

2025

Sustainability Report



panduro[®]

Message from the CEO



Sustainable creativity – enjoying our hobby responsibly!

Creativity and inspiration are the foundation of our entire business. These values permeate everything we do and drive our efforts for a sustainable future filled with the joy of creative pursuits. Our ambition is that the creativity we foster will be as sustainable today as it is tomorrow.

At Panduro, you should be inspired to create in a way that feels meaningful to both heart and mind. In keeping with this, our focus on sustainable creativity guides us as we make decisions, grow our business and review our responsibilities.

In 2025, we have taken important steps towards being able to actively reduce our climate impact and strengthen our sustainability initiatives. We've done this, among other things, by tracking and calculating our climate-impacting emissions.

We started measuring emissions in scopes 1, 2 & 3 in 2024 and for 2025 we have comparable data for the first time and can see what we should focus on to reduce our overall emissions.

This past year has seen a number of advances based on our internal and global goals. The task of replacing wood-based raw materials in our products with certified materials is progressing at a rapid pace. Our share of FSC-labelled® wood products within our own brands has now increased from 30 to 51%. This is a step in the right direction towards our goal of reaching 100% by 2030.

Do you have a garment at home that needs repairing or altering? With sustainable creativity in mind, we also launched sewing machine rental service in 2025. In selected stores, you can now rent a sewing machine and give your textiles a longer life.

Going forward, responsibility will continue to be a matter close to our hearts. We are imposing stricter requirements on our suppliers and are starting to collect data so we can produce digital product passports. This is all with the aim of ensuring that we, our customers, suppliers and partners can rely on safe, transparent and traceable communication throughout our supply chain.

Together, we can close the loop and secure the joy of creativity activities for future generations. That's how we create sustainable creativity.

Philip Mossinger



2025

Key achievements during the year



FSC® certification

– 51% of wood products in our own brands are FSC-labelled®. This reinforces our commitment to responsible forestry and sustainable materials.



Safety week for peace of mind

– We held our first safety week for the head office and warehouse. The purpose was to highlight our joint efforts regarding the work environment, safety and security in the workplace.

Locally-produced linseed oil paint

– We have added to our range a locally-produced linseed oil paint from Ottossons Färgmakeri in Genarp, Sweden. The flax seeds are grown in Skåne and Östergötland.



eduviva®

Group collaboration for sustainability

– We have strengthened our collaboration with our sister companies within the Eduviva Group to enhance our sustainability efforts. Common ESG (Environmental, Social, and Governance) goals have been set, creating a unified direction and bolstering our efforts.

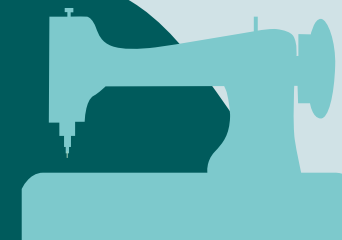
Recycled plastic

– The jars for our classic Panduro Hobbylack are now made of 50% recycled plastic, much higher than the previous 25%.



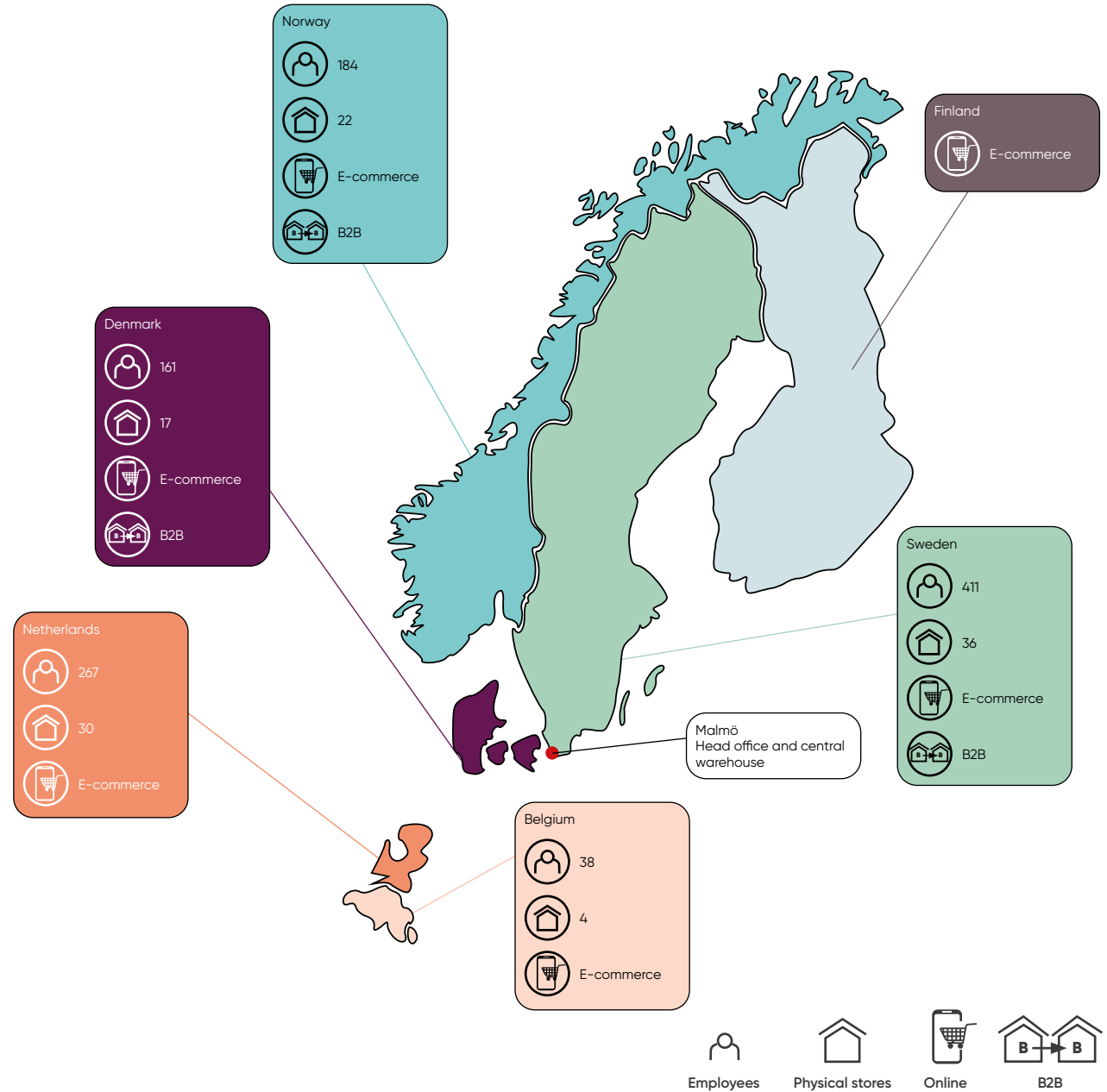
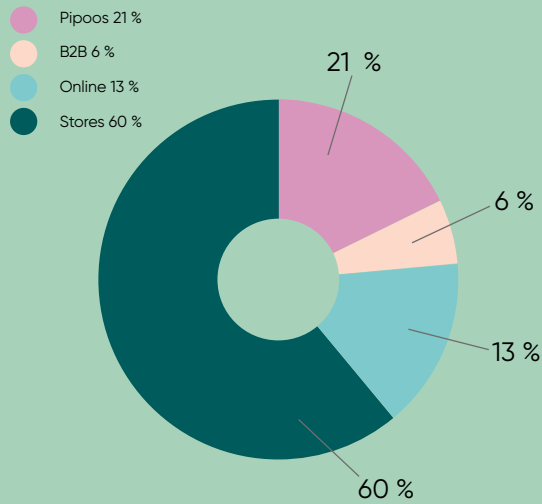
Sewing machine rental

– In selected stores, we launched a sewing machine rental service. This encourages customers to repair and care for their existing clothes instead of buying new ones.



About Panduro

Panduro is a market-leading craft and hobby group with sales of approximately SEK 1.2 billion. The Group has over 1000 employees with sales across seven markets.* We offer a wide range of craft and hobby supplies that develop children's and adults' creativity through inspiration and ideas. The range consists of in-house developed product lines as well as products from other brands. Since October 2022, Panduro has been owned by Eduviva Group.**



*Panduro's subsidiaries in the Netherlands and Belgium are excluded in the remaining parts of the report.

**Eduviva Group's sustainability report serves as Panduro Hobby AB's statutory sustainability report. Visit <https://www.eduvivagroup.com/sustainability> to read the report.

Brand

panduro[®]

Kreatima by panduro

pipos

Panduro - We'll help you!

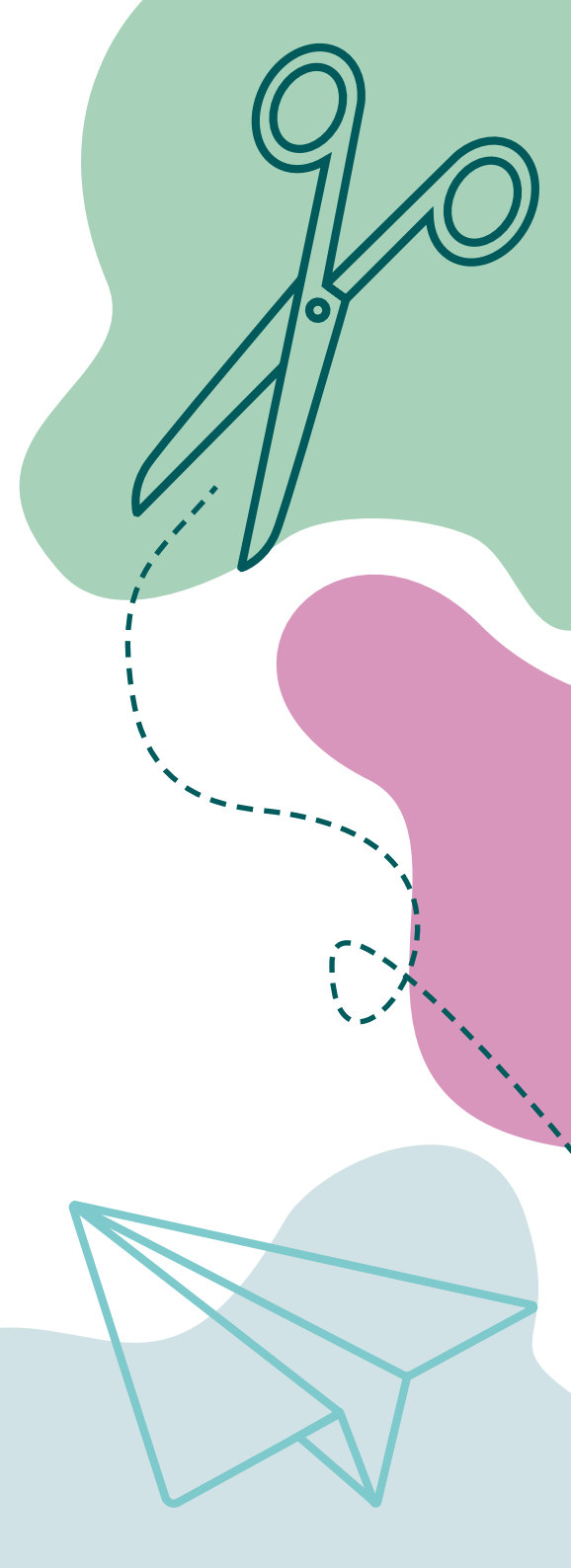
At Panduro, we believe that creative activities are good for our well-being. We are driven by attracting and inspiring your creativity through our know-how and wide craft and hobby range with materials and tools for every conceivable craft and DIY project. We're here to help you get started, and if you need support along the way, we're always ready to guide you. We help you find your creative mindfulness!

Kreatima - Your artistry in focus

At Kreatima, the focus is on artistic creation. With solid experience and high-quality art materials, we enable both professional artists and craft and hobby enthusiasts to develop and realise their creative ideas. Everything we do revolves around artistry. It is our driving force, our knowledge and our passion.

Pipos - Maak plezier!





At Pipos, we are passionate about creativity and making things by hand. Here you will find a wide range of craft and hobby products for everything you want to create and craft, draw and paint, crochet and knit, bead and bake. Anything you can think of that brings creativity to life in both children and adults. We are always ready to inspire you with new creative ideas and trends. With us, you will get expert advice and clear instructions to help you get started on your next craft and hobby project.



Our contribution to the Global Goals

In order to bring a more focused and long-term approach to sustainability, we have set a number of goals to drive our sustainability initiatives forward. In 2025, we worked on developing goals that follow the new targets set within the Eduviva Group. The sustainability goals are part of our systematic environmental initiatives, and our head office and central warehouse have an environmental management system that is certified according to ISO 14001. This means that we are constantly developing and improving our environmental efforts, which also means that we have a number of documented guidelines and procedures for environmental issues.

Objectives for the coming years

Panduro's goal	Result 2025	Result 2024	Base year	Global goal
Perform calculations of Panduro's total greenhouse gas emissions by 2024.*	15651 tonnes CO ₂ e	Calculations performed 15,723 tonnes CO ₂ e	2024: 15,723 tonnes CO ₂ e	
By 2030, no products or packaging from our own brands will contain PVC.	79 pcs	68 pcs	2024: 68 pcs	
By 2030, 100% of the wood-based materials in our own brand products will be FSC® or PEFC certified.	51%	30%	2023: 20%	
All packaging for our own brands will be recyclable by 2026.**	99% paper 78% plastic	98% paper 93% plastic	2022: Plastic: 43% Paper: 83%	

*A new environment goal for reduced climate impact is under discussion.

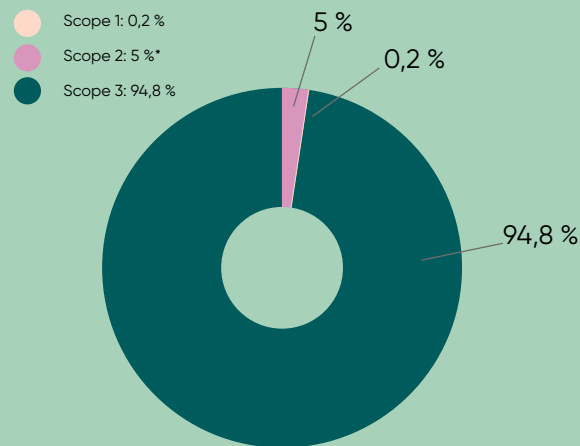
**This environment goal is currently being revised due to adaptation to upcoming legal requirements. The results presented here are based on a random sample.

Reduce climate impact

Our climate emissions are divided into three categories: **Scope 1** includes direct emissions from our own operations, for example from vehicles or the combustion of fuels on our own premises. **Scope 2** (market-based) includes indirect emissions from purchased energy, such as electricity and district heating. **Scope 3** is the indirect emissions from our entire value chain, for example from suppliers, transport and purchased goods and products.

The majority of our emissions are in Scope 3, with **86.3%** attributable to purchased goods and services. The majority of these emissions come from raw material production and the manufacture of the products we sell. That is why we are actively working to reduce the climate impact throughout our value chain by choosing more sustainable materials and making demands on our suppliers.

Distribution of greenhouse gas emissions (tonnes CO₂e)



*Scope 2 from supplier specific data 2024 to average data 2025

Sustainable range

With Panduro's wide range, we have the chance to make a difference by choosing materials and products that are in line with our values. We strive to deliver products of high quality that are also very reliable in terms of safety, health and the environment. The quality of our products is also an important part of making the range sustainable. A marker pen for children should be able to withstand being handled by an enthusiastic child, and it's also important that the tip is not pushed in too easily.

Eco-labels

To further ensure that we have a safe and sustainable range, we aim to increase our range of products that have sustainability and environmental labels.

In our range, for example, we have products that carry the Nordic Swan Ecolabel, including paints for children and the majority of our tube beads. Among other things, the Nordic Swan Ecolabel means that the content of the product is reviewed and approved by a third party with regard to its environmental impact.

In the future, we want to introduce more FSC-labelled® wood and paper products in the range. The FSC® label means that the materials used for the product come from responsibly managed and FSC-certified® forests, recycled materials and materials from other controlled sources. Panduro's own brands include a number of products that are FSC-labelled®, including Easter eggs, drawing pads and brushes.

We have expanded our range of textiles that are OEKO-TEX® certified. OEKO-TEX® is a certification that ensures that the products are free of

harmful substances and meet high standards for health and the environment. Our range includes certified cotton yarns and cotton fabrics, among other things.

Safe products

Product safety is a cornerstone of our sustainability efforts. We have documented procedures to ensure that all products are safe for both the environment and health. We review test reports and product content carefully. Toys and electronics are tested according to EU standards, while chemical products, especially for children, are risk assessed by external toxicologists.

We are therefore constantly working to limit and eliminate hazardous materials from our products. PVC is a plastic that can contain endocrine-disrupting substances, and it can also be difficult to recycle. In 2023, we set the goal of phasing out PVC in all products by 2030.

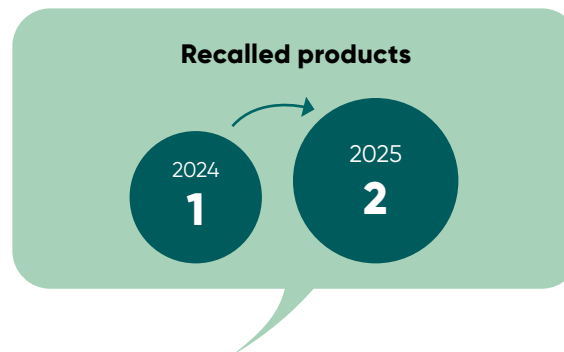


A new addition to Kreatima's assortment is the acrylic paint Kreatima Acrylic, an acrylic range with 47 colours that has been developed by a family business with extensive expertise. By expanding our range of our own products, we can more easily ensure and monitor quality in terms of both product and material selection.



Recalled products

A recall occurs when an authority considers a product to pose a safety risk, but it can also happen that we will choose to recall a product ourselves.



Creativity for health

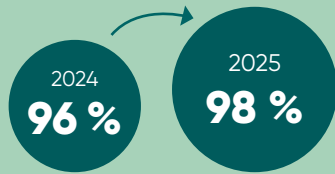
Creative activities can foster the imagination and improve solution-oriented thinking. We offer products that can be used to create with your hands, focus on the present moment, and to train fine motor skills and dexterity. By inspiring creativity, we contribute to mental health, increased mindfulness and social sustainability.

Cooperation with suppliers

We set requirements for good social conditions throughout our supply chain and ensure this through our Code of Conduct. This includes, for example, requirements regarding wages, health, safety, labour law conditions and is based on international conventions. The proportion of suppliers who have signed our Code of Conduct, in terms of procurement value, has fluctuated slightly, but remains stable at over 95%.

Code of Conduct

These figures show the proportion of product suppliers in terms of purchase value who have signed our Code of Conduct.



It is a challenge to ensure that all suppliers and their subcontractors comply with our requirements. We have therefore implemented a tool to analyze sustainability risks among our suppliers. This tool shows the results of risk analyses in three different areas: environmental, social and corruption. This analysis is then weighed alongside the guidelines and other working methods that the supplier has in place to reduce social sustainability risks, such as violations of human rights and labor law. The risks are higher in complex supply chains outside the EU, especially in Asia. In the event of serious shortcomings, we support the supplier in meeting our requirements or terminate the collaboration if shortcomings cannot be remedied.

Through our operations, we have an impact on society, which is why it is important for us to conduct all our work in accordance with high standards of business ethics. It is not permitted for employees or suppliers to offer, request or receive an improper reward in connection with our business. For suppliers, these requirements are regulated in our Code of Conduct and for employees we have set up an internal policy.

Employees

One of our focus areas in our sustainability strategy is to be an attractive employer. In order to make the organisational and social work environment the best it can be, we encourage open dialogue between managers and employees as well as between employees. We conduct annual performance appraisals and work together to create a good work environment. Our employees' physical work environment looks different depending on whether they work in a store, in a warehouse or in an office, and is adapted accordingly. We have a documented work environment policy and have ongoing and systematic work environment initiatives.

During this year, we have had two areas of priority in the work environment. The first aims to increase awareness in general about the work environment and risks - with more eyes we see more and we can become even better at preventing accidents. For the first time, we arranged a safety week at the head office and warehouse in 2025. The purpose was to focus on our joint efforts on the work environment and safety – we want everyone to feel safe at work.

Another focus area is to find opportunities for sociable and enjoyable interactions across departmental boundaries, for example by holding after-work craft and hobby sessions throughout the year. In 2025, we also tested offering Plussa, a life balance app that is primarily aimed at parents. This applies to the head office and our stores in Malmö.

We conduct annual employee surveys throughout the business, where we measure eNPS*, among other things. eNPS is a measure of how likely employees are to recommend their workplace to a friend or acquaintance. Often, eNPS is used as a measure of how attractive an employer is.



*eNPS stands for Employee Net Promoter Score and is measured on a scale from -100 to +100.

What will happen in 2026?



EUDR (EU Deforestation Regulation)

In 2026, the EU's new Deforestation Regulation (EUDR) will come into effect, which imposes stricter requirements for companies to ensure that products sold in the EU do not contribute to deforestation.



Digital Product Passports

We are starting work on collecting data for digital product passports (DPPs), which are being introduced as part of the EU's Ecodesign Regulation (ESPR). This will be visible in the form of QR codes on our packaging.



Kreatima Watercolour

After the launch of Kreatima Acrylic, we will expand the range with our new Kreatima Watercolour. We have chosen the paint factory with care and all the paints are going to be manufactured in Germany.



Updated Code of Conduct

We are strengthening the requirements for our suppliers by updating our Code of Conduct for Suppliers, thereby taking on additional responsibility in the supply chain.



Packaging optimisation

To reduce our environmental impact, we focus on sustainable packaging and review excess packaging. That is why we are optimising our packaging to use less material.



panduro[®]