRONGER as an employer, even when their own experience is positive. We therefore use eNPS alongside other employee feedback to guide our continued work on engagement and the working environment.

BY CONTRACT TYPE

38

PERMANENT · 78%
2024: 42

11

TEMPORARY · 22%
2024: 3

49

TOTAL EMPLOYEES (HEADCOUNT)
2024: 45 headcount

BY GENDER

45

WOMEN · 92%
2024: 82%

4

MEN · 8%
2024: 18%

0

OTHER / NOT REPORTED

EMPLOYEE TURNOVER

12.5%

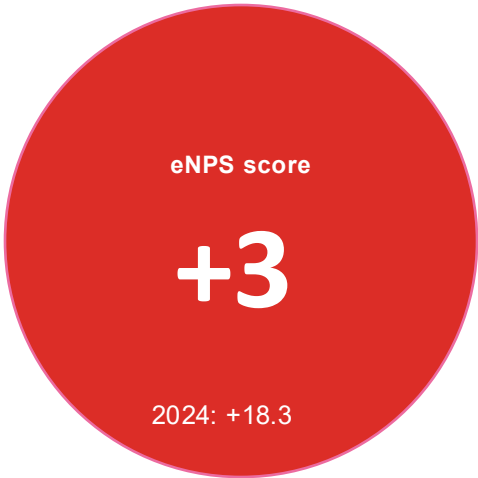
TURNOVER RATE
2024: 43.85%

6

EMPLOYEES WHO LEFT DURING THE YEAR

48

AVERAGE EMPLOYEES DURING THE YEAR



All employment contracts are held in Sweden, so no breakdown by country of employment contract is required.

B9, B10

HEALTH, SAFETY & REMUNERATION

No recordable work-related accidents, injuries, ill health or fatalities occurred during the year, and none were recorded in 2024. Health and safety is governed by our Employee Handbook and Code of Conduct; incidents are reported to management and investigated together with the employee concerned.

METRIC	UNIT	2025	2024
Recordable work-related accidents	Number	0	0
Recordable accident rate	Per 200,000 hrs	0	0
Fatalities — work-related injury	Number	0	0
Fatalities — work-related ill health	Number	0	0
Employees paid below minimum wage	%	N/A*	N/A*
Collective bargaining coverage	%	0	0
Training hours per employee — female	Hours	Not recorded**	Not recorded
Training hours per employee — male	Hours	Not recorded**	Not recorded

*Sweden has no statutory minimum wage and STRONGER is not covered by a collective bargaining agreement; pay is set through individual employment agreements.
** Our 2024 report noted that we would begin recording training hours in 2025. Due to the sales decrease, resources had to be reallocated and recording of training hours will commence in 2027.



C5, C6, C7

HUMAN RIGHTS & DUE DILIGENCE

Our human rights due diligence covers our own workforce and, through supplier screening and our Supplier Code of Conduct, our tier-1 suppliers. All nine of our tier-1 suppliers have signed the Supplier Code of Conduct. Our visibility does not yet extend past them, and over the coming years we will investigate how the same expectations can be carried into tier 2 as our mapping of those suppliers progresses. Internally, due diligence is governed by the Code of Conduct for Employees and the Employee Handbook, both of which were updated during the year. Findings are raised with management, addressed together with the employees concerned and, where relevant, reflected in policy updates.

WORKFORCE DETAIL

- Employees at management level: 5 women, 0 men
- Female-to-male ratio at management level: 5:0 (2024: 5:1)
- Self-employed without personnel working exclusively for STRONGER: 5
- Temporary workers provided by employment agencies (NACE N78): 4
- The CEO is not employed by STRONGER and is excluded from these figures

POLICIES

Respect for people is part of how we want STRONGER to work, so we choose to write it down. Our Code of Conduct for Employees and human rights policy covers where we stand on child labour, forced labour and human trafficking, and on non-discrimination and accident prevention.

Everyone at STRONGER can raise a concern through our complaints-handling mechanism. Concerns are taken up with immediate management or HR.

INCIDENTS

No severe negative human rights incidents were confirmed in our own workforce during the reporting period, including none relating to child labour, forced labour, human trafficking or discrimination, and none in any other category.

We are also not aware of any confirmed incidents involving workers in our value chain, affected communities, consumers or end-users. As no incidents were confirmed, no remediation actions were required.

07

GOVERNANCE & BUSINESS CONDUCT

This section covers how we conduct business, whether we incurred any convictions or fines, which sectors our revenue comes from, and who sits on our governance body.



B11

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

Doing business honestly is a condition for the kind of company we want STRONGER to be. Our Code of Conduct sets out where we stand on bribery, facilitation payments, gifts and conflicts of interest, and the same expectations extend to the suppliers and partners we work with. As a small team we set those expectations directly rather than through formal training, and anyone, employee, supplier or business partner, can raise a suspicion with management without going through a chain of command.

No convictions were handed down and no fines were incurred for breaches of anti-corruption or anti-bribery law during the reporting period, and none in 2024. We are not aware of any incidents of corruption or bribery in our own operations or in our supply chain.



C8, C9

SECTOR EXPOSURE & BOARD DIVERSITY

SECTOR	REVENUE [€]	SHARE OF TURNOVER (%)
Controversial weapons	0	0
Cultivation and production of tobacco	0	0
Fossil fuel — coal	0	0
Fossil fuel — oil	0	0
Fossil fuel — gas	0	0
Chemicals production	0	0

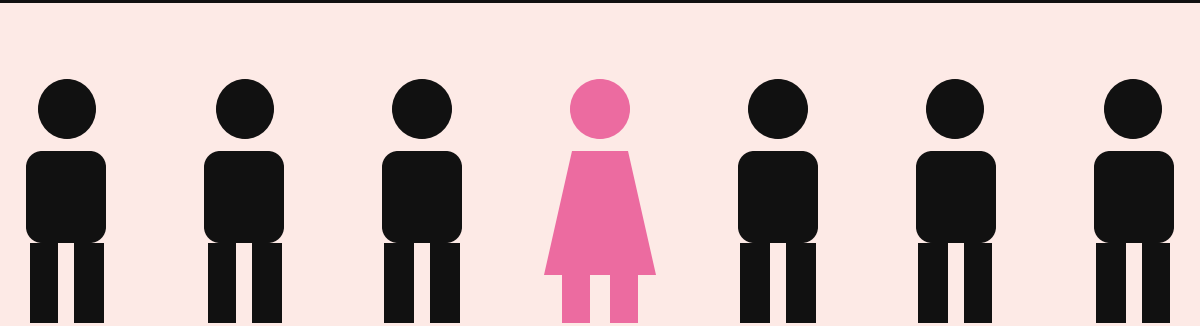
STRONGER designs and sells activewear, and none of our income comes from the sectors listed above: we hold no revenue from controversial weapons, tobacco cultivation or production, coal, oil or gas, or chemicals production.

On that basis we are not excluded from the EU Paris-aligned Benchmarks, and we are not aware of any other benchmark exclusion criteria that apply to us.

BOARD COMPOSITION AT YEAR END 2025

1:6

FEMALE-TO-MALE RATIO



Our governance body comprised 7 members at year end, with one woman, giving a female-to-male ratio of 1:6. The ratio was 1:5 in 2024.

08

APPENDIX



APPENDIX

DISCLOSURE INDEX

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QUESTIONS ABOUT THIS REPORT?

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