

solo

ANNUAL IMPACT REPORT 2025

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Audélia Krief
CEO, Solo

A message from our CEO

At Solo, we move forward with a simple belief: doing things properly, without ever pretending to be perfect.

Our business means producing, personalising, transporting, collaborating with partners around the world, and supporting thousands of customers every day. Behind each of these decisions are human, social, and environmental impacts that we cannot ignore.

We are aware of the footprint linked to our activities, particularly the emissions generated across our supply chain and logistics. Reducing that impact is part of our responsibility. Rather than setting ambitions that are not grounded in reality, we focus on continuous improvement in how we operate, increasing efficiency and working with partners who move in the same direction.

Since we began measuring our carbon emissions, this approach has led to consistent reductions year after year, including in the year covered by this report. Compared to our base year 2022, we have achieved a 19.06% reduction. With a reduction ambition of 25% by 2030, this confirms that our approach is delivering progress and that we remain on track.

For several years, we have worked to make steady progress. Sometimes through major decisions, sometimes through smaller, quieter changes that matter just as much. Choosing products more carefully, improving the way we work, strengthening our standards, being more transparent and listening more. Moving forward, step by step.

This ESG report reflects that approach. It does not tell the story of a perfect company. It shows where we are today, what we have put in place, what we have learned and what we still need to build.

This year is also an important moment for Solo. The group is evolving, growing, and bringing together new areas of expertise around a shared ambition. This gives us greater strength, but also greater responsibility.

The four commitments that shape our approach guide us every day – in our decisions, in the way we work and in how we build the future of Solo.

I am convinced that meaningful transformation is built collectively, with honesty, consistency, and a genuine willingness to do better.

Thank you to all the teams, partners and customers who are moving forward with us.

↗GRI 2

01. INTRODUCTION

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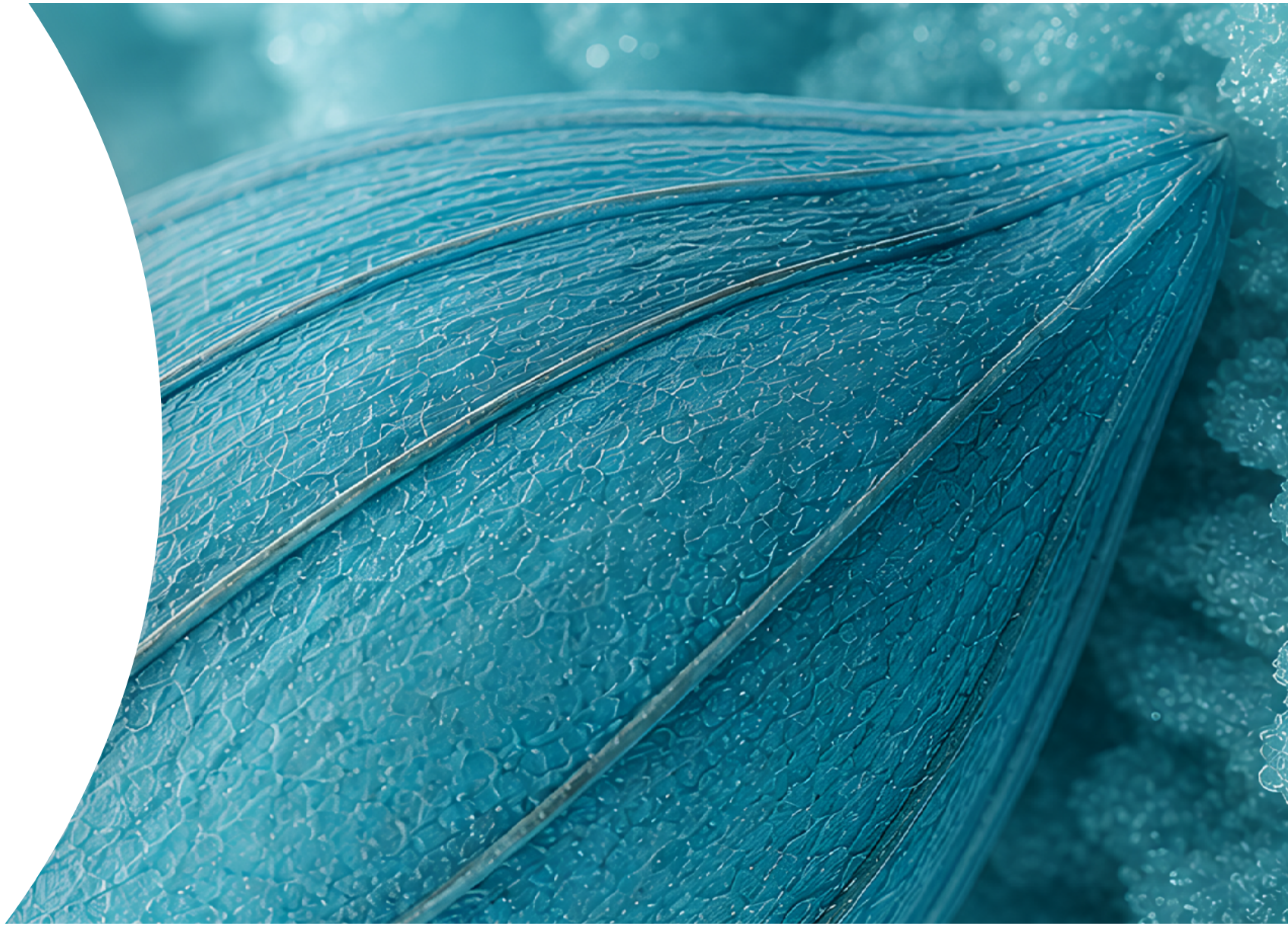


About Solo

Empowering people and companies to stand out consciously

In 2022, Solo and midocean joined forces to create a globally unique, customer-centric business model, bringing together over 90 years of combined expertise: Solo with 33 years in blank garments and midocean with 60 years in hard goods and printing.

Together, we operate as a single, integrated business offering both blank and printed collections, available to customers around the clock, year-round.

Our combined structure allows us to serve a broad customer base across key markets, with the scale and capabilities to support consistent, reliable delivery across product categories.

Sustainability, transparency, innovation, and simplicity are the core values that shape how we operate. Following a shared ESG roadmap, we continuously work toward defined targets and monitor our progress.

These values, alongside our mission, guide our approach to responsible business practices and inform the decisions we make across the organization.

Our values



ALWAYS IN MOTION

We are bold and ambitious

We are a forward-thinking company, constantly embracing change and staying ahead of emerging industry challenges. Our adaptability keeps us at the forefront of innovation and progress.



FOCUS

We make tough choices

Our obsession with cost efficiency, streamlined processes, automation, and digitalization makes our value proposition truly unique.



EMPOWERING PEOPLE

Unlock full potentials

We believe in involving the right people at the right time and empowering them with the autonomy they need to make a meaningful impact. By encouraging collaboration and giving individuals the space to shine we drive collective success.



MADE WITH PASSION

A passion reflected in our services and products

From product design to customer service, we aim to deliver exceptional experiences. This passion is shared with our employees, who always strive to do their best, and with our customers, who feel our dedication and energy in every interaction.



FAIR SPIRIT

Fair and responsible relationships with all partners

The fair spirit fosters a culture of social commitment, accountability, and continuous improvement, ensuring not only responsible relationships but also fair pricing and margins for everyone in the value chain: from our factories and employees to service providers and partners.



A MELTING POT OF CULTURE

The power of diversity

From Poland and the Netherlands to France, from engineers to designers, our teams come from everywhere, creating a vibrant mix of perspectives that drives innovation and brings bold ideas to life.

↗GRI 2

Act4u

At Solo, we aim to take a practical and transparent approach to sustainability. In January 2025, we launched Act4u, our ESG program, to structure our efforts and share our progress while supporting our stakeholders in navigating sustainability topics.

Our focus is on addressing relevant challenges and steadily improving our impact over time.

We believe sustainability should be straightforward and actionable rather than overly complex. By providing practical tools, clear information, and curated product ranges, we support our partners in making informed choices that align with their business needs and sustainability objectives.

Every project we undertake is a deliberate step toward long-term success. To ensure our actions lead to meaningful results, all Act4u initiatives are organized around four strategic pillars. These pillars serve as the foundation for how we turn our ESG strategy into daily reality.

By standing out responsibly, we are not just meeting goals: we are leading the way and giving you the tools to do the same.



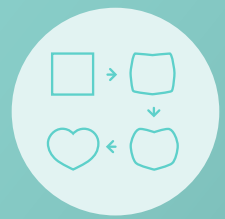
The Planet

Significantly reduce our impact throughout the supply chain



The People

Setting ambitious social standards for everyone involved in our value chain



The Change

‘If you want to go fast, go it alone, but if you want to go far, go together!’



The Promoter

We encourage sustainable practices throughout the industry

Scope of the report

This report provides a comprehensive overview of the Environmental, Social, and Governance (ESG) activities carried out by Solo throughout financial year 2025.

Structured around the three globally acknowledged pillars, the report is prepared in alignment with the ESRS framework under the Corporate Sustainability Reporting Directive (CSRD) and is guided by the principles of the United Nations Sustainable Development Goals, supporting a transparent, consistent, and globally relevant approach to our disclosures (details in Annex 4 - Sustainability Development Goals: SDG's).

Solo at a glance

This report covers all entities within the Solo structure. With operations spanning Europe, America, Africa, and Asia, we serve clients across numerous countries, supported by a broad international network of employees and partners.

Our core operations are anchored by three main locations: the Solo Paris headquarters in Paris, France, the Solo midocean headquarters in Ede, the Netherlands, and our key printing and logistics facility in Ruda Śląska, Poland (full list of locations in Annex 1 - Solo Organisation chart).

In addition, our global sourcing activities are supported by three dedicated procurement offices in Asia, strengthening our supply chain oversight and proximity to suppliers.

While the Group operates through multiple physical sites, our network is further extended by specialised sales representatives working remotely, enabling us to serve customers effectively across a wide range of markets.

1700+
Employees

3800+
Products

17
Printing techniques

16 million
Prints per month

500+ million €
Turnover in 2025

13
Sales offices

60+
Countries served

Double Materiality Assessment

In 2025, Solo midocean conducted a Double Materiality Assessment (DMA) in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

The DMA provides the foundation for our sustainability strategy and reporting. It ensures that our ESG priorities focus on the areas where we have the greatest responsibility and where risks and opportunities are most significant.

Approach

We analysed our business model, value chain and operating context using internal data and external trends. We interviewed internal and external stakeholders, using the first set of ESRS topics as starting point.

These were assessed from two perspectives:

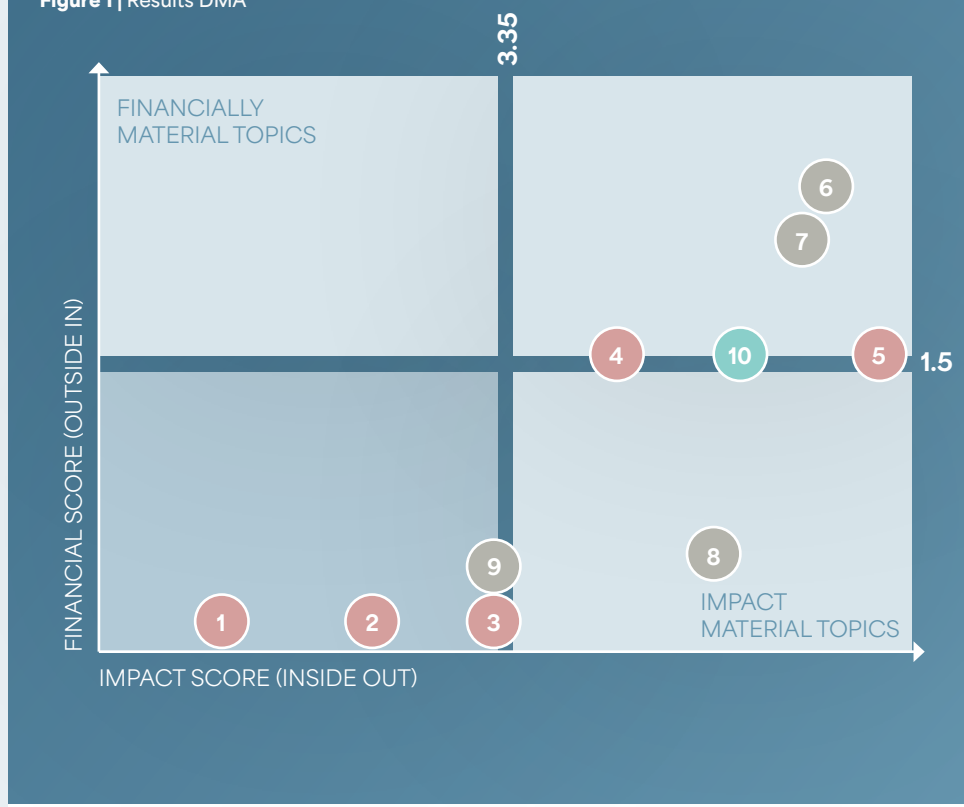
- Impact materiality - effects on people, environment and human rights
- Financial materiality - effects on financial performance and long-term value

Key outcomes

The DMA identified key material sustainability topics across environmental, social, and governance areas. It mapped a wide range of potential impacts, risks, and opportunities (IROs) spanning both operations and the value chain, including climate change, resource use, employee wellbeing, value chain working conditions, product safety, and responsible business conduct.

The outcomes of the DMA guide our sustainability strategy, target setting, and reporting. They support the integration of ESG considerations into risk management and decision-making across the organisation (details in Annex 2 - DMA Results: ESRS Material Topics).

Figure 1 | Results DMA



Environmental

1. Biodiversity
2. Water resources
3. Pollution
4. Circular economy
5 Climate change

Social

6. Own workforce
7. Consumers and end-users
8. Workers in the value chain
9. Affected communities

Governance

10. Business conduct

↗GRI 3 ↗GRI 201

02. ENVIRONMENTAL

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Introduction

Across our value chain, from product sourcing to end-of-life treatment, environmental impacts are inevitable.

In 2025, we have significantly strengthened our environmental reporting systems and data quality, allowing for deeper insights and more informed decision-making. Like everything we do, we approach our impact with pragmatism and transparency. Rather than focusing solely on our ambitions, we remain data driven; measuring our impacts as accurately as possible and reducing these through targeted actions embedded into our daily operations.

A key aspect to understand and communicate on our environmental impacts is standardisation. To this end we measure using the metric of tons of carbon dioxide equivalent (tCO_2e). This internationally recognised and standardised measure allows us to compare emissions across different activities, track progress over time, and inform clearly about the changes that have taken place.

↗SDG 13

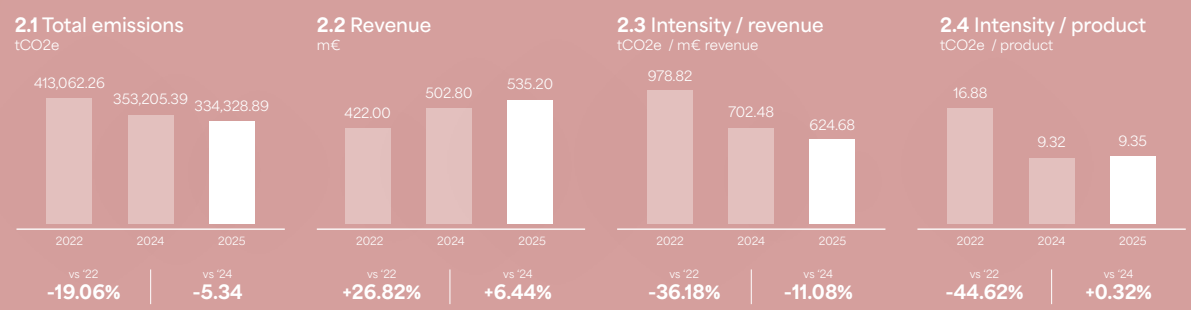
Our footprint

In 2025, we achieved business growth while substantially reducing emissions relative to our 2022 baseline.

Over this period, revenue has increased steadily while absolute emissions and emission intensity have moved in the opposite direction.

This trend reflects a gradual decoupling of growth and environmental impact. It is not the result of a single initiative, but rather the cumulative effect of many smaller decisions: better data, improved material choices, more efficient processes, and closer collaboration with partners.

Figure 2 | Emissions and intensity over time (2022-2025)

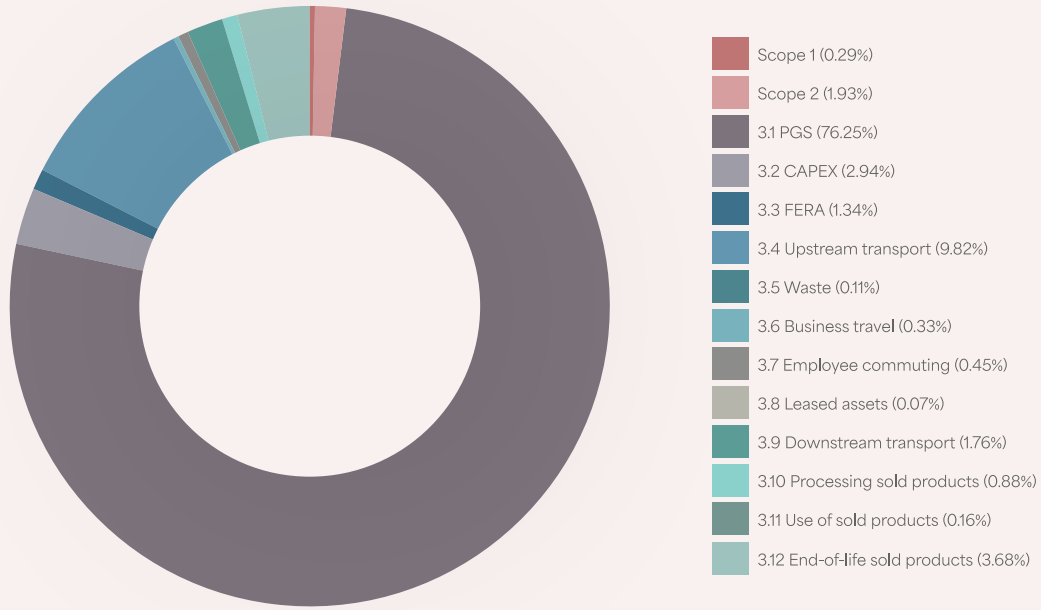


Where our impact really lies

Looking deeper into our footprint, it becomes clear that the largest part of our environmental impact does not sit within our own walls. While our own facilities and operations contribute to our overall footprint, it's clear that most of our emissions come from our products.

78% of all emissions are embedded into our products. With another 20% coming from our up- and downstream supply chain activities. It is this reality that shapes our approach; reducing our impact is not only about improving our own operations. It requires collaboration throughout the whole supply chain.

Figure 3 | Emissions distribution (2025)



Product emissions

Products at the center of our footprint

If we cluster all our product related emissions, we gain valuable insight into where the most significant impacts occur.

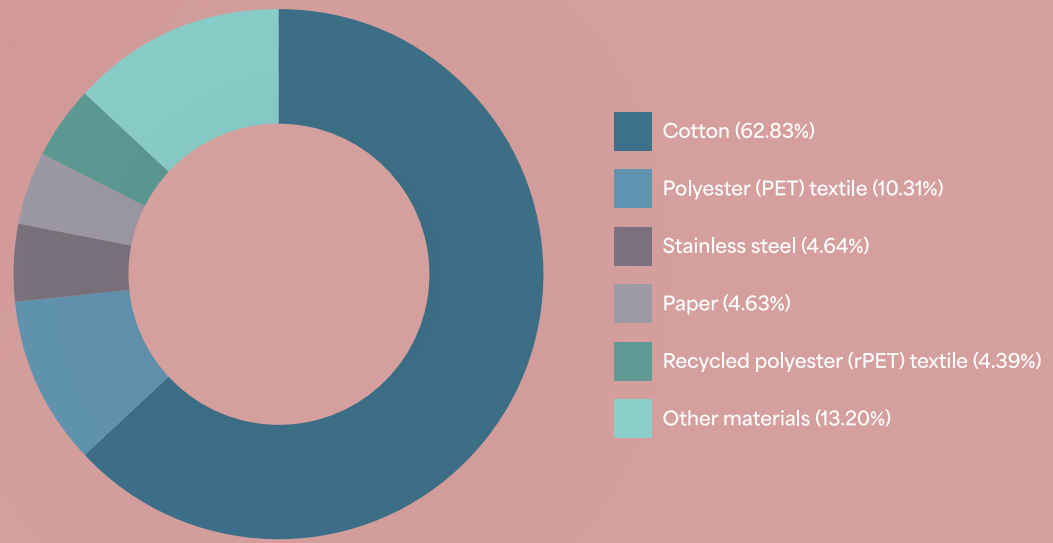
Figure 4 | Product emissions

Scope 3 Break Down	**2022** [tCO2e]	**2024** [tCO2e]	**2025** [tCO2e]	% Change
3.1 Purchased goods & services (PGS)	363,162.03	298,093.09	259,949.78	-12.80%
3.4 Upstream transportation & distribution	21,161.79	24,536.76	33,466.30	36.39%
3.9 Downstream transportation & distribution	2,855.42	2,994.04	6,002.33	100.48%
3.10 Processing of sold products	4,207.91	3,788.69	2,998.17	-20.87%
3.11 Use of sold products	611.24	904.08	534.29	-40.90%
3.12 End-of-life treatment of sold products	8,689.48	8,552.42	12,534.81	46.56%
Total product emissions	**400,687.87**	**338,869.08**	**315,485.68**	**-6.90%**

The types of materials we use play a decisive role in shaping our environmental footprint. Cotton represents the largest portion of our portfolio by weight and an even larger portion of its emissions. Each material carries its own impact profile, reinforcing the importance of informed raw material selection.

A way to influence these emissions is to use more certified recycled materials. From textiles to metals, recycled materials have significantly lower environmental impact than their virgin counterparts. This is why identifying, validating, and increasing the use of recycled materials in our portfolio is one of our highest priorities.

Figure 5 | Top 5 materials used (by weight)

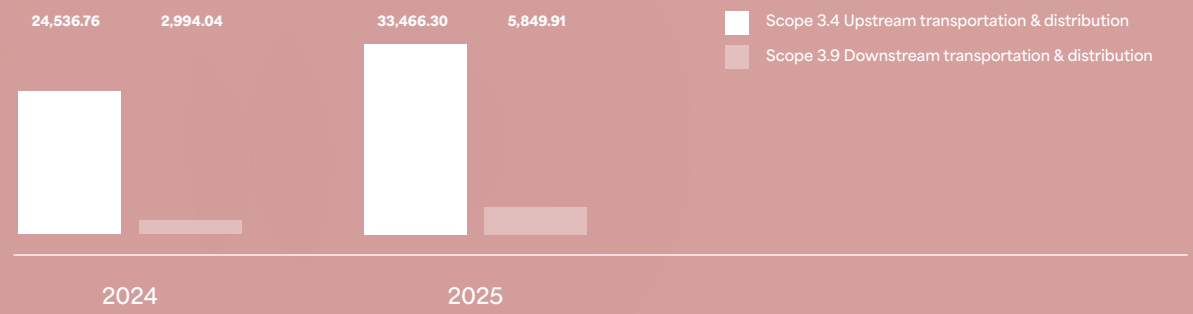


Emissions from operations

Transport: a growing challenge
Another challenge to an increasing business is growing transport emissions. In the past year, geopolitical factors have impacted routes and costs.

This is where partnerships are vital. Focusing on partnerships with transporters whose ambitions align with ours will positively strengthen our environmental performance.

Figure 6 | Emissions from transport



Improving our own operations

Scopes 1 and 2 are where the control is almost entirely in our own hands. That is not to say change is easy.

The success of our company has led to physical growth as well as financial growth. Expanded warehousing at our printing facility in Ruda, Poland, meant more gas and electricity consumption.

Sourcing renewable energy where possible is a priority. And where new facilities are needed, energy efficiency is part of the decision-making process.

As an example: our Hong Kong office moved to a new location in 2025. This hyper modern building cut the site's energy usage nearly in half!

Where direct purchase of sustainable power is not possible, Guarantees of Origin (GO's) are purchased to offset the remaining emissions. This has been applied for electricity this year and will be done for natural gas next year.

Figure 7 | Energy emissions (2024-2025)

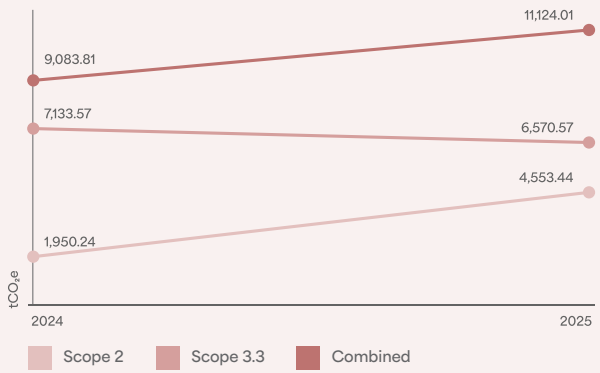
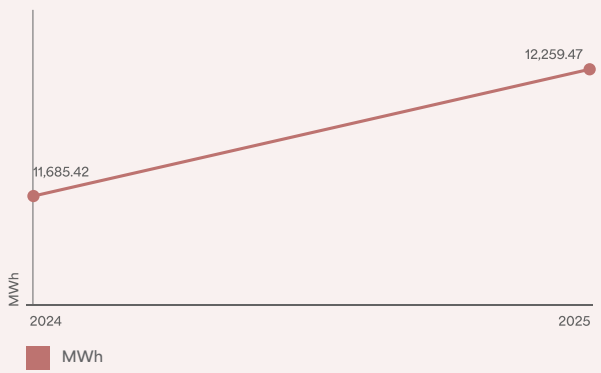


Figure 8 | Electricity Consumption



Scope 2	Scope 3.3	Combined	MWh change
-7.89%	+133.48%	+22.46%	+4.91%



Product development

Supporting better choices

We recognize the role we play in enabling our customers to make more sustainable decisions.

Through our product information systems, customers have access to detailed data on materials, compliance, and environmental characteristics.

At the same time, we continue to expand our offering of products with lower environmental impact.

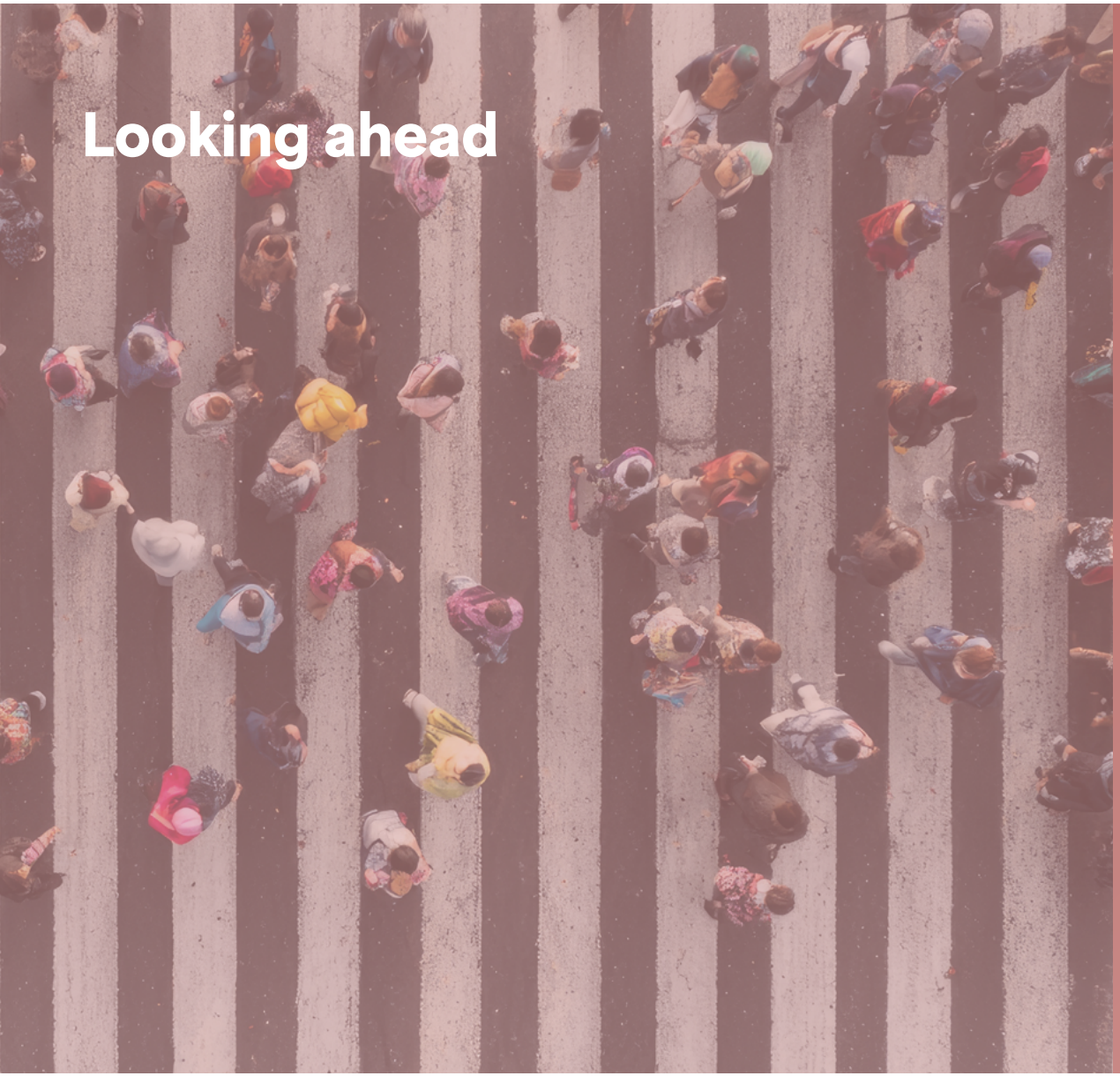
Beyond the products themselves, we aim to raise awareness and share knowledge, supporting more responsible consumption patterns over time.



“Quality is a key factor in extending product lifespan. By ensuring compliance and reliability, we increase durability, which helps to reduce premature replacements and additional use of resources.”

Geert de Wael
Quality director Solo

↗ESRS E1 ↗ESRS E5 ↗GRI 302 ↗SDG 9 ↗SDG 12 ↗SDG 13



Looking ahead

The progress made in 2025 confirms that meaningful reductions are achievable but also highlights the scale of the challenge

The majority of our emissions remain linked to areas where change requires collaboration, innovation, and time.

Our objectives reflect this long-term perspective. What will define our progress is not one single initiative, but the consistency with which we integrate environmental considerations into everyday decisions.

Step by step, these decisions shape a more sustainable way of operating, aligned with both our business growth and our environmental responsibility.

Figure 9 | Summary absolute emissions

Scope	2022 [tCO2e]	2024 [tCO2e]	2025 [tCO2e]	% Change 22 vs 25	% Change vs '24
Scope 1	1,077.08	723.60	997.33	-7.40%	37.83%
Scope 2	6,771.71	7,133.57	(6,570.57)	-2.97%	-7.89%
Scope 3	405,213.47	345,348.22	333,331.56	-17.74%	-3.48%
Total	**413,062.26**	**353,205.39**	**334,328.89**	**-19.06%**	**-5.34%**

03. SOCIAL

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Introduction

Placing people at the center of our decision-making process has been our strategy since long before our Act4u framework came into place. We foster long-term, sustainable and ethical business performance.

We recognize that our activities have an impact on employees, suppliers, customers, and broader communities in which we operate. Respect for human rights, safe and fair working conditions, and meaningful stakeholder relationships are fundamental to responsible business conduct.

This section outlines our approach to managing social topics, including working conditions, employee well-being, supply chain responsibility, product quality and safety, and engagement with external stakeholders. It also highlights how we promote fairness, inclusion, and transparency throughout our operations and business relationships.

↗GRI 2

Our own workforce

45
DIFFERENT NATIONALITIES



Argentina
Austria
Bangladesh
Belarus
Belgium
Bosnia and Herzegovina
Brazil
Bulgaria
Canada
China
Colombia
Cuba
Denmark
Finland
France
Germany
Hungary
India
Iran
Italy
Israel
Lithuania
Mauritania
Moldova
Morocco
Netherlands
Nigeria
North Macedonia
Norway
Pakistan
Peru
Poland
Portugal
Romania
Russia
Serbia
Slovenia
Slovakia
Spain
Sri Lanka
Sweden
Tunisia
Ukraine
UK
Venezuela

Diversity, equity, and inclusion

Diversity, equal treatment, and a respectful working environment are key elements for supporting long-term business success and attracting and retaining talent.

Through our Code of Conduct, we commit to treating all workers with respect and dignity and to ensuring that no employee is subject to violence, harassment, intimidation, or degrading treatment.

Discrimination on any grounds, including gender, age, religion, race, disability, nationality, sexual orientation, family status, or political affiliation, is explicitly prohibited across all employment practices and is treated with zero tolerance. **Solo's workforce is highly internationally diverse, with offices in 13 countries and employees representing 45 different nationalities in 2025.** This global composition brings a wide range of perspectives and cultural insights, strengthening collaboration and enhancing the company's ability to respond to the needs of diverse markets and stakeholders.

Gender balance

From a gender diversity perspective, women made up **55.2%** of our total workforce in 2025, while representing **35.7%** of top management and **50%** of board members, indicating solid overall representation with continued scope for greater balance at leadership level.

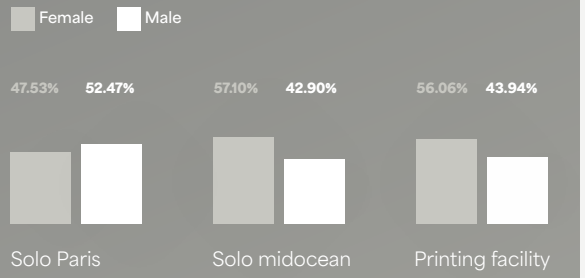


Figure 10 | Gender balance over entities

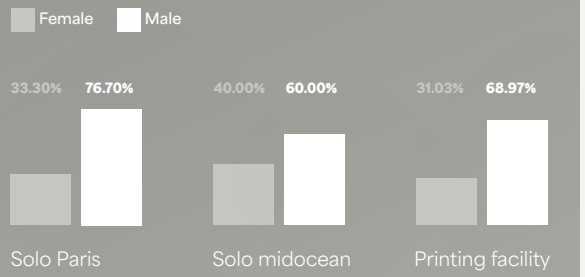


Figure 11 | Gender balance top management

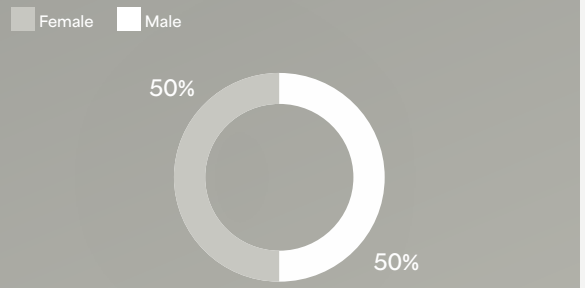


Figure 12 | Gender balance board members

Recruitment

To prevent discrimination in recruitment, we apply objective, standardized, and transparent processes based on job-related criteria, competencies, and professional experience.

All candidates who meet role requirements are given equal access to recruitment opportunities. We firmly condemn unfair practices such as nepotism or bribery.

Hiring managers and those involved in recruitment are regularly trained on unconscious bias to reduce the risk of subjective decision-making.

Similar principles apply to career development and promotion, with prejudice-free periodic performance assessments based on measurable criteria such as job attitude, competencies, and achievement of set objectives.

While a comprehensive framework is in place, Solo acknowledges that further progress is needed, particularly in expanding training coverage and strengthening diversity data monitoring across all organizational levels.

Speak-up channels

Employees are encouraged and empowered to raise concerns through our grievance mechanism and whistleblower procedure, which explicitly cover discrimination, harassment, and retaliation. Awareness of these channels is reinforced through onboarding and regular training on non-discrimination and respectful workplace behavior.

These mechanisms are also promoted through internal documentation, and company communications, and include defined remediation procedures for affected individuals, including recovery measures where necessary.

In 2025, we received a total of six grievances, all of which were successfully resolved through direct follow-up, social dialogue, and close monitoring. We place strong emphasis on listening to workers' voices and taking proactive action to address their concerns.

↗ESRS S1 ↗GRI 2 ↗GRI 406 ↗SDG 8

Salaries

Adequate and fair remuneration is a key element of safe and decent working conditions.

We are working progressively towards a more structured assessment of pay gaps.

Salary structures are managed transparently, with employees informed of their expected salary ranges based on defined scales and performance levels, which are reviewed annually.

In addition, procedures are in place to manage overtime and atypical working hours, including compensation. Legally mandated social benefits are provided to workers without negative impact on pay, seniority, or career progression.

Social dialogue

We recognize freedom of association and collective representation as fundamental rights that support fair working conditions and constructive social dialogue.

Under our Code of Conduct, we commit to respecting workers' rights to freely form and join trade unions or to refrain from doing so, to bargain collectively, and to elect their own representatives without discrimination or retaliation.

In practice, Solo has established formal employee representative bodies at our locations in Ede and Ruda Śląska, where all our colleagues are covered by elected employee representation.

We foster employee participation and social dialogue through these representative structures, supporting inclusive decision-making within our working conditions framework.

Works Council

At the Ede site, a Works Council is in place and represents all employees. As of 2025, the Works Council is composed of seven elected members, ensuring representation across most departments. The Works Council publishes annual reports outlining its activities, progress, and initiatives, supporting transparency and ongoing dialogue between employees and management.





Personal growth

We consider career development, skills enhancement, and employee well-being essential to sustainable working conditions and long-term employee engagement.

With strong emphasis on harnessing internal talent, we support employees in actively managing their professional growth and aligning individual development with organizational objectives. Career management is designed to encourage continuous learning, motivation, and internal mobility, enabling employees to grow both professionally and personally.

Structured performance management supports these objectives through a systematic annual evaluation process that applies to all employees who have been employed for at least six months.

Year-end performance and career reviews provide an opportunity to assess achievements, identify development needs, discuss job satisfaction, and set future goals.

Benefits

Targeted skills development programs complement performance management practices. In 2025, 29% of Solo's salespeople received skills-related training.

Training participation is tracked systematically to ensure alignment with role-specific needs and business priorities.

Solo also supports employee well-being through a range of practical and work-life balancing measures.

Special working arrangements are possible, including flexible working hours and the option to work from home, as defined in internal policies.

Health-related support is provided at our facility in Ruda, where employees benefit from access to comprehensive health insurance coverage as well as optional private insurance schemes. In addition, absenteeism and disability insurance are offered through a partnership with an external insurer.

Employee satisfaction

Employee satisfaction and engagement are essential components of healthy working conditions.

At our operational site, employee satisfaction is monitored through regular employee satisfaction and engagement surveys conducted across the organization.

The results enable the organization to gauge employee sentiment, identify areas of concern, and understand trends over time.

Employees' health and safety

Maintaining a strong health and safety culture is essential to preventing occupational accidents and safeguarding employee wellbeing.

We formalized extensive health and safety commitments within its Code of Conduct, including compliance with national occupational health and safety legislation and alignment with international standards where local requirements are insufficient.

These commitments cover:

- systematic risk identification and mitigation
- regular employee training
- emergency preparedness
- protection of vulnerable workers
- provision of appropriate personal protective equipment
- establishment of cooperative structures such as health and safety committees

Risk assessments

Whitin our printing facilities, where inks and related chemicals are used, employees may be exposed to hazardous substances. We conduct employee health and safety risk assessments across our operational sites, reaching a **coverage rate of 100%** for all the employees there.

In 2025, the company systematically measured workplace exposure levels, including noise, dust, chemical concentrations, and water quality, as part of its preventive approach. All the metrics were found to be within safe levels.

Emergency preparedness is supported through documented evacuation procedures at all our sites, biennial updates of fire safety instructions in line with legislation, and annual evacuation drills across all work shifts, with formal reporting to local fire authorities.

Trainings

Employee awareness and safe behavior are reinforced through regular training on occupational health and safety, first aid, and fire protection, with testing and certification in place.

Preventive measures addressing ergonomic and repetitive strain risks are embedded in onboarding processes, including posture guidance for screen work and ergonomic assessments of all workstations using Lehmann's energy expenditure method. In 2025, we have not identified any exceedances of permissible standards among our workstations.

Health and safety requirements are also extended to non-employee workers and subcontractors through dedicated training and notification processes.

Social audits

To safeguard health and safety at our printing facility, we conduct regular independent audits through amfori BSCI and Sedex SMETA 4-Pillar.

These assessments enable us to systematically identify risks, address improvement areas, and reinforce our responsibilities as a fair and accountable employer.

We actively use audit findings to enhance transparency, strengthen labor standards, and support long-term, sustainable practices within the commercially accepted boundaries.

↗ESRS S1 ↗GRI 403 ↗SDG 8



Accidents

From a performance perspective, in 2025, Solo recorded 7 work-related accidents. Those translate to 252 days lost due to injury at the Polish operational site.

Our priorities include reducing the number of workplace accidents, achieving improved audit results at operational sites, and pursuing recognized health and safety certifications at office locations.

New investments for a safer workplace

Preventing workplace injuries and ensuring a safe working environment are key priorities under our working conditions framework.

The company has invested in a range of preventive measures to reduce occupational health and safety risks at our operational site, particularly those related to machinery, vehicles, and workplace infrastructure.

Structured procedures are in place for machine and equipment safety, including inspection schedules, regular servicing of the machine park, and formal processes for the control, installation, and commissioning of new machinery.

These measures are supported by periodic external audits, including audits on laser machinery and fire safety.

In 2025, Solo reorganized its workstations at our operational site, which included modernizing electrical installations.

As part of this process, specific procedures were developed to ensure safe working practices when handling electrical outlets and installations.

Solo has also invested in innovative safety technology to protect employees in high-risk operational areas: our Polish operational site was **the first in its region to introduce the IPAS warning system** for employees and forklifts, which provides real-time alerts when personnel and vehicles are in close proximity.

Together, these investments demonstrate an ongoing commitment to reducing workplace injuries through proactive risk management, preventive maintenance and targeted safety enhancements.

↗ESRS S1 ↗SDG 8

Our supply chain

The origin of our products

As a distributor of promotional products and materials sourced globally, Solo relies on a broad and diverse supply network to deliver its product range.

Since 1992, we have operated our own buying and quality organization in Hong Kong and Hangzhou, which play a central role in supervising sourcing, production, and supplier compliance.

Solo does not manufacture its products in-house and outsources 100% of production to a global and multi-layered supply chain consisting of approximately **550 independent factories**, predominantly located in Asia (96.5%).

In 2025, most of our suppliers were located in China, but we also sourced from India, Bangladesh, Pakistan, and Thailand. The remaining 3.5% of products were sourced from Europe, with suppliers from the Netherlands, Croatia, Poland and Spain.

Solo's textile range is sourced via Solo Paris, with manufacturing primarily in Bangladesh, Pakistan, and China.

Supplier Code of Conduct

Given our operating model and the regions we mainly outsource from, insufficient health and safety conditions in the supply chain represent a material social risk, particularly for vulnerable groups such as young, migrant, and temporary workers.

Through our Code of Conduct, Solo commits to prohibiting child labor, forced labor, and all forms of servitude across its value chain, in line with **ILO conventions** and international responsible recruitment principles.

These commitments include age-verification mechanisms, protections for young workers from hazardous or night work, safeguards to ensure working hours do not compromise health or education, and remediation measures.

Ethical expectations for suppliers are embedded in our Supplier Code of Conduct and are contractually enforced through purchase orders. These contracts require compliance with labor rights, occupational health and safety standards, human rights principles, and European safety, health, and environmental regulations.

Consequently, **100% of targeted suppliers** have signed Solo's sustainable procurement charter and are bound by these requirements as a condition for receiving orders.



"Our ESG approach is not driven by a single person or team but by the commitment of every department across the business. My role is to bring these initiatives together and turn them into concrete, measurable actions."

Marcea van Doorn
ESG manager Solo midocean

Mitigating health and safety risks

To assess and mitigate health and safety risks, all suppliers undergo a sustainability onboarding assessment covering factory information, traceability, environmental practices, and social compliance.

Health and safety performance is further monitored through third-party on-site audits, primarily via the amfori BSCI platform, with Sedex SMETA 2- or 4-pillar audits accepted as alternatives.

Audit findings are addressed through corrective action plans submitted and monitored within the amfori BSCI platform, with Solo actively engaging suppliers during remediation and capacity-building processes.

Factories have access to amfori BSCI training workshops, and supplier development is supported through follow-ups and performance reviews.

Internal buyers and sales staff receive mandatory training on social compliance, labor rights, and health and safety standards to ensure sourcing decisions align with Solo's sustainability objectives.

Our grievance and whistleblower mechanisms are also accessible to external stakeholders, allowing suppliers and supply-chain workers to report health and safety concerns confidentially.

These measures reflect Solo's structured approach to managing health and safety risks in a complex, outsourced supply chain, while recognizing the need for continued improvement, particularly in audit coverage and indirect sourcing relationships.

Targets

Our participation with amfori BSCI commenced in February 2016 and we have been performing a planned roll out of audits on our supply chain.

To close remaining gaps, we have set clear quantitative targets, including increasing the share of items produced in socially audited factories to **90%** by 2028. In addition, we aim to ensure that **70%** of supplying factories achieve a solid social audit rating (amfori BSCI score of C or above or a Sedex SMETA assessment) by 2027.

In 2025, **70%** of the factories who produced our products were audited and **84%** of our catalogue was made in an audited factory.

We actively work with suppliers to help them to improve the working practices and conditions of their employees for the benefit of all in the supply chain.

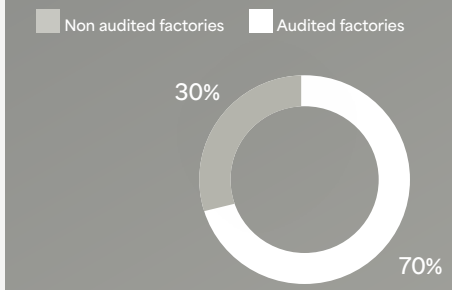


Figure 13 | Audited factories among our suppliers

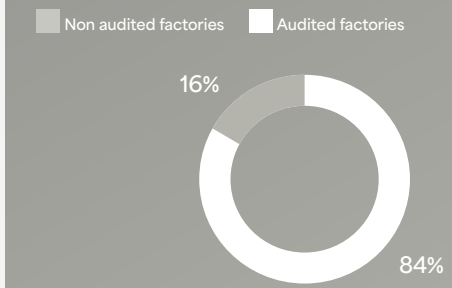


Figure 14 | Catalogue products from audited factories



Fair Wear

We are an active member of Fair Wear using their grievance mechanism for all people involved in the production of textile products.

A dedicated hotline, email address, online form, internal grievance line, RMG Sustainability Council (RSC) occupational health and safety channel and Fair Wear complaint channels allow concerns to be raised confidentially or anonymously without fear of retaliation.

A designated complaints-handling team at Solo and Fair Wear auditors are handling all the complaints. Corrective action plans are set up in collaboration with the affected factories.

Progress is monitored through follow-ups, worker feedback, and verification activities, with transparent updates provided via the Fair Wear member platform or the RSC platform.

In 2025, 18 grievances were reported through Fair Wear channels in Bangladesh factories, of which 7 were closed and 11 remained open at year-end, partly reflecting cases at suppliers with whom Solo no longer works or complaints pending Fair Wear closure.

In the same year, Solo also received 8 occupational health and safety grievances through the RSC OSH mechanism, all of which were actively addressed and resolved through Solo's grievance process.

Consumers and end-users

Compliance

Ensuring the safety of end-users is a core compliance priority for us. This commitment is fundamental to maintaining trust in our products and safeguarding our customers from health hazards.

To mitigate these risks, we maintain a structured product compliance and quality assurance framework. Product compliancy is handled with utmost care and diligence. All the products we bring to the European market meet applicable legal, safety, health, and environmental requirements.

Product assessments and quality assurance testing are carried out by independent and certified testing institutes, ensuring objectivity and reliability.

Compliance and safety are embedded throughout the product lifecycle via a defined control process, including product preselection, sample evaluation, risk assessment and quality alignment, pre-production and production sample testing, final testing prior to shipment, inbound random inspections, and final stock release approval.

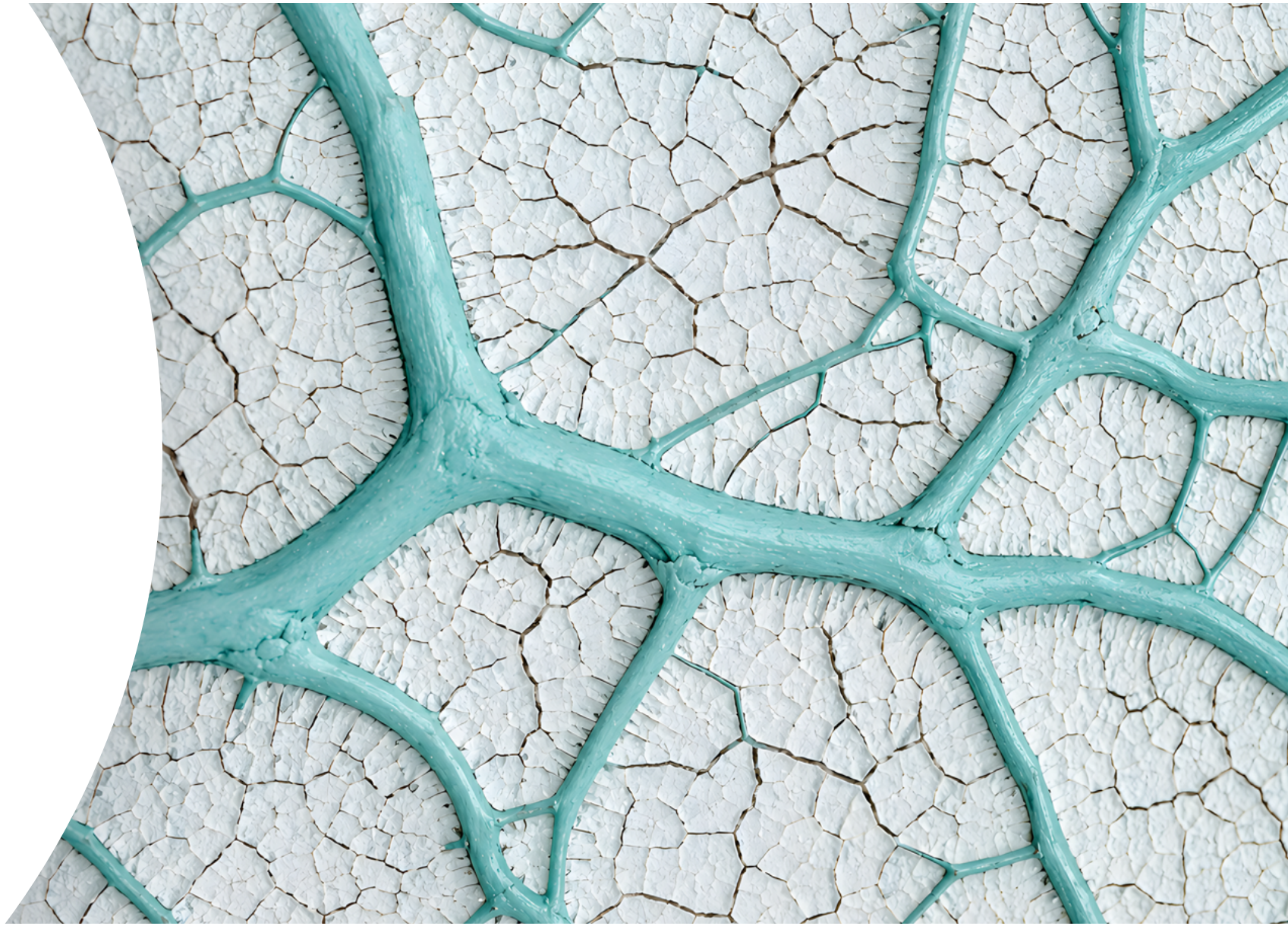
All relevant test reports and Declarations of Conformity (DoC) are made transparently available to customers via our web shop.

This structured approach reduces the likelihood of non-compliance incidents, protects consumers, particularly vulnerable users such as children, and ensures compatibility with the European market.



04. GOVERNANCE

29. Introduction
30. Our structure
31. Ethical conduct
32. Data protection
33. Certifications
35. Philanthropy





Introduction

Strong governance is the foundation of a responsible and resilient business. At Solo, governance provides the framework through which strategic decisions are made, risks are managed, and ethical standards are upheld. It ensures that accountability, transparency, and integrity are embedded throughout the organization and that ESG considerations are integrated into decision-making at all levels.

This chapter outlines our governance structure, the roles and responsibilities of leadership bodies, and how ESG topics are overseen within our organization. It also describes our approach to responsible business conduct, risk management, and transparency, as well as the role of certifications, external endorsements, and philanthropic initiatives. Through clear governance and continuous improvement, Solo aims to build long-term value while maintaining the trust of employees, customers, suppliers, and other stakeholders.

↗ESRS G1 ↗GRI 2

Our structure



16
OFFICES
WORLDWIDE

We operate through an international network of entities and operational sites across Europe and Asia, supporting our commercial, logistics, sourcing, and distribution activities.

The group headquarters are located in Paris, France, which also serves as the central office for Solo Paris.

In parallel, Ede in the Netherlands functions as the central office for Solo midocean, coordinating key commercial and operational activities.

Core logistic operations are based in Poland, while commercial and sales offices are established across multiple European countries, including France, Germany, Spain, Italy, the United Kingdom, Hungary, and Sweden.

In addition, sourcing and supply chain management activities are supported by teams in China and Bangladesh, reflecting the global nature of Solo's supplier network.

This distributed structure enables the organisation to remain close to its markets while maintaining strong oversight of sourcing and operational processes.

Leadership structure

Governance responsibilities are clearly defined across the organisation, with overall strategic direction and oversight provided at group level.

Leadership bodies are responsible for setting business strategy, monitoring performance, and ensuring compliance with legal and ethical standards.

Operational management at local entity level is accountable for implementing group policies, managing day-to-day activities, and ensuring alignment with central governance frameworks. This structure ensures both consistency in decision-making and flexibility to address local market requirements.

ESG topics are integrated into Solo's governance framework and are overseen at group level, with responsibilities embedded across relevant functions.

Sustainability considerations are incorporated into strategic decision-making, risk management processes, and operational practices.

Key ESG topics, including responsible business conduct, supply chain management, and data protection, are managed through dedicated policies and procedures, with oversight supported by cross-functional collaboration.

This approach ensures that ESG priorities are consistently addressed acros the organisation and aligned with Solo's long-term business objectives.

↗ESRS G1 ↗GRI 2

Ethical conduct

Code of Ethical Conduct

We promote a strong culture of ethical behaviour, integrity, and accountability through our Code of Ethical Conduct, which defines clear expectations for employees in their interactions with colleagues, management, and external stakeholders.

The Code of Ethical Conduct encourages open communication and freedom of expression, while requiring all employees to contribute to a respectful, collaborative, and well-organised workplace environment. Employees are expected to avoid behaviour that may result in conflicts, disruption, or harm to the organisation.

It explicitly addresses risks related to corruption, bribery, fraud, and conflicts of interest, and establishes rules of conduct applicable across both the group and its subsidiaries. Subsidiary-level codes are aligned with the group framework to ensure consistency.

All employees receive and acknowledge the Code of Ethical Conduct during their onboarding processes to confirm their understanding and commitment to compliance. As a result, all our employees are trained on business ethics upon joining the organisation. They are informed of disciplinary consequences in cases of unethical behaviour. We maintain a zero-tolerance approach to fraud and misconduct.

Anti-corruption and controls

To mitigate corruption risks in business relationships, we apply structured due diligence processes to third parties through its procurement practices.

Request for Proposal (RFP) procedures enable comprehensive supplier assessments, including corporate structure, financial stability, and compliance background. This approach supports transparent and responsible partner selection and is consistently applied across the organisation.

Financial integrity is maintained through strict controls over accounting and reporting, which are subject to regular external audit to ensure compliance with applicable standards. This framework supports transparency, accuracy, and accountability in financial management.

In addition, we apply a specific approval procedure for sensitive transactions, strengthening oversight of higher-risk exchanges. This control is a key element of the internal governance system, reducing exposure to fraud and bribery risks while reinforcing compliance with ethical business standards.

Speak-up

We maintain a whistleblower mechanism that is publicly accessible to both internal and external stakeholders, enabling confidential reporting of misconduct, including corruption, anti-competitive behaviour, and breaches of laws and regulations.

Employees can also raise concerns through internal grievance channels and confidential advisors. In 2025, no reports or confirmed corruption incidents were recorded. While this indicates no reported breaches, maintaining awareness and accessibility of these channels remains a priority.



Data protection

Responsible data management is an integral part of our governance framework. We maintain a privacy policy aligned with the General Data Protection Regulation (GDPR) requirements, providing transparency on data collection, processing, and individual rights. A dedicated Data Protection Officer oversees compliance and supports implementation.

Data protection risks are recognised as material, as insufficient safeguards could lead to misuse of employee and customer data.

Incident management
We have implemented structured procedures to manage data breaches and protect confidential information.

A formal Data Breach Policy defines incident response processes aligned with GDPR requirements, including notification procedures for relevant authorities and affected stakeholders.

Additional controls include:
- systematic risk identification and mitigation
- regular employee training
- emergency preparedness
- protection of vulnerable workers

In 2025, no confirmed information security incidents were identified.

Information security
Solo applies recognised frameworks such as NIST, CMMI, and CIS Controls to assess and strengthen its information security maturity.

Employee awareness is a key component of this approach. All employees participate in mandatory security awareness training, including regular learning modules and phishing simulations, aimed at reducing risks related to human error.

Governance in practice
Together, these policies and controls reflect Solo's structured approach to responsible business conduct.

While no incidents were reported in the past year, Solo continues to strengthen its governance framework, with a focus on improving data protection maturity, enhancing information security, and maintaining effective oversight of business conduct risks.

↗ESRS S1 ↗ESRS S4

Certifications

Product certifications are a key pillar of our sustainability approach, ensuring that our products meet recognised environmental, social, and safety standards. Across Solo, we work with a broad range of internationally recognised certification schemes covering materials, production processes, and product safety.

Our portfolio includes certifications such as OEKO-TEX®, ensuring products are free from harmful substances; FSC® for responsibly sourced paper and wood materials; and GOTS and OCS (100% and blended), which verify the use and traceability of organic fibres.

We also support responsible sourcing through initiatives such as Better Cotton and Cotton USA and promote recycled and innovative materials through certifications like GRS and certified brands like Seaqual®, Repreve®, and Tritan™ Renew. In addition, we offer products certified under Fairtrade, as well as vegan-certified options through PETA-approved standards.

In 2025, approximately **20%** of our total product portfolio held at least one product certification. This included all of our in-house apparel brands, alongside a growing share of certified products across the broader range, such as OEKO-TEX® and FSC-certified items, as well as selected products made from materials including Seaqual®, Fairtrade cotton, Tritan™ Renew, and Repreve®.

	Items	Certified	% of total
Solo Paris	514	514	100%
Solo midocean	3341	264	7.9%
Total	3855	778	20.2%

Looking ahead, we have set a clear ambition: by 2030, 90% of our items will be covered by a recognised supply chain certification. This target reflects our commitment to scaling more sustainable materials and verified supply chains across our full product offering, while increasing transparency and trust for our customers.



↗SDG 15

EcoVadis

In 2025, we continued to benchmark our sustainability performance through the EcoVadis assessment, an independent, third-party evaluation widely used to support ESG transparency and supply-chain due diligence.

The assessment results for the reporting period were as follows:

- Solo Paris achieved a score of 66 out of 100
- Solo midocean achieved a score of 63 out of 100

As our sustainability ambitions continue to grow, we remain focused on driving continuous improvement and embedding responsible practices throughout our operations.



Endorsements

Solo strengthens its sustainability approach through active participation in recognised industry initiatives that support responsible business practices and continuous improvement across our value chain.

We are an active member of amfori BSCI (Business Social Compliance Initiative), a leading global supply chain initiative that supports companies in improving working conditions in sourcing countries through a shared Code of Conduct, audits, and capacity-building programmes.

In parallel, our long-standing membership with the Fair Wear Foundation focuses specifically on the garment sector, promoting fair labour conditions through worker-focused audits, grievance mechanisms, and remediation processes.

We engage with the International Accord and the RMG Sustainability Council (RSC), which aim to ensure safe working environments in textile and garment factories, particularly in high-risk regions, through independent inspections, remediation programs, and worker safety initiatives.

In addition, we are a member of 2FPCO, supporting collaboration on advancing circularity and more sustainable material and product practices within the promotional products industry.

Finally, we engage with Cascale, a global, multi-stakeholder organisation that develops common tools (such as the Higg Index) to measure environmental and social impact across the apparel and consumer goods industry.

Together, these endorsements support transparency, strengthen our due diligence approach, and ensure alignment with internationally recognised standards.

Philanthropy

At Solo, sustainability extends beyond environmental responsibility to include a strong commitment to social well-being and global solidarity.

Through partnerships and philanthropic initiatives, we support organisations that improve lives, advance equality, and contribute to scientific progress.

We have been a long-standing partner of Mécénat Chirurgie Cardiaque Enfants du Monde, supporting life-saving heart surgeries for children from disadvantaged countries. Through our SOL'S brand, we provide technical support for their initiatives, contributing to a programme that has enabled more than 3,500 children to receive treatment in France.

Our local engagement also plays an important role. Since 2019, we have supported Le Havre Football Club, promoting values such as teamwork, perseverance, and inclusion. In parallel, we contribute to Graines de Footballeuses, encouraging participation and fostering a more inclusive and equitable environment in women's football.

Internationally, we invest in education, empowerment, and community development. Through our support of the National Debate Federation Bangladesh, we help thousands of young people develop critical thinking, leadership, and communication skills, empowering them to engage constructively in society.

Our partnership with Nari Uddug Kendra (NUK) focuses on promoting gender equality and strengthening the rights and opportunities of women and girls. Through this collaboration, we have supported initiatives such as cancer awareness programmes for adolescent girls, helping to break taboos, improve access to information, and contribute to long-term health and well-being.

We support Sreepur Village, a social initiative that provides a safe and structured environment for vulnerable mothers and their children in Bangladesh. By contributing to housing, healthcare, education, and vocational training, this programme enables families to build independent and dignified futures, while promoting long-term social stability and empowerment.

Finally, Solo contributes to leading research institutions, including Institut Pasteur, Gustave Roussy, and the Imagine Foundation, supporting efforts to advance medical research and combat cancer and genetic diseases.

Together, these initiatives reflect Solo's commitment to contributing positively to society while remaining grounded in care, responsibility, and long-term engagement. We consider it both a privilege and a responsibility to be in a position where we can support these initiatives, and we are committed to using this opportunity thoughtfully to contribute to meaningful and lasting impact.

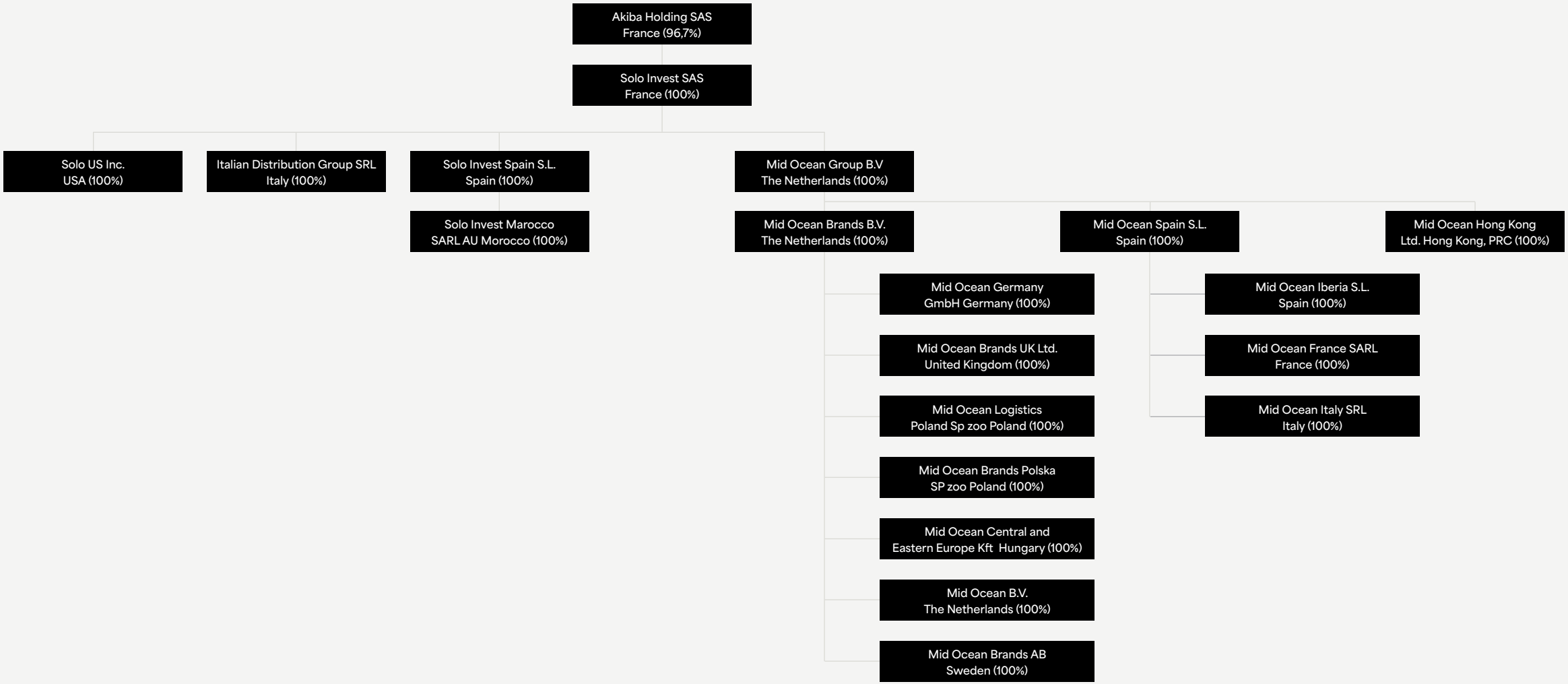


↗ESRS G1 ↗GRI 413

ANNEXES



Annex 1 - Solo Organisation chart



Annex 2 - DMA Results: ESRS Material Topics

Standard	Type	Topic	Subtopic	IRO description	Page
ESRS E1	Negative Impact	Climate change	Climate Change Mitigation	Midocean's value-creating processes release greenhouse gas emissions (Scope 1, 2, and 3) and therefore contribute to climate change.	11, 12, 13, 14, 15
ESRS E1	Negative Impact	Climate change	Climate Change Mitigation	The use of non-renewable energy sources along Midocean's value-creating processes increases the company's carbon footprint	13
ESRS E1	Positive Impact	Climate change	Climate Change Mitigation	Efficient logistics processes (e.g., optimizing the packaging for transportation via better utilisation of pallets) can reduce the amount of shipments and thus may reduce greenhouse gas emissions.	13
ESRS E1	Positive Impact	Climate change	Climate Change Mitigation	Innovation in materials like lighter ceramics and glass could improve handling, transportation (upstream and downstream) and lead to reduced greenhouse gas emissions.	12
ESRS E1	Positive Impact	Climate change	Climate Change Mitigation	Using rail instead of road or air for transportation of Midocean's products and raw materials could reduce CO2 emissions.	13
ESRS E1	Positive Impact	Climate change	Climate Change Mitigation	Choosing suppliers based on their carbon footprint (e.g. logistics providers using renewable energy vs. coal) could reduce greenhouse gas emissions from upstream activities.	11, 12
ESRS E1	Opportunity	Climate change	Climate Change Mitigation	Efficient logistics processes (e.g., optimizing the packaging for transportation via better utilisation of pallets) can reduce the amount of shipments and thus may reduce transportation costs for Solo midocean.	12
ESRS E5	Opportunity	Resource use and circular economy	Resource Inflows	Investments in new printing technologies (e.g., improving ink usage) can reduce production costs (e.g., for for glass items) and reduce negative environmental impacts.	14
ESRS E5	Risk	Resource use and circular economy	Resource Inflows	The increased usage of certified organic / bio-based / renewable materials might lead to higher costs or limited availability.	12
ESRS E5	Positive Impact	Resource use and circular economy	Resource Inflows	By increasing the usage of recycled materials in production Midocean can minimize its environmental footprint.	12
ESRS E5	Positive Impact	Resource use and circular economy	Waste	The usage of sustainable packaging (e.g. recycled/recyclable materials) can reduce landfill waste and marine pollution.	12, 14, 15
ESRS S1	Risk	Own workforce	Working Conditions	Insufficient management (e.g., lack of periodical surveys and evaluation) of employee satisfaction may result in financial losses caused by high staff turnover and/or lack of motivation among employees.	21
ESRS S1	Risk	Own workforce	Working Conditions	Paying insufficient wages for the works performed by employees may result in high staff turnover.	20

Standard	Type	Topic	Subtopic	IRO description	Page
ESRS S1	Negative Impact	Own workforce	Working Conditions	Neglecting necessary investment in the maintenance and replacement / renewal of equipment used for Midocean's production and services can increase the risk of injuries, ergonomic issues, disabilities, occupational diseases, as well as fatalities among the workforce.	22, 23
ESRS S1	Negative Impact	Own workforce	Working Conditions	Insufficient health and safety culture (e.g., trainings, knowledge-sharing, awareness events, etc.) within the company can result in injuries, ergonomic issues, disabilities, occupational diseases, as well as fatalities among the workforce.	22
ESRS S1	Negative Impact	Own workforce	Working Conditions	Toxic or explosive chemicals used in Midocean's operations pose health and safety risks to employees.	22
ESRS S1	Opportunity	Own workforce	Equal Treatment and Opportunity for all	Acknowledging the benefits of diversity among the workforce and establishing, as well as branding Midocean as a company encouraging diversity within its business may attract new talents needed to increase Midocean's business.	18, 19
ESRS S1	Negative Impact	Own workforce	Other work-related rights	Not ensuring highest data protection standards (i.e., by not complying with applicable data protection regulations) can lead to the theft and misuse of employee data.	32
ESRS S2	Negative Impact	Workers in the value chain	Working Conditions	Insufficient management of health and safety among suppliers can lead to injuries, ergonomic issues, disabilties, occupational diseases, or fatalities among the supply chain workforce.	24
ESRS S4	Negative Impact	Consumer and end-users	Information related Impacts	Not ensuring highest data protection standards (i.e., by not complying with applicable data protection regulations) can lead to the theft and misuse of customer data.	32
ESRS S4	Negative Impact	Consumer and end-users	Personal Safety	Negligence of product risk assessment and quality management for Midocean's products may result in adverse health and safety effects for end-users.	27
ESRS S4	Opportunity	Consumer and end-users	Personal Safety	Ensuring product compliance for all of Midocean's products (e.g., via quality assurance testing) increases the company's reputation and competitiveness of the business.	27
ESRS S4	Negative Impact	Consumer and end-users	Personal Safety	Negligence of product risk assessment and quality management for Midocean's products may result in severe safety hazards for children as end-users (e.g., risk of swallowing / choking).	27
ESRS G1	Opportunity	Business conduct	Corporate Culture	A greater focus on corporate social responsibility (CSR) could attract new investors (e.g., green investments) and increase the company's brand value.	6, 29, 30, 34, 35
ESRS G1	Negative Impact	Business conduct	Management of relationship with suppliers including payment practices	If Midocean does not stipulate and monitor on clear guidelines regarding sustainability along the supply chain (e.g., lack of supply chain code of conduct, auditing, or due diligence processes), there is a higher risk of negative environmental impacts along the supply chain.	24, 25, 26, 30

Annex 3 - GRI Content Index

Statement of use: Solo has reported the information cited in this GRI content index for the period 01-01-2025 up to 31-12-2025 with reference to the GRI Standards.
GRI 1 Used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Page
GRI 2: General Disclosures 2021	2-1 Organizational details	5, 7
	2-2 Entities included in the organization's sustainability reporting	7, 37
	2-3 Reporting period, frequency and contact point	7
	2-6 Activities, value chain and other business relationships	5, 24
	2-7 Employees	7, 18
	2-9 Governance structure and composition	30
	2-12 Role of the highest governance body in overseeing the management of impacts	30
	2-13 Delegation of responsibility for managing impacts	30
	2-14 Role of the highest governance body in sustainability reporting	29, 30
	2-15 Conflicts of interest	31
	2-16 Communication of critical concerns	19, 31
	2-19 Remuneration policies	20

GRI Standard	Disclosure	Page
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	20
	2-22 Statement on sustainable development strategy	3, 6
	2-23 Policy commitments	6, 31
	2-24 Embedding policy commitments	20, 31
	2-25 Processes to remediate negative impacts	19, 25, 26
	2-26 Mechanisms for seeking advice and raising concerns	19, 25, 26, 31
	2-27 Compliance with laws and regulations	27, 31
	2-28 Membership associations	34
	2-29 Approach to stakeholder engagement	6, 17
	2-30 Collective bargaining agreements	20
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8
	3-2 List of material topics	8
	3-3 Management of material topics	10 (all report)

Annex 3 - GRI Content Index

GRI Standard	Disclosure	Page
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	15
	102-4 GHG emissions reduction targets and progress	11, 15
	102-5 Scope 1 GHG emissions	15
	102-6 Scope 2 GHG emissions	13, 15
	102-7 Scope 3 GHG emissions	11, 12
	102-8 GHG emissions intensity	11
	102-10 Carbon credits	13
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	11
	201-2 Financial implications and other risks and opportunities due to climate change	8
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	31
	205-2 Communication and training about anti-corruption policies and procedures	31
	205-3 Confirmed incidents of corruption and actions taken	31
GRI 301: Materials 2016	301-1 Materials used by weight or volume	12
	301-2 Recycled input materials used	12

GRI Standard	Disclosure	Page
GRI 302: Energy 2016	302-1 Energy consumption within the organization	13
	302-2 Energy consumption outside of the organization	12, 13
	302-3 Energy intensity	11
	302-4 Reduction of energy consumption	13
	302-5 Reductions in energy requirements of products and services	14
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	25
	308-2 Negative environmental impacts in the supply chain and actions taken	24, 25
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	22
	403-2 Hazard identification, risk assessment, and incident investigation	22
	403-3 Occupational health services	21, 22
	403-4 Worker participation, consultation, and communication on occupational health and safety	20
	403-5 Worker training on occupational health and safety	22
	403-6 Promotion of worker health	21
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25
	403-8 Workers covered by an occupational health and safety management system	22
	403-9 Work-related injuries	23
	403-10 Work-related ill health	22, 23

Annex 3 - GRI Content Index

GRI Standard	Disclosure	Page
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	21
	404-2 Programs for upgrading employee skills and transition assistance programs	21
	404-3 Percentage of employees receiving regular performance and career development reviews	21
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	18, 19
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	20
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	24
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	24
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	35
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	25
	414-2 Negative social impacts in the supply chain and actions taken	24, 26
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	27
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	27

Annex 4 - Sustainability Development Goals: SDG's

SDG	Topic	Global goal	Page
SDG 8	Decent work and economic growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.	11, 18, 19, 20, 21, 22, 23, 24, 25, 26
SDG 9	Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	6, 13, 14
SDG 12	Responsible consumption and production	Ensure responsible consumption and production patterns, tackling topics like waste, fossil fuels, and company sustainability reporting.	6, 12, 14, 27
SDG 13	Climate action	Take urgent action to combat climate change and its impacts.	10, 11, 12, 13, 14, 15
SDG 15	Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	6, 12, 33

Annex 5 - Top 25 material by total mass

Top 25 Materials	Total tons	% of total
cotton	22,467.83	62.83%
polyester (PET) textile	3,688.05	10.31%
stainless steel	1,658.76	4.64%
paper	1,657.06	4.63%
recycled polyester (rPET) textile	1,569.67	4.39%
polypropylene (PP)	796.89	2.23%
ceramic	653.86	1.83%
borosilicate glass	493.62	1.38%
iron	455.07	1.27%
bamboo	388.44	1.09%
wood	386.25	1.08%
acrylonitrile butadiene styrene (ABS)	362.24	1.01%
polyvinyl chloride (PVC)	290.93	0.81%

Top 25 Materials	Total tons	% of total
polyethylene terephthalate (PET)	270.44	0.76%
recycled polyethylene terephthalate (RPET)	263.08	0.74%
polyurethane (PU)	235.13	0.66%
solid cardboard	188.81	0.53%
polystyrene (PS)	184.82	0.52%
fiber board	180.60	0.51%
polyethylene (PE)	162.63	0.45%
aluminium	137.12	0.38%
polypropylene (PP) textile	131.33	0.37%
silicone rubber	120.96	0.34%
lead glass	118.17	0.33%
batteries	99.73	0.28%

Annex 6 - Emissions by Scope

Scope	2024 [tCO2e]	% of total 2024	2025 [tCO2e]	% of total 2025
Scope 1	723.60	0.20%	997.33	0.29%
Scope 2	7,133.57	2.02%	6,570.57	1.93%
3.1 Purchased goods & services (PGS)	298,093.09	84.40%	259,949.78	76.25%
3.2 Capital Goods (CAPEX)	2,456.01	0.70%	10,025.52	2.94%
3.3 Fuel- & energy-related emissions (FERA)	1,950.24	0.55%	4,553.44	1.34%
3.4 Upstream transportation & distribution	24,536.76	6.95%	33,466.30	9.82%
3.5 Waste generated in operations	683.19	0.19%	370.81	0.11%
3.6 Business travel	293.65	0.08%	1,136.95	0.33%
3.7 Employee Commuting	1,096.05	0.31%	1,519.44	0.45%
3.8 Operation of leased assets	0.00	0.00%	236.84	0.07%
3.9 Downstream transportation & distribution	2,994.04	0.85%	6,002.33	1.76%
3.10 Processing of sold products	3,788.69	1.07%	2,998.17	0.88%
3.11 Use of Sold Products	904.08	0.26%	534.29	0.16%
3.12 End-of-life treatment of sold products	8,552.42	2.42%	12,534.81	3.68%
Totals:	**353,205.39**		**340,896.58**	

Annex 7 - Solo Locations and demographic compositions

Entity	Name	Address	City	Country	Total male employees	Total female employees	Male managers	Female managers
Solo Paris	Solo Invest SAS	92 rue Réaumur	Paris	France	46	63	11	7
Solo Paris	Italian Distribution Group SRL	Via Savona, 19/A	Milan	Italy	20	15	3	2
Solo Paris	Solo Invest Spain S.L.	Calle Albert Einstein 50, Planta 2, Despacho 2-3	Terrassa	Spain	9	24	1	2
Solo Paris	Hangzhou SOLO Trading Co.	Hengxin Building No.588 Jiangnan Avenue Binjiang District	Hangzhou	China	3	2	1	0
Solo Paris	Solo Bangladesh	House# 45, Road # 1/A, Block - I Banani	Dhaka	Bangladesh	39	2	6	0
Solo midocean	Mid Ocean Brands B.V.	Wellensiekstraat 2	Ede	The Netherlands	64	50	15	8
Solo midocean	Mid Ocean Italy SRL	Via Tiburtina 1072	Rome	Italy	4	8	2	1
Solo midocean	Mid Ocean Italy SRL	Viale Rimembranze 43/B	Lainate	Italy	0	2	0	1
Solo midocean	Mid Ocean France SARL	75 parc d'activités de l'Argile	Mouans-Sartoux	France	12	24	3	2
Solo midocean	Mid Ocean Brands AB	Stallbackavägen 26	Trollhättan	Sweden	12	10	2	0
Solo midocean	Mid Ocean Hong Kong Ltd	Unit 711 716, 7/F., Tower A, 83 King Lam Street, Cheung Sha Wan, Kowloon	Hong Kong	China	18	27	2	1
Solo midocean	Mid Ocean Brands UK Ltd	1st Floor 5 Century Court, Tolpits Lane	Watford	The UK	3	1	1	0
Solo midocean	Mid Ocean Germany GmbH	Am Metternicher Bahnhof 11	Koblenz	Germany	13	18	2	1
Solo midocean	Mid Ocean Spain S.L.	Passeig del Rengle 5, 6ª planta	Mataró	Spain	14	26	3	4
Solo midocean	Mid Ocean Central & Eastern Europe Kft	Rétköz u. 5. BudaWest Irodaház	Budapest	Hungary	8	31	1	1
Operational site	Mid Ocean Logistics Poland Sp. z o.o.	Aleja Rodziny Gürtlerów 98	Ruda Śląska	Poland	500	638	20	9