Fibertex NONWOVENS

Sustainability Report 2024

October 2025

Fibertex NONWOVENS

TABLE OF CONTENT

Introduction

This section includes:

INTRODUCTION TO THIS

Sustainability Report

Fibertex NONWOVENS

We strive to be among the best in creating value, in a proper and trustworthy manner. We are committed to work responsibly and operate sustainably, in a motivating working environment. Responsible business practice is an inherent part of our daily operations and is central to the establishment of our long-term values and ongoing success.

We have developed Corporate Responsibility policies, which lay the foundation for maintaining a high level of business ethics. These policies cover issues such as human rights, social and labour conditions, anti-corruption and business ethics, as well as climate and environment.

Our business is built on integrity and exceptional business ethics. High standards are important in our treatment of company assets and in our dealings with stakeholders. We treat confidential information with care and we protect company valuables. We avoid conflicts of interest and we are always committed to be a fair and respectful business partner.

MESSAGE FROM THE

CEO

Long-term responsibility

We are dedicated to drive the sustainability agenda within our industry. It is deeply embedded in our DNA and a fundamental part of developing the business. We have a global setup close to our customers, with state-of-the art technologies and modern production facilities making superior high-performance materials and consistently reducing our carbon footprint. We protect the environment by incorporating sustainable practices across our businesses and communities.

We invest significantly in our global manufacturing platforms to increase capabilities and capacities. We offer new and next level sustainable product properties, empowering our customers to create high-performance and sustainable solutions that improve the quality of life for people.

BACKGROUND

Nonwovens are versatile materials that Fibertex Nonwovens uses to create value-adding applications through innovation and product development.

Jørgen Bech Madsen, CEO at Fibertex Nonwovens

Fibertex Nonwovens is among the world's leading manufacturers of specialised nonwovens. Nonwovens are fibre sheets produced at high-tech processing facilities which undergo various types of post-processings for specific purposes.
The processed materials have a broad range of applications, including in cars, the construction industry and filtration solutions. Fibertex Nonwovens also produces textiles for disposable wipes for hygiene, cleaning and other purposes..

Market
In cars, nonwovens are used to reduce weight and thereby lower carbon emissions. Nonwovens are also used as acoustic fabrics, as they absorb sound and thereby increase comfort. In the construction sector, nonwoven materials are used to prolong the life of roads and bridges. They can also be used to construct energy-efficient liquid and air filter solutions in cars, in industrial filtration and in ventilation systems.
In the disposable wipes segment, nonwovens products are used for industrial cleaning, while the focus in the healthcare sector is on disinfection solutions. Fibertex Nonwovens supplies a number of products, including special-purpose disinfectant wipes, to meet this demand.

Customers seek sustainable solutions, and thanks to new technology, Fibertex Nonwovens is able to produce wipes from non-synthetic fibre, replacing the use of synthetic fibre. Fibertex Nonwovens recently launched a range of products based on organic cotton for use in applications such as feminine hygiene and skin care products.

Fibertex Nonwovens has increasingly focused on circular solutions, and the company aims to increase the proportion of recycled plastics in production, which means using much fewer resources and lowering greenhouse gas emissions substantially.

Geography
Head office in Aalborg, Denmark. Production facilities in Denmark, France, the Czech Republic, Turkey, USA, South Africa and Brazil.

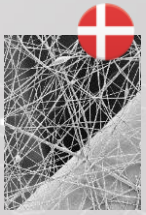
Ownership – past and present
Fibertex was founded in 1968 and acquired by Schouw & Co. in 2002. The company previously included the Personal Care activities, which were separated into an independent portfolio company in 2011.

THE STORY OF FIBERTEX







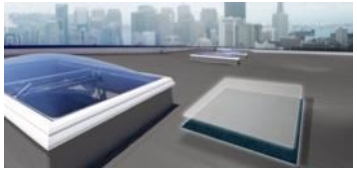
1968	2004	2010	2011	2014	2015	2018	2019	2020	2023	2025
Fibertex founded by the EAC. First production line producing carpet backings in Aalborg, Denmark.	Fibertex acquires the Czech nonwovens manufacturer Vigona.	Fibertex starts up a new factory in South Africa with a view to manufacturing and marketing products – primarily geotextiles for construction works.	Fibertex Nonwovens acquires the French nonwovens manufacturer Tharreau Industries.	Fibertex Nonwovens acquires the American nonwovens producer Non Woven Solutions in Ingleside, North of Chicago.	Fibertex Nonwovens acquires the Turkish nonwovens manufacturer Ribatek.	Fibertex Nonwovens acquires the Brazilian nonwovens producer DUCI situated near Sao Paulo. Thereby increasing its spunlace production capacity.	Fibertex Nonwovens acquires a state-of-the-art production site in South Carolina from the Turkish nonwovens producer Mogul.	The new nanofibre line in Aalborg, Denmark, started commercial deliveries to various filtration applications, notably for protective masks and HVAC among others.	Fibertex Nonwovens invests in a high-capacity state-of-the-art line based on spunlacing in Gray Court, South Carolina.	Fibertex Nonwovens installs a new high-capacity state-of-the-art spunlace line in Svitavy, the Czech Republic.

Business areas

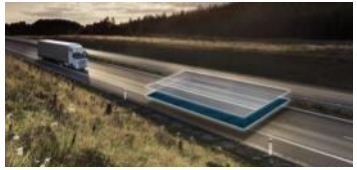
ACOUSTICS

AUTOMOTIVE

BEDDING



BUILDING



CIVIL ENGINEERING

COMPOSITES

CONCRETE

FILTRATION

FLOORING

FOOTWEAR

FURNITURE

HOME AND GARDEN

MEDICO

PERSONAL CARE AND HYGIENE

WIPES

Plant & certification overview

At Fibertex Nonwovens we focus on high level of quality and product safety. All sites in our group meet the basis certification level according to ISO 9001. In addition several sites are certified according to ISO 14001. Furthermore specific sites are certified according to IATF 16949, ISO 45001, ISO 50001, FSC, GOTS, etc. depending on the needs and customer requirements.

Denmark, Aalborg

120 employees

Certifications:
ISO 9001
ISO 14001
ISO 50001
Oekotex

Czech Republic, Svitavy

320 employees

Certifications:
ISO 9001
IATF 16949
ISO 14001
Oekotex

France, Chemillé

150 employees

Certifications:
ISO 9001
ISO 14001
FSC

USA, Greenville

150 employees

Certifications:
ISO 9001
GOTS
FSC
PEFC

USA, Ingleside

50 employees

Certifications:
ISO 9001

Turkey, Cerkezköy

80 employees

Certifications:
ISO 9001
IATF 16949
ISO 14001
ISO 45001
FSC
Oekotex
I-Rec

Brazil, Sao Paulo

130 employees

Certifications:
ISO 9001
ISO 14001
FSC
Origin Diamond
I-Rec

South Africa, Hammarsdale

120 employees

Certifications:
ISO 9001

ESG performance status

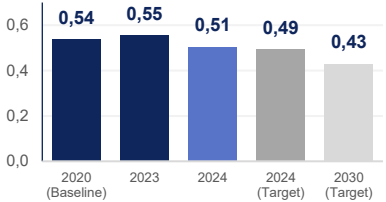
ENVIRONMENTAL

E

CARBON EMISSIONS SCOPE 1 and 2
Relative tonnes CO2e per tonne

The relative carbon emissions for Scope 1 and 2 are trending positively in 2024, but are currently still behind target. Production has become more energy efficient, mainly due to an increase in production volume of 9%.
To meet our target for 2030 we are continuously working on energy-saving projects and the deployment of new technologies.
For more details see page 20.

Status
BEHIND TARGET



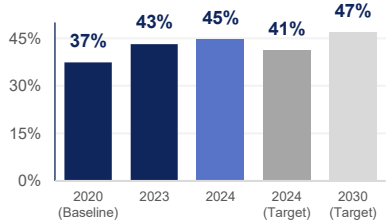
E

SUSTAINABLE* CONTENT USED
Percentage of total production

Fibertex Nonwovens continues to succeed in increasing the share of sustainable content in our products and we are well above our target for 2024 and very close to achieving the 2030 target. Our R&D teams are actively collaborating with customers to successfully launch more environmentally friendly products to the market.
For more details see page 20 and 22.

** Recycled, biodegradable and natural fibres*

Status
ON TARGET

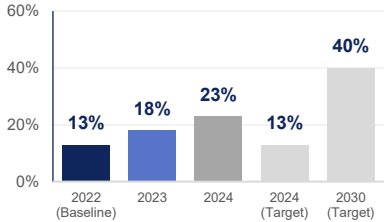


E

RENEWABLLE ELECTRICITY SOURCED
Percentage of purchased electricity

Fibertex Nonwovens has been making steady progress in increasing the share of renewable energy in our operations and we are well above our target for 2024. In order to achieve the 2030 target our owner Schouw & Co. has signed a Power Purchase Agreement (PPA) providing renewable electricity through a large solar panel installation. This agreement will deliver around 88 GWh for the Schouw & Co. portfolio companies.
For more details see page 20.

Status
ON TARGET



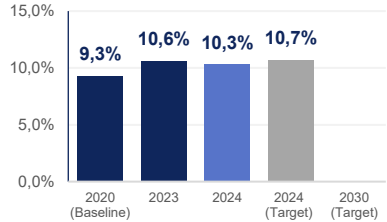
E

WASTE GENERATED IN OPERATIONS
Percentage of total production

Waste generation is below our 2024 target, but has increased compared to previous years.
The waste level has been impacted by increased R&D activities to bring innovative products to the market.

Ongoing waste handling projects are receiving high priority, to enable us to recycle as much of our waste as possible.

Status
ON TARGET



ESG performance status

SOCIAL

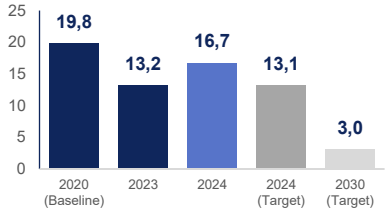
S — LOST TIME INJURY FREQUENCY RATE

Injuries per million hours

LTIFR is behind target and above the level for 2023, but still shows a significant improvement compared to the baseline.

Safety is a top priority at Fibertex Nonwovens and we are committed to continuously improving our safety culture.

Status **BEHIND TARGET**

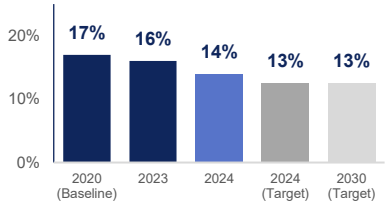


S — EMPLOYEE TURNOVER RATE

Percentage

Employee turnover rate has been decreasing steadily compared to the baseline and last year. We are very close to reaching our desired target level.
An additional key performance indicator is in development to monitor employee satisfaction and enable further improvement to our culture and employees well-being.

Status **BEHIND TARGET**



GOVERNANCE

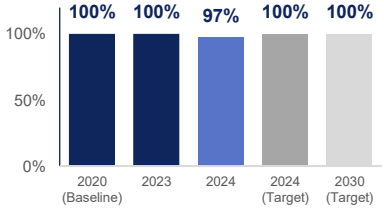
G — CODE OF CONDUCT OWN WORKERS

Percentage of relevant workforce

Our Code of Conduct was updated in 2023 and the percentage of the relevant workforce that has signed our Code of Conduct is behind target, but only slightly.
The relevant workforce has also been expanded to include a broader range of employees.

For more details see p. 30.

Status **BEHIND TARGET**



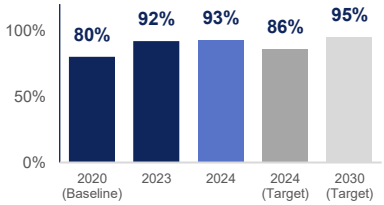
G — SUPPLIER CODE OF CONDUCT

Percentage of suppliers

Percentage of suppliers who have signed our Supplier Code of Conduct is on target. We are making a continued effort to improve our supplier governance.
Our Supplier code of conduct was updated in 2023 with a sustainable procurement policy.

For more details see p. 31.

Status **ON TARGET**



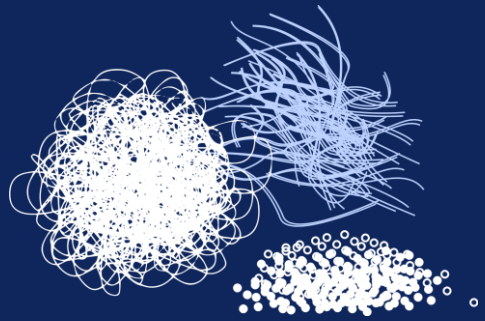
Ambition & materiality

This section includes:

AMBITION & MATERIALITY

Business model

Fibertex Nonwovens manufactures special-purpose nonwovens produced on high-tech processing facilities. Nonwovens have a broad range of applications, for which the material provides unique properties, and it can form part of an end product or be integrated in a customer's manufacturing process.



PROCUREMENT

Fibertex Nonwovens produces nonwovens from fibres made from various materials, such as polypropylene, viscose, recycled and new polyester and cotton. The company uses additives to give the materials certain unique properties.

PROCESSING

Fibertex Nonwovens applies three main technologies in manufacturing nonwovens for high-tech processing facilities: needlepunch, spunlace and thermal bonding.

In the needlepunch process, fibres are carded, intertangled and needled together, while the spunlace technology uses highspeed jets of water to entangle the fibres.

Thermal bonding is a process to melt the fibres together. In addition, nonwovens can also be put through various post-processings, including heat, impregnation, coating and lamination.

LOGISTICS

Fibertex Nonwovens uses external partners to transport finished materials to customers.

CUSTOMERS

Fibertex Nonwovens' products can be used for many different applications and are sold to many different customer groups worldwide. Industrial uses include in cars, for filtration, composites, wipes and in construction.

2030 Ambition

Environmental

Benchmark in environmental footprint reductions

Carbon footprint: Reduce cradle to gate GHG-emissions by 20%

Raw material: Increase more sustainable* content by 25%

**Recycled, biodegradable, natural fibers*

Social

Nurture the well-being of employees in a highly motivating environment

The employees: Support individual development and growth in our company, where equality, team effort and knowledge sharing are key

Health and Safety: Secure a healthy and safe environment through improved knowledge sharing and the implementation of best practices

Governance and Innovation

Integrity and responsibility in our business conduct

Responsible sourcing: Partner with suppliers who share our commitment to ethical standards, responsible operations and sustainability goals

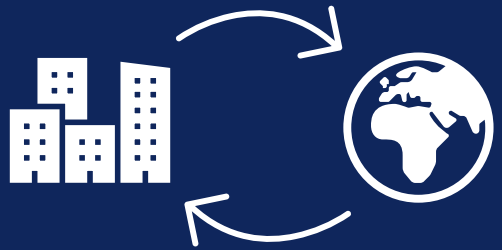
Innovate to enable sustainability: Develop next level products, enabling our customers to create sustainable high-performance solutions

Double Materiality Assessment

In 2023, Fibertex Nonwovens conducted in accordance with CSRD, a double materiality assessment to identify and prioritise the ESG issues that are significant both to the business and to its impact on society and the environment. This analysis has served as an important foundation for the strategic priorities in 2024. As both internal and external conditions continue to evolve, the plan is to revisit and update the assessment in 2025 to ensure that the ESG efforts remain relevant.

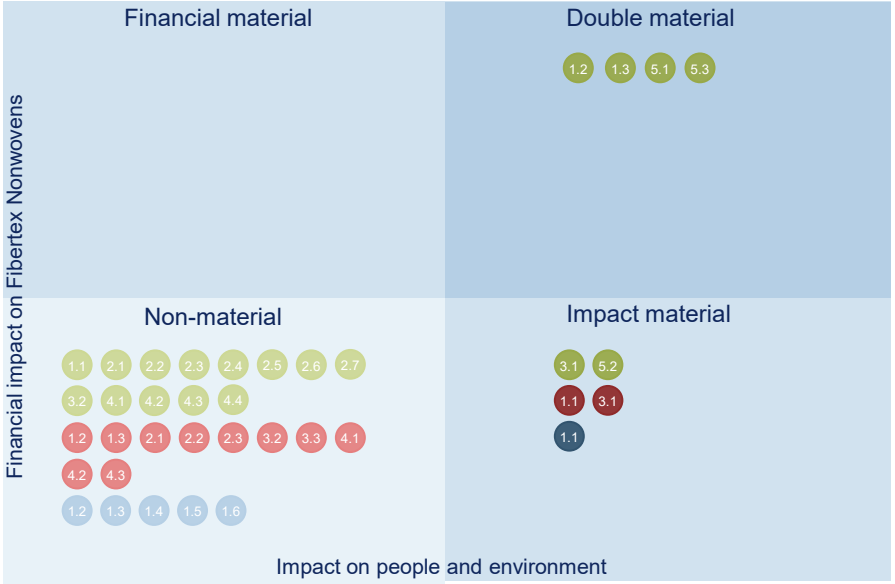
Purpose of the DMA

The double materiality assessment serves to identify Fibertex Nonwovens' material impacts on people and the planet (*impact materiality*), as well as the financial risks and opportunities arising from sustainability and climate-related factors (*financial materiality*). The concept of double materiality applies when a topic is considered material from both an impact and a financial perspective. Identifying these material topics guides Fibertex Nonwovens' future sustainability efforts.



Results of the Double Materiality Assessment

The results indicate that Fibertex Nonwovens has material impacts across environmental, social, and governance dimensions. Environmentally, the primary concerns relate to climate change, water usage, and resource consumption. As a business-to-business company, the social impacts are primarily centred on own workforce and the communities affected, rather than on consumers or end users. Governance issues are considered material mainly in relation to corporate culture and ethical business conduct.



Environmental

E1 Climate change
- 1.1 Climate change adaptation
- 1.2 Climate change mitigation
- 1.3 Energy

E2 Pollution
- 2.1 Pollution of air
- 2.2 Pollution of water
- 2.3 Pollution of soil
- 2.4 Living organisms and food resources
- 2.5 Substance of concern
- 2.6 Substance of very high concern
- 2.7 Microplastics

E3 Water and marine resources
- 3.1 Water
- 3.2 Marine resources

E4 Biodiversity and ecosystems
- 4.1 Direct impact drivers on biodiversity loss
- 4.2 Impacts on the state of species
- 4.3 Impacts on the extent and condition of ecosystem
- 4.4 Impacts and dependencies on ecosystem services

E5 Resource use and circular economy
- 5.1 Resource inflows
- 5.2 Resource outflows related to products and services
- 5.3 Waste

Social

S1 Own workforce
- 1.1 Working conditions
- 1.2 Equal treatment and opportunities
- 1.3 Other work-related rights

S2 Workers in the value chain
- 2.1 Working conditions
- 2.2 Equal treatment and opportunities
- 2.3 Other work-related rights

S3 Affected communities
- 3.1 Economic, social and cultural rights
- 3.2 Civil and political rights
- 3.3 Particular rights of indigenous

S4 Consumer & end-user
- 4.1 Information related impacts
- 4.2 Personal safety of consumers
- 4.3 Social inclusion of consumers

Governance

G1 Business conduct
- 1.1 Corporate culture
- 1.2 Protection of whistleblowers
- 1.3 Animal welfare
- 1.4 Political engagement
- 1.5 Management of relationship with suppliers, incl. payment practices
- 1.6 Corruption and bribery

Material impacts, risks and opportunities

E1 Climate Change

Impact, Risk or Opportunity	Main Rationale
Climate Change Mitigation	
Negative Impact	GHG emissions from energy usage and transportation activities.
Negative Impact	GHG emissions from consumption of raw materials.
Positive Impact	Manufacture products that reduce customer GHG emissions and extend product life.
Opportunity	Manufacture products with sustainable content to reduce greenhouse gas (GHG) emissions and minimize climate impact for customers
Energy	
Negative Impact	Energy consumption due to energy-intensive production technologies.
Risk	Increasing energy prices

E3 Water and Marine Resources

Impact, Risk or Opportunity	Main Rationale
Water	
Negative Impact	Water consumption from manufacturing processes on spunlace technologies.

E5 Resource Use and Circular Economy

Impact, Risk or Opportunity	Main Rationale
Resource Inflows	
Negative Impact	Main part of business based on products made from virgin materials.
Resource Outflows Related to Products and Services	
Negative Impact	Manufacture products that can be classified as consumables.
Waste	
Negative Impact	Generate waste categorized for landfill disposal or incineration.
Opportunity	Reduction of waste

S1 Own Workforce

Impact, Risk or Opportunity	Main Rationale
Working Conditions	
Negative Impact	Overtime and shift working hours, including evenings and nights.
Negative Impact	Health and safety impacts, e.g. accidents in own operation.

S3 Affected Communities

Impact, Risk or Opportunity	Main Rationale
Economic, Social and Cultural Rights	
Positive Impact	Supporting local communities through local job creation.

G1 Business Conduct

Impact, Risk or Opportunity	Main Rationale
Corporate Culture	
Positive Impact	Responsible business conduct by sharing values that are above minimum standard.

WE SUPPORT UNITED NATIONS'

Sustainable Development Goals

At Fibertex Nonwovens, we believe that the Sustainable Development Goals (SDGs) adopted by the United Nations, represent a long-term responsibility to making the world a better place. We are committed to protecting our environment and ensuring the highest standards for working conditions.

Fibertex Nonwovens continuously invests in technological advancements to be able to offer innovative solutions that make a difference in many industries around the world.
In particular, our focus is on goals 3, 8, 9, 12 and 16.

SDG No 3
Good health and well-being

We strive to create safe and healthy working conditions and we want everyone to be treated fairly and with respect, always. We value and embrace our differences.

SDG No 8
Decent work and economic growth

We invest significantly in our global manufacturing platforms to extend our production capabilities and capacities. We are committed to creating a stimulating environment to encourage contentment at work.

SDG No 9
Industry, innovation and infrastructure

We offer new and next level sustainable product properties, empowering our customers to create high-performance and sustainable solutions that improve the quality of life for people.

SDG No 12
Responsible consumption and production

We protect the environment by incorporating sustainable practices across our businesses and communities. Concern for the environment is critical in every aspect of our global operation.

SDG No 16
Peace, justice and strong institutions

We have carefully developed Corporate Responsibility policies, which are a solid foundation for maintaining impeccable business ethics at Fibertex Nonwovens.

ENVIRONMENTAL

We are committed to protecting our planet

This section includes:

ENVIRONMENTAL

Actions and results for 2024

Establishing a Scope 3 baseline is a key step in understanding our value chain and identifying opportunities for meaningful reductions. In 2024, the expanded use of renewable electricity contributed to lowering overall greenhouse gas emissions, while progress in incorporating sustainable materials into our products further supported this effort. These improvements are driven by ongoing innovation and by staying closely aligned with market trends.

Calculating Scope 3

In 2024, Fibertex Nonwovens calculated the Scope 3 baseline. Measuring Scope 3 is a crucial step toward gaining a comprehensive understanding of Fibertex Nonwovens' total carbon footprint, as the Scope 3 emissions represent the largest share of the overall impact.

By mapping out these emissions, Fibertex Nonwovens can assess the environmental impact across the value chain, identify key hotspots, and develop targeted reduction strategies and relevant KPIs. Additionally, calculating Scope 3 emissions enhances Fibertex Nonwovens' ability to meet growing customer expectations, as climate transparency and accounting have become increasingly important. The scope 3 emissions have also been calculated for 2024.

For more information on scope 3 see slide 23.

Progressing toward target for renewable electricity

Fibertex Nonwovens has a strong focus on moving towards using more renewable electricity, which is also one of the company's key KPIs within the environmental field. A continued trend can be seen in the data, showing that Fibertex Nonwovens is successfully progressing toward meeting the target for renewable energy. In addition to increasing the percentage of renewable electricity, Fibertex Nonwovens is still looking for opportunities to reduce overall electricity consumption.

Increase in sustainable content used in products

The demand for sustainable content in Fibertex Nonwovens' products is steadily rising, driven by increasing awareness and consumer preference for environmentally friendly options. Fibertex Nonwovens is actively progressing toward meeting the set 2030 target, which aims for a 25% increase in sustainable content. While challenges remain, efforts continue to ensure steady improvement.

Scope 1 and 2 GHG emissions reduction

In 2023, the relative carbon emissions for Scope 1 and 2 were trending in the wrong direction, putting Fibertex Nonwovens behind the set target of a 20% reduction in Scope 1 and 2 emissions per tonne produced. As a result, one of the key focus areas for 2024 has been to improve performance in this area, ensuring that Fibertex Nonwovens gets back on track to meet the target. A particular emphasis has been placed on the potential emission reductions achievable through an increased share of renewable electricity. This aligns closely with another target focussing on boosting the share of renewables in our energy mix. The combined efforts have already led to a reduction in Scope 1 and 2 emissions, moving us closer to our 2030 target.

SDG

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible consumption and production

TARGETS 2030

20% reduction of cradle-to-gate GHG emissions

25% increase of sustainable content on our products

40% electricity from renewable sources

POLICIES

- Environmental and energy policy
- Code of Conduct
- Supplier Code of Conduct
- Responsible procurement policy
- CR Policy

CERTIFICATIONS

- ISO 14001
- ISO 50001
- FSC
- PEFC
- GOTS
- Oekotex

Fibertex NONWOVENS

ENVIRONMENTAL

Scope 3 emissions

In 2024, Fibertex Nonwovens conducted its first Scope 3 emissions calculations, establishing a baseline for the year 2023. This foundational work was carried out in collaboration with SustainX, a sustainability consulting firm. To ensure continuous progress and accountability, Scope 3 emissions will be calculated annually.

Scope 3 Screening

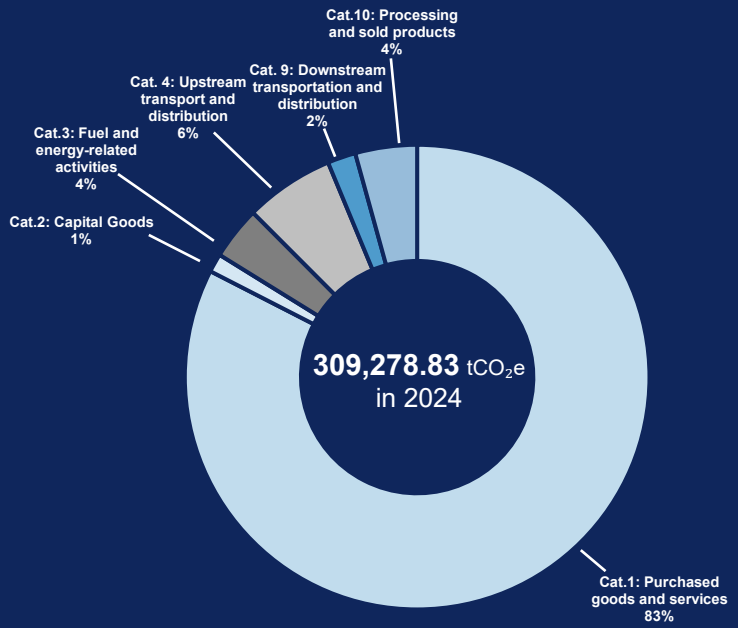
As a basis for calculating Fibertex Nonwovens' Scope 3 emissions, a scope 3 screening was conducted evaluating all scope 3 categories, which identified the most significant emission sources for the company. According to the Science Based Targets initiative (SBTi), the scope 3 categories a company chooses to calculate and report on should cover at least 95% of its total scope 3 emissions. The screening results highlighted six categories, namely 1: Purchased goods and services, 2: Capital Goods 3:Fuel and energy-related activities, 4: Upstream transport and distribution, 9:Downstream transportation and distribution and 10: Processing and sold products, covering in total 96.6% of scope 3 emissions, in the screening process.

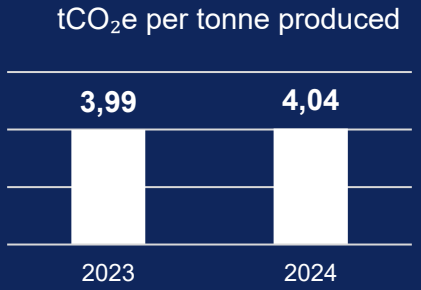
Scope 3 Inventory

The calculation of Scope 3 emissions was conducted during the inventory stage and in alignment with the Greenhouse Gas (GHG) Protocol. During this phase, in-depth assessments were performed for the six priority categories identified in the initial Scope 3 screening. Together, these categories represent 98.1% of total Scope 3 emissions. To ensure the robustness and transparency of the calculations, a combination of data sources was employed. This included primary data obtained directly from suppliers, high-quality secondary data from reputable databases, and proxy data used to extrapolate emissions, where direct information was not available. The primary database used for emissions factors and modelling was EcoInvent. The Scope 3 inventory encompasses all Fibertex Nonwovens' operational sites, ensuring comprehensive coverage across the organisation's value chain.

Scope 3 Results

The inventory results show that combined emissions from the six key categories totalled 279,952.17 tCO_2e in the baseline year, equivalent to 3.99 tCO_2e per tonne of produced nonwovens. Scope 3 calculations were also carried out for 2024, revealing total Scope 3 emissions of 309,278.83 tCO_2e. These emissions have increased compared to the baseline, and Fibertex Nonwovens is currently working on setting a reduction target to address Scope 3 emissions.





ENVIRONMENTAL

Responsible sourcing

Using raw materials that derive from natural sources makes responsible sourcing a high priority for Fibertex Nonwovens. To support responsible sourcing, we have a sustainable procurement policy that guides us in promoting ethical and responsible practices throughout our supply chain.

We are certified according to FSC, PEFC and GOTS at the sites using viscose and cotton for wipes and personal care products. By obtaining these certificates we ensure that the fibres are managed in a sustainable way, farmed, produced and processed with the least possible environmental impact and with respect for labour conditions and protected from deforestation and excessive clearing.

As part of ensuring responsible sourcing, we regularly conduct audits with our suppliers to support compliance and strengthen sustainability practices. In 2024, we completed 47% of our targeted supplier audits.

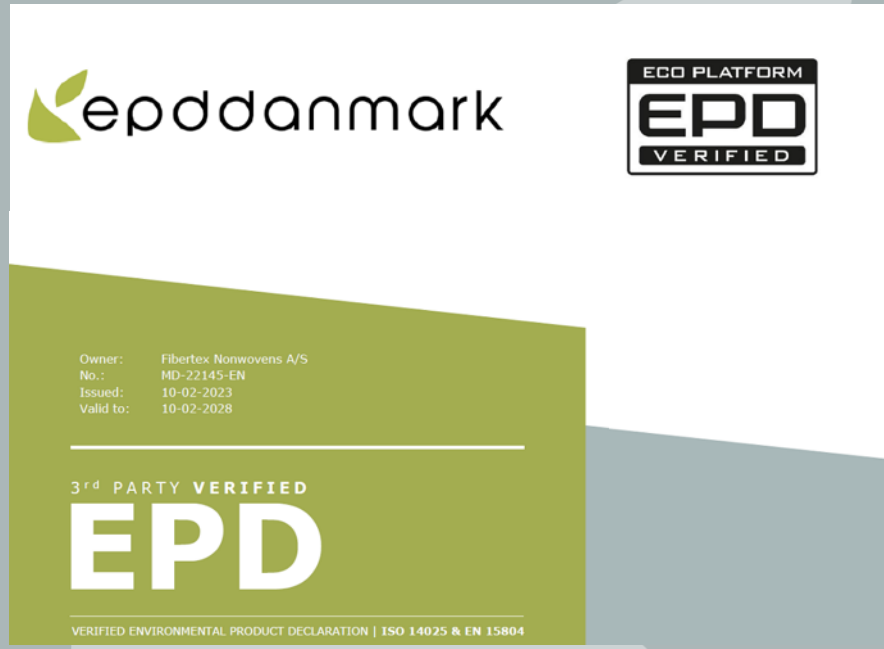
ENVIRONMENTAL

Environmetal Product Declarations

An Environmental Product Declaration (EPD) documents the environmental performance of a product based on the EN 15804+A2 standard. The declaration is based upon conducted LCA studies. The EPD's have been externally verified by a third party and have been created in collaboration with the Danish Technological Institute.

The scope for the EPD's is Cradle-to-gate (plus End-of-life). This approach means narrowing the perspective into three main categories: Raw material, Transportation and Manufacturing (A1-A3) plus End-of-life (C1-C4).

In total, three EPD's have been produced, based on different raw material groups: PP, PET and rPET.



SOCIAL

We act in a socially responsible manner

This section includes:

SOCIAL

Actions and results for 2024

In 2024, Fibertex Nonwovens conducted a Human Rights Risk Assessment to identify actual and potential impacts across its operations and supply chain. A focus on safety has also been a high priority, thus leading to a negative downward trend for LTI compared to last year.

Supporting local communities

At Fibertex Nonwovens, we recognise that we are a part of the local communities in which we operate, and with that comes a responsibility to contribute positively. We are committed to building long-term, constructive relationships with surrounding communities through ongoing engagement and support for local development initiatives. Across our locations, it is common practice to support local sports, cultural events, and social organisations.

In 2024, for example, our location in Brazil focused on supporting underprivileged members of the local community. This included sponsoring a sewing course aimed at empowering individuals with new skills, as well as participating in volunteer activities to raise funds for local orphanages, nursing homes, and municipal hospitals.

Maintaining a strong commitment to employee well-being

Employees are the backbone of Fibertex Nonwovens, and ensuring their well-being is crucial to the company's success. At Fibertex Nonwovens, we focus on strengthening employee health and safety, promoting equal treatment and opportunities for all, and engaging our workforce to attract, retain, and support our employees. As part of our commitment to employee satisfaction, our location in the Czech Republic has implemented an annual employee satisfaction survey. The findings from the survey guide our efforts to make improvements that matter most to the employees.

Human Rights Risk Assessment

In 2024, Fibertex Nonwovens conducted a Human Rights Impact Assessment (HRIA) to identify and understand both actual and potential impacts related to human rights across its operations. This assessment also led to the development of due diligence processes aimed at assessing, preventing, and mitigating any negative impacts that may arise. The scope of the assessment covered both our own operations and our value chain. Particular attention was given to sites located in Brazil, Turkey and South Africa, as these were identified using BSCI Country Risk Classification as operating in regions with a lower level of freedom compared to other company sites. As a result of the assessment, Fibertex Nonwovens identified seven potential human rights impacts within its own operations, four within the value chain, and four that affect both areas.

The assessment found no actual human rights violations, only potential risks.

In most of the identified cases, the risks were evaluated as manageable and/or with a low likelihood. To ensure a strong response in the event of a human rights impact incident, Fibertex Nonwovens has an internal due diligence system. This includes a set of preventive policies, an internal grievance mechanism, and a whistleblower tool to ensure that any issues can be reported, investigated, and addressed in a responsible manner.

SDG

3 GOOD HEALTH AND WELL-BEING

Good health and well-being

TARGETS 2030

BELOW 3

for lost time injury frequency rate

12.6%

for employee turnover rate

POLICIES

- Occupational Health and Safety policy
- Diversity policy
- Sexual Harassment policy
- Code of Conduct
- Supplier Code of Conduct
- CR Policy

CERTIFICATIONS

- ISO 45001
- Sedex (audit)

SOCIAL

Product safety

Fibertex Nonwovens is fully aware of the importance of product safety and we continuously strive to improve the safety of our products.

For more than 20 years the company has maintained OEKO-TEX® STANDARD 100 certification of our nonwovens for bedding, furniture and flooring applications.

Since 2012, we have upgraded the certification to product class 1 for baby articles, and over the last 3 years we have added 3 new product groups: face masks, filtration and medical equipment.

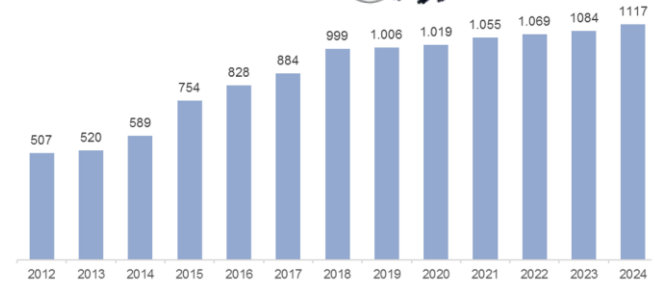
Since 2023, products for hygiene and personal care produced at our production site in Turkey have been OEKO-TEX® certified.

STANDARD 100 by OEKO-TEX® is one of the world's best-known labels for textiles tested for harmful substances. This certification represents customer confidence and high product safety.

Fibertex NONWOVENS

SOCIAL

Employee facts



Fibertex NONWOVENS

1117
full-time employees

We currently **26** employ different nationalities

Male employees **76%**

Female employees **24%**

We are committed to provide good, safe, stable jobs in our local communities, that will support families for generations.

Fibertex Nonwovens is our people. We develop the individual and encourage teamwork and openness. We foster diversity and inclusion, dignity and respect.

GOVERNANCE

We conduct proper and trust-worthy business

This section includes:

GOVERNANCE

Actions and results for 2024

Fibertex Nonwovens is working to ensure more accountability in the value chain and has launched new initiatives. For example, the company has implemented the CSRD structure in internal processes and significantly improved the control environment internally.

Implementing CSRD

In 2024, Fibertex Nonwovens reported for the first time on CSRD-related topics, contributing to the sustainability reporting process for Schouw & Co. This included conducting a double materiality assessment initiated in 2023, as well as reporting on internal ESG data. The process has increased awareness of ESG governance expectations and strengthened the integration of sustainability into risk management and internal controls. It also marks an important step toward aligning Fibertex Nonwoven's sustainability strategy and local operations with broader EU regulatory frameworks.

Responsible conduct in the value chain

Fibertex Nonwovens applies a supplier evaluation system, which ensures follow-up on the requirements demanded of its suppliers in the Code of Conduct. In 2023, the code was supplemented with a policy for responsible procurement, which set out more detailed requirements and ambitions in terms of integrating sustainability considerations in the sourcing of raw materials, particularly in relation to the environmental footprint of raw materials. These requirements have already been identified as being the company's principal source of value chain emissions.

Employees trained in business ethics, cyber-awareness and anti-corruption

Fibertex Nonwovens has a global online training platform that requires employees in functions at risk to complete the necessary training in general business ethics, cybersecurity and anti-corruption. These efforts included raising awareness about the policy, expanding cyber-awareness training, and continuing existing training on anti-corruption and business ethics. The internal Code of Conduct also includes a section on money laundering, clearly stating the company's zero-tolerance policy.

SDG

8 DECENT WORK AND ECONOMIC GROWTH — Decent work and economic growth

16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Peace, justice and strong institutions

TARGETS 2030

100%

of own relevant workforce to sign our Code of Conduct

95%

of supplier base to comply with our Supplier Code of Conduct

POLICIES

- IT Security policy
- HR Privacy Policy
- Code of Conduct
- Supplier Code of Conduct
- Responsible procurement policy
- CR Policy

GOVERNANCE

Business Conduct

Integrity is at the core of our identity and reputation at Fibertex Nonwovens. We are all responsible for acting with integrity in everything we do.

To support our employees in conducting business on behalf of Fibertex Nonwovens and to minimise grey areas, we have outlined how we expect our employees to act in our Code of Conduct Handbook.
In order to continuously follow legislation and developments in a changing world the Code of Conduct was reviewed in 2023 and updated with a new section on Money Laundering. The existing sections on Human Rights and Diversity, Equity and Inclusion were also expanded.

Grievance mechanism:
We are also responsible for raising concerns about any potential risks to the company - ideally, before these risks become actual problems. These could be issues related to human rights, corruption and bribery, or broader ethical breaches.

At Fibertex Nonwovens, different options exist for reporting compliance issues. While we hope that employees feel comfortable discussing any matter with his or her manager, there may be times when employees prefer to use another way to address compliance and ethics issues. Therefore several grievance mechanisms exist to report ethical issues internally.
We also have a whistle-blower function, where employees or other stakeholders are able to report potential breaches anonymously.

In 2024 Fibertex Nonwovens received 0 reports of ethical breaches.

GOVERNANCE

Supplier Code of Conduct

At Fibertex Nonwovens, social responsibility and sustainability are deeply founded in our values. We want to take active and long-term responsibility for how we affect the world.

We seek to create a balance between financial goals and respect for people and the environment, in order to run a profitable business, while also ensuring that our activities contribute to sustainable development for the benefit of society, both locally and globally. We believe this to be essential when building and developing trusting relationships with our suppliers.

Fibertex Nonwovens complies with the principles in our Supplier Code of Conduct, and we expect the same from our suppliers and subcontractors. We therefore see acceptance and compliance with the Supplier Code of Conduct as an integral part of supplying to Fibertex Nonwovens. In 2024, 93% of our suppliers, based on cost, had signed the Supplier Code of Conduct.

GOVERNANCE

Sustainability ratings

To continuously improve and demonstrate our dedicated work within ESG, sustainability assessments have been carried out on a group level as well as at individual sites.

EcoVadis. Since 2013, Fibertex Nonwovens Group has been assessed and rated by EcoVadis, which covers four different assessment areas: Environment, Labour & Human Rights, Ethics and Sustainable Procurement. In 2024, the Group was assessed and awarded the committed EcoVadis badge.

Sustainable Origin. Our production site in Brazil was awarded Diamond level by Sustainable Origin. This certification is promoted by the footwear associations, and has a global coverage certifying our processes and evaluating ESG and sustainability practices across 104 indicators in the five dimensions: economic, social, cultural, environmental, and sustainability management.

Sedex. Since 2019 our production site in Turkey has been audited by Sedex in the SMETA four pillars: Labour standards, Health and Safety, Environment and Business Ethics.

SAQ. A SAQ certification is the entrance ticket to the automotive industry. It confirms that candidates comply with the standards for good Corporate Social Responsibility (CSR) and social and environmental sustainability. Several sites in the Fibertex Nonwovens Group have been assessed and certified according to SAQ 5.0.

SUSTAINABLE
PRODUCTS & SOLUTIONS

World-class solutions through partnerships

Fibertex Nonwovens is one of the leading global partners in technical and innovative performance-based materials and nonwovens solutions.

We offer high-performance materials to our customers in more than 70 countries. We also offer strong partnerships that include access to in-depth industry knowledge and a best-in-class technological platform.

For more than 50 years, we have improved nonwovens solutions for a variety of applications and business areas. This experience allows us to propose and deliver world-class solutions.

More than
50 years of
experience

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Fibertex NONWOVENS

Striving for sustainability

Coastal protection solutions

Ageing seaside infrastructure, large waves and narrowing beach widths, all contribute to the urgent need for coastal rehabilitation, to ensure greater environmental protection.

Fibertex products withstand the effects of harsh wave action and are the perfect protection solution that allows beaches to retain their natural beauty. Our coastal protection products gently preserve the architectural expression of coastlines, preventing erosion from destroying tourist areas, also creating beautiful new artificial reefs.

Fibertex geotextiles are used in protection structures in coastal areas, rivers and harbours, for erosion control, dune revetments and slope protection, as well as in flood emergencies. Our geosynthetics solutions also encompass products improving durability of concrete structures like coastal bridges, tunnels and marine structures.

Composite products for the wind industry

Manufacturing wind turbine blades traditionally involves using several layers of materials to ensure proper resin flow and prevent defects, leading to increased complexity, material usage, and waste. As demand for renewable energy solution grows, efficient and sustainable production processes are essential.

Our nonwoven Compoflex products streamline the blade moulding process by replacing multiple layers with a single material. This simplifies production, reduces material consumption, and ensures optimal resin distribution, resulting in high-quality blades with fewer defects.

Environmentally, our products decrease material usage and waste, contributing to more sustainable manufacturing practices. Additionally, by improving manufacturing efficiency, we support the broader adoption of wind power, promoting clean and renewable energy sources.

Energy-saving filtration solutions

A challenge of filter media is that during operation of a filtration system, media filter particles from the air settle in the filter and over time, these particles create a filter cake that blocks the pores, causing an increase in pressure drop. As the pressure drop rises, greater energy is required to push air efficiently through the filter.

Fibertex has developed a low-pressure-drop air filtration media, which ensures significant energy savings. This advanced filtration media is based on an optimised nonwoven gradient structure that is combined with nanofibers.

By using Fibertex filter media, energy consumption is lower than when using a traditional commercial filter with the same efficiency rating.

Lightweight and acoustics solutions

As manufacturers strive to meet stringent fuel efficiency standards and enhance the driving experience, innovative solutions are required. Our nonwoven products offer a transformative approach to address these challenges, contributing to lighter vehicles and improved acoustical properties.

Our materials are engineered to be significantly lighter than traditional automotive materials without compromising on strength and durability. Additionally our nonwoven products are designed with excellent sound-absorbing properties, effectively reducing the transmission of external noise into the cabin.

Through innovative material science, we are not only enhancing vehicle performance and comfort but also contributing to a more sustainable future.

Appendix

This section includes:

ESG progress reporting

ENVIRONMENTAL

GENERAL	Unit	2024	2023	2020 (Baseline)	Development since baseline	2030 Target	Accounting principles
Revenue	DKKm	2.247	2.158	1.791	25%		Revenue for Fibertex Nonwovens Group
Reporting production sites	number	8	8	8	0%		Fibertex Nonwovens has eight main production sites located in Europe, North America, South America and Africa. See page 9 for more detail.
Total production of nonwovens and fibre	tonnes	76.570	70.244	75.860	1%		Total amount of nonwovens and fibre produced.
ENVIRONMENTAL							
Energy consumption							Energy consumption is reported for all Fibertex Nonwovens production sites, and for sales offices a factor is added based on the number of employees working there.
Direct energy consumption	MWh	76.128	71.976	62.900	21%		Covers consumption of purchased fuels and gasses used on the production sites.
Indirect energy consumption	MWh	104.504	98.640	98.038	7%		Covers consumption of purchased electricity, heating and cooling used on the production sites. Sales offices are included using a factor.
Total energy consumption	MWh	180.632	170.616	160.938	12%		This is a total energy consumption of direct and indirect energy consumption.
Purchased electricity from renewable sources	MWh	24.095	17.334	0	-		For electricity to be categorised as being from a renewable source, it requires certificates such as GoOs or I-RECs or similar supplier-specific certificates with an emission factor of 0.
Share of renewable energy	%	13	10	0	13pp	40% renewable electricity sourced	Calculated as the share of the reported renewable energy sourced divided by total energy consumption
Energy intensity	MWh/t	2,36	2,43	2,12	11%	20% energy consumption reduction	Energy consumption in MWh relative to produced tonnes of nonwovens and fibre
GHG Emissions (Scope 1 and Scope 2)							Reporting on greenhouse gas (GHG) emissions is based on the GHG Protocol. The gases specified in the GHG Protocol include carbon dioxide, methane, laughing gas and HFCs, etc. These data are reported combined as CO2 equivalents (CO2e) as calculated using global warming potential factors.
Scope 1 GHG emissions	tCO2e	15.500	14.652	12.839	21%	20% GHG emission reduction	Scope 1 covers all direct emissions, typically involving greenhouse gases related to the use of gas and fuel for processing on the production lines. The data is based on the purchased amount and the consumption values are multiplied by relevant emission factors. Company cars are included in scope 1 if they are owned or held under an operating lease.
Scope 2 GHG emissions location-based	tCO2e	28.551	27.199	27.866	2%		Scope 2 covers indirect emissions from electricity, district heating or cooling purchased from other external sources. Consumption data is compiled from energy bills or meters and used to calculate consumption. The location-based approach is based on the actual grid production units are connected to and mainly uses the latest IEA emissions factors.
Scope 2 GHG emissions market-based	tCO2e	23.135	24.274	27.866	-17%	20% GHG emission reduction	The market-based approach reflects emissions from the purchase of energy and is linked to the financial products and agreements on which the purchases are based. These are verified against quality criteria of the GHG Protocol.
Scope 1+2 GHG emissions location-based	**tCO2e**	**44.051**	**41.851**	**40.705**	8%		Sum of scope 1 and 2 GHG emissions with the location-based approach.
Scope 1+2 GHG emissions market-based	**tCO2e**	**38.635**	**38.926**	**40.705**	-5%		Sum of scope 1 and 2 GHG emissions with the market-based approach.
Scope 1+2 GHG intensity (market-based)	tCO2e/t	0,505	0,554	0,537	-6%	20% GHG emission reduction	GHG emissions in tCO2e relative to produced tonnes of nonwovens and fibre. The market-based approach is used for calculation purposes on intensity measures.

ESG progress reporting

ENVIRONMENTAL

GHG Emissions (Scope 3)	Unit	2024	2023 (Baseline)	Development since baseline	2030 Target	Accounting principles
Cat 1: Purchased goods and services	tCO2e	255.257	226.948	12%		Cat 1: Purchased goods and services covers emissions from the production of products purchased or acquired in the reporting year. Emissions in this category are calculated using supplier-specific LCA data, as well as data from Ecoinvent 3.9.1 and Exiobase v3.316b1.
Cat 2: Capital goods	tCO2e	3.986	8.546	-53%		Cat 2: Capital goods covers emissions from the production of capital goods purchased or acquired in the reporting year. Emissions in this category are calculated using data from Exiobase v3.316b1.
Cat 3: Fuel and energy related activities	tCO2e	11.421	9.535	20%		Cat 3: Fuel- and energy- related activities covers emission from the production of fuels and energy purchased and consumed in the reporting year, that are not included in scope 1 or scope 2. Emissions in this category are calculated using data from DEFRA (UK.GOV).
Cat 4: Upstream transportation and distribution	tCO2e	19.250	16.235	19%		Cat 4: Upstream transportation and distribution covers emissions from the transportation and distribution of products purchased in the reporting year, between tier 1 suppliers and own operations, as well as between own facilities, using vehicles not owned or operated by Fibertex Nonwoven (i.e., third-party services). Emissions in this category are calculated using supplier-specific data, as well as data from DEFRA (UK.GOV) and Exiobase v3.316b1.
Cat 9: Downstream transportation and distribution	tCO2e	6.084	5.812	5%		Cat 9: Downstream transportation and distribution, covers emissions that occur in the reporting year from transportation and distribution of sold products in vehicles and facilities not owned or controlled by Fibertex Nonwovens (i.e., third-party services). Emissions in this category are calculated using data from Exiobase v3.316b1.
Cat 10: Processing of sold products	tCO2e	13.281	12.876	3%		Cat 10: Processing of sold products, covers emissions from processing of sold intermediate products by third parties (e.g., manufacturers) subsequent to sale by Fibertex Nonwovens. Intermediate products are products that require further processing, transformation, or inclusion in another product before use, and therefore result in emissions from processing subsequent to sale by Fibertex Nonwovens and before use by the end consumer. Emissions in this category are calculated using customer-specific data, electricity grid factors from 21 different countries where the nonwovens are sold for coating (EEA, US EPA, AIB, Climate transparency report, DEFRA) as well as data from Ecoinvent 3.9.1.
Total Scope 3 GHG emissions	tCO2e	309.279	279.952	10%		The total Scope 3 emissions, which consist of Category 1 – Purchased goods and services; Category 2 – Capital goods; Category 3 – Fuel- and energy-related activities; Category 4 – Upstream transportation and distribution; and Category 10 – Processing of sold products.
Total GHG emissions location-based	**tCO2e**	**353.330**	**321.803**	10%		Sum of scope 1, 2 and 3 GHG emissions with the location-based approach.
Total GHG emissions market-based	**tCO2e**	**347.914**	**318.878**	9%		Sum of scope 1, 2 and 3 GHG emissions with the market-based approach.
GHG intensity (market-based)	tCO2e/t	4,5437	4,5396	0,1%		GHG emissions in tCO2e relative to produced tonnes of nonwovens and fibre. The market-based approach is used for calculation purposes on intensity measures.

ESG progress reporting

ENVIRONMENTAL

	Unit	2024	2023	2020 (Baseline)	Development since baseline	2030 Target	Accounting principles
Water							
Water consumption	m3	281.628	247.793	210.385	34%		Water consumption shows the annual consumption of water, either meter read or taken from invoices. For sales offices that are not considered significant, consumption is estimated using a standard factor per FTE.
Water intensity	m3/t	3,68	3,53	2,77	33%		Water consumption in m3 relative to produced tonnes of nonwovens and fibre.
Water consumption in areas of high-water risk	M3	0	0	-	-		Production sites that consume water for processes are assessed in the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI). High-water stress areas are regions where the percentage of total water withdrawn is high (40-80%) or extremely high (greater than 80%).
Resource efficiency							
Recycled, biodegradable and natural content	%	44,6%	43,2%	37,4%	19%	Increase 25%	The amount of recycled, biodegradable and natural content of raw materials (fibres and granulate) is based on purchased volumes and set in relation to the total amount of raw material to calculate the share.
Waste generated in operations	%	10,3%	10,6%	9,3%	11%		The amount of non-hazardous and hazardous waste material generated in operations in relation to the total amount of goods produced.

POLICIES, CERTIFICATIONS AND GENERAL GOVERNANCE	Unit	2024	2023	2020 (Baseline)	
Formal environmental and energy policy	y/n	yes	yes	yes	https://www.fibertex.com/about-us/quality-and-environment/policies
Published Sustainability Report	y/n	yes	yes	yes	https://www.fibertex.com/sustainability/long-term-responsibility
Sites certified according to recognised quality management system (ISO 9001)	number	8 out of 8	8 out of 8	8 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates
Sites certified according to recognised environmental management system (ISO 14001)	number	5 out of 8	5 out of 8	5 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates
Sites certified according to recognised energy management system (ISO 50001)	number	1 out of 8	1 out of 8	1 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates
The Board of Directors monitors and/or manages climate-related risks	y/n	yes	yes	yes	
Sustainability rating framework	y/n	yes	yes	yes	EcoVadis, Sustainable Origin, Sedex, SAQ. For more detail see page 32.
Company focus on specific UN Sustainable Development Goals	y/n	yes	yes	yes	For more detail see page 18.

ESG progress reporting

SOCIAL AND GOVERNANCE

SOCIAL	Unit	2024	2023	2020 (Baseline)	Development since baseline	2030 Target	Accounting principles
Employees							
Total number of employees	FTE	1.117	1.094	1.019	10%		Measured in FTEs (full-time equivalents) and calculated according to the principles used in financial reporting as the monthly average number of FTEs during the period
Number of female employees	FTE	267	268	230	16%		
Number of male employees	FTE	851	826	789	8%		
Employee turnover	%	14%	16%	17%	-18%	12.6%	Share of employees leaving their job as a result of dismissal, resignation, retirement or death during the period relative to the total average number of employees for the period.
Proportion of temporary workers	%	1%	1%	1%	-0%		Employees who are temporary workers are employees externally contracted that we have operational control over and employee responsibility for. This includes temporary workers in production, summer workers etc.
Diversity							
Proportion of female employees	%	24%	24%	23%	4%		
Proportion of female employees in managerial positions	%	25%	23%	20%	24%		Managers are defined as persons having managerial responsibilities.
Proportion of female employees in senior management and executive-level positions	%	14%	15%	11%	30%		The uppermost tier of management is defined as persons in executive-level or senior management positions.
Proportion of female board members	%	20%	0%	0%	-	20%	
Health and Safety							
Fatalities	number	0	0	0	0%		Fatalities are defined as accidents resulting in death, which occur on the job or during the performance of work related to the employment relationship.
Lost time injury frequency rate (LTIFR)	per million hours worked	16,7	13,2	19,8	-16%	Below 3	The total number of accidents, defined as on-the-job accidents that result in an employee being absent from work for at least one day, not including the day of the accident. The LTI frequency rate is calculated per million working hours.

ESG progress reporting

SOCIAL AND GOVERNANCE

	UNIT	2024	2023	2020 (Baseline)	Development since baseline	2030 Target	Accounting principles
Responsible business conduct							
Proportion of relevant workforce which have formally confirmed their compliance with code of conduct	%	97%	100%	100%	-3%	100%	Measured on the size of the relevant workforce and that includes employees with external contact who have formally confirmed their compliance with the policy.
Proportion of suppliers which have formally confirmed their compliance with the supplier code of conduct	%	93%	92%	80%	17%	95%	Measured according to the value of the purchases from the suppliers. Approval is obtained if a supplier has signed Fibertex Nonwovens Supplier Code of Conduct or has its own code of conduct, which is consistent with the requirements of Fibertex Nonwovens'.
Number of confirmed incidents involving corruption or bribery	number	0	0	0	0%		Number of incidents of corruption or bribery that has been found to be substantiated during the year.
Number of reported cases in whistleblower system	number	0	0	0	0%		Number of whistleblower cases reported in the whistleblower system during the year.

POLICIES, CERTIFICATIONS AND GENERAL GOVERNANCE	Unit	2024	2023	2020 (Baseline)	Comment
Occupational health and safety policy	y/n	yes	yes	yes	Not publicly available.
Human rights policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
The human rights policy also covers suppliers	y/n	yes	yes	yes	Please see our Supplier Code of Conduct: https://www.fibertex.com/about-us/supplier-code-of-conduct
Child and forced labour policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
The child and forced labour policy also covers suppliers	y/n	yes	yes	yes	Please see our Supplier Code of Conduct: https://www.fibertex.com/about-us/supplier-code-of-conduct
Non-discrimination and sexual harassment policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
Diversity policy	y/n	yes	yes	yes	Not publicly available.
Collective bargaining	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
Data protection and IT security policy	y/n	yes	yes	yes	Not publicly available.
Anti-corruption and business ethics policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
Sites certified according to recognised work environment management system (ISO 45001)	number	1 out of 8	1 out of 8	0 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates

Reporting practice

In 2020, Fibertex Nonwovens introduced a new common frame of reference, inspired by Nasdaq's ESG Reporting Guide 2.0, and defined a common set of performance indicators across the E, S and G criteria. The reporting done on the GHG emissions is based on the GHG Protocol and the applied division of the GHG Protocol is into Scope 1, 2 and 3.

Consolidation of this type of data across the Fibertex Nonwovens Group still presents challenges, but we aim to be transparent and to present data in the best possible manner. In the figures, commas are used as the decimal separator instead of periods.

Fibertex Nonwovens Sustainability Report Rev October 2025.