

Sustainability Report

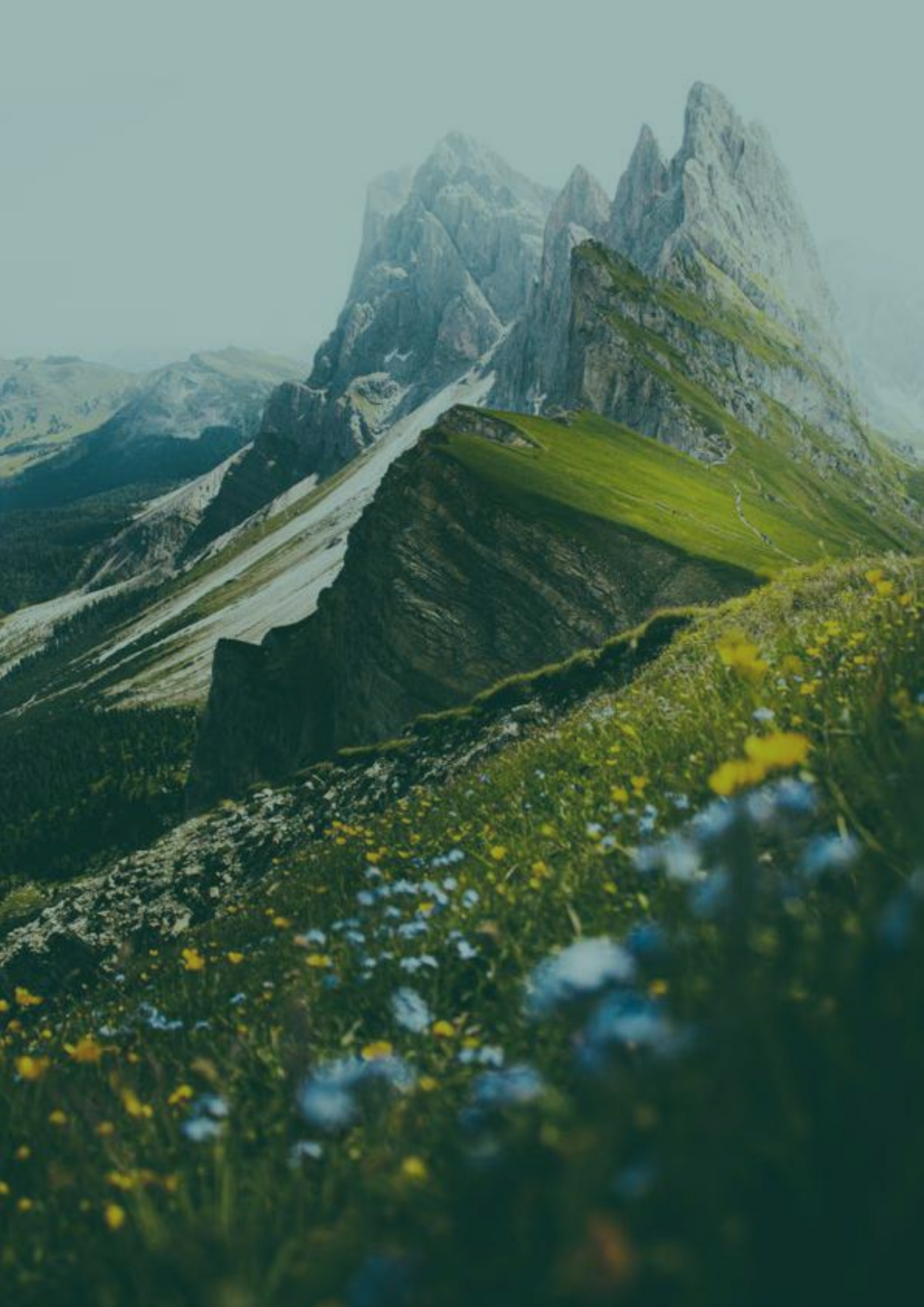
2025



**Together for a
sustainable future.**

voky®

Brand merch
made easy



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A word from Adam



This is our second sustainability report, and the fact that we can compare with last year feels both motivating and useful. Useful, because we clearly see where we have made progress – and where we are not yet satisfied. 2025 has, in many ways, been about deepening and completing what we started. We gained our GOTS certification – something that makes us one of the few profile companies in Sweden to certify its own processing in Linköping. We continued electrifying our fleet, which now consists of 94.4% rechargeable vehicles, and we have reduced it from 30 to 18 cars in total. And we continue taking concrete steps in the work to reduce climate impact from transports and materials.

We are not satisfied with everything. Our share of air freight from Asia rose in 2025 to 4.1% – we aim to under 2% by 2030, and that requires us to work harder on planning and capacity for sea freight. We write about it openly in the

the report, because we believe that honesty is a prerequisite for actually improving. The same applies to the employee survey: the perception of development opportunities has deteriorated in recent years, and we take that seriously.

What we are genuinely proud of is what is hard to copy: our own production in Linköping, our circular textile model that is starting to take shape, and employee engagement that grows year after year. Sustainability is a competitive advantage – but it requires that we actually do what we say.

We hope this report gives you an honest picture of where we are, where we are headed, and what we need to improve.

Adam Zollner, CEO

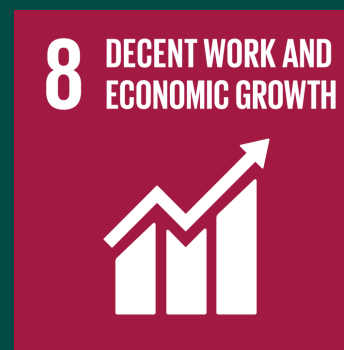


GLOBAL GOALS

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How we work with the UN's global goals

The UN's global goals for sustainable development (Agenda 2030) consist of 17 goals aimed at eradicating poverty, combating climate changes, and creating peaceful and just societies. At Voky we have chosen to focus on three goals that are directly relevant to our operations and reflect our core values:



Goal 8: Decent work and economic growth

Voky's target: 95% of our purchased volume should come from suppliers who have signed our Code of Conduct and where we have monitored its compliance through 2030.

We actively work to ensure good working conditions in our supplier chain – with concrete requirements on wages, working hours, and safety. Today, 99.8% of our purchasing volume comes from suppliers who have signed our code of conduct. We monitor systematically and have shown that we are prepared to terminate partnerships if deficiencies are not addressed.



Goal 12: Responsible consumption and production

Voky's target: A maximum of 2% of our shipments from Asia to Sweden should be by air freight by 2030.

Our business model is based on reducing unnecessary production, transport, and material waste. With our own warehouse, printing, embroidery, and sewing machines under the same roof in Linköping, we can produce exactly what is needed, when it is needed – without intermediate storage and unnecessary transport legs. In 2025, our share of air freight was 4.1%, which is higher than we want. We are actively working on better forecast planning and expanded collaboration with Nordic Souvenir to reach our target of under 2%.



Goal 13: Climate action

Voky's target: Reduce our CO2e emissions per employee by 42% by 2030, compared with 2022. The target is validated by the Science Based Targets initiative (SBTi).

We compensate for climate impact, invest in solar cells, and electrify our vehicle fleet. Since 2022 we have actively reduced the wagon fleet – from 30 to 18 vehicles – and the share of plug-in vehicles is now 94.4%. The climate report is prepared in accordance with the GHG protocol and reviewed by an independent party.

The Paris Agreement and Voky's Commitment

The Paris Agreement, adopted in December 2015, aims to limit the global temperature rise well below 2 °C –and preferably to 1.5 °C – compared with pre-industrial levels.

Voky, through the parent company Zollner Group AB, is affiliated with the Science Based Targets initiative (SBTi), with validated climate targets in line with the 1.5-degree goal. This entails a concrete commitment: we will halve emissions by 2030 and achieve net zero by 2050 at the latest.

Concrete initiatives

Solar panels

We have invested in a solar power system on the roof of our head office in Linköping, commissioned in April 2023. In 2025, the facility produced a total of 7,157.7 kWh.

Electrification of the vehicle fleet

The vehicle fleet has decreased from 30 to 18 vehicles, of which 94.4% are rechargeable. This is one of the most important factors behind the strong reduction of our Scope 1 emissions.

Climate accounting

Since 2022 we prepare climate accounts in accordance with the GHG Protocol. The accounts are reviewed by ZeroMission, an independent quality assessor.

Carbon credits

We purchase carbon credits equivalent to our entire Scope 1 & Scope 2 emissions, done through Plan Vivo-certified climate credits in the Khasi Hills forest conservation project in India –one of the first REDD+ projects in Asia. The project protects and restores 27,000 hectares of forest and involves 86 villages, with 60% of the revenues directed to the local communities.

Reduced impact from transport We measure and monitor the share of air freight versus sea freight each year. See the Transport section for details.

Science Based Targets initiative (SBTi)

Science Based Targets initiative (SBTi) is a global initiative that helps companies set science-based targets to reduce greenhouse gas emissions. SBTi is a collaboration between the UN

Global Compact, World Resources Institute (WRI), CDP and the World Wide Fund for Nature (WWF). The goal of the initiative is for companies worldwide to halve their emissions by 2030 and reach net zero no later than 2050, in line with the goals of the Paris agreement.

What does SBTi mean for Voky?

Voky has, through the parent company Zollner Group AB, joined SBTi. This means that we commit to setting climate targets that are aligned with the latest scientific recommendations. Our targets are validated by SBTi and ensure that we contribute to limiting global warming to well below 2 °C and strive to limit it to 1.5 °C. Through SBTi we get a science-based roadmap to reduce our emissions and we strengthen our ability to effectively manage our environmental impact-

can.

Globally and in Sweden

Globally, SBTi has grown exponentially. In February 2026, 12.882 companies worldwide had set or committed to setting science-based climate targets (Science Based Targets) (ESG Today). In Sweden, several leading companies have also joined SBTi, including, for example, H&M, Electrolux and Telia (WWF).

For Voky, this initiative means a strong commitment to sustainability and a concrete plan to reduce our emissions. By following SBTi guidelines, we show our customers and partners that we take climate change seriously and work actively to help contribute to a sustainable future.



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

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Climate accounting for Zollner Group

Voky belongs to Zollner Group, and for Scope 1 and Scope 2 we work with a group-wide climate accounting. This is because employees, premises and vehicles are partly shared with other group companies. For Scope 3 – which is more closely linked to Voky’s own commercial goods – we are working to be able to distinguish Voky’s emissions from the group in the future.

Emissions breakdown according to the GHG Protocol

Scope 1 – Direct emissions from sources owned or controlled by the company (vehicles, fuel).

Scope 2 – Indirect emissions from purchased electricity, heat, and cooling.

Scope 3 – All other indirect emissions in the value chain. We plan to begin measuring and reporting Scope 3 in full from January 1, 2028.

To improve our understanding of our climate-affecting emissions, we aim to start measuring and reporting Scope 3 emissions from January 1, 2028. This step will help us obtain a more comprehensive picture of our total emissions and identify additional areas where we can reduce our climate impact.

Our emissions data are prepared in accordance with the GHG Protocol, which is the most widely accepted standard for corporate and organizational greenhouse gas reporting. We have used the location-based calculation method to ensure our data are as accurate and relevant as possible.

We use both primary and secondary data sources to ensure accuracy and relevance in our calculations.

In addition, our emission data has been reviewed by ZeroMission, an independent party that ensures our methods and data meet high quality standards and comply with applicable standards.



Total emissions

Emissions in tons CO2e	2022 – totalt	2025 – totalt	Diff
Scope 1	10,8	2,51	-8,29
Cars	9,31	1,87-	7,44
Other	10,8	2,51	-0,85
Scope 2	17,82	19,3	+1,48
Electricity	2,72	1,93-	0,79
District heating/district cooling	15,1	17,3	+2,2
Scope 3	2,83	5,99	+3,16
TOTAL	31.45	27.8-	3.65

Emissions per employee

Emissions in tonnes CO2e	2022 (76 employees)	2025 (75 employees)	Diff
Scope 1	0,14	0,03	-0,11
Scope 2	0,23	0,26	+0,03
Scope 3	0,04	0,08	+0,04
TOTAL	0,41	0,37	-0,04



What is Co2e?

Carbon dioxide equivalent or CO₂ e is a term for describing different greenhouse gases in a common unit. When expressing the emissions of a specific greenhouse gas in carbon dioxide equivalents, one indicates how much carbon dioxide would need to be released to have the same effect on the climate. By expressing greenhouse gas emissions in carbon dioxide equivalents, it becomes easy to compare each gas's contribution to the greenhouse effect and add them together.

Data references

BEIS (2023). UK Government conversion factors for greenhouse gas reporting. Department for Business, Energy and Industrial Strategy, London. Better Buildings Partnership (BBP) (2021). 2020 Real Estate Environmental Benchmarks. Client-supplied market-based instrument emission factor Department for Business, Energy and Industrial Strategy (2021). 2021 Government GHG Conversion Factors for Company Reporting. Department for Business, Energy and Industrial Strategy (2023). 2023 Government GHG Conversion Factors for Company Reporting. Eco-metrica (2022). No direct emissions from solar electricity generation. Energi Företagen (2023) Local environmental values 2022. Sweden Available from <https://www.energi-foretagen.se/statistik/fjarrvarmestatik/miljovarde-ring-av-fjarrvarme/> Energiföretagen Sverige (2022). Environmental assessment of district heating, <https://www.energiforetagen.se/statistik/fjarrvarmestatik/miljovardering-av-fjarr-varme/Swedish> Energy Agency (2022). Energy statistics for non-residential premises 2021 IPCC (2019). Revised IPCC Guidelines for National Greenhouse Gas Inventories: Reference Manual. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge. (No refinement from 2006) Swedish Energy Markets Inspectorate (2023). <https://ei.se/om-oss/nyheter/2023/2023-O6-13-nu-finns-information-om-residualmix-for-2022> UNECE (2021). Life Cycle Assessment of Electricity Generation Options United Nations (2023). UN Statistics Division - 2020 Energy Balance Visualizations. <https://unstats.un.org/unsd/energystats/dataPortal>

Major implemented measures

- Replaced fossil-fuel vehicles with rechargeable alternatives– the vehicle fleet has decreased from 30 to 18 vehicles
- Solar power installation on the roof of the headquarters (commissioned April 2023, produced 7 157,7 kWh)

Comment

We are not satisfied that Scope 2 and Scope 3 have increased. This shows that it is not enough to electrify the vehicle fleet – we need to work more broadly, not least with district heating and emissions across the value chain. The reduction in Scope 1 is significant and real, but the overall picture requires more.

Server operation

Our infrastructure and data are hosted on servers in high-quality rack enclosures, located in Swedish local data centers connected to the municipal fiber network. The facility is designed to ensure reliable and continuous power supply.

Operations are carried out using locally produced and renewable energy. In addition, there is an on-site tertiary backup power solution, where all functions are classified based on their specific power supply needs.

Quality reviewer: Olivia Gewert – Zero Mission

Transporter

Transporters are one of the areas where we have the greatest potential to influence our climate impact –and one of the areas where we also need to improve.

Transport from Asia to Voky

We can reduce emissions from Asia transports in two ways: move goods from air to boat, and consolidate freight more. Our target is that the share of air freight will be below 2% of total freight volume by 2030.

In 2025 our share of air freight increased to 4.1% – an increase we take seriously. It is partly due to volume growth, but also because we have not managed to plan sufficiently far ahead with all customers. We are actively working on it.

Initiatives to reduce air freight

- Investments in UV printer, sewing machine and transfer manufacturing allow us to produce more in Sweden –which reduces the need for rapid replacement orders.
- Standardized customer meetings and joint annual planning to minimize urgent orders that require air freight.
- Cross-group procurement planning with Nordic Souvenir – more well-filled containers, optimized pallets, fewer shipments.

Carbon credits

We actively work to reduce our emissions per employee. For remaining emissions, we purchase Plan Vivo–certified climate credits in a forest conservation project Khasi Hills in India.” The rapid deforestation in the Khasi district in Meghalaya, India threatens not only the climate through the carbon dioxide released, but also local watersheds and people’s long-term livelihoods.

The project therefore aims to combat deforestation and restore the area’s forests for the benefit of people, climate and nature. Khasi Hills is one of the first REDD+ projects in Asia and the very first of its kind in India. The project protects and restores forest over an area of 27,000 hectares, and involves people from 86 different villages. The project is fully run and coordinated by the local project organization SynjukMawphlang Welfare Society. Just like in all Plan Vivo projects, 60% of the revenues go directly to the project participants.

Freight weight (kg)	2024 Group	2025 Group	Diff
Air freight (kg)	6 116	12 279	+6 163
Sea freight (kg)	212 913	287 728	+74 815
Total (kg)	219 029	300 007	+80 978
Share of air freight	2,8%	4,1%	+1,3%
Share of sea freight	97,2%	95,9%	-1,3%





Our Supply Center and in-house production

What distinguishes Voky from a traditional promotional item supplier is that we manage the entire chain under one roof. Since we stock a large part of our range and have our own printing and embroidery facilities in our own premises, we can reduce the number of transports. This means we not only save the environment, but we can also deliver faster, at a lower cost and with higher delivery security.

Our system automatically creates replenishment orders from suppliers when stock needs to be replenished. This ensures that our Supply Center always has the products needed in stock. When a customer places an order, our staff can immediately pick the goods from the warehouse, process them in the printing or embroidery department, and then forward them to the customer.

To streamline our flow and ensure high quality, we have begun producing our own products that we stock. Our first initiative in this area is a bag series that we designed ourselves and had produced in GRS-certified recycled polyester. We see very positive effects and will continue to develop this concept to cover more product groups.

In a traditional promotional company, the process looks different:

- The products are ordered from one or more suppliers to the profiling company.
- They are then forwarded to the embroidery and back again.
- Then transported to the printing house and back again.
- Finally, the products are sent to the end customer.

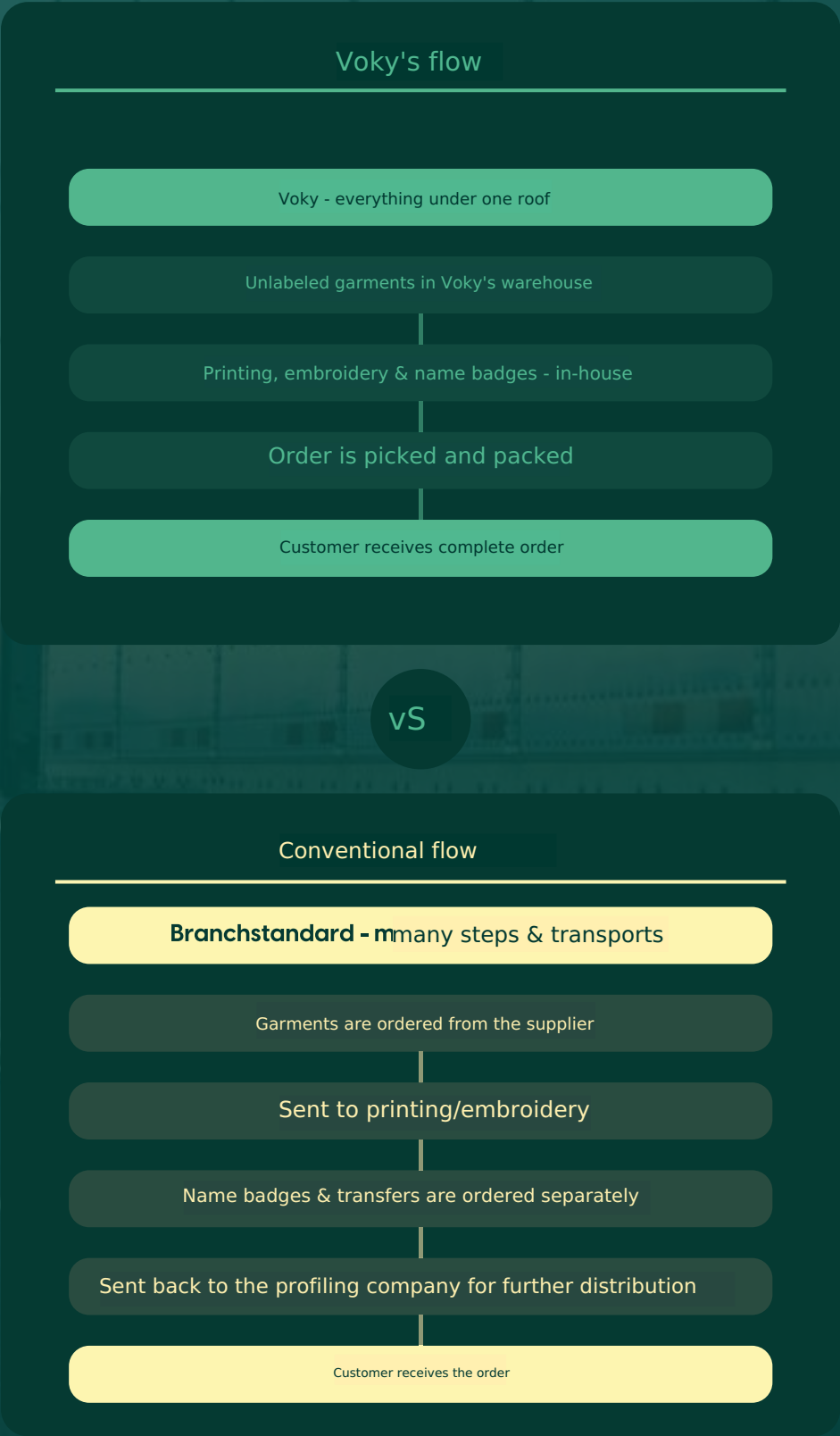
Each step involves additional transports.

It not only provides environmental benefits – it also enables faster deliveries, higher delivery reliability and lower costs. Sustainability and commercial viability go hand in hand.

During the year we have invested in an UV printer, transfer machines and a sewing machine. This enables us to expand our stocked range and refine even more products directly in our own facilities. It aligns with our strategy of fewer transports, fast deliveries and controlled sustainable processing. By reducing the need for external transports, we can lower our carbon dioxide emissions and further reduce our climate impact. We are very proud of our Supply Center and the reduced emissions that our working method contributes to. Below shows a simple illustration of our flow compared to a traditional flow.

How an order is handled - Voky vs. industry standard

An order with printing, name badges & labeling





What it means in practice

Voky's model provides measurable benefits for customers, economy and the environment

Fewer transports

A single delivery to the customer instead of up to 5+ – directly lower carbon footprint per order.

Minimal overproduction

No minimum quotas for transfers or name badges. We only manufacture what is actually needed.

Faster delivery

Without external lead times we can often deliver the same day – without compromising quality.

Fewer error points

Fewer links = fewer opportunities for mistakes, delays and communication problems.

Less packaging

Consolidation in a single flow reduces the need for packaging, protective materials and pallet handling.

Sustainable by design

The structure itself – not a greenwash certificate – is what makes Vokys model more environmentally friendly.

Other transportation initiatives

- Coordinated goods distribution – we deliver to the customer's distribution center once a week, instead of ongoing deliveries to end users.
- The supplier portal CASP makes it easier to ship goods directly from European suppliers to the customer, without transshipment at Voky.
- During 2025 we introduced 'DHL Green Shipping' as the standard option – a greener freight option available for all customers.

GOTS certification

Voky is certified according to the Global Organic Textile Standard (GOTS), version 7.0 – one of the world's most demanding and recognised standards for organic textiles. The certification is issued by an independent third party and covers the entire production chain, from raw material to finished product. Our certification is issued by the certification body IDFL (license number GOTS-28401) and valid until November 2026.

What GOTS means

GOTS is built on two main pillars: environmental responsibility and social responsibility. On the environmental side, the standard requires textiles to contain at least 70% certified organic natural fibers, that only approved chemicals and dyes are used in production, that process water is treated before discharge, and that waste management is conducted according to established requirements. Chemical requirements are extensive – a large number of substances common in conventional textile production are prohibited under GOTS, including heavy metals, phthalates, and allergenic dyes. On the social side, the requirements are based on ILO's international labour standards conventions. This includes, among other things, prohibition of child and forced labor, requirements for safe and hygienic working conditions, freedom of association, non-discrimination, and reasonable working hours and wage conditions. These requirements apply not only to us but throughout the certified supplier chain.

What our certification covers

What makes Voky's GOTS certification unusual is that it covers the refinement step in our own facility in Linköping – embroidery, printing, warehousing and distribution. In the industry it is more common for the certification to cover only raw material production or manufacturing abroad. Certifying our own refining in Sweden imposes considerably higher demands on control and documentation, and is relatively uncommon among Swedish profile companies.

The certification requires that we can trace and document the origin of all certified material, that we handle GOTS-certified products separately from other products, and that our chemical management is regularly audited. Each year we undergo an independent audit to maintain the certification.

Traceability in practice

GOTS traceability system is based on Scope Certificates (what a company is certified to do) and Transaction Certificates (TC) that accompany every GOTS-certified delivery. The traceability is built into the system – not a claim, but a controlled chain from the cotton farm through manufacturing to our refinement in Linköping.

What it means for our customers

For customers who choose GOTS-certified products via Voky, it means a verified guarantee – not just a claim – that the product was produced with consideration for both the environment and the people who worked in the production chain. The certification and license number can be verified at any time in GOTS's public database at global-standard.org.





Lifecycle Perspective

Lifecycle perspective in sustainability means analyzing and optimizing a product's entire lifecycle, from raw material extraction to final waste management, to minimize environmental impact and maximize efficiency at each step.

We consider it especially important that our account managers who speak with our customers understand the lifecycle perspective well and give them advice. Sustainability is a complex area where it is easy to believe a product is sustainable simply because a certain parameter (e.g., the raw material) is certified. With a good understanding of the sustainability perspective, we can, together with our customers, make smart and well-considered decisions about which products best fit their business.

Upstream

- Raw material: Do we choose sustainable and environmentally friendly raw materials? Do they contain hazardous substances?
- Production: What does the factories' environmental efforts look like? Are renewable energy sources used? Is process water cleaned?
- Transport: Do we ship in a climate-smart way? Do we help the customer to plan purchases so that sea freight is used instead of air freight?

Downstream

- Use: How is the environment affected by how the product is used?
- Recycling: Is the product designed for recycling?
Are there take-back systems?

Key Factors for Sustainability

1. Material choices: Based on life cycle analysis (LCA), which materials are used? Are they sustainable and recyclable? Are there alternatives that reduce environmental impact?
2. Recyclability: Can the product be recycled in easily accessible recycling containers? Is the product made of a single material (monomaterial) and is it circular?
3. Country of manufacture: Where is the product manufactured and how does the country of manufacture's environmental performance (measured by the Environmental Performance Index, EPI) affect the product's total environmental impact?
4. Environmental certifications: Which certifications does the product have, e.g., Oeko-Tex®, BCI®, BlueSign®, GRS®, GOTS®, FSC®? How strict are these certifications?
5. Third-party audits: Have the factories where the products are manufactured been reviewed by a third party, e.g., BSCI, SMETA, SA8000, WRAP, Fair Trade? How do audits affect sustainability?
6. Packaging: Is the packaging sustainable and recyclable? Are certified materials such as FSC paper used?
7. Transparent supply chains: How transparent is the supply chain? Do we know the suppliers and their environmental efforts? Is the supply chain certified?
8. Transportation: How is the product transported before it reaches the end customer? How can transport efficiency be improved to reduce emissions?

Social sustainability in the supplier chain

A large part of Voky's products are manufactured in countries where working conditions and environmental legislation can differ significantly from Swedish conditions. It requires us not only to have the right policy, but to actually monitor its compliance.

Code of Conduct as a basis

All of Voky's suppliers – new and existing – shall sign our Code of Conduct based on the UN human rights, the Convention on the Rights of the Child, and ILO core conventions. It sets concrete requirements on:

1. Minimum wage and regulated working hours
2. Prohibition of child labor
3. Compliance with environmental legislation
4. Sustainability work

99.8%

of our purchasing volume comes from suppliers who have signed the Code of Conduct

Today 99.8% of our purchase volume comes from suppliers who have signed our CoC.

Structured follow-up work

We work risk-based. Each year, a systematic review of the suppliers is conducted, and when needed the risk analysis is updated continuously. Suppliers are classified as low, medium, or high risk depending on business type and geographic origin.

Our philosophy: dialogue before termination

Our ambition is not primarily to terminate collaborations, but to help suppliers improve. We jointly undertake corrective action plans, follow up, and allow time for change.

So far, we have terminated cooperation with one supplier –after a social audit showed deficiencies, the proposed corrective action plan was rejected, and willingness to cooperate was deemed insufficient. It is an exception, but it shows that our follow-up work is more than a paper.

Step	Activity I	content
1	Signering av CoC	Alla leverantörer signerar uppförandekoden
2	Follow-up & data collection	Based on risk analys, PVO and contract krav.
3	Self-assessment (CSR-SA)	Supplier responds customized form.
4	Risk assessment	Classification: low, medium or high risk.
5	Actions	Låg risk: no action. Medel: corrective action plan. High: third-party audit.



Chemicals

The REACH Regulation

REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) means that chemicals used in and on our products must be registered and approved under EU legislation. We require our suppliers to comply with REACH and regulate this in our contracts.

The RoHS Directive

RoHS (Restriction of Hazardous Substances) aims to restrict the use of specific hazardous substances in electrical and electronic products. We work actively with our suppliers to ensure our products meet RoHS requirements and don't contain any banned substances that could be harmful to people and the environment.

Water treatment in factories

We require the factories we work with to handle process water correctly and in line with current environmental legislation, including treating process water before it's discharged.



Product safety

CE marking

CE marking shows that our products meet the EU's health, safety and environmental protection requirements. Through our collaboration with a CE consultant, we ensure that products such as electronics and power banks are always CE marked and meet these requirements.

Food safety

For mugs and other products intended for food contact, we follow strict food safety standards to ensure the materials are safe and free from harmful chemicals.

Product Testing and Monitoring

We carry out extensive testing on all our products, from soft toys to first-aid kits, to ensure they meet all relevant safety standards and don't contain hazardous substances.

Risk Management and Follow-up

Through robust risk management processes, we identify and address potential safety risks before products reach the market. We closely monitor our products after launch to guarantee they continue to meet all safety requirements.



Packaging and packaging

At Voky we are committed to creating sustainable and efficient packaging solutions that protect our products and minimize environmental impact.

What we do



Clear recycling markings on all packaging to facilitate correct sorting.



Minimization of unnecessary packaging through optimization of packaging design.



Standardized guidelines for producers: pallet optimization, paper instead of plastic.



We encourage producers to use certified packaging, such as FSC-certified paper and cardboard.

Voky cartons and e-commerce bags

Our green Voky cartons and E-commerce bags are FSC-certified and manufactured in Vikingstad, close to our logistics hub in Linköping. We have replaced our e-commerce bags from conventional plastic to FSC-certified paper. Although this transition was costly, we believe it creates added value for the market. We have also noticed that reduced packaging and plastic within the retail segment is not only good for the environment, but also increases sales because there is no plastic barrier between the consumer and the product.

Producer responsibility

At Voky we take our producer responsibility for packaging seriously. In accordance with the regulation (2022:1274) we report annually to the Swedish Environmental Protection Agency on the amount of packaging we put on the market, specified by material type (plastic, metal, paper/cardboard, glass). We are registered as producers and ensure that our packaging is resource-efficient and recyclable. We also pay environmental fees to support collection and recycling.

Electronic waste

At Voky we are connected to El-Kretsen, which means we take responsibility for recycling and handling electrical products and batteries. El-Kretsen is a national system in Sweden that ensures electronics and batteries are recycled in an environmentally friendly and sustainable way.

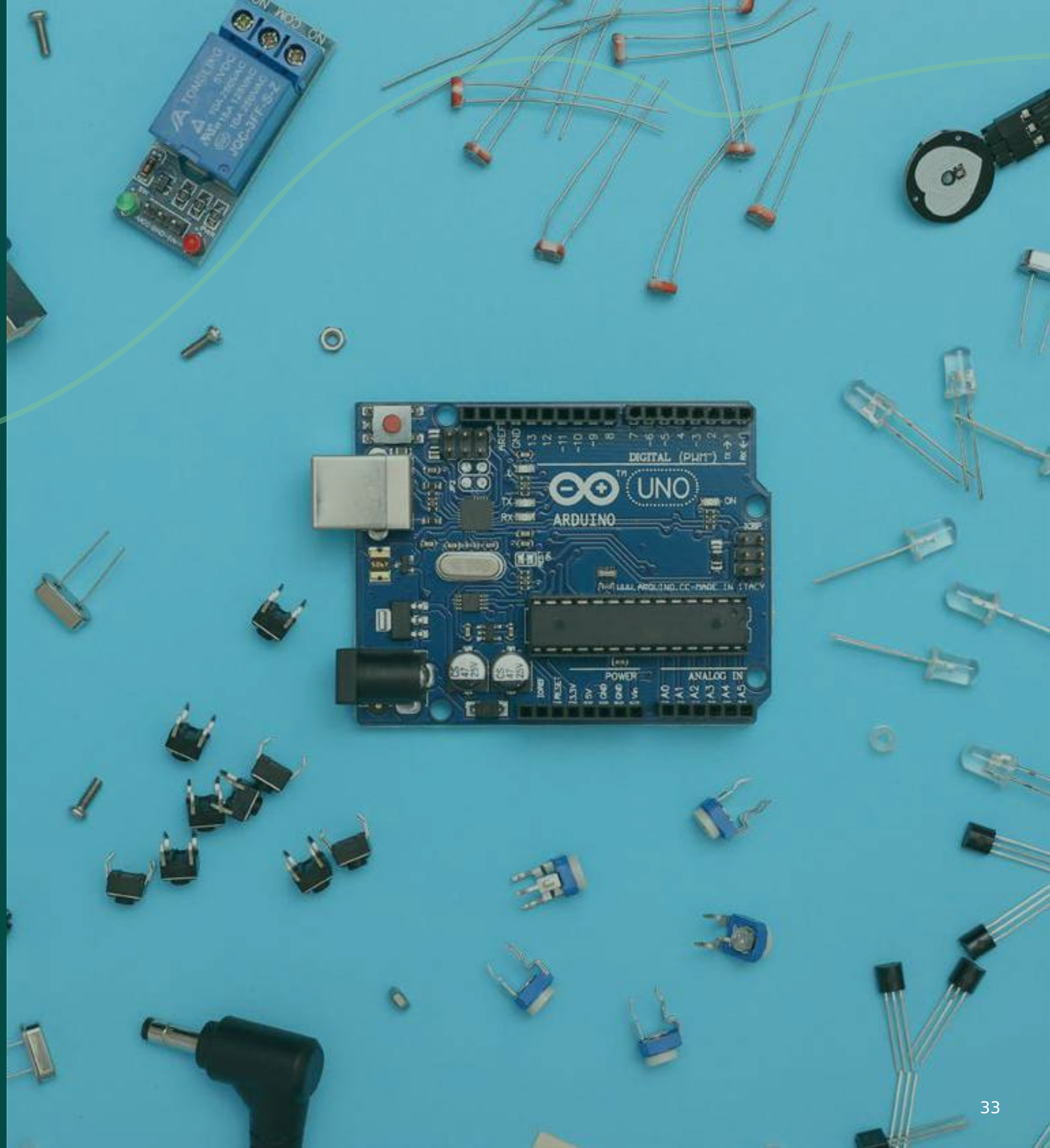
What does it mean to be connected to El-Kretsen?

Products and Batteries:

Recycling: Through our agreement with El-Kretsen we ensure that all end-of-life electrical products and batteries are collected and recycled in a proper manner. This reduces environmental impact and contributes to the sustainable use of natural resources.

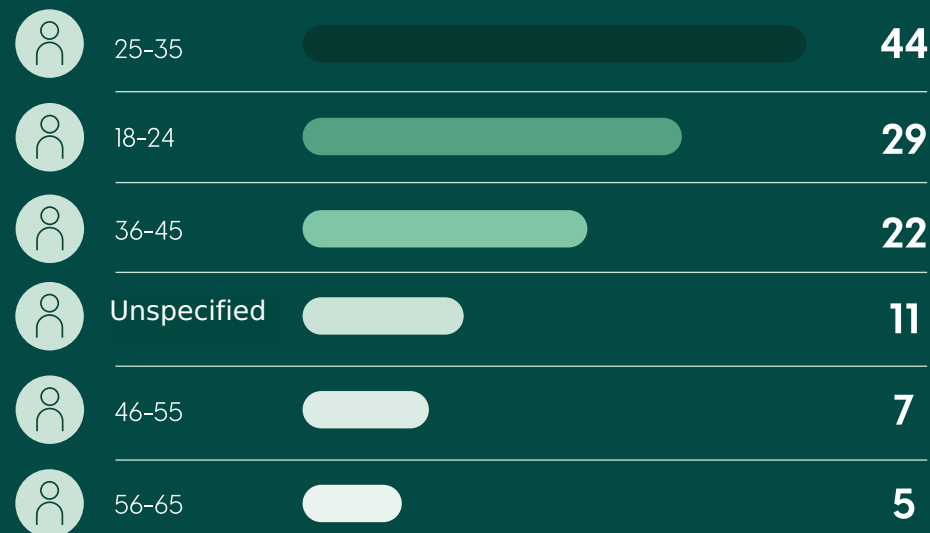
Environmental responsibility: Being connected to El-Kretsen means we follow laws and regulations for producer responsibility, which means we take responsibility for the entire lifecycle of our electronic products and batteries.

Safety: By handling batteries and electronic waste correctly, we reduce the risk of harmful environmental effects and protect both people and the environment from hazardous substances.





Age of our employees



Employees at Voky

At Voky we strive to create a safe, healthy and engaging work environment for all our employees. We are proud to be ISO 45001 certified, which confirms our commitment to occupational health and safety.

To support employees' health and well-being we offer health care allowance and conduct regular pay reviews to ensure fair and competitive salaries. Our safety committee actively works to identify and address potential risks in the workplace, and we handle deviations quickly and effectively.

We also have an employee portal where all policies, routines and benefits are kept up to date and easily accessible. At Voky we have a solid onboarding checklist – from emergency exits to important strategies and success concepts. Our roles are clear, with defined and transparent descriptions of mandates and evaluation criteria.

During 2025 we invested in a new HR system that gives us better opportunities to continuously measure employee satisfaction, conduct pay surveys, analyze absence and drive HR-related improvement work.

We are proud of our "Voky Buddy" program, where new employees receive support from an experienced colleague who is not their manager. This has proven to be highly appreciated and helps

new hires to quickly feel like part of the team. In addition, there is a whistleblowing function in place so that employees can safely report irregularities.

Demographics and equality

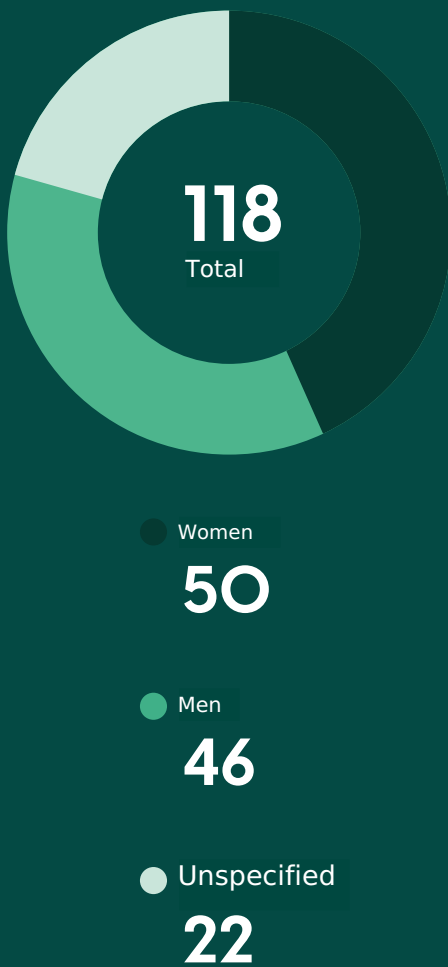
We actively work to build an inclusive workplace with diversity in perspectives, backgrounds and experience. We see gender equality and equal treatment as a prerequisite for both well-being, innovation and long-term sustainability.

During the year we have continued to focus on fair and transparent processes in recruitment, development and leadership. Our ambition is that all employees have equal opportunities to develop, influence and advance in their careers, regardless of gender or background.

We see positive signs in our organization-tion, where we have a good base to build on. At the same time we are humble to the fact that work with gender equality and inclusion is long-term and requires continuous follow-up. Therefore we continue to monitor relevant metrics, strengthen internal dialogue and implement improvements where we see need.

Moving forward we will continue to develop our work with diversity, equality and an inclusive culture, with the goal of being a workplace where everyone feels belonging, respect and the opportunity to succeed.

Share of women & men



Employee survey-
search 2025

As part of the Zollner Group we conduct regular employee surveys in collaboration with Brilliant Future. In June 2025 our third survey was conducted, and the results provide us with valuable insights into how employees perceive their work situation.

Over the years the surveys have generated lots of concrete input –insights that have directly formed the basis for a number of internal projects aimed at making Voky even better

Strong results

- Team collaboration: 4.4 on a five-point scale – up from 4.3 previous year, and above the global benchmark of 4.3.
- Respect from the manager: 4.6 –clearly above the benchmark (4.5).
- Respect from colleagues: 4.6 –stable strength.
- Internal feedback culture: improved from 4.1 to 4.2.
- Proportion of engaged employees: increased from 29% (2024) to 33%(2025).

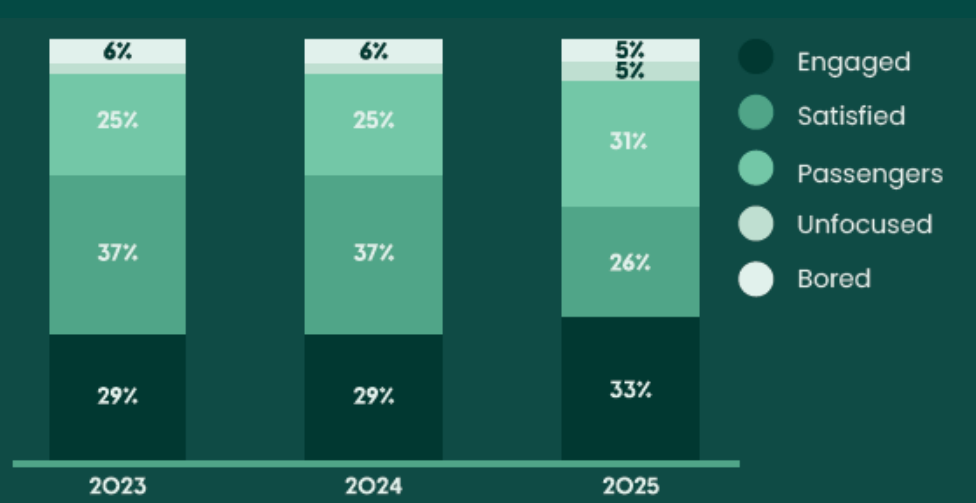
Leadership index 2025 vs global benchmark



Leadership is perceived as supportive and respectful

The feeling of being respected by one's manager scores 4.6 – clearly above the benchmark of 4.5. The manager being available and providing support when needed sits steadily at 4.4, in line with the benchmark. We also see an improvement in perceived stress level – the share reporting a reasonable stress level has increased and now reaches the benchmark level.

Engagement - distribution of employees

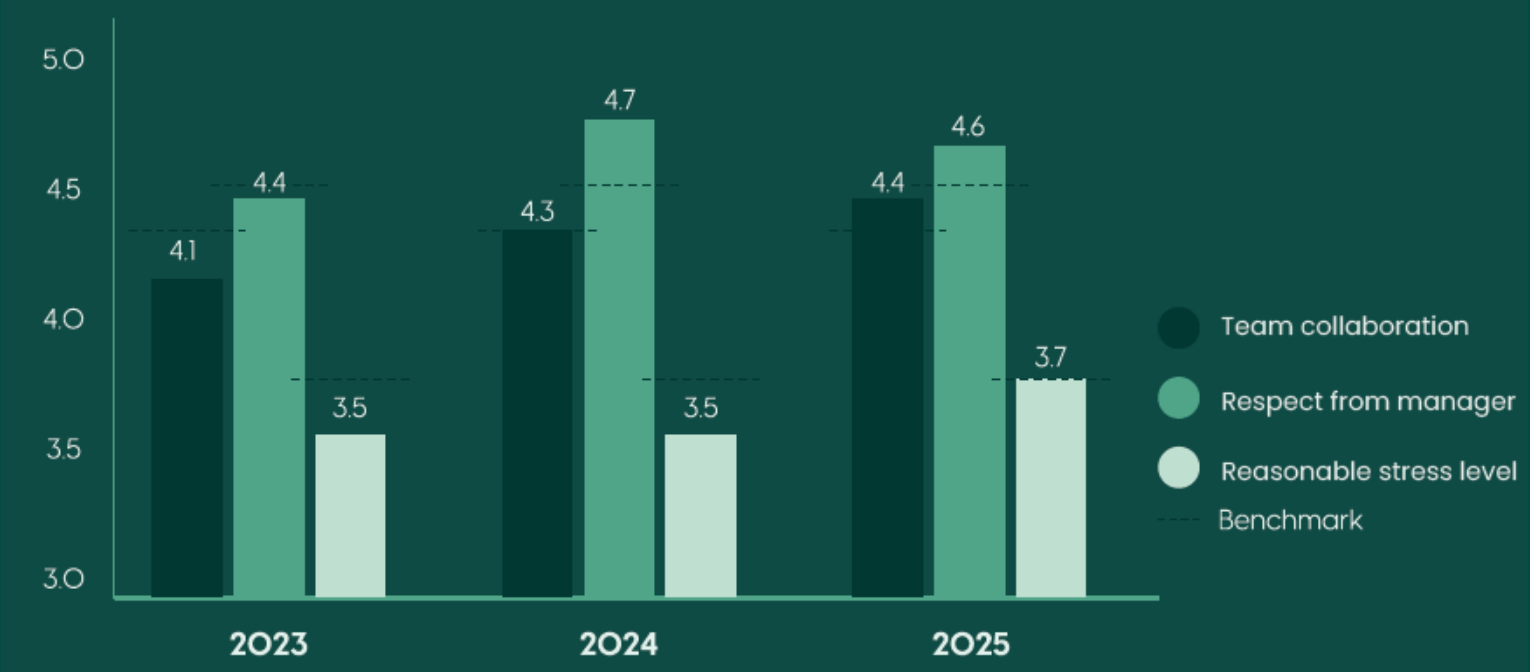


Engagement increases

The share of engaged employees rose from 29 percent 2024 to 33 percent 2025. That more employees not only enjoy but actively invest in the organization's success is something we are genuinely happy about. The survey underscores the link between engagement and profitability – a shift from "satisfied" to "engaged" is visible in the business.

These inputs are exactly the kind of input that has started concrete improvement initiatives for us. The survey is not just a measurement instrument—it is a direct channel between employees and management, and we are grateful for every honest response.

Key figures - working environment and leadership



Areas for improvement we take seriously

We are transparent that there are areas where we need to improve. Employees' experience of opportunities to develop in their work has deteriorated in recent years – from 4.1 (2023) to 3.6 (2025) – and now lies below the benchmark. In the open responses, the desire for more influence and clearer career paths remain recurring. The share of employees who feel they collaborate well within their work-group increased to 4.4 on a five-point scale, compared with 4.3 previous year and the global benchmark of 4.3. The feeling of respect from colleagues (4.6) and the ability to freely express one's opinions (4.4) are additional strengths that remain stably above the benchmark. Also the internal feedback culture improved, from 4.1 to 4.2.



KPI Summary

KPI	2023	2024	2025
Team collaboration (1-5)	4,1	4,3	4,4 ↑
Respect from manager (1-5)	4,4	4,7	4,6
Share of engaged employees	29%	29%	33%↑

Benchmark refers to Brilliant Future's global comparison data.

Employee conditions and work culture in the Philippines

Our operations in the Philippines are built around the goal of creating sustainable workplaces where employees can develop, feel well, and stay for a long time. Our teams are an important part of our customers' business, and that's why we ensure we offer good and competitive working conditions—both locally and internationally.

We offer salaries that are above the local market level to attract and retain skilled employees. In addition, we have flexible working practices, where you can work from home up to two days a week to achieve a better balance between work and private life.

Health and safety are important to us. All employees have comprehensive health insurance that also includes a family member. We also offer interest-free loans, for example to buy a motorcycle and make commuting easier.

We encourage both physical and mental health through contributions to gym memberships and access to professional support, such as a psychologist when needed. We also arrange activities that strengthen community, for example shared badminton.

Skills development is a central part of our work. Through our SME program (Subject Matter Expert), employees can deepen their knowledge in an area, follow developments, and share knowledge with colleagues. We also have clear career paths in roles such as developers, testers, and product owners, so that employees know how they can develop further.

We collaborate with universities through guest lectures, internships, and final-year projects. This creates a good connection between studies and working life.

As part of our sustainability efforts, we reuse equipment. We

upgrades computers and donates the old ones to schools, which helps improve access to technology and education.

We also place great emphasis on a strong company culture. Employees in the office receive subsidized or free lunch, and we arrange regular social activities that strengthen the sense of team.

In summary, we focus on good conditions, health, flexibility, development, and social responsibility. This has helped us build stable teams with low staff turnover and high quality in our work.

Terms and benefits

- Salaries above the local market level
- Flexible work – up to two days of home working per week
- Health insurance that also covers a family member
- Interest-free loans for, for example, a motorcycle (commuting)
- Contributions to gym memberships and access to psychological support when needed
- Subsidized or free lunch at the office
- Regular social activities that strengthen the sense of team

Skills development

- The SME program (Subject Matter Expert): employees deepen their knowledge in an area and share knowledge with colleagues
- Clear career paths in roles such as developers, testers, and product owners
- Collaboration with universities: guest lectures, internships, and final-year projects





ISO certifications

Voky is certified according to ISO 9001 (quality management), ISO 14001 (environmental management), and ISO 45001 (occupational health and safety management). The certifications are not just diplomas – they are a framework for how we handle deviations, improvements, and continuous development. It is the foundation of all our improvement work.

ISO 9001 – Quality

ISO 9001 is an international management system that describes how companies should work to ensure quality in the work. The aim is to ensure that important requirements for the business are met by documenting and describing how the organization works with quality issues. ISO 9001 is about quality management from the customer's needs and serves as evidence that one works toward continual improvement and development.



ISO 14001 - Environment

Since 2020, Voky has been certified according to ISO 14001:2015, which means that our management system meets the requirements for effective and structured environmental work.



ISO 45001 – Occupational Health and Safety
ISO 45001 specifies requirements for an OH&S management system and provides guidance on its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injuries and ill health, as well as proactively improving its occupational health and safety performance.



Circular textile management – a forthcoming offering

Voky is developing a structured offering for circular management of corporate clothing. It is an initiative we look forward to rolling out widely – to our customers, and as a natural complement to how we already think about product lifespans and sustainability.

The idea is simple: to extend the life of each garment, reduce waste, and ensure that clothes leaving an organization are not thrown away unnecessarily – but instead get a new life.

Three tracks – a comprehensive circular economy

The model is based on sorting and handling each garment according to its condition. We plan three clear tracks:

1. Reuse within the organization

Garments in good condition are washed and reconditioned by a local laundry certified by the Laundry Association, located directly adjacent to Voky's production facility. The garments are then listed as a separate assortment in the customer's webshop, available at a lower price. It creates a natural and concrete incentive to choose reuse over new production – and a measurable way to reduce climate impact and purchasing costs.

2. Donation and second-hand

Garments that cannot be reused internally but are still in good condition are donated further. To ensure profile clothing does not spread uncontrollably, Voky covers the customer's logo with a neat woven badge – processed and applied with us. The garments are then donated to charitable organizations such as Stadsmissionen, which distributes them further or sells them in its second-hand stores.

We see good opportunities to, together with customers, develop our own brand around the initiative – a common brand for reuse that can be used for communication, employer branding and PR.

3. Textile recycling

Worn-out garments that can no longer be used are sorted for textile recycling, where fibers are recovered and recycled into new raw material where possible. In cases where recycling is not technically feasible, the material is handled for energy recovery via incineration, in accordance with current environmental legislation and in collaboration with approved operators.

How we plan for it to work

In the concept we are working towards, garment submission can occur in several ways depending on the customer's organization:

- Via the customer's webshop, employees should easily be able to download return shipping labels and order return bags – without hassle or extra cost for the individual.
- For customers who wish it, we see the possibility of establishing a physical recycling point at the customer – a dedicated place where employees leave items they no longer use. When the point is full, Voky collects and is responsible for sorting and further handling.

- Voky manages the logistics: sorting, washing, reconditioning, or onward mediation takes place with us in Linköping.

Economy and transparency

Circular textile management is a rapidly developing area, and pricing models mature as capacity and flows are built up. Our ambition is to offer a model based on actual time consumption and direct costs, such as washing and shipping.

We are honest that economic profitability varies depending on product type: for more exclusive garments like jackets and sweaters there is good potential that the circulation cost is lower than the cost of a new garment. For simpler products, the calculation is more difficult – but value is created in communication, brand building and tangible climate benefits.

Where are we headed

Circular textile management is a natural extension of Voky's business model and sustainability work. We choose not to sell more clothes than are actually needed – and we want to take responsibility for the entire life cycle.

We are now working to shape this into a structured offering and look forward to starting to roll it out together with our customers. The goal is that circular management in the long term should be an obvious part of every customer relationship – with full traceability, clear cost models and measurable climate benefits along the entire chain.

to recycle their textiles. Customers can themselves return their textiles to Voky, which we then recycle in a sustainable way. Through our sewing machine, we hope to work more with reuse and new refinement.



Forward

A lot is happening in sustainability, and we at Voky are convinced that it pays to stay ahead of the curve. Here are the key areas we will focus on going forward:

Our own clothing collection

We plan to develop our own clothing collection with a focus on quality material choices, an stocked range, and reduced transportation needs, in line with our overarching sustainability goals. A central part of the work is to develop garments in sustainable and recyclable materials that both have a long service life and can contribute to a more circular production process.

Preparing for CSRD

We are preparing for Corporate Sustainability Reporting Directi-ve (CSRD) in order to meet increased requirements for sustainability reporting and provide customers with the data they request. This will increase transparency and ensure that we meet the new requirements for sustainability reporting.

Carbon data at product level

We work to be able to offer detailed carbon dioxide data at product level. This makes it possible for our customers to make more informed choices and understand the real climate impact of the products they buy. For example, we envision that during a visit to our website you will get a shopping cart that not only has a price in kronor, but also in Co2 emissions.

Scope 3 measurement

We plan to start measuring and fully reporting Scope 3 emissions from 1 January 2028, to get a more complete picture of our total climate impact.

Focus on fewer, but better products

We will focus on offering fewer, but better products that last longer and have lower environmental impact. By prioritizing quality over quantity, we ensure that





Information and contact

This report is not designed or conducted according to the formal rules which apply to statutory sustainability reporting, as we currently do not meet the requirements for such a report. Nevertheless we choose to structurally document and openly disclose our sustainability work – to increase transparency, drive the industry, and hold ourselves accountable.

For questions about our sustainability work, data sources or other related topics, contact us at hello@voky.com. We welcome all feedback and look forward to continuing this journey together with our stakeholders.



Sustainability is not a goal – it is our direction.

We work every day to reduce our impact, take responsibility across the entire value chain and create long-term opportunities for people, the environment and society.

voky[®]

Brand merch
made easy