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ESG REPORT 2025-26

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About the report

At VTI, we integrate sustainability into our strategy, decision-making, and daily operations. Our focus is centred on the three pillars of sustainability: environmental responsibility, social responsibility, and business ethics. This report provides an overview of our current status, key achievements, and future ambitions across all three areas.

This report covers the financial year from 1 May 2025 to 30 April 2026 and includes VTI A/S and its activities at SIA VTI Avoti. During the reporting period, VTI A/S and its sister company, Autent A/S, completed a corporate division, resulting in the transfer of the former VTI Specialproduction business unit to the full ownership of Autent A/S with effect from 1 February 2026. The activities of VTI Specialproduction are not included in the emissions calculations presented in this report. This approach has been applied consistently, including throughout the period during which the production activities were managed under VTI A/S.

This report is based on the VSME Standard (Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises), which we are gradually implementing as the framework for our ESG efforts. The VSME framework supports a structured and transparent approach to sustainability reporting while helping us strengthen our data collection and management processes. In addition, the preparation of this report has been guided by the reporting principles of the European Sustainability Reporting Standards (ESRS), including materiality, stakeholder inclusiveness, sustainability context, completeness, balance, comparability, accuracy, timeliness, clarity, and reliability.

The greenhouse gas (GHG) emissions calculations presented in this report are prepared in accordance with the Greenhouse Gas Protocol, the globally recognised standard for emissions accounting.

This report also constitutes our statutory statement on social responsibility and diversity, including the underrepresented gender, in accordance with Section 99a of the Danish Financial Statements Act. As a supplement to this Sustainability Report, we prepare an ESG data overview containing key sustainability performance indicators.

While certain data points may differ between VTI Vinderup and SIA VTI Avoti due to local circumstances and reporting maturity, our ambition remains to create transparency, consistency, and continuous improvement in our sustainability efforts. Through this work, we aim to strengthen our business, support informed decision-making, and contribute positively to sustainable development together with our customers, suppliers, and other stakeholders.

Statement from the CEO

At VTI, sustainability is not driven by short-term trends or regulatory requirements alone. It is a strategic priority because we believe it is the right foundation for building a resilient and competitive business for the future.

The sustainability landscape continues to evolve, shaped by changing regulations, market expectations, and political priorities. While frameworks and requirements may change over time, our commitment remains the same. We see responsible business practices, transparent value chains, and sustainable products as key drivers of long-term value creation for both VTI and our stakeholders. For us, sustainability is not a destination or a compliance exercise—it is an ongoing journey of improvement and adaptation.

VTI is in a strong position today, and we are proud of the progress we have made across our business. At the same time, we recognise that tomorrow's competitive landscape will place even greater demands on transparency, documentation, resource efficiency, and innovation. Preparing for these changes is essential. Through investments in certifications, responsible sourcing, product development, and governance processes, we are strengthening our ability to meet future expectations while continuing to deliver value to our customers.

One of the key lessons we have learned is that sustainability cannot be achieved in isolation. While VTI is committed to setting a clear direction and building a strong sustainability foundation within our own operations, meaningful progress depends on collaboration. We work closely with customers, suppliers, and partners to understand evolving needs and translate them into practical and value-creating solutions. Customer expectations continue to be an important driver of our sustainability efforts, helping us focus our priorities where we can create the greatest impact.

This collaborative approach is reflected in initiatives such as the expansion of our Cradle to Cradle Certified® product portfolio, our continued commitment to FSC® and PEFC-certified sourcing, and our preparations for future regulatory requirements, including the EU Deforestation Regulation. These efforts all share a common purpose: to increase transparency, strengthen trust, and support a more sustainable wood industry.

I would like to thank our employees, customers, suppliers, and partners for their continued commitment and cooperation. Together, we are building a company that is prepared not only for today's challenges, but also for the opportunities and responsibilities that lie ahead. As management, we see VTI's strong foundation as the result of 50 years of experience, deep expertise, and a culture that integrates production, quality, and responsibility. Building on this foundation, we are ready to raise the bar further—in our operations, in our partnerships, and in the way we document and measure our efforts.

This report represents both a status update and an ambition. It is a way to communicate where we currently stand and where we intend to go.

We encourage dialogue, transparency, and shared responsibility.

Thank you for reading.

Jakob K. Bressendorf
Chief Executive Officer,
VTI A/S



About VTI

VTI is more than just a panel. We are a proud and locally anchored company whose core competency is the production of glulam for use in furniture, stairs, windows, doors, coffins, cheese boards, wine boxes and for DIY projects. Glulam has been the essence of VTI for more than 50 years and has made us one of Europe's leading glulam producers.

Our knowledge in the field has been essential in the development of glulam products – with the proper use of raw materials, an effective production process and the right quality for our customers ensuring results we can feel proud of.

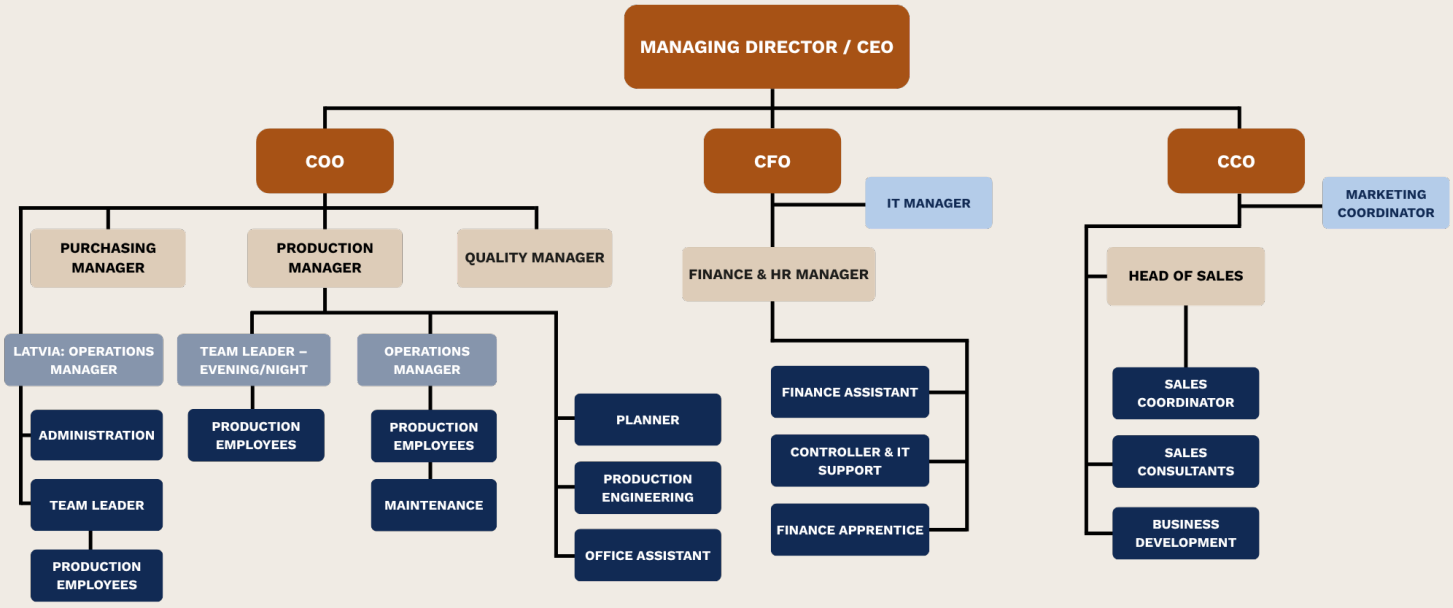
At VTI, pride is embedded in everything we do. We act with dedication, integrity, and professionalism, and we are committed to consistently delivering on our promises.

We take a word for a word, value credibility and always deliver on time. We are also proud when the talent of our ambitious employees unfolds and when our customers, partners and employees recognize VTI as an attractive company to be a part of.

Together, we really are stronger. This goes both for the adhesive in our glulam, which ensures unparalleled strength, but also for the team spirit that is shared by our employees and which places VTI before the individual. Our social foundation is built on the celebration of common successes and mutual motivation with energy and spirit.

The fact that we are stronger together is reflected not least in our relationship with our customers, where we take pride in the right relationships and where an order is not a one-off, but a long and solid partnership.

Ultimately this means our customers get much more than just a glulam product. They get a small chunk of a proud and professional company, which puts its stronger-together ethos at the heart of all we do and represent.



VTI Organizational Overview


2-03
STRONGER
TOGETHER

Stronger Together – committed for the long term

For more than 50 years, VTI has built its business on long-term partnerships, strong craftsmanship, and responsible production. As part of the MIFA Group, we believe that lasting success is created by combining expertise, collaboration, and respect for both people and natural resources.

Our core business is the production of high-quality glulam components for the furniture, window, door, staircase, and DIY industries. Throughout our history, we have continuously developed our production, our knowledge, and the way we take responsibility for our impact.

Today, sustainability is an integrated part of that responsibility.

While several European sustainability initiatives and reporting requirements have recently been postponed or adjusted, our ambition remains unchanged. We continue to invest in transparency, data quality, certifications, and responsible production because we believe these are essential foundations for a resilient and competitive business.

Our ESG efforts are driven by strategy rather than regulation. We are strengthening our reporting processes, improving data quality across both Denmark and Latvia, and continuing our work towards certifications such as Cradle to Cradle. At the same time, we maintain high standards for responsible sourcing through FSC® and PEFC-certified wood and close collaboration throughout our value chain.

For us, responsibility is not about responding to changing legislation—it is about building a company that creates long-term value for customers, employees, suppliers, and society.

Stronger Together is more than a slogan. Just as laminated timber gains its strength by joining individual pieces of wood, we believe that lasting results are created through strong partnerships, shared knowledge, and a common commitment to quality and responsibility.



Follow-up on 2025-26 goals

1

Enhanced employee focus

Achieved.
During the year, we have focused on strengthening employee engagement and supporting a positive workplace culture following organisational and management changes. Safety training and competence development remain key priorities, and work on establishing a more structured approach to employee feedback and satisfaction surveys has been initiated.

2

Preparation for Science Based Target initiative (SBTi)

Partially Achieved.
We have prepared our climate data and improved our understanding of the requirements associated with the Science Based Targets initiative (SBTi). This process has increased our awareness of emissions hotspots and CO_2 reduction opportunities throughout the business. While we have not yet decided whether to formally commit to SBTi, the groundwork has been established to support future decision-making.

3

Transparency of resource use and waste

Partially achieved.
We have improved our understanding of waste streams and the utilisation of residual materials across the business. While additional data collection and reporting improvements are still required, the work has established a stronger foundation for future resource efficiency and circularity initiatives.

4

Energy consumption

Achieved.
During the year, we have strengthened ESG data collection and reporting processes across our operations. Data quality, consistency, and transparency have improved significantly, supporting the continued implementation of the VSME framework and enabling a more comprehensive and reliable ESG reporting structure.

New targets for 2026-27

1

Electrification

GOAL: Continue the electrification of VTI's operations by increasing the share of electric vehicles in the company fleet and identifying further opportunities to replace fossil fuel-based energy consumption with electric alternatives. This initiative supports our ambition to reduce direct CO_2 emissions and strengthen the sustainability of our operations.

2

Employee Engagement and Well-Being

GOAL: Implement a structured employee satisfaction survey across all locations and establish a baseline for employee engagement, well-being, and development opportunities. Based on the results, VTI will develop and initiate targeted improvement actions.

3

Cradle to Cradle Expansion

GOAL: Achieve recertification according to Cradle to Cradle Certified® Version 5 and expand certification coverage from a single product category to at least 90% of VTI's total product assortment. This initiative will strengthen material transparency, circularity, and the environmental performance of our products.
Embedded Sustainability in Governance

What sustainability means to us

Sustainability is a term that can mean different things to different people. It is shaped by individual perspectives, expectations, and priorities. While definitions may vary, the underlying principle remains the same: meeting the needs of today without compromising the ability of future generations to meet their own.

At VTI, sustainability becomes meaningful when we consider the things we value most and our responsibility to protect them. We depend on the environment for the natural resources and raw materials that form the foundation of our products. We depend on the people throughout our value chain whose skills, dedication, and expertise transform those materials into high-quality solutions. And we depend on our customers, whose trust and partnership enable us to continue developing and growing our business.

For us, sustainability is about preserving and strengthening the ability of these interconnected systems to thrive over the long term. It is about acting responsibly, creating transparency, and continuously improving the way we operate.





STRONGER TOGETHER



ENVIRONMENT

Reporting on environmental activities

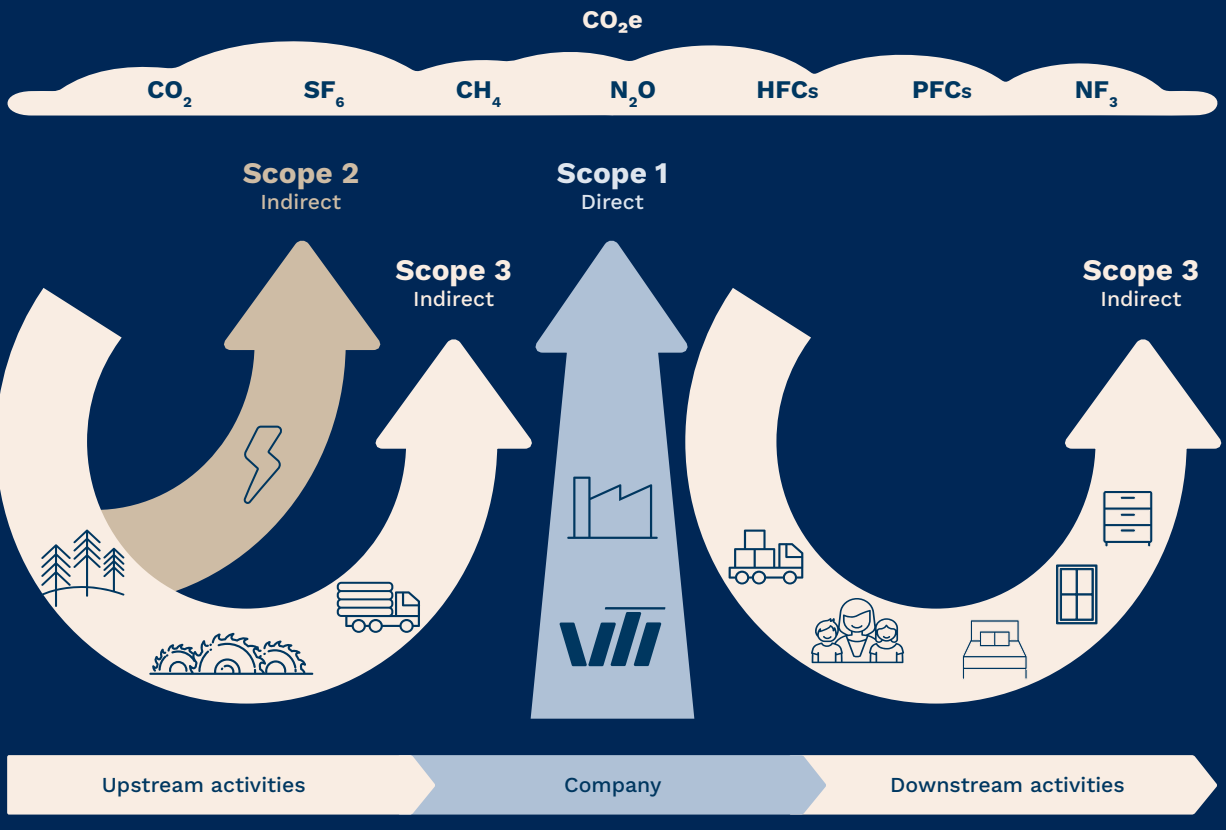
At VTI, we recognise our responsibility to minimise the environmental impact of our production. We continuously work to reduce emissions, improve resource efficiency, and optimise the use of raw materials as part of our commitment to responsible manufacturing.

Our climate efforts focus on three key priorities:

- Reducing CO_2 emissions across our value chain
- Improving energy and resource efficiency
- Minimising waste through better utilisation of materials

We believe that meaningful progress is achieved through collaboration. Together with customers, suppliers, and business partners, we develop solutions that reduce environmental impact while supporting long-term value creation.

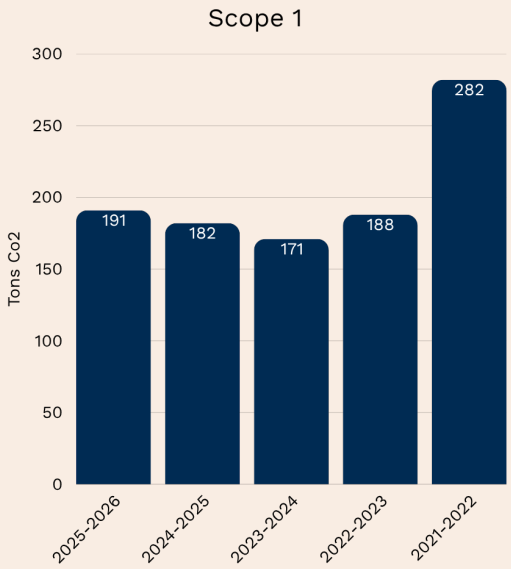
To monitor our progress, we prepare annual greenhouse gas accounts in accordance with the Greenhouse Gas Protocol. Our reporting covers Scope 1, Scope 2, and the most significant Scope 3 emissions, providing transparency and helping us identify where our efforts can make the greatest impact.



The illustration is inspired by the GHG Protocol model.

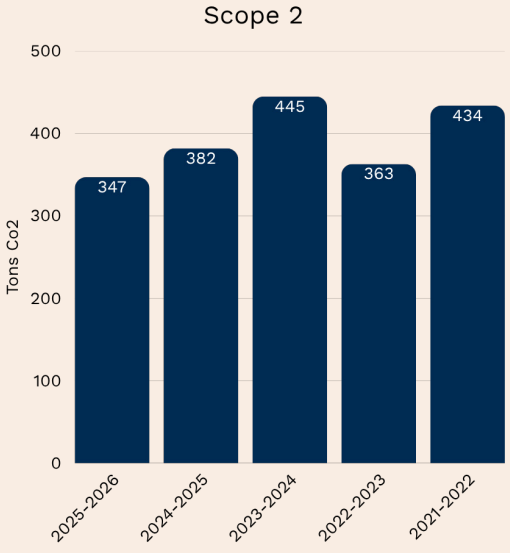
Scope 1

Scope 1 emissions originate from fuel used in company-owned vehicles and onsite energy consumption. While emissions increased slightly during the year, they remain a relatively small share of VTI's total carbon footprint. We continue our efforts to reduce direct emissions through fleet electrification and improved energy management.



Scope 2

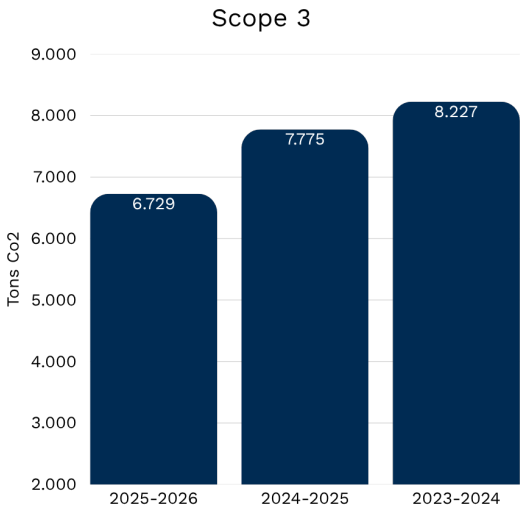
Scope 2 emissions primarily originate from purchased electricity used in our production facilities and offices. In 2026, emissions decreased compared to 2025, reflecting ongoing efforts to improve energy efficiency and optimise electricity consumption. We continue to monitor energy use closely and identify opportunities to further reduce indirect emissions



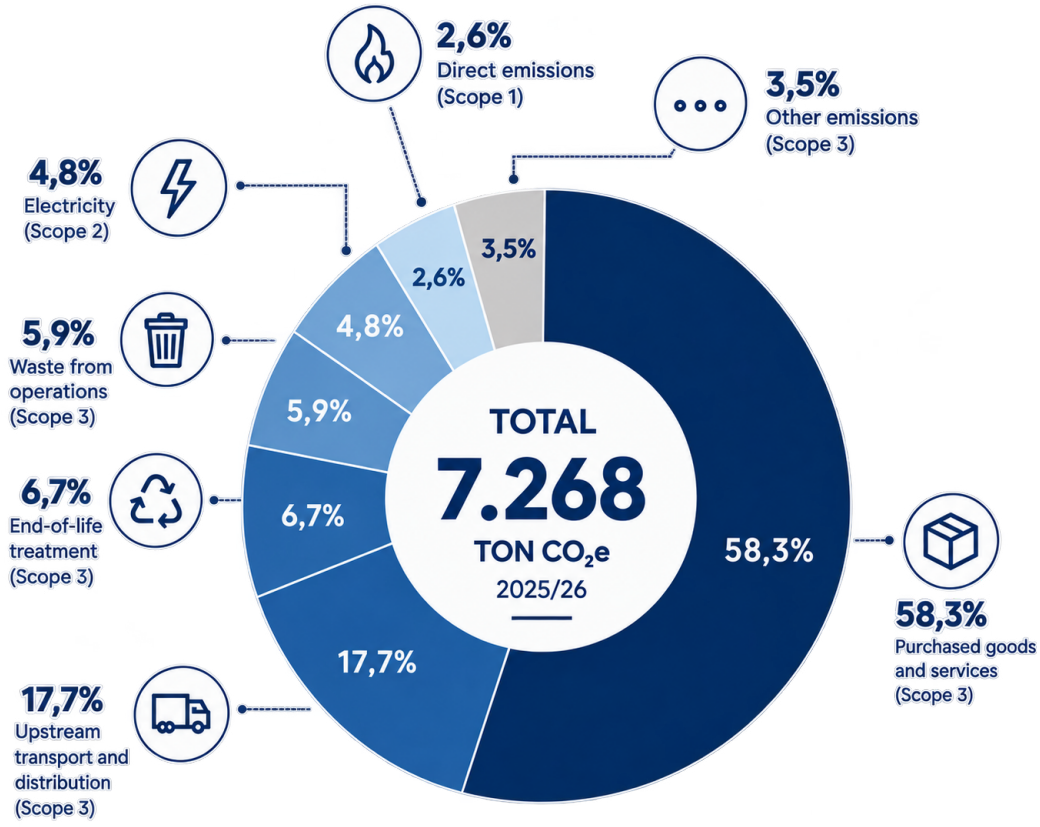
Note: FY 2025/26 is the first reporting period in which environmental data from both VTI A/S in Denmark and SIA VTI Avoti in Latvia are consolidated into a single ESG reporting framework. Due to differences in financial year definitions, the reporting period covers 1 May 2025 to 30 April 2026 for Denmark and the closest available corresponding period for Latvia.

Scope 3

Scope 3 emissions remain the largest contributor to VTI's total carbon footprint, reflecting the significance of purchased materials, transportation, and other value chain activities. In 2026, Scope 3 emissions decreased to 6,729 tonnes CO_2e. The reduction is partly attributable to changes in purchasing volumes and sourcing patterns, while also reflecting ongoing efforts to improve transparency, strengthen supplier engagement, and identify opportunities to reduce emissions across the value chain.



Total overview



Our total emissions across Scope 1, 2 and 3 for the financial year 2025/26 are distributed as follows.

CASE: Energy Efficiency and Electrification

At VTI, reducing our environmental impact is not limited to a single initiative. During the year, we have focused on better understanding how energy is consumed across our operations and where the greatest opportunities for improvement can be found.

As part of this work, an external energy audit was completed during 2026. The analysis identified several opportunities to improve energy efficiency and reduce future CO_2 emissions, particularly within compressed air systems, ventilation, process heating, and renewable energy generation. The audit has provided valuable insight into our energy consumption and serves as an important foundation for future investment decisions and reduction initiatives.

At the same time, we continue to integrate sustainability considerations into our daily operations. One visible example is the ongoing electrification of our company vehicle fleet. Since early 2025, the majority of company vehicles have been replaced by electric alternatives, and today nearly 80% of the fleet consists of electric vehicles.

While fleet electrification contributes to reducing direct emissions, it represents only one part of a broader ambition. Our focus is to continuously identify opportunities that improve both environmental performance and operational efficiency. The energy audit has strengthened our understanding of where future improvements can create the greatest impact and provides a roadmap for further action in the years ahead.

Preparing for evolving sustainability regulations

As sustainability-related legislation continues to develop across the European Union, VTI remains committed to monitoring and preparing for regulatory changes that may impact our business and value chain.

Particular attention is given to the EU Deforestation Regulation (EUDR), which introduces new requirements for traceability and due diligence for wood-based products. Although implementation has been postponed, we continue to follow developments closely and are working to ensure that our sourcing and documentation processes support future compliance requirements.

We are also monitoring the Packaging and Packaging Waste Regulation (PPWR), which aims to reduce packaging waste and promote greater circularity across the European market. While the regulation is still being implemented, we recognise its potential impact on packaging design, material selection, and reporting requirements. As part of our commitment to continuous improvement, we will assess how future packaging solutions can support both regulatory compliance and our broader sustainability ambitions.

By maintaining awareness of emerging legislation and industry developments, VTI seeks to proactively manage risks, identify opportunities, and ensure that our business remains well-positioned in a changing regulatory landscape.



Responsible sourcing and certified production

Responsibility starts long before production begins. At VTI, we believe that sustainable, high-quality products are built on responsibly sourced raw materials, transparent supply chains, and recognised certifications that demonstrate our commitment to environmental and social responsibility.

We source FSC®- and PEFC-certified wood from responsibly managed forests. These internationally recognised certification schemes promote sustainable forest management by protecting biodiversity, supporting local communities, and ensuring that forest resources are preserved for future generations. Through our chain-of-custody certifications, we can provide customers with documented traceability and assurance that the wood used in our products originates from verified and responsibly managed sources.

The EU Deforestation Regulation (EUDR) further emphasise the importance of transparency and due diligence throughout the wood value chain. Although the regulation's application has been postponed until December 2026 for larger companies, the core requirements remain unchanged. At VTI, we are actively monitoring regulatory developments and preparing our processes to meet the forthcoming due diligence requirements.

Our commitment to continuous improvement is also reflected in our work with Cradle to Cradle Certified®. Following the acquisition of ESS-ENN Timber and the Fixboard® brand, we are pursuing recertification under Cradle to Cradle Certified® Version 5 while significantly expanding the scope of certified products. Our ambition is to move beyond a limited product category and achieve certification coverage for at least 90% of our total product assortment. The certification supports our ambition to increase circularity, improve material transparency, and further reduce the environmental impact of our products. By embedding Cradle to Cradle principles across a broader share of our portfolio, we aim to accelerate our transition towards more sustainable and circular product solutions.

Together, these initiatives reflect our long-term ambition to combine responsible sourcing, transparent production, and continuous improvement—creating value for our customers while contributing to a more sustainable wood industry.

FSC® – Forest Stewardship Council

FSC® (Forest Stewardship Council) is a globally recognised forest certification system that promotes responsible forest management. The certification ensures that wood and wood-based materials originate from forests managed with respect for biodiversity, ecosystems, workers' rights, and local communities. FSC also requires chain-of-custody certification, enabling traceability of certified materials throughout the supply chain.

PEFC – Programme for the Endorsement of Forest Certification

PEFC is the world's largest forest certification system, promoting sustainable forest management through internationally recognised standards. The certification supports responsible forestry practices by balancing environmental, social, and economic considerations, while ensuring that certified wood can be traced through the entire supply chain from forest to finished product.

Cradle to Cradle Certified®

Cradle to Cradle Certified® is a globally recognised product certification that supports the transition to a circular economy. The certification assesses products across key sustainability categories, including material health, product circularity, clean air and climate protection, water stewardship, and social fairness. Its purpose is to encourage the design and production of products that contribute positively to people and the environment throughout their lifecycle.





SOCIAL

Reporting on Social activities

At VTI, our employees are the foundation of our business and the driving force behind our quality, innovation, and long-term success. Their expertise, craftsmanship, and commitment enable us to transform responsibly sourced raw materials into high-quality products for customers across Europe.

As a company with deep roots in our local communities, we have chosen to maintain our production and administration activities in Vinderup and Rezekne, contributing to local employment and skills development. Operating in Denmark and Latvia, we are committed to complying with applicable labour legislation and internationally recognised principles relating to human rights, working conditions, and responsible business conduct.

We recognise that our success depends on attracting, developing, and retaining skilled employees. Therefore, we continuously strive to provide a safe, inclusive, and supportive working environment where people can develop their competencies, contribute to shared goals, and build long-term careers. Through this commitment, we aim to create value not only for our business, but also for the people who make our success possible.

Variety of competencies

We believe that a strong and sustainable business is built on engaged employees, a safe working environment, and a culture of respect, collaboration, development, and inclusion.

We are committed to creating a workplace where people with different backgrounds, experiences, and abilities have the opportunity to contribute and succeed. This includes supporting flexible employment arrangements where possible, helping individuals remain active in the workforce and continue developing their skills.

We aim to support employee well-being, strengthen competencies, and create an attractive workplace where people can grow and contribute to the continued success of our company.





Health & safety

Safety observations are an important part of VTI's preventive health and safety work. During recent years, we have increased our focus on identifying and reporting potential safety risks before they develop into incidents or accidents. The increase in reported safety observations therefore does not necessarily indicate a less safe workplace. Rather, it reflects a growing awareness of health and safety among employees and a stronger reporting culture. By encouraging observations and dialogue, we strengthen our ability to prevent accidents and continuously improve workplace safety.



SAFETY OBSERVATIONS

	DK	LV
2026	8	1



Employees at VTI

The gender distribution at VTI became less balanced during 2025/26 compared to previous years. Women represented 33% of employees in Vinderup and 28% in Rezekne, compared to 47% and 40% respectively in the previous reporting year. While workforce composition may vary over time due to recruitment needs and organisational changes, VTI remains committed to equal opportunities and an inclusive workplace where recruitment and career development are based on competencies and qualifications.

VINDERUP					
	MEN	WOMEN			
	TOTAL	TOTAL	PRODUCTION	OFFICE	MANAGEMENT
2025/26	67%	33%	31%	28%	22%
2024/25	53%	47%	42%	36%	22%
2023/24	50%	50%	39%	42%	33%

REZEKNE				
	MEN	WOMEN		
	TOTAL	TOTAL	PRODUCTION	OFFICE
2025/26	72%	28%	32%	11%
2024/25	60%	40%	N.A.	N.A.
2023/24	69%	31%	N.A.	N.A.

CASE: From apprentice to colleague

At VTI, apprenticeships and trainee programmes are more than an opportunity to learn a profession. They are an important part of how we develop skills, share knowledge, and build the workforce of the future.

We believe there is great value in developing talent within our own organisation. During an apprenticeship or trainee programme, young employees gain practical experience, develop their professional skills, and become familiar with our production, our business, and the way we work together.

Our ambition is to create opportunities for apprentices and trainees to continue their careers with us after completing their education whenever possible.

Max is a recent example of this. In August 2026, he completed his finance trainee programme and has since continued in a full-time position within the group. This allows us to retain both his experience and the knowledge he has built up during his time as a trainee.

In our production, Poul is currently training as a wood machinist apprentice. With two years of his apprenticeship still ahead of him, he represents another part of our commitment to developing skills and giving young employees the opportunity to learn and grow within VTI.

Max and Poul are at different stages of their professional journeys, but both illustrate the value of investing in apprenticeships and trainee programmes – from learning and development to, when possible, becoming a long-term colleague.

For us, this is also part of what Stronger Together means: creating opportunities for people to grow and, when possible, continuing that journey together.





GOVERNANCE

Reporting on governance

At VTI, we recognise that our responsibility extends beyond our own operations in Vinderup and Rezekne. As part of a global value chain, we acknowledge that our sourcing decisions, supplier relationships, and business practices can impact the environment, people, and society. Therefore, we apply a due diligence approach to support responsible business conduct throughout our value chain.

For us, due diligence means systematically identifying, assessing, and managing actual and potential risks related to environmental, social, and governance matters. This approach is integrated into our business practices and supports informed decision-making across the organisation.

Our due diligence efforts include:

- **Responsible sourcing**: We source certified wood and maintain FSC® and PEFC chain-of-custody certifications to support responsible forest management and traceability.
- **Supplier management:** We engage with suppliers and business partners to promote compliance with relevant environmental, social, and ethical standards.
- **Employee wellbeing and safety:** We maintain procedures and practices designed to support a safe, healthy, and respectful working environment across our operations.
- **Business ethics and transparency:** We operate under a Code of Conduct, maintain a whistleblower scheme, and promote a culture of integrity, accountability, and responsible business behaviour.

Investing in Long-Term Value

For VTI, due diligence is not solely about compliance. It is an investment in the long-term resilience and competitiveness of our business. By strengthening transparency, accountability, and responsible practices throughout our value chain, we seek to build trust with customers, suppliers, employees, and other stakeholders. Ultimately, this helps ensure that the products and solutions delivered by VTI meet high standards of both quality and sustainability.

CASE:
Expanding circular product governance through Cradle to Cradle certification

As part of VTI's commitment to responsible business practices and continuous improvement, we have initiated the recertification of our product portfolio under the Cradle to Cradle Certified® Version 5 framework. Following the acquisition of ESS-ENN Timber and the Fixboard® brand, this process represents an important milestone in harmonising sustainability standards across our operations and strengthening governance of product sustainability.

Historically, Cradle to Cradle certification covered only a limited product category within the acquired business. Going forward, our ambition is significantly more comprehensive. We are working towards extending certification coverage to at least 90% of our total product assortment, embedding the principles of circularity, material transparency and responsible production across nearly all product categories.

The recertification process requires a detailed review of product composition, supplier documentation, manufacturing processes and sustainability performance. This strengthens internal governance by increasing transparency throughout the value chain and creating a more structured approach to data collection, supplier engagement and sustainability management. At the same time, it provides customers and other stakeholders with independent verification of our sustainability efforts through a globally recognised certification scheme.

For VTI, Cradle to Cradle Certified® is not only a product certification; it is a management framework that supports informed decision-making, continuous improvement and accountability. By integrating certification requirements into our business processes, we strengthen our ability to document environmental and social performance, identify improvement opportunities and manage sustainability-related risks throughout the product lifecycle.

Through this initiative, VTI demonstrates how sustainability governance can be translated into concrete actions and measurable outcomes. Expanding Cradle to Cradle certification across the majority of our product portfolio supports our ambition to build a more transparent, circular and responsible business while creating long-term value for customers, partners and society.

Human rights & responsible business

At VTI, responsible business conduct is built on respect for people, transparency, and long-term partnerships. Our policies are based on internationally recognised principles, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the ILO Fundamental Conventions, and the International Bill of Human Rights.

We are committed to respecting human and labour rights throughout our own operations and across our value chain. This includes preventing forced labour and child labour, promoting equal opportunities and non-discrimination, ensuring fair working conditions, and providing a safe and healthy working environment for our employees.

Integrity is equally important in the way we conduct business. We maintain a zero-tolerance approach to bribery, corruption, fraud, and other unethical business practices. Through continuous dialogue with suppliers and business partners, we work to strengthen responsible practices throughout our value chain and expect our partners to uphold the same principles.

To support openness and accountability, employees and stakeholders can report concerns through our confidential whistleblower system. Together, these principles form the foundation of how we create long-term value for our customers, employees, business partners, and society.



PERFORMANCE DATA


Helliberg
XstreamLD
Active Listening

ENVIRONMENTAL Vinderup, Denmark

	Unit	2025/26	2024/25	2023/24	2022/23	2021/22
E1-5 ENERGY CONSUMPTION						
Consumption of gas	M3	64.204	59.858	62.867		
Consumption of fuels	L	12.544	17.783	8462		
Consumption of electricity	MWH	3.518	3.377	2.848		
Share of renewable energy in the electricity mix	%	92,5	79	72,7		
E1-6 GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS						
Scope 1 GHG emissions	ktCo2eq	186	169	162	188	282
Scope 2 GHG emissions	ktCo2eq	235	273	301	363	434
Total GHG emissions within the organization	ktCo2eq	421	442	463	551	716
Index for CO_2e emissions within scope 1 and 2 per produced m3		60	65	85	89	100
Scope 3 GHG emissions	ktCo2eq	5.211	5.925	6.332	N.A	N.A
Total GHG emissions	ktCo2eq	5.632	6.367	6.795	N.A	N.A
Reduction of GHG emissions	ktCo2eq	735	428	N.A	N.A	N.A

ENVIRONMENTAL Rezekne, Latvia

	Unit	2025/26	2025	2024
E1-5 ENERGY CONSUMPTION				
Consumption of gas	M3	1.836	1.825	1.333
	MWH	97.433	87.766	95.655
Consumption of fuels	L	-	-	-
Consumption of electricity	Mwh	1.647	1.776	1.654
Share of renawable energy in the electricity mix	%	-	-	-
E1-6 GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS				
Scope 1 GHG emissions	ktCo2eq	5,4	13	9
Scope 2 GHG emissions	ktCo2eq	112,1	109	144
Total GHG emissions within the organization	ktCo2eq	117,5	122	153
Index for CO_2e emissions within scope 1 and 2 per produced m3		57	60	N.A
Scope 3 GHG emissions	ktCo2eq	1.518	1.850	1.895
Total GHG emissions	ktCo2eq	1.635,5	1.972	2.048
Reduction of GHG emissions	ktCo2eq	336,5	76	N.A

NOTES TO ENVIRONMENTAL

Note E5-5 // RESSOURCE OUTFLOWS

Resource and waste reporting remains an evolving area for VTI. While this report provides an overview of material inflows and total waste generation, we are continuously improving our ability to collect and categorise waste data. In the coming years, we expect to provide more detailed reporting on waste streams, resource efficiency, and circular material flows in line with evolving customer expectations and emerging EU sustainability and packaging requirements, including the Packaging and Packaging Waste Regulation (PPWR).

SOCIAL Vinderup, Denmark

	Unit	2025/26	2024/25	2023/24	2022/23	2021/22
S1-6 EMPLOYMENT (CHARACTERISTICS OF THE UNDERTAKING´S EMPLOYEES)						
Total employees	Headcount	91	91	83	90	101
New employee hires	Headcount	29	46	33	26	55
Employee resignation	Headcount	32	31	17	42	70
Employee turnover	%	35	34	20	47	69
S1-9 DIVERSITY INDICATORS						
Number of nationalities employed	Headcount	9	9	7	7	-
Total share of female employees	%	33	47	50	29	32
Employees in production	Headcount	80	74	62	67	126
Share of female employees in production	%	31	42	39	30	32
Employees in administration "officials"	Headcount	25	22	19	15	18
Share of female employees in administration "officials"	%	28	36	42	33	33
Total people in management*	Headcount	9	9	9	7	7
Share of female employees in management	%	22	22	33	29	29

* Management consist of a management team and an executive level

S1-14 HEALTH & SAFETY INDICATORS						
A) Workers covered by HQSE management system	%	100	100	100	100	100
C) Total recordable work-related accidents (Safety observations)	Total number	8	7	3	3	6
S1-15 WORK-LIFE BALANCE INDICATORS						
A) Parental leave	Number	4	1	0	0	2
B) Maternity leave	%	0	100	0	0	100
B) Paternity leave	%	100	0	0	0	0
Senior schemes	Number	0	0	0	0	0
Share of employees on special contracts (flex, paragraf-56, part-time, trainees)	%	9	9	10	4	-
S1-16 COMPENSATION INDICATORS						
Percentage of the workforce paid an adequate wage	%	100	100	100	100	100
Disclosure of workers covered by social protection (sickness, unemployment, maternity leave, retirement)	%	100	100	100	100	100
Gender pay gap		1	1,01	1,00	1,03	-

SOCIAL Rezekne, Latvia

	Unit	2025/26	2025	2024
S1-6 EMPLOYMENT (CHARACTERISTICS OF THE UNDERTAKING´S EMPLOYEES)				
Total employees	Headcount	40	40	36
New employee hires	Headcount	7	18	11
Employee resignation	Headcount	13	18	7
Employee turnover	%	33	45	19
S1-9 DIVERSITY INDICATORS				
Number of nationalities employed	Headcount	2	2	3
Total share of female employees	%	28	40	31
Employees in production	Headcount	31	N.A	N.A
Share of female employees in production	%	32	N.A	N.A
Employees in administration "officials"	Headcount	9	N.A	N.A
Share of female employees in administration "officials"	%	11	N.A	N.A
Total people in management*	Headcount	1	1	1
Share of female employees in management	%	0	0	0

* Management consist of a management team and an executive level

S1-14 HEALTH & SAFETY INDICATORS				
A) Workers covered by HQSE management system	%	100	100	100
C) Total recordable work-related accidents (Safety observations)	Total number	1	0	0
S1-15 WORK-LIFE BALANCE INDICATORS				
A) Parental leave	Number	0	0	0
B) Maternity leave	%	-	-	-
B) Paternity leave	%	-	-	-
Senior schemes	Number	0	0	0
Share of employees on special contracts (flex, paragraf-56, part-time, trainees)	%	2,5	0	0
S1-16 COMPENSATION INDICATORS				
Percentage of the workforce paid an adequate wage	%	100	100	100
Disclosure of workers covered by social protection (sickness, unemployment, maternity leave, retirement)	%	100	100	100
Gender pay gap		1,11	1,13	1,13

NOTES TO SOCIAL

NOTE S1-1 // Policies related to own workforce

VTI's work and definition of human rights are based on and in accordance with the following international standards and conventions:

- The United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles on Business and Human Rights)
- The United Nations Global Compact Principles
- The ILO Fundamental Conventions on Labour Rights
- The International Bill of Human Rights

In addition to the above, VTI commits to complying with all local, national, and state laws relating to human rights. Where differences exist between local legislation and international standards, VTI is committed to respecting and following the strictest recognised legislation to the greatest extent possible.

We continuously work to integrate these principles into our operations, collaborations, and decision-making processes. This policy applies to our employees at our production facilities. We also refer to our Code of Conduct for business partners.

NOTE S1-10 // Adequate wages

Employees must be paid wages that enable them to maintain a reasonable standard of living, and local laws and regulations regarding minimum wage must be complied with. In addition, any compensation required under local legislation must be paid.

VTI is committed to ensuring a fair living wage for our employees.

NOTE S2 // Policies related to value chain workers

VTI supports and respects the protection of internationally declared human rights, and have adopted it as a commit ted element in our Code of Conduct. It is our ambition to incorporate risk management and increased value chain control to ensure continuous improvements in the area.



GOVERNANCE Vinderup & Rezekne

G1 GOVERNANCE BODIES

	Unit	2025/26	2024/25	2023/24
Number of board members (Vinderup, VTI A/S)	Headcount	5	4	4
-Women on the board of directors	%	20	0	0
Attendence at board meeting	%	100	100	100
Number of board members (Rezekne, VTI Avoti)	Headcount	2	2	2
-Women on the board meeting	%	0	0	0
Attendence at board meeting	%	100	100	100
Governance body oversight of the sustainability strategy & climate strategy*	Yes/No	Yes	Yes	Yes
Frequency of board update on ESG issues*	%	25	25	25

* VTI owns majority of the VTI Avoti factory – ESG issues and strategies are therefore made at an overall company level from VTI A/S

G1-1 CORPORATE CULTURE & BUSINESS CONDUCT POLICIES

Mechanisms for identifying, reporting & investigating concerns of unlawfull behaviour	Description	Whistleblower reporting system		
Policies:				
- Code of Conduct	Yes/No	Yes	Yes	Yes
- Anti Corruption & bribery	Yes/No	Yes	Yes	Yes

G1-2 MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

Business Partner Code of Cunduct (suppliers)	Yes/No	Yes	Yes	Yes

G1-3 , G1-4 PREVENTION AND DETECTION OF CORRUPTION OR BRIBERY

Procedures to prevent & detect bribery	Description	Whistleblower reporting system		
Confirmed incidents of bribery and/or corruption	Total number	0	0	0
Convictions for violation anti-corruption laws	Total number	0	0	0
Fines for violating anti-corruption laws	Total number	0	0	0

G1-5 POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

Company representatives in lobbying activities	Total number	0	0	0
Financial or in-kind political contributions	Total number	0	0	0

G1-6 PAYMENT AND TAX PRACTICES

Number of legal proceedings during the reporting year	Total number	0	0	0

NOTES TO GOVERNANCE

NOTE E1-1 // Corporate Culture & Business Conduct policies

N.A.

NOTE E1-2 // Management of Relationships with Suppliers

Our Code of Conduct is to be revisited as part of our Cradle to Cradle recertification, however in general our strategy is to ensure we are in line with our product- og company certification schemes, when choosing suppliers and raw materials.

NOTE G1-3, G1-4 // Prevention and detection of corruption and bribery

Our customers and business partners must be able to trust us, and have confidence in our integrity at all times. Therefore VTI is strongly opposed to, do not accept and have zero tolerance for corruption, extortion or bribery in any form. This is our current principle –And will be in the future as well. When it comes to application of our Code of Conduct in general we find that education and cooperation is the key to success. We know the focus will be increasingly important as our customer and supplier groups expands, therefore we continue our work to stay up to date on movements within sustainable development.

NOTE G1-5 // Political influence and lobbying

VTI does not engage in lobbying and does not donate money to political parties or causes. Political figures are regularly invited to visit our production facilities, without political prioritisation. Through various sector collaborations, we try to influence the sustainable development within the furniture industry, and interact as a sparring partner for general dialogue on production conditions. Should suspicions of corruption or bribery arise, we have a whistleblower programme to ensure that cases can come to light.

NOTE G1-6 // Payment practices & Tax policy

We emphasise having a correct tax policy, handling all matters relating to tax in accordance with the relevant legislati on. We follow applicable transfer pricing regulation. Tax evasion is not allowed.

Calculation methodology

Environmental key figures
The environmental key figures are calculated using Klimakompasset.dk and the associated emission factors.

Scope 1 is calculated based on our own data and includes:
- Gas consumption
- Wood chip fuel
- Diesel for generator
- Transport in owned and leased vehicles

Scope 2 includes:
- Electricity consumption (reported by utility companies and internal data)

Scope 3 is calculated based on collected data and limited to the following categories:

Upstream:
- Procurement of goods and services
- Fixed assets
- Upstream transport and distribution
- Waste
- Business travel
- Employee commuting

Downstream:
9. Downstream transport and distribution
12. Treatment of sold products at end of life

The scope has been defined because these categories are considered the most significant contributors to the total emissions.

Social KPIs
The social metrics are based on data reported through our own IT systems as well as targeted data collection in selected areas:
- Sick leave is recorded as hours of absence.
- Industrial injuries are recorded as reported incidents resulting in absence.
- The gender pay gap is calculated as the average hourly wage (excluding allowances) for hourly-paid employees.

Corporate management
Key figures for corporate governance are based on reviews of board meeting minutes.

VSME - Sustainability matters covered in [draft] topical ESRS			ASSESSMENT	INTEGRATION AND REPORTING
TOPIC	**SUB-TOPIC**	**SUB-SUB-TOPIC**		
Climate change	Climate change adaptation		Less significant or not significant compared with the reference. VTI	-
	Climate change mitigation		Significant in relation to VTI	CO_2 accounting (GHG Protocol)
	Energy		Significant in relation to VTI	
Pollution	Pollution of air		Less significant or not significant compared with the reference. VTI	-
	Pollution of water			
	Pollution of soil			
	Pollution of living organisms and food resources			
	Substances of concern			
	Substances of very high concern			
Water and marine resources	Water	Water consumption Water withdrawals Water discharges Water discharges in the oceans Extraction and use of marine resources	Less significant or not significant compared with the reference. VTI	
	Marine resources	Water consumption Water withdrawals Water discharges Water discharges in the oceans Extraction and use of marine resources	Less significant or not significant compared with the reference. VTI	
Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Climate Change Land-use change, freshwater-use change and sea-use change Direct exploitation Invasive alien species Pollution	Significant in relation to VTI	FSC and PEFC standards
	Impacts on the state of species	Examples: Species population size Species global extinction risk	Significant in relation to VTI	FSC and PEFC standards
	Impacts on the extent and condition of ecosystems	Examples: Land degradation Desertification Soil sealing	Significant in relation to VTI	FSC and PEFC standards
	Impacts and dependencies on ecosystem services		Significant in relation to VTI	FSC and PEFC standards
Circular economy	Resource inflows, including resource use		Significant in relation to VTI	KPI and ESG reporting
	Resource outflows related to products and services		Significant in relation to VTI	KPI and ESG reporting
	Waste		Significant in relation to VTI	KPI and ESG reporting
Own workforce	Working conditions	Secure employment Working time Adequate wages Social dialogue Freedom of association, the existence of works councils and the information, consultation and participation rights of workers Collective bargaining, including rate of workers covered by collective agreements Work-life balance Health and safety	Significant in relation to VTI	Agreement and personnel policies
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value Training and skills development Employment and inclusion of persons with disabilities Measures against violence and harassment in the workplace Diversity	Significant in relation to VTI	Agreement and personnel policies
	Other work-related rights	Child labour Forced labour Adequate housing Privacy	Significant in relation to VTI	Agreement, personnel policies, and certifications
Workers in the value chain	Working conditions	Secure employment Working time Adequate wages Social dialogue Freedom of association, including the existence of work councils Collective bargaining Work-life balance Health and safety	Significant in relation to VTI	Code of Conduct (CoC)
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value Training and skills development The employment and inclusion of persons with disabilities Measures against violence and harassment in the workplace Diversity	Significant in relation to VTI	Code of Conduct (CoC)
	Other work-related rights	Child labour Forced labour Adequate housing Water and sanitation Privacy	Less significant or not significant compared with the reference. VTI	
Affected communities	Communities' economic, social, and cultural rights	Adequate housing Adequate food Water and sanitation Land-related impacts Security-related impacts	Less significant or not significant compared with the reference. VTI	
	Communities' civil and political rights	Freedom of expression Freedom of assembly Impacts on human rights defenders	Less significant or not significant compared with the reference. VTI	
	Rights of indigenous communities	Free, prior, and informed consent Self-determination Cultural rights	Less significant or not significant compared with the reference. VTI	
Consumers and end users	Information-related impacts for consumers and/or end users	Privacy Freedom of expression Access to (quality) information	Less significant or not significant compared with the reference. VTI	
	Personal safety of consumers and/or end users	Health and safety Personal security Protection of children	Less significant or not significant compared with the reference. VTI	
	Social inclusion of consumers and/or end users	Non-discrimination Access to products and services Responsible marketing practices	Less significant or not significant compared with the reference. VTI	
Business conduct	Corporate culture		Significant in relation to VTI	Work mantras Policies
	Protection of whistleblowers		Significant in relation to VTI	Whistleblower portal
	Animal welfare		Less significant or not significant compared with the reference. VTI	
	Political engagement		Less significant or not significant compared with the reference. VTI	
	Management of relationships with suppliers, including payment practices		Significant in relation to VTI	
	Corruption and bribery	Prevention and detection, including training Incidents	Significant in relation to VTI	Policies