

22



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PART 1

INTRO



After 25 years in fashion we are still delivering feminine fashion constantly pushing our business in a more sustainable direction, in line with our long-term pledges.

ABOUT GINA TRICOT

Gina Tricot AB is a Swedish fashion company that offers feminine fashion for women, as well as young fashion and a small line of home decor. The company was launched in 1997 and rapidly grew to have a place in every fashionista's heart. During the 25 years that the company has operated it has expanded to not only having stores in Sweden, but also in Norway from 2007, and Finland and Denmark from 2008. E-commerce, added in 2010, and business to business, added in 2017, has expanded the number of countries even more resulting in Gina Tricot products now reaching an additional 26 countries. The company started in Borås, Sweden, where the headquarters are still located. This is also the location of central functions, including design, purchasing, IT, logistics, construction, business development and warehousing.

Gina Tricot is subject to the Swedish Annual Accounts Act provisions on non-financial information. We have chosen to produce this report in accordance with the Global Reporting Initiative, GRI Standards, and the report is issued by our board. This is our eleventh sustainability report prepared in accordance with GRI guidelines.



gina tricot

25 YEARS

- 1997** Jörgen and Annette Appelqvist founded Gina Tricot in their home outside of Borås. They wanted to offer trendy products in high quality jersey material at a low price to all women. The first order was placed with what is now our largest supplier, Kardem Tekstil, located in Turkey. Right from the start the principle was to do business with the heart and work closely with only a few suppliers, in order to build good relationships.
- 1999** Jörgen and Anette had big visions for their company and a few years after its beginning, Gina Tricot took Sweden by storm with coloured jersey tops. The items offered were staple products; basic jersey tops with long lasting high quality, in all possible colours.
- 2007** The first order of products in organic cotton was placed.
- 2008** The first department dedicated to Corporate Social Responsibility, CSR, was started. The focus was social sustainability in the supply chain, and the first Code of Conduct was implemented.
- 2009** Gina Tricot Bangladesh production office opened. With local staff onboard, the aim was to achieve close proximity to suppliers and more frequent visits. At this time audits related to building and fire safety, alongside social compliance controls, were started at the production units.
- 2010** Gina Tricot became members of amfori BSCI, to further monitor and improve social compliance in the supply chain.
- 2011** Partnered with UNICEF. Through this partnership we have enrolled 400.000 children into schools and invested a total of almost 40 million SEK into improving the livelihood of children, mostly in Bangladesh.

- 2012** Gina Tricot China production office opened. With local staff, the aim was the same as opening the Bangladesh office, to achieve close proximity to suppliers and more frequent visits. Our stores could now also take back old and used textiles from customers to ensure a second life for the items. The 2028 targets were adopted by the board and the first sustainability report was published. This was also the first year of calculating parts of our Scope 1 and 2 emissions.
- 2013** Signed the Accord on Fire and Building Safety in Bangladesh with the aim to continuously improve safety at the suppliers factory premises.
- 2014** Joined the Sweden Textile Water Initiative (STWI) with the aim to increase resource efficiency, improve water quality and raise awareness in the supply chain.
- 2016** Increased our dedicated Sustainability team, by hiring the first specialist in Turkey.
- 2018** Joined Sweden Textile Initiative for Climate Action, STICA. Increased our dedicated Sustainability team, by hiring the first specialist in Myanmar.
- 2019** The first year of calculating our Scope 3 emissions and setting our climate reduction target. Launched our new circular business model RENT.
- 2020** The goal of 100 % more sustainable cotton in our products was reached. Partnered with World Wide Fund for Nature (WWF), to work with water stewardship and support their work with animals and nature. Launched our first vintage collection in stores.
- 2022** Our climate action roadmap and targets were validated by the Science Based Targets initiative, SBTi.

IN REACH FASHION

**WE BELIEVE THAT A KEY TO SUCCEED
IN OUR SUSTAINABILITY JOURNEY IS
FUTURE-THINKING COLLABORATIONS
AND PARTNERSHIPS THROUGH OUR
ENTIRE VALUE CHAIN.**

Welcome to our sustainability report of 2022. In the following report we invite you to follow us in our sustainability journey during this year. When it comes to Gina Tricot's journey, it started 25 years ago. During that time, many things have changed, yet many still remain. The cornerstone of doing business with heart continues, one of our key suppliers remains from the start and so does the dedication of our staff. I would like to thank everyone at Gina Tricot for such engagement and passion in their day-to-day work throughout the years, making it possible for us to celebrate our 25th anniversary.

Summing up 2022, a challenging year globally, we find both the on-going Covid 19 pandemic and the escalation of the terrible war in Ukraine. As Gina Tricot does not have any business relations with neither Ukraine nor

Russia, we focused on supporting our long-time partners UNICEF and Human Bridge to help those in need by donating garments as well as managing a donation campaign in store.

The past year also shows continued climate challenges and our work within the field is ever so important. We are proud to have our climate targets validated by the Science Based Target initiative, where we commit to reduce our absolute emissions by minimum 50 % before end of 2030. We have during the year intensified our climate dialogues with our suppliers, and see a positive trend in the supply chain as more and more suppliers shift to renewable energy in their facilities.

Our focus remains high on our long-term pledges linked to our products – to only provide more environmentally sustainable



Ted Boman
CEO Gina Tricot

fibers in our products and to transform all our products to fit the circular economy by the latest end of 2028. We have had a struggle during 2022 to continue to increase the share of more sustainable fibers, and especially with organic cotton. Organic cotton has proved to be vulnerable with a supply of less than 2 % of the world's cotton – which encourages us to work harder with alternative sources for any fiber and material. In March we proudly launched a collection made from Circulose® from Renewcell.

Our strategy is to partner up with experts so that we together can inspire and drive the industry forward. Some highlights of our new collaborations last year are: launching Vividye's first ever commercial product with their ground-breaking printing technology and trying autonomous deliveries together

with Science Park Borås and the Swedish School of Textiles, called the HUGO project. The new technologies and innovations are as exciting and adventurous as they are important. We believe that a key to succeed in our sustainability journey is future-thinking collaborations and partnerships through our entire value chain.

We know that there is still a long way to go and a lot of challenges to solve on our sustainability journey. We need to continue the transformation and constantly challenge ourselves in order to improve our work within the fields of people, product and planet. This work continued during 2022, and looking back, we see many steps of progress since our start 25 years ago. We are glad to share this year's continued sustainability journey with you.

OUR PLEDGES

Our pledges to our customers shall ensure a sustainable Gina Tricot by the end of 2028. The pledges cover products for a circular economy, more environmentally sustainable fibers, and sustainable production, transportation and selling of our products.

For Gina Tricot and the fashion industry as a whole, our future success within sustainability will depend on close cooperation with our partners – both suppliers and experts. We must also support, and remain involved in, scientific research and product development. We are determined to be part of making the fashion industry more sustainable by setting tough commitments that permeate through our entire organization and value chain.

WE ARE DETERMINED TO BE PART OF MAKING THE FASHION INDUSTRY MORE SUSTAINABLE BY SETTING TOUGH COMMITMENTS THAT PERMEATE THROUGH OUR ENTIRE ORGANIZATION AND VALUE CHAIN.

①

By the end 2028, we will only offer products made from fibers that are more environmentally sustainable. These fibers have increased traceability and further decrease environmental impact from fiber production. To identify these fibers, we use a fiber ranking system, which can be further read about at page 23. Our results of more environmentally sustainable fibers during 2022 are presented at page 27.

②

By the end 2028, we will only offer products designed for a circular economy. Shifting our business from linear to circular includes new ways of designing, including for instance designing for reduced resource use, facilitating reuse, and design for recycling. This also includes alternative business models such as rental service. To further read about our work with circular products, see page 29.

③

By the end 2028, we will only offer products produced in a manner that's more sustainable for people and the planet. For our products to be produced in a more sustainable manner we need to have full transparency in the entire supply chain, which requires third party auditing and certification as well as own supplier visits. We strive to ensure that every worker in our supply chain is respected, feels safe, and is financially secure. It also includes a production with minimized environmental impact, that use resources efficiently and is powered by renewable energy. To read about our learnings and progress within this pledge, read more on page 13–15 and 32–33.

④

By the end 2028, we will only offer products transported and packaged in a sustainable manner. Transported in a sustainable manner means using fossil free alternatives with less environmental impact. Packaged in a sustainable manner means using recyclable and recycled materials, and whenever possible avoiding the use of packaging material.

⑤

By the end 2030, we will only offer products sold in a sustainable channel. This includes that all our stores are powered by efficient renewable electricity, decorated and refurbished with environmentally sustainable materials. This pledge also includes reduction of waste and end-consumer packaging material, and whenever packaging is needed it should be recyclable and recycled materials. For our online store, this means offering deliveries and packaging with less environmental impact as well as facilitating less customer returns.

To reach these pledges we have set several sub-targets, which can be seen below.

- By end 2025 100 % of our denim will be produced with water, chemical and energy saving processes.
- By end 2025 all our animal fibers will have third party certification ensuring animal rights.
- By end 2025 a minimum of 50 % of all our polyester will be made from recycled fiber sources.
- By end 2025 a minimum 80 % of our products will have third party certification or similar of raw material origin.

MATERIALITY ANALYSIS

Our materiality analysis was updated during 2021. In order to collect information on our actual and potential, negative and positive impacts across our value chain we conducted a stakeholder dialogue. We surveyed representatives for all our primary stakeholders, identified by an internal evaluation of stakeholders having most impact or being most impacted by our business; customers, employees, owners, suppliers, and our partnering non-governmental organizations (NGOs). For other NGOs, students, media, and researchers/scientists, we conducted a desktop analysis. Based on the information collected through the stakeholder dialogue as well as our internal knowledge of our impact and an analysis of risks and opportunities we identified our most material sustainability aspects. The result of our materiality analysis was further discussed and fine tuned at a workshop with our management team. Priorities within the materiality analysis can be seen in the materiality analysis matrix. Also, the priorities have been made based on the stakeholders' assessment of each material aspect, as well as by considering our own risk assessments and internal knowledge.

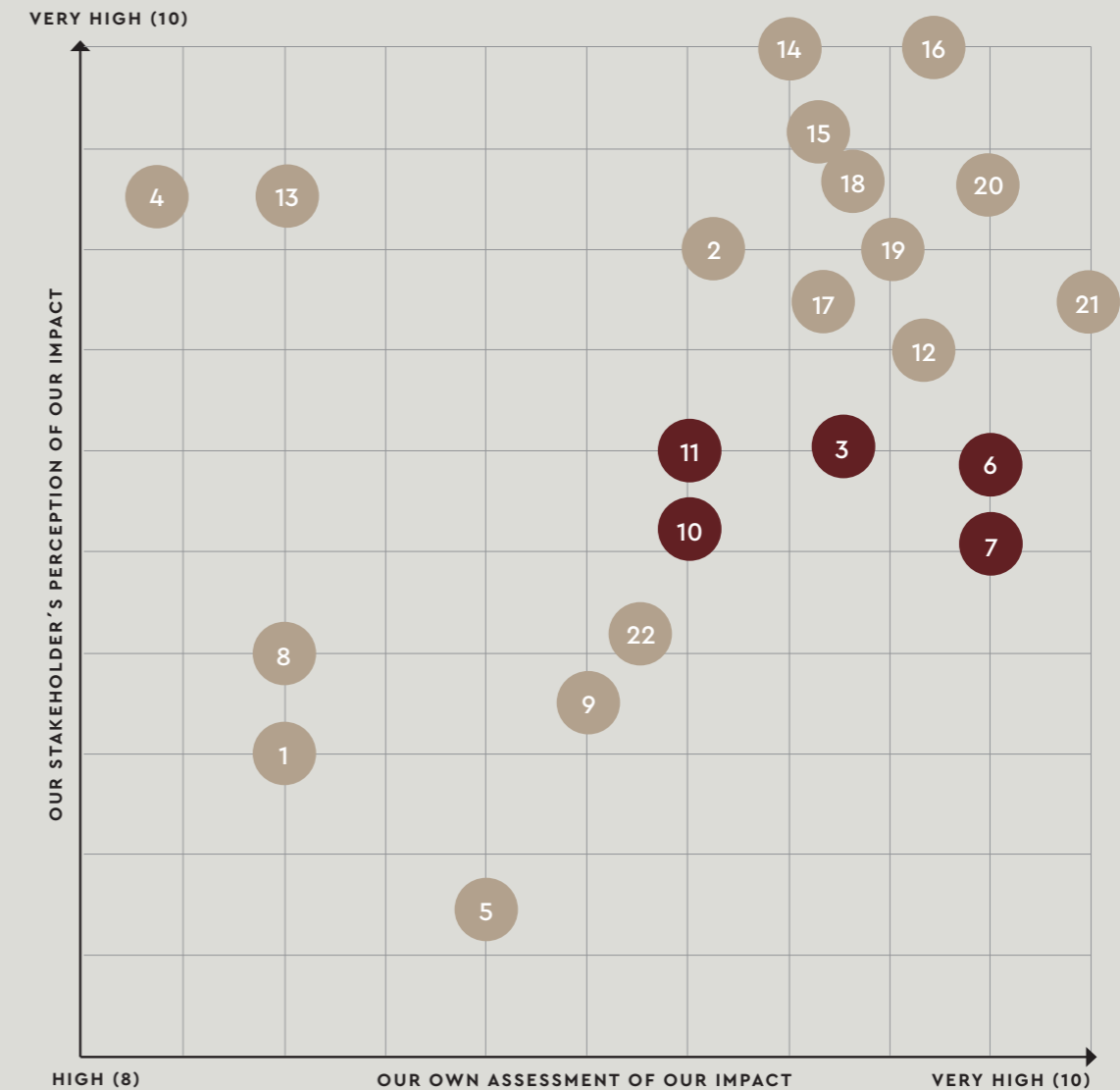
Following our materiality analysis from 2021, we are continuing to ensure thorough work and reporting on the top three most important aspects for our stakeholders, namely human rights, health and safety, and wages. Going forward with our sustainability work, we will also put extra effort into quality and environmental responsibility in design, product second life, and product end-of-life, as well as environmental impact from production and from transportation.

Apart from the materiality analysis, we continue to have dialogues with our primary stakeholders. These dialogues are held on a daily basis through regular contact or by surveys. Through these dialogues we can build stronger relations as we get to know what is important to each stakeholder, and from that adapt our business. We believe the dialogues with our primary stakeholders improve what we have to offer and the way we do business.

Finance and Business Ethics	
1	Financial result
2	Anti-corruption/Business Ethics
Product responsibility	
3	Quality and environmental responsibility in design
4	Product responsibility
5	Responsible marketing
Environment/ Sustainable responsibility	
6	Environmental impact in production
7	Environmental impact from transportation
8	Environmental impact stores, offices and warehouse
9	Environmental impact user phase
10	Product second life
11	Product end-of-life
12	Sustainability in raw material production
13	Animal rights / Animal protection
Production responsibility	
14	Health and safety supply chain
15	Wage level supply chain
16	Human rights supply chain
17	Over time supply chain
Employee responsibility / Community responsibility	
18	Anti-discrimination
19	Working conditions and development Gina Tricot employees
20	Health and safety Gina Tricot employees
21	Diversity and equality
22	Social engagement/engagement local community

Fundamental questions which we continue to have high focus on

Focus questions where we will increase our efforts going forward



INTERVIEW / JÖRGEN & ANETTE APPELQVIST - FOUNDERS

Gina Tricot is turning 25 years old this year.

How did the sustainability work begin?

From the very beginning we have always worked with a few selected suppliers. We always knew the smartness of consolidating and maximizing our orders with a few good suppliers. Today, it's considered to be modern thinking and a key factor in sustainability, but for us it was common sense. Without this approach we could never have worked with that high standard of suppliers and factories, or get the best products. It turned out to be a win-win situation.

Doing business like this also enabled us to have a long-term impact in sustainability. For example, our first supplier continues to be our biggest supplier today. When we started, they were an agent working with many different factories, but today they have built three of their own factories in Turkey and Serbia. This is a great example of what can be achieved by choosing the right people to work with – people with the same mentality and vision as ours.

What is sustainability to you? What is the most important aspect?

With a social perspective in mind, the ecological perspective comes naturally. We need to consider our entire value chain, focusing on people, planet, and product. It's not possible to choose only one parameter.



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**WITHOUT PRIORITIZING
SUSTAINABILITY, WE
CANNOT SURVIVE – IT'S
OUR KEY FOR THE FUTURE!**

What are you most proud of at Gina Tricot, from a sustainability perspective?

Our UNICEF project that we were a part of launching back in 2011 is of course something that is extra emotional for us both. Last year we celebrated 10 years of cooperation and we have managed to be a part of over 400,000 children's lives, offering primary education in preschool levels in Dhaka. This project has influenced the school system on a governmental level in Bangladesh.

Visiting the project with UNICEF in Dhaka and meeting the children in person is one of our most cherished memories. We are very proud that Gina Tricot signed another 2 year cooperation with UNICEF Sweden in December 2022.

We are convinced that here at Gina Tricot we can have a positive impact and do good!

Going forward, what is your top priority in the area of sustainability?

Keep doing business with the heart – always have that as a motto! We have also always believed strongly in partnership around the globe. Together with others we can be strong and have an impact for change.

How can you as owners of Gina Tricot drive these issues in future?

As stakeholders, we need to have equally high goals and Key Performance Indicators (KPIs) in sustainability as in any other field. We need to treat sustainability as a business and see the possible competitive advantage it can give us, especially with future legalization in mind.

**WE NEED TO CONSIDER OUR
ENTIRE VALUE CHAIN, FOCUSING
ON PEOPLE, PLANET, AND PRODUCT.
IT'S NOT POSSIBLE TO CHOOSE
ONLY ONE PARAMETER.**



TRANSPARENT VALUE CHAIN

Transparency has been and is one of Gina Tricot's top focus and key areas for many years. For Gina Tricot transparency means control over our product. Transparency from both the social and ecological perspectives are equally important.

Our value chain has a very complex structure that makes transparency difficult. We are dedicated to this area and together with third party organizations, and our staff in production countries we are committed to mapping our impact from all relevant perspectives.

Gina Tricot has been transparent with all suppliers in tier 1 for many years and in 2022 we also shared data about tier 2 online, see www.ginatricot.com

In 2022 we also set targets of having 50% of our products certified with third party certification (or similar) by 2025, and 100 % of our products to be certified by 2028. These certifications will cover all the way to tier 3 and 4 of the product.

Apparel and Footwear value chain



Tier 4
Raw material extraction
Cultivation and extraction of raw materials from the earth, plants or animals.



Tier 3
Raw material processing
Process of raw materials into yarn and other intermediate products.



Tier 2
Material production
Production and finishing of materials (e.g. fabrics, trims) that go directly into finished product.



Tier 1
Finished production assembly
Assembly and manufacturing of final products.



Tier 0
Office, retail, distribution center
Corporate real-estate not involved in the production process.



Consumer use
Consumer care: washing, drying, dry cleaning, etc.



End of life
Reuse, recycle, landfill.

Logistics

Shipping of materials and products across value chain.



PEOPLE

A woman with long, wavy brown hair is seen from behind, wearing a yellow t-shirt. The background is a solid, bright yellow. The word "PEOPLE" is written in large, white, bold, sans-serif capital letters across the middle of the image, partially overlapping the woman's hair.

People are at the heart of everything we do, and we want to have a positive impact on everyone who is affected by our business – from the farmers who grow the cotton to the customers who buy our products.

MADE IN

In Gina Tricot we have a sourcing and production policy that goes back to our very beginning, 25 years ago. It is as important now as it was at the start to work with a few, specially-selected suppliers, our key business partners.

This strategy makes us a priority for our suppliers and gives us the chance to influence our cooperation with them, not least in the area of sustainability. Overcoming and finding solutions to problems and growing together is our mutual strategy and vision.

Our suppliers are crucial to our success. Ethical business is a cornerstone of Gina Tricot, and we are very proud of what we have achieved so far in production.

In 2022 90.1 % of our capacity was consolidated to 22 suppliers. Gina Tricot does not own any factories. All garments are made by independent suppliers across the world, primarily in Turkey.

Turkey has always been the heart and the biggest production country for Gina Tricot, with a share of almost 28 % 2022.

Producing in Turkey as a close market to Sweden has always given us the strength to react quickly to our customer demand. It also means shorter transportation distances, more flexibility, and shorter decision times, which in the end leads to less overproduction.

On our website we are publicly sharing both our Tier 1 and Tier 2 production units. Tier 1 covers all active end product related production units, which includes factories for sewing, trimming, garment washing, placement printing, embroidery, finishing and packaging. So-called vertical suppliers that have both end-product-related processes and Tier 2 processes such as dyeing and washing internally are listed under Tier 1. Tier 2 covers all active raw materials and accessory related production units, which includes factories producing fabrics and yarns, facilities for dyeing, washing, all over-printing and accessories. We are updating these lists twice a year and are constantly striving towards our goal to share lists for the lower tiers as well.

**AT GINA TRICOT WE
HAVE A SOURCING
POLICY TO WORK
WITH A FEW SPECIALLY
SELECTED SUPPLIERS.**

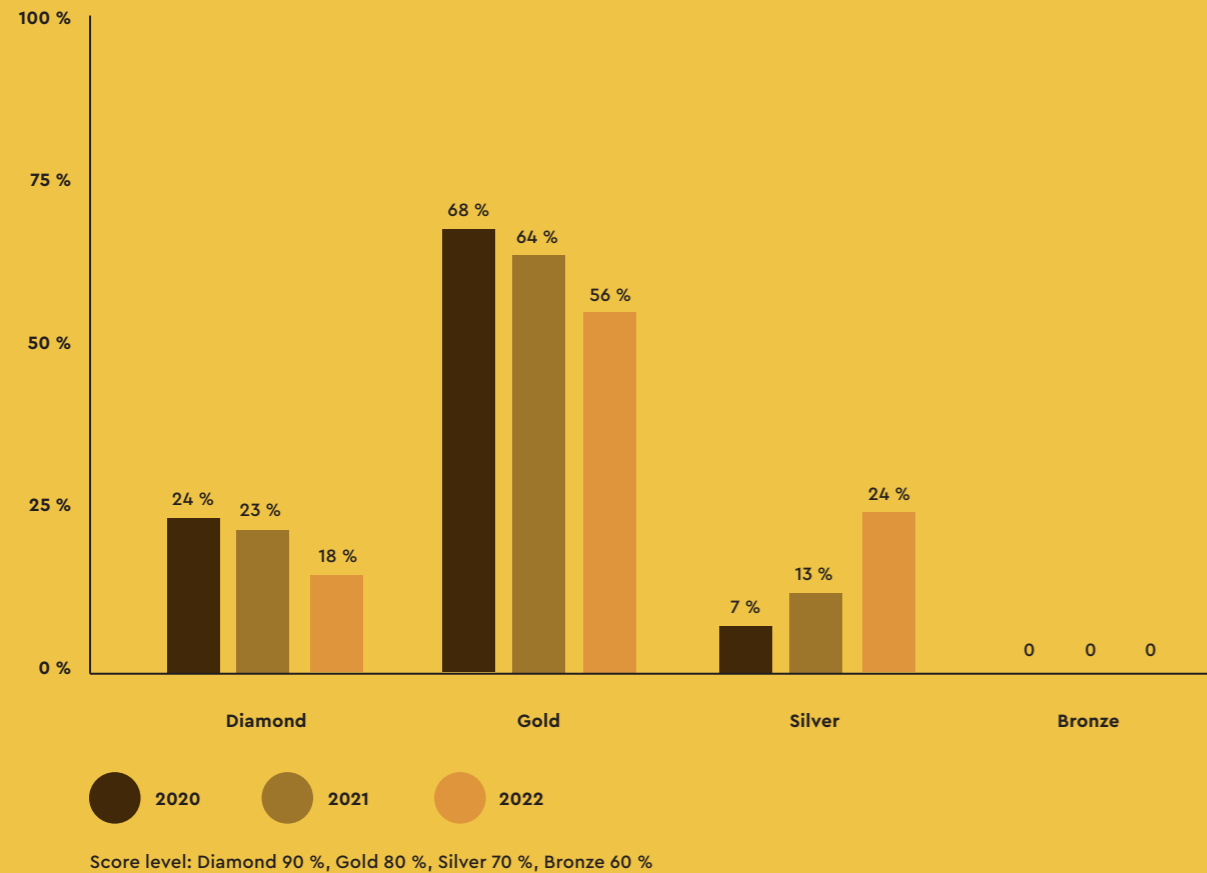


1. Sweden, Borås
Head Office
2. Turkey, Istanbul
CSR / Quality specialist
Share of production 2022: 27.9 %
Share of production 2021: 34.2 %
3. Serbia
Share of production 2022: 7.6 %
Share of production 2021: 8.1 %
4. India
Share of production 2022: 2.2 %
Share of production 2021: 1.7 %
5. Bangladesh, Dhaka
Production office
Share of production 2022: 26.7 %
Share of production 2021: 20.6 %
Gina Tricot employees: 10

6. Myanmar
CSR / Quality specialist
Share of production 2022: 1.5 %
Share of production 2021: 1.6 %
 7. China, Shanghai
Production office
Share of production 2022: 23.1 %
Share of production 2021: 24.9 %
Gina Tricot employees: 6
- Sweden, Italy, Poland,
Vietnam and external brands
Share of production 2022: 11.0 %
Share of production 2021: 8.9 %

SUPPLIER EVALUATION

Every year we carry out a supplier evaluation to make sure our suppliers are performing well and developing in the areas that are important for Gina Tricot. The supplier evaluation consists of three key components: buying and design, social and environmental sustainability, and logistics. Based on the results, we request an action plan from the supplier regarding agreed improvement areas within a reasonable time frame. Thereafter, we carefully monitor and support the supplier to ensure progress is being made.



FAIR PRODUCTION

Since Gina Tricot was founded 25 years ago, our main principle has been doing business with the heart, which is key in our work with the supply chain. As a company with a global supply chain, we impact people globally. Our impact reaches from our suppliers, their employees, and their local community, all the way to our employees and our customers. We recognize the responsibility that comes with that impact and believe in doing business in a good way, with fairness for all those involved.

Due diligence and risk identification

We lead the operations with our supplier base from our head office, with a huge amount of work done by our offices and colleagues in the production countries.

Prior to adding any supplier, risk analysis and due diligence is performed including analysis on a country level, but also industry- and supplier level. During this proactive process we look further into and work to ensure that our processes avoid causing potential negative impact and risks as well as mitigating and remediating any impact. See further information in our risk section and management table on page 39-42.

With a consolidated number of suppliers as well as few changes to the supplier base, transparency increases and brings various advantages, such as minimizing supply chain risks and ensuring that the suppliers we collaborate with are in line with our requirements signed in our contractual agreements. We always aim to have long term relationships with our suppliers and together with the production department a continuous purchasing strategy is set, which leads to a safe business relationship for both parties as well as a bigger impact in all aspects of sustainability. We believe in working together towards mutual goals and visions.

Collaborative risk prevention

Gina Tricot joins forces with our suppliers and other brands and work in line with the amfori BSCI framework. Within this framework we implement the amfori Code of Conduct into our supply chain, improve working conditions and environmental performance in our global supply chain.

Gina Tricot also join forces with the International Accord for Health and Safety in the Textile Industry (the Accord). The Accord provides factory inspections, monitors remediation, carries out safety training, and resolves safety complaints at all our suppliers production units in Bangladesh.

We also collaborate with other stakeholders for long-lasting proactive improvements in the supply chain in various areas, such as women's rights, workplace safety and children's rights. This can be further read about at page 14, page 16 and page 17.

Monitoring

Through amfori BSCI our suppliers are regularly and systematically audited, setting our baseline and minimum requirements in the supply chain. These audits are based on 13 principles, covering areas such as child labour, forced labour, fair remuneration, decent working hours, and discrimination. Following an audit, remediation plans are established to help the factory improve any non-conformities. Grievances are also followed up by amfori, together with the brands and suppliers. More information can be found at www.amfori.org

Through the Accord, we are committed – together with all our suppliers in Bangladesh – to improve building, fire, and electrical safety in factories. This is done by continuous auditing, follow-up visits and remediation plans focusing on, among others, building structure and fire safety. More information can be found at www.bangladeshaccord.org

FAIR PRODUCTION

However, we consider our local presence in production to be the key to our social sustainability work. Frequent personal supplier visits and insights into manufacturing processes is of highest importance to ensure that employees' working environments live up to our standards. Through these visits, we also build our relations and mutual roadmaps.

Collective action

By being a member of amfori BSCI and the Accord we are also supporting their work at a higher level, having an impact on governments linked to the principal areas in order to achieve changes at large scale.

Limiting and minimizing negative impact

Gina Tricots' long lasting human rights work, including steps such as development of steering documents, adequate contracts with suppliers, structures for a continuous follow-up with our carefully selected suppliers, a thorough risk analysis, and locally employed

staff with special responsibility for sustainability issues, are all important steppingstones in Gina Tricots' process to counteract human rights abuses such as, for instance, child labour and forced labour. Another example of an important process to limit and minimize negative impact is by the annual wage-data collection conducted in the supply chain, which can be further read about on page 15.

Remediation

In case of any serious non-conformities, we immediately have a dialogue with the supplier to make sure the workers' rights are met in the best possible way. We continue to monitor and follow up the case until it is fully resolved. This could, for instance, involve making sure that a worker has a compliant working contract or has been duly compensated.

We strive to ensure that every worker in our supply chain is respected, feel safe, and is financially secure.

Supplier status

	Number of suppliers	Number of Tier 1 production units	Number of amfori inspections completed	Number of follow-up visits by Gina Tricot (social audits and follow up visits to Tier 1 and Tier 2 units)
2022	52	142	60	245
2021	46	114	61*	97*
2020	53	100	53*	111*

Number excluding external brands

* only Tier 1





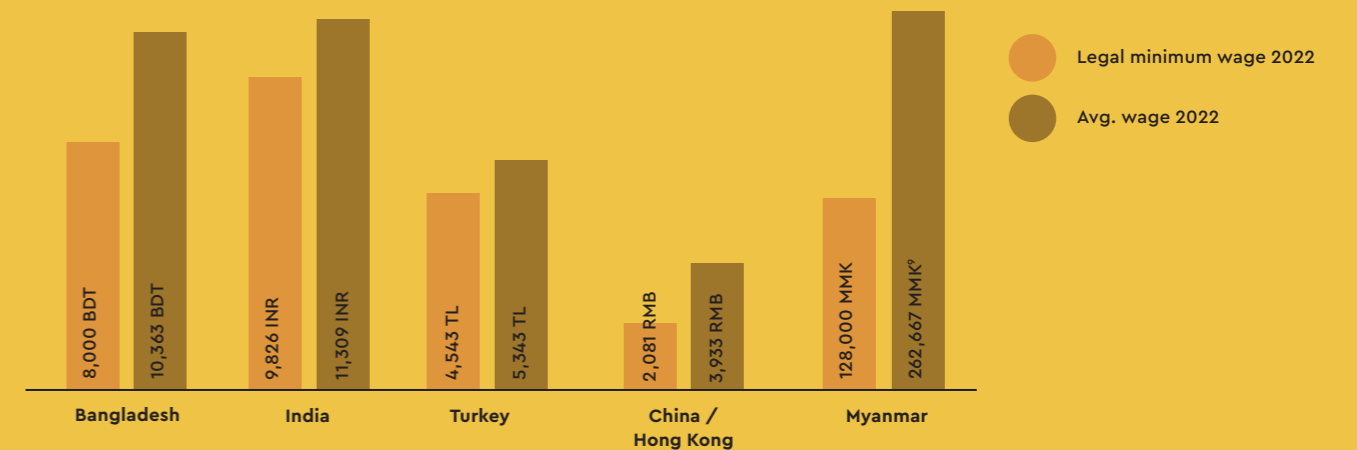
FAIR REMUNERATION

In line with the amfori code of conduct and local legislation, our suppliers pay at least the country's statutory minimum wage to their employees. In many developing economies the statutory minimum wage is often below the threshold for a decent quality of life. As a result, workers and their families cannot meet basic needs such as housing, nutritious food, or education. In an attempt to fill this income gap, workers may work excessive overtime which can result in mental and physical well being risks that put the whole family in a vulnerable position. We are aware of this issue and are trying to be a positive force, together with amfori BSCI and our local colleagues, to improve the situation and create a shift in the industry. As a first step to limit and minimize our negative impact we complete annual wage-data collection for all our first-tier suppliers, which we thereafter examine and evaluate to highlight possible areas where we can make a positive impact on wages paid.

We, together with amfori BSCI, also recognise the importance of achieving a so-called living wage in global supply chains. Amfori BSCI recommends following the Anker Methodology when calculating the living wage, which defines a living wage as follows: *Remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.* (Global Living Wage Coalition, 2016)

Regarding the above, Gina Tricot has mapped where our suppliers in different parts of the world stand in this issue. With help from our colleagues at our global offices our suppliers have started to calculate the living wage in each region where their production units are located. The work within this area will continue and targets will be formulated in close collaboration with our suppliers during 2023.

Gina Tricot suppliers average wage



EMPOWERING WOMEN

Achieving gender equality and empowering all women and girls is close to the heart of those who work at Gina Tricot. 96% in our organization are women, and women also make up the majority of employees in our value chain. Our business aim to contribute to a fair, inclusive, and inspiring workplace which allows all employees to be the best version of themselves. To promote gender equality in global supply chains, it is crucial to empower women as business owners well as employees. Considering if and how women may be disproportionately affected by the impacts of business activities is critical in tackling gender-based discrimination, empowering businesses to promote equal outcomes for a wider range of women, and creating an enabling work environment for women's economic empowerment.

During the spring of 2022, Gina Tricot, together with two of our biggest suppliers, participated in a Gender-Responsive Procurement (GRP) Training Programme held by UN Women and amfori, with the support of the European Union. Gender-Responsive Procurement (GRP) is the sustainable selection of services, goods, or civil works that considers the impact on gender equality and women's empowerment. It is founded on international standards, agreements, and principles relevant to improve gender-responsive working conditions and is essential for upholding women's basic rights in the supply chain.

As part of the GRP Training Programme, we completed the first-ever UN Women GRP Self-Assessment Tool and developed an accompanying Action Plan. This Assessment Tool allowed us to self-assess the status of GRP in our organization, across five key areas: Gender Equality Commitments, Internal Procurement/Supply Chain Management, Procurement Policy and Strategy, Supplier Database and Data Reporting, and Supplier Engagement and Diversification. The GRP Assessment results clearly showed us that while Gina Tricot performs well in our Gender Equality Commitments and Internal Procurement/Supply Chain Management efforts, we have some more work to do in other areas that are more focused on sourcing from gender-responsive and/or women-owned suppliers.



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The GRP Training Programme aimed to:

- Enhance GRP knowledge and understanding of how to implement GRP policies, practices and programs focusing on gender-inclusive sourcing
- Enable participants to complete a GRP Assessment to better understand their current progress related to GRP
- Promote enhancement of GRP practices in targeted companies through follow-up Action Plans.

GINA TRICOT HAS PARTNERED WITH UNICEF SINCE 2011, SUPPORTING THEIR WORK TO PROTECT CHILDREN'S RIGHTS AND IMPROVE THEIR LIVES. OUR FOCUS IS ON AREAS WHERE MANY GARMENT WORKERS LIVE, AND TOGETHER WITH OUR CUSTOMERS, WE HAVE CONTRIBUTED NEARLY 40 MILLION SEK.

Support to UNICEF's programs in Bangladesh
 During 2022 we continued to support a project focusing on integrated basic services for children and their families in selected urban poor communities in Gazipur City Corporation, Dhaka. This includes for example childcare, pre-primary education, health, nutrition, child protection, water, sanitation, and hygiene. Gina Tricot's contribution has also supported Second Chance Education, which helps children that have dropped out of school to catch up on their learning and return to regular school. To meet the challenges of drop-out due to the covid-19 pandemic, Gina Tricot has additionally supported Remedial Learning Camps at primary schools with the aim to help children recover their learning loss due to covid-19 school closures.

From September 2021 until October 2022, Gina Tricot has through the partnership with UNICEF

supported 14 day-care centres, 5 pre-primary education learning centres, 5 Second Chance Education centres and 38 Remedial Learning camps. During the period, a total of 16,459 children were reached through interventions about education, water and sanitation, health and nutrition and communication for development.

In-store fundraising for Ukraine

Since the war in Ukraine escalated on February 24th 2022, the children and families of Ukraine have experienced violence, fear, loss and tragedy. Schools, hospitals, and other infrastructure on which they depend continue to be damaged or destroyed. Families have been separated and lives torn apart. By late October 2022, more than 7.7 million individual refugees from Ukraine had been recorded across Europe, while millions more people had been internally displaced in Ukraine.



Ms. Nowshin Jahan, Planning and Monitoring Officer, Mymensingh, UNICEF, is interacting with children due to the event of donor visit by UNICEF Sweden & Gina Tricot (corporate partner) on 4th of April 2022 at Dakkhin Panishail Pre-Primary Learning Centre, Panishail, Gazipur. This program is supported by UNICEF. © UNICEF Bangladesh/2022/Satu

UNICEF was present in Ukraine before the war broke out, and has in the months since stayed and delivered support in many ways. Gina Tricot initiated an in-store fundraising campaign in March 2022, in support of UNICEF's work for Ukraine's children and families in need. With the help of our customers, we raised 282,364 SEK and

on top of this Gina Tricot added 110,000 SEK extra to the donation. This contribution has supported UNICEF and their partners on the ground to deliver access to essential services – including health, education, protection, water, and sanitation – as well as life-saving supplies, in Ukraine and in neighboring countries.

VALUES

Our values guide us in all our actions and our daily tasks. They are the foundation supporting each of us individually, as well as Gina Tricot as a company, encouraging us to take initiative and make our own decisions. In difficult times this is even more important. Throughout the pandemic, our values have been helping us to find our way through new challenges while always keeping our priorities clear.

Employee engagement and leadership

Employee engagement at Gina Tricot is about feeling a sense of pride and commitment to our work and letting everyone be part of creating the Gina Tricot we want to work for. We constantly strive to empower our employees. An important and necessary tool to do this is to coach and guide our managers by focusing on values-based decision-making, and inclusive leadership. All managers have different types of employee appraisals and follow-ups with their teams to develop strong and successful employees within the company and prevent physical and psychological health problems.

Gina Tricot Smile Academy, our competence development program, is now an established tool in our pre- and on-boarding process and further education throughout the organization.

At Gina Tricot, we work with a digital engagement platform to summarize the engagement and trends to which we must adapt, so that we can develop and retain our managers and employees. We can check in with our teams frequently and easily to strengthen engagement. This is also a way for our employees to share their thoughts with us, both the things we are doing well and what we can do better. We also send out a traditional employee survey once each year. We believe our employees are the key to our success, so it is of great importance to us that we share the same passion. We have measured this since 2019 by using an Employee Net Promoter Score (ENPS, ranging from -100 to +100). We started with an ENPS of -1 in the beginning and in 2021, our ENPS was 39. At the end of 2022, our ENPS

OUR VALUES

**PASSION
COMMITMENT
CHALLENGE
TEAMWORK
SMARTNESS**

was 47; our company goal for 2022 was 40. Our aim is to increase the score to 50 during 2023. Our total average score, of all areas evaluated, is slightly above the industry average at 8.2 out of 10.

Diversity, equity, and inclusion

The power of diversity is one of our aspects when we recruit, develop, and retain our employees and teams. We believe that people with diverse backgrounds and experiences will encourage us to think differently and lead to more creative, dynamic, and lasting solutions. Two important factors for us is to ensure that all employees are treated with respect and feel comfortable being themselves, regardless of ethnicity, race, or nationality. As a part of our diversity work in 2022, we updated and communicated our diversity and inclusion policy, as well as our recruitment policy. We also evaluated the status and progress regarding diversity, equality, and inclusion in the company, by for anonymous feedback through our engagement surveys. Gina Tricot have zero tolerance towards any racist or discriminatory behavior and during 2022 we had no reported cases of discrimination.

We strive to ensure equal pay for equal work, regardless of gender. In accordance with Swedish law we implement salary mapping yearly to reach and maintain equal pay between the genders. We investigate the salary levels of





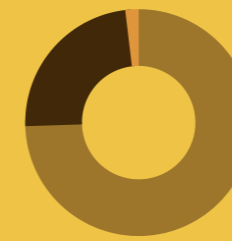
all posts, comparing them to both external and internal metrics, such as education, experience, and level of responsibility. Our salary mapping is externally verified. Moving forward, we will continue our work to prevent cases of inequality. If inequalities are found, we follow our policy to directly initiate corrective actions. We do not accept any differences in pay based on gender or other discriminatory causes. We are proud of the fact that 97 % of our employees are female, and that we have many women in leadership positions. As a company, it is also our duty to adapt and be flexible regarding parental leave and combining work with being a parent. For us, this means providing flexible working hours and the option to work from home.

Health and security

Our topmost priority is to ensure the health, safety, and wellbeing of our employees. We learned a lot during the pandemic and continue to ensure the employees' safety.

We believe in preventing both physical and psychological health issues. It is important to always be systematic regarding the work environment, which means that we follow up all work environment-related issues with our safety representative and have yearly safety inspections at our head office and warehouse. In 2021, due to Covid-19, Gina Tricot changed to a hybrid workplace for employees at the head office. A way of working that we have continued with after the end of the pandemic.

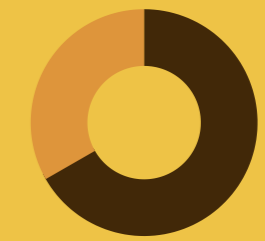
During 2022, we started our work environment and safety education courses again after a break due to the pandemic. To promote psychological and physical health and prevent long-term sickness Gina Tricot uses professional tools that for example include therapy sessions. We have continued our preventative efforts, offering talks and support with a psychologist or therapist through our company healthcare program, and we have



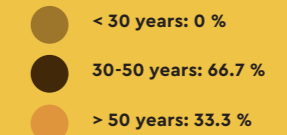
Employees
1560 employees
Female: 96 % (96 %)
Male: 4 % (4 %)



Management group
9 members
Female: 55 % (55 %)
Male: 45 % (45 %)



Board
6 board of directors
Female: 50 % (50 %)
Male: 50 % (50 %)



We always hire based on competence, and thus the gender distribution within the company may vary.

seen good results. Gina Tricot encourage our employees to exercise and prioritize their health by offering a wellness allowance for all employees in Sweden. Once a year, or when needed, HR and Security review any hazards and incidents that have been reported during the year. The most common injuries are stress-related or the result of an accident. Managers evaluate any such occurrences to eliminate hazards and minimize the risk of future incidents.

Gina Tricot has an incident reporting system for our warehouse, stores, and head office. Out of respect for our employees, we have chosen not to present accidents and work-related absence per country or per gender. During 2022, the following accidents and work-related absences were reported in total: 12 (5) minor accidents that did not result in any absence; 5 (6) minor accidents that resulted in 20 hours of absence; 2 (0) accidents that resulted in long-term absence.

Anti-corruption

Gina Tricot follows Swedish tax law and regulations that limit the monetary value of any gifts or events. Events, gifts, and activities arranged to strengthen and build relationships must be extended in good faith and in compliance with the Gina Tricot framework. We had no reported cases of corruption during 2022.

As part of our onboarding, Gina Tricot informs all employees about our Whistleblowing function, which provides an opportunity to report suspicions of misconduct or anything that is not in line with our values and policies.

WE ARE PROUD OF THE FACT THAT 96 % OF OUR EMPLOYEES ARE FEMALE, AND THAT WE HAVE MANY WOMEN IN LEADERSHIP POSITIONS

Our whistleblowing service is an early warning system to reduce the risk for corrupt and unethical behaviour. Used right, we consider it an important tool to foster high ethical standards and maintain customer and public confidence in us. We encourage our employees to contact a manager in our organization first, but if they feel that they cannot be open with their information, we offer the option of reporting their concerns anonymously. We strive to maintain a high level of transparency and business ethics. We also value the safety and respect of everyone affected by our business.



IN 2022, WE ORGANIZED GENDER EQUALITY TRAININGS FOR OUR TURKISH SUPPLIERS AND THEIR SUPPLIERS TO INCREASE AWARENESS ABOUT GENDER INEQUALITY, HARASSMENT AND VIOLENCE AGAINST WOMEN IN THE TEXTILE VALUE CHAIN.

Dress for Success Stockholm

Gina Tricot collaborates with the charity organization Dress for Success Stockholm, where women help women transition into working life. In October, we teamed up and arranged an event with specially invited women from the suburbs of Stockholm. The focus of the evening was career tips and networking. The evening was a great success, over 100 women attended the exclusive event with special guest speakers and a mini fashion show. Gift cards worth 50,000 SEK were distributed to the guests and an additional 100,000 SEK was donated to Dress for Success Stockholm, for future career events. Also, one lucky winner also received a 2-month paid internship at our new flagship store at Drottninggatan in Stockholm.



Majblomman

Majblomman is a Swedish non-profit organization whose mission is to mitigate child poverty. It states that children are entitled to shelter, clothes, and food. They should have access to free education. By providing financial assistance, influencing choices, and financing research, they offer Swedish children their required attention. Gina Tricot is happy to support Majblomman on an annual basis. We donated 97 500 SEK in 2022. We hope to be a part of a local transformation toward a society in which all children in Sweden, regardless of their economic status, can dream freely and also have belief in their future.



Regnbågsfonden

For Pride 2022, Gina Tricot teamed up with Regnbågsfonden to recognise their important efforts to create a world where all people have the same fundamental rights, irrespective of sexual orientation or gender identity. For this collaboration we specially designed a unisex tee where 100 % of the sales were donated to Regnbågsfonden and the campaign resulted in a total of 50,050 SEK. Today, homosexuality is illegal in 70 countries and in many places around the world development is heading in the wrong direction. It is therefore more important than ever that we stand up for everyone's right to love and be whoever they aspire to be. Love is love!

INCIDENTS

Workers strike

Ready-made garment division workers of our supplier were scheduled to get April 2022 shifting allowance on May 25th 2022. A large portion of the amount was deposited to the account already, but a small portion was in the queue for bank payment. In the meantime, a rumor spread that those who had yet to get the shifting allowance would not get it. As a result, disruption was started by some of the workers. Although the manufacturing authority informed them that the payment would be deposited into their accounts within a short period of time, workers continued to strike violently. Soon, the Industrial Police and a legislator brought the situation under control. The company's management declared general leave only for the RMG division and all payments were made according to original plan.

Autumn campaign criticism

During autumn, criticism arose about unhealthy ideals in connection with Gina Tricot's autumn campaign together with an influencer. As a company, we have a responsibility for the messages we send out and we want to be clear that we advocate healthy ideals. Our community's input led us to necessary discussions internally and review our processes to ensure how we can be better in this regard. During the autumn, we initiated a dialogue with the Swedish Fashion Association which led to an updated guideline and policy in the fashion industry for healthy ideals that better reflect today's more open media society with the aim not only to avoid highlighting unhealthy ideals but also to support those who are on a recovery journey.

Faulty viscose labelling

In June 2022, an incident of miscommunication from one of our garment suppliers resulted in three styles being incorrectly labeled with a LENZING™ ECOVERO™ label. The viscose used in these products was Livaeco by Birla Cellulose but was communicated as LENZING™ ECOVERO™ viscose to the Gina Tricot buying team. Fortunately, this was discovered before these garments had arrived at our warehouse and stores, which made it possible for us to take required actions immediately. The labels were removed by staff in our warehouse and stores and the information for online and B2B was corrected before the product reached them.

Invalid certificates

In the process of replacing all our polybags in Turkey with recycled ones we were approached by two polybag produces with two invalid certificates for the Global Recycled Standard. When receiving these certificates from our garment suppliers we did not recognise the certification bodies, so we checked Textile Exchange's website to compare with their list of authorized certification bodies. These companies were not found in the list, so we directly contacted Textile Exchange about the matter. Textile Exchange advised their Assurance team to investigate further, and we requested new certificates from certification bodies authorized to perform certifications as well as discussed the matter with our garment supplier to manage future risks.



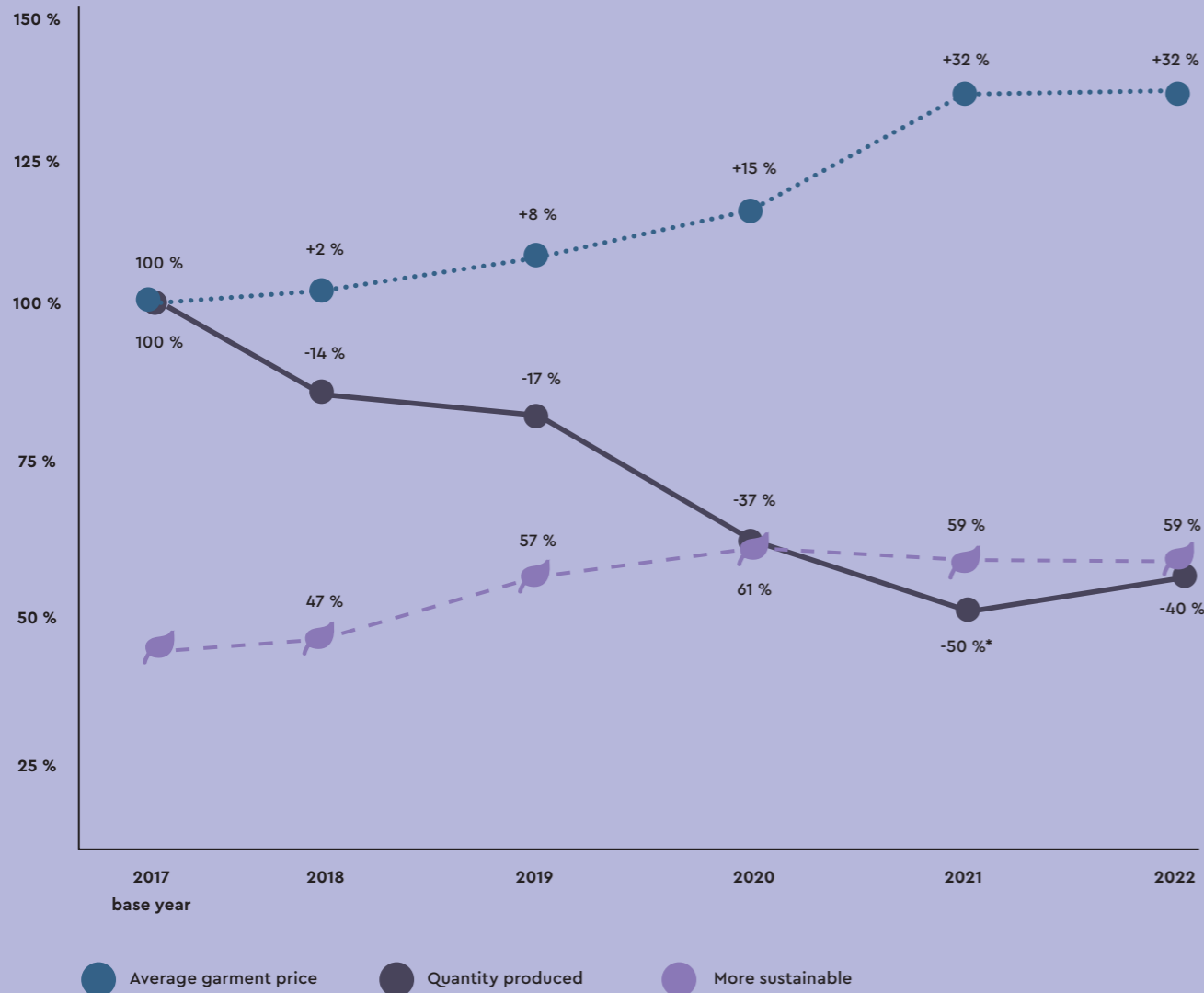
PRODUCT

Offering our customers more sustainable products that respect animal rights and are safe from a customer perspective is a primary focus in our daily product development.

MORE SUSTAINABLE FIBERS

To produce less but better, and at the same time increase our turnover – is that possible? We have been following below Key Performance Indicators, KPIs, since 2017. When addressing the issue of over-production, it is also important to add the figures of products in more sustainable material and our average price. As shown below, we can see that the equation of producing less but in better materials also generates more profitable sustainability for Gina Tricot. It is a win-win both from an economical and an environmental perspective.

By 2028, all our products will be made of 100 % more sustainable fibres. These fibres have a lower environmental impact compared with conventional fibres thanks to an improved production or cultivation processes, or circularity. The goal is also to have traceable fibres with third party certificates, all the way to Tier 3 and 4.



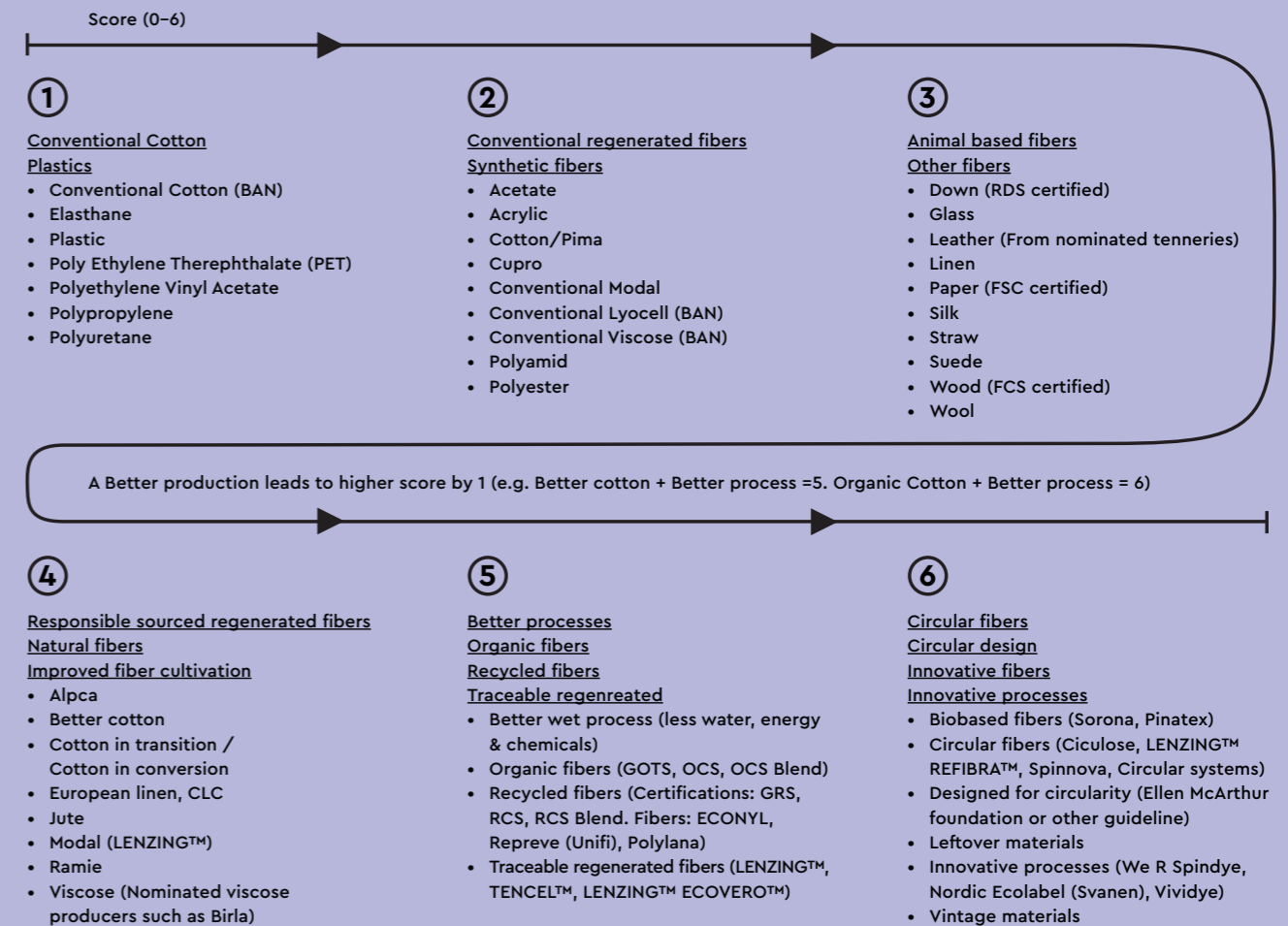
*2021 Covid-19 effect due to less demand

Fiber ranking system

Since 2012 we have been using our own fibre ranking system, constantly being updated, however based on Made By's Environmental benchmark for fibres as well as Mistra Future Fashion Fibre Bible. This table can be seen below. Some of the fibres are banned, and many of them we work to phase out for better alternatives. In this system fibres classified as 4, 5 and 6 are denoted "more sustainable" in comparison to conventional materials. In the coming years, we aim to steer our work towards increasing the number of 5's and 6's, which are currently the most sustainable fiber options. This is to increase traceability and further decrease environmental impact from fibre production. In order to reach our goal, new types of sustainable fibres and

new innovations are key factors. Therefore, Gina Tricot collaborates with various third parties such as scientists, industry experts and recycling companies.

As per the end of 2022, 59 % (59) of our products contained at least 50 % more sustainable materials. We see a stagnation in the share of sustainable fibres by the end of 2022 compared to 2021, which is primarily due to increased costs linked to the purchasing of more sustainable fibres. We also see a general cost increase in the supply chain, making it challenging to increase the share of more sustainable materials. There have also been continued challenges with the availability of organic cotton on the market.



MORE SUSTAINABLE FIBERS

Communicating sustainability at a product level

There is no standardized way to communicate sustainability on product level, and we recognise the problem with brands having their own sustainability labeling on products. At Gina Tricot, we strive to communicate clearly and honestly to our customers. Since 2020, we have been communicating third-party certifications on product level, with a view to ensure and improve the clarity of the sustainability information we provide to customers.

During 2022, all labels and product related communication about the Better Cotton Initiative (BCI) were removed, since Better Cotton is not a traceable fiber. However, Gina Tricot is still a proud member of BCI and we achieved our target to reach 100 % more sustainable cotton by the end of 2020.

Evolving clarity within our sustainability communication also resulted in phasing out our own on-product sustainability label, an action reinforced by emerging legislation. Instead, we are now only communicating the content of the product with a third-party certification system or similar. It is important for us to communicate the fibre content to our customers in order to encourage a better choice.

A product is classified as more sustainable when a minimum 50 % of the product includes more sustainable materials (see what materials and processes we classify as more sustainable on page 23)

Animal welfare

Animal rights and animal welfare are of highest importance for us, but also for our customers, and we dissociate from all forms of animal cruelty. In 2017, Gina Tricot signed the Swedish Trade Federation's animal welfare policy and we require all our partners in all parts of the supply chain to comply. The objective of this policy is to encourage, promote and strive to secure good husbandry practices and considerate treatment of animals throughout the production chain.

Gina Tricot only accepts leather from a handful of nominated tanneries in China, and only as a by-product from the meat industry and from suppliers following the World Organisation for Animal Health (WOAH) animal welfare standards including the five freedoms.

End 2025 we have committed to only source animal fibres from either recycled sources, or from farms certified to the Responsible Standards from Textile Exchange.

We do not yet have full traceability on all our animal-based materials, but we are constantly striving to improve our sourcing methods.

For further information on the restrictions we have on animal textile fibres, please visit ginatricot.com



**END 2025 WE HAVE COMMITTED
TO ONLY SOURCE ANIMAL FIBRES
FROM EITHER RECYCLED SOURCES,
OR FROM FARMS CERTIFIED TO THE
RESPONSIBLE STANDARDS FROM
TEXTILE EXCHANGE**

SUMMARY - PRODUCT



RENT
Since 2019 rental has been a returning concept for Gina Tricot, where you can rent your dream outfit for the season's parties, dinners, and celebrations in selected stores and online through our partner Gemme Collective. The 2022 collection consisted of four exclusive party looks. We highly encourage all our customers to see fashion in a circular sense, so for this edition a greater number of stores located in all Nordic countries has been added.



Denim remake by Hanna MW
After the successful launch of the first collection Designed by Hanna MW we launched a spring sequel during 2022. This collection contained another denim remake capsule made from re-sewn jeans and leftover fabric remnants, with the popular relaxed fit jeans in a washed and updated shorter style. To complete the look, tops made of the raw material Circulose® from textile recycling company Renewcell were added. We have been collaborating with Renewcell since 2018 and with their innovative technology and circular processes the textile waste that our garment suppliers have donated over the years has been transformed into new textile fibres and new garments.



Vividye
In collaboration with the entrepreneurs from Gothenburg-based Vividye, Gina Tricot became the world's first company to launch a collection based on their new ground-breaking production technology for circular textile printing. Vividye has developed a method that makes it possible to remove old designs and print new ones on fabric, and to colour the same garment over and over again. Our collection featured a limited edition of T-shirts made from organic cotton and printed using this new method.



Denim repair
Between March and August our circular pilot project called Denim Repair was active in selected stores in Sweden. For this project we partnered with local micro factory XV Production in Borås to offer our customers a repair service of their broken denim items, instead of giving them a new pair when they submitted a claim. The purpose of this service is to prolong the life cycle of the garment and to avoid replacing defective denim items that can easily be repaired and used again. This is something that we want to scale up in the future, so the test period was therefore highly important for us to find our best practice.

CUSTOMER AWARENESS



As a consumer, extending the life cycle of every product is one way to contribute to a more sustainable fashion industry. Increasing the value of all materials and goods by taking care of them and adopting circular services like re-sell, repair, or remake, is the key to lowering the fashion industry's resource dependency. Gina Tricot and our customers are linked, so we must work together on sustainability. Need customer support, passion, and desire for industry sustainability programs to be successful. This is why we continuously strive towards integrating the consumer along every step of the way.

Gina Tricot emphasizes the importance of taking care of one's garments and we provide guidelines on how to do this on our website. At the same time, we recognise the responsibility of the consumer to be part of the solution. Our aim is to inspire, inform, and challenge our customers with everything from washing tips to new sustainable fashion technologies. We urge our customers to be confident and thoughtful in their consumption and to act with the goal of extending the life of each garment. For example, this can be by using our service for garment rental for specific events or by purchasing something from our remade collections. We are firm believers that the garments we put on the market have a long life ahead of them, preferably in the hands of multiple users.

GINA TRICOT AND OUR CUSTOMERS ARE LINKED, SO WE MUST WORK TOGETHER ON SUSTAINABILITY

Collected garments

Since 2012, Gina Tricot has offered customers the opportunity to hand in their old and used clothes in all of our stores to ensure that the garments can have a second life. All collected garments, including customer returns, are donated to our partners Human Bridge and Fretex depending on which country they have been collected in.

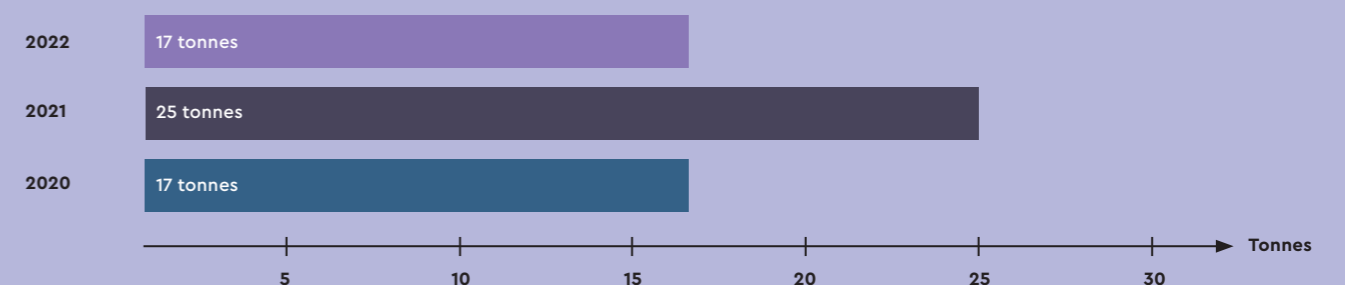
Human Bridge is an aid organization that carries out material-related projects, working in around 25 countries. Their work consists of collecting, repairing, and sending out healthcare materials and disability equipment mainly to countries in Africa, Eastern Europe and the Middle East. Textiles, such as the ones donated by Gina Tricot, are also collected, and go to direct aid efforts or towards generating income for various aid projects. Fretex is a similar organization in Norway, operated by the Salvation Army, where the collected garments from Gina Tricot's Norwegian stores are sold or donated.

In connection with the escalation of the war in Ukraine, Gina Tricot donated warm outerwear for both children and adults that with the help of Human Bridge was sent directly to people in need. In our social media channels and newsletter, we also highlighted Human Bridge's fundraiser and their requested clothing categories.

Some of our leftover clothing, such as samples, is also sold to textile wholesalers and retailers around Europe. These agents purchase unsold stocks or returned items and re-sell the garments.

Collecting garments for re-use and recycling is a crucial first step in prolonging each product's useful life or turning the product into new raw materials in a never-ending loop. We need to team up with our customers to spread the knowledge that a used garment is a resource, and not waste.

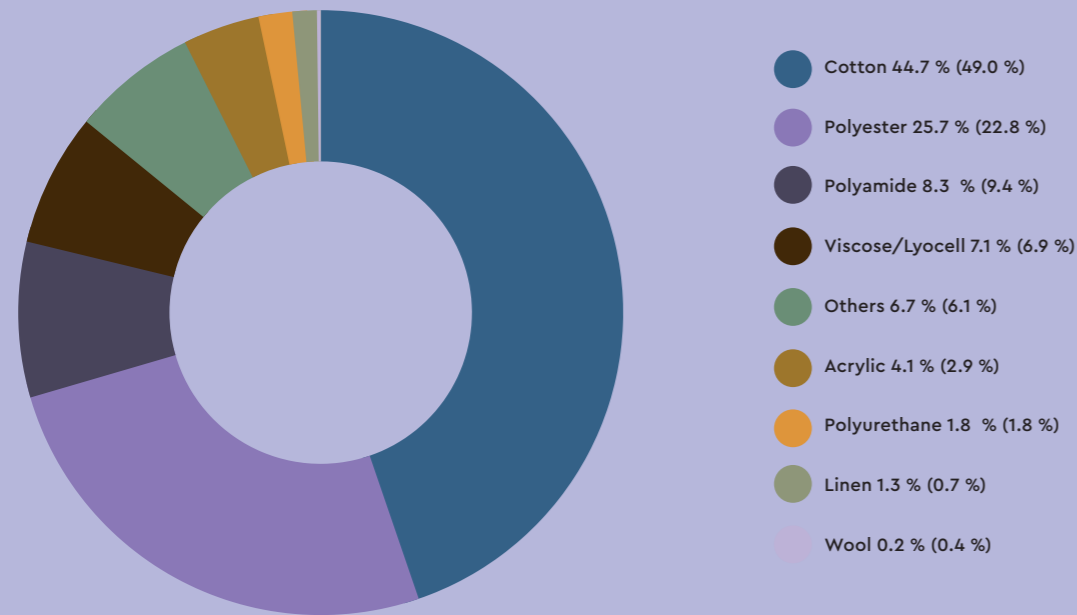
Collected garments in store



GINA TRICOT FIBRES IN 2022

The fibres we use the most today are cotton, polyester and viscose. Read more about our way of working with more sustainable fibres [here](#).

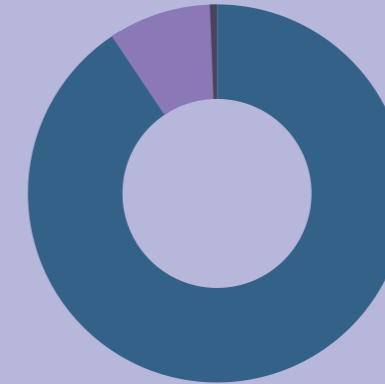
Distribution of fibres in total:



100 % OF ALL PURCHASED COTTON CONSISTED OF MORE SUSTAINABLE COTTON

Cotton

100 % (99.9 %) of all purchased cotton consisted of more sustainable cotton.



Distribution of more sustainable cotton:

- Better cotton: 90.7 % (83.5 %)
- Organic cotton: 8.8 % (16.4 %)
- Recycled cotton: 0.6 % (0.1 %)

Polyester & polyamide

26.3 % (9.9 %) of all purchased polyester and polyamide consisted of more sustainable polyester and polyamide.

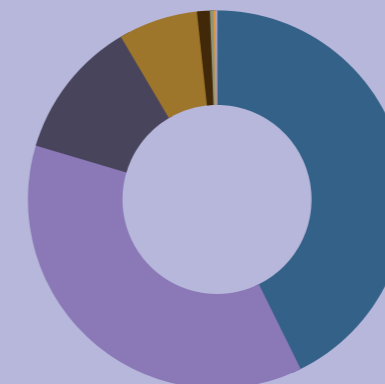


Distribution of more sustainable polyester and polyamide:

- Recycled polyester: 83.5 % (58.7 %)
- Recycled polyamide: 16.5 % (41.3 %)

Viscose & lyocell

96.8 % (90.8 %) of all purchased viscose and lyocell fibres consisted of more sustainable viscose and lyocell.



Distribution of more sustainable viscose and lyocell:

- LENZING™ Viscose: 42.7 % (61.0 %)
- Birla: 36.9 % (11.0 %)
- LENZING™ ECOVEROTM: 11.9 % (1.8 %)
- Tangshan: 6.8 % (22.0 %)
- Yibin: 1.1 % (3.1 %)
- Xinxiang: 0.3 % (0.9 %)
- Circulose®: 0.2 % (n/a)
- Jilin: 0.1 % (n/a)

PRODUCT QUALITY AND CHEMICAL COMPLIANCE

Product safety- and quality demands for Gina Tricot's products are based on legal requirements, but we also have our own, more stringent requirements. In order to meet our requirements, we perform product risk-assessments with precautionary measures in mind. This is done daily, both from the head office and our production offices. To ensure that all our products adhere to our quality, chemical content, and safety requirements we perform thousands of tests on an on-going basis. These tests are performed by third parties at nominated laboratories, at our own facilities, on site at our suppliers' facilities, as well as spot tests when products have arrived at our warehouse. By doing this, we not only increase the safety of our products, but also contribute to worker safety and the preservation of the environment. In accordance with our procedures, all products that demonstrate any type of nonconformity must be corrected or rejected prior to delivery, since no unsafe products may be sold.

All childrenswear products comply with the requirements of the European standards regarding children's safety, EN 14682 and TR 16792.

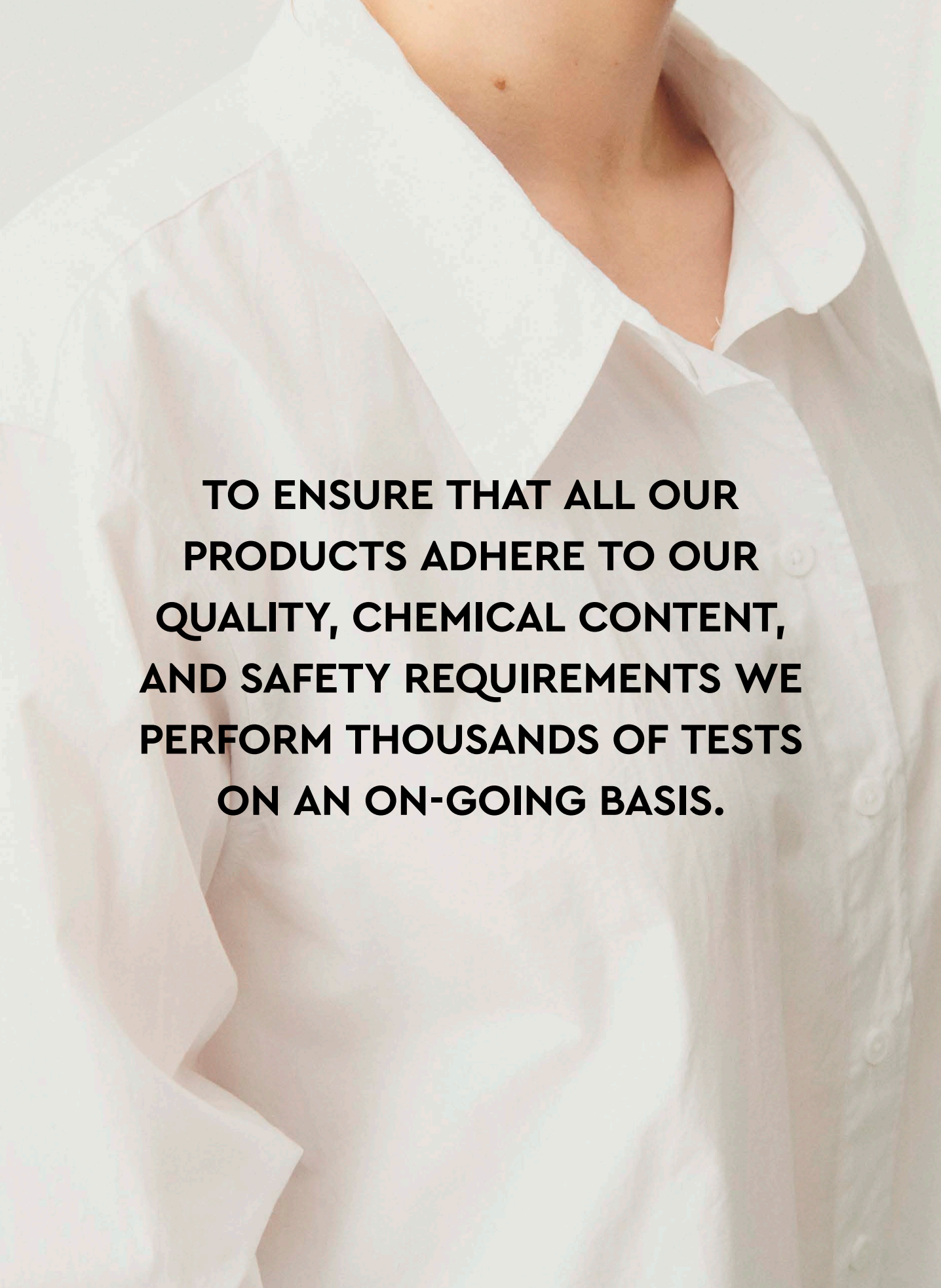
We perform quality controls on all our products made in Bangladesh. In our other production countries, quality controls are performed based on the results from the risk assessment. Quality controls in China have temporarily decreased as a result of the continuance of the covid-19 pandemic restrictions.

For 2022, 0.24 % of all sold products were returned with complaints regarding quality, and we withdrew four products from stores due to quality issues. We did not recall any products due to safety noncompliance this year.

Chemical compliance

Our efforts on chemical control in production have further increased during 2022, with extra focus in tier 2 of our Chinese production. In view of the intensive chemical consumption in tier 2 wet processing production, we engage with our suppliers to collect input chemical information from tier 2 wet processing factories on a regular basis. We continuously collect and review chemical inventory lists and Safety Data Sheets (SDS) which helps us increase control of the chemicals used by our suppliers in production. Additionally, more on-site chemical audits have been conducted in 2022 to help improve suppliers' chemical management performance. There have been many improvements and developments carried out together with our suppliers in areas such as necessary policy related to chemical and pollution management, secondary containment system, GHS standard SDS, etc.

During this past year we have identified that more than 80 % of the chemical products are conformant with Gina Tricot's RSL, SVHC and ZDHC MRSL. Not all of these remaining chemicals are necessarily non-conformant. 18 % of the chemical products need fully transparent information to demonstrate the chemical compliance, for which we will continue to push the supply chain to enhance transparency. About 2 % of the chemical products are identified as non-compliant chemicals. We are working closely with suppliers to phase out the hazardous chemicals and replace them with safer alternatives.



**TO ENSURE THAT ALL OUR
PRODUCTS ADHERE TO OUR
QUALITY, CHEMICAL CONTENT,
AND SAFETY REQUIREMENTS WE
PERFORM THOUSANDS OF TESTS
ON AN ON-GOING BASIS.**

CIRCULAR RESPONSIBILITY

We believe that transforming our way of working into more circular processes is the only way forward. This way of working includes designing a product and choosing materials for longevity and easy recyclability, but also caring for products that are no longer loved. Circularity is about resource awareness, resource effectivity throughout a product's lifecycle, and closing the loop. This is one of the biggest challenges and opportunities facing the fashion industry, because it means that fashion is to be produced and consumed in a never-ending loop.

We need to see all materials as resources to make sure that none of our products end up in landfill. We also need to embrace a more circular way of working by implementing circular business models, and scaling them up to make genuine positive impact. Primarily, we want our products to be reused, rented, remade, and resold to the greatest extent possible. However, when a product really is worn out, simplifying for recycling is crucial.

TRANSFORMING TO CIRCULAR PROCESSES IS KEY. IT MEANS DESIGNING FOR RECYCLABILITY, CARING FOR PRODUCTS, AND RESOURCE AWARENESS.

Product circularity and our principles



PART 4

PLANET

We know that fashion has a big impact on the climate. As a player on the global fashion scene, we are constantly looking for new ways to make best use of resources and minimise our climate impact.

CLEANER PRODUCTION



Textile production has vast environmental impacts, and we recognise our part of it. The industry production use large amounts of water in order to grow and dye fibers, chemicals are necessary to produce both fibers and ready-made garments, and greenhouse gases and waste are emitted from the entire value chain. In order to tackle the environmental impact as well as the business risks linked to this, we are since 2021 members of amfori BEPI, Business Environmental Performance Initiative. We have, within the framework of the initiative, defined our material environmental aspects as well as mapped our supply chain linked to the environmental issues. Through this initiative our biggest suppliers and their main wet processing units have been self-assessed, and are currently being evaluated. This analysis will lead to mapping of the risks and action setting towards improvement on supplier level. We monitor environmental impacts mainly through our own visits, as well as drive improvements together with suppliers. This work is further described in other sections of this report, for our work with greenhouse gas emissions and energy read more on page 33, waste on page 36, chemicals on page 28 and water on page 31.

WATER STEWARDSHIP

Water is critical for life on our planet, and is also crucial to our business. Water impacts occur at all stages of the textile value chain, including at the consumer stage through laundering of garments which requires water, energy and detergents.

Gina Tricot strives to be a positive force in terms of water management. We work with our suppliers to help them use water more efficiently, recycle and re-use as much wastewater as possible, and make sure to effectively deal with any unwanted chemicals in wastewater.

To mitigate the risks linked to Gina Tricot, we work with Water Stewardship in partnership with World Wide Fund for Nature (WWF). This is a best-practice model for sustainable water management, developed by WWF. Through the stewardship model we assess water risks in our supply chain, identify challenges and opportunities, and work in a transparent and collaborative manner to implement solutions. Collective action is targeted through WWF's Buyuk Menderes basin project in Turkey. This collective action project strives to ensure sustainable water management, with a multi-disciplinary, multi-

Working
together
on water
stewardship



stakeholder, inclusive and integrated approach. The long term aspirations are to enhance soil and water health for ecosystems business and communities. It is also to mitigate operational risks in industrial and agricultural production, increase competitiveness of local textile industry and cotton production, as well as to protect freshwater habitats, species and their populations via effective wetland management and restoration.

During 2022 we have continued raising awareness internally and externally, through training sessions and workshops, regarding water use and risks, as well as possibilities and solutions. We have also continued our water risk analysis, looking closely at physical, regulatory, and reputational water risks, by combining water-basin data with operational performance data. Our water strategy has been updated and is available on ginatricot.com

**GINA TRICOT STRIVES TO BE A
POSITIVE FORCE IN TERMS OF
WATER MANAGEMENT.**

CLIMATE

All of Gina Tricot's production, transport and facilities involve climate emissions and affect the size of our carbon footprint. We humbly recognise the challenge of rapidly decreasing these, in line with our climate reduction targets.

The goal is to reduce our greenhouse gases in line with the 1.5°C pathway, as outlined by the United Nations Framework on Climate Change and the Paris Agreement. Within the framework of our STICA membership, we have set targets to reduce our climate impact within all scopes by 50 % until 2030, with our base year updated to 2021. Gina Tricot's near-term target was validated by The Science Based Targets Initiative (SBTi) during 2022.

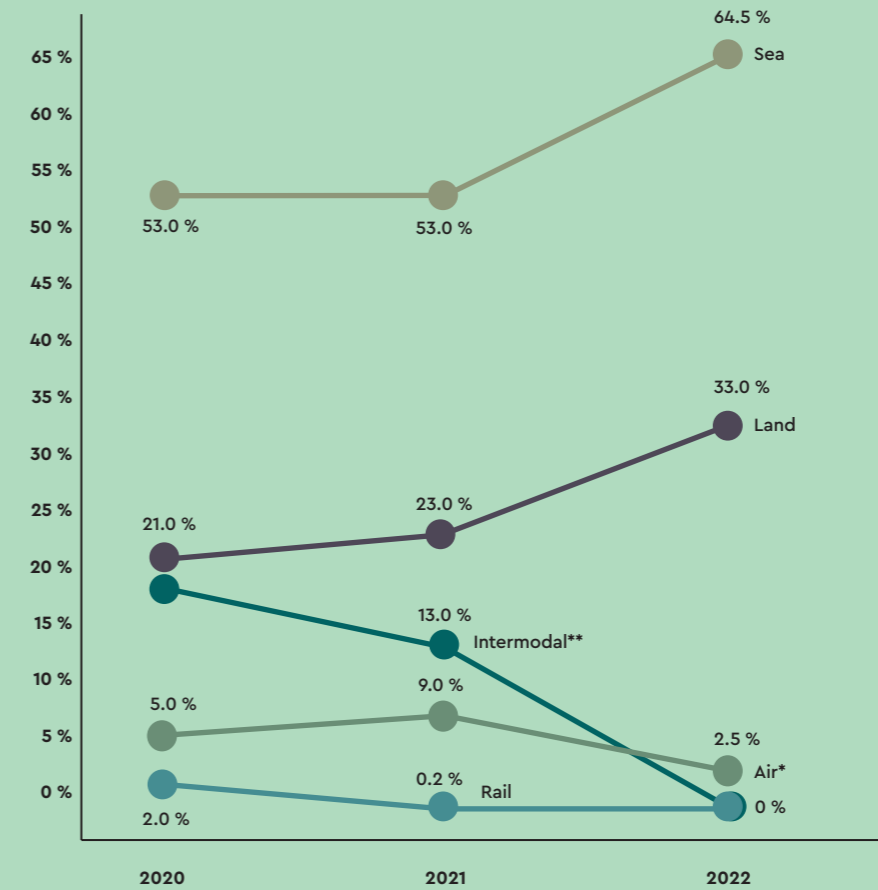
We have during 2022 increased the number of shipments made by sea from far east, and in the mean time decreased the amount of air shipments. We have experienced disturbances

in both intermodal and rail transportations leading to a total decrease during the year leading to an increase of land transportations.

SBTi is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050. Gina Tricot emphasizes the urgency of action. The latest climate science from the Intergovernmental Panel on Climate Change (IPCC) – described by the United Nations as "code red for humanity" – shows it is still possible to limit global temperature rise to 1.5°C, but we are dangerously close to that threshold. To reach our ambitious targets we seek better production technologies, energy sources, chemicals, fibres, and ways to transport our products from production and home to our customers.

GINA TRICOT COMMITS TO REDUCE ABSOLUTE GHG EMISSIONS 50 % BY 2030 FROM A 2021 BASE YEAR, WHICH WAS VALIDATED BY THE SCIENCE BASED TARGETS INITIATIVE DURING 2022.

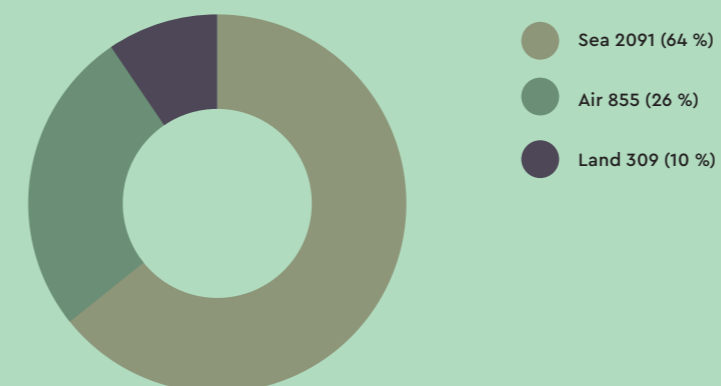
Distribution of shipments based on number of purchased goods, by mode of transport



*Includes combination sea+air

**Multiple modes of transportation combined except air; in our case, land, rail, and sea. Calculations according to EN 16258

Distribution of GHG emissions by mode of transport, Tonnes CO₂e





CLIMATE ACTIONS

During 2022 our climate capacity building program for our 20 biggest suppliers has continued. To reduce the emissions from the production of our Gina Tricot goods, we work closely in 1-2-1 dialogues with our suppliers ranging from energy efficiency to installing on-site solar panels, adopting biomass, shifting to I-REC certified electricity as well as setting and following up mutual targets. Many suppliers have started to calculate their own emissions, set climate reduction targets and switch to renewable energy. Since our suppliers are diverse in location, size, energy profile and maturity of climate action, we conducted in-depth supplier dialogues with each of them to set targets and seek tailor-made solutions together with our suppliers. We have also had several follow-up meetings in 2022 to closely track the climate change-related efforts, understand their energy profile, and provide timely support on feasibility studies and renewable energy solutions. The overall aim is to raise awareness and accelerate the adoption of renewable energy.

One of the current feasible renewable energy solutions is the installation of solar panels on factory rooftops. Wallki is one of our handbag suppliers that installed rooftop solar panels in 2022, see picture on the left side of this page. On average, the 1,800 m² rooftop solar system can generate 288,000 kWh electricity every year, representing 80 % of the factory's

THE OVERALL AIM OF OUR CONTINUOUS CLIMATE DIALOGUES WITH SUPPLIERS IS TO RAISE AWARENESS IN THE QUESTION AND ACCELERATE THE ADOPTION OF RENEWABLE ENERGY AS WELL AS INCREASE ENERGY EFFICIENCY.

total electricity use. The project should make a return-on-investment in five years and have Greenhouse gas reduction of 136.82 tonnes annually.

In our own operations, our focus is on reducing energy use and encouraging property owners to shift to renewable energy. This is done by continuously updating our store lights to LEDs. In 2022 10 stores were converted, leading to more than 80 % of our stores being lit by LEDs. Encouraging energy shift is primarily done through ongoing discussions as well as through mutual green lease agreements. Our own electricity contracts for stores and other premises are 100 % powered by renewable, Bra Miljöval-certified energy.

CLIMATE EMISSIONS

Our climate emission calculations consist of Scope 1, 2 and 3.

Scope 1 includes our company-operated vehicles, stationary combustion as well as refrigerants in our facilities and stores.

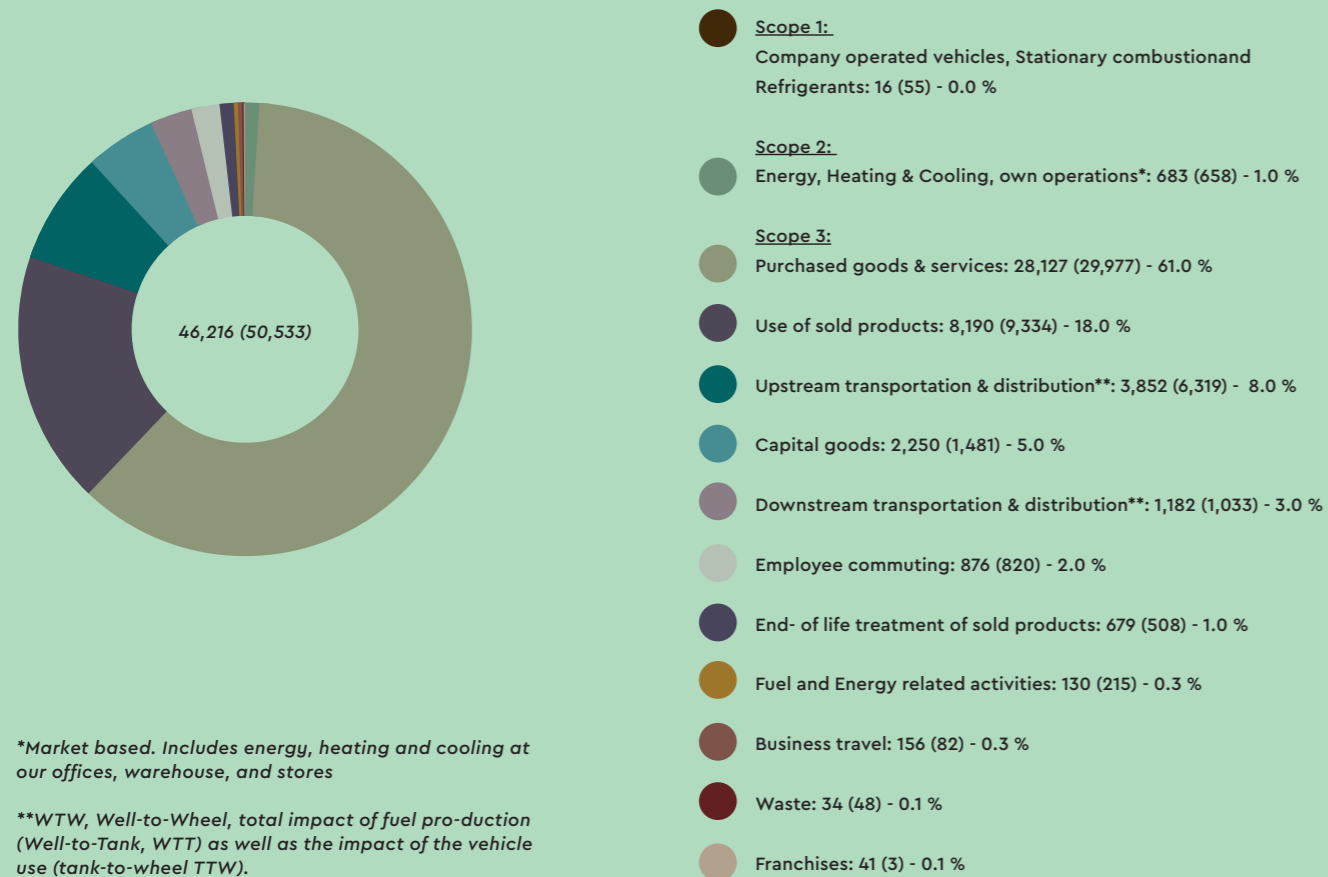
Scope 2 includes all the energy, heating and cooling used in all our own operations.

What we have included in scope 3 are all the emissions linked to production of our products, but also user phase impact, employee commuting, end-of-life treatment, capital goods and waste. This is the scope including the vast majority of our emissions, making up 99 % of our emissions. Out of Scope 3, purchased goods and services make up the

majority of the emissions, at 51 %. What we also see is that the second largest emissions are from the user phase, at 18 %.

To a large extent we will approach the emissions in Scope 3 together with our suppliers. The main focus will be on shifting their energy use to renewable energy, as well as implementing energy efficiency methods to decrease their energy use. At the same time, we will focus on buying products with more sustainable materials and less resource-intensive production methods. However, we also need to focus on communication with our customers to increase the knowledge about user phase impact and how this can be decreased.

Total GHG emissions 2022, Tonnes CO₂e



*Market based. Includes energy, heating and cooling at our offices, warehouse, and stores

**WTW, Well-to-Wheel, total impact of fuel production (Well-to-Tank, WTT) as well as the impact of the vehicle use (tank-to-wheel TTW).



CLIMATE EMISSIONS

We see a decrease in Scope 1 due to increased efficiency work with the stationary combustion linked to our air tunnel at our warehouse, leading to a 70.5 % decrease of greenhouse gas emissions.

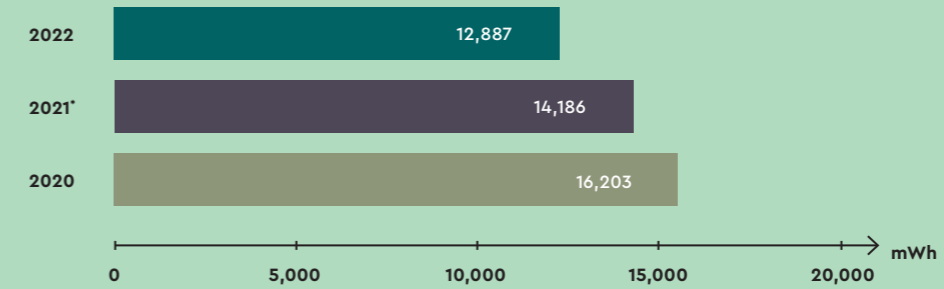
In Scope 2 we see a total increase of greenhouse gas emissions with 3.8 %. However, the overall MWh has decreased by 8.5 % due to increased emission factor for Nordic residual mix. The decrease in scope 2 is primarily linked to the work of increasing LED lights and energy efficiency measures in stores. We are also glad to see an increase in renewable electricity bought by property owners.

For the scope with biggest emissions, Scope 3, we see a decrease with 8.5 %. Main reasons for this decrease can be linked to the increased

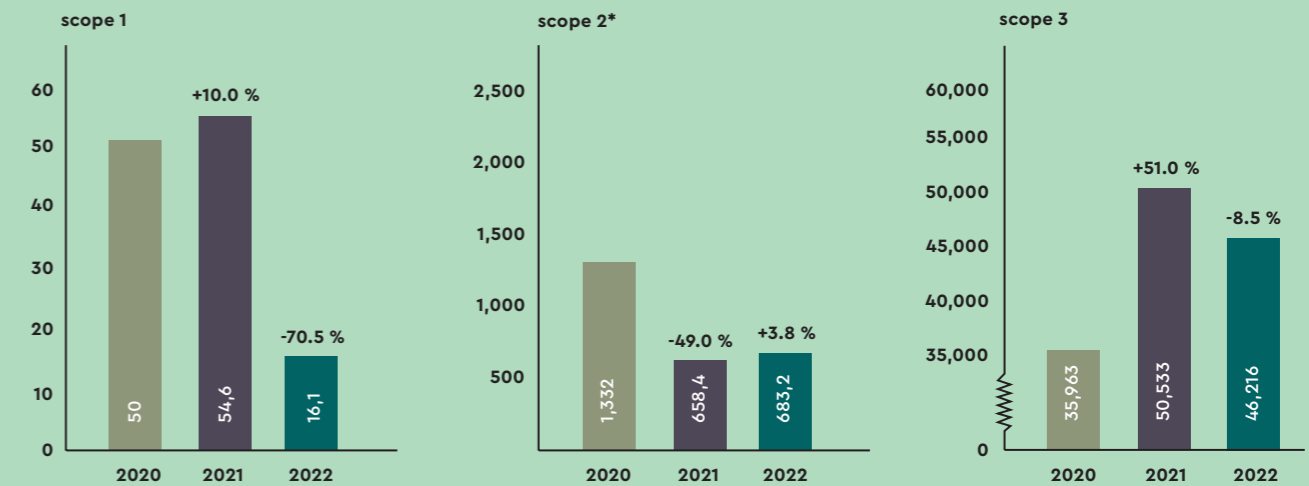
information from suppliers linked to energy use, where we are glad to see an increasing share of renewable energy used. There is also a slight decrease in number of purchased goods which also contribute to a decrease in total greenhouse gas emissions. Other reasons for the decrease can be linked to the increase share of sea transportations this year, as the transportation sector has stabilized after the previous turbulent years. There is despite the total decrease an increase seen within capital goods, where many investments made are due to touch up in stores and investments in LED lights. There is also an increase in business travels and employee commuting as a result of the abolished travel restrictions due to the pandemic covid-19. We will continue to work for absolute reduction in all scopes in order to reach our reduction target set for 2030.

Total energy consumption, scope 2

Reported electricity consumption includes heating and cooling for all countries. 2022 consumption decreased compared with 2021 by 9 % owing primarily to the work of increasing the amount of LED lights in stores.



GHG emissions, (per year), tonnes CO₂e



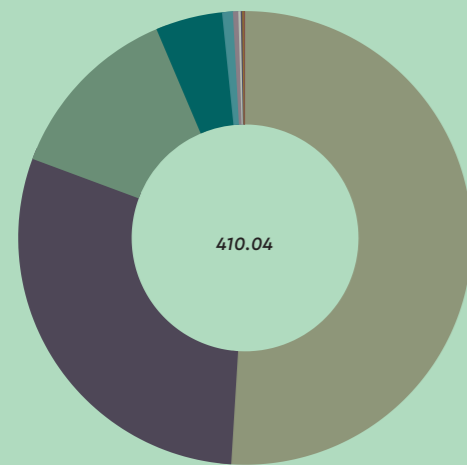
*Market based. Includes energy, heating and cooling at our offices, warehouse, and stores

WASTE

A challenge moving to a circular business is to make sure that all resources are taken used efficiently. Waste within our operations and supply chain must be managed properly, and its value taken care of. From our stores to our production offices globally, we follow the waste hierarchy as our way of working and our primary focus is to prevent and minimize waste. For our own operations, the main waste is generated primarily in stores and at our warehouse where cartons from suppliers are unpacked, and plastic packaging is discarded. For the waste produced at our stores, offices and warehouse, third party organizations collect the waste and recycle it in line with any legislative obligations.

The main waste of our value chain is created in production, where we have both textile waste and waste from processes such as washing and dyeing. It is very important that this waste is correctly managed, as poor handling can have severe impacts on the surroundings. Waste is frequently monitored and controlled by our suppliers, third-party auditors as well as during our own suppliers' visits, minimizing risks for pollution causing negative effects on water and water living organisms, but also air pollution and landfill waste that can leach hazardous chemicals. Textile materials are always used as effectively as possible, and the waste generated from production we promote being recycled.

Total waste



- Cardboard waste, recycled: 209.02 tonnes
- Paper waste, recycled: 121.75 tonnes
- Residual waste, incinerated (including mixed waste, combustible fine and combustible intractable): 53.09 tonnes
- Plastic waste, recycled: 19.54 tonnes
- Wood waste, recycled: 3.14 tonnes
- Organic waste, anaerobic digestion: 1.57 tonnes
- Hazardous waste, landfill: 0.71 tonnes
- EE waste, recycled: 0.44 tonnes
- Industrial waste, recycled: 0.38 tonnes
- Glass waste, recycled: 0.37 tonnes
- Metal waste, recycled: 0.05 tonnes
- Residual waste, landfill: 0.00 tonnes

Waste generated 2021 vs 2022, tonnes

Waste category	2021	2022	Change
Cardboard waste, recycled	186.50	209.02	+22.52
Paper waste, recycled	1.83	121.75	+119.92
Residual waste, incinerated (including mixed waste, combustible fine and combustible intractable):	81.55	53.09	-28.46
Plastic waste, recycled	1.07	19.54	+18.47
Wood waste, recycled	0.06	3.14	+3.08
Organic waste, anaerobic digestion	2.17	1.57	-0.6
Hazardous waste, landfill	0.29	0.71	+0.42
EE waste, recycled	0.70	0.44	-0.26
Industrial waste, recycled	6.30	0.38	-5.92
Glass waste, recycled	0.81	0.37	-0.44
Metal waste, recycled	0.02	0.05	+0.03
Residual waste, landfill	0.06	0.00	-0.06
Total	281.35	410.04	+128.69

SUMMARY - PLANET



Ecotree
In cooperation with the Danish forestry company Ecotree International, we are now growing our own forest, located in Kalundborg, Denmark. Gina Tricot Forest is an initiative designed to recreate natural environment and contribute to biodiversity. During our summer campaign 2022, our customers could choose to contribute to this initiative by adding a donation of 10 SEK/10 DKK/10 NOK/1 EUR to their purchases in our stores. Their donations have allowed for beehives to be placed in appropriate locations in our forest, so that more bees can thrive where they live. Bees are an essential part of the environmental puzzle, being responsible for 80 % of all pollination of flowers, plants, and food crops. Everyone who participated is therefore part of a growing movement to ensure that our natural environment can flourish.



Tiger day
On July 29th, Gina Tricot highlighted International Tiger Day in our social media channels to raise awareness about this magnificent but endangered species. We started an open donation through our partner WWF's website to support their important work to save the tiger. In the past 100 years, poaching and loss of habitats have dramatically decreased the world's tiger population from 100,000 to approximately 4,000. The good news is that for the first time in a while, we can see that the number of tigers is on the rise again in several of the 10 countries where tigers live. These results are gratifying proof that WWF's efforts are having an effect, and we must continue to support these amazing animals and their habitats.



BEPI
In 2021, Gina Tricot joined the Business Environmental Performance Initiative (BEPI) provided by amfori. amfori BEPI offers a comprehensive range of services that enable us to implement focused environmental improvements in our supply chain. Within this programme, our top 20 suppliers have conducted a self-assessment covering 11 environmental performance areas that, combined with a methodology based on LCA data, will help each producer shortlist their environmental hotspots. The analysis of these self-assessments is ongoing, with the result of concrete insights and actions, where Gina Tricot as a brand can both compare data globally and support our suppliers locally with targeted improvements.



HUGO project
Hugo the robot, the future of package delivery, was tested on the streets of Borås during two weeks in April as part of a research and development project at Science Park Borås and the Swedish School of Textiles at the University of Borås. Gina Tricot is proud to have participated in this pilot project, with the purpose of exploring the possibility to reduce emissions, create more efficient item returns and enable fast transport outside of traditional opening hours. The growth of online shopping has seen an increase in deliveries and returns of packages, leading to an increased climate impact. Autonomous delivery, like Hugo the robot, creates opportunities for new types of commerce and a sharing economy that will be more efficient in terms of cost, customer experience and CO2 emissions, than the traditional transport we see today.



Reusable packaging
In previous years we have made important progress in our journey to reduce plastic packaging throughout our supply chain, with the goal of minimizing plastic littering. For example, we are part of the One Bag Habit initiative and we have implemented a 100 % biodegradable packaging material in FSC-certified undyed paper for all our online orders. During 2022, we have worked together with our suppliers to phase out all regular polybags used in production. The result of this is that from January 1st 2023 Gina Tricot will only have recycled polybags from polybag suppliers certified according to the Global Recycled Standard (GRS) or Recycled Claim Standard (RCS).

**TOGETHER
WITH INITIATIVES,
NGO'S, SCIENTISTS
AND INNOVATIVE
ENTREPRENEURS
WE CAN
COLLABORATE
TO MINIMIZE
CLIMATE IMPACT IN
MANY DIFFERENT
PARTS OF OUR
BUSINESS.**

SUSTAINABILITY MANAGEMENT

To drive sustainability we need the basic facts, analyze and know the risks and opportunities as well as clearly summarize how we manage our key sustainability topics.



WE MANAGE RISKS AND OPPORTUNITIES IN THE GLOBAL TEXTILE INDUSTRY THROUGH ANNUAL ASSESSMENTS OF OUR PRODUCTION CHAIN AND BY MONITORING GLOBAL SITUATIONS CLOSELY. WE TAKE PROACTIVE MEASURES TO ENSURE OUR BUSINESS OBJECTIVES AND GOALS ARE NOT AFFECTED.

RISK AND OPPORTUNITY ANALYSIS

The textile industry is global, and it presents significant risks as well as major possibilities. We monitor the risks with the general purpose of managing them proactively and making sure that these risks do not disrupt our business or our ability to perform according to our business objectives and goals.

Each year, Gina Tricot conducts a department-wise assessment that covers our entire value chain, from production country and facility to the final product in stores.

The risk assessment is done on a production country level as well as on an individual level per supplier. Following the assessment we

create a production plan based on the risks and opportunities identified. As a summary at the end of the year we also perform a supplier evaluation.

We closely monitor global and regional situations. We monitor and follow international organizations and reports, and have a close dialogue with amfori BSCI and the Accord on fire and building safety regarding risks and actions.

Risk identification is as important as the continuity plan and action plan for each risk identified. We need to be well-prepared and well-aware of the potential risks.

RISK AND OPPORTUNITY ANALYSIS

	Category	Risks	Description of impact	Risk level	Opportunities	Mesaures to mitigate risk and seize opportunities
Environmental and climate	Climate change	Environmental pollution, water overuse, climate change and deforestation	Harm to people and environment, reduced quality of life, damaged reputation, fines, penalties	H	New, innovative production and fibre technologies as well as new circular business models.	Supplier and production monitoring, climate measurements and actions in supply chain, minimize business climate impact, water stewardship, more sustainable viscose in products
	Pollution	Regulatory violations linked to environmental pollution (air, water, soil)	Injuries, reduced quality of life, damaged reputation, lawsuits, fines	H		Supplier and production monitoring, water stewardship
	Raw materials	Lack of suppliers, lack of materials, production stoppages	Product loss, sales loss	H	Continuous even flow of high quality materials leading to increased customer satisfaction	Production planning, material booking, capacity booking
	Sustainable products	Lack of sustainable materials, difficulties to re-use/have circular production (2nd life) to recycle materials (end of life) ethical design	Higher product climate impact, damaged reputation, loss of sales	M	New, innovative production and fibre technologies as well as new circular production models.	Production planning, material booking, capacity booking, internal innovation programme, participation in science and research programs
Social and human rights	Working conditions in the supply chain	Human rights violations, such as infringements on the right to work without discrimination based on sex or any other status, illegal and unethical overtime, health and safety, employment and wages	Injuries, reduced quality of life, damaged reputation	H	Long term suppliers leading to better production quality and work environment	Coc, supplier follow up by Gina Tricot production offices as well as third party, continuous supplier communication
	Product quality and safety	Insufficient quality, lack of product safety, animal rights disruptions, regulatory violations	Sales loss, damaged reputation, lawsuits, fines	M	Increase product quality and sales as well as customer satisfaction	Product quality policies, continuous product risk assessment, production quality control, product compliance tests, nominated fiberproducers, third party certifications
	Societal contribution / sustainable society	Negative impact on society due to violations in environment and climate as well as social and human rights and human resources	Harm to people and environment, damaged reputation	M	Positive contributor to local society, possibility to attract employees as well as compliant suppliers	
	Crisis	Pandemics, various attacks, cyber-disruption	Production disruption, hacks, information risks	M		External monitoring, internal and external policies, crisis management routines, GDPR praxis
human resources	Diversity and equality	Inability to recruit or retain competent staff, discrimination, decreased engagement, diversity and inclusion issues	Difficulties in attracting and retaining competent employees, reduced quality of life, decreased productivity, damaged reputation	M	Modern, inclusive employer with satisfied employees who want to deliver something extra	Work to remain an attractive employer, internal policies
	Working conditions, benefits and career development	Health and safety, employment and wage, inability to recruit or retain competent staff, decreased engagement	Difficulties in attracting and retaining competent employees, reduced quality of life, decreased productivity, damaged reputation, injuries	M	Modern, inclusive employer with satisfied employees who want to deliver something extra	Work to remain an attractive employer, internal policies, continuous training for staff
business ethics	Illegal / unethical practices	Corruption, fraud, bribery and money-laundering	Damaged reputation, fines, lawsuits	M		Internal and external policies, risk analysis per country, supplier evaluation

SUSTAINABILITY MANAGEMENT TABLE

Sustainable development goals	Topics	Management/policies	Aim	2022 activities	Follow up and consequences	Responsibility
	Animal welfare issues	Swedish trade confederation animal welfare policy. The policy is part of our general agreement with all our suppliers.	Its purpose is to ensure a long-term approach to animal materials in our products and minimise the risk of our products being associated with unethical treatment or handling of animals. Implementation of the swedish trade confederation animal welfare policy demonstrates our stance and our desire to be a leader in industry practice.	Participation in the swedish trade confederation network on animal materials. Commitment to only source animal-based fibres from either recycled or regenerated sources, or from farms certified to the responsible standards conducted by Textile Exchange by end 2025	Our own supplier visits. Follow-ups of new material choices with purchasing team. Products that do not meet the requirements of our animal welfare policy will be stopped in the planning stage. The consequence of failure to meet the requirements of the animal welfare policy is that we will be required to renounce our association with the swedish trade confederation animal welfare policy.	Sustainability manager
	Anti-corruption	Internal anti-corruption policy and guidelines. Our efforts to prevent corruption and promote healthy competition are based on swedish legislation and the swedish anti-corruption institute business code.	All the relationships in which our company is engaged must be characterised by good business ethics. Putting the company's best interests ahead of lining one's own pockets makes us a better company in the long term.	General anti-corruption information communicated to employees. General agreement update regarding anti-money laundering issues.	Whistleblowing portal for all stores and the head office. Information about our whistleblowing centre as part of our onboarding, which provides an opportunity to report suspicions of misconduct or anything that is not in line with our values and policies.	CFO
  	Environmental impact of suppliers	Amfori code of conduct. Environmental policy. Climate and water strategy.	The aim is to ensure an environmentally efficient production process in which our environmental requirements are met and/or exceeded. Both short-term and long-term environmental gains are rewarded.	Signed amfori bepi. Amfori audits, our own supplier visits and WWF wrf mapping. Climate data mapping and climate action training sessions with suppliers.	Part of supplier evaluation and production planning, where we strive to give preference to suppliers with good environmental initiatives. Mapping of environmental impact and setting clear goals through STICA. If we discover that our environmental requirements are systematically not being met, all production with the supplier in question will be suspended.	Production manager Sustainability manager
	Economic performance	The aim is to ensure a financially sustainable business over time, ensuring that the business delivers according to its goals and the expectations of its owners, board of directors, and management.	The aim is to ensure a financially sustainable business over time, ensuring that the business delivers according to its goals and the expectations of its owners, board of directors, and management.	Quarterly forecasts.	Audits and monthly checks with the board and owners. The consequence of failure to meet financial goals will be corrective action plans to ensure goal attainment.	CEO
  	Energy and air emissions	Sustainability strategy. Transport policy. Travel policy. Green electricity contract at head office and stores with their own green contracts.	The purpose of our efforts is to ensure that we reduce the environmental impact of our business. Our product transports to sales markets have a significant negative impact on our climate. We also have some impact in relation to our own energy use.	Energy mapping with corrective actions. Increase the share of company cars that are clean vehicles. Continuous increase of stores with LED lighting. Mapping of store energy consumption and energy sources. Started to implement the green lease appendix with property landlords.	Map environmental impact and set clear goals through STICA and the science based targets initiative. Monthly follow-up of modes of transport and follow-up of travel. Annual review of energy consumption. The reasons for any increases in air shipments must be explained. Air transport must not be used systematically.	Logistics manager HR manager Head of expansion Purchasing manager
 	Materials	Sustainability strategy. 2028 Material commitments. Purchasing strategy. Animal welfare policy. Material strategy. Product strategy. Packaging material strategy. Climate and water strategy.	The aim is to ensure that the materials chosen for our products meet our quality requirements and contribute to our commitment of using only environmentally sustainable materials for our products by 2028.	Quality goal (<1% returns). Training and follow-up meetings with purchasers. Find new more sustainable materials, increase the amount of third-party certifications such as the nordic swan ecolabel, increase amount of environmentally friendly wet processes in denim production, increase amount of organic cotton.	Monthly follow ups on product group level on status in regards to yearly material targets. Returns are followed up with the supplier in question. Recurring cases of deficient quality or other breaches of our product requirements will entail financial consequences for our suppliers.	Production manager Sustainability manager

SUSTAINABILITY MANAGEMENT TABLE

Sustainable development goals	Topics	Management/policies	Aim	2022 activities	Follow up and consequences	Responsibility
 	Non-discrimination, diversity and gender equality	Gender equality, diversity and non-discrimination plan.	As a company, we seek to be a role model for equal rights and opportunities in society. Our internal efforts are part of our employer value proposition and aim to ensure that we have the right skills to achieve our goals.	The Swedish trade confederation network. Training in psychosocial work environment topics and labour law. Salary review. Mapping of female leadership in production. Working in accordance with un women's women empowerment principles (weps). Training for suppliers in gender based inequalities, harassment and violence.	Annual staff appraisals. Employee surveys conducted every second year. Action plan drawn up based on results of employee survey.	HR manager
 	Occupational health and safety	Safety portal on the intranet. Safety policy, rehabilitation policy and work environment manual.	Employees in good health and spirits contribute to a profitable company, benefit society and are important from the perspective of the individual.	Preventive health and safety efforts – in stores, warehouses, logistics and the head office. Offering company healthcare services, massages and wellness allowances. Safety training, safety rounds and safety checks in stores. Covid-19 health measures.	Accident and incident reporting. Follow-up talks with employees. Analysis of results from ai-driven employee surveys and determination of future actions accordingly.	HR manager Security manager
  	Product safety	Environmental policy. Supplier requirements. Restricted substances list. Product safety requirement for children's wear.	We aim to ensure our products are safe to use and meet our customers' expectations and statutory requirements.	Maintain and review product safety requirements for all product categories. Third-party and our own quality controls in production. Visits to suppliers.	Inventory spot checks. Continuous product risk assessment, chemical and quality testing prior to production. Quality controls in production. If prohibited chemical substances/ contents are discovered, the products will be stopped, if possible before production and shipping, and they will be destroyed if no other option is possible.	Sustainability manager
 	Social conditions of suppliers, child labour, and forced or compulsory labour	Amfori code of conduct. Bangladesh accord. Syrian refugee policy. Turkey UK modern slavery act. Production strategy. Women empowerment strategy.	The aim is to strive for a safe and secure work environment for workers in factories that manufacture for Gina Tricot, and for suppliers to respect human rights and the UN convention on the rights of the child.	Amfori audits and our own follow-up visits. Review of audit logs outside the scope of amfori. Unicef partnership to prevent child labour. Accord inspections.	Part of supplier evaluation and production planning, where we strive to give preference to suppliers with high social standards. If suppliers violate human rights or the un convention on the rights of the child, production with this supplier will be suspended immediately and a corrective action plan will be prepared.	Production manager Sustainability manager Those responsible at our local purchasing offices
  	Training and education	Gina Tricot values. Gina Tricot Smile Academy	The aim with our competence development programme is to upgrade our employees' skills and develop strong and successful employees within the company.	All Gina Tricot employees receive regular performance and career development reviews. Gina Tricot smile academy was launched for the entire company.	Different types of employee appraisals with all employees during the year, such as development talks, follow-up talks and salary talks. Follow up in ai-driven employee surveys and development interviews.	HR manager
 	Waste management	Sustainability strategy. Packaging material strategy. Environmental policy.	The aim is to close the circle of circularity, in which we need to manage waste properly and see the value it has; either for reuse or recycling. Although, our main focus is to reduce - prevent and minimize waste. Minimizing risks for pollution causing negative effects on water and water living organisms,	Include textile overages from production in circular fashion programmes. Continuing our work on buying less but better products. Use leftover fabrics for new collections. Recycle plastics and cartons at our warehouse, offices and stores	Annual waste flow and collection data from our collaborating waste management businesses, and prior to any agreement we make sure that waste is handled in line with any legislative obligations.	Sustainability manager

GRI INDEX - GENERAL DISCLOSURE

GRI 101: Foundation 2021

General disclosures	Disclosures	Comments and omission made	Page
Statement of use: Gina Tricot has reported in accordance with the GRI Standards for the period 2022-01-01 to 2022-12-31. GRI 1 used: GRI 1: Foundation 2021 Applicable GRI Sector Standard(s): N/A			
GRI 2: General Disclosures 2021	1. The organization and its reporting practices		GRI 2:
	2-1 Organizational details	Gina Tricot AB is a limited company that is included in Gina Tricot Group AB, where the largest owner is Frankenius Equity AB. In addition, private investors are co-owners. A selection of these includes JA Appelqvist Holding AB and Grebbeshult Holding AB.	4
	2-2 Entities included in the organization's sustainability reporting	This sustainability report covers Gina Tricot AB and the sales companies in each of the 4 countries where we have stores. Our financial reporting and employee information also cover Gina Tricot Group AB. Gina Tricot Group AB consolidates companies, Gina Tricot AB, Gina Tricot Försäljnings AB, Gina Tricot A/S, Gina Tricot AS, Gina Tricot OY	
	2-3 Reporting period, frequency and contact point	The sustainability reporting is done fiscally, same as financial report, and this report covers 2022. The report is published 2023-04-13. Point of contact for questions is: Rebecca Watkins, Sustainability Manager, rebecca.watkins@ginatricot.com"	
	2-4 Restatements of information	Any restatements of information are always reported in connection with the reported indicators. No other information has been changed in comparison to previous reports.	
	2-5 External assurance	This report has not been externally assured, except for third party auditing examination done annually at time of release of report and external consultancy. Board is involved in the process and finalization of the report.	
	2. Activities and workers		
	2-6 Activities, value chain and other business relationships	There are retail establishments in Sweden (77), Denmark (13), Finland (19) and Norway (35). E-commerce and business-to-business sales currently serve an additional 26 countries. 90,1 % of our capacity is consolidated with 22 suppliers. All garments are made by independent suppliers across the world, primarily in Turkey. Turkey has always been the heart and the biggest production country for Gina Tricot, with a share of 35% of our total production. The supply chain is founded on long-term connections that evolve with the company and the global environment. This leads to newly added suppliers and sometimes also closed business relationships. This year we added 10 number of suppliers and closed 2.	4, 12
	2-7 Employees	Total number of employees: 1562, Female: 1504, Male: 58 The permanent employees per location are; Sweden: 461, Denmark: 138, Finland: 117, Norway: 474, Bangladesh: 10 The temporary employees per location are; Sweden: 320, Denmark: 1, Finland: 16, Norway: 25 The non-guaranteed hours employees per location are; Sweden: 80, Denmark: 79, Finland: 27, Norway: 190 The full-time employees per location are; 304, Denmark: 19, Finland: 10, Norway: 50 The part-time employees per location are: 397, Denmark: 41, Finland: 96, Norway: 234 Out of respect for our employees we have chosen not to report the amount of employees by gender. The data was completed by head count at the end of reporting period. There have been no significant fluctuations in the number of employees during the reporting period or between reporting periods."	
	2-8 Workers who are not employees	There are in total 15 workers who are not employees, and whose work is controlled by organization. A majority from the IT department, but also some from Marketing department. The data was completed by head count and by end of reporting period. There have been no significant fluctuations in the number of employees during the reporting period or between reporting periods."	
	3. Governance		
	2-9 Governance structure and composition	Gina Tricot is governed by a board to which whom the Sustainability Group reports to on an ongoing basis. The board consists of Paul Frankenius, Fabian Månsson, Emilia de Poret, Victor Appelqvist and Babba Rivera. The board does not represent any under-represented social groups. The board members of Gina Tricot AB are also the board members of Gina Tricot Group AB. The chairman of the board is a board member of Gina Tricot A/S. Out of a total of 5 board members, 3 are independent. The tenure of the members is one year at a time. The board has experience within sustainability from previous positions, as well as previous and other board assignments. The chairman of the board is also the largest stakeholder.	18, 19

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General disclosures	Disclosures	Comments and omission made	Page
	2-10 Nomination and selection of the highest governance body	The election of the board is usually carried out by the owners during the annual general meeting. They are nominated primarily based on competence, however diversity is a parameter taken into account. Focus is to having competences relevant to the organization and its impacts. Other criterias taken into consideration are stakeholders views as well as independence.	
	2-11 Chair of the highest governance body	Paul Frankenius is chairman of the board. Ted Boman is CEO.	
	2-12 Role of the highest governance body in overseeing the management of impacts	The board is responsible for driving sustainable development, and cascading this to management team, as well as to approve set strategies, policies and goals. The board also oversees and reviews the due diligence process as well as interacts with selected stakeholders in order to ensure due diligence process. These processes are considered individually in relation to the impact. The board examines and drives improved processes, review is done annually.	
	2-13 Delegation of responsibility for managing impacts	Senior executives and employees with responsibility for the management of impacts are: Sustainability Manager, Production Manager, Logistics Manager, HR Manager, Head of Expansion, Purchasing Manager, Security Manager, CFO. Reporting to the highest governance body in the topics of environment and people is done minimum twice per year. Economy is reported on a continous basis.	
	2-14 Role of the highest governance body in sustainability reporting	Board member and management team have been included in setting material topics. The board is responsible for the publication of the Sustainability Report, both by reading and approving content.	
	2-15 Conflicts of interest	We have a routine for how conflicts of interest is prevented and at this stage there are no conflicts. Any potential conflicts of interest would be disclosed to stakeholders upon request.	
	2-16 Communication of critical concerns	Critical concerns are continously communicated to the board by CEO.	
	2-17 Collective knowledge of the highest governance body	The board is continuously updated by internal expertise (Production Manager and Sustainability manager), but also through board member dedicated to sustainable development.	
	2-18 Evaluation of the performance of the highest governance body	The members of the board is evaluated once per year, based on performance appraisals. The evaluation is not performed independently. Possible actions based on the evaluations are implemented on an individual level and may thereby differ.	
	2-19 Remuneration policies	The fixed salary consists of fixed cash salary. The fixed salary reflects the position's requirements with respect to qualifications, responsibilities, complexity and the manner in which it serves to reach the business objectives. The fixed salary also reflects the performance of the executive and can thus be both individual and differentiated. There are variable salaries between 0-33% of fixed salaries. For the CEO pension benefits, including health insurance, are defined-contribution with premiums not exceeding 30% of the fixed annual salary. For other members of Group Management, pension benefits, including health insurance, are defined-contribution unless the executive is encompassed by a defined-benefit pension under mandatory collective agreement provisions. Premiums for defined-contribution pensions are not to exceed 30% of the fixed annual salary. There are no performance-based remuneration linked to results in sustainable development.	
	2-20 Process to determine remuneration	Today, any compensation and formalities, as well as handling to the CEO/Management, are handled by the chairman of the board. Regarding the impact of other stakeholders, the views of Gina Tricot employees are taken into consideration in the remuneration process. This process is done without external remuneration consultants.	
	2-21 Annual total compensation ratio	The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is 8,4%. The ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) is 10%. Above information is taken from HR/payroll systems.	
	4. Strategy, policies and practices		
	2-22 Statement on sustainable development strategy	Ted Boman, CEO Gina Tricot	

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General disclosures	Disclosures	Comments and omission made	Page
	2-23 Policy commitments	The precautionary principle is included in Gina Tricot's risk assessment on product level, but also on country and supplier level. Audits are conducted on a regular basis and in accordance with the amfori Code of Conduct, which includes, but is not limited to, no discrimination, violence, or harassment, reasonable working hours, occupational health and safety, and no child labor. More information can be found at https://www.amfori.org . As members of amfori BSCI, Gina Tricot and all our suppliers undertakes amfori's Code of conduct, based upon international labour regulations such as the Universal Declaration of Human Rights, the Children's Rights and Business Principles, UN Guiding Principles for Business and Human Rights and more. Women in the supply chain are given particular attention, both as mothers and as female employees. Children and young people are also given more attention due to their vulnerability. All suppliers signs general agreement including the code of conduct policy prior to any business being started, the suppliers are also monitored and audited against the code of conduct. Policy commitments for our business stipulate conducting due diligence and is communicated by amfori BSCI, as well as through our local colleagues at our production offices. This is also communicated through our general agreement. Policies and their commitments are approved by most senior level and can be found at https://www.ginatricot.com/se/sustainability-hub/people .	13-17
	2-24 Embedding policy commitments	Local production office managers are responsible for respective country, however final responsibility lies on managers at head office as stated in the management table. Within all onboarding processes for new employees, policy training is included. These are mandatory and is followed up by HR. Thereafter, each manager is responsible for continuous policy training within their team.	41-42
	2-25 Processes to remediate negative impacts	Information about our whistleblowing portal is included in our onboarding process. The purpose of this portal is to encourage employees to raise concerns about matters occurring within or related to Gina Tricot, rather than overlooking a problem or seeking a resolution of the problem outside Gina Tricot. Through our partnerships with UNICEF and WWF we take collaborative action in order to address areas where we as a company or textile production as a whole have negative impacts. Our whistleblower service is managed by WhistleB, which is our supplier. The functions are handled by them. Suggestions for improvements can be emailed in. Each whistleblower case is evaluated together between HR, Security and CEO/CFO.	
	2-26 Mechanisms for seeking advice and raising concerns	At Gina Tricot, individuals can seek advice on implementation of policies and practices for responsible business conduct through our internal competence development programme called Gina Tricot Smile Academy and our internal app, where all employees receive training and information. Additionally, AI driven employee surveys are sent out every other week for head office and global offices, allowing employees to anonymously express their opinions and concerns. Different types of employee appraisals is conducted with all employees during the year, which gives opportunity for employees to raise concerns about the organization's business conduct. Follow up is conducted in AI-driven employee surveys and development interviews.	
	2-27 Compliance with laws and regulations	There has been no instances of compliance with laws and regulations within reporting period. There has been four intellectual property disputes regarding design, however these are not considered significant instances of non-compliance. Non-compliances are considered significant if breaking laws and regulations. Any cases of non-compliances are reported to, and collected by, varied positions at the head office, depending on area.	
	2-28 Membership associations	https://www.ginatricot.com/se/sustainability-hub/our-mission	
	5. Stakeholder engagement		
	2-29 Approach to stakeholder engagement		8
	2-30 Collective bargaining agreements	All employees in Sweden are covered by collective bargaining agreements. Other countries follow the provisions of the collective bargaining agreements.	
GRI 3: Material Topics 2021	2. Disclosures on material topics		
	3-1 Process to determine material topics	Stakeholder dialogue, where we surveyed representatives for all our primary stakeholders – customers, employees, owners, suppliers, and our partnering NGOs. For other NGOs, students, media, and researchers/scientists, we conducted a desktop analysis. We also held a workshop with our management team to discuss the results of the materiality analysis, as well as interlinked risks and opportunities. Materiality analysis has formed the material topics, thus also the basis for reporting. Customers, employees, owners, suppliers, and our partnering NGOs. For other NGOs, students, media, and researchers/scientists, we conducted a desktop analysis	
	3-2 List of material topics		46-48

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Material topics	Disclosures	Comments and omission made	Page
201: Economic Performance (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		45
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		45
205: Anti-Corruption (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		19, 40-41
GRI 205: Anti-corruption 2016	205-2 The percentage of employees who have received training on the organisation's anti-corruption policies and procedures.		19
	205-3 Confirmed incidents of corruption and actions taken.		19, 40-41, 46
301: Materials (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		26, 31, 40
Other indicator	Own indicator: List of more sustainable materials. Total % of garments produced using more sustainable materials.		27
302: Energy (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		33, 35, 41
GRI 302: Energy 2016	302-1 Energy consumption within the organisation		34-35
305: Emissions (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		32-35
GRI 305: Emissions 2016	305-1 Total direct greenhouse gas emissions (Scope 1)		34-35
	305-2 Total indirect greenhouse gas emissions (Scope 2)		34-35
	305-3 Other relevant indirect greenhouse gas emissions (Scope 3)		34-35
306: Waste (2020)			
GRI 3: Material Topics 2021	3-3 Management of material topic		34, 36, 42
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		34, 36, 42
	306-2 Management of significant waste-related impacts		34, 36, 42
	306-3 Waste generated		34, 36

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308: Supplier Environmental Assessment (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		36, 40-42
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken		36, 40-42
401: Employment (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		18, 40, 42
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	New employee hires: Sweden: 417, Norway: 176, Denmark: 102, Finland: 48 Employee turnover: Sweden: 217, Norway: 155, Denmark: 105, Finland: 49	
403: Occupational Health and Safety (2018)			
GRI 3: Material Topics 2021	3-3 Management of material topic		18-19, 21, 42
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		18-19, 42
	403-2 Hazard identification, risk assessment, and incident investigation.		18-19, 21, 42
	403-3 Occupational health services.		18-19
	403-4 Worker participation, consultation, and communication on occupational health and safety.		18-19
	403-5 Worker training on occupational health and safety		18-19, 42
	403-6 Promotion of worker health.		18-19, 42
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships		18-19, 42
	403-9 Work-related injuries		19
404: Training and education (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		18
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs		13-14, 18
	404-3 Percentage of employees receiving regular performance and career development reviews		13-14, 18
405: Diversity and Equal Opportunity (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		18-19, 40, 42

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General disclosures	Disclosures	Comments and omission made	Page
405: Diversity and Equal Opportunity (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		18-19, 40, 42
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity reported for senior executives and other staff		19
406: Non-discrimination (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		16, 18, 40, 42
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		18
408: Child Labor (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		13-14, 42
GRI 408: Child Labor 2016	408-1 Operations and suppliers considered to have significant risk for incidents of child labour, and measures taken intended to contribute to the effective abolition of child labour.	Suppliers at the most significant risk for child labour are those based in Bangladesh, where family situations are often very difficult. It is not uncommon that parents are forced to put their children in work to earn extra income for the family.	
409: Forced or Compulsory Labor (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		13-14, 42
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour, and measures taken intended to contribute to the elimination of all forms of forced or compulsory labour.		47
414: Supplier Social Assessment (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		13-17
GRI 414: Supplier Social Assessment 2016	414-1 Percentage of new suppliers that were screened using social criteria		13
	414-2 Negative social impacts in the supply chain and actions taken	A significant share of the suppliers have potential negative social impacts, which for instance could be human rights violations. All suppliers are visited and assessed/audited, and corrective action plans (CAP)/improvements are followed up continuously based on any findings made. During the reported period no supplier was terminated as a result of an assessment, however findings made during the reported period were improved and the CAP closely monitored.	39
416: Customer Health and Safety (2016)			
GRI 3: Material Topics 2021	3-3 Management of material topic		28
GRI 416: Customer Health and Safety 2016	416-1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.		28
Own material topic: Animal Welfare			
GRI 3: Material Topics 2021	3-3 Management of material topic		41-42
Other disclosure			

AUDITOR'S REPORT

Auditor's report on the statutory sustainability report. To the general meeting of the shareholders in Gina Tricot AB, corporate identity number 556534-8843

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2022 (the financial year 2022) and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Gothenburg, April 2023

Öhrlings PricewaterhouseCoopers AB

Mattias Palmqvist

Authorised Public Accountant

This sustainability report is issued by the Board of Directors of Gina Tricot, corporate identity number 556534-8843:

Directors

Paul Frankenius

Fabian Månsson

Emilia de Poret

Victor Appelqvist

Babba Rivera

Deputies

Annette Appelqvist

*Approved by the board of directors,
April 2023*



CONTACT US

We are the sustainability team at Gina Tricot Head Office, feel free to contact us if you have any questions.

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