



2025

Sustainability report.

FRISTADS[®]



**We are
change makers.**

At Fristads, we have always been leading the way. When our founder John Magnuson pioneered exceptionally hard-wearing workwear more than a century ago, he laid the foundation for the sustainability work we do today. Because to this day, the most sustainable garment is the one that is already in use – and lasts over time. As the world changes and new challenges emerge, including global climate change, we continue to evolve – without ever compromising on durability.

We believe that knowledge is a powerful driver of change. That conviction led us to develop the world's first Environmental Product Declaration (EPD) for clothing, a third-party verified document that quantifies a garment's climate and water impact. By making environmental data transparent and measurable, EPDs have fundamentally shaped how we design and develop workwear with a smaller footprint. Because to reduce our impact, we first need to understand it.

Building on that same belief, we developed the Green Calculator, a digital tool that turns complex environmental data into clear, comparable insights. By visualising the environmental footprint of different product choices, it helps customers understand the impact of their decisions and supports more informed, sustainable purchasing.

We made the impossible possible.

Over time, we have continuously expanded our offering of more sustainable garments and today they are available across all major product categories. In 2025, this work reached a new milestone with the announcement of the world's first environmentally declared multinorm collection. With Multinorm Green,

professionals working in high-risk environments no longer have to choose between protection, comfort and sustainability – they can have all three.

But responsibility doesn't end when a garment leaves the factory. We believe the textile industry must address the full lifecycle of the products it creates, all the way to end-of-life. That is why we established – and continue to refine – our circular offering, Sustainability as a Service, well ahead of EU regulations on Extended Producer Responsibility. By keeping garments in use for longer and ensuring that they are managed properly when they can no longer be worn, we reduce waste, save resources and maximise the value of every product we make. This is part of the Fristads promise.

Leading where it matters.

Finally, as a longtime partner of OEKO-TEX®, the global gold standard for safe and responsible textiles, we took another important step in 2025 by adding the OEKO-TEX® Made in Green label to some of our most popular products.. This widely recognised label adds a new layer of transparency, giving our customers confidence that their workwear is not only safe to wear but produced sustainably throughout the supply chain.

Together with our customers, we will keep breaking new ground on sustainability in the workwear industry, measuring our impact, building lasting solutions, and leading where it matters most.



Petra Öberg Gustafsson, Managing Director of Fristads

Content.



Fristads AB is a private sector company that encompasses the brands Fristads, Kansas, Lyngsøe and Leijona and is a part of Hultafors Group, which is owned by Investment AB Latour. Fristads' sustainability report is published annually. This report covers data that was collected from January 1, 2025, to December 31, 2025. Some parts of our sustainability work are guided by and coordinated within Hultafors Group. More information about the groups' sustainability initiatives can be found in Hultafors Group's Sustainability report. Fristads' obligations under the Corporate Sustainability Reporting Directive are fulfilled through the annual report of Investment AB Latour.

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Fristads at a glance.

5,000+ Points of sale

22 Markets with sales support

1925

The year Fristads was founded by John Magnuson in Fristad, outside Borås.



Complete e-commerce solution offered on all markets and open web shops in Sweden, Finland, Denmark, Germany, Austria and Switzerland.

600+ employees



2025 net sales in SEK.

1.5 billion

HULTAFORS GROUP

Fristads AB encompasses four brands: Fristads, Kansas, Leijona and Lyngsøe Rainwear, all of which are included in our sustainability reporting. We are a part of Hultafors Group, which is owned by Investment AB Latour. Fristads, Kansas and Leijona were purchased by Hultafors Group in 2021 and Lyngsøe Rainwear was added to the portfolio in 2025.

Legends of Workwear.

We have been crafting high-quality workwear for over 100 years, celebrating a legacy of continuous innovation. As pioneers in product development, we remain at the forefront of cutting-edge workwear solutions.

Sustainability.

We want to lead the industry when it comes to sustainability and offer collections with a smaller environmental impact than conventionally produced products in every segment.

More than
50,000
customers

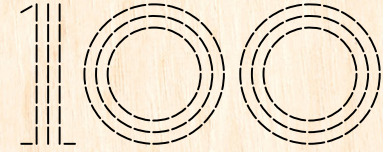


2025 Highlights.

Launched our first catalogue products made partly of chemically recycled polyester. Some garments in the new collection contain as much as 92% textile waste.

Fristads has been in business for 100 years, an important milestone that highlights our staying power and was celebrated across the organisation throughout the year.

FRISTADS®



YEARS OF WORKWEAR

Developed the world's first multinorm collection with an Environmental Product Declaration – Fristads Multinorm Green.



99% PFAS FREE

Share of Fristads' active assortment that was PFAS free or in transition to PFAS free.

19% EPD

INTERNATIONAL EPD SYSTEM

Share of our products that come with an Environmental Product Declaration.

98%

Share of our products that are OEKO-TEX® Standard 100.



STANDARD 100



9.6 million cubic metres



Water saved by our customers by choosing environmentally declared Fristads Green garments instead of conventionally produced products in 2025. Based on EPD documentation.



MADE IN GREEN

Took our commitment to safe and responsible workwear to another level by labeling selected products with OEKO-TEX® Made in Green.



1,183 tonnes



CO₂e saved by our customers by choosing environmentally declared Fristads Green garments instead of conventionally produced products in 2025. Based on EPD documentation.

40%



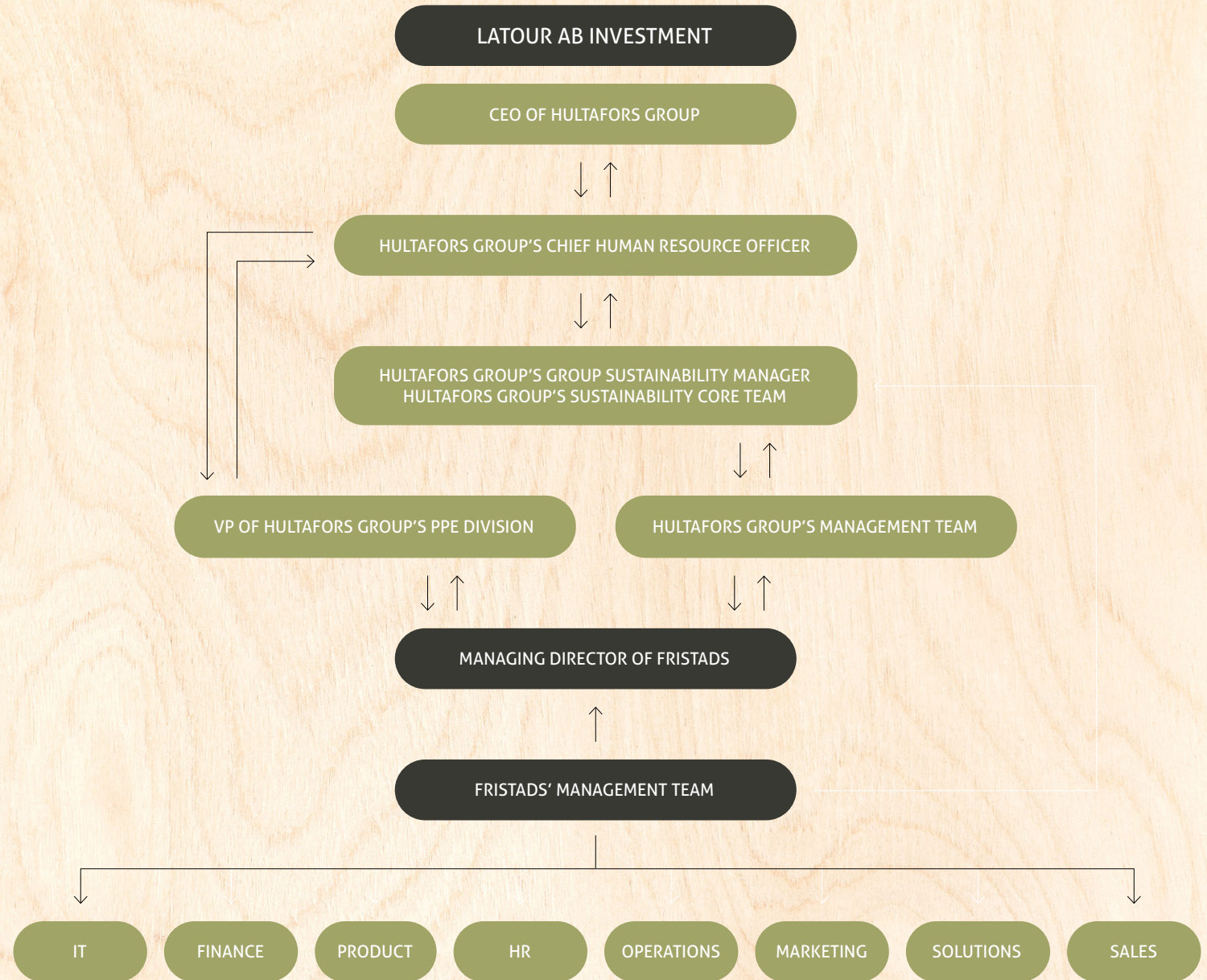
Share of products containing recycled or organic materials in Fristads range, up from 1% in 2020.

Governance.

Fristads' management group is responsible for setting the overall sustainability strategy, actions and KPIs, and ensuring that they are known to every department and everyone working in the company, including part-time workers and consultants. Fristads' management team follows up on the sustainability goals during monthly meetings and updates the employees quarterly. Fristads' management group also informs the vice president of Hultafors Group's PPE Division, to which Fristads belongs, on key sustainability issues monthly. The vice president of PPE in turn reports to Hultafors Group's management team every month.

The Hultafors Group Sustainability Directive outlines the minimum sustainability requirements that all divisions in the Group must follow, including those regarding fair, safe and healthy working conditions, environmental responsibility and business ethics. Each division is encouraged to devise their own strategies and plans, including securing the necessary (financial and human) resources, to meet these requirements and aim for more ambitious targets than what is prescribed. The progress is summarised in an annual Sustainability Report for the Group. The sustainability work at Hultafors Group is coordinated by a Sustainability Core Team, under the leadership of the Group Sustainability Manager, who reports to the Chief Human Resource Officer.

The owner of Hultafors Group, Investment AB Latour, sets minimum requirements and sustainability KPIs of its subsidiaries to follow and report.



Key policies.

All our actions are based on a set of policies, codes and certificates that are unique for our operation. These rules structure and regulate all our activities, ensuring that we act in a responsible and ethical way.



Environmental Policy.

Our Environmental Policy details our ambition to work for a long-term sustainable society, both for people and the environment. We do this by following environmental laws and regulations and by constantly looking for alternatives that reduce the negative impact of our business, without sacrificing quality or price. Our environmental work is based on our sustainability strategy and the goals are reviewed and revised as we move forward.

Quality Policy.

Our Quality Policy encompasses our goals when it comes to quality and customer satisfaction. We set ambitious targets, measure our progress and continuously work on improving our products and processes. We are receptive to our customers' wants and strive to live up to their expectations on our products and meet their needs for a smooth customer journey, from purchase to delivery.

ISO Certifications.

Fristads is certified according to the international standards ISO 9001 since 1999 and ISO 14001 since 2002. ISO 9001 requires us to work systematically with improvements of our processes and products to increase customer satisfaction. ISO 14001 sets the requirements for our sustainability work and how to minimise the environmental impact of our operations.

Latour Group Code of Conduct.

All Fristads employees receive training on the Latour Group's Code of Conduct, which encompasses the principles that govern the companies owned by Latour in relationship to employees, business partners and other interested parties. The Latour Code of Conduct provides guidelines for environmental sustainability and corporate social responsibility, including human rights, labour rights, anti-corruption and anti-discrimination.

Hultafors Group Code of Conduct and the Fristads Annex.

All Fristads employees and suppliers must sign and act in accordance with the Hultafors Group Code of Conduct, including the Fristads Annex, which details policies and procedures that are specific to our business. The Code of Conduct sets minimum requirements and defines standards for fair, safe and healthy working conditions throughout our supply chain. It also includes best practices for environmental management and animal welfare. The Code of Conduct applies throughout the whole supply chain of a Fristads product.

Health and Safety policy.

Fristads is committed to providing a safe, healthy and inclusive work environment where employees can thrive without risk of injury or ill health. Health and safety are integrated into all operations through regular risk assessments, training and continuous improvement processes. We go beyond legal requirements, fostering a workplace built on respect, equality and strong preventive measures.

Privacy Policy.

The integrity of our customers is essential to us. In our Privacy Policy, which is posted on our website, we share information about how we manage our customers' personal data when they visit and shop with us. The Privacy Policy details what type of data is collected and how it is used, which cookies are saved and the rights of the customer, for example the right to be forgotten.

Our partners and memberships.



Key sustainability terms.

This Sustainability Report contains a range of terms and concepts that relate to our sustainability work. To help you navigate the report and understand what sets these terms apart, we have included some key definitions below.



STANDARD 100

OEKO-TEX® Standard 100.

What it is: An independent, voluntary product certification that tests textiles and textile components for harmful substances and verify that they are proven safe for human use. Every certified item is tested against a comprehensive list of substances that may pose a risk to health, with limit values that are regularly updated to reflect new research and legislation.

Focus: Product and consumer safety, chemical testing of materials and components, compliance with strict limit values.



STeP

OEKO-TEX® STeP.

What it is: A voluntary certification for textile and leather production facilities that verifies high standards in environmental performance, chemical management, social responsibility, health and safety, and quality management. It focuses on how products are made, rather than the finished product itself.

Focus: Production processes, chemical management, environmental performance, occupational health and safety, social responsibility, and quality management across manufacturing facilities.



MADE IN GREEN

OEKO-TEX® Made in Green.

What it is: A voluntary supply chain label ensuring that a product has been manufactured responsibly, tested for harmful substances, and produced under safe and ethical working conditions. To qualify for the Made in Green label, a product must be certified to OEKO-TEX® Standard 100 and be manufactured by suppliers that are certified to OEKO-TEX® STeP.

Focus: Product and consumer safety, chemicals, working conditions, certified facilities, supply chain transparency.



EPD – Environmental Product Declaration.

What it is: A third-party verified document showing a garment's impact by detailing measurable environmental data across its lifecycle, from cradle-to-grave. It is based on the standard ISO 14025 and is controlled and verified according to the requirements of the International EPD® System.

Focus: CO₂ emissions, water footprint, energy consumption, lifecycle impact.



Key sustainability terms.

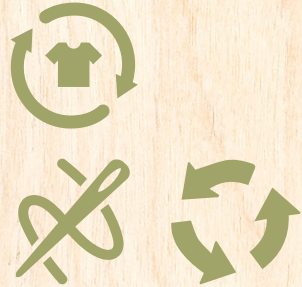
This Sustainability Report contains a range of terms and concepts that relate to our sustainability work. To help you navigate the report and understand what sets these terms apart, we have included some key definitions below.



DPP – Digital Product Passport (EU).

What it is: A digital “identity card” for products that stores key sustainability data that is accessible through an NFC tag, RFID chip or QR code on the garment. DPPs aim to support transparency and circularity for all products sold in the EU, and will become mandatory in the next few years.

Focus: Materials, recyclability, repairability, end-of-life information, traceability and future regulatory compliance.



Sustainability as a Service.

What it is: Fristads’ comprehensive circular service offering that helps customers extend the life of their workwear and manage garments responsibly throughout their entire lifecycle. Through services such as Repair, Reuse and Recycle, Fristads supports customers in reducing waste, lowering emissions and making better use of existing resources.

Focus: Circularity, extended product lifespan, reduced environmental impact and support for customers’ sustainability goals and reporting.



Sustainability as a Product.

What it is: A more sustainable assortment designed to reduce environmental impact through smarter material choices, circular innovation and transparent data. By offering garments with Environmental Product Declaration (EPD), products made from closed-loop recycled textiles, and products made with alternative materials, Fristads helps customers make informed, responsible choices without compromising on durability or performance.

Focus: Measured environmental impact, circular product development, reduced use of virgin materials, and clear guidance that makes it easier to choose workwear with a smaller footprint.



PFAS free.

What it is: A category of Fristads products that contain no intentionally added PFAS, or so-called “forever chemicals.” Through long-term development with our suppliers, we have introduced PFAS-free finishes and membranes that deliver the required performance while reducing the release of persistent chemicals across a garment’s lifecycle.

Focus: Phasing out persistent chemicals, maintaining protective performance, and providing transparent product-level information to support informed choices.

In transition to PFAS FREE.

What it is: A category of Fristads products that are transitioning to PFAS-free status but where the stock may be mixed. While most of Fristads’ products are PFAS free, a few models in the multinorm, high-visibility and rainwear categories are in transition. Once all the garments containing PFAS have sold out, the labelling of the product changes from “In transition to PFAS free” to “PFAS free.”

Focus: Eliminating PFAS in new products, transitioning gradually to PFAS free in existing products to minimise waste, and providing transparent product-level information to support informed choices.

Our strategy.

Taking the lead of sustainability in the world of workwear.

At Fristads, sustainability is not a side project – it's woven into our business strategy and daily operations. We are determined to take the lead in the workwear industry by driving innovation, setting ambitious goals, and proving that durability and sustainability can go hand in hand. We have committed to halving our CO₂ emissions by 2030, in line with the UN's 1.5°C target, and are developing transition plans to transform how we design, produce and deliver our garments.

A strategy for real transformation.

Our sustainability strategy is built around three core focus areas:

- Sustainable Workplace – ensuring health, safety, engagement, and accountability for everyone who works with and for Fristads.
- Sustainable Supply Chain – creating transparency and traceability while addressing environmental, social, and logistical challenges throughout our value chain.
- Sustainable Offering – delivering high-quality products and services with lower climate impact, from responsible material choices to circular services like repair, reuse, and recycling.



UN Sustainable Development Goals.



Fristads' long-term sustainability efforts are based on the United Nations Sustainability Goals (SDGs)* and the 10 guiding principles on Human Rights, Labour, Environment and Anti-Corruption in the United Nations Global Compact. Our ambition is to minimise the negative impacts of our business on society and the planet, while maximising the positive impacts. We are convinced that this commitment delivers added value to our customers, employees, business partners, stakeholders throughout our supply chain and, not the least – the planet.

When we mapped our sustainability impacts in our value chain against the SDGs and carried out a risk analysis on the most relevant topics, we found that we address at least 14 of the UN's 17 SDGs. Of these, we have identified three goals that are especially relevant to our business.



Responsible Consumption and Production.

Consumption and production are closely linked, and both greatly affect the environment. For us it is important to approach more responsible production from a broad spectrum, starting with decisions on product development and garment design. We are continuously increasing the number of environmentally declared products in our range and replacing materials with more sustainable alternatives. At the same time, we never compromise on quality. Our products are made to last, which means fewer garments need to be produced in the long run.



Climate Action.

We see it as our responsibility to make sure we take action to minimise our impact on the climate and have committed to reducing our CO₂ emissions by 50 percent by 2030. To reach this goal, we have set clear KPIs for every department within Fristads and involved our employees in the process. By continuously evaluating our products, production, processes and logistics and always looking for alternatives with the lowest climate impact, we can reduce emissions and secure a more sustainable business.



Partnerships for the Goals.

We believe that by combining our efforts with others we can make a bigger change and strive to work with partners both in the public and private sector. For example, we have participated in several collaborative research projects with local government institutions, entrepreneurs and other companies. We are also active members of STICA (Swedish Textile Initiative for Climate Action), No to PFAS, an organisation that aims to find better alternatives to PFAS, and B.A.U.M. e.v., a network that is committed to advancing sustainable business practices in Europe.

Sustainability is built into the way we work.

Fristads' environmental work is based on our sustainability strategy, which aims to minimise the negative impact of our operations on the environment and the people who manufacture our products. As a part of this process, we have integrated our sustainability work as a strategic business goal and in our vision, Every professional dressed for a sustainable performance.

We want environmental thinking to be the guiding star for our entire organisation and for all employees to engage in our sustainability work. Therefore, every department at Fristads has its own sustainability goals that are linked to our overall goals and KPIs. Each sustainability target is owned by a person in the organisation and tied to specific actions throughout the year. The department targets are followed up quarterly to hold ourselves accountable and ensure that we are on track. We also continuously train our employees on sustainability issues relating to our business.

These are some of the sustainability targets that our departments were working on in 2025.



Name: Andreas von Bahr
Title: Key Account Manager

What was the most important sustainability goal that your department worked on in 2025?

"Our most important sustainability goal in 2025 was to use sustainability more clearly and consistently as a value proposition in our sales work, and to help steer customer tenders so that sustainability becomes a defined evaluation criterion. In parallel, we focused on supporting our existing customers in making more sustainable choices and in communicating the results, for example by showing how their workwear decisions can reduce their climate footprint."

What actions did you take to achieve it and how did it go?

"Throughout the year, we ran ongoing training sessions with our partners focused on using sustainability as a strong sales argument. We also held customer presentations where we highlighted both our EPDs and our circular services Repair, Reuse and Recycle. Overall, the work has paid off. Sustainability is increasingly helping us win business, and we're seeing a growing number of deals where our sustainability offer is a clear differentiator."

Name: Ulrika Mattzson
Title: Raw Material Developer

What was the most important sustainability goal that your department worked on in 2025?

"Sustainability is a natural starting point in every project we work on at RAW. My most important sustainability goal in 2025 was to launch garments with the Made in Green label, while at the same time strengthening traceability throughout the entire value chain from material supplier to finished product and increasing transparency for our customers."

What actions did you take to achieve it and how did it go?

"To reach this goal, I spent the year mapping our supply chains based on suppliers' STeP certifications, gradually identifying products in our existing assortment that meet the criteria for Made in Green and initiating the application process for these products. In parallel, we mapped additional products and established improved routines for follow-up, traceability and transparency across the entire value chain."



Name: Oleh Lehkyi
Title: Head of the Energy and Electricity Department, Stritex Ukraine

What was the most important sustainability goal that your department worked on in 2025?

"The main goal of my department at Stritex was to save energy and ensure a stable supply of electricity and heat. Because of the ongoing war in Ukraine, access to these resources is significantly limited. Amid regular Russian attacks on the Ukrainian power system, our top priority is the uninterrupted supply of electricity and the efficient, economical, and sustainable use of all available resources. Our production process, operational efficiency, and product quality depend directly on this."

What actions did you take to achieve it and how did it go?

"The generator purchased in 2023 continues to serve as our primary backup power source at Stritex, allowing us to maintain continuous operation. In addition to configuring and optimising the generator, we also upgraded our thermal equipment to precise and fast electronic control systems. This enables faster responses to any emergencies that may arise and helps us reduce the consumption of natural and material resources. In addition to installing the generator, Stritex has strengthened operational resilience by introducing remote control of key power, heating and production systems."

Sustainable workplace.

A sustainable workplace starts with people who feel safe, heard and set up to succeed. At Fristads, we focus on health and safety, strong engagement and accountability, and long-term development that both empowers our employees and supports business profitability. Our workplace culture is guided by four core values – Passion, Performance, Simplicity and Togetherness – and we go to great lengths to ensure fair and equal treatment of our employees. The result is a workplace where people collaborate and thrive, and a business that can grow responsibly over time.



Fristads – a Swedish career company.

Fristads is proud to have been named a Career Company 2026 by Karriärföretagen, an independent organisation that highlights Sweden's most attractive employers for students and young professionals. The recognition is awarded to companies that demonstrate long-term, successful work in HR, talent management and employer branding. Fristads was selected through a multi-step evaluation process by a panel consisting of industry specialists and experts. The highest-scoring organisations then advance to the final jury, which appoints Sweden's Career Companies of the year.

Combining tradition with innovation.

The panel chose Fristads due to our "consistent and values-driven work to create a sustainable and inclusive workplace." They also noted that Fristads "combines tradition with forward-looking ambition, demonstrating that innovation, responsibility and community can thrive together in an inspiring culture." Fristads has been working for years to create a workplace where employees are empowered to perform and be engaged in our sustainability work. By encouraging development and harnessing the engagement of our employees, we have built a work culture that is defined by collaboration, mutual respect, and learning together. We believe this culture not only allows our employees to grow but also strengthens us as an organisation.

PASSION We are passionate about our products, our company and our customers. We challenge ourselves and each other to grow and improve. We are proud of what we have achieved in the past and excited about the future. What we do today, we can do better tomorrow.

PERFORMANCE We seek excellence in everything we do and take pride in our high-performing products and people. We give constructive feedback, lift each other up and celebrate our achievements. Our desire for success is greater than our fear of failure. We try, fail, learn and go the extra mile to win.

SIMPLICITY We strive to streamline our operations and never make matters more complicated than necessary. Our customers' needs are always front and center, and we continuously work to improve our customer journey. We communicate clearly, honestly and informally at all times.

TOGETHERNESS We work together with our customers to help them succeed and prosper. We take responsibility for ourselves and each other, and strive towards common goals. Together, we focus on sustainability and help safeguard the environment for present and future generations.



Engaged employees boost the company culture.

Fristads is a workplace that is truly powered by the people. Every day, our employees support their colleagues, seek improvements, collaborate and go the extra mile to ensure we reach our goals together. And by contributing as individuals, our employees enable us to grow as an organisation.

Our employees' individual achievements are measured and followed up through annual performance reviews, where we focus on how to improve together as a team. Additionally, our managers are responsible for connecting the company's strategic goals to individual goals to make all employees aware of how their work contributes to the overall objectives of the company.

We care deeply about the work environment of our employees and are proud to say that we have a very productive relationship with the local unions, actively encouraging our employees to get involved to make their voices heard. All our offices also offer different social activities for the staff. In Sweden, for example, a group run by employees regularly organises everything from Christmas and summer parties and family days to after-work yoga and ski trips.

Collaborating through We are Fristads.

As a large, international company with offices in multiple countries, we are always working on strengthening our team spirit and reducing silo thinking.

Our program We are Fristads, where all departments are invited to introduce themselves to the rest of the company, has continued to run during 2025 and has led to greater understanding for how different departments work. It has also promoted collaborations and boosted our company culture, which leads to more sustainable work processes.

Over the course of the year, nine sessions were held, both at the headquarters in Viared, Borås, and online with our colleagues elsewhere in Europe. At the end of 2025, we also ran a three-month pilot program related to We are Fristads, encouraging employees from different departments in Viared to nominate each other for outstanding collaboration. The number of nominations and the positive feedback go to show how quickly our culture grows stronger when people are given opportunities to connect beyond their usual teams.

Equality and diversity at Fristads.

Diversity and equality are key to Fristads and we strive to ensure equal treatment in our organisation, regardless of gender, age, ethnic and cultural background, class, sexual orientation, gender identity, gender expression or physical ability. We view our differences as an asset in all parts of our business and integrate gender equality and diversity in our planning, decision making, implementation and follow up.

Our work is guided by an action plan for gender equality and diversity, and each manager is responsible for ensuring that nobody is discriminated against when it comes to working conditions, salary and recruitment. It is also detailed in our Code of Conduct. We have a zero-tolerance policy on discrimination and harassment; deviations are registered in our management platform Canea and can also be reported through our whistleblowing system Whistle B.

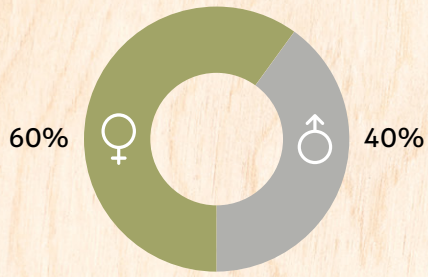


Keeping track of our social performance metrics.

We are committed to ensuring fair treatment of our own employees as well as the workers in our supply chain. These are some of our most important KPIs and results for social sustainability at Fristads, Kansas and Leijona. All targets and actual numbers on this page are reported as of December 31, 2025.

Equality.

We measure our work on equality and diversity against certain KPIs that are followed up monthly and annually, using employee statistics, Peakon and individual performance reviews. We have a KPI of having at least 50% women in our management team and aim for the gender distribution of our department managers to reflect our employees, which are 60% female.



Gender distribution, All employees



Gender distribution, Management Group



Gender distribution, Board of Directors, Hultafors Group

Days lost due to work-related injuries, fatalities and ill health



0 cases reported as of December 31st, 2025.
(Target 31st December 2025: 0 cases)

Number of whistleblowing cases due to harassment or discrimination



0 cases reported as of December 31st, 2025.
(Target 31st December 2025: 0 cases)

Zero-tolerance on child labour.



0 cases reported as of December 31st, 2025.
(Target 31st December 2025: 0 cases)

No discrimination or harassment.



0 cases reported as of December 31st, 2025.
(Target 31st December 2025: 0 cases)

Wage levels according to national living wages.*



100% pay according to national living wage levels
(set by wageindicator.org)*

(Target 31st December 2025: 100% of Fristads entities pay wages according to the national living wage levels)

Our Code of Conduct is known throughout the organisation.



100% finalised training

(Target 31st December 2025: 100% of all employees trained on the Code of Conduct).

Ratings performed on a scale from 1 to 10.

Average engagement score.



(Target: 8.3)

Average leadership score.



(Target: 8.3)

People of all backgrounds are treated fairly at Fristads.



(Target: 8.5)

Employee engagement surveys.

We measure employee engagement monthly and quarterly through the employee satisfaction survey Peakon. Engagement is measured on a scale from 1 to 10 and shows the average rating on questions related to how likely employees are to recommend Fristads as a place to work, how likely they are to stay and how satisfied they are in general with working at Fristads. The results of the employee engagement surveys are followed up by the managers of each department. To ensure that our leadership is on the right track, we measure our managers' performance quarterly, using six questions that pertain specifically to leadership. The leadership score is measured on a scale from 1 to 10; our Human Resources department continually follows up scores below 7 with the department manager.

Sustainable supply chain.

A sustainable supply chain at Fristads means ensuring that our products are made with respect for people and the planet, while maintaining transparency, traceability and full compliance throughout our value chain. We focus on four key areas: environmental performance; social responsibility; transparency & traceability; and logistics. To put this into practice, we work with clear standards and systems such as our Code of Conduct, amfori BSCI, independent audits and whistleblowing, and tools that strengthen traceability, including nominated materials, vendor portals and OEKO-TEX® STeP. We also work to reduce impacts from transport by minimising air freight, optimising shipments and securing an efficient supplier and warehouse set-up.



STeP takes supplier transparency to the next level.

At Fristads, we choose suppliers carefully and work closely with them over time to ensure our strict requirements on social and environmental responsibility are met. In 2025, we intensified these efforts by encouraging suppliers to apply for OEKO-TEX® STeP (Sustainable Textile & Leather Production), a certification that verifies production sites against defined environmental and social criteria. As part of this work, we mapped and documented key suppliers across our value chain, from sewing factories to producers of raw materials. Several of our suppliers are now certified and our work to support aspiring STeP-certified facilities is ongoing. That includes Stritex, our own factory in Stryi in western Ukraine. Stritex already meets the STeP criteria and is in the process of certification.

What is STeP?

OEKO-TEX® STeP is an independent certification for environmentally and socially responsible production facilities across the textile and leather supply chain. Its purpose is to support factories in measuring performance and driving permanent improvements in environmental impact, health and safety protection, and working conditions – and to make those efforts transparent to industry and customers.

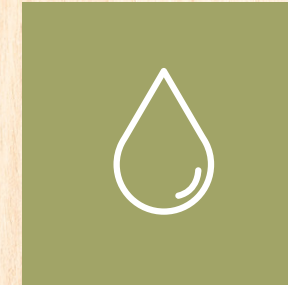


The certification is built on six modules, each covering a core part of sustainable production:



1. Chemical management

Safe handling, substitution of hazardous substances, and risk management during processes like dyeing and printing.



2. Environmental performance

Responsible wastewater and emission control, energy efficiency, and resource protection.



3. Environmental management

Structured systems and continuous improvement to minimise impact.



4. Social responsibility

Fair wages, reasonable working hours, health and safety, and zero tolerance for forced or child labour.



5. Quality management

Consistent product quality and customer safety standards.



6. Occupational health and safety

Safe working conditions, protective equipment, and ongoing training for employees.



STeP certification is also a requirement for OEKO-TEX® Made in Green, the product label for items tested for harmful substances and produced in a verified sustainable facility. In other words, to label garments with Made in Green, production must take place in a STeP-certified facility.

For Fristads, STeP is not about reinventing how we work. It is a way to confirm – externally and credibly – that the high standards we already expect from our own operations and suppliers are in place, measurable, and continuously improving.

Three questions about STeP to our supplier Signet Enterprises.

Iqbal Hossain is Head of HR & Compliance at Signet Enterprises in Bangladesh, a long-time supplier to Fristads. We asked him to share his view on STeP certification.

Why is it important for your factories to be STeP certified?

“STeP certification helps us to systematically strengthen the commitment to sustainable and responsible manufacturing. Signet management wants to ensure that all the processes are audited and verified from chemical management and environmental performance to worker health & safety and social responsibility. It helps to enhance transparency and demonstrates accountability to the customers with a commitment to continuous improvement.”

What are the advantages and challenges?

“The certification has significantly enhanced the compliance and credibility, improved working conditions for the employees, and strengthened transparency and accountability across the operations, ultimately supporting better market access. At the same time, meeting the requirements involves certain challenges, including

high compliance expectations, the need for continuous investment, a resource-intensive documentation and monitoring process, greater supply-chain coordination, and ongoing pressure to demonstrate continuous improvement.”

Is STeP certification becoming more important to your customers?

“Signet management has noticed an increasing demand for OEKO-TEX® STeP certification over the past few years. Some of our existing brands and retailers now emphasise STeP certificate and we have been asked more frequently for recognised certifications to ensure safer and more environmentally responsible production. To meet ESG due diligence and regulatory compliance in different markets, we consider STeP a credible benchmark.”



Digital Product Passports – preparing for the future of traceable workwear.

As part of the European Green Deal, the EU wants transparency, circularity and data-driven sustainability to be the new norm for all products sold within the union, including workwear. This means workwear products will eventually be required to have a Digital Product Passport (DPP). Although the details of the DPP are still being worked out, the intention is clear – every product should carry a digital “identity card” showing key data about its composition, production and environmental footprint. Fristads is staying ahead of the game and developed the entire infrastructure necessary to implement DPPs on all products during 2025.

What is a Digital Product Passport?

A DPP is a digital record that keeps track of verifiable, comparable information about a product across its lifecycle. The data is typically accessible through an NFC tag, RFID chip or QR code that is printed on or woven into the garment. The purpose of the digital passports is to improve transparency and enable better decision-making throughout the entire value chain. The DPP is a central part of the Ecodesign for Sustainable Products Regulation (ESPR), which came into effect in July 2024 and aims to help the EU transition

to a more circular economy. These so called “ecodesign requirements” vary by industry. For textiles, a DPP is expected to include information on:

- Materials and fibre composition
- Chemicals used in manufacturing
- Repairability, recyclability and circular design features
- Environmental footprint, including CO₂ emissions
- Lifespan
- Care and repair instructions
- Traceability throughout the supply chain

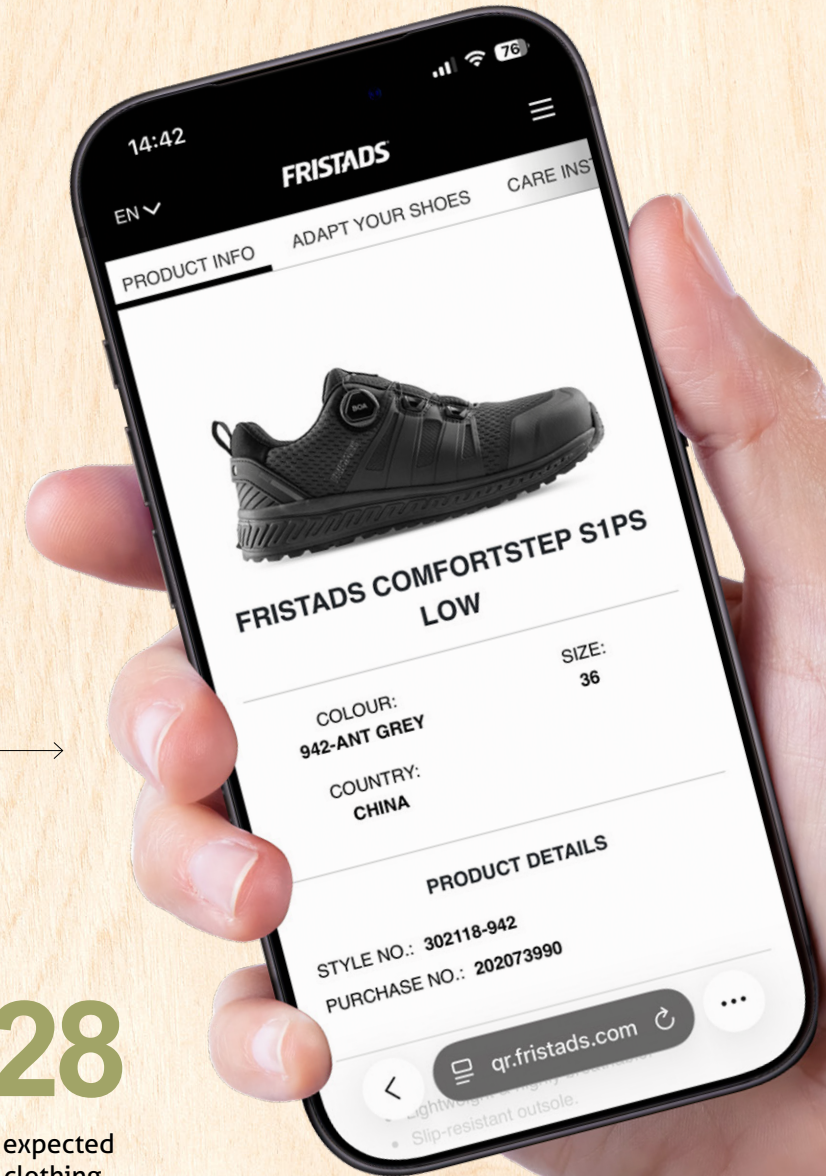
Since workwear often contains complex blends, protective functions, or durable constructions, the DPP is likely to bring new expectations on documentation and design – but also new opportunities to improve circularity and extend product life cycles. Some parts of the legislation remain up in the air – especially to what extent the new sustainability requirements for textiles will encompass technical and protective workwear. But we do know that the legislation is coming and therefore decided to be in the forefront of implementing it.



Fristads' first Digital Product Passports

During 2025, a dedicated team from Fristads, involving sourcing, supply chain, product development and IT, worked together with our label/tech providers to build the processes and systems needed to integrate DPPs into future products. The process has allowed us to understand the technical, organisational, and supply chain implications of the new legislation and ensures that we are ready whenever DPPs become mandatory.

Initially, the DPP has been added to two products, but the infrastructure is in place to apply it to the entire assortment. Rather applying the same QR code to an entire batch or style, Fristads is going above and beyond the requirements and giving each individual garment a unique code. This makes it possible to track different events during the lifespan of the garment, for example its age, how many times it has been washed by a laundry and whether it has been repaired at our VAS department. In the process of implementing the DPPs, we have mapped and analysed our supply chains, collaborated with suppliers and explored circular business models. We are actively monitoring the regulatory developments and staying informed through industry forums like TEK0 and EURATEX. By acting early, Fristads is not only preparing for new legislation but helping shape what the future of sustainable workwear will look like.



Gradual implementation.

Implementation of the DPP will happen step by step:

2024

The Ecodesign for Sustainable Products Regulation entered into force.

2026

Sustainability requirements for textiles expected to be defined.

2027-28

Digital Product Passports expected to become mandatory for clothing

Reliability and resilience at Stritex in Ukraine.

In the fourth year of war, Ukrainian cities and infrastructure were battered by Russian drone and missile attacks, and the effects were felt across the country. At our factory Stritex in Stryi, western Ukraine, the ravages of war are a constant presence, but our Ukrainian team continued to stand resilient and keep up the production.

Stritex is a cornerstone of our production and a strategic hub where some of our most advanced garments are manufactured. Located around 100 kilometres from the Polish border, Stritex produces multinorm and flame-retardant workwear as well as selected products made with circular materials. The factory has been in operation for 75 years and has been part of Fristads since 2001.

Energy resilience secures production

Operating a manufacturing facility in Ukraine since the start of Russia's full-scale invasion has required constant adaptability. Although Stryi has largely escaped direct attacks, the war affects everyday life in countless ways – from staffing challenges as families relocate,

to air-raid alarms requiring employees to move to a shelter in the basement during the workday. Due to electricity shortages and instability in Ukraine's power grid, Stritex experienced regular outages lasting several hours at a time. To maintain production and protect product quality, the factory relies on backup power through its generator, which enables operations to continue even during daily blackouts.

Energy resilience is not only a matter of continuity – it is also a sustainability issue. In a context where electricity and heat supply can be limited, conserving energy and optimising the use of resources becomes both a practical necessity and an environmental priority. Therefore, Stritex has strengthened its ability to monitor and manage energy use through remote control of key units such as the boiler room and compressor room. The factory has also upgraded thermal equipment with electronic control systems designed for faster, more precise adjustments. Together, these measures help reduce energy losses, support efficient use of available resources, and improve preparedness when disruptions occur.

Employer responsibilities in wartime

Fristads has also adapted to its role as an employer in wartime. Several Stritex employees have been mobilised by the Ukrainian Army, while others remain in critical roles at the factory and are exempted from service. Many of our colleagues are affected personally, with family members or neighbours injured or lost in the war. In response, Fristads has increased its social responsibility efforts, including financial support for mobilised workers and for employees whose close family members have been injured or killed.

Looking ahead, Fristads remains committed to staying in Ukraine and continuing to develop Stritex as a long-term production hub. We stay in close contact with local management and monitor the situation continuously. If conditions were to worsen to the point where operations can no longer continue safely, we have contingency plans in place. Our main priority is – and will always be – the safety of our colleagues and their families.



Code of Conduct and long-term partnerships: the key to sustainable supply chains.

The Hultafors Group Code of Conduct, including the Fristads Annex, is the foundation of our social and environmental sustainability work. It is a non-negotiable requirement that applies to the entire value chain of a Fristads product, including our own facilities, suppliers and subcontractors. The purpose of the Code of Conduct is to provide fair, safe and healthy working conditions throughout our supply chain and to ensure that we are not complicit with any violations of human rights or environmental regulations.

Our Code of Conduct is based on multiple international standards and reference documents concerning working conditions and human rights, including:

- The 10 guiding principles of the UN Global Compact
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights to Work
- The UN Convention on the Rights of the Child
- amfori BSCI (Business Social Compliance Initiative)

Fristads' products are manufactured in our own factory in Ukraine and in partner factories in Asia, Africa and Europe.

In every country where we operate, we strictly adhere to applicable labour laws and collective agreements. By signing our Code of Conduct, our suppliers commit to fostering employer-employee dialogue and recognise the right of employees to form and join trade unions, or similar associations of their own choosing, and to bargain collectively. We have zero tolerance for child labour, forced labour and shortcomings in occupational health and safety. Additionally, our Code of Conduct prohibits discrimination of any legally protected classes, encourages employers to pay a living wage and mandates responsible management of emissions, chemicals and waste.

Transparency in our supply chain.

We categorise our suppliers of fabric, trims and finished garments as strategic, tactical and complementary, depending on their role in our supply chains. All our approved strategic and tactical Tier 1 and Tier 2 direct suppliers are required to sign our purchasing agreements to declare their supply chain responsibilities and disclose information on their supply chain partners in their supplier profile on Worldfavor for further compliance assessment. According to our purchasing agreement, unauthorised subcontracting is prohibited under any circumstance.

We are continuously collecting more information about suppliers beyond Tier 2 to ensure that we meet the requirements of the EU Forced Labour Regulation, which will be enforced in 2027. Tier 1 suppliers manufacture finished garments for Fristads, while Tier 2 suppliers provide fabrics and trims. Tier 3 producers manufacture fibres and yarn, using raw materials from Tier 4 producers.

Building long-term partnerships.

We believe that the best way to secure social and environmental sustainability in our supply chains is to develop strong, long-term partnerships with large strategic suppliers. Through stable, long-term collaboration, we minimise the risk of non-compliance with our Code of Conduct while fostering a better understanding of our quality and sustainability expectations. In 2025, 80% of our spending was concentrated among just eight Tier 1 producers, some of which work exclusively with Fristads. We are also working continuously on optimising our supplier portfolio to meet our business needs, reducing the number of complementary suppliers.

Norwegian Transparency Act.

Upon our customers' request, we shared non-competitive supply chain information and supplier audit results with our customers timely in accordance with the Norwegian Transparency Act.



Number of Fristads quality controllers working in China, Laos, Bangladesh & Pakistan.

How we ensure compliance in our supply chains.



Whistleblowing process.

In line with the EU Whistleblowing Directive, Fristads has established a whistleblowing policy and procedure. Employees and external stakeholders in our supply chain can anonymously report suspected or actual violations of our Code of Conduct by scanning a QR code available on our website. The code is linked to Whistle B, an external and independent whistleblowing system. Fristads

encourages reporting of violations of our Code of Conduct and is committed to ensuring that whistleblowers are not disadvantaged, discriminated, or traceable. If a report of misconduct is filed, a dedicated team from Hultafors Group will lead the investigation to address the issue, along with the supplier management.



1. Risk assessment.

All potential Fristads suppliers go through a risk assessment before being onboarded. The risk related to governance in sourcing countries is based on the Worldwide Governance Indicators from the World Bank. The countries' risk level is assessed in six areas and depending on how they score, countries are classified as either 'low risk' or 'high risk'. Citizens' rights and freedoms, political stability, government effectiveness, rule of law and control of corruption are some of the indicators that are measured and analysed on an annual basis.



2. Onboarding.

New suppliers must be informed of Fristads' onboarding process and requirements. This includes creating a supplier profile and filling out required due diligence questionnaires on the third-party platform Worldfavor. The supplier must also upload signed copies of Fristads' Code of Conduct and Restricted Substances List (RSL) to the platform and renew them annually. If the supplier is not able to demonstrate compliance with our Code of Conduct by presenting a valid social audit report, they must conduct an amfori BSCI audit to meet our onboarding requirements. Any suppliers with actual adverse human rights or environmental violations or suspicious critical noncompliance issues identified in the audit reports will be on hold for onboarding, until the identified issue has been resolved.



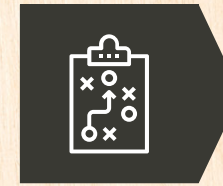
3. Ongoing support and training.

Fristads' CSR team works closely with our quality control team to monitor suppliers' compliance during the production of Fristads orders. We have also developed a training program for our sourcing associates and approved suppliers, to ensure that they are up to date on forthcoming EU due diligence regulations. Providing ongoing support and training is an important step to prevent violations of our Code of Conduct, human rights and environmental obligations in our supply chain.



4. Third-party factory audits.

To ensure that our suppliers live up to our requirements, we audit factories against the amfori BSCI and other established standards through mandatory third-party audits. We adapt the BSCI audit benchmarks, ILO forced labor indicators and CSDDD annex to evaluate supplier's compliance performance. Fristads' suppliers can be audited at any time, but typically every or every other year. Occasionally, we send an auditor to the approved suppliers to carry out enhanced due diligence to ensure suppliers' compliance in case of any noncompliance issues reported.



5. Remediation plans and follow-up.

Deviations that occur during a factory inspection must be corrected through a remediation plan and followed up with a new audit or desktop review. The purpose of the remediation plans is to constantly improve working conditions and environmental standards at the factories. We have developed KPIs to monitor the progress of any noncompliance issues identified in a factory audit; suppliers failing to achieve the KPIs will be red-flagged and escalated to their supplier managers for further discussion. New suppliers will be pending for onboarding and existing suppliers will not receive any new Fristads orders until critical noncompliance issues have been rectified and the results reported.

Keeping track of our ethics metrics.

As a global company with more than 25,000 people working in our supply chains, and garment production in multiple countries in Asia, Africa and Europe, Fristads is committed to increasing sustainability in our production. These were some of our most important KPIs and outcomes for ethical business practices and production at Fristads, Kansas, Leijona and Lyngsøe for 2025.

Sustainability questionnaire in Worldfavor platform completed by registered direct suppliers, all tiers.

99%

(Target: 80%)

Sustainability questionnaire in Worldfavor platform completed by registered indirect suppliers.

77%

(Target: Annual plan to increase scope of risk assessment)

Suppliers that confirmed posting Fristads' Code of Conduct in their factories.

99%*

(Target: 90%)



Supplier audits conducted in 2025, 60% at Tier 1 suppliers and 40% at suppliers beyond Tier 1.

79

Confirmed zero-tolerance issues identified in audited suppliers' factories.

0

Definitions:

Direct supplier: The entity is part of Hultafors Group's (HG) supply chain and appears in HG's finance systems.

Indirect supplier: The entity is part of HG's supply chain but does not appear in HG's finance systems.

amfori BSCI.

Fristads is proud to be a member of amfori, an organisation that offers the Business Social Compliance Initiative (BSCI) providing companies with a standard to assess and improve social and environmental conditions in their supply chains. The amfori BSCI standard follows the International Labour Organisation (ILO) core conventions, the Universal Declaration of Human Rights and the 10 guiding principles of the UN Global Compact. amfori BSCI implements the principal international labour standards protecting workers' rights, with the goal to guarantee ethical working conditions for all workers.



International Accord agreement.

Fristads has signed the International Accord on Health and Safety in the Garment and Textile Industry, furthering our commitment to the original 2018 Bangladesh Accord. Through the agreement, Fristads commits to the health and safety work already undertaken in Bangladesh and to the expansion of the principles to other countries. All our suppliers are required to have undergone Accord remediation. As part of our commitment to the Bangladesh Accord, we report any approved garment and textile suppliers located in Bangladesh to the organisation for monitoring of their fire safety and building safety compliance. In case of any critical findings, we will alert our sourcing associates in Sweden and supplier in Bangladesh to clarify and confirm the situation before working out a contingency plan to minimise the impact. The Accord agreement was created in the aftermath of the Rana Plaza tragedy in which more than 1,000 garment workers died when a sewing factory collapsed.



Efficient logistics in a changing world.

With production spread across Asia, Africa and Eastern Europe, transport planning plays a significant role in Fristads' environmental footprint. Our logistics strategy is built around minimising emissions while ensuring reliable deliveries in an increasingly complex global landscape. Whenever possible, we prioritise direct ocean freight from partner factories to the port of Gothenburg, while goods produced in our own facilities in Eastern Europe are transported by land. Air freight is used only as a last resort, for example in the event of severe supplier delays or major global disruptions.

During 2025, global shipping conditions continued to be affected by geopolitical unrest in the Middle East. As a result, many shipping companies have rerouted vessels from Asia to Europe around the Cape of Good Hope instead of passing through the Suez Canal. This detour adds approximately 3,500 nautical miles (around 6,500 kilometres) and 10–12 days of travel time, leading to longer lead times and increased emissions. While this situation is outside our control, we work closely with freight forwarders and suppliers to plan shipments as efficiently as possible and to mitigate unnecessary climate impact.

Collaboration and consolidation to reduce emissions

Close collaboration with both suppliers and logistics partners is central to our approach. By optimising container utilisation and avoiding partial loads, we reduce the number of transports needed. For European production, shipments are consolidated to maximise efficiency in land transport, and transports from the port of Gothenburg to our warehouse in Viared increasingly use High-Capacity Transport (HCT) vehicles, which allow more goods to be moved with fewer journeys.

Most of Fristads' products are distributed from our central warehouse in Sweden, with deliveries across Europe primarily handled via land transport. Consolidation of outbound deliveries remains an important focus area, but it is closely linked to customer agreements. Many customers actively choose consolidated deliveries, as fewer shipments mean less handling, lower environmental impact and more efficient logistics overall. At the same time, some customers require separate deliveries to meet operational needs, and these preferences are always respected.

By continuously balancing efficiency, customer requirements and environmental considerations, we work to ensure that our logistics operations support both reliable supply and long-term sustainability, even in times of global uncertainty.

Improved processes reduced air transports.

Fristads aims to keep air transport to a minimum, as it is by far the most emissions-intensive mode of transport. Our target is to limit air freight to a maximum of 1.5% of total shipments. In 2025, air transports accounted for approximately 2.78% of total volumes. While this was above target, it was a significant improvement compared to 2024, when air freight reached 4.42%.

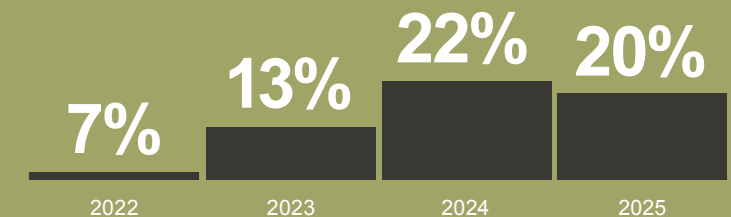
The reduction in air transports is due partly to shipping fewer products overall during 2025, and partly to targeted improvements of our internal processes, as we achieved better control over our product development and launch processes. By improving planning and coordination between product development, sourcing, certifications and logistics, we significantly reduced the need to fly new products compared to 2024. Clearer timelines and improved cross-functional collaboration have also reduced last-minute shipments and increased our ability to rely on lower-impact transport modes.

Leveraging HCT transports.

Using High-Capacity Transport (HCT) is part of Fristads' strategy to reduce emissions from domestic logistics. In 2025, 42 40-foot containers were transported from the port of Gothenburg to our warehouse in Viared using HCT vehicles, up from 33 containers in 2024 and representing 20% of the total. This reflects our continued commitment to maximising load efficiency and reducing the number of road transports where possible.

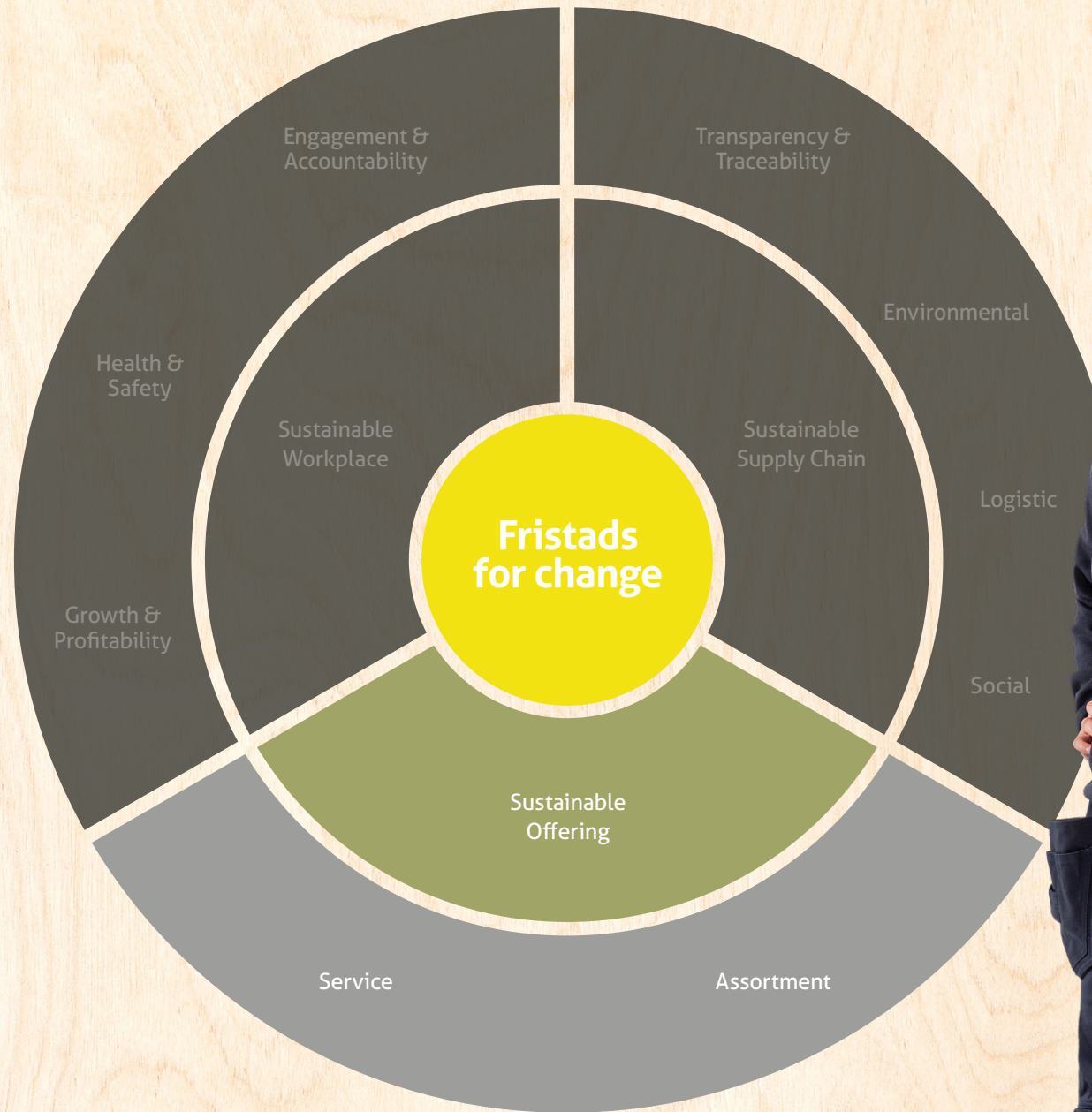
HCT vehicles, which are over 32 metres long and can carry the equivalent of two standard containers, enable more goods to be transported in a single journey. This results in lower fuel consumption per cubic metre of cargo and fewer vehicles on the road. The long-term ambition remains to increase the share of HCT deliveries and, where conditions allow, make them the standard solution for this route.

Share of Fristads' 40-foot containers that were shipped by HCT vehicles.



Sustainable offering.

We are in the business of selling workwear and we know that our largest environmental impact stems from the products we design, produce and sell. That is why transforming our assortment and ensuring that our products are used as long as possible are key priorities in our sustainability strategy. By combining a more sustainable product range with circular services that extend the life of workwear, we reduce emissions, use resources more efficiently and help our customers make better choices. From smarter material selection and durable design to circular services like Repair, Reuse and Recycle, sustainability is built into our offering – not an add-on.



OEKO-TEX® Standard 100 certified for 28 years.

When you put on a Fristads garment, you can be sure it has been tested down to the very last button and seam. We have been working with OEKO-TEX® certification since 1997 and today, 98% of our catalogue products are certified according to OEKO-TEX® Standard 100, one of the world's best-known labels for textiles tested for harmful substances. Products with this label are tested against a list of over 1,000 harmful substances that is reviewed and updated annually. The OEKO-TEX® Standard 100 certification is a cornerstone of Fristads' commitment to providing workwear that is both durable and safe to use.

Three types of OEKO-TEX® Standard 100 certificates.

In 2024, the OEKO-TEX® classification system was updated to reflect a ban on the intentional use of PFAS in most product categories, while adding a criteria for recycled materials to ensure traceability and minimum content levels. As a result, the previous common OEKO-TEX® Standard 100 certificate has been divided into three new types of certificates. All three certificates have strict limit values for both regulated and unregulated chemicals, setting more stringent requirements than current legislation. Intentionally added PFAS are not permitted under the first two certificates, and Supplement PPE only allows exceptions where PFAS are strictly necessary to meet safety standards.

Certified at the garment level.

At Fristads, we certify our products at garment level. This means every component of a certified garment has been tested for harmful substances in line with current legislation and scientific knowledge, ensuring they are safe for human health. Additionally, products under certificate SE 23-310 are guaranteed to contain at least 20% recycled material. Certificate SE 23-311 is used only for a small number of PPE products that have not yet been phased out of our assortment. As our phase-out of PFAS continues, we will gradually move products from certificate SE 23-311 to certificates Ö 97-055 and SE 23-310.

98%
Share of Fristads' products that are OEKO-TEX® Standard 100 certified.



STANDARD 100
Ö 97-055
RISE

Ö 97-055 for products that meet OEKO-TEX® Standard 100.



STANDARD 100
SE 23-310
RISE

SE 23-310 for products that meet OEKO-TEX® Standard 100 and contain more than 20% recycled material.



STANDARD 100
PPE
SE 23-311
RISE

SE 23-311 for personal protective equipment (PPE) that meets OEKO-TEX® Standard 100 Supplement PPE.

Made in Green, adding another layer of trust and transparency.



For nearly 30 years, OEKO-TEX® Standard 100 has been a cornerstone of Fristads' commitment to safe and responsible workwear. Now we are taking the crucial next step: labelling selected products with OEKO-TEX® Made in Green, one of the world's most trusted labels for sustainable and transparent textile production. With Made in Green, we get a visible quality stamp on processes that have been part of our DNA for decades.

Made in Green is an independent product label that guarantees two things:

1. The garment has been tested for harmful substances (OEKO-TEX® Standard 100), and
2. It has been manufactured in facilities certified to OEKO-TEX® STeP (Sustainable Textile and Leather Production), meeting strict social and environmental criteria.

What does it take to be Made in Green?

- Environmentally responsible production – safe chemical management, reduced energy and water use, responsible wastewater handling, and textile waste recycling.
- Product and consumer safety – every material and component is tested annually for harmful substances, based on the latest science.
- Social responsibility – fair working conditions, no forced or child labour, strong occupational safety measures, and dignified workplaces
- Traceability and transparency – each product has a unique ID number that reveals the entire supply chain, from raw material to final assembly.

Why Fristads chose Made in Green

Made in Green perfectly aligns with our long-term focus on responsibility, traceability and transparency. We have worked with OEKO-TEX® since 1997, and 98% of our assortment is already certified to Standard 100. Made in Green is the natural next step – a clear, independent verification that our garments are produced with care for people and the planet. By implementing Made in Green, we strengthen our sustainability work, complement our Environmental Product Declarations (EPDs), and reinforce our role as a leader in the world of workwear.

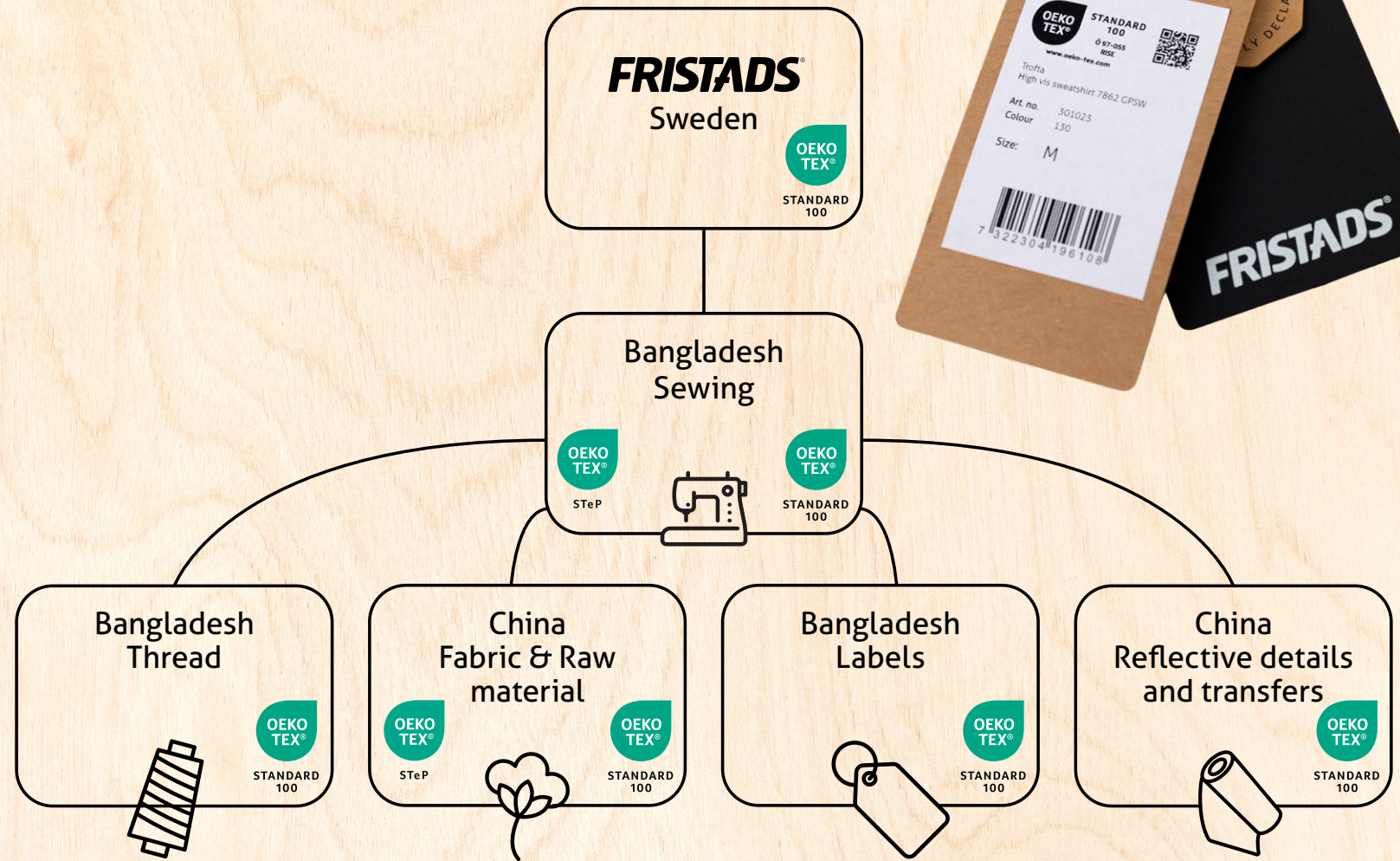
What's in a label?

The OEKO-TEX® Made in Green label is a powerful addition to Fristads' sustainability portfolio. Combined with our EPDs, circular services (Repair, Reuse, Recycle) and long-term climate goals, it strengthens our ability to support customers who want to make informed, responsible choices.

Tracing the product's journey

When you choose a Made in Green labelled garment, you can feel confident that it meets strict requirements for social and environmental sustainability. The data is transparent, traceable and easily accessible through a unique ID number printed on the label. By entering the ID number into the OEKO-TEX® Label Check database, you can trace the product's journey through the supply chain – all the way back to the raw material stage. This offers an extra layer of trust at a time when transparency is more important than ever.

Here, you can see how Fristads' high vis sweatshirt 7862 GPSW, with the ID number M2ANLZ3Y4, is sourced, down to the thread and reflective trim.



Long live durable workwear.

The most effective way to reduce the environmental impact of a garment is twofold and surprisingly simple: You have to make it last, and make people want to wear it. Research shows that extending the active life of clothing significantly lowers its climate and resource footprint per use. But longevity is about more than fabrics that don't wear out. To truly extend a garment's lifespan, durability must go hand in hand with comfort, function, fit and a design that remains relevant over time.

At Fristads, quality is therefore never defined by strength alone. A workwear garment must perform under tough conditions, feel comfortable throughout long workdays and offer a fit that users trust. Just as importantly, it needs a timeless design and a perceived value that encourages continued use rather than early replacement.

By designing workwear that is durable, functional and genuinely appreciated by the wearer, we increase the number of times each garment is used. That is where the real environmental gains are made. When products are used longer, fewer new garments are needed, reducing the demand for raw materials, energy and water across the entire value chain. For Fristads, this holistic approach to quality is fundamental to sustainability – and it is the foundation for everything that follows, from material choices and testing to supplier partnerships and repair services.

ISO certification.

We have been certified to ISO 9001:2015 since 1999. This means we work systematically and continuously to improve both our products and our processes, always with customer satisfaction and longevity in focus. Quality is not a single checkpoint at Fristads – it runs through every stage of product development and production.

Construction and material.

Durability starts on the drawing board. When developing new products or updating existing ones, we always assess how design choices affect lifespan. Materials are selected for their performance in demanding work environments, and conventional materials are only replaced with more sustainable alternatives if they meet the same high standards for strength, function and durability. Sacrificing quality is not an option.

Testing for real life.

To ensure our products stand the test of time, we carry out extensive testing in our in-house laboratory in Borås as well as through accredited external labs, where garments are subjected to mechanical stress tests and industrial laundering before certification. As a final step, new or updated products are tested by professionals in real working conditions, providing valuable feedback. This combination of lab testing and real-world use helps us design workwear that performs where it matters most.

0.039%

Share of sold products that were returned as claims in 2025.

Quality control throughout the supply chain.

Long-term partnerships with our suppliers are essential to maintaining consistent quality. Our team of quality controllers in Asia and Eastern Europe works closely with suppliers to safeguard workmanship and ensure that materials, construction and technical details meet our requirements. Inspections are carried out throughout production, with strict thresholds for what is considered an acceptable deviation. By training strategic suppliers to conduct final inspections themselves, and complementing this with random controls by Fristads, we reduce the risk of defects and prevent unnecessary waste further down the line.

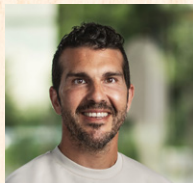
Learning from feedback.

Even with rigorous testing and controls, there is always room to improve. Our claims process is an important part of our quality work. All Fristads customers, including business customers, have 36 months to file a claim, and every case is analysed in our internal quality assurance system to identify root causes and prevent similar issues in the future. Feedback from users helps us refine our products and further strengthen their durability.

With Design for Manufacturing, sustainability begins on the drawing board.

In 2025, Fristads' design department in collaboration with the sourcing department took important steps to strengthen both sustainability and production efficiency by fully embracing Design for Manufacturing. This approach focuses on designing garments that integrate smoothly with the capabilities of our suppliers' machinery, production methods and material flows. The result is workwear that is smarter to produce, more resource-efficient, and easier to scale across our assortment – without compromising on quality, durability or Fristads' design identity.

Design for Manufacturing is based on the idea that thoughtful design leads to better production. By choosing materials that can be used across multiple garments, standardising key construction details, and ensuring that designs fit seamlessly into our suppliers' increasingly automated production lines, we reduce complexity and optimise material use. This helps minimise waste, lower the risk of overstock on fabrics, and support a smoother production flow from raw material to finished garment.



"As designers, we shouldn't make production harder than it needs to be. Many people think designers want maximum freedom, but working within clear parameters – whether it's certification rules or production requirements – actually creates new possibilities. It challenges us to find the nuances and express the Fristads DNA in smarter ways."

Anastasios Lappas, Head of Design and Innovation.

Optimising designs across the assortment.

The design team has now begun a systematic review of all active garments – around 600 catalogue products and more than 1,000 bespoke products in total – to identify opportunities for harmonisation. Even small details can make a big impact, and we are scrutinising every hem, belt loop and pocket design to see if we can reduce waste in the production. The project began with one key supplier who produces a wide range of products in Fristads' assortment, with plans to gradually expand to others in the coming years.

Design for Manufacturing goes hand in hand with Fristads' sustainability ambitions. By using fewer material variations, aligning designs with automated production, and reducing unnecessary complexity, we create garments with a smaller environmental footprint – both in terms of resources and production impact. Proving once again that sustainability begins in the design room.



Building more sustainable garments, one button and thread at a time.

At Fristads, sustainability begins long before a garment enters production. It starts in the design department, where every choice – from fit and function to materials and techniques – shapes the environmental footprint of the finished product.

In 2025, the design department continued its systematic review of the entire assortment to identify opportunities to reduce impact. The initiative, called STRIVE, includes replacing conventional materials with more sustainable alternatives, removing unnecessary metal trims, and using construction methods that make garments more suitable for repair and reuse. For new products, sustainable materials and trims are placed at the top of the design palette, guiding designers to choose recycled polyester, recycled plastic zippers and other lower-impact options first. Only if they can't find what they need in the first group, they proceed to the next one.

Designing for durability, repair and reuse.

The longer a garment is used, the less its environmental impact will be over time. That is why designing for durability, reuse and repairability remain key goals for Fristads. In 2025, the design team increased its efforts to understand how garments can be optimised for repairs, without sacrificing performance, function or fit. The work to make garments more repairable is a balancing act where the quality of the garment must never be compromised and we never make changes to a garment if it means reducing its lifespan.

Technology that reduces environmental impact.

Digital tools play a growing role in reducing waste early in the process. In 2025, around 50% of new garments were developed using 3D design technology – a figure expected to rise in the coming years. Designing in 3D helps minimise the number of physical samples that need to be sewn and transported, reducing both material waste and emissions.

The department also continued to implement Fristads' fitting library, which is now approximately 70% complete. This library provides standardised fits across garment types and material qualities, ensuring consistency in sizing and helping reduce returns. Designers build new trousers, jackets and other items from this base "chassis," creating a familiar fit for customers across collections.

Using available materials creatively.

Fristads' designers are continuously looking for opportunities to use leftover fabric in creative ways, for example by creating limited edition collections of just a few hundred garments. We also incorporate existing materials into new products, for example as pocket linings, hood details or reinforcements. By using already existing material, we help reduce waste and limit the consumption of virgin resources.

Fristads' 8 sustainable design principles.

Our sustainability work is guided by eight design principles that apply from the first sketch to the finished garment:

- 01 Design for durability**
durability is always a design goal.
- 02 Enable reuse and recycling**
construct garments with circularity in mind.
- 03 Choose lower-impact materials**
prioritise non-toxic, recycled or more sustainably produced fibres.
- 04 Favour local resources**
materials should, where possible, come from nearby producers.
- 05 Use environmentally sound techniques**
favour methods that reduce chemical and resource use.
- 06 Design for manufacturing**
strive for designs to integrate seamlessly with the supplier's production flow.
- 07 Embrace digital tools**
reduce samples and unnecessary transports through 3D and digital fitting.
- 08 Use available materials creatively**
incorporate surplus fabric into new designs when possible.

Material choices that matter.

Most Fristads garments are made of polyester and cotton, materials chosen for their performance, durability and ability to withstand demanding working conditions. We also use fibres with specific functions, such as polyamide for reinforcement and modacrylic for protective properties. All materials and trims are carefully selected based on how they affect the garment's performance, longevity and overall environmental impact.

As part of our sustainability work, we are continuously transitioning our collections to include alternatives to conventional materials. This includes replacing conventional fibres with alternatives such as organic cotton and recycled polyester. By the end of 2025, 40% of our catalogue styles contained recycled, plant-based or organic materials. Our target is to reach 50% by the end of 2026. It is an ambitious goal, but one we pursue with care – quality and durability are never negotiable. In addition to updating our catalogue assortment, we also develop bespoke collections for several of our larger customers. By the end of 2025, 18% of our customised products were made using recycled, plant-based or organic materials.

Commitment to high quality.

Increasing the share of alternative materials must never come at the expense of durability. A garment that wears out prematurely will have a higher environmental impact over time, regardless of its material composition. Fristads' workwear is designed to withstand repeated use in tough conditions and frequent industrial laundering at high temperatures. To ensure long-lasting performance, materials and finished garments are thoroughly tested in our own laboratory as well as through external tests and wearer trials.



Better Cotton Initiative.

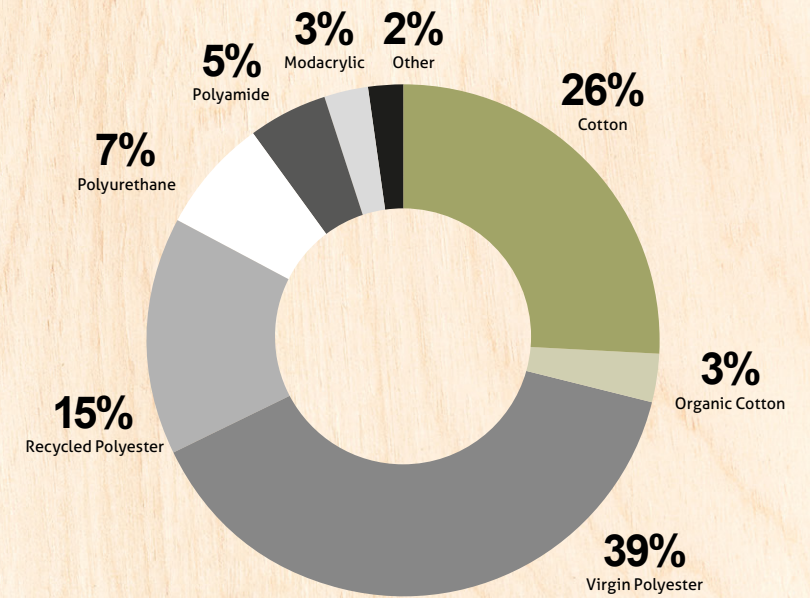
Fristads is committed to contribute to the improvement of cotton farming practices globally through our membership in the Better Cotton Initiative (BCI™). BCI supports farmers in reducing water use, improving soil health and working conditions, and strengthening local communities. BCI Cotton is sourced through a mass balance chain-of-custody model, meaning that the cotton is not physically traceable to individual end products. However, the farmers benefit from the demand for BCI Cotton in volumes equivalent to what we source. By the end of 2025, BCI Cotton accounted for 21% of Fristads' total cotton usage.

Smarter packaging materials.

While most of Fristads' material use consists of yarn and fabrics, we also use materials like cardboard and plastic for packaging the finished products. Packaging is sometimes necessary to protect garments during transport and storage, but our goal is to minimise its use and ensure that unavoidable packaging is made from more sustainable materials. To that end, all plastic bags used for packaging and distributing finished products to our customers are made of 100% recycled plastic. For transport from factories to our warehouse,

2025 fibre usage.

Numbers reflect fibre usage for Fristads, Kansas, Leijona and Lyngsøe.



we prioritise master poly bags instead of wrapping individual garments in plastic. For selected products, we also use the Army fold – a folding technique that eliminates the need for individual plastic packaging altogether. Introduced with our Fristads Green assortment, this method is still used for many environmentally declared products. Certain garments, such as high-visibility PPE, still require protective packaging, but we continue to explore ways to further reduce packaging across our range.

Moving beyond PFAS in protective workwear.

In 2025, we decided to permanently phase out PFAS, so-called "forever chemicals", from our products, a process that was already years in the making. In our industry, PFAS have traditionally been used in finishes and membranes to provide garments with water, dirt, oil or chemical repellency, and in some cases to support performance in protective garments. There is no evidence that PFAS are absorbed through the skin and Fristads' garments meet strict limit levels for both PFAS and other chemicals. But because PFAS can spread through soil, air and water once released, and because washing and re-treatment can contribute to more emissions across a product's lifecycle, we view a phase-out as essential to our sustainability work.

PFAS-free solutions.

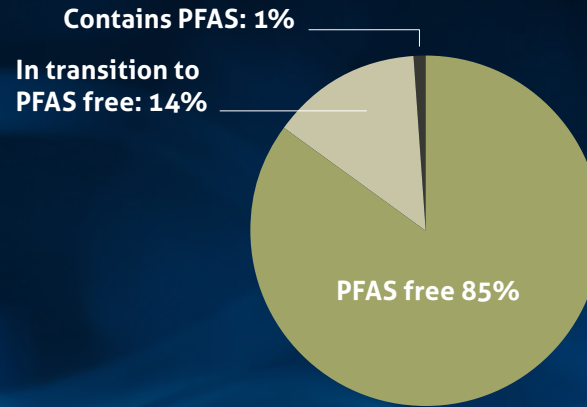
We have worked with our suppliers to develop PFAS free alternatives for our workwear and have solutions in place for our certified rainwear, high-visibility and multinorm ranges. We have also developed a PFAS-free collection of workwear certified to EN 13034, with protection against sulphuric acid and sodium hydroxide. Protection against the oil-based chemicals butanol and O-xylene still requires PFAS, but after carefully evaluating the settings where our workwear is typically used, we are confident that our PFAS free alternative finishes meet the needs of our customers. Therefore, the remaining multinorm garments with PFAS will either

be phased out or updated with PFAS-free materials. To minimise waste and ensure that already produced material and garments are used to their full potential, the phase-out will be incremental.

Today, 99% of Fristads' assortment is PFAS free or in transition to PFAS free, and to support transparency, we provide PFAS information at product level in our web shop. Products that are in transition to PFAS free have a mixed stock, meaning that some sizes or colours may still contain PFAS until the entire older stock is sold out and fully replaced.

Responsible chemicals management.

Chemicals are necessary in the textile industry to process raw materials and to add specific functions to finished garments. At Fristads, we work systematically to ensure chemical safety and responsible chemical management across our value chain. We have partnered with OEKO-TEX® since 1997, which means our garments are tested for harmful substances and safe for users. At a minimum, our products comply with EU chemical legislation, and our requirements are often stricter than the legal baseline. We manage chemicals through structured supplier requirements, continuous testing, and ongoing training and follow-up in our supply chain, supported by dedicated chemical compliance initiatives.



No to PFAS.

Fristads is a part of the environmental organisation ChemSec's initiative the PFAS Movement, which aims to educate about the harmful effects of per- and polyfluoroalkyl substances and phase them out of production. Through ChemSec's PFAS movement, companies commit to working to get hazardous fluorides phased out from the manufacturing chain and to support a ban on these harmful chemicals.

Chemical Compliance Programme.

Together with our partner SGS, we run a Chemical Compliance programme that educates our suppliers about chemical management practices. We also continuously test the materials and products at our partner factories. No harmful chemicals were detected in the tested products during Fristads' annual random chemical testing in 2025.

The Fristads Restricted Substance List (RSL).

We are compliant with existing EU regulations regarding chemical use. Additionally, all Fristads products must be in compliance with our Restricted Substance List (RSL), which is continuously updated. We also ensure compliance with the SVHC (Substances of Very High Concern) Candidate List. Our suppliers must sign the RSL twice yearly through the Worldfavor platform.



Swedish Chemicals Group.

Fristads has been a member of the Swedish Chemicals Group, which is run by the research institute RISE, since 2007. The group fosters collaboration and knowledge-sharing to promote best practices for chemical management across industries. It also helps members stay up to date on legal updates and provides tools for communicating chemical management requirements to suppliers.

The lab that keeps our workwear going.

The quality of the fabrics and functionality for the user are both important factors that can make or break the longevity of a garment. That is why testing is an important part of Fristads' product development. Whenever we develop a new product or update an old one with a new fabric or function, it goes through a rigorous testing process. Materials and garments can be tested at our inhouse laboratory and/or by external partners, as well as through user trials.

One of the first steps in the development of a new product or updating of an existing one, is to source high-quality materials. For over 30 years, we have had our own laboratory in Borås, Sweden, where the physical properties of raw materials, garments and trims like taped seams can be tested in a conditioned environment and in accordance with relevant international standards. The conditioned environment is key to get comparable results, since textile fibres behave differently in a dry versus a humid climate.

We complement the tests at our own lab with tests at external labs and industrial laundry tests. Having an inhouse lab allows us to safeguard the quality of our materials and conduct our own, customised tests to simulate certain conditions. It also helps us understand the test results that we receive from external labs, since we are able to analyse the effects on the fabric thoroughly.

Mechanical properties.

Many of the products in our range are subjected to heavy wear and tear, which puts significant demands on the mechanical properties of the fabric. At our laboratory, we test abrasion resistance, tear strength and tensile strength to ensure that the materials match our requirements for the product. These tests stress the fabrics to see how much they can withstand before they break. Other tests focus on pilling and fuzzing propensity, verifying that the fabric surface is retained within a set tolerance level even after hours of use. This is important since a garment that looks worn out may be discarded prematurely.

Colour, washing and water repellent properties.

Workwear is typically washed frequently and at high temperatures, which requires the garments to withstand dimensional change and have good colour fastness. At Fristads' lab, materials are tested to ensure that shrinkage, colour fastness and spirality, i.e. the twisting of the garment, are within set tolerances and that the colour does not significantly change or bleed onto other garments when washed. We also test fabrics for resistance to surface wetting, by using a spray rating tester.



Real-world testing for long-lasting workwear.

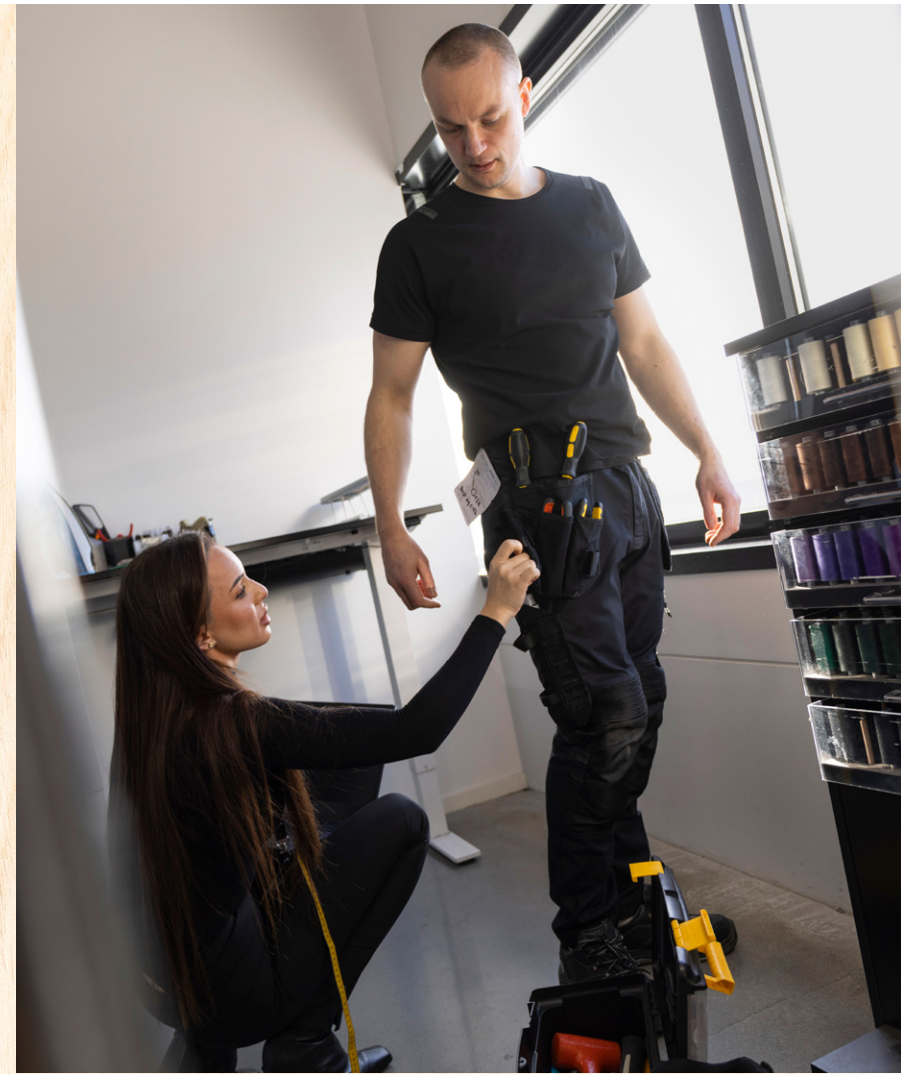
As a complement to testing in our own laboratory and with external partners, Fristads regularly conducts user trials before a product is approved for production. These trials take place in the final stages of our product development process and help ensure that garments live up to users' expectations and perform as intended in real working environments. They also give end users a chance to influence product development directly, providing valuable feedback on fit, comfort, mobility, and function.

The scope of the trials varies depending on what is being developed. When we introduce a completely new garment, a new material, or a new feature – such as detachable nail pockets – the testing is more extensive than when we build on an existing product concept, for example a new version of pirate trousers based on an established design.

Small changes can make a big difference.

In recent years, many user trials have been linked to material updates, where conventional fabrics have been replaced with alternatives such as recycled polyester. Even small changes in fibre content, weave, or finishing can affect how a garment feels, breathes, stretches, or wears over time – especially after repeated industrial washing.

A key benefit of user trials is that they capture what laboratory tests can't always measure: how a garment performs across an entire workday. Users evaluate details like pocket placement, ease of movement, comfort under protective equipment, and how the garment behaves in different temperatures and tasks. This real-world input helps us fine-tune design details before launch, reduce the risk of unnecessary adjustments later, and ultimately support longevity – because the most sustainable garment is the one people actually choose to wear, day after day.



The seven steps of Fristads' user trials:

1

Fristads' product development department talks to stakeholders in different industries to see what their needs are.

2

The product development team assigns the task of developing a single new garment or an entire collection to the design department and specifies which needs must be met.

3

Fristads' designer draws sketches and enters them into a 3D tool to create a virtual garment sample, which can be changed to see how the fit is affected if a seam is changed, or a pocket is added.

4

Fristads creates samples that are sent out to the test pilots. Sometimes they get different versions of the garment, to test if a certain function should be included or not.

5

When the trial period is up, the product development team contacts the test pilots to collect feedback on the garment.

6

Depending on the users' feedback, the designers may adjust the material, function or fit of the garment.

7

When all the modifications have been made and samples of the new garment have been approved, it is ready for production.

A more sustainable assortment.

Fristads' efforts to develop a more sustainable assortment are three-pronged, focusing on measurable impact, circular innovation and smarter material choices. Through Environmental Product Declarations (EPDs), we provide transparent, third-party verified data on the environmental footprint of our garments, which our customers can use for their own sustainability reporting. We also develop products made with closed-loop materials from our own industry, turning worn-out textiles into new fibres – without compromising on durability or performance. By continuously increasing the share of products made with these alternative materials, we reduce the need for virgin materials and keep valuable resources in circulation.



Our environmentally declared products.



Products made of closed-loop fibres.



Products made of alternative fabrics.



Our environmentally declared products.

Some of our garments are in a league of their own when it comes to minimising the impact on the environment. We call them Fristads Green and mark them with a green leaf to make it easier for our customers to make environmentally conscious decisions when it comes to workwear. These garments carry an Environmental Product Declaration (EPD) and have a documented lower environmental impact than comparable, conventionally produced garments.

What is an EPD?

An EPD is a third-party verified document that shows the garment's environmental impact throughout its entire life cycle, including CO₂e emissions and water footprint. It is based on the standard ISO 14025 and is controlled and verified according to the requirements of the International EPD® System. The EPD certificates and reports can be downloaded from the individual product pages at fristads.com and at environdec.com.

Measuring the impact from cradle to grave

In 2025, we transitioned from measuring the impact of a product from raw material to our warehouse – so-called cradle-to-gate methodology – to measuring the full journey of the garment, through the user phase and end of life. Shifting to this so-called cradle-to-grave approach gives us a deeper understanding of the environmental footprint of our products, since it includes data across the entire life cycle,

including on how they are used, washed and eventually disposed of. Moreover, it provides our customers with more complete data for their sustainability reporting.

The user-phase calculations are based on how many times a garment is estimated to be worn and washed. For certified products, this is determined by the number of washes the garment is approved for (such as 25 or 50), multiplied by the number of uses between washes – a figure set by EU guidelines and dependent on garment type. Because EPDs are valid for five years, both old and updated versions will appear on our website during a transition period.

Our goal: EPDs in every major product category

Fristads, together with the Swedish governmental research institute RISE, became the first company to develop an EPD for clothing in 2019. Since then, we have continued to expand our range of Green garments, with the goal to offer environmentally declared garments across all our main product categories. Today, Green garments with EPDs can be found in collections for craftsmen and the service and industry sectors, as well as in our high-vis and cold, wind and rain product segments. In October 2025, we announced that we will launch the world's first environmentally declared flame-retardant multinorm collection.



The Green leaf.

All Fristads Green garments have an EPD and are marked with a green leaf to stand out from the rest of our range. You can find the green leaf on the hangtag, sewn onto the actual garment, and next to the product images in our web shop.

Calculate the environmental impact of workwear.

Green Calculator is an online tool that collects data for our Fristads Green garments with EPD, along with comparable products from our conventional product ranges. With the help of the calculator, we can easily help our customers compare the environmental impact of different products and make informed choices for their workwear purchases.



Making a difference with Fristads Green.

As part of our work to lead the industry on sustainability, we aim to minimise the environmental impact of our products. We do this by growing our range of Fristads Green garments, which come with an Environmental Product Declaration and have a smaller water and carbon footprint than their conventionally produced counterparts. By the end of 2025, approximately 19% of the products in our range had an EPD.

Here, you can see how the Global Warming Potential and Water Scarcity Footprint of a pair of Fristads Green trousers in our Alnaryd concept for craftsmen compare with a pair of conventionally produced trousers.

Water Scarcity Footprint.

The combined environmental impact of the water consumption resulting from the production of a garment, converted to H₂O equivalents.

Global Warming Potential.

The total amount of greenhouse gases emitted during the lifespan of a garment, converted to CO₂ equivalents.



Conventional



Green trousers 2900 GWM

Water Scarcity Footprint (H₂O eq.) 24,600 litres
Global Warming Potential (CO₂ eq.) 13,4 kg



Craftsman trousers 2595 STFP

Water Scarcity Footprint (H₂O eq.) 40,500 litres
Global Warming Potential (CO₂ eq.) 16,4 kg

Total savings with Fristads Green:

Water Scarcity Footprint (H₂O eq.) **15,900 litres**
(Equivalent to 122 showers*)



Global Warming Footprint (CO₂ eq.) **3 kg**
(Equivalent to driving 24 km**)



Closing the loop with textile-to-textile recycling.

Recycled polyester has become a familiar material in both workwear and everyday clothing, and for many producers it has been an important first step towards lowering the environmental footprint of textiles. The drawback of recycled polyester is that most of it is made from used PET bottles – a material that already belongs to a well-functioning closed loop for food and beverage packaging. Once those bottles are turned into clothing, the material typically cannot return to the bottle-to-bottle system, meaning the loop is effectively broken.

If the textile industry is going to reduce waste at scale, keep used garments out of incineration, and truly close the loop on production, we need recycling systems that feed back into our own value chain. That means we need to unlock the full potential of textile-to-textile recycling. By producing workwear from recovered textile, whether mechanically recycled from our own waste or chemically recycled from other sources, we reduce the demand for virgin polyester and at the same time help eliminate excess textile waste. Fristads has been working toward this shift for several years, developing both catalogue garments and customised solutions for our large contract customers using fibres sourced from used workwear.

Mechanical and chemical recycling

Textiles can be recycled through mechanical or chemical processes. In mechanical recycling, garments are shredded into fibres that are spun into new yarn. Chemical recycling, used mainly for polyester, breaks fibres down into their original building blocks before they are repolymerised into a high-quality material that performs like virgin polyester. Regardless of method, every recycled fibre must meet our stringent quality requirements – because durability remains our most important contribution to sustainability.

Helping customers make more sustainable choices.

To help our customers make informed choices, all garments containing textile-to-textile recycled fibres are marked with a green plant symbol. The symbol appears by the products in our web shop, on hangtags and is even woven into the fabric itself. It's a simple way to recognise workwear that contributes to closing the loop and driving circularity forward.



FRISTADS

The Green plant.

To help our customers make informed choices, all garments containing textile-to-textile recycled fibres are marked with a green plant symbol. The symbol appears by the products in our web shop, on hangtags and is even woven into the fabric itself. It's a simple way to recognise workwear that contributes to closing the loop and driving circularity forward.

Progress, year by year.

Fristads in the Netherlands has long been in the vanguard for developing and scaling our circular workwear offering, since the country was among the first to adopt new EU regulations on Extended Producer Responsibility for textiles. These are some of the milestones we have hit so far:

2021 Through a joint pilot project with a Dutch customer, we develop our first circular product, a polo shirt made partially from discarded garments.

2022 Fristads' closed-loop recycling process in the Netherlands is certified, making us the first clothing producer in the region that can guarantee the chain of custody of closed-loop raw materials for a specific customer.

2023 We develop a sweatshirt made of 15% discarded polo shirts, our first circular product to be launched to a broad audience.

2024 In the Netherlands, Fristads offers closed-loop garments in several tenders and grows the range of circular products.

2025 Fristads launches its first catalogue products made of chemically recycled polyester, a range of advanced workwear trousers, including some models featuring 92% textile waste.



A new way to transform textile waste into resource.

Chemical recycling is a promising technology that transforms textile waste into a resource. While the technology is still in its infancy, it is poised for scaling and could become an important complement to more established textile-to-textile recycling methods as the EU moves forward with regulations on Extended Producer Responsibility and consumer demand is increasing. At Fristads, we have already developed several workwear trousers made partially of chemically recycled polyester, with more products in the pipeline.

How chemical recycling works

There are two main types of chemical recycling methods for textiles: dissolution and depolymerization. Dissolution is primarily used for textiles made of cotton or cellulosic fibres, whereas depolymerisation is particularly well suited for polyester. Depolymerisation is a process where synthetic fibres are broken down to their original building blocks (monomers). These building blocks are then purified and repolymerised to create

new polyester fibres, resulting in a material with properties comparable to virgin polyester. Unlike mechanical recycling, where textiles are shredded and spun into new yarn, chemical recycling works at the molecular level. This means it can use feedstocks that are worn out, dyed, or otherwise difficult to recycle mechanically, while still producing high-quality fibres.

Closing the loop on the textile industry

At Fristads, we see chemical recycling as another tool in the toolbox in our transition to a more circular production system. Our range includes several products made with chemically recycled polyester sourced from both pre-consumer waste (such as leftovers from production) and post-consumer textile (used clothing collected from consumers). Some styles contain as much as 92% textile waste. All recycled polyester used by Fristads is RCS certified, ensuring traceability and verified recycled content.



Pros and cons of chemical recycling.



High material quality: The output can match virgin polyester in performance, look and feel, which is important for durable workwear.

Supports textile-to-textile circularity: Recycled fibres are used to create new garments rather than being downcycled.

Less quality loss over time: Polyester can be recycled repeatedly without affecting the quality of the fibre.

Broader feedstock potential: Can be suitable for textiles that are worn out, coloured, or otherwise hard to process mechanically (depending on technology).



High energy needs: Can be energy-intensive, so the climate benefit varies depending on energy sources, transport distances, and process efficiency.

High initial investment: Technologically advanced facilities drive up capital expenditure and operational costs.

Limited availability: The scale of chemical recycling is currently limited, which impacts the availability of the materials.



Keeping workwear in the loop.

Mechanical recycling is an established method that is mostly used to downcycle textile waste to new products, such as rags, insulation or furniture padding, in an open-loop system. But at Fristads, we are also using this technology in a closed-loop system, by processing old workwear into feedstock for new garments. Over the years, we have developed several products from closed-loop material made from our own workwear. Some are catalogue garments for a broad audience and others are bespoke products for some of our large direct customers. Fristads' first catalogue product made with closed-loop material – an undyed sweatshirt – demonstrated a 56% reduction in water scarcity footprint and a 44% lower global warming potential compared to a conventional alternative.*

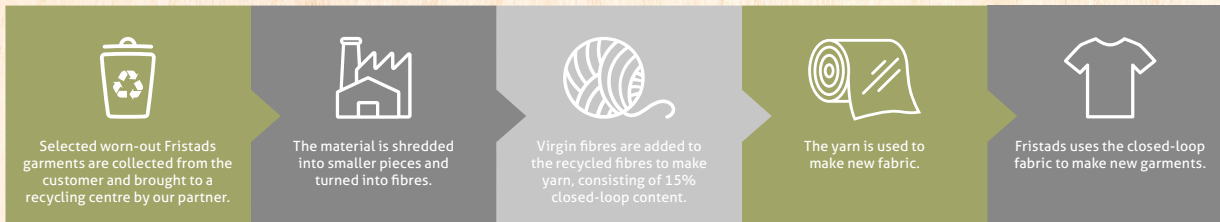
How mechanical recycling works

Turning old garments into new workwear through mechanical recycling is a complex process that requires close attention to quality. First, the workwear is collected from one of our

customers, then it is shredded in a recycling facility and processed into new textile fibres. The recycled fibres are then mixed with virgin fibres to ensure that the material meets Fristads' strict quality and performance requirements. In our circular products, the share of closed-loop material is around 15%, a level that allows us to balance durability, comfort and functionality. As recycling technologies improve, we expect this share to eventually increase.

Certified recycling process

In 2022, we certified our recycling process in Benelux, making Fristads the first clothing producer in the region that can guarantee the traceability of circular raw materials for a specific customer. The integrity and quality management of the recycling process is certified by the Belgian Quality Association (BQA), an independent and accredited organisation. The third-party test certificate from BQA verifies that the quality of the material is not compromised by the use of recycled content.



Pros and cons of mechanical recycling.



Supports textile-to-textile circularity: Recycled fibres are used to create new garments rather than being downcycled.

Established and readily available: Uses existing infrastructure and technology, making it more accessible and economical than newer methods.

Water and chemical savings: Avoids complex chemical processes, saving water and reducing chemical use, especially for synthetics like polyester.

Lower energy: Generally less energy-intensive than chemical recycling.



Fibre degradation: Mechanically recycled fibres are generally shorter and less uniform than virgin fibres, making them weaker with each cycle and limiting endless recycling.

Not ideal for blended materials: Separating different fibre types like polyester and cotton is difficult and the output is often downcycled to insulation or stuffing.

Scaling challenges: While the technology is readily available, new infrastructure and investments are still needed to scale up for large volumes.

Scaling up our alternative materials.

At Fristads, we prioritise the use of materials such as recycled polyester, organic cotton and plant-based fibres, as well as more resource-efficient production techniques. We continuously replace conventional materials in existing products with alternatives, and they are always our first choice when developing new garments.

Steady progress, without shortcuts.

In 2025, we reached a new milestone as 40% of our products contained alternative materials, up from just 1% in 2020. While our original ambition was to reach 50% in 2025, this target has been moved to 2026. The reason is simple – switching materials must be done responsibly to ensure that the new material lives up to our high standards. We would never compromise on durability, function or quality and every change requires careful sourcing and testing. A garment made of organic or recycled material is only more sustainable than a conventional garment if it lasts in the long run.

Making sustainability the fabric of our workwear.

The majority of Fristads' climate impact comes from the materials and services required to produce our garments. That makes material choices a central focus of our sustainability strategy. Our journey began in 2019

with the launch of our first workwear collection with an Environmental Product Declaration (EPD). Seeing the environmental benefits, we started systematically substituting fibres in more and more products – even those without EPDs – to lower their water and carbon footprint. Today, these products are not just a staple of our assortment – they are also in demand. In 2025, garments made with recycled, organic or plant-based materials accounted for 25% of Fristads' total turnover, showing that sustainability and commercial success go hand in hand.



Green square.

To make it easier for customers to find workwear made of alternative materials, they are marked with a green square. The symbol appears on hangtags, next to product images in our web shop, and sewn onto the garment itself.



Our sustainable services.

We know that sustainability does not stop when a garment leaves the warehouse. To significantly reduce emissions and waste, workwear needs to be used longer, cared for properly and responsibly managed at the end of its life. That is why our sustainability strategy also includes a comprehensive set of services designed to extend the lifespan of our products and close the loop on the production. Through our comprehensive Sustainability as a Service offering – including Repair, Reuse and Recycle – we help customers reduce their environmental footprint while gaining better control over used workwear. By combining durable products with practical, scalable services, we support a more circular and resource-efficient way of using workwear.



Reuse

Giving discarded workwear a second chance.



Repair

Facilitating repairs to extend the life of workwear.



Recycle

Finding new uses for old garments.





Giving discarded workwear a second chance.

Discarding garments that are still fully functional does not make sense from an economic or environmental point of view and it definitely has no place in circular workwear production. That is why we are collaborating with our customers and other partners to reinvent the way we handle returns and preworn workwear, making sure that it can be used again. Our circular solution Reuse extends the life of workwear that still has potential, for example garments that have been used by seasonal employees.

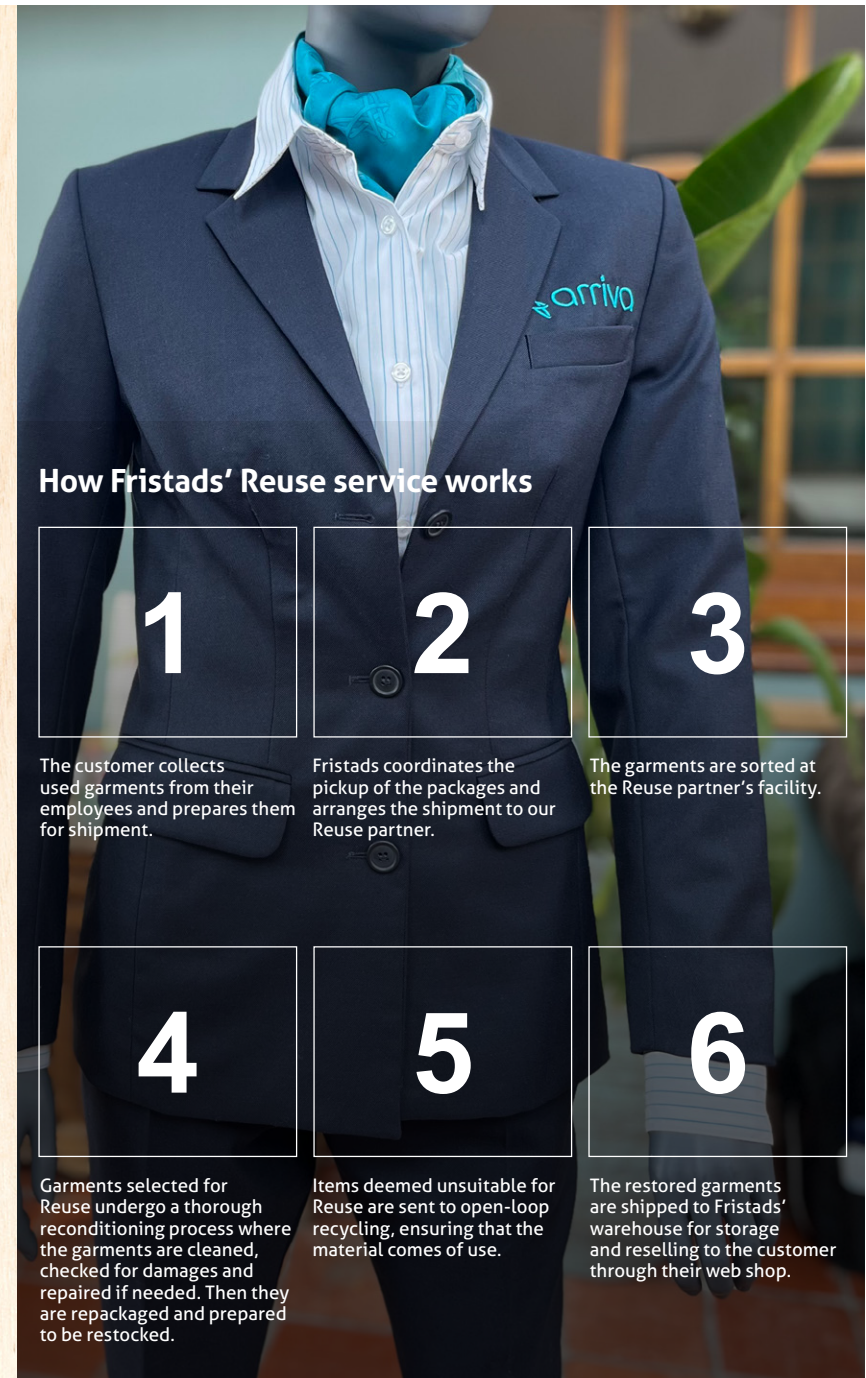
Reuse is a win-win for Arriva.

When the pan-European public transit company Arriva looked at how it was handling workwear, it saw a waste problem. Short-term employees such as bus and train drivers often left behind uniforms that were still in perfectly good condition. So, Arriva turned to Fristads for a solution. They were initially interested in recycling, but since most of the garments were still in good condition, we suggested something even better – our Reuse program.

Now, we collect Arriva's used workwear and send it to a local laundry partner in the Netherlands. Once there, the clothes are carefully cleaned, checked, and reconditioned before being shipped to Fristads' warehouse in Borås, Sweden. Then, they are listed in Arriva's ConceptShop, where employees

order their own workwear through a point system. And the Reuse pieces are popular – not only because they are a more sustainable choice, but also because they typically cost half as much as brand-new garments.

Trousers, blazers, polo shirts, and outerwear such as parkas and softshell jackets are among the items given a second life. The garments that don't meet the quality standards for Reuse are sorted out and sent to our Recycle program. With Reuse, Arriva has found a practical way to cut waste, reduce costs, and engage employees in a more circular approach to workwear. It's a simple shift that adds up to a big difference. By collecting used workwear and reconditioning it, we prevent garments from being discarded before they are worn out, which reduces waste, curbs emissions and decreases the demand for new material. Currently, the Reuse service is offered exclusively to contract customers.



How Fristads' Reuse service works



Repair

Extending the product life cycle through repairs.

In a society where garments are often replaced at the first sign of wear, Fristads takes a different approach. We design workwear for daily use in demanding conditions – but we also recognise that no garment is immune to wear over time. A broken zipper or a lost button should not mark the end of a product's life. That is why repair is a natural extension of how we think about quality, durability, and responsibility. As part of our sustainability services, we offer repair solutions that help customers keep their workwear in use for longer, making the most of each garment and reducing unnecessary climate impact.

Small repairs, large impact.

The largest share of the climate impact from workwear comes from the production of new fabrics and garments. Extending the life of existing products is therefore one of the most effective ways to reduce emissions. Encouraging repairs instead of replacement helps ensure that every garment is used to its full potential, and at Fristads, repairs have long been part of our way of working. At our Value-Added Service (VAS) department in Borås, Sweden, our seamsters and seamstresses routinely repair garments as part of our claims process. Whenever a damaged garment can be restored and returned to the customer, that is always our first option, while replacement is the last resort.

Repairs across Europe.

Since 2024, our Repair service has also included garments not covered by claims, as part of our Sustainability as a Service offering. This

provides a practical solution for customers who do not have access to local repair services of their own. By offering a service that is fast, accessible and reasonably priced, we make it easier for customers to keep garments in use and avoid unnecessary waste. In addition to the VAS department in Borås, which handles repairs for Swedish and Danish customers, we have expanded the service to several of our largest European markets. Through partnerships with local tailors in the Netherlands, Austria, Germany and Finland, customers across Europe can access professional repair services. Currently, the service is available to dealers and contract customers, with trousers, jackets and other heavier garments being the most suitable for repair.

Spare parts a click away.

In 2025, we took another step to support repairs by enabling customers with a Fristads ConceptShop login to order spare parts online. Previously, spare parts had to be ordered manually from our production facility in Riga. With buttons, buckles, zippers, reflective trim and pieces of some of our most popular fabrics now just a few clicks away, it is easier than ever for our customers to carry out repairs themselves and extend the life of their workwear. Besides increasing access to spare parts, we have educated our customers to ensure they use the right components and repair the products correctly. This is especially important when it comes to certified garments.

39%

Share of all claims that were repaired and returned to the customer instead of replaced with a new product.

Garments that were repaired in 2025:



176
ZIPPERS



263
BUTTONS



96
SEAMS



Recycle

Taking responsibility for end-of-life workwear.

When workwear can no longer be repaired or reused, recycling is the next step in the product life cycle. At Fristads, our ambition is to ensure that materials from end-of-life garments are taken care of in the best possible way, so they can continue to serve a purpose. Through our Recycle service, we help dealers and selected direct customers across Europe manage end-of-life workwear in a structured, traceable and data-driven way. This helps keep the materials in circulation and reduces the need for energy recovery.

Turning waste into value.

Our Recycle service is built around open-loop recycling, where used workwear is processed into raw materials for other industries. Depending on material quality and composition, textiles can be repurposed into products such as furniture padding, construction materials or filling for car interiors. Once garments are collected, they are assessed, sorted and processed by our recycling partners. Recycling the material into new products is always the first choice. However, garments that are heavily contaminated, laminated or too complex in construction may not be suitable for material recycling. In these cases, the garments are used for energy recovery to ensure that no material goes to waste.

How we address an industry-wide challenge.

One of the key challenges facing our entire industry is that the supply of discarded textiles by far exceeds the demand for recycled fibres. To optimise recycling outcomes, we work closely with our partners and customers to better match incoming material with current downstream demand. We have also clarified our guidance to customers on what garments can be recycled, improved communication ahead of collections, and introduced feedback loops with visual documentation from our recycling partner. In parallel, we are exploring more local sorting and energy recovery solutions to reduce transport and improve efficiency wherever possible.

Preparing for EU regulations on textile waste.

Fristads' Recycle service supports compliance with evolving EU legislation aimed at reducing textile waste and increasing the recycling of clothing. As of January 1, 2025, textile waste must be collected separately and can no longer be disposed of with residual waste. While municipalities are still responsible for collection, the new regulations on textile waste marked an important step toward full Extended Producer Responsibility (EPR) for textiles, expected to come into effect around 2028. We have developed our recycling infrastructure well ahead of regulation, offering customers a practical solution that aligns with both current requirements and future obligations.

A hand is shown from the right, holding a piece of black workwear (possibly a jacket or shirt) above a large, upright cardboard box. The box is the central focus of the right side of the image. The background is a plain, light grey.

Give your workwear a second chance.

FRISTADS

Scaling, data and continuous improvement.

What began as a few pilot projects in 2022 has now been rolled out across all European markets for customers who choose to opt in. In 2025, customers in Finland, Sweden, the Netherlands and Denmark participated in the Recycle program, with additional pick-up locations available in Germany. In Benelux, Fristads has joined an alliance with other producers of workwear and PPE, for an even greater impact on return logistics. In 2025, the alliance collected over 40 tonnes of used workwear from 450 collection points across the Benelux region.

All participating customers receive detailed data on collected volumes and how materials are repurposed, providing tangible input for sustainability reporting and communication. Behind the scenes, a dedicated Fristads team works continuously to refine, expand and improve the Recycle service. By strengthening partnerships, improving logistics and monitoring new recycling technologies, we are steadily increasing the effectiveness of our recycling flows and building a more resilient circular system for workwear.

“We’ve seen a significant increase in customer interest in recycling since the new textile waste regulations came into effect in 2025. Many organisations are unsure how to handle used workwear, and we are glad to be able to support them with a structured, transparent solution that turns waste into value.”

Sandra Matti, Product Manager Services

2025 recycling in numbers:

1,506 kg

Acoustic insulation

552.5 kg

Automotive

393.5 kg

Punching bags

165

Number of Fristads Recycle collection points in Sweden, Denmark and Finland.

Fristads takes climate action.

At Fristads, we are committed to taking real and meaningful action on global climate change and have been reporting climate data since 2019. Our goal is to decrease our CO₂ emissions by 50% by 2030, compared with our base year 2022*, in line with the UN target to limit global warming to 1.5°C to avoid the worst effects of climate change. To get there, we, via our owner Hultafors Group, joined the Science Based Targets initiative (SBTi) in 2023. The SBTi helps companies set science-based targets to reduce emissions and counter the climate crisis, with the goal to achieve global net-zero emissions by 2050.

In 2024, Hultafors Group's climate targets were officially validated and approved by the SBTi, confirming our commitment to climate action. Having these targets approved by the SBTi gives us a clear roadmap to achieving our goals, as well as accountability while we implement our climate transition plans across our organisation.



* Initially, we used base year 2018 for Scope 1 and 2 and 2019 for Scope 3, but when Fristads' owner Hultafors Group joined the Science Based Targets initiative, we were required to change it to 2022 for all three scopes.

How we report our data.

Fristads' climate statement includes emissions in scope 1, 2 and 3. Greenhouse gas emissions in scope 3 are categorised according to the Greenhouse Gas Protocol in 15 different categories. Not all categories are included in Fristads' reporting, for example waste management, employee commuting, processing of sold products, employee commuting, and land related emissions.

Based on actual data.

In order to reduce our emissions, we need to understand where they originate from and base our actions on data. As part of developing an Environmental Product Declaration (EPD) for clothing, we have collected detailed climate data directly from our suppliers. This supplier-specific data generates more accurate results than averages and estimates within the diverse textile industry, which includes everything from fast fashion to workwear.

With most of our main product categories now featuring products with EPDs, the amount of actual data from our production has grown significantly. In this Sustainability Report, 31% of the data is based on actual activity data from our operations.

Change of methodology.

At the start of 2026, Fristads changed sustainability reporting and management system from Worldfavor to Position Green. Due to this change, all the climate data in this year's Sustainability Report have been calculated according to the new methodology. To ensure that the data points from our base year 2022 are comparable, these numbers have also been updated to reflect the new methodology.

This report includes climate data from Lyngsøe Rainwear, which was acquired by Hultafors Group in 2025. However, Lyngsøe's data is reported separately on page 57, since it operates as a standalone business unit under Fristads.

Scope 1

Definition

Refers to direct emissions from company-owned and controlled resources. Includes combustion of fuels in facilities and vehicles, cooling agent leakage from facilities and emissions from industrial processes and on-site manufacturing.

Target

50% decrease by 2030 (Base year 2022)



Scope 2

Definition

Refers to indirect emissions from the generation of purchased energy by utility providers. Includes consumption of electricity, district heating and district cooling.

Target

50% decrease by 2030 (Base year 2022)



Scope 3

Definition

Refers to indirect emissions that occur upstream and downstream in a company's value chain and are not included in scope 2. Includes purchases of goods and services from suppliers, such as raw materials and transports, as well as waste and products' end of life.

Target

50% decrease by 2030 (Base year 2022)



Our climate action in numbers.



Fristads emitted 50,692 tonnes of CO₂e in 2025, which is a decrease by 11% compared with the base year 2022*. Most of Fristads' emissions – 99% – occurred in Scope 3, where the largest share is found in the Purchased goods and services category, causing 44,802 tonnes, or 89%, of the total emissions. This was followed by the category Transport and distribution at 4,560 tonnes of CO₂e, or 9%.

were 9.53 tonnes in 2025, compared with 7.4 tonnes in the base year 2022 and 7.8 tonnes in 2024. This increase was mainly driven by larger purchases of heavier workwear, such as jackets and trousers. This report is based on data from the Position Green

sustainability reporting and management platform, a change from the Worldfavor platform that we used previously. Due to this change in methodology, the data in this report differs from the figures we have reported in years prior.

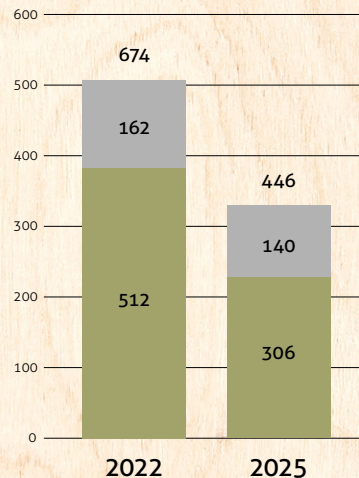
The emissions from the Purchased goods and services category increased by 26% compared with 2024. This was partly due to an increase in the number of products purchased, but also that we purchased more heavier garments in 2025 than in the previous year. When compared with the base year 2022, the Purchased goods and services category still decreased by 10%.

Emissions from the second largest category, Transport and distribution, decreased by 5% year over year and 26% compared with the base year 2022. The decrease can be attributed to the fact that we shipped fewer items overall but also improved internal processes for transports. Air transports also fell from 4.42% to 2.78% of total shipments.

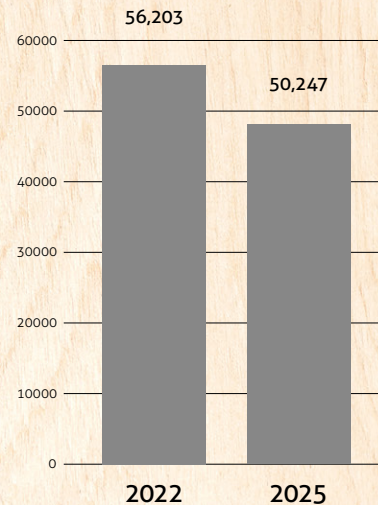
In Scope 1 and 2, Fristads' emissions were at 446 tonnes combined in 2025, down from 674 tonnes in the 2022 base year, representing a 34% decrease. The 2025 figures also decreased by 23% compared with 2024, when Scope 1 and 2 emissions reached 577 tonnes. Our CO₂e emissions per purchased product

Emissions in tonnes CO₂e.

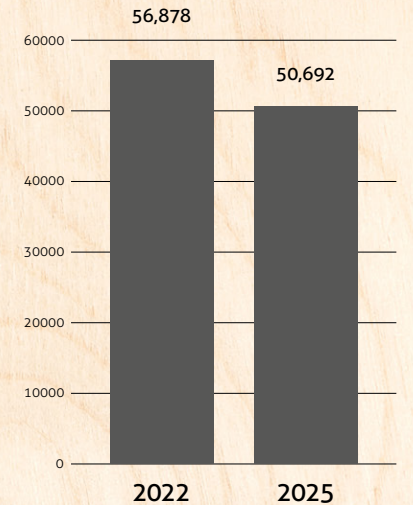
Scope 1 Scope 2



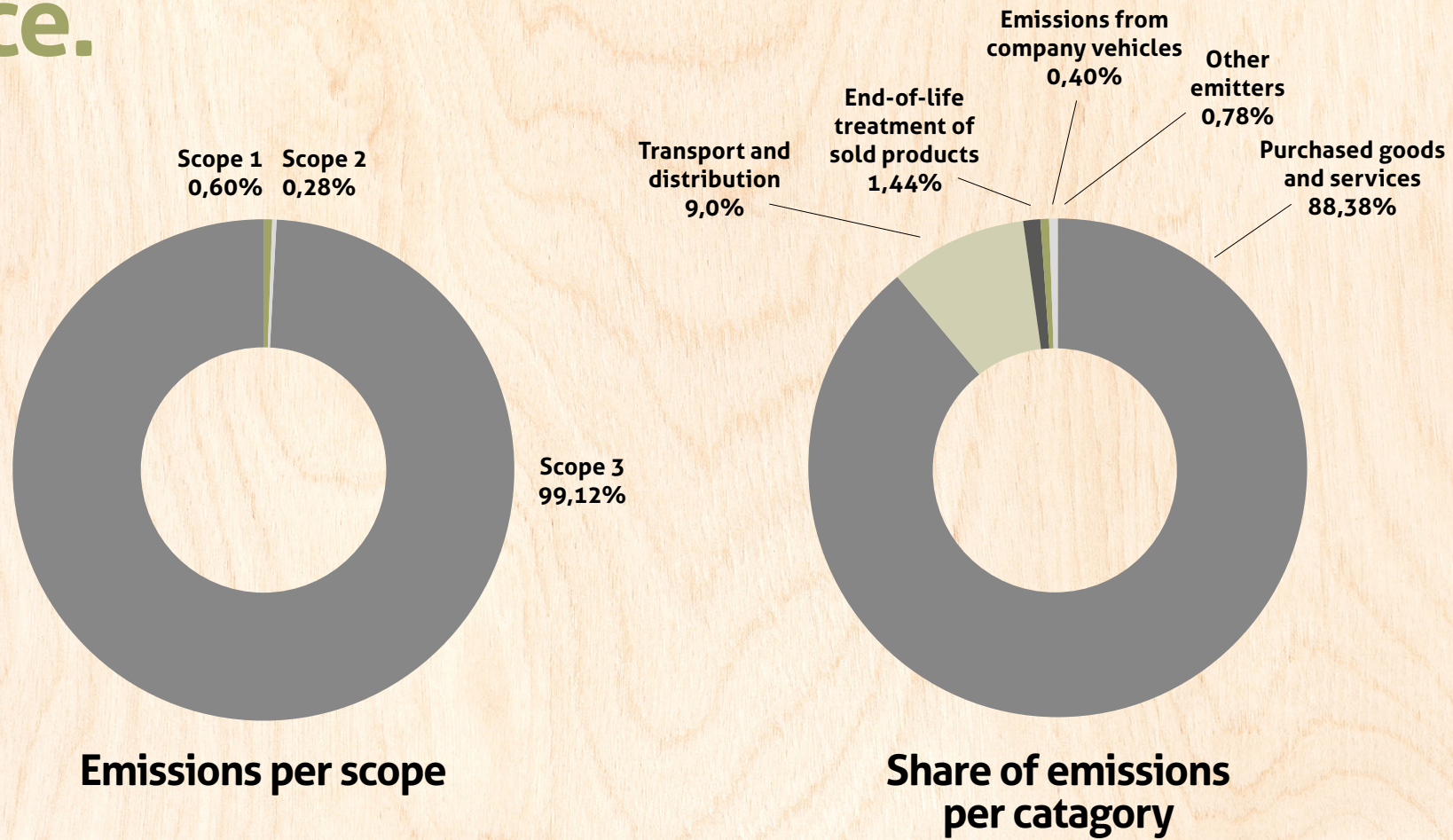
Scope 3



Total



Key climate metrics at a glance.



Our work to curb emissions continues.

We are determined to stay on top of our sustainability work and ensure that we hit our science-based targets. Going forward, these are some of the actions we are taking:

Increase share and sales of products with EPD and circular material.

Since a vast majority of our emissions emanate from the production of our workwear, this is where we need to focus most of our efforts. By transitioning our product range to environmentally declared products we can shrink the environmental footprint per product, which will also reduce emissions overall. We are also working to increase our use of closed-loop recycled material by offering circular products in tenders.

Help customers make more environmentally conscious purchasing decisions.

Our sales team will continue to educate our customers on how to reduce the environmental impact of their workwear, through webinars, checklists and comparisons of different products using our Green Calculator.

Intensify the sustainability work in our supply chains.

We will work actively with our suppliers and provide support in their transition to renewable energy sources, optimisation of production processes, and reduced energy consumption.

Develop and scale up our sustainable service offer.

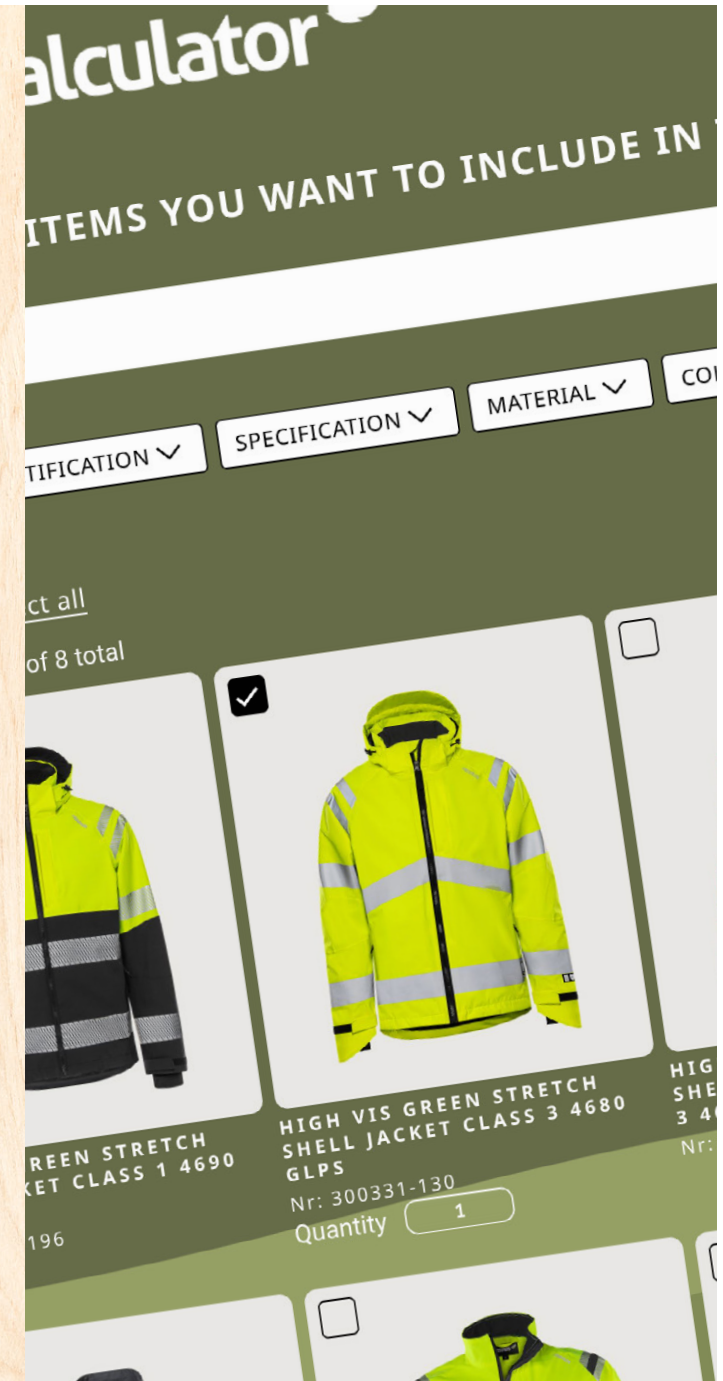
With a comprehensive sustainable service offer on all our markets, we ensure that our products are used to their full potential. We will continue to help our customers and partners reduce their impact by scaling up our sustainability services. While end-of-life disposal of our products is currently not a part of our climate reporting, having this system in place makes us well prepared for including this data in the future.

Continue to improve internal processes to reduce air transports.

We will continue to ramp up the use of High-Capacity Transports and take action to keep our air transports under 1.5%, in line with our target. We see potential for improvement by gaining deeper insights into customer planning, particularly around presales and campaigns. By better anticipating when products need to be available in stock, strengthening the decision making throughout the value chain, and ensuring that transport planning is aligned earlier in the process, we can further reduce the need for time-critical deliveries by air.

Support renewable energy.

We aim to further reduce fuel and electricity consumption in our own facilities. We also work to increase the share of electricity from renewable sources in our own facilities, as well as the share of the total energy use that is covered by renewable energy certificates.



Leading the change – Fristads wins Ahlsell's sustainability award.

In March 2025, Fristads was honoured with Ahlsell's Sustainable Supplier of the Year Award, a prestigious recognition given annually to a supplier that demonstrates innovative, forward-looking sustainability work. Ahlsell – Sweden's leading distributor of installation products – established the award in 2018 to highlight companies that take responsibility across their value chain and drive meaningful change in their industry. This year, the spotlight turned to Fristads for our long-term commitment to reducing environmental impact and reshaping the future of workwear.

A leader in sustainable workwear.

Ahlsell noted that we have made significant progress in integrating sustainability into every stage of our operations – from product design and material selection to production processes, logistics and circular services. A key part of this work is our pioneering use of life cycle assessments through Environmental Product Declarations (EPD), a tool that measures the climate footprint of a garment. Our approach challenges conventional industry norms and raises expectations for transparency and accountability.

Additionally, Fristads has made major strides in circularity by offering a comprehensive solution for sustainable services. Through our Repair, Reuse and Recycle services, customers can extend the life of their workwear, reduce waste and transition to a more sustainable consumption model.

Strong partnership with Ahlsell.

The award also recognises the strong, long-running partnership between the two companies. Ahlsell was one of the early adopters of Fristads' sustainable services and was key in testing and helping to streamline the process. In 2024, Fristads and Ahlsell launched a joint pilot project aimed at increasing the recycling rates among customers – an initiative that received such positive response that it was extended indefinitely.

For Fristads, the Ahlsell sustainability award is both a milestone and a motivation. It acknowledges years of consistent work to embed sustainability into the core of the business, while reinforcing the importance of continuing to innovate.



Fristads grows offering with Lyngsøe Rainwear.

In 2025, Fristads grew its workwear offering through Hultafors Group's acquisition of the Danish company Lyngsøe Rainwear, a specialist in high-quality rainwear and outerwear designed to protect professionals working in demanding, wet and windy conditions. With a strong focus on functionality, comfort and certified protection, the brand has built a solid reputation across industries such as construction, transport, food processing, fishing and forestry. The assortment spans classic rainwear to advanced high-visibility, flame-retardant and arc-protective garments. Following the acquisition, Lyngsøe Rainwear operates as a standalone business unit under Fristads within Hultafors Group.

Responsible chemical management.

Product safety has long been a cornerstone of Lyngsøe's approach. Wherever technically possible, garments are certified according to OEKO-TEX® Standard 100, ensuring that the finished product – including fabrics, threads and trims – is tested for harmful substances and complies with strict chemical requirements aligned with EU REACH legislation. Some materials, such as certain PVC-based fabrics, cannot be certified under OEKO-TEX®, but Lyngsøe is actively working to find alternative solutions.

Lyngsøe Rainwear supports ChemSec's "No to PFAS"

movement and their work to raise awareness of the risks associated with PFAS. While PFAS are still used in some protective applications where no fully equivalent alternatives are available, the company is continuously testing new materials and engaging suppliers to reduce and replace PFAS wherever possible.

Stepping up their sustainability work.

Lyngsøe Rainwear is also evaluating alternatives to conventional PVC fabrics, including PU-based solutions that can meet performance requirements while also being eligible for OEKO-TEX® Standard 100. Selected collections have already transitioned to PU, with further changes planned, though some specialised applications may require longer development timelines. Since becoming part of Hultafors Group, Lyngsøe Rainwear has taken steps to formalise and expand its sustainability work. This includes strengthened supplier dialogue, clearer internal structures, and the company's first comprehensive reporting of Scope 3 emissions in Fristads' Sustainability Report. These efforts support more data-driven decision-making and continuous improvement across the value chain.

As part of Hultafors Group and Fristads, Lyngsøe is well positioned to reduce its environmental impact over time, without compromising safety, durability or performance.

350

Number of products in Lyngsøe Rainwear's assortment

25

Number of employees

1999

The year the company was founded by Bo Lyngsøe

136

MDKK in revenue

DK

Lyngsøe Rainwear is headquartered in Herning, DK

LYNGSØE
RAINWEAR

Climate report from Lyngsøe Rainwear.



Lyngsøe Rainwear is the newest brand in Hultafors Group’s portfolio which operates as a standalone unit under Fristads. Therefore, we have chosen to report Lyngsøe’s climate data separately from our own numbers.

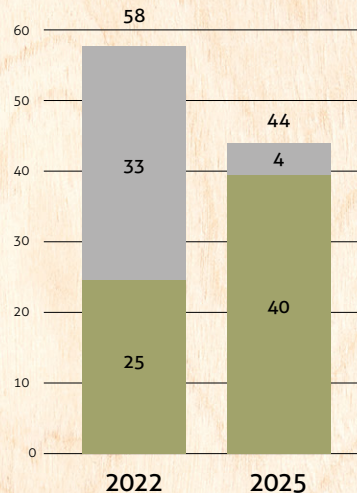
In 2025, Lyngsøe emitted 11,436 tonnes of CO₂e, which is a decrease by 17% compared with the base year 2022*. Nearly all the emissions, or 99.6%, occurred in Scope 3. Of the total emissions, 10,833 tonnes, or over 94%, stemmed from the Purchased goods and services category. This was followed by the category Transport and distribution at 452 tonnes of CO₂e, or 4%.

The emissions from the Purchased goods and services category increased by 41% compared with 2024, but when compared with the base year 2022, the Purchased goods and services category decreased by 20%. Emissions from the second largest category, Transport and distribution, increased by 36% year over year and nearly 55% compared with the base year 2022.

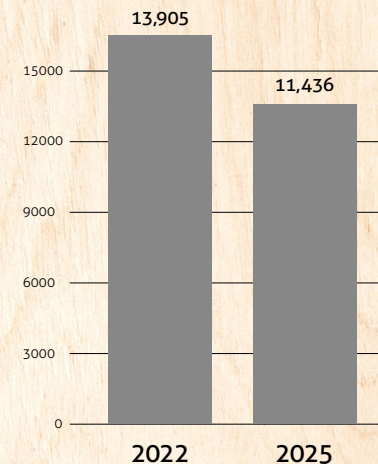
In Scope 1 and 2, Lyngsøe’s emissions were at 44 tonnes in 2025, down from 58 tonnes in the 2022 base year, representing a 32% decrease. The emissions also decreased by 34% compared with 2024, when Scope 1 and 2 emissions reached 67 tonnes. The reduction is mainly due to Lyngsøe purchasing renewable energy certificates for electricity used in Scope 2. Lyngsøe’s CO₂e emissions per purchased product were 15.4 tonnes in 2025.

Emissions in tonnes CO₂e.

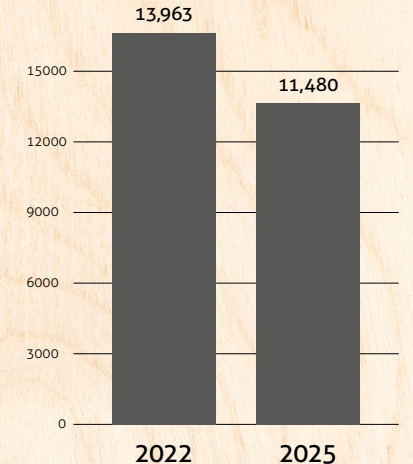
Scope 1 Scope 2



Scope 3



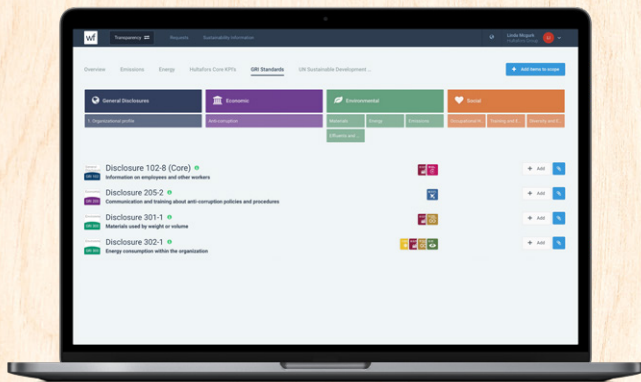
Total



Tracking and benchmarking our progress.

Our sustainability work aims to minimise our environmental footprint and maximise the positive impact that our business has on the people who are involved with our organisation. To make progress we must systematically collect data, understand our impact, set science-based targets for improvement, and measure our outcomes.

We do this with the help of several organisations and initiatives that provide the necessary tools for our social and environmental corporate responsibility reporting. Through these organisations, data becomes a catalyst for real change.



ecovadis

EcoVadis

Fristads has a Bronze rating from EcoVadis, the world's largest and most trusted provider of sustainability scorecards. An EcoVadis scorecard includes a detailed report assessing companies' performance across four areas: Environment; Labour & Human Rights; Ethics; and Sustainable Procurement. The report covers 21 criteria providing an overall score of 0-100, with Bronze, Silver, Gold and Platinum badges awarded to the top performers. The EcoVadis rating helps companies understand the strengths and weaknesses of their sustainability work and how they can improve their practices.



Science Based Targets initiative.

In 2024, Fristads' owner Hultafors Group passed a major milestone, as the Science Based Targets initiative (SBTi) validated and approved the company's climate targets. That means Hultafors Group, including Fristads, is taking science-backed steps to achieve their ambitious climate goals and, in the long term, become a net-zero emitter of greenhouse gases. Being a part of SBTi gives Hultafors Group a clearly defined path to reduce emissions in line with the Paris Agreement goals and ensures accountability along the way. SBTi is a partnership between CDP, the UN Global Compact, WRI, and WWF, and is part of the We Mean Business Coalition.



STICA

Swedish Textile Initiative for Climate Action.

Since 2018, Fristads has mapped its green-house gas emissions as a member of the Swedish Textile Initiative for Climate Action. STICA is a joint climate initiative for Swedish textile companies that focuses on reducing greenhouse gas emissions in line with the 1.5° C pathway, as defined in the Paris Agreement. Fristads' goal is to reduce emissions by 50% by 2030 compared with the baseline year of 2022.

worldfavor

Worldfavor.

Worldfavor is an online platform that enables us to collect social and environmental sustainability data, both from our own operations and our suppliers. The data helps us track and analyse our progress as we continue our work to cut our climate footprint by 50% by 2030. The Worldfavor platform is divided into two modules: Sustainability management and Sustainable sourcing. The sustainability management module covers fuel consumption by company-operated vehicles, electricity consumption, district heating and cooling and renewable energy in Scope 1 and 2, i.e. in our own 14 facilities. The sustainable sourcing module is used to collect and analyse social and environmental data from our suppliers and ensure that they sign mandatory agreements, such as our Code of Conduct, Restricted Substance List and verification of the origin of cotton.

Standing steady in uncertain times.

By many measures, the conditions for climate action have become more complex recently. The United States has withdrawn from the Paris Agreement, Sweden is struggling to meet their national climate targets and among other European countries, the commitment to action sometimes appears to be wavering. War, trade conflicts and economic uncertainty are reshaping priorities and putting climate change on the backburner.

But the need for action has not changed – and neither has our responsibility.

For Fristads, the past year has only reinforced the importance of staying the course. As a manufacturer in a resource-intensive industry, we have both the opportunity and the obligation to lead by example. That means continuing to raise the bar for what credible sustainability looks like, not lowering it when conditions become more challenging.

Reliable data drives real change.

We continue to hold ourselves to a high standard, guided by science-based targets and a firm belief that credible sustainability starts with reliable data. In a time when claims are questioned and EU frameworks are evolving, we focus on what we can control: measuring our impact as accurately as

possible and using those insights to drive real change. This is why we continue to expand our work with Environmental Product Declarations (EPDs). By applying lifecycle assessments to our products, we gain a deeper understanding of where our emissions and resource use occur – and how to reduce them. Today, 31% of our assortment either carries an EPD or has been analysed using the same methodology, marking an important step towards making sustainability measurable at scale.

Climate transition plan.

At the same time, we have revisited the climate transition plan we set in 2022. It has been a learning process, requiring focus, collaboration and a willingness to adapt. In 2025, we updated our plan and reported it to the Science Based Targets initiative (SBTi), confirming that we remain aligned with our targets and on track in our transition.

The road ahead is not without challenges. But uncertainty does not change the urgency of the task or our commitment to it. At Fristads, we will continue to move forward with determination, working alongside our customers and partners to reduce impact, improve transparency and help drive the transformation of the workwear industry.



Lisa Rosengren, Sustainability & Raw Material Manager

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