

# ESG Report

May 2026

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MESSAGE FROM THE

# CEO



Jørgen Bech Madsen, CEO at Fibertex Nonwovens

## 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 how we lead, develop and grow our 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 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.

We strengthen our social impact by creating an inclusive workplace, where people can develop, knowledge are shared, and respect shapes our everyday collaboration.

We uphold strong governance in everything we do, guided by integrity, transparency, and responsible innovation in our decisions to build lasting trust with customers and partners.

## BACKGROUND

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

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.

Thanks to new technology, Fibertex Nonwovens is able to produce wipes from non-synthetic fibre, replacing the use of synthetic fibre. Fibertex Nonwovens provides 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

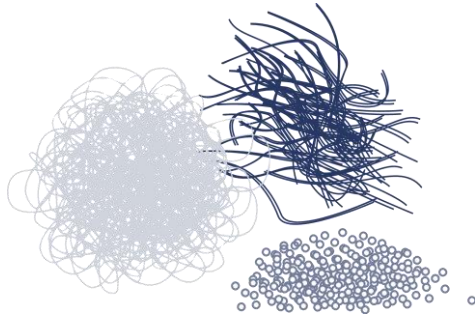
Head office in Aalborg, Denmark. Production facilities in Denmark, France, the Czech Republic, Turkey, USA, South Africa and Brazil.

## 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.

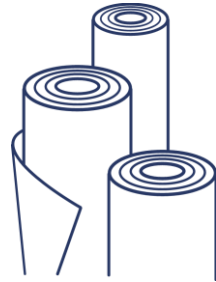


# Business model



## 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.

# 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**

Certifications:  
ISO 9001  
ISO 14001  
ISO 50001  
Oekotex



**Czech  
Republic,  
Svitavy**

Certifications:  
ISO 9001  
IATF 16949  
ISO 14001  
Oekotex



**France,  
Chemillé**

Certifications:  
ISO 9001  
ISO 14001  
FSC



**USA,  
Greenville**

Certifications:  
ISO 9001  
GOTS  
FSC  
PEFC



**USA,  
Ingleside**

Certifications:  
ISO 9001



**Turkey,  
Cerkezköy**

Certifications:  
ISO 9001  
IATF 16949  
ISO 14001  
ISO 45001  
ISO 50001  
FSC  
Oekotex  
I-Rec



**Brazil,  
Sao Paulo**

Certifications:  
ISO 9001  
ISO 14001  
ISO 45001  
FSC  
Origin Diamond  
I-Rec



**South Africa,  
Hammarsdale**

Certifications:  
ISO 9001

# 2030 Ambition



## Environmental

### Benchmark in environmental footprint reductions

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

**Raw material:**  
Increase recycled, biodegradable and  
natural fibre content by 25%



## 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

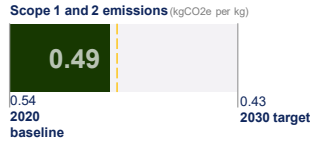
# Progress towards 2030 ambition

## Environmental performance

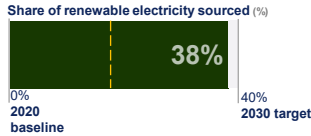
**2030 ambition:** Benchmark in environmental footprint reductions

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

To support the ambition to reduce our carbon footprint emission we track both our progress on scope 1 and 2 emissions and share of renewable electricity sourced.



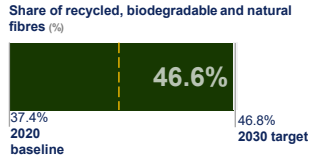
On scope 1 and 2 emissions we are currently **behind** target for reaching our goal towards 2030 on 20% reduction compared to baseline.



We are currently **ahead** of target, when looking at the share of renewable electricity.

**Raw material:** Share of recycled, biodegradable and natural fibers

To support the ambition to increase the share of recycled, biodegradable and natural fibers, we track the amount. We are currently **ahead** of target and very close to achieving this target before 2030 if we continue the trend that we have seen.



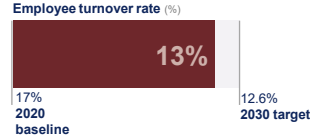
2025 target

## Social performance

**2030 ambition:** Nurture the well-being of employees in a highly motivating environment

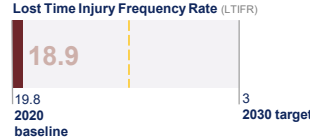
**The employees:** Support individual development and growth in our company, where equality, team effort and knowledge sharing are key

To support our ambition we track our employee turnover rate, where we have a target of 12.6%. Currently we are **behind** target, but very close to the desired level.



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

To support the ambition of securing a healthy and safe environment for our employees we track the LTIFR. We are currently **behind** target and did experience a negative trend in 2025. We are continuing initiating initiatives to bring LTIFR closer to the 2030 target.



2025 target

## Governance performance

**2030 ambition:** Integrity and responsibility in our business conduct

We track all relevant employees who has signed our internal Code of Conduct. We are currently tracking **behind** target.



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

To support the ambition we also track the share of our suppliers, who has signed our Supplier Code of Conduct. We are current **ahead** of target.



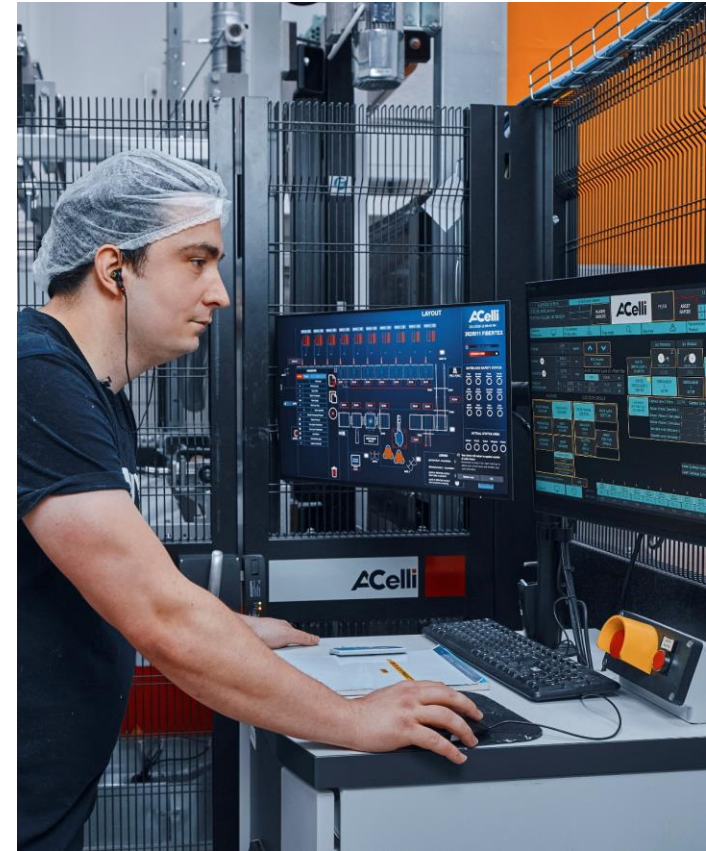
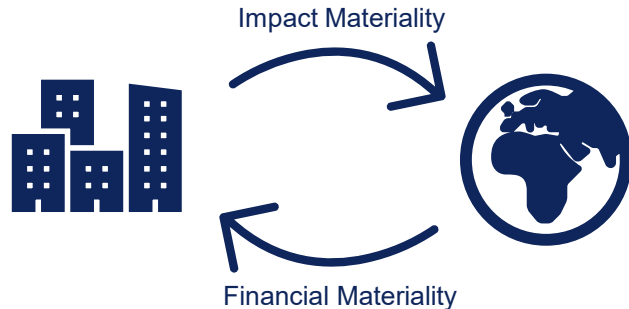
2025 target

# Double Materiality Assessment

Since 2023, Fibertex Nonwovens has conducted a yearly double materiality assessment in accordance with the CSRD to identify and prioritize the ESG issues that are significant both to the business and to its broader impact on society and the environment. The assessment is reviewed annually and updated to reflect new developments and changing internal and external conditions. The double materiality assessment forms the foundation for Fibertex Nonwovens' ESG work and reporting, and it also serves as the basis for this ESG report.

## Purpose of the DMA

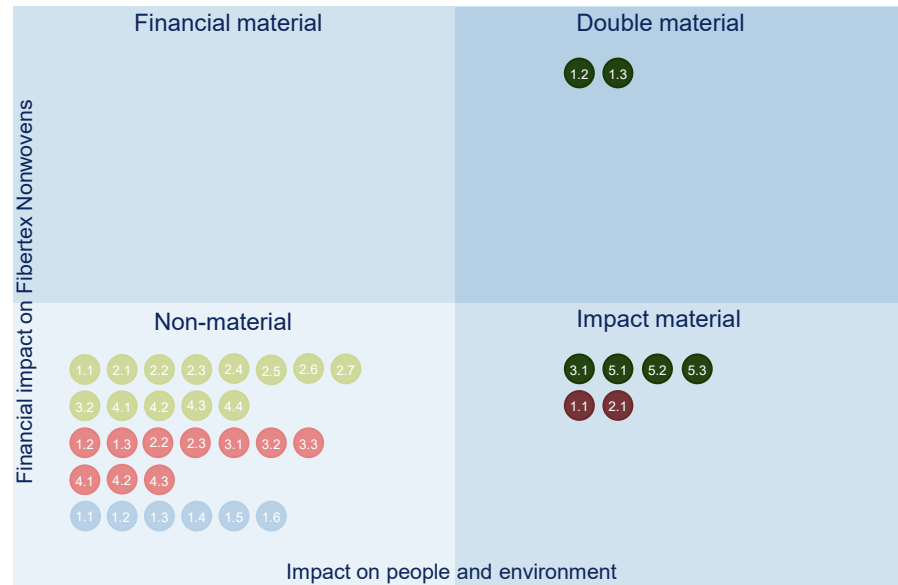
The double materiality assessment serves to identify Fibertex Nonwovens' material impacts on people and the planet (*impact materiality*), as well as the financial risks and opportunities arising from sustainability and climate-related factors (*financial materiality*). The concept of double materiality 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 of the assessment show that Fibertex Nonwovens has material impacts across both environmental and social dimensions. Environmentally, the most significant issues relate to climate change, water consumption, and the use of resources. On the social side, the company's impacts primarily concern its own workforce and workers in the value chain, as Fibertex Nonwovens mainly operates as a business-to-business supplier with limited direct interaction with end consumers.

Compared to the previous assessment, where four topics were classified as double-material, six as impact-material, and none as financial-material, the 2025 review resulted in two double-material topics and six impact-material topics, with still none classified as only financial-material. This development reflects our continued efforts to refine our ESG focus.



### 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
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### Climate Change Mitigation

Negative Impact	GHG emissions from energy usage and transportation activities.
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Negative Impact	GHG emissions from consumption of raw materials.
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Positive Impact	Manufacture products that reduce customer GHG emissions and extend product life.
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Opportunity	Manufacture products with sustainable content to reduce greenhouse gas (GHG) emissions and minimize climate impact for customers.
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### Energy

Negative Impact	Energy consumption due to energy-intensive production technologies.
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Risk	Increasing energy prices.
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## E3 Water and Marine Resources

Impact, Risk or Opportunity	Main Rationale
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### Water

Negative Impact	Water consumption from manufacturing processes on spunlace technologies.
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## E5 Resource Use and Circular Economy

Impact, Risk or Opportunity	Main Rationale
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### Resource Inflows

Negative Impact	Main part of business based on products made from virgin materials.
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Opportunity	Customer demand and regulation pushes for higher amount of recycled content.
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### Resource Outflows Related to Products and Services

Negative Impact	Manufacture products that can be classified as consumables.
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### Waste

Negative Impact	Generate waste categorized for landfill disposal or incineration.
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## S1 Own Workforce

Impact, Risk or Opportunity	Main Rationale
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### Working Conditions

Negative Impact	Overtime and shift working hours, including evenings and nights.
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Negative Impact	Health and safety impacts, e.g. accidents in own operation.
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## S2 Workers in the Value Chain

Impact, Risk or Opportunity	Main Rationale
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### Economic, Social and Cultural Rights

Positive Impact	Supporting local communities through local job creation.
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# The Sustainable Development Goals

At Fibertex Nonwovens, we recognize the United Nations' Sustainable Development Goals (SDGs) as an important global framework for addressing environmental and social challenges. We seek to operate responsibly with consideration for environmental protection and appropriate working conditions.

## SDG 3: Good Health and Well-Being

We are committed to advancing SDG 3 by fostering safe, healthy, and supportive working conditions. We believe that well-being goes beyond physical safety, it includes creating an environment where all individuals are treated fairly, with dignity and respect at all times.

## SDG 8: Decent Work and Economic Growth

We actively support SDG 8 by investing significantly in our global manufacturing platforms to strengthen production capabilities and capacity, contributing to economic growth. At the same time, we are committed to creating a stimulating and supportive work environment that promotes employee satisfaction, well-being, and engagement.

## SDG 9: Industry Innovation and Infrastructure

We actively support SDG 9 by developing next-generation product properties that enable innovation and high-performance solutions. By empowering our customers to create more sustainable and advanced products, we contribute to the green agenda while driving industrial innovation and responsible development.

## SDG 12: Responsible Consumption and Production

We actively support SDG 12 by integrating responsible practices across our operations and value chains. Environmental responsibility is embedded in every aspect of our global activities, with a strong focus on reducing waste generation and enhancing recycling. We are also committed to transparently disclose ESG e.g. environmental information.

## SDG 16: Peace, Justice and Strong Institutions

We actively support SDG 16 by establishing and maintaining robust corporate responsibility policies that promote strong governance and ethical business conduct. These policies provide a solid foundation for upholding integrity, transparency, and accountability across all aspects of our operations.



Sub-goal 3.4: About Promoting Mental Health and Well-Being

Sub-goal 3.9: About Reducing illness and injuries from hazardous working conditions



Sub-goal 8.2: About Increasing the economic productivity through diversification, technological upgrading, and innovation

Sub-goal 8.5: About full and productive employment and decent work for all



Sub-goal 9.4: About Retrofit of Industries to make them sustainable

Sub-goal 9.5: About Enhancing Technological capabilities



Sub-goal 12.2: About efficient use of natural resources

Sub-goal 12.5: About reducing waste generation

Sub-goal 12.6: About adoption of sustainable practices and sustainability reporting



Sub-goal 16.5: About substantially reducing corruption and bribery

Sub-goal 16.7: About ensuring responsive, inclusive and representative decision-making

# E ENVIRONMENTAL

## We are committed to protecting our planet

This section includes:

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# Climate Change

Climate change represents one of the most significant global challenges, with far-reaching environmental, social, and economic implications. At Fibertex Nonwovens, we recognize that we have a responsibility to contribute to decarbonisation, which is why we have set a goal to reduce our cradle-to-gate emissions by 20% by 2030.

## Energy Consumption

Energy consumption is a key contributor to Fibertex Nonwovens' overall environmental impact. Our production processes are energy-intensive, and as a result, energy use plays an essential role in our greenhouse gas emissions. Since the 2020 baseline year, our energy intensity has shown a gradual increase of 21%, when comparing the energy consumption relative to production. The trend is driven primarily by changes in the production mix, technological developments, and varying operational conditions.

To address this, Fibertex Nonwovens is actively working on several initiatives and projects aimed at reducing energy consumption. These efforts focus on improving operational efficiency and optimising processes for better energy efficiency. Since 2015 our production site in Denmark has been certified according to ISO 50001, which means that there also has been a large focus on implementing energy saving projects. These projects have resulted in an accumulated saving 4.100 MWh/year, which is corresponding to 34% of the current annual energy consumption on the site. In 2025, our site in Turkey achieved ISO 50001 certification, highlighting its strong energy management practices and commitment to improving energy efficiency. This provides a management system focused on continuous improvement in energy performance. With the



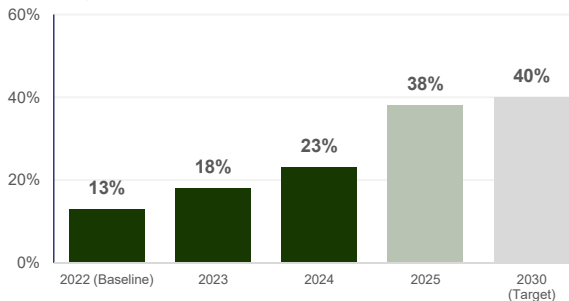
Turkish site successfully certified under ISO 50001, two sites within the group are now certified to this standard.

## Renewable electricity

To ensure that our energy consumption has a lower environmental impact, Fibertex Nonwovens maintains a strong focus on increasing the share of renewable electricity in our operations. This is one of our key environmental KPIs and an important driver in reducing our overall emissions. The data shows a continued positive trend, demonstrating steady progress toward our renewable-energy target. Over the reporting period, Fibertex Nonwovens has successfully increased the proportion of renewable electricity used across its sites, supporting our long-term decarbonisation efforts.

## Renewable Electricity Sourced

Percentage of purchased electricity



## Power Purchase Agreement

Our owner, Schouw & Co., entered a long-term power purchase agreement (PPA) with EnBW/EnCavis AG in 2024, under which renewable electricity certificates will be supplied to Fibertex Nonwovens. The renewable electricity originates from EnCavis' Fundici solar park in Spain. This agreement secures a stable supply of renewable electricity for Fibertex Nonwovens and supports our progress toward increasing the share of renewable energy used across our operations. It also plays a key role in helping us meet our 2030 target for renewable electricity and contributes significantly to our decarbonisation journey, including achieving our 20% cradle-to-gate emissions-reduction goal.

For more information on energy consumption and renewable energy see [page 20](#)



### GHG emission tracking

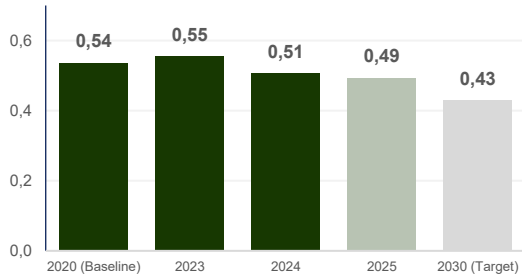
At Fibertex Nonwovens we monitor and report greenhouse gas emissions across all three scopes in accordance with the Greenhouse Gas Protocol. This ensures transparency, comparability, and a robust foundation for our decarbonisation efforts.

We have established a 20% reduction target for Scope 1 and Scope 2 emissions by 2030 and continue to make solid progress. So far, 44% of the target has been achieved, although current reductions are still below the projected annual pathway.

In 2025, we see an improvement in our GHG intensity for Scope 1 and 2 combined, driven primarily by the increased use of renewable electricity following the implementation of the power purchase agreement

### Carbon Emissions Scope 1 and 2

Relative tonnes CO<sub>2</sub>e per tonne

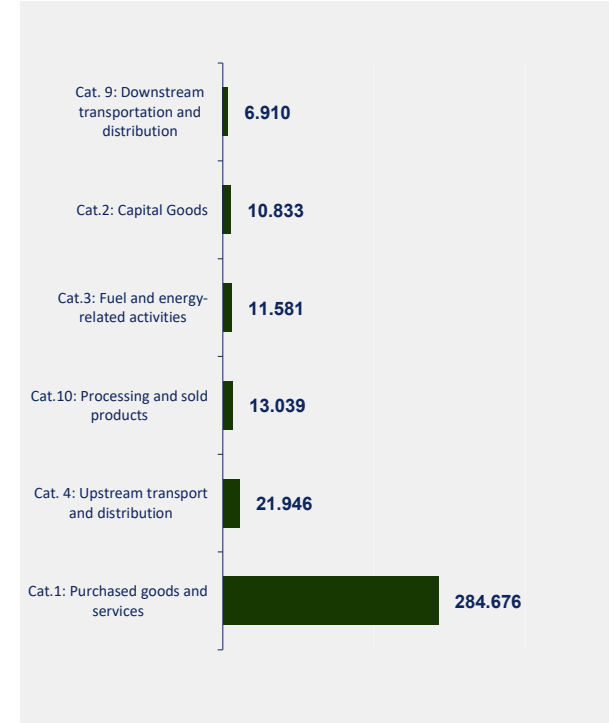


A Scope 3 target has not yet been established, but the work is ongoing, and target development is planned as part of our continued decarbonisation strategy. Scope 3 emissions constitute the largest share of our overall footprint and represent the most complex category to address, as they require actions beyond our direct operations and rely heavily on collaboration across the value chain. For Fibertex Nonwovens, Scope 3 *Category 1: Purchased Goods and Services* is the most significant contributor, accounting for the majority of Scope 3 emissions due to the emission intensity of raw materials. Fibertex Nonwovens established its Scope 3 baseline in 2023 and has since closely monitored developments. Unfortunately, an increase in Scope 3 emissions and Scope 3 GHG intensity has been observed in the current reporting year. In 2024, the scope 3 GHG intensity was 4.0 CO<sub>2</sub>e per tonne produced, rising to 4.5 in 2025. This negative trend is primarily driven by shifts in market demand and changes in the product mix. In addition, the rise in emissions in Category 1 can partly be attributed to increased inventory of raw materials. Fibertex Nonwovens remains committed to strengthening engagement with suppliers, improving data quality, and identifying reduction opportunities across the value chain to manage Scope 3 emissions more effectively going forward.

For more information on GHG Emissions see [page 19](#)

### Carbon Emissions Scope 3 (2025)

Absolute tonnes CO<sub>2</sub>e



## E

# Water

Water plays a central role in Fibertex Nonwovens' production, and with that importance comes a clear responsibility. As a valuable and increasingly scarce resource, water requires careful and responsible management. At Fibertex Nonwovens, we have monitored our water withdrawal since 2020, and as a new initiative we now also monitor water consumption and water discharge. These measurements give us a comprehensive overview of how water is used across our processes and ensure that we maintain a clear understanding of our impact.

## Water Performance

Water withdrawal at Fibertex Nonwovens has shown natural year-on-year fluctuations. However, 2025 is trending positively with a significant reduction compared with 2024. The total volume of water withdrawn is distributed between 145.089 m<sup>3</sup> water discharged and 83.448 m<sup>3</sup> water consumed within our production processes. This breakdown ensures a transparent understanding of how all withdrawn water is managed and supports our ongoing efforts to enhance water efficiency and strengthen responsible water management.

## High risk areas

To support responsible water management, we continuously assesses the water-risk levels associated with the locations of our manufacturing sites. Currently, none of Fibertex Nonwovens' sites are situated in high-risk water areas.

For more information on water see [page 20](#)



# Resource Use and Circular Economy

As a manufacturer of nonwovens, Fibertex Nonwovens naturally has a high consumption of raw materials, particularly plastics. We are continuously working to improve the efficiency of our raw-material use by minimising waste and optimising our production processes. At the same time, we are increasing the use of recycled, biodegradable and natural materials wherever it is feasible. Progress is measured against our 2030 target, which aims for a 25% increase in the share of these material inputs.

## Resource inflows

The total volume of raw materials purchased increased in 2025 compared with 2024, driven by higher overall production of nonwovens and fibres, as well as deliberate inventory build-up of raw materials. At the same time, the share of recycled, biodegradable and natural materials purchased continued to rise. In 2025, these material groups represented 46.6% of all fibres purchased. This places us very close to achieving our 2030 target, which is set at 47%.

## 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 furthermore 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 2025, we completed 46% of our targeted supplier audits.

For more information on resource use see [page 20](#)

## Circular Economy

Circular economy is a key focus area for Fibertex Nonwovens, and an important part of being a responsible business partner is enabling our customers to reduce waste and emissions through close collaboration. In a recent project, Fibertex partnered with one of Europe's leading manufacturers of customisable, energy-efficient thermal solutions to develop a circular solution for production waste. Manufacturing scrap is collected at the customer's site, baled, and transported to Fibertex's facility in the Czech Republic, where it is torn back into fibres and reused in Fibertex products. By transforming waste into a valuable raw material, the collaboration reduced material waste, supported circularity, and helped the customer lower its CO<sub>2</sub> footprint by **more than 10%**.

## E

**Environmental Product Declaration (EPD)**

Fibertex Nonwovens has three valid Environmental Product Declarations (EPDs), each based on a different raw material group: PP, PET, and rPET. 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). These EPDs function as a transparent and standardized way to provide credible, third-party-verified environmental information, giving our customers a solid basis for informed and responsible decision-making. Furthermore, the EPDs establish a clear

baseline for understanding and evaluating the environmental impact of our products and support continuous improvement initiatives across the value chain.

**Waste**

The amount of waste generated in our operations remained at a stable level in 2025. While stability is positive, it is not fully satisfactory, as Fibertex Nonwovens is continuously working to reduce waste and use raw materials more efficiently. Several initiatives are ongoing across our sites to minimise waste generation, enhance material efficiency and support our long-term ambition of reducing our environmental footprint.



# ESG progress reporting

## ENVIRONMENTAL METRICS

	Unit	2025	2024	2023	2020 (Baseline)	Development since baseline	Development since 2024	2030 Target	Data part of Limited assurance*
Revenue	DKKm	2.255	2.247	2.158	1.791	26%	0%		Yes
Reporting production sites	number	8	8	8	8	0%	0%		Yes
Total production of nonwovens and fibre	tonnes	78.396	76.570	70.244	75.860	3%	2%		Yes
<b>Energy consumption</b>									
Direct energy consumption	MWh	94.551	76.128	71.976	62.900	50%	24%		Yes
Indirect energy consumption	MWh	106.405	104.504	98.640	98.038	9%	2%		Yes
Total energy consumption	MWh	200.956	180.632	170.616	160.938	25%	11%		Yes
Purchased electricity from renewable sources	MWh	40.665	24.095	17.334	0	-	69%		Yes
Share of renewable energy	%	20	13	10	0	-	54%	40% renewable electricity sourced	Yes
Energy intensity	MWh/t	2,56	2,36	2,43	2,12	11%		20% energy consumption reduction	
<b>GHG Emissions (Scope 1 and Scope 2)</b>									
Scope 1 GHG emissions	tCO <sub>2</sub> e	19.210	15.500	14.652	12.839	50%	24%	20% GHG emission reduction	Yes
Scope 2 GHG emissions location-based	tCO <sub>2</sub> e	26.531	28.551	27.199	27.866	-5%	-7%		Yes
Scope 2 GHG emissions market-based	tCO <sub>2</sub> e	19.124	23.135	24.274	27.866	-31%	-17%	20% GHG emission reduction	Yes
<b>Scope 1+2 GHG emissions location-based</b>	<b>tCO<sub>2</sub>e</b>	<b>45.741</b>	<b>44.051</b>	<b>41.851</b>	<b>40.705</b>	12%	4%		Yes
<b>Scope 1+2 GHG emissions market-based</b>	<b>tCO<sub>2</sub>e</b>	<b>38.334</b>	<b>38.635</b>	<b>38.926</b>	<b>40.705</b>	-6%	-1%		Yes
<b>Scope 1+2 GHG intensity (market-based)</b>	<b>tCO<sub>2</sub>e/t</b>	<b>0,489</b>	<b>0,505</b>	<b>0,554</b>	<b>0,537</b>	-9%	-3%	20% GHG emission reduction	
<b>GHG Emissions (Scope 3)*</b>									
Cat 1: Purchased goods and services	tCO <sub>2</sub> e	284.676	255.257	226.948		25%	12%		Yes
Cat 2: Capital goods	tCO <sub>2</sub> e	10.833	3.986	8.546		27%	172%		Yes
Cat 3: Fuel and energy related activities	tCO <sub>2</sub> e	11.581	11.421	9.535		21%	1%		Yes
Cat 4: Upstream transportation and distribution	tCO <sub>2</sub> e	21.946	19.250	16.235		35%	14%		Yes
Cat 9: Downstream transportation and distribution	tCO <sub>2</sub> e	6.910	6.084	5.812		19%	14%		Yes
Cat 10: Processing of sold products	tCO <sub>2</sub> e	13.039	13.281	12.876		1%	-2%		Yes
Total Scope 3 GHG emissions	tCO <sub>2</sub> e	348.986	309.279	279.952		25%	13%		Yes
Scope 3 GHG intensity	tCO <sub>2</sub> e/t	4,452	4,039	3,985		12%	10%		
<b>Total GHG emissions location-based</b>	<b>tCO<sub>2</sub>e</b>	<b>394.727</b>	<b>353.330</b>	<b>321.803</b>		23%	12%		Yes
<b>Total GHG emissions market-based</b>	<b>tCO<sub>2</sub>e</b>	<b>387.320</b>	<b>347.914</b>	<b>318.878</b>		21%	11%		Yes
<b>GHG intensity (market-based)</b>	<b>tCO<sub>2</sub>e/t</b>	<b>4,941</b>	<b>4,544</b>	<b>4,540</b>		9%	9%		

\*Fibertex Nonwovens' metrics are included in the consolidated reporting of its owner, Schouw & Co., that are subject to limited assurance.

# ESG progress reporting

## ENVIRONMENTAL METRICS

	Unit	2025	2024	2023	2020 (Baseline)	Development since baseline	Development since 2024	2030 Target	Data part of Limited assurance*
<b>Resource inflows</b>									
Virgin polymers	tonnes	46.316	40.824				13%		Yes
Recycled polymers	tonnes	15.921	16.566				-4%		Yes
<b>Total technical materials</b>	tonnes	<b>62.237</b>	<b>57.390</b>				<b>8%</b>		Yes
Viscose fibres	tonnes	18.777	14.171				33%		Yes
Of which is certified	tonnes	9.630	4.915				96%		Yes
Cotton fibres	tonnes	2.105	1.907				10%		Yes
Of which is certified	tonnes	1.000	934				7%		Yes
<b>Total biological materials</b>	tonnes	<b>20.881</b>	<b>16.078</b>				<b>30%</b>		Yes
<b>Total weight of technical and biological materials</b>	<b>tonnes</b>	<b>83.118</b>	<b>73.468</b>				<b>13%</b>		Yes
Share of recycled materials	%	26	29				-11%		Yes
Share of certified biological materials	%	51	36				40%		Yes
<b>Water</b>									
Water withdrawal	m3	228.537	281.628	247.793	210.385	9%	-19%		Yes
Water discharge	m3	145.089	239.384				-39%		Yes
Water consumption	m3	83.448	42.244				98%		Yes
Water consumption intensity	m3/t	1,06	0,55				93%		Yes
Water consumption in areas of high-water risk	M3	0	0	0	-		0%		Yes
<b>Resource efficiency</b>									
Recycled, biodegradable and natural content	%	46,6	44,6%	43,2%	37,4%	19%	4%	Increase 25%	
Waste generated in operations	%	10,4	10,3%	10,6%	9,3%	11%	1%		
<b>Policies</b>									
Formal environmental and energy policy	y/n	yes	yes	yes					
Published Sustainability Report	y/n	yes	yes	yes					
Sites certified according to recognised quality management system (ISO 9001)	number	8 out of 8	8 out of 8	8 out of 8	8 out of 8				Yes
Sites certified according to recognised environmental management system (ISO 14001)	number	5 out of 8	5 out of 8	5 out of 8	5 out of 8				Yes
Sites certified according to recognised energy management system (ISO 50001)	number	2 out of 8	1 out of 8	1 out of 8	1 out of 8				Yes
The Board of Directors monitors and/or manages climate-related risks	y/n	yes	yes	yes	yes				
Sustainability rating framework	y/n	yes	yes	yes	yes				
Company focus on specific UN Sustainable Development Goals	y/n	yes	Yes	yes	yes				

\*Fibertex Nonwovens' metrics are included in the consolidated reporting of its owner, Schouw & Co., that are subject to limited assurance.

S

SOCIAL

# We act in a socially responsible manner

This section includes:

Own Workforce	22
Workers in the Value Chain	24
Social Metrics	25

## S

## Own Workforce

**Employees are the backbone of Fibertex Nonwovens, and ensuring their well-being is crucial to the company's success. We are committed to providing safe, healthy, and inclusive working conditions across all our operations. We strive to ensure fair treatment, equal opportunities, and respect for human and labour rights, while fostering a work environment that supports employee well-being, engagement, and development**

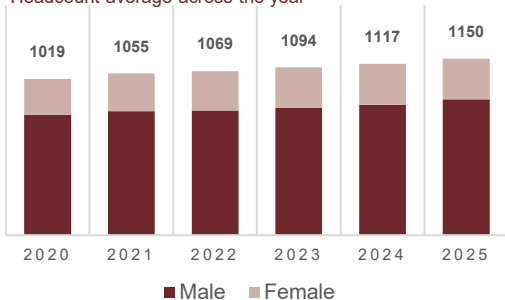
### Employee Facts

The company's workforce grew in 2025 to a total of 1,150 full-time employees, of whom 23% are women and 77% are men. Fibertex now employs colleagues representing 26 different nationalities, further strengthening the diversity and international profile of the organization. This multicultural workforce brings a broader range of perspectives, skills, and experiences, supporting innovation and enhancing the company's ability to operate in a global market.

In 2025, the employee turnover rate was 10%. This reflects a positive trend, as the rate has decreased since the baseline year of 2020 where it was 12%, reaching its lowest level to date.

### Total Number of Employees

Headcount average across the year



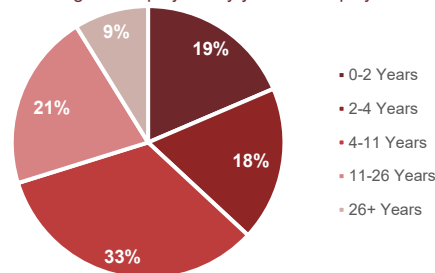
We aim to reduce this rate even further by strengthening our employee retention efforts and fostering a positive, supportive, and engaging work environment.

We place strong emphasis on creating a stable, inclusive, and engaging workplace where employees can develop long-term careers. Our seniority levels continue to demonstrate that Fibertex Nonwovens is a workplace where people choose to stay. High retention rates are a key indicator of employee well-being, job satisfaction, and trust in the company's direction. They also serve as a testament to our ongoing efforts to provide a safe, collaborative, and supportive working environment.

For more information on own workforce see [page 25](#)

### Employee Seniority

Percentage of employees by years of employment



## S

**Health & Safety**

Employee health and safety remain a core priority for Fibertex Nonwovens and form an essential part of our commitment to responsible operations. Through regular training, clear procedures, and continuous improvement initiatives, we work proactively to prevent workplace injuries and to support the physical and mental well-being of all employees. Despite the many strong initiatives already in place, the lost time injury frequency rate increased in 2025 to 18,9, moving us further away from our 2030 target. All injuries recorded in 2025 have been thoroughly evaluated, and where possible, new initiatives and preventive measures have been implemented to reverse this trend. We remain committed to strengthening our safety culture and ensuring that every employee can work in a safe and healthy environment.

**Employee Code of Conduct**

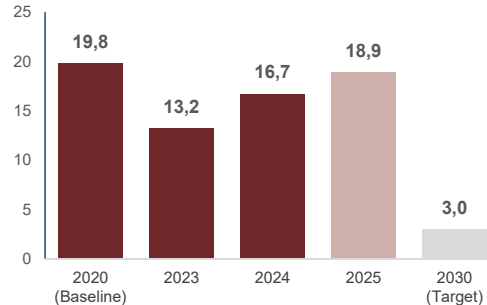
A central element of our practices supporting responsible business conduct is the Employee Code of Conduct. The Code of Conduct serves as a guiding framework for how employees are expected to act and make decisions, ensuring that the behavior aligns with Fibertex Nonwovens' values, legal obligations, and ethical standards. It promotes a shared understanding of appropriate conduct and helps maintain a responsible, transparent, and compliant working environment. All employees at Fibertex Nonwovens are required to complete an online training module on the Code of Conduct and sign a declaration confirming that they understand and commit to following its principles. This ensures a consistent and organization-wide approach to responsible business conduct and supports our ongoing efforts to foster an ethical and accountable culture.

**ISO 45001 Certification in Brazil**

Our site in Brazil achieved ISO 45001 certification in 2025, an international recognition of its systematic work with occupational health and safety. This certification represents an important milestone in both the company's and the Group's ambitions to create safe, healthy, and responsible workplaces. With this achievement, a total of two production sites are now certified according to ISO 45001.

**Lost time injury frequency rate**

The number of lost-time workplace injuries per million hours worked



## Workers in the Value Chain

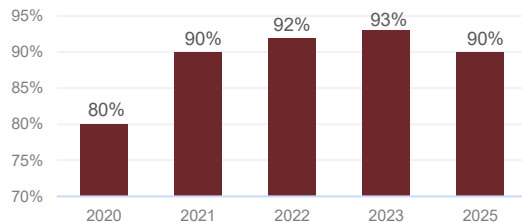
**As a multinational company with production sites and a globally distributed supplier base, we have a responsibility to uphold human rights, ensure fair and safe working conditions, and promote ethical business practices throughout our value chain. This responsibility extends beyond our own operations to include suppliers, contractors, and other business partners operating in diverse geographical and regulatory contexts.**

### Responsible Sourcing and Supplier Code of Conduct

As part of our broader commitment to responsible business conduct, the Supplier Code of Conduct sets out our expectations for suppliers to respect human rights, provide a safe and healthy workplace, uphold employees' rights to organise and bargain collectively, ensure wages meet legal or industry norms, and manage working hours responsibly. We require suppliers to sign our Supplier Code of Conduct, and we use this as a key performance metric for responsible sourcing. Each year, we aim to maintain a signing rate above 90%.

#### Supplier Code of Conduct signing rate

Supplier Code of Conduct coverage based on supplier spend



### Supplier Monitoring and Due Diligence

Besides tracking the number of suppliers who sign the Supplier Code of Conduct, Fibertex Nonwovens also monitors overall supplier risk and conducts audits to verify compliance with our standards. The supplier risk assessment is a new initiative in which the largest suppliers at each site are evaluated using a set of defined indexes. These indexes are selected based on the principles outlined in our Supplier Code of Conduct concerning human rights, corruption and bribery. The purpose of the assessment is to identify where the most significant risks in our supply chain may exist and to support timely action where needed. Supplier audits form part of our quality management processes and help ensure that suppliers meet our requirements regarding working conditions, environmental practices, and ethical business behaviour. The audits enable us to identify gaps, initiate corrective actions, and support continuous improvement within the supply chain. They also strengthen transparency and help ensure that our suppliers operate in alignment with our expectations.



# ESG progress reporting

## SOCIAL METRICS

	Unit	2025	2024	2023	2020 (Baseline)	Development since baseline	Development since 2024	2030 Target	Data part of Limited assurance*
<b>Employees</b>									
Total number of employees	headcount avg.	1150	1.117	1.094	1.019	13%	3%		Yes
Number of female employees	headcount avg.	264	267	268	230	15%	-1%		Yes
Number of male employees	headcount avg.	886	851	826	789	12%	4%		Yes
Employee turnover	%	13	14	16	17	-24%	-7%		Yes
Proportion of temporary workers	%	2	1	1	1	57%	59%		
<b>Diversity</b>									
Proportion of female employees	%	23	24	24	23	0%	-4%		
Proportion of female employees in managerial positions	%	22	25	23	20	12%	-10%		
Proportion of female employees in senior management and executive-level positions	%	14	14	15	11	24%	-5%		
Proportion of female board members	%	20	20	0	0		0%		Yes
<b>Health and Safety</b>									
Percentage of own workforce covered by an H&S Management System (ISO 45001)	%	18	7	0	0		157%		Yes
Total number of work-related fatalities, own workforce	number	0	0	0	0	0%	0%		Yes
Total number of work-related fatalities, value chain workers working on business sites	number	0	0	0	0	0%	0%		Yes
Total working hours	hours	2.164.898	1.919.456	1.818.960	1.667.830	30%	13%		Yes
Number of recordable work-related accidents	number	79	69	33	49	61%	14%		Yes
Total recordable incident rate (TRIR)	per million hours	36,5	35,9	18,1	29,4	24%	2%		Yes
Number of lost time injuries (LTI)	number	41	32	24	33	24%	28%		Yes
Lost time injury frequency rate (LTIFR)	per million hours	18,9	16,7	13,2	19,8	-5%	-2%	Below 3	Yes
Days lost to work-related injuries	number	956	952	597	1.046	-9%	0,4%		Yes
<b>Policies</b>									
Occupational health and safety policy	y/n	Yes	Yes	Yes	Yes				
Human rights policy	y/n	Yes	Yes	Yes	Yes				
The human rights policy also covers suppliers	y/n	Yes	Yes	Yes	Yes				
Child and forced labour policy	y/n	Yes	Yes	Yes	Yes				
The child and forced labour policy also covers suppliers	y/n	Yes	Yes	Yes	Yes				
Non-discrimination and -sexual harassment policy	y/n	Yes	Yes	Yes	Yes				
Diversity policy	y/n	Yes	Yes	Yes	Yes				
Collective bargaining	y/n	Yes	Yes	Yes	Yes				

\*Fibertex Nonwovens' metrics are included in the consolidated reporting of its owner, Schouw & Co., that are subject to limited assurance.

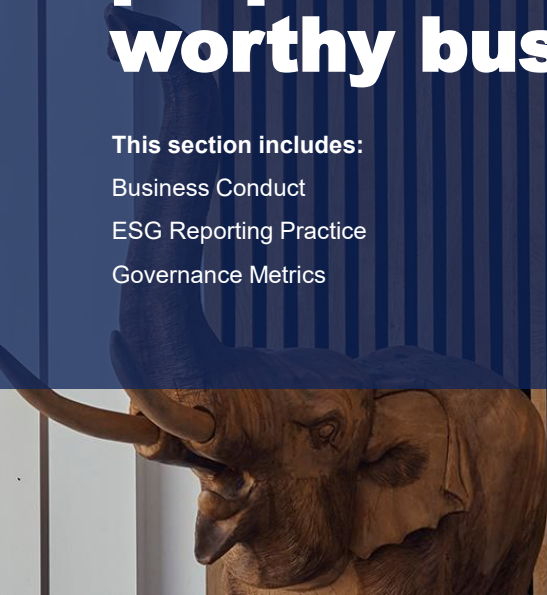
G

GOVERNANCE

# We conduct proper and trust-worthy business

This section includes:

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ESG Reporting Practice	28
Governance Metrics	29



# Business Conduct

**At Fibertex Nonwovens, we strive to be a responsible and trustworthy business partner, continuously strengthening the principles and processes that guide our business conduct. Our approach is rooted in transparency, accountability, and ethical decision-making, ensuring that our operations align with both our corporate values and the expectations of our stakeholders. By consistently enhancing our governance framework, we aim to safeguard integrity across our global activities, support long-term sustainable growth, and reinforce our commitment to responsible business practices.**

## Employee E-learning

Fibertex Nonwovens provides a range of training modules through its capability training platform, ensuring employees have access to relevant learning that strengthens both individual competencies and overall organizational performance. Over the past year, several key initiatives were implemented: A GDPR training module, as well as a business ethics module to reinforce ethical conduct and compliance, has been implemented for employees in Denmark. The business ethics module is expected to be implemented globally in 2026.

Training Module	% of selected employees that has completed the training module
GDPR	97%
Business Ethics	93%

## Whistle-blower System

Through our owner, Schouw & Co., Fibertex Nonwovens has access to a secure and confidential whistle-blower system that enables employees and external stakeholders to report concerns related to potential misconduct, unethical behaviour, or violations of company policies or legal requirements. The system ensures that all reports are managed impartially, promptly, and in accordance with established procedures, while safeguarding the rights and anonymity of individuals who raised the concerns. This mechanism strengthens transparency, supports responsible business conduct, and reinforces our ongoing commitment to maintaining a safe, ethical, and accountable working environment.

## Sustainability Ratings

To continuously improve and demonstrate our commitment to ESG performance, sustainability assessments have been conducted both at group level and at individual production sites. Our production site in Brazil was awarded the Diamond level by Sustainable Origin and several sites within the Fibertex Nonwovens Group have been assessed and certified according to SAQ 5.0. As a new initiative, EcoVadis assessments are now being carried out at site level. As a result, four sites have achieved the Bronze rating, placing them among the top 35% within the relevant business segment. This marks an important step in strengthening transparency, comparability, and continuous improvement across our operations.



## ESG Reporting Practice

One of our most important focus areas within ESG and sustainability is ESG reporting. In 2025, the EU Omnibus package related to sustainability reporting and due diligence introduced changes that limited the scope, slowed the implementation pace, and simplified certain requirements for sustainability disclosure. Despite these regulatory adjustments, our parent company, Schouw & Co., remains within the scope of the revised implementation of the Corporate Sustainability Reporting Directive (CSRD). As a result, comprehensive and high-quality data collection and disclosures are still required to ensure compliance at the Group level. Fibertex Nonwovens supports its owners in this effort by contributing relevant data, analyses, and disclosures in alignment with Group requirements.

While the legal landscape for sustainability reporting has changed, Fibertex Nonwovens remains firmly committed to strong ESG governance practices. Our reporting practices continue to be aligned with the principles and structure of the CSRD. We have conducted a double materiality assessment, assessing both our impacts on people and the environment as well as sustainability-related risks and opportunities affecting our business. Based on this assessment, we have structured our disclosures around the sustainability matters that remain essential under the

regulatory framework. This ESG report is therefore built around the material aspects identified through the double materiality assessment, ensuring relevance, clarity, and strategic focus. 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. Updating of emission factors is done once per year for the electricity grid to reflect the changes in energy mix. Emission factors for scope 3 calculation are updated every 5 years if figures are from databases and supplier-specific data is updated whenever new data is available. 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.

Our parent company, Schouw & Co., has undergone limited assurance on all disclosures deemed material at the parent company level, including the data reported by Fibertex Nonwovens. This assurance process helps to strengthen the reliability, transparency, and credibility of our ESG data, and provides stakeholders with increased confidence in the robustness of our reporting. The data is available in Schouw & Co.'s [Annual report](#) for 2025.



# ESG progress reporting

## GOVERNANCE METRICS

	Unit	2025	2024	2023	2020 (Baseline)	Development since baseline	Development since 2024	2030 Target	Data part of Limited assurance*
<b>Responsible business conduct</b>									
Proportion of relevant workforce which have formally confirmed their compliance with code of conduct	%	95%	97%	100%	100%	-5%	-2%	100% of relevant workforce	Yes
Proportion of suppliers which have formally confirmed their compliance with the supplier code of conduct	%	90%	93%	92%	80%	13%	-3%	95% of supplier base	Yes
Number of confirmed cases involving corruption or bribery	number	0	0	0	0	0%	0%		Yes
Number of reported cases in whistleblower system	number	0	0	0	0	0%	0%		
<b>Policies</b>									
Data protection and IT security policy	y/n	Yes	Yes	Yes	Yes				
Anti-corruption and business ethics policy	y/n	Yes	Yes	Yes	Yes				



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