ENVIRONMENTAL • SOCIAL • GOVERNANCE

2025



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ESG REPORTING
CONTENTS

3 DELIVERING THE DIFFERENCE

4 REPORTING STANDARD

5 BACKGROUND

6 CRADLE TO CRADLE CERTIFIED®

ENVIRONMENTAL

8 CRADLE TO CRADLE CERTIFIED® GENERAL REQUIREMENTS

9 CRADLE TO CRADLE CERTIFIED® VERSION 4.0

10 MATERIAL HEALTH

12 PRODUCT CIRCULARITY

16 CLEAN AIR & CLIMATE PROTECTION

22 WATER & SOIL STEWARDSHIP

SOCIAL

25 SOCIAL FAIRNESS

32 OUR VALUES

GOVERNANCE

33 WHISTLEBLOWER SCHEME

DANSK WILTON
DELIVERING THE DIFFERENCE

Perfection is in the detail and that is why we have placed sales, product research and design development under the same roof as our production facilities.

We endorse a professional culture where passion for precision is key. Our carpet specialists support our customers throughout the project as a close associate and sparring partner – securing a safe and optimised work process.

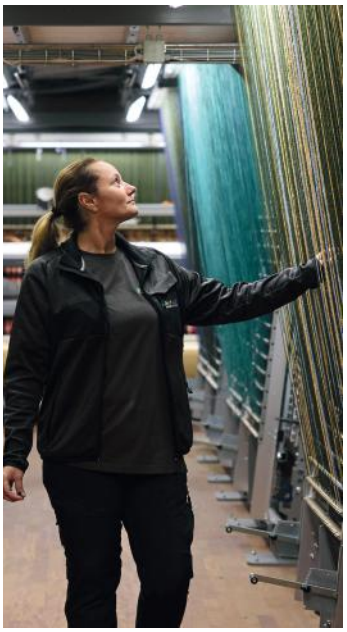
No matter the scope of the project, we are known to go all in and care for the final result.

We combine the skills of some of the most specialised people in the business with modern production facilities and automated processes to create quality carpets that meet the highest standards in terms of safety, comfort, and aesthetic design. Having all activities in house gives us maximum control over the quality we deliver and the way we influence the world around us.

Dansk Wilton rely on years of experience, innovative thinking, relationships, and highly skilled Danish craftsmanship – and a deep understanding of our customers and their needs.

Read more in our Brand Book













ESG REPORTING
REPORTING STANDARD

Dansk Wilton A/S, defined as Small and Medium Sized Enterprise (SME), is not yet subject to implementing the Corporate Sustainability Reporting Directive (CSRD) introduced by the EU and further defined by the European Social Reporting Standard (ESRS). However, we want to report on our focus areas, efforts, challenges, and opportunities within the broad spectrum of sustainability, not only in numbers, but supported by description of our activities.

This reporting is built around our Cradle to Cradle certification, which forms the framework for our actions, strategies and objectives. This approach also aligns with the "Communication on Progress" reporting we make as a member of the UN Global Compact Network Denmark.



Our Cradle to Cradle certification and efforts within the five areas of certification support several of the 'UN Sustainable Development Goals' (SDGs). We particularly tap into the SDG no. 12, 'Responsible consumption and production', in this way also directly supporting our customers in their resource management. As the name reveals, the SDG's are goals - Cradle to Cradle is our tool.

ESG REPORTING
BACKGROUND

Integrating Environmental Social Governance (ESG) into our core business practices
In this report, we provide an overview of our initiatives, outlining our efforts to minimise environmental impact, foster social fairness, and uphold high governance standards. While these actions align with our values and guiding principles, they also respond to the growing expectations of our stakeholders and the community at large.

At the beginning of 2024, we reached a significant milestone: Dansk Wilton is now Cradle to Cradle Certified® Version 4.0 for all our Colortec and Axminster carpet solutions – in accordance with the new and more ambitious version of the certification standard. We were among the first companies worldwide to become certified under the new 4.0 standard.

This certification not only confirms the high standards and traceability of our products – it also positions us as the only carpet manufacturer globally to have achieved certification for both Colortec and Axminister. Additionally, we have achieved Silver level certification for our ORIGIN carpets, made from undyed wool – a solution that preserves the wool's natural characteristics without relying on chemical dyes.

This progress is a key element of our ESG strategy, strengthening both our transparency and credibility by documenting responsible material choices, strong supply chain governance, and an unwavering commitment to internationally recognized standards.

This achievement reflects our ongoing efforts to strengthen environmental and social responsibility across all stages of our carpet solutions – from responsible sourcing to circular end-of-use strategies.

By adhering to the scientific based requirements in the Cradle to Cradle certification, we ensure that our activities prioritise environmental sustainability and circular economy practices. This certification not only reflects our dedication as a manufacturer but also serves as a crucial benchmark for our customers, guaranteeing that our practices align with their sustainability objectives and upcoming legislation.

What is a holistic approach?
The term "sustainable" is often used interchangeably and associated with a wide range of interpretations. In Denmark, you may no longer claim that a product is "sustainable" unless you can document that it has no negative impact across the entire value chain.

A genuinely holistic approach to sustainability considers all dimensions equally, ensuring that no single area is prioritized at the expense of another.

Cradle to Cradle Certified® is built on precisely this principle: it integrates and balances environmental stewardship, social responsibility. Rather than focusing narrowly on one aspect, the certification requires continuous progress across multiple categories — material health, product circularity, clean air and climate protection, water and soil stewardship, and social fairness.

In this way, Cradle to Cradle Certified® fully aligns with EU strategies, but goes even further by demanding tangible, measurable action instead of merely setting long-term goals.

ESG REPORTING

CRADLE TO CRADLE CERTIFIED® - MADE FOR TOMORROW

Cradle to Cradle Certified® has become our framework and guide in building a regenerative, responsible business. It drives us to go beyond minimising harm and instead aim on creating positive impact throughout the entire product lifecycle.

Our journey began with a focus on carpet waste as a valuable resource, but it quickly became clear that genuinely sustainability requires more than circular design. The Cradle to Cradle framework reflects this broader perspective, addressing product circularity, material health, climate impact, water stewardship and social fairness. It challenges us to continuously improve, set ambitious goals, and implement concrete optimisation strategies and actions – not just intentions.

Unlike many certifications that focus on a single dimension, Cradle to Cradle Certified® offers a holistic, scientifically grounded standard. It provides documentation, third-party validation, and transparent evidence that supports our claims and builds trust across our value chain.

We are still on the journey – and the destination will continue to evolve. However, with clear strategies, high ambitions, and a focus on making our products both responsible and accessible, we believe that Cradle to Cradle Certified® offers the most comprehensive and future-ready path forward – and, not least, supports our customers in their responsible sourcing strategies.



Source: https://c2ccertified.org/the-standard

The Cradle to Cradle Certified® Product Standard provides the framework to assess the safety, circularity and responsibility of materials and products across five categories of sustainability performance:

Material health – *ensuring that materials are safe for humans and the environment*
This category assesses that chemicals and materials used in the product are selected to prioritise the protection of human health and the environment, generating a positive impact on the quality of materials available for future use and cycling.

Product circularity – *enabling a circular economy through product and process design*
This category assesses that products are intentionally designed for their next use and are actively cycled in their intended cycling pathways.

Clean air & climate protection – *generating clean energy and protecting the environment*
This category assesses that product manufacturing results in a positive impact on air quality, the renewable energy supply, and the balance of climate changing greenhouse gasses.

Water stewardship – *safeguarding air, water and soil resources*
This category assesses that water and soil are treated as precious and shared resources. Watersheds and soil ecosystems are protected, and clean water and healthy soils are available to people and all other organisms.

Social fairness – *embracing safe, fair and equitable labour practices that advance human rights and strong communities*
This category assesses that companies are committed to upholding human rights and applying fair and equitable business practices.

How is the Cradle to Cradle certification linked to the ESGs?
The Cradle to Cradle certification categories are linked to the Environmental, Social and Governance aspects accordingly:



In the upcoming pages, we share our 2024 ESG report highlighting our sustainable development achievements, challenges and opportunities in Environmental, Social, and Governance aspects, based on the Cradle to Cradle certification of our carpet solutions within each category of certification.

ESG REPORTING
CRADLE TO CRADLE CERTIFIED® GENERAL REQUIREMENTS

Our commitment
At Dansk Wilton we are committed to creating sustainable business development with a focus on both people and the environment. Our environmental policy specifically targets our focus on and efforts for a healthier and better environment.

Our strategy and work are based on our fundamental dedication to high quality, customised solutions and specifically to our Cradle to Cradle certification. Cradle to Cradle, with its high ambitions, is our aspiration, but at the same time constitutes our tool for constant development within the five categories of certification: Material health, Product circularity, Clean air and climate protection, Water and soil stewardship, and Social fairness. In our belief, this holistic approach is what makes Cradle to Cradle the most ambitious and comprehensive certification programme within social and environmental responsibility.

We are aware that fundamental changes to entire industries require a long, persistent effort, but we want to support and push this development and set new standards. We will do this in collaboration with our value chain, including suppliers and customers as well as other stakeholders. We are aware that we all hold a responsibility, but also that we cannot create the greatest impacts alone: Together we achieve more.

Our environmental policy therefore not only concerns our own business, but our entire value chain. And our focus on creating positive change is based on a need and desire to future-proof not only our own company, but the industries we are part of.

At Dansk Wilton, we want to support a culture where both employees and business partners strive for and manage to achieve high levels of environmental performance.

Lars Martens Clausen
Chairman

Lone Ditmer
CEO

Environmental Responsibility
Cradle to Cradle Certified® places environmental responsibility at its core. This includes clear policies, implementation strategies for continuous improvement.

At Dansk Wilton, our environmental management system aligns policies and actions with our ambitions and scale. In collaboration with Sourcing House, we have mapped environmental risks across the entire value chain – from raw materials to end-of-life. This work forms the basis of a tool we use to continuously monitor and respond to risks and changes.

Although our own operations do not require environmental permits, we actively assess upstream and downstream impacts, including the environmental challenges linked to nylon and wool production. Cradle to Cradle Certified® demands continuous optimisation, ensuring that improvements in one area do not cause unintended consequences elsewhere.

Our goal is not only to minimise our own environmental impact but also to help drive higher standards across the industry.

"Our Cradle to Cradle certification guarantees that our carpets meet stringent environmental criteria. In doing so, we support the hospitality industry's commitment to responsible resource management."

- Lone Ditmer, CEO



ESG REPORTING
CRADLE TO CRADLE CERTIFIED® VERSION 4.0

The re-certification of our Colortec carpet solutions under the new and more ambitious Cradle to Cradle 4.0 standard, along with the certification of our Axminster carpet solutions to the same standard. This represents a significant achievement in our ongoing commitment to responsible business practices.

Cradle to Cradle Certified plays a vital role in our Environmental, Social, and Governance strategy - not merely as a reporting tool, but as a reflection of our commitment to responsible operations and to supporting our customers in achieving their strategies and objectives. By adhering to the rigorous, science-based standards set by the independent Cradle to Cradle Products Innovation Institute, we continuously evaluate and optimise our materials, processes, and social responsibility initiatives, all validated by independent third-party assessments.

The Cradle to Cradle framework aligns closely with our values, driving us beyond compliance. More than a mark of approval, the Cradle to Cradle certification is a catalyst for innovation and excellence.

Cradle to Cradle Certified Product Registry (as per 27/4-26)

777 Certificates — are issued in the Cradle to Cradle Certified® product registry in total.



25 Certificates — are issued on *Broad loom carpet*.



- **5** of these are issued on silver level.
- **2** of these are issued to Dansk Wilton for Colortec ORIGIN+ and Axminster ORIGIN.

7 Certificates — are issued for *80/20 wool/nylon carpet*.



- **5** of these are issued to Dansk Wilton.

DANSK WILTON

Material health

Category intent according to the Cradle to Cradle Certified® Product Standard Version 4.0.:

Chemicals and materials used in the product are selected to prioritise the protection of human health and the environment, generating a positive impact on the quality of materials available for future use and cycling.

The Cradle to Cradle Certified® approach to material health goes beyond EU and US legislation by demanding full transparency and thorough screening of all substances used in a product.

Each material is assessed down to its individual chemical compound (CAS#). Where full traceability is not possible — particularly with recycled materials — testing is conducted to ensure compliance with the Restricted Substances List. Organic materials are also tested for heavy metals and pesticides to confirm safety.

Our assessments are carried out in collaboration with Vugge til Vugge, a Cradle to Cradle Accredited Assessment Body. Data is collected from suppliers across the value chain and includes:

- Bill of Materials (BoMs)
- Declarations on carcinogens, mutagens, and reproductive toxins (CMR)
- Substances of Very High Concern (SVHC)
- Restricted Substances List (RSL)

We ensure full disclosure of at least 95% of the materials in our carpets, as required for silver level certification, and verify the absence of CMR and SVHC substances.

Our carpets undergo screening against the comprehensive Restricted Substances List, which includes worst-in-class chemicals such as PVC, PFAS, Phthalates, and heavy metals.

Our undyed carpet solution Colortec ORIGIN+ with integrated textile backing and Axminster ORIGIN, achieve the silver level.
As of April 2026, the Cradle to Cradle Product Registry features 25 certified broadloom carpet solutions under Cradle to Cradle Version 3.1 and 4.0. Only 5 of these have obtained certification at the silver level, but only Dansk Wilton have this level on the new and more depandet 4.0 standard marking the highest achievement for any broadloom carpet in this category. See page 9.

Our goal is to initially secure the silver level for all our carpet solutions in the Cradle to Cradle certification. Once this milestone is reached, our ambition naturally extends to achieving the gold level. This objective is already embedded in our optimisation strategies as a guiding principle.

Promoting a healthy indoor air climate for hotel and cruise guests

Chemical substances can affect indoor air quality, as some materials release volatile organic compounds (VOCs) that may pose health risks. VOC levels indoors are often much higher than outdoors.

Our products are Indoor Air Comfort Gold certified by Eurofins—your assurance of very low emissions. This certification combines Europe's strictest requirements and supports compliance with many building and material standards.

Contact us for more details or test reports.

All carpets from Dansk Wilton have achieved highest possible level of certification: Indoor Air Comfort Gold

Requirements are product specific – for details please see the specifications from Eurofins.



Packaging

Category intent according to the Cradle to Cradle Certified® Product Standard Version 4.0.:

Product packaging meets high product circularity standards at the entry level of certification, ensuring alignment with the Cradle to Cradle principles for these product types.

Our Cradle to Cradle Certified® assessment covers not only the carpet it self but also the packaging, including tubes, wrapping foil. All materials are documented, and suppliers have signed the Restricted Substances List (RSL). Since our tubes contain non-traceable recycled content, they have been tested to ensure compliance.

We encourage our customers to recycle the packaging responsibly, in line with local systems, to support environmental sustainability.

Collaborative efforts to reduce material use and carbon footprint

We are working closely with our foil supplier to reduce material use and carbon footprint.

So far, we have cut the foil weight by 22.6%, while maintaining performance and including 30% recycled post-industrial content.

The goal is to reach 40–50% recycled content, incorporating post-consumer waste as quality allows.

In the below table all packaging materials are listed with weight:

Packaging materials	**Homogeneous material/** *Intended cycling pathway*	**Weight of materials**
Carpet tube	HDPE - 100% recycled content *Recycling*	1,0-1,1 kg pr meter carpet tube
Wrapping foil	LDPE - 30% recycled content *Recycling*	64 - 80 g/m2
Packaging strip	Unalloyed steel *Recycling*	3-8 g/piece 2 pcs. per carpet roll
Tape	PP	6-10 g per carpet roll
Shipping label	Thermal paper	1,70 g/piece 1-2 pcs per carpet roll

HDPE = High-density polyethylene. LDPE = Low-density polyethylene. In the Cradle to Cradle Certified® User Guidance, only HDPE plastics are categorised as "commonly recyclable." Consequently, our carpet tubes are specifically acknowledged for their high-value technical cycling potential. Despite the global increase in recycling of LDPE, it is currently not classified as commonly recyclable according to the guidelines. We anticipate ongoing developments in LDPE recycling systems worldwide, which may eventually lead to LDPE being recognised as "commonly recyclable," considering it is the most widely used plastic type globally.



Product circularity

Category intent according to the Cradle to Cradle Certified® Product Standard Version 4.0.:

Products are intentionally designed for their next use and are actively cycled in their intended cycling pathway(s).

Circular design is key to creating products that support resource efficiency and long-term value. In this section of our ESG report, we highlight key initiatives that support our transition towards a more circular business model.

Waste pyramid
We continue to use the waste hierarchy to guide our approach and priorities on prevention, reuse and recycling.

Circularity education and knowledge sharing
Participating in educational initiatives and partnerships remains central to strengthening our understanding of circular solutions and identifying new opportunities across the value chain.

UnBlend – unlocking recycling of wool–nylon textiles
In May 2025, we joined the Danish partnership UnBlend, a two-year project focused on improving the circularity of wool–nylon textiles used in carpets and upholstery.

Across Europe, approximately 1.6 million tons of carpets are discarded annually, with most materials incinerated or landfilled. A share consists of durable wool–nylon blends. While this combination ensures durability and long product lifecycles, it also makes recycling complex. As a result, valuable resources are lost despite their inherent quality.

UnBlend addresses this challenge through a holistic approach covering the full lifecycle of textiles: designing for easier disassembly, exploring creative reuse, and investigating technologies to separate and recover wool and nylon fibres. These approaches aim to support higher-value recycling and reuse, helping to retain material value and reduce environmental impact, while acknowledging that multiple pathways may be relevant in addressing the challenge.

UnBlend brings together leading expertise across industry, research and design. The partnership includes Gabriel, SheWorks, DTU, Kolding School of Design, the Danish Technological Institute, and Dansk Wilton. Supported by TRACE, UnBlend represents an important step towards scalable circular solutions for complex textile materials

AfterUse – understanding end-of-life pathways
In collaboration with the Danish Technological Institute, we have conducted the AfterUse project to better understand what happens to our carpets at end-of-life. The project is supported by Industriens Fond.

The project maps current waste handling and recycling practices in key European markets where our products are sold. It provides insight into how carpets are currently treated after use and identifies existing and emerging recycling opportunities.

This knowledge forms an important foundation for future circular initiatives, helping us prioritise efforts where the potential for improved recycling and resource recovery is greatest.

Waste pyramid

Prevention

High quality materials for longevity
Keep in first life cycle for as long as possible

Made to order production
No dead stock

Pre-replacement inspection
To help judge and advise best solution

Maintenance
Extending product lifespan

Design recommendations
To maintain visual appeal over time

Technical planning
To minimize production waste

Reuse

Residual yarns integrated into production
Avoiding extra material consumption

Collaboration with partners to repurpose residual yarns
Turning residual yarn into valuable resources for other

Exploring partners to reuse carpet waste
Turning post-production materials into new resources through collaborative solutions

Recycling

Identifying recycling partners
Finding the right technical match

Initiating collaborations
Setting up recycling solutions

Exploring products from reuse material
Finding buyers for recycled materials

Most preferred

Incineration

For now, the best utilisation of our carpet waste
Used for district heating

Landfill

Avoid landfill

Least preferred

Incorporating cycled and/or renewable content

The Cradle to Cradle certification aims to not only ensure the certified product becomes a resource after its first intended use but also to foster increased demand for materials in general that contribute to a circular economy.

We contribute to increasing the demand for circularly sourced materials by incorporating more cycled or renewable materials into our products. This helps close the loop and promote the circular economy, leading to a reduction in the negative impacts associated with the use of virgin materials.

In the certification, Cradle to Cradle assess natural renewable resources eligible for biological cycles on par with recycled materials integrated into technical cycles.

In line with the Cradle to Cradle certification requirements, we have evaluated our performance and established improvement goals.

The table below provides an overview of the materials in our carpets, specifying the content of renewable and recycled materials and outlining our improvement objectives:

Material	**Recycled/renewable content included in % of total weight**	**Cradle to Cradle requirements**	**Goal for renewable and/or recycled content**
Carpet pile – Colortec and Axminster carpets			
Wool (80%)	100% renewable	> 80% renewable/recycled content for the pile material	100% renewable and/or recycled
Nylon (20%)	Virgin		
Carpet backing - Colortec			
Primary backing	100% polypropylene- virgin	The requirement for recycled content is > 0%	Include recycled content to the highest extent possible. Ongoing tests are being conducted to determine the potential percentage
Felt backing	100% recycled PET (rPET)		Secure chain of custody of all recycled content, pre- and post-consumer
Carpet backing Colortec – textile backing	100% polypropylene - virgin		Include recycled content to the highest extent possible. Ongoing tests are being conducted to determine the potential percentage.
Carpet backing - Axminster			
Carpet backing Axminster	Weft yarn: 100% polypropylene - virgin Warp yarns: 50% cotton = renewable 50% polyester = virgin	The requirement for recycled content is > 0%	We are working towards incorporating recycled content into our weft yarn.
Latex Both carpet types	Virgin	The requirement for recycled content is > 0%	Ongoing dialogue with suppliers with the aim to maximise the use of renewable and/or recycled substances

We are in an ongoing dialogue with our suppliers regarding virgin materials to pursue the integration of recycled content. It is not always easy, as the industry is dominated by old norms and common standards, which are not based on recycled materials.

Circular partnerships
ReBond, crafted from repurposed carpet fibres, is developed in collaboration between Dansk Wilton, Modulex, and partners exploring new applications for the material.

In 2025, we are proud to highlight collaborations focused on circular solutions within the hospitality industry. Through close partnerships, we continue to explore how materials can be reused and reintroduced into meaningful applications.

From recycled carpet fibres to onboard applications
A long-standing ambition has been to bring recycled carpet materials back into the environments they originate from - such as cruise ships - as part of the guest experience.

In collaboration with HAL, this ambition has taken shape through the development of coasters made from repurposed carpet fibres, designed for onboard sales. The project demonstrates how materials can be transformed into new, tangible products that connect directly to their origin.



The initiative has been recognised at the Cruise Ship Interiors Awards 2025 and highlights how recycled materials can support both circularity and storytelling within interior and hospitality settings.

This collaboration highlights the potential of innovation across industries and shows how circular thinking can create value beyond the original product lifecycle.

From residual yarn to social impact
At Dansk Wilton, we continuously work to ensure that surplus materials are utilised in the best possible way. In 2025, we donated residual yarn to Blindes Arbejde, a Danish social enterprise supporting visually impaired individuals through meaningful employment and craftsmanship.

By giving surplus yarn a new purpose, the collaboration contributes both to waste reduction and to social value creation.



From residual yarn to new design expressions
Creative collaborations play a key role in exploring the potential of surplus materials. Through partnerships with designers and brands, residual yarn from our production is transformed into new aesthetic and functional applications.

We remain committed to partnerships that create value for both environment and society. By combining circular material flows with social responsibility, these collaborations contribute to more sustainable and inclusive design solutions.



Amolia is a visionary brand committed to reducing textile waste through upcycling. Garnikum designs unique art pieces using surplus yarns. Together, they transform yarn from Dansk Wilton's production into striking graphic artworks, available on **Amolia's webshop**.



Clean air & climate protection

Category intent according to the Cradle to Cradle Certified® Product Standard Version 4.0.:

Product manufacturing results in a positive impact on air quality, the renewable energy supply, and the balance of climate changing greenhouse gases.

The Cradle to Cradle Certified® User Guidance outlines several requirements in this category that must be met on the different certification levels.

It is assessed that the final manufacturing stage facilities are in compliance with all applicable laws and regulations and/or industry best practice related to air emissions limitations.

Further, electricity use and greenhouse gas emissions associated with final manufacturing and the product's embodied greenhouse gas emissions have been quantified and verified, creating a baseline against which reductions can be measured, and helping to identify areas for improvement.

Energy consumption at Dansk Wilton's facility

Energy source	2025	2024	2023	2022
Electricity – based on 100% wind energy	618 mWh	552 mWh	465 mWh	443 mWh
District heating – based on 91% renewable energy (wood chips)	474 mWh	511 mWh	542 mWh	495 mWh
Natural gas for production process	10,9 m3	9,5 m3	9,1 m3	9,0 m3
Fuel for company-owned vehicles	3,5 L	3,1 L	10,5 L	8,5 L

Green House Gas Emissions

Our reporting of CO2e emissions comprise of Scope 1, 2 and 3. All emissions are calculated and reported based on the Greenhouse Gas Protocol. Reporting is based on actual and estimated data depending on availability, from our Dansk Wilton facility, Højskolevej 3, Herning.

The numbers and result relates to our production of both Colortec and Axminster carpets.

In addition to the greenhouse gas emissions calculated for our Dansk Wilton facility, we also include reporting on scope 1 and 2 emissions of the backing facility associated with the backing process of our Colortec carpets:

	2025	2024	2023
Scope 1 emissions	122.6 tCO2e	114.61 tCO2e	93.95 tCO2e
Scope 2 emissions	41.7 tCO2e	35.56 tCO2e	30.22 tCO2e

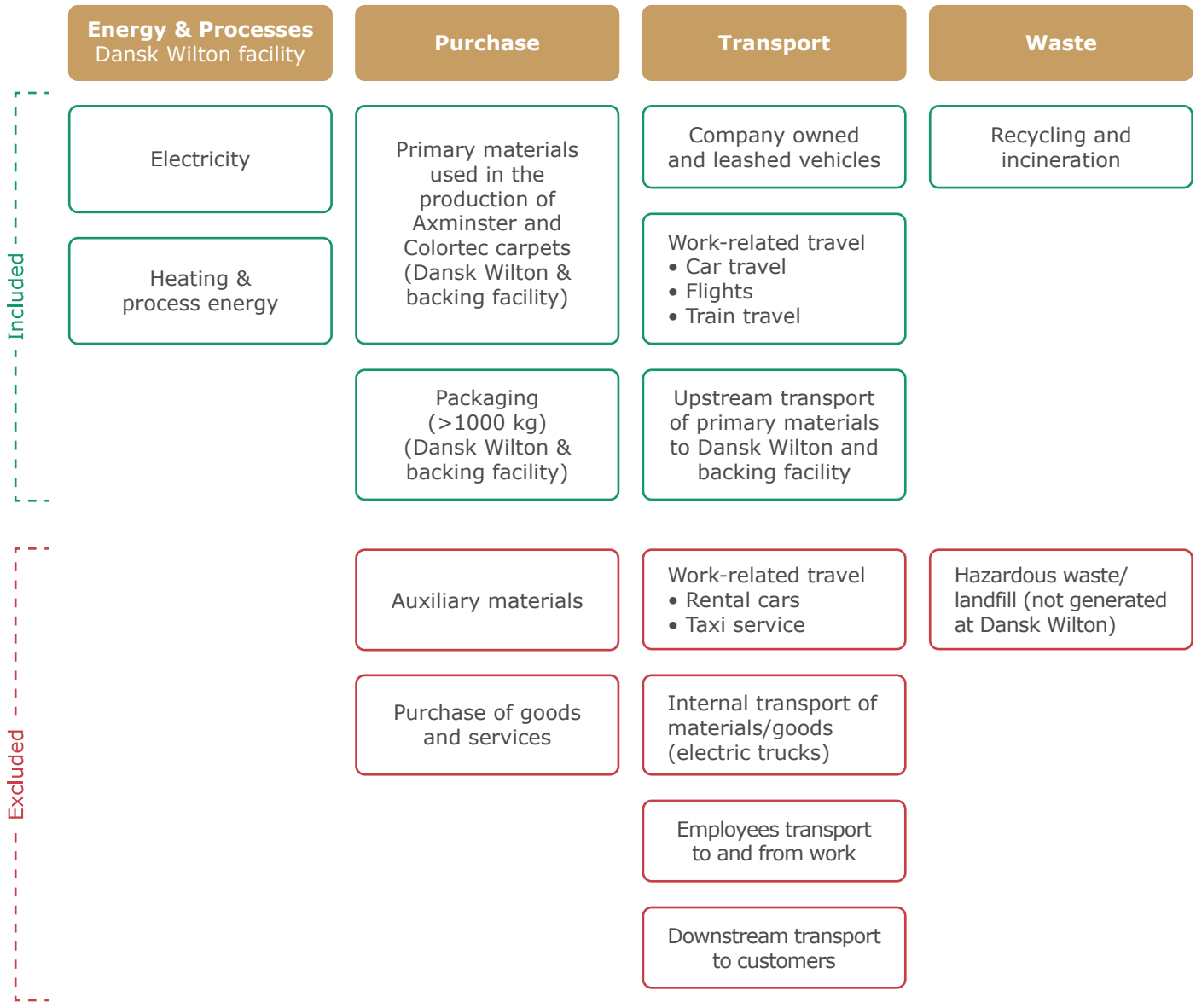
The scope 1 and 2 emissions associated with the backing process of our Colortec carpets at the backing facility are calculated based on the Cradle to Cradle "Clean Air & Climate Protection Worksheet." Scope 1 emissions are calculated with emission factors from the GHG Protocol tool. Scope 2 emissions (from purchased electricity) are calculated with country level emissions factors from the International Energy Agency (IEA.)

Main results and summary of our calculated CO2e emissions are presented on the following pages.

Carbon accounting – scope and prerequisites

As a Small and Medium-sized Enterprise (SME), we will initially be obliged to report only on Scope 1 and Scope 2 emissions. Acknowledging that the majority of a company's emissions are in Scope 3, we have included Scope 3 in our reporting. However, some areas are currently excluded. We will progressively expand our scope and include additional areas as the data becomes accessible.

Carbon accounting - scope and prerequisites



Climate accounting 2025

Results for climate accounting 2024: 27.639 ton CO_2e

Period: 01/01/2025 – 31/12/2025
Country: Denmark (DK)
Emission factor year: 2024

Methodology for calculating greenhouse gas emissions

The calculations were performed using "Klimakompasset" ("Climate Compass"), an online tool developed by the Danish Ministry of Industry, Business, and Financial Affairs. This tool is based on the principles of the Greenhouse Gas (GHG) Protocol.

The results rely on the following methodological choices made during the calculations:

- The Radiative Forcing Index (RFI) is included for emissions from air transport. This inclusion (or correction) accounts for the fact that CO_2e emitted at higher altitudes has a greater greenhouse effect than CO_2e emitted on land
- The emission factor for electricity is adjusted to reflect companies' purchases of green certificates, known as guarantees of origin (electricity declaration)

Main Results by main category

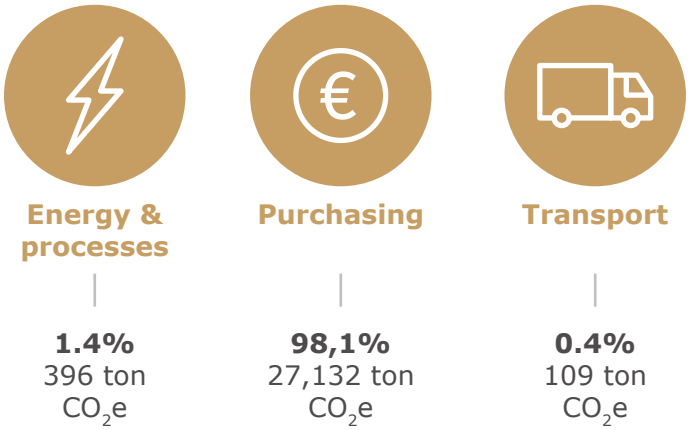
The company's total CO_2e emissions are given in below table. The CO_2e emissions are given in tonnes of CO_2 equivalents, and the table shows the emissions distributed among the different main categories. Note that outside scopes are not included in the climate footprint according to the GHG protocol.

Overview of the company's total CO_2e emissions by main category:

Main category	Emissions in tonnes CO_2e (scope 1+2+3)	Share of emissions (scope 1+2+3)
Energy and processes	396	1.4%
Primary purchase of materials for production	27,132	98,1%
Transport	109	0.4%
Waste and recycling/ recovery	0,00	0%
Total	**27,639**	**100,00%**

The following figure summarises Dansk Wilton's calculated CO_2e emissions. It indicates the company's absolute CO_2e emissions in percentage and tonnes of CO_2e equivalents, divided into main categories.

CO2e emissions in percentage and tonnes (scope 1+2+3) divided by main categories:



Main results divided into scopes

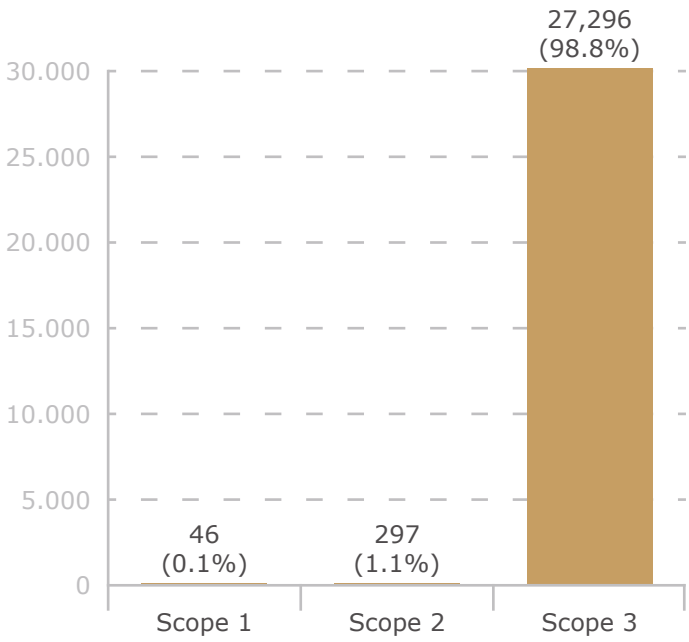
The company's total CO_2e emissions are given in below table. The CO_2e emissions are given in tonnes of CO_2 equivalents, and the table shows the emissions divided into scope 1, 2 and 3, according to the GHG protocol. Emissions outside scopes are not included in accordance with the GHG protocol, and are therefore not included in the total.

Overview of the company's CO_2e emissions by scope:

Scope	Ton CO_2e	Share of emissions
Scope 1	46	0,1%
Scope 2	297	1,1%
Scope 3	27,296	98,8%
Total	**27,639**	**100,00%**

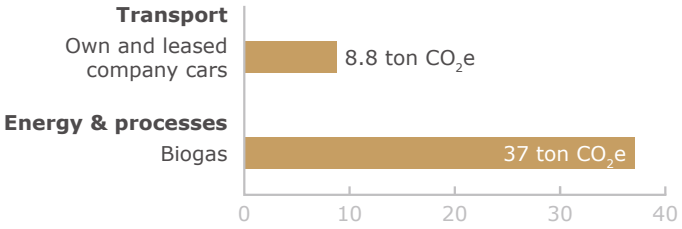
Summary of the calculated CO_2e emissions

The following figures show graphical representations of the calculated CO_2e emissions. The first figure indicates the absolute emission in percentage and tonnes of CO_2 equivalents divided into scope 1, 2 and 3.

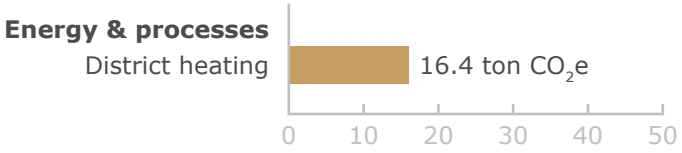


Below is a more detailed view of the result divided into scope 1, 2 and 3. The graphics show all the subcategories for which data is provided and the associated emissions in ton CO_2e.

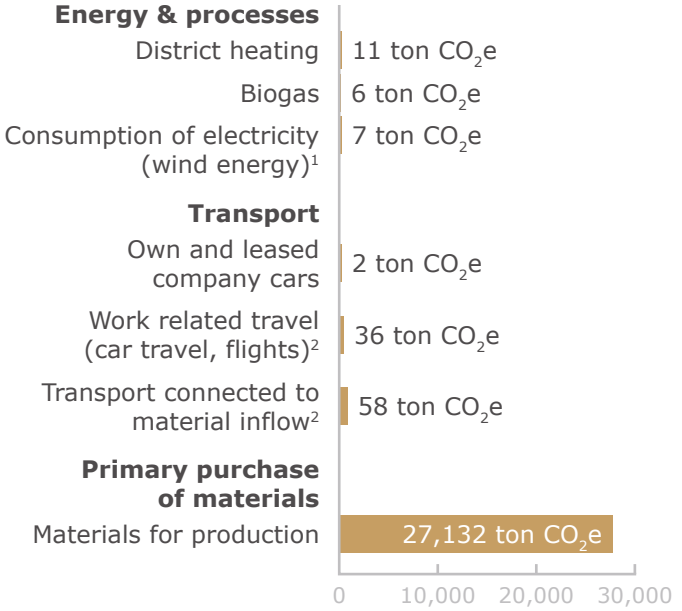
***Scope 1** (46 ton CO_2e):*



***Scope 2** (297 ton CO_2e):*



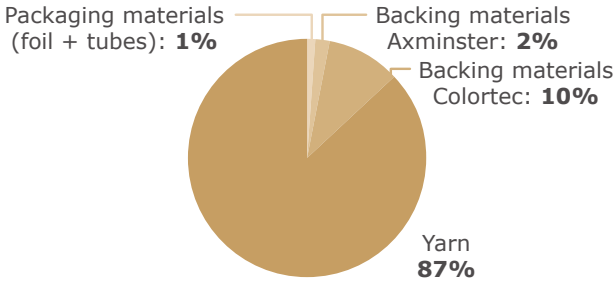
***Scope 3** (27,296 ton CO_2e):*



[1]Based on own emission factors
[2]Physical units

Emissions related to purchase of primary materials for manufacturing

It is obvious that our material purchases for production make up the vast majority of our emissions. Below is a visualisation of the distribution of emissions associated with material purchases on the various material groups.

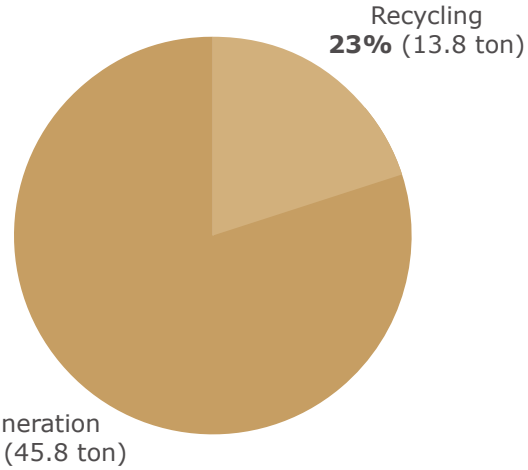


Wool is the primary raw material used in our carpet production, significantly contributing to our emissions associated with material consumption. The emission factor for wool, based on the Ecoinvent database, is 38.85 ton CO_2e. This amount is notably high, even when compared to other databases, and there is considerable disagreement regarding the accurate emission factor for wool. Wool alone accounts for 82% of the emissions related to the procurement of primary materials for our production.

Waste and waste handling

At Dansk Wilton, we manufacture exclusively by order, centering our core business model on minimising waste. While we maintain no dead stock, carpet production inevitably generates waste, which we continually strive to optimise in utilisation. We work with various initiatives around the recycling of carpet fibres, see more under ”Product Cycling”. These initiatives aim to also contribute positively in relation to increased recycling of textile waste in our production going forward.

Below is the distribution of our waste between recycling and incineration (energy recovery). No waste goes to landfill.



Additional notes

Material consumption in production
The data for material used for the manufacturing our Axminster and Colortec carpets is based on amount of material purchased in 2024 (by invoice). There will always be a periodic discrepancy between the purchase and consumption of raw materials. For backing materials used for our Colortec carpet solutions at the backing facility (Foamtex ApS), the data is based on the amount of m^2 produced plus production waste (10%) generated during the production process of Dansk Wilton's Colortec carpets.

Packaging
The use of packaging materials (wrapping foil and carpet tubes) is based on our purchase in 2024 (by invoice). There will always be a periodic discrepancy between the purchase and consumption of packaging materials. For packaging materials used for our Colortec carpets at Foamtex ApS, the data is based on the actual volume used plus calculated waste (10%).

Transport – primary materials
Covers upstream transport from suppliers to Dansk Wilton and Foamtex ApS. Upstream transport is based on transport of materials, components, and packaging material used in the manufacturing processes of our carpets. Transport from our tier 1 suppliers to Dansk Wilton A/S and Foamtex ApS is considered. One tier 1 supplier is a trading company and in this case we have included the transport from the manufacturer to the supplier's warehouse and from there to Dansk Wilton.

Internal transport of materials and goods is done with electric trucks and is not included.

Transport – business travels
The reporting is based on data from our ERP system, originating from invoices, receipts, and mileage logs. Includes travel in company owned and leased cars, as well as business travels in employees' private cars, train and flight travels. Travels by rental cars and taxi service is not included.

Employees' transport to and from work is not included.

Source for calculating flight travels: https://da.distance.to/Billund-lufthavn,Billund,Syddanmark,DNK/London-Gatwick-Airport,Crawley-District,West-Sussex,England,GBR

Life cycle assessment

In addition to calculating the greenhouse gas emissions on a company level, we have also invested in a comprehensive Life Cycle Assessment (LCA) of both our Colortec and Axminster carpets, made by external LCA specialists.

A Life Cycle Assessment is a comprehensive methodology used to evaluate the environmental impacts associated with a product throughout its entire life cycle – from raw material extraction, manufacturing, and use to disposal or recycling.

In the construction industry, LCA is commonly employed to assess the environmental footprint of primary construction materials, helping stakeholders make informed decisions for sustainable building practices. It encompasses a comprehensive analysis of resource consumption, energy use, emissions, and waste generation associated with a product's life cycle. By considering these factors, LCA provides a holistic understanding of the environmental implications of a given product.

By quantifying the environmental impacts across different life cycle stages, LCA assists in identifying areas for improvement, guiding the development of more sustainable and eco-friendly alternatives.

Based on the LCAs, we have introduced third party verified Environmental Product Declarations (EPDs) for our Colortec carpet solutions.



Environmental product declaration

An Environmental Product Declaration is a standardised document providing transparent and verified information about the environmental performance of a product throughout its life cycle. This declaration encapsulates the essence of the Life Cycle Assessment.

The EPDs for our Colortec carpets can be requested by email or found on The International EPD System's website:

- **Colortec ORIGIN**
- **Colortec RE:THINK**
- **Axminster**

Clean air and climate protection strategy

The intent of the Cradle to Cradle certification related to the development of a strategy for clean air and climate protection is to incorporate objectives in accordance with international climate science. It aims to establish goals that pave the way for an increased utilisation of renewable energy in the product manufacturing process, while simultaneously decreasing or offsetting greenhouse gas emissions. Furthermore, at the gold level of certification, the embodied emissions throughout the product's life cycle are also addressed.

Our Clean Air & Climate Protection strategy encompasses the following areas:

- Electricity consumption and greenhouse gas emissions directly linked to the final manufacturing stage (product attributable), as well as general greenhouse gas emissions associated with the company but not explicitly tied to individual products
- The embodied greenhouse gas emissions related to our carpet solutions (based on the LCAs)
- Procurement of 100% renewable energy for final manufacturing stage facilities

Strategic goals on short - and mid term basis:

Short-term goals (no later than 2026)	**Mid-term goals** (no later than 2040)
Scope 1 + 2 reductions	CO2 positive production at final manufacturing stages
Set Science Based Targets	Reduction of scope 3 emissions
Cradle to Cradle gold level in this category for at least one product group at re-certification in 2026	Cradle to Cradle platinum level in this category for at least one product group

We are committed to expanding our business while maintaining a strong focus on environmental sustainability. Our objective is to achieve decoupling of growth from environmental impact, ensuring that the growth of our business does not lead to an increase in CO2 emissions. We aim to achieve a harmonious balance between economic growth and environmental responsibility.

Using renewable electricity and addressing greenhouse gas emissions at final manufacturing stages

We source 100% of the electricity used at the final manufacturing stages from renewable wind energy.



Water & soil stewardship

Category intent according to the Cradle to Cradle Certified® Product Standard Version 4.0.:

Water and soil are treated as precious and shared resources. Watersheds and soil ecosystems are protected and clean water and healthy soils are available to people and other organisms.

As in the other categories of the Cradle to Cradle certification, the User Guidance outlines several requirements under "Water & Soil Stewardship" that have to be met on the different certification levels.

Basically, through the assessment and understanding of water- and soil-related impacts attributable to the product, including local water availability and quality issues relevant to the product's manufacturing facilities, opportunities to address the impacts are identified.

Our assessment body, Vugge til Vugge, has evaluated risks related to both water quantity and quality. This includes ensuring that the final manufacturing stages and select supplier facilities are in compliance with regulatory and/or industry best practice effluent limitations.

Water use

Water withdrawals, discharge, and consumption at final manufacturing facilities of the certified products are quantified, creating a baseline against which reductions can be measured, and helping to identify areas for improvement.

The production processes of Dansk Wilton carpets are not associated with any high-volume water consumption in the final manufacturing stages (facilities that withdraw or purchase ≥ 100.000 m3 of water per year are considered as having high-volume processes).

The water uses in the final manufacturing stages of our carpets is divided into the two steps of the manufacturing processes:

Water use data	Dansk Wilton facility m^3	Backing facility* (Colortec) m^3	Final manufacturing facilities in total m^3
Withdrawals by source and water type *Third party water – Fresh*	1,026	13,142	14,168
Discharges by receiving body/ destination *- Municipal* *- Third party after onsite pre-treatment* *- Sent to backing facility for pre-treatment*	562 *4.7*** *25****	 10,915 	562 10,915
Total Consumption	**464**	2,227	2,691

** The data for the backing facility encompasses not only the backing process of Dansk Wilton carpets but include the total water usage of the facility.*

*** This number is included in the 562 m^3.*

**** This number is included in the* 13,142m^3 *from our backing facilities.*

Besides assessing activities related to the manufacturing stages of our carpets, we evaluate the supply chain and opportunities to enhance water and soil quality related to the product's primary raw materials and processes. The Cradle to Cradle certification mandates companies to address challenges and opportunities tied to raw materials constituting over 25% of a product.

Given that wool is a fundamental raw material in our carpets, it holds a prominent place in our strategy for water and soil stewardship, aligning with opportunities in both wool and wool yarn production.



Water & soil stewardship strategy: Emphasising organic wool

Wool demonstrates several favorable characteristics for interior design solutions, including high quality carpets. Wool is durable, contributes positively to indoor air quality, and carries emotional appeal, rendering it a suitable choice in consonance with our dedication to longevity, sustainability, and environmental responsibility. Wool possesses

inherent fire resistance, eliminating the need for additional fire retardants to meet stringent fire safety standards. Wool stands out as a natural and rapidly renewable resource and is free from the association with microplastics frequently present in synthetic fibers.

Read more about the properties of wool

We acknowledge there are certain issues associated with wool and we are committed to addressing these matters and pursuing positive impact. This includes considerations for animal welfare, freshwater resource impact, land use, risks associated with traditional farming, greenhouse gas emissions, and the potential impact of overgrasing on biodiversity and soil quality. These are issues beyond our direct control and not within our company's ability to solve. However, we can play a role in fostering positive development. A possibility is the sourcing of organic wool and we are currently exploring this option in collaboration with our yarn supplier, but have identified some associated challenges:

The wool used in carpets must possess specific qualities to meet the rigorous wear and tear standards required for contract use to secure longivity of the carpet. Currently, there is limited availability of certified wool suitable for carpets in the market, mainly due to low demand. To our knowledge, there is little to no availability of GOTS certified wool (Global Organic Textile Standard). As an alternative, we are exploring the option of sourcing Ecolabel certified wool, and this remains a key focus in our ongoing optimisation discussions with our yarn supplier.

An obstacle impacting wool certification is the absence of traceability in several wool-producing countries. For instance, New Zealand has a well-organised structure with a few large farms supplying wool, facilitating easy traceability. Consequently, the Ecolabel certified wool suitable for carpets that we have identified is sourced from New Zealand. Conversely, in countries like the United Kingdom, numerous small farms supply wool to wool dealers, posing a challenge to traceability. These difficulties are linked to existing structures and systems that may need revaluation and modification over time, or the introduction of alternative certification requirements. Further, stringent traceability and documentation standards for certified wool contribute to increased costs, posing a challenge in a market sensitive to pricing considerations.

In addition to the use of organic wool, improvements in water and soil conditions will also result from material health optimisations related to yarn production. Our ORIGIN concept, which is based on undyed yarn, is an example of such optimisation, eliminating the dyes and dying process.

Our primary objective is to achieve the silver level in the Material Health and Water & Soil Stewardship categories for all our carpet qualities. Ultimately, we aim to advance to the gold level.

Safeguarding animal welfare

Given the significance of wool as a resource for Dansk Wilton, our animal welfare policy clearly details our requirements and expectations concerning the well-being of the sheep from which we source wool. Sheep farming, by nature, involves animals residing outdoors in expansive areas, and shearing is an essential practice to ensure the animals' well-being and survival.

Several countries with robust traditions in wool production already have established legislation and controls on animal welfare issues, as seen in the United Kingdom and New Zealand, while other countries lack similarly stringent requirements. Our objective is to ensure an increased level of documentation and, where feasible, certification or another form of third-party verification, irrespective of the wool's origin. A challenge linked to such third-party verification, especially in areas lacking legislation and regulatory oversight, is the absence of traceability back to individual farms, particularly in scenarios where numerous small sheep farmers contribute wool to a centralised wool exchange for collection before resale.

We aspire to increase our commitment to responsible animal husbandry and to uphold a high standard of animal welfare linked to the wool we procure. Consequently, this aspect forms an integral part of our discussions with yarn suppliers and wool subcontractors.

Progress on responsible wool sourcing

During 2025 and 2026, Dansk Wilton has worked with Danspin, Textile Exchange and British Wool to map options for certified wool and improved supply-chain documentation. We have assessed relevant approaches, including Responsible Wool Standard (RWS), EU Ecolabel and documentation from British Wool.

Our current UK wool supply is documented as non-mulesed. We also recognise that UK animal welfare legislation provides a robust framework for sheep welfare. At present, certified wool suitable for the performance requirements and production volumes of contract carpets remains limited in availability and commercially challenging.

We will continue to evaluate certified and alternative wool qualities together with our suppliers and relevant industry organisations. Our focus remains on improving animal welfare, traceability and environmental performance while maintaining the durability required for commercial carpet applications. We review our sourcing strategy annually as new certification opportunities become technically and commercially feasible.

Read our Animal Welfare Policy







Every carpet is unique, crafted in Denmark with precision, passion, and dedication.

We believe people make the real difference between being a manufacturer of carpets and being a creator of innovative carpet solutions.



ESG REPORTING
SOCIAL

Our commitment
At Dansk Wilton we are committed to respecting and upholding the fundamental principles of human rights as guided by the United Nations Guiding Principles on Business and Human Rights, the eight Fundamental Conventions of International Labour Organisation as well as the International Bill of Human Rights.

Dansk Wilton signed up to support the UN Guiding Principles in the UN Global Compact Network Denmark.

We recognise our responsibility to respect and protect the human rights as an integral part of our corporate responsibility and of all individuals who are affected by our business operations and to contribute positively to the communities in which we operate.

If we become aware of violations of international guidelines and this Human Rights Policy, we will seek to exert our influence and support improvements in cooperation with our existing suppliers. We will focus on suppliers' ability and willingness to demonstrate continuous improvements and we feel confident that cooperation and dialogue will result in a more efficient partnership, which both parties will benefit from. However, if we cannot achieve the required improvements, we may find ourselves forced to seek alternative partners, regardless of their importance in our value chain.

We encourage people who are directly or indirectly affected by our activities to contact us if they have knowledge or made observations of a critical nature. We will treat all reports seriously and investigate the matter further. If you wish to make an anonymous notice, you can do so through our Whistleblower scheme, which can be found on our website.

This Human Rights Policy outlines our commitment to promoting and safeguarding human rights throughout our activities and across our supply chain.

We are committed to working in partnership with stakeholders to create a world where human rights are universally upheld, and we will strive to be a responsible and ethical corporate citizen in all our business activities.

Lars Martens Clausen
Chairman

Lone Ditmer
CEO



Social fairness

Category intent according to the Cradle to Cradle Certified® Product Standard Version 4.0.:

Companies are committed to upholding human rights and applying fair and equitable business practices.

Fostering a business culture of social fairness
The Social Fairness classification within the Cradle to Cradle Certified® framework is designed to promote advancements in maintaining business operations that safeguard the value chain.

It strives to uphold the interests of all stakeholders, encompassing employees across the value chain, customers, community members, and the environment. The certification covers the following points aiming at fostering a business culture of social fairness:

- Risk assessment
- Human Rights Policy
- Monitoring and verifying performance
- Strategy for policy implementation

- Demonstrating commitment
- Management systems
- Grievance mechanisms
- Positive impact projects
- Transparency and stakeholder engagement

Assessing risks and opportunities on human rights

For a thorough and impartial evaluation of human rights risks, we engaged the services of a consultancy firm with expertise in due diligence in the textile industry.

Sourcing House conducted desk research to identify potential negative impacts on human rights, including labour rights. The risk mapping process involved aligning Dansk Wilton's value chain with the stages outlined in the Cradle to Cradle Certified® Product Standard: own operations, final manufacturing stage, suppliers to manufacturing stage (sector/process and country), raw materials (country) and product cycling.

Utilising the desk research data, Sourcing House and Dansk Wilton collaborated on a risk assessment workshop, incorporating internal stakeholder knowledge, experience, and perspectives on risks. The emphasis during the risk mapping process was placed on identifying and prioritising potential negative impacts on human rights. This approach was crucial for gaining insights into best practices in risk assessment, aligning with the principles of due diligence for responsible business conduct.

The risk assessment is comprehensive and based on clear and high requirements set out in the Cradle to Cradle Certified® User Guidance.

Based on this risk assessment, we have identified potential risks associated with country of origin of raw materials.

Our value chain – final manufacturing stages and tier one suppliers

Dansk Wilton maintains enduring business collaborations with a select number of direct suppliers, who are all located in Europe.

We firmly believe that optimal results and the attainment of our objectives can only be realised through strong and effective collaboration with our suppliers. Every direct supplier adheres to our supplier code of conduct and provides comprehensive and detailed data relevant to our Cradle to Cradle certification. Without their cooperation, certifying our carpets would not be possible.

Europe is inherently not linked with high risk concerning human and labour rights. Therefore, it is necessary to delve deeper to uncover any potential risks associated with the manufacturing of our carpets.

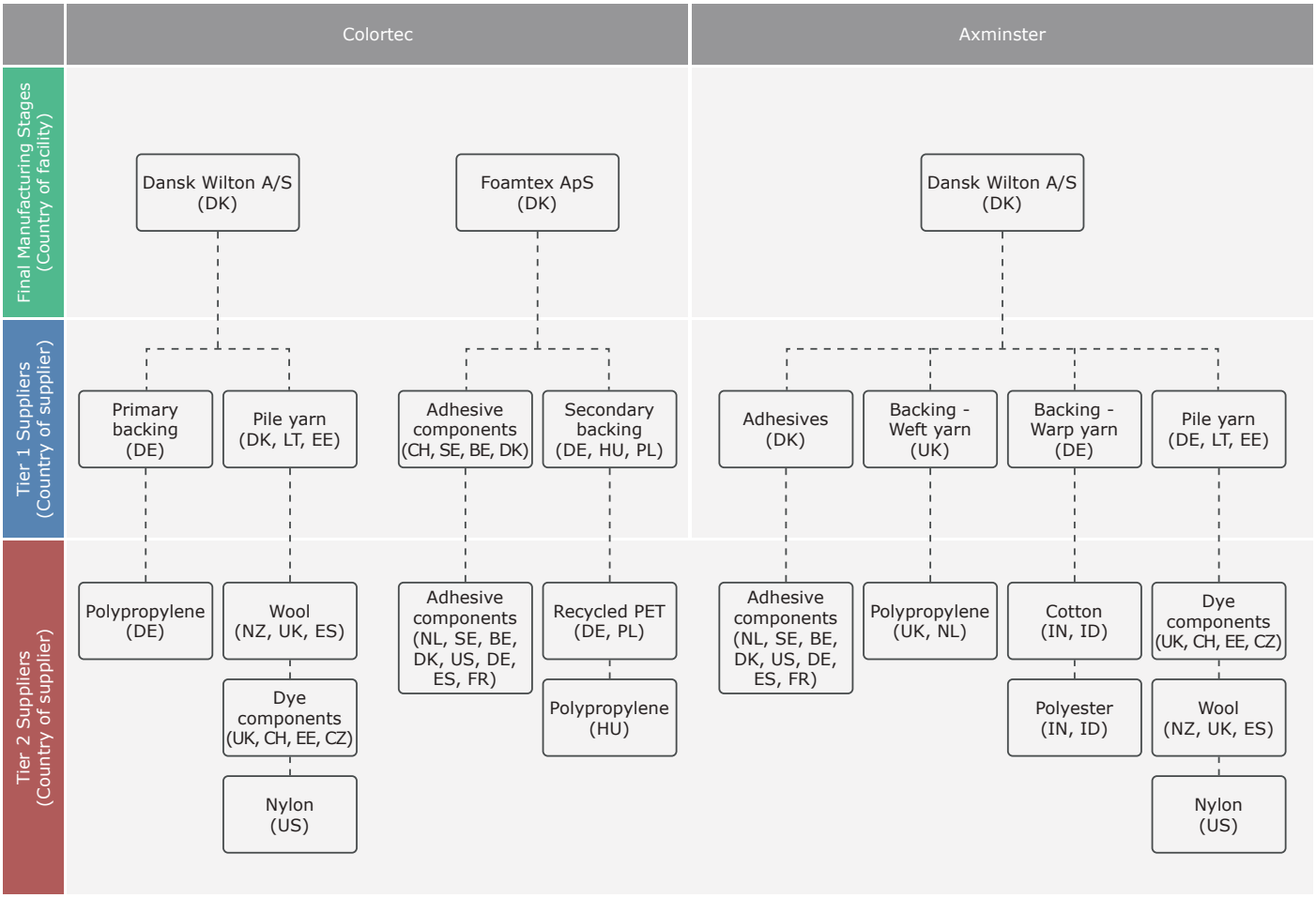
Mitigating risks associated with the country of origin of components and raw materials

In our approach to risk assessment within our value chain, we undertake a comprehensive examination that extends beyond the mere location of our suppliers. We also examine the country of origin for our raw materials and components. This dual focus allows us to gain a holistic understanding of potential risks and challenges embedded within our supply network.

It is imperative to note that this distinction is often overlooked, contributing to confusion in the assessment process. While some manufacturers readily disclose information pertaining to the supplier country, the crucial details surrounding the country of origin for raw materials and components are not always made transparent. This distinction is vital, as it enables us to scrutinise and manage risks more effectively, ensuring a resilient and ethically sound supply chain.

By adopting this nuanced approach, we aim to strengthen our commitment to transparency, ethical sourcing, and risk mitigation throughout our value chain.

Final manufacturing stage facilities and tier one suppliers by country are visualised in the below illustration.



As illustrated above, all our tier one suppliers are located in Europe and the same applies to our tier two suppliers, except from our nylon and warp yarn suppliers.

In addition to mapping in which countries our suppliers are located, we have examined the country of origin for our raw materials and components. Few raw materials and components are sourced in countries where some regions and industries are potentially associated with a high risk of violation of human rights. This applies to a small part of the wool sourced, to select components used in the production of our pile yarn and to our warp yarn.

The countries in question are associated with de facto risks within the following areas of human- and labour rights:

- Discrimination and equal opportunity
- Harassment and abuse
- Forced labour
- Child labour
- Excessive working hours
- Freedom of association and collective bargaining
- Safe and healthy work
- Wage gap between minimum and living wage
- Fair and ethical business practice incl. anti-bribery and corruption

The presence of raw materials sourced from countries with potential risks of human rights violations necessitates dialogue with our tier one suppliers. This dialogue aims to assess the documentation provided by each individual component and raw material supplier, determining the extent of investigation and documentation required.

Next steps are defined based on the results of further investigation, and it may be necessary to initiate audits in collaboration with our tier one suppliers and 3rd party audit specialists. Our aim is to have full clarity and documentation that there are no violations of human rights in our value chain, in accordance with international guidelines and our human rights policy.

If we identify violations of human rights and any damage caused by this, we intend to contribute to recovery in collaboration with our suppliers and sub-suppliers. If an existing supplier fails to meet the necessary standards and is unwilling or unable to improve, we will collaborate with our direct supplier to explore new and alternative suppliers.

In the context of risk assessment, we have created a tool to facilitate continuous risk evaluation. This tool monitors alterations in suppliers, components, political conditions, and other relevant factors. Its purpose is to guarantee that appropriate corrective measures are implemented upon the detection of inadequate performance. This approach enhances the assurance that human rights risks are consistently addressed, and particularly in instances of shifts in suppliers and materials.

Monitoring and verifying performance

Ensuring compliance with human rights and labor rights within our company facility remains a top priority, and we consistently strive to uphold the highest standards for workplace health and safety, encompassing both mental and physical wellbeing.

As part of the Cradle to Cradle certification, we meticulously review and complete a questionnaire comprising nearly 100 questions related to human rights, labor rights, health & safety, and anti-corruption. Each response to the questionnaire is thoroughly documented, and an audit at our facility is conducted by our assessor, Vugge til Vugge.

The questions in the questionnaire align with the UN Global Compact's "Communication on Progress" but are reinforced by comprehensive documentation to ensure compliance.

Additionally, in 2024, we implemented a Whistleblower scheme, enabling employees to anonymously report concerns they believe cannot be addressed directly with the management or board of Dansk Wilton.

Committing to positive impact initiatives

The Cradle to Cradle certification is renowned for its ambitious standards across all certification aspects, also within the social fairness category. By stipulating requirements for companies to participate in positive impact projects related to social fairness, the framework encourages businesses to shoulder social responsibility aligned with their activities.

Dansk Wilton has been a consistent partner with the organisation "High:five" for several years, dedicating efforts to secure employment for young individuals at risk of crime and those with a history of penalisation, aiding their re-socialisation through regular jobs or educational opportunities.

In 2024, we expanded our commitment to include young people from "Ungdomscenter Knudmosen," a specialised youth education program in Herning Municipality for individuals aged 16 to 25 facing challenges that hinder their progress in the education system or labor market without support.

Both projects share the common goal of assisting young people with challenging conditions in creating a better and more meaningful life for themselves. Dansk Wilton's motivation behind these positive social impact projects is to provide support to young individuals facing difficulties, offering them an opportunity to develop skills and secure employment, benefiting local companies and the municipality. Our focus is on young people who can benefit from employment in a production company, where formal education is not a prerequisite, catering to those who either choose not to pursue education or face challenges preventing them from completing it.

We aim to sustain the positive collaboration with both High:five and Knudmosen. We remain open to partnerships with the municipality and other organisations dedicated to enhancing opportunities for disadvantaged young people.



People in numbers 2025

We believe people make the real difference between being a manufacturer of carpets and being a creator of innovative carpet solutions.

Dansk Wilton is undergoing a planned generational transition as part of our long-term strategy for growth and development. This transition ensures that our values and commitment to quality are carried forward to the next generation. We are focused on maintaining stability and continuity for our employees, customers, and partners throughout the process.

Number of employees
Average: 75
Administration: 30
Production: 45

Gender diversity
Average: ♀51% | ♂49%
Management: ♀40% | ♂60%
Board: ♀20% | ♂80%

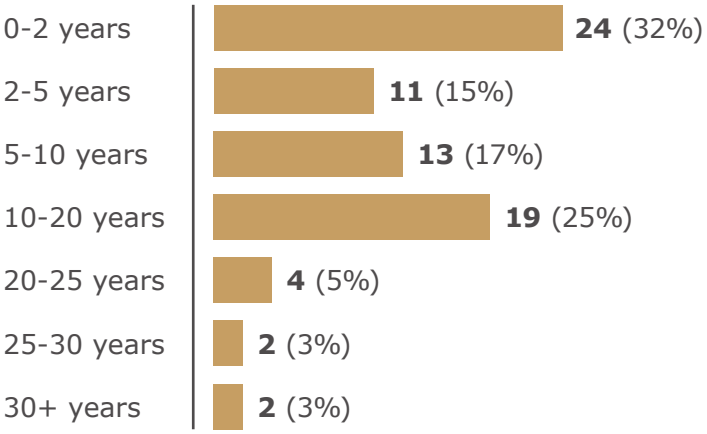
Retention rate
Average: 83%
Administration: 93%
Production: 76%

Employee nationality
9 nationalities including:
Denmark, Syria, Bosnia, Ukraine, Sri Lanka, Austria, Germany, Israel and Bulgaria

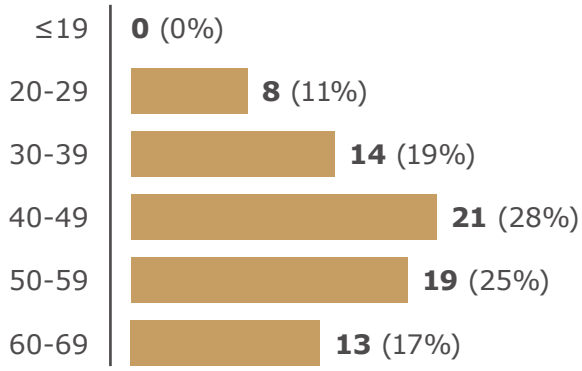
Average seniority
Average: 8.5 years
Administration: 9.2 years
Production: 8 years

Employee age
Average: 46,8 years old
Administration: 47,6 years old
Production: 46,2 years old

Seniority proportion



Age proportion



Health & safety

Sick leave
Average: 2.4%
Administration: 2.3%
Production: 2.5%

Occupational injuries
Ratio: 6,9

Sick leave (industry average**)
Average: 4.9%
Administration: 4.2%
Production: 4.7%

Data foundation
Our reporting of employee characteristics is based on data extracted from our ERP and salary systems at year end (December 31st) and represents the average headcount representation in 2024.

Number of employees
The calculation of the average number of employees in 2024 is calculated based on the following formula:

$$\frac{\text{Number of employees 1/1-23}}{\text{Number of employees 1/1-23}} \; / \; 2$$

Retention rate
The retention rate is calculated based on the following formula:

$$\frac{\text{Number of resigned employees}}{\text{Average number of employees}} \times 100 = \text{Resignation rate.}$$

100 / resignation rate = retention rate

Average seniority
The average seniority is based on the seniority of each employee employed per 31/12 2024, following this formula:

$$\frac{\text{Total seniority of all employees employed per 31/12}}{\text{Total number of employees per 31/12}}$$

Seniority proportion
Shows the employee seniority divided by intervals.

Gender diversity
The gender diversity is calculated based on total headcount of employees split by gender registered by the employee, as either female, male, other or "not disclosed". Management is defined as employees included in the management team.

Employee nationality
Based on information from employees. This is not registered anywhere as it is a personal matter. However, we see diversity, including diversity by nationality, as a great advantage and take pride in including employees of different nationalities.

Employee age
This information is based on our employee's date of birth in our employee directory.

Sick leave
Data derives from registrations in our salary system where employees are registered sick with an absence code for illness.

**The industry average is based on data from "DA Statistik/NetStat - Industry: Textile and clothing industry".

In cases of extended sick leave, our employees are provided with a care interview designed to assist the colleague in returning to work under mutually agreeable conditions for both the employee and Dansk Wilton. The emphasis is on addressing and preventing the cause of the absence, whenever possible.

Occupational injuries
The ratio is calculated using the standard ESRS method:

$$\frac{\text{Number of accidents}}{\text{Total hours worked by own workforce}} \times 1.000.000$$

DANSK WILTON
OUR VALUES

We develop our business based on five fundamental values:



Creativity and innovation
We are a creative, innovative and idea-generating partner for our customers. We deliver exciting and inspiring solutions.



The quality we deliver
The heart of our business is high quality in everything we do. We endorse a professional culture where passion for precision is key. This is only possible by virtue of a professional and committed team.



Customer experience
Our customers' experiences with us cannot be undone. Their moments with us are all equally important. Before, during and after. We do not just supply a product we provide solutions.



Responsibility
Our holistic approach to sustainability built on our Cradle to Cradle Certified® certification and balances environmental, social, and governance principles, and supports our customers in their sustainability objectives.

The strong values that form the foundation of our company support the strength of our workplace.



Flexibility and effectiveness
We challenge status quo with a fundamental belief that we can always do better. Flexibility enables us to adapt and offer a safe and optimised process.

ESG REPORTING
GOVERNANCE

Dansk Wilton places a strong emphasis on ensuring high governance standards in the operation of our business. We achieve this by implementing transparent and accountable decision-making processes across various facets of our operations. Our governance framework is designed to uphold ethical principles, comply with applicable laws and regulations, and foster a culture of integrity and responsibility.

We establish clear policies and procedures to guide our employees and stakeholders, covering areas such as supply chain management, environmental and social responsibility. Regular internal audits are conducted to monitor compliance with these standards, and we actively engage in continuous improvement initiatives.

Read more about our commitment and download our policies on **our website**.

Furthermore, Dansk Wilton maintains an open dialogue with our stakeholders, including employees, customers, and partners, to incorporate diverse perspectives and feedback into our decision-making processes. By actively participating in industry initiatives and adhering to recognised best practices, we ensure that our governance practices align with global standards and expectations.

Overall, our commitment to high governance standards is integral to Dansk Wilton's core values, guiding our actions and decisions to create a business environment built on trust, responsibility, and sustainable practices. The Cradle to Cradle certification supports our governance by emphasising responsible governance practices throughout the product lifecycle.

Whistleblower scheme
Dansk Wilton has implemented a whistleblower scheme accessible to both our internal employees and external stakeholders. This enables individuals within our value chain to raise concerns related to our activities.

All submissions to the whistleblower program are documented and handled in accordance with globally recognised human rights and standards, including the UN Declaration of Human Rights and ILO Conventions. The internal program adheres to Danish labor rights legislation, while the external program operates on a voluntary basis.

Through this initiative, we offer a channel for reporting issues within Dansk Wilton and our value chain that contradict Dansk Wilton's policies and international guidelines.

Whistleblower cases 2025: 0

The whistleblower scheme is accessible via **our website**.

Our board of directors
Dansk Wilton has maintained a professional external board for many years, comprising members actively involved in positions that guarantee them contemporary and relevant expertise. This is an essential requirement for contributing to the continual development of the company.

The board's composition ensures robust competencies and substantial experience across all facets of the company's operations, spanning from production to sales and marketing, finance, and sustainability. The board's expertise further extends to encompass areas such as art, architecture, construction, and entrepreneurship. Crucially for Dansk Wilton, the family's history, values, and culture remain deeply ingrained and well-represented.

Our board includes:

- Lars Martens Clausen, Chairman
- Anne Marie Mau, Deputy Chairman
- Brian Møller Dyrholm Pedersen, Member
- Jens Seehusen Christensen, Member
- Jakob Køser Bressendorf, Member

Our management team
Between the date of publication and the reporting year (2024) there have been changes in our management, which means that it now includes:

- Lone Ditmer, CEO
- Mads Agerholm, CSO
- Søren Torp Madsen, Production Manager
- Karina Fenger Bertelsen, Office Manager
- Morten Nielsen, Financial Manager

Our mission
We supply carpet solutions and value to our customers founded on quality, design and complete solutions adapted to the customer.

We do this with constant focus on our company's environmental and social impact and we aim for sustainable development.

UN Global Compact
Dansk Wilton is part of the UN Global Network Denmark and we support the "10 Principles." The UN Global Compact's "Communication on Progress" (COP) is a reporting mechanism through which participating companies and organisations communicate their progress in implementing the ten principles of the Global Compact.

At Dansk Wilton, the 10 principles and our Cradle to Cradle certification are intricately interconnected, both contributing to a shared objective. While the 10 principles primarily establish guidelines and norms, the Cradle to Cradle certification translates these principles into tangible actions and ensures their verification.

The COP is essentially a public disclosure that allows participants to share information about their efforts to integrate the Global Compact principles into their business strategies and operations. It includes details about policies, practices, and performance related to the ten principles, as well as any challenges encountered. The report serves as a means for participants to demonstrate their commitment to responsible and sustainable business practices and to be held accountable for their progress in promoting the Compact's objectives. The Communication on Progress is typically submitted on an annual basis, providing a transparent and measurable account of a participant's journey towards meeting the Global Compact's principles.

The 10 principles of the UN Global Compact serve as a guideline for integrating sustainability and responsible business practices into corporate strategies and is also linked to ESG reporting:

Environmental - Principles 7 8 9
Businesses should:

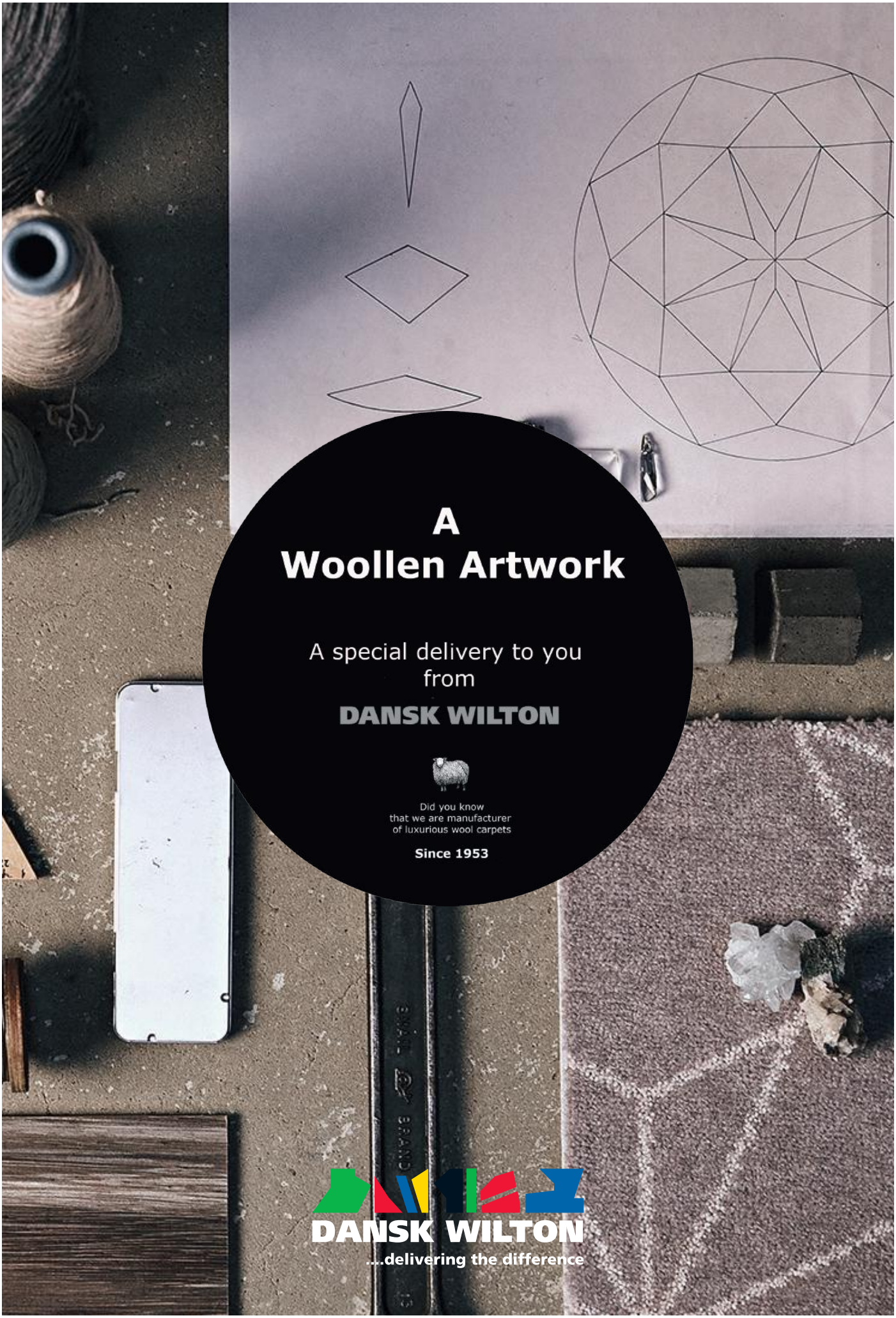
- support a precautionary approach to environmental challenges
- undertake initiatives to promote greater environmental responsibility
- encourage the development and diffusion of environmentally friendly technologies

Social - Principles 1 2 3 4 5 6
Businesses should:

- support and respect the protection of internationally proclaimed human rights.
- make sure that they are not complicit in human rights abuses
- uphold the freedom of association and the effective recognition of the right to collective bargaining
- uphold the elimination of all forms of forced and compulsory labour
- uphold the effective abolition of child labour
- uphold the elimination of discrimination in respect of employment and occupation

Governance - Principle 10
Businesses should work against corruption in all its forms, including extortion and bribery.


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A
Woollen Artwork
A special delivery to you
from
DANSK WILTON
Did you know
that we are manufacturer
of luxurious wool carpets
Since 1953
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