



ANNUAL REPORT 2024-25

Gabriel Holding A/S

Gabriel®

The English text is a translation. In case of any discrepancies, the Danish text shall prevail.

Contents

MANAGEMENT COMMENTARY

- 04 Summary
- 05 Financial highlights
- 06 Gabriel profile
- 09 Financial review
- 13 Special risks
- 15 Corporate governance
- 20 Shareholder information
- 22 Company information

SUSTAINABILITY STATEMENT

- 25 Leadership message
- 26 General information
- 35 List of items of disclosure

Environment

- 39 Climate and energy
- 46 EU taxonomy
- 50 Resource use and circular economy
- 59 Water

Social

- 63 Own workforce

Business conduct

- 72 Business conduct
- 76 Other legislation – ESRS 2 Appendix B

CONSOLIDATED FINANCIAL STATEMENTS AND PARENT COMPANY FINANCIAL STATEMENTS

- 80 Income statement
- 80 Statement of comprehensive income
- 81 Statement of financial position – assets
- 81 Statement of financial position – equity and liabilities
- 82 Statement of changes in equity – Group
- 82 Statement of changes in equity – parent company
- 83 Cash flow statement
- 84 Notes to the financial statements

Statement and reports

- 102 Statement by the Executive Board and the Board of Directors
- 103 Independent auditor's report
- 106 Independent auditor's limited assurance report on the sustainability statement



*The Executive Board of Gabriel Holding A/S
CEO Anders Hedegaard Petersen (right) and CCO Claus Møller.*

MANAGEMENT COMMENTARY

- 04 Summary
- 05 Financial highlights
- 06 Gabriel profile
- 09 Financial review
- 13 Special risks
- 15 Corporate governance
- 20 Shareholder information
- 22 Company information



Gabriel delivers solid improvement of its key figures and ratios in a financial year when continuing operations deliver revenue growth and a marked increase in profit, while discontinued operations are strengthened in Europe and restructured in Mexico.

Summary

The Gabriel Group delivered revenue of DKK 902.7 million in the 2024/25 financial year compared to DKK 912.3 million in the 2023/24 financial year. Operating profit (EBIT) was DKK 28.2 million in 2024/25 compared to DKK 10.9 million in 2023/24.

Realised results are attributable to a steep increase in continuing operations, continued strong performance by the FurnMaster business in Europe, but also from anticipated negative results in the FurnMaster business in Mexico caused by the ongoing restructuring.

Given the geopolitical conditions and the ongoing restructuring of the Mexican FurnMaster business unit, market growth has proved challenging, but the development in both revenue and profit is satisfactory.

Gabriel announced in August 2024 that it intended to sell the FurnMaster business units. They were consequently accounted for as discontinued operations in the 2023/24 annual report. The divestment was not completed in the 2024/25 financial year, mainly as a consequence of temporary external impacts on the global M&A activity level. The identified irregularities in the Mexican unit and their consequences naturally also influenced the outcome of the attempt to sell this unit. The FurnMaster business units remain classified as discontinued operations and assets held for sale, because management expects that a sale can be achieved in the 2025/26 financial year.

The external forensic investigation of the irregularities that were found and corrected in the consolidated financial statements and parent company financial statements for 2023/24 was completed.

See note 9 for a description of discontinued operations.

In 2024/25, continuing operations delivered revenue of DKK 516.0 million (DKK 483.5 million), equivalent to growth of DKK 32.5 million (7%). Operating profit (EBIT) was DKK 44.1 million (DKK 19.7 million). In addition, continuing operations delivered the following financial highlights (comparative figures in parentheses):

- EBITDA margin was 16.2% (11.7%)
- Operating profit (EBIT) was DKK 44.1 million (DKK 19.7 million)
- EBIT margin was 8.5% (4.1%)
- Profit before tax was DKK 33.8 million (DKK 4.0 million)
- Profit after tax was DKK 24.8 million (negative DKK 1.5 million)
- Cash flows from operating activities in the Group were DKK 119.7 million (DKK 37.3 million).

The increase in the continuing operations derives from growth realised by the global fabric business in North America, Europe and Asia, while SampleMaster realised revenue on a par with the previous year.

In the annual report covering the 2023/24 financial year, management stated that it expected revenue

from continuing operations of the order of DKK 485 - 530 million and operating profit (EBIT) of DKK 20 - 30 million in 2024/25. During the year, the expectations for operating profit (EBIT) for the year were upwardly adjusted three times while the revenue expectations were specified during the year.

Realised operating profit (EBIT) of DKK 44.1 million from continuing operations exceeds management's expectations for the full year and is a result of targeted efforts to improve productivity.

In addition to the above development in the company's operations, the financial year was marked by the external forensic investigation initiated as a result of the identified irregularities in the Mexican FurnMaster company and the consequent corrections made. The conclusions to the investigation are set out in the financial review, on page 11 of this annual report.

Expectations for the future

Management expects that the challenging market conditions affecting the furniture industry will continue in the 2025/26 financial year, primarily as a result of continued geopolitical risks.

However, continuing business operations delivered growth in revenue and profit for the 2024/25 financial year and management expects that this trend will continue.

On this basis, revenue of DKK 510 - 550 million and operating profit (EBIT) of DKK 40 - 55 million are expected from continuing operations.

As in previous years, a high level of uncertainty surrounds the expectations for the 2025/26 financial year, primarily as a result of the above-mentioned market risks.

The Board of Directors recommends the following to the general meeting of Gabriel Holding A/S, to be held on 11 December 2025:

- Approval of the annual report for 2024/25
- Submission of the remuneration report for an advisory vote
- Distribution of a dividend of DKK 5.00 per DKK 20 share
- Approval of the remuneration of the Board of Directors for the current financial year
- Re-appointment of Søren Mygind Eskildsen, Hans O. Damgaard, Søren B. Lauritsen and Randi Toftlund Pedersen as board members.
- Election of EY Godkendt Revisionspartnerselskab as the company's auditors
- Authorisation of the Board of Directors to permit the company to acquire treasury shares at a total nominal value of DKK 7,560,000, the equivalent of 20% of the company's share capital
- Approval of amendment to the articles of association.

The official annual report is published on the company's website. As part of the Group's sustainability efforts, there will be no printed version of the report.

Financial highlights

for the Group

FINANCIAL HIGHLIGHTS	Unit	2024/25	2023/24	2022/23	2021/22*	2020/21*
Revenue	DKK million	516.0	483.5	454.5	1065.0	809.7
Growth**	%	6.7	6.4	-12.6	31.5	11.3
of which exports	DKK million	482.4	447.3	423.1	884.6	688.0
Export percentage	%	93	93	93	83	85
Earnings before depreciation, amortisation and impairment losses (EBITDA)	DKK million	83.7	56.8	46.9	96.0	96.5
Operating profit (EBIT)	DKK million	44.1	19.7	13.1	53.5	58.6
Net finance income and costs	DKK million	-13.1	-16.6	-10.4	15.5	-2.8
Profit from continuing operations before tax	DKK million	33.8	4.0	3.1	69.1	58.8
Tax	DKK million	-9.0	-5.5	-4.6	-22.4	-12.6
Profit/loss from continuing operations after tax	DKK million	24.8	-1.5	-1.4	46.7	46.2
Loss from discontinued operations after tax	DKK million	-17.3	-14.2	-42.7		
Profit/loss for the year	DKK million	7.5	-15.7	-44.1	46.7	46.2
Cash flows from:						
Operating activities	DKK million	119.7	37.3	26.5	9.1	39.4
Investing activities	DKK million	-14.9	-20.9	-34.8	-41.1	-36.6
Financing activities	DKK million	-78.8	-15.9	-27.6	-45.2	-32.0
Cash flows for the year	DKK million	261	0.5	-52.2	-77.2	-29.2
Investments in property, plant and equipment	DKK million	8.9	13.9	23.7	32.2	27.8
Depreciation, amortisation and impairment losses	DKK million	39.6	371	33.8	42.6	37.9
Equity**	DKK million	263.7	261.6	275.7	347.1	322.1
Statement of financial position total**	DKK million	745.7	777.2	773.7	861.0	731.2
Invested capital	DKK million	350.5	362.6	538.3	569.2	474.7
Working capital	DKK million	141.7	156.9	258.1	299.6	223.8
Average number of employees	number	386	389	396	1,358	1,163
Revenue per employee	DKK million	1.3	1.2	1.1	0.8	0.7

FINANCIAL RATIOS	Unit	2024/25	2023/24	2022/23	2021/22*	2020/21*
Gross margin	%	55.0	51.7	51.4	32.5	36.4
EBITDA margin	%	16.2	11.7	10.3	9.0	11.9
EBIT margin	%	8.5	4.1	2.9	5.0	7.2
Return on invested capital (ROIC) before tax	%	9.5	0.9	0.6	15.3	13.3
Return on invested capital (ROIC) after tax	%	7.0	-0.3	-0.3	11.0	10.4
Earnings/loss per share (EPS)	DKK	4.0	-8.3	-23.4	24.7	24.4
Earnings/loss per share from continuing operations	DKK	13.1	-0.8	-0.7		
Return on equity	%	9.4	-0.5	-0.5	17.1	15.3
Equity ratio	%	35.4	33.7	35.6	40.3	44.1
Equity ratio, continuing operations	%	39.1	36.7			
Book value per share at year end	DKK	140	138	146	184	170
Market price at year end	DKK	240	270	306	515	630
Price/book value	DKK	1.7	2.0	2.1	2.8	3.7
Price earnings (PE)	DKK	60.7	-32.5	-13.1	20.8	25.8
Price cash flow (PCF)	DKK	3.8	13.7	21.8	107.1	30.3
Proposed dividends per DKK 20 share	DKK	5.00	0.00	0.00	10.75	9.75
Dividend yield	%	2.1	0.0	0.0	2.1	1.5
Payout ratio	%	127	0	0	35	40

Please see page 101 for definitions of financial ratios.

* No adjustment regarding discontinued operations was made to the financial highlights for the years 2020/21 – 2021/22.

** No adjustment regarding discontinued operations was made to the financial highlights for the years 2020/21 – 2022/23.

Gabriel profile*

Mission

Innovation and value-adding partnerships are key concepts of Gabriel's mission statement.

Gabriel is a niche company which, in the entire value chain from concept to furniture user, develops, manufactures and sells upholstery fabrics, components, upholstered surfaces and related products and services. Gabriel develops its services to be used in fields of application where product features, design and logistics have to meet invariable requirements, and where quality and environmental management must be documented.

Vision

Gabriel is to be the preferred development partner and supplier to selected leading international manufacturers and major users of upholstered furniture, seats and upholstered surfaces.

Gabriel will achieve Blue Ocean status through an innovative business concept, patents, licences, exclusivity agreements or similar rights.

Gabriel will have the status of an attractive workplace and partner company for competent employees and companies.

Financial targets

Under normal market conditions, Gabriel aims to achieve:

- Return on invested capital (ROIC) averaging at least 15% before tax;
- An increasing average operating (EBIT) margin;
- An average annual increase in earnings per share of at least 15%; and
- An average annual increase in revenue of at least 15%.

In years with acquisitions or major business start-ups, management accepts a temporary decrease in the

achievement of its financial targets, provided that the company on average meets the targets over a five-year period.

Strategy

Gabriel aims to achieve continuous growth through development of potential throughout the value chain for upholstery fabrics. The development and sales efforts target the industry's 70 or so biggest market leaders in a global key account strategy.

Gabriel strives to win the largest possible share of the selected strategic customers' purchase of furniture fabrics. The strategy therefore includes cultivation of the stakeholders (dealers, architects, designers etc.) who influence the end users' selection of fabrics in a global field sales strategy.

The FurnMaster Business Unit realises the commercial potential of the links of the value chain deriving from furniture fabrics, e.g. cutting, sewing and upholstering of furniture components. However, Gabriel has initiated a carve-out process in which the FurnMaster business will be fully or partly divested. Even though FurnMaster has developed into a market leader over the years, it no longer falls within the defined scope of the Gabriel Group's growth strategy. Focus after the carve-out will be on developing the two other business units: Gabriel Fabrics and SampleMaster.

Human resources

Gabriel must be able globally to attract and retain staff who have the right skills and knowledge to create innovation and drive growth. Gabriel prioritises the use, development and sharing of knowledge and skills by everyone.

All employees are familiarised with Gabriel's vision, strategy, targets and activity plans and regularly updated on

their work situation. This takes place at meetings and in employee development dialogues. It ensures that all employees work towards clear goals in defined areas of responsibility and stimulates their professional and personal development.

Company structure

The Gabriel Group consists of three operating companies and the property company Gabriel Ejendomme A/S.

The three operating companies, Gabriel A/S in Europe, Gabriel Asia Pacific and Gabriel North America Inc. ensure that the Group's overall goals of innovating and adding value are achieved with appropriate regional adjustments.

The three operating companies implement the same four core processes based on the Group's strategy. Key performance indicators (KPI) have been set for each process:

- Key Account Management (KAM)
- Logistics
- Product and process innovation
- Price competitiveness.

The activities of each Gabriel Group company are described below.

Gabriel Holding A/S

Gabriel Holding A/S is the Group's parent company and responsible for general management. The Group has traded as three independent operating companies since 2015. As a consequence, group central functions were transferred from the operating company, Gabriel A/S, with effect from 1 October 2016.

The Executive Board of Gabriel Holding A/S consists of CEO Anders Hedegaard Petersen and CCO Claus Møller. Gabriel Holding A/S is also responsible for the

general management of the core areas of design, product development, quality and sustainability and business development.

Gabriel Asia Pacific

Gabriel Asia Pacific was established in 2003. Trading as Gabriel (Tianjin) International Trading Co. Ltd., it is engaged in development of the APAC region. Gabriel Asia Pacific is an important part of the total strategy: to service global contract furniture manufacturers and distributors and make innovative and competitive products for all markets. The company also works closely with the region's interior decoration and design companies by providing services to construction projects, including the supply of fabric for motor vehicles, retail chains, hotels, airports, offices, ships, schools, theatres, opera houses and concert halls. In addition to the company's Regional Head Office in Beijing, there have been offices in Bangkok, Tianjin, Chengdu, Chongqing, Guangzhou, Hangzhou, Hong Kong, Manila, Xi'an, Shanghai, Shenzhen, as well as Singapore, for a number of years.

There is strong focus on continuing recruiting and, in particular, on expanding product development and sales resources in Greater China and the APAC region as a whole.

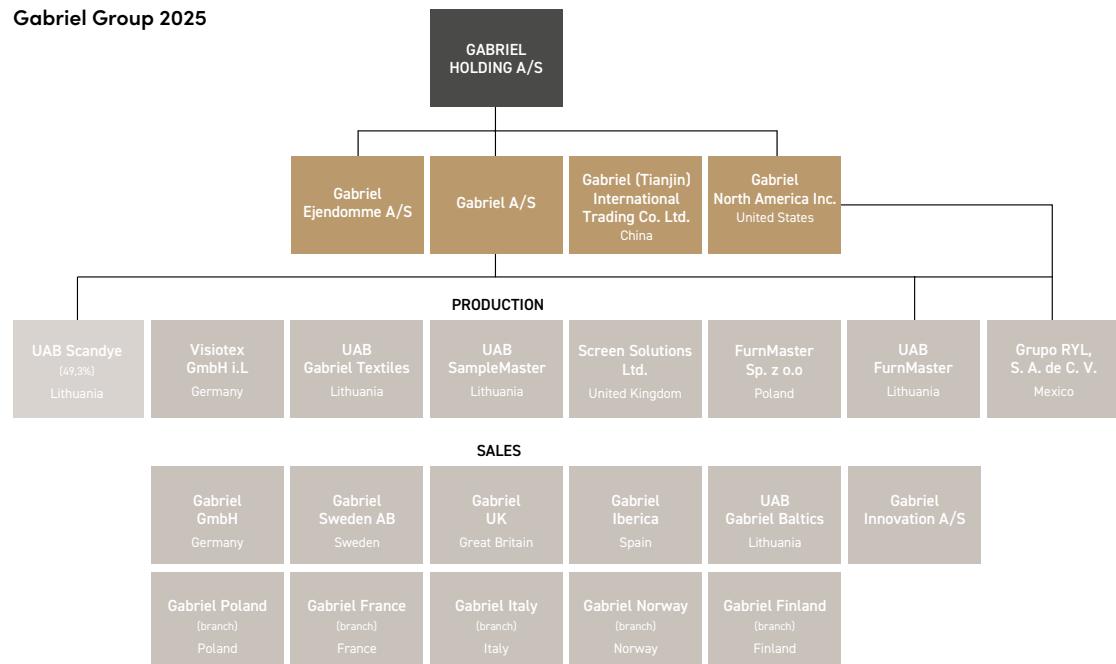
In the year under review, new products were developed and regular deliveries established to new strategic customers. New development projects and potential customers are in the pipeline, and local efforts are intensified continuously.

Gabriel Asia Pacific has achieved a strong position in the region in the niche for highly improved furniture fabrics and related textile products. These have to meet indispensable design and quality requirements. Product environmental and climate-related sustainability must be documented. Prices must be competitive, and delivery times short.

Gabriel North America Inc.

Gabriel North America Inc. was established in spring 2015 as part of the Group's growth strategy. The company is a natural consequence of the Group's increasing level of activity on the North American market. Prior to the establishment of the operating company, Gabriel had set up storage and distribution facilities in the USA in 2014.

Gabriel North America Inc. was established with headquarters in Grand Rapids, Michigan, where key support functions, storage and distribution were set up later. The sales presence has been strengthened continuously with dedicated key account managers and field sales managers and showrooms in Chicago, Illinois, and New York.

Gabriel Group 2025**Gabriel A/S**

Gabriel A/S is the public limited company which undertakes the Group's European sales and development activities and a range of group functions. The vision of Gabriel A/S is to be the preferred development partner and supplier to selected leading international manufacturers and major users of upholstered furniture, seats and upholstered surfaces. To ensure that vision becomes reality, Gabriel A/S has established independent sales companies in Germany, the United Kingdom, Sweden, Spain and Lithuania and branches in Norway, France, Italy, Finland and Poland. In addition, Gabriel is represented by dedicated key account managers on the industry's other core markets in Europe.

Visiotex GmbH i.L.

In December 2019, Gabriel A/S acquired the share capital of the German manufacturer, which designs and produces textile solutions in one process, without subsequent cutting and sewing.

Following the acquisition, the activities of Visiotex were integrated into the Group with innovation centres in Bingen, Germany, Grand Rapids, Michigan, USA and Aalborg, Denmark, as well as in UAB Gabriel Textiles, Lithuania, where the primary production of the solutions takes place. Visiotex is consequently in liquidation.

Screen Solutions Ltd

In November 2016, Gabriel A/S acquired 100% of the share capital of the screen manufacturer Screen Solutions Ltd in England.

Screen Solutions Ltd is recognised as one of the European furniture industry's leading suppliers of screens, office partitions etc. It traded primarily under the established brands Screen Solutions and Acoustic Comfort. The company underwent a transformation with a view to utilising its dynamic development and production platform and is a strong partner for Gabriel's key customers today.

UAB Gabriel Textiles

Gabriel A/S acquired the company UAB Baltijos Tekstilė during the 2018/19 financial year. Gabriel A/S and UAB Baltijos Tekstilė have worked together since 1998, when Gabriel's looms were transferred to UAB Baltijos Tekstilė in connection with outsourcing of production from Aalborg, Denmark.

Undertaking weaving and knitting services for the majority of the Group's fabrics production, UAB Gabriel Textiles is a central part of the Group's production of fabrics.

UAB SampleMaster

Following the purchase of the partner company UAB Baltijos Tekstilė, the Group's SampleMaster production activities were hived off into a separate company, UAB

SampleMaster. This operation combined the Group's European sales with the development and production of sample materials under the management of the Danish SampleMaster business unit.

Gabriel Ejendomme A/S – Gabriel Erhvervspark

Gabriel Ejendomme A/S was established as an independent unit in 2011, and the Group's head office building in Aalborg was transferred to the property company. Its main activity is to develop the office facilities in Aalborg and let them to internal and external tenants.

The dyeworks, UAB Scandye

UAB Scandye was established in 2003, and in 2006 Gabriel A/S became co-owner of the company. UAB Scandye is the Gabriel Group's main dyeworks and finishing plant in Europe, and Gabriel's ownership interest is 49.3%. Scandye performs dyeing, finishing and inspection for Gabriel and a number of external customers.

Activities held for sale – the FurnMaster business unit

The FurnMaster business unit was established in 2003 for the purpose of adding OEM furniture production to the value proposition. From 2003 to 2012, FurnMaster was based on an outsourced production model. With the establishment of the subsidiary UAB FurnMaster in Lithuania, the model changed to a higher degree of in-house production. In 2014, FurnMaster was expanded with the establishment of the subsidiary FurnMaster Sp. z o.o. in Poland.

In 2018/19, the Gabriel Group purchased the Mexican furniture manufacturer Grupo RYL S.A. de C.V. and since 2022 all production activities relating to FurnMaster in North America have been combined in Grupo RYL S.A. de C.V.

In 2025, FurnMaster is a leading OEM supplier with three factories in Poland, Lithuania and Mexico and a group of leading employees in Gabriel A/S.

Gabriel's locations 2025

● Gabriel
Head office
Aalborg, Denmark

Sales offices
Copenhagen, Denmark
Stockholm and Gothenburg, Sweden
Helsinki, Finland
Oslo, Norway
Vilkaviškis, Lithuania
Bingen, Hamburg and Munich, Germany
Paris, France
London and Peacehaven, United Kingdom
Barcelona and Madrid, Spain
Milan, Italy
Grand Rapids, Chicago and New York, USA
Beijing, Shanghai, Guangzhou, Chengdu,
Shenzhen, Xi'an, Chongqing, Hangzhou,
Hong Kong and Tianjin, China
Manila, Philippines
Bangkok, Thailand
Singapore

Production
Vilkaviškis, Lithuania
Telšiai, Lithuania

● FurnMaster
Head office
Aalborg, Denmark

Sales offices
Grand Rapids, USA
Bingen, Germany

Production
Marijampolė, Lithuania
Świebodzin, Poland
Monterrey, Mexico

● SampleMaster
Head office
Aalborg, Denmark

Sales office
Bingen, Germany

Production
Marijampolė, Lithuania
Grand Rapids, USA



Financial review

The Gabriel Group delivered revenue of DKK 902.7 million in the 2024/25 financial year compared to DKK 912.3 million in the 2023/24 financial year. Operating profit (EBIT) was DKK 28.2 million in 2024/25 compared to DKK 10.9 million in 2023/24.

Realised results are attributable to a steep increase in the continuing operations, continued strong execution of the FurnMaster business strategy in Europe, but also from anticipated negative results in the FurnMaster business in Mexico due to the ongoing restructuring.

Given the geopolitical conditions and the ongoing restructuring of the Mexican FurnMaster business unit, market growth has proved challenging, but the development in both revenue and profit is satisfactory.

Gabriel announced in August 2024 that it intended to sell the FurnMaster business units. They were consequently accounted as discontinued operations in the 2023/24 annual report. The divestment was not completed in the 2024/25 financial year, mainly as a consequence of temporary external impacts on the global M&A activity level. The identified irregularities in the Mexican unit and their consequences naturally also influenced the outcome of the attempt to sell this unit. The FurnMaster business units remain classified as discontinued operations and assets held for sale, because management expects that a sale can be achieved in the 2025/26 financial year.

An increasing level of activity in the global M&A market and a high level of activity in the sales process support management's expectations, and it is considered possible that a sale will realise at least the values recognised in the financial statements.

See note 9 for a description of discontinued operations.

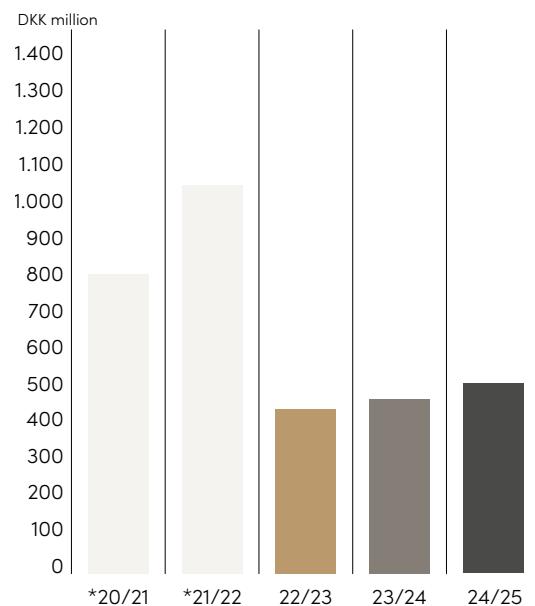
Financial review for continuing operations (comparative figures in parentheses)

Revenue and earnings

In 2024/25, continuing operations delivered revenue of DKK 516.0 million (DKK 483.5 million), equivalent to growth of DKK 32.5 million (7%).

Revenue by year

Revenue in DKK million



*No restatement was made of the financial highlights for the years 2020/21 – 2021/22 regarding discontinued operations.

The increase in the continuing operations derives from growth realised by the global fabric business in North America, Europe and Asia, while SampleMaster realised revenue on a par with the previous year.

The growth realised in the fabric business in a decreasing market reflects that Gabriel is able to win market shares based on its well-executed long-standing growth strategy. The efforts in both sales and development were maintained and in a few areas even expanded – even in recent years' challenging general market conditions.

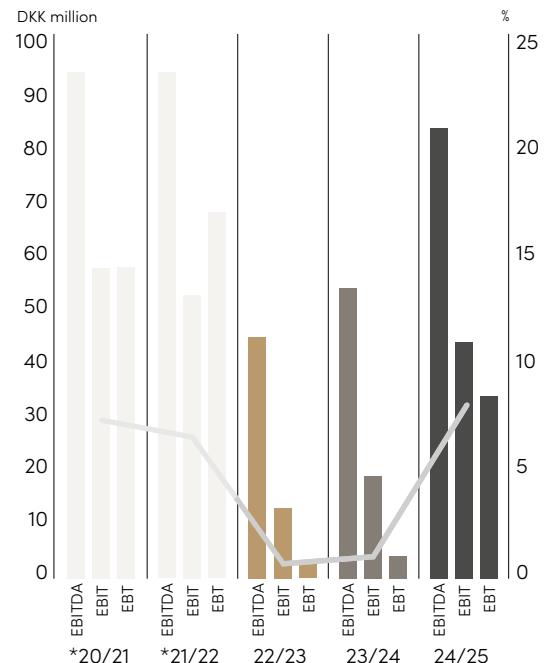
As a result of the growth of DKK 32.5 million, an increased gross profit and improvement of cost efficiency, all important financial highlights improved in the financial year, which is illustrated as follows:

- Earnings before depreciation, amortisation and impairment losses (EBITDA) were DKK 83.7 million (DKK 56.8 million)
- EBITDA margin was 16.2% (11.7%)
- Operating profit (EBIT) was DKK 44.1 million (DKK 19.7 million)
- EBIT margin was 8.5% (4.1%)
- Profit before tax was DKK 33.8 million (DKK 4.0 million)
- Profit after tax was DKK 24.8 million (negative DKK 1.5 million)
- Cash flows from operating activities were positive at DKK 101.4 million (DKK 46.0 million).

EBITDA in the fourth quarter was DKK 22.0 million (DKK 19.9 million), EBIT was DKK 12.4 million (DKK 7.8 million) and profit before tax was DKK 10.7 million (DKK 2.1 million).

Operating results

Profit in DKK million
Operating margin in % (EBIT)



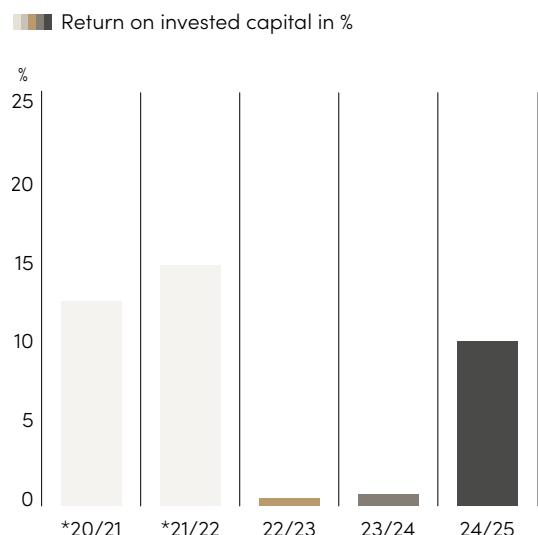
*No restatement was made of the financial highlights for the years 2020/21 – 2021/22 regarding discontinued operations.

Cost of sales – gross margin

Continuing operations realised a gross margin of 55.0% (51.7%) for the full financial year. The increase is attributable to shifts in the product mix and implemented initiatives to ensure productivity improvements. Realised gross margin in the fourth quarter was 56.1% (55.0%).

Gross profit increased to DKK 284.0 million (DKK 250.1 million) as a result of realised growth and improved gross profit percentage.

Payroll costs for the Group's employees in production are included in cost of sales and specified in notes 3 and 5. At the end of the year there were 162 production employees in continuing operations compared to 172 at the beginning of the year.

Return on invested capital (ROIC) before tax

*No restatement was made of the financial highlights for the years 2020/21 – 2021/22 regarding discontinued operations.

Other external costs

Other external costs for continuing operations increased by 2% to DKK 73.3 million (DKK 71.6 million). The reason for the relatively small increase in external costs is a realised decrease in fixed costs (primarily rent costs), while variable costs increased as a result of the increased level of activity and the effect of inflation.

In the fourth quarter, the Group's external costs were DKK 17.6 million (DKK 18.4 million), a reduction of 4%.

Staff costs

The Group's staff costs for continuing operations increased by 4% to DKK 127.3 million (DKK 122.9 million). In the fourth quarter, the Group's staff costs were DKK 30.6 million (DKK 30.0 million), an increase of 2%.

The average number of employees in continuing operations for the financial year was 386 (389), 169 (171) of whom were in production, 135 (139) in sales/development and 82 (79) in administration. The number of employees in the continuing operations at the end of the 2024/25 financial year was 375 (387), of whom 162 (172) were in production, 129 (137) in sales/development and 84 (78) in administration.

Depreciation, amortisation and impairment losses

Consolidated depreciation, amortisation and impairment losses in the continuing operations increased to DKK 39.6 million (DKK 37.1 million), primarily due to increased depreciation of lease assets (rent).

Share of profit after tax in joint venture

Profit for the year includes a total DKK 2.8 million share of profit for the investment in UAB Scandye (DKK 0.9 million). The increase is primarily attributable to a higher level of activity and resulting productivity improvement.

Finance income and costs

Net finance income and costs for continuing operations were DKK 13.1 million, compared to DKK 16.6 million in the same period last year. Finance costs decrease as a

result of the reduction of debt to credit institutions and a decreasing interest rate level.

See notes 6 and 7 for further specification.

Tax on profit for the year

Tax on profit for the year was DKK 9.0 million (DKK 5.5 million), equivalent to a tax rate of 27%. The reason for the high tax rate is that management has judged that realisation of deferred tax assets cannot be expected for tax losses arising in the year. See note 19 for a further specification.

Statement of financial position

The consolidated statement of financial position total was DKK 745.7 million on 30 September 2025, compared to DKK 777.2 million on 30 September 2024.

Intangible assets were DKK 63.0 million on 30 September 2025, of which development projects amounted to DKK 29.0 million (DKK 28.0 million). Goodwill from the acquisitions of Screen Solutions Ltd, UAB Baltijos Tekstilė and Visiotex GmbH amounted to DKK 25.8 million.

Property, plant and equipment amounted to 173.9 million on 30 September 2025, compared to DKK 169.8 million in the previous year. The development is attributable to increased rent liabilities, primarily related to lease renewals.

Other non-current assets were DKK 42.1 million on 30 September 2025, compared to DKK 40.3 million on 30 September 2024. Non-current assets were thus DKK 279.0 million on 30 September 2025, compared to DKK 277.3 million at the same time last year.

The Group's inventories amounted to DKK 107.5 million on 30 September 2025, compared to DKK 116.4 million on 30 September 2024, a reduction of 7.7%.

Receivables amounted to DKK 71.2 million on 30 September 2025, compared to DKK 78.1 million on 30 September 2024, a decrease of 8.8%.

Net working capital on 30 September 2025 was DKK 141.7 million, equivalent to 27.4% of revenue for the year, compared to DKK 156.9 million/32.4% of revenue for the year on 30 September 2024.

The aim is to continuously reduce the relative working capital through targeted efforts to improve purchasing processes and contractual bases, and to use reduction tools for inventory reductions. Management expects that the activities initiated and partly completed will help to further improve the proportional figure in 2025/26.

The Group's equity amounted to DKK 263.7 million on 30 September 2025, compared to DKK 261.7 million on 30 September 2024. Non-current liabilities were DKK 82.3 million, compared to DKK 71.5 million on 30 September 2024. Current liabilities were DKK 399.7 million on 30 September 2025, compared to DKK 444.1 million on 30 September 2024. Total liabilities were thus DKK 482.0 million on 30 September 2025, compared to DKK 515.6 million on 30 September 2025. The decrease was 6.5% and primarily attributable to reduction of the Group's drawing on its credit facilities.

Financial review for discontinued operations

The Group's discontinued operations comprise the Furn-Master units located in Lithuania, Poland and Mexico, which are managed by a global management team in Denmark.

The discontinued operations delivered the following financial highlights:

- In 2024/25, the discontinued operations delivered revenue of DKK 386.8 million (DKK 429.1 million), equivalent to a 10% decrease
- Earnings before depreciation, amortisation and impairment losses (EBITDA) were DKK 1.0 million (DKK 7.1 million)
- EBITDA margin was 0.3% (1.6%)
- Operating loss (EBIT) was DKK 15.9 million (negative DKK 8.8 million)
- EBIT margin was negative 4.1% (negative 2.0%)

- Loss before tax was DKK 13.7 million (negative DKK 11.9 million)
- Loss after tax was DKK 17.3 million (negative DKK 14.2 million)
- Cash flows from operating activities were positive at DKK 18.4 million (negative DKK 8.8 million).

FurnMaster realised a revenue decrease of 9.8%, which is in line with the general market development.

However, FurnMaster in Europe delivered revenue on a par with last year, which underlines the strong performance of the European units. The European business also delivered better operating profit, a satisfactory operating margin and a strong cash flow.

The negative development in FurnMaster's total revenue is thus the result of a revenue decrease of 35% in North America. This is attributable to the current restructuring of FurnMaster in Mexico where selected sales contracts are being terminated and the unit adjusted to a lower level of activity.

The contractual bases were renegotiated during the year and where economically viable solutions could not be found, phasing out of product or customer relations was initiated. The phasing out takes due account of Gabriel's obligations to customers, suppliers and inventories.

A number of other restructuring costs were also incurred as a result of a reduction of the organisation, leases etc.

The consequences of this process were a negative contribution to the profit but also a reduction of the cost level and statement of financial position, which increases the possibility of completing a sale of FurnMaster in Mexico.

Conclusions from the external forensic investigation initiated to clarify the circumstances of the errors arising in Mexico

The irregularities found in the Mexican FurnMaster company in connection with the annual report for the 2023/24 financial year and the major consequent corrections which affected both the 2023/24 financial year and previous years prompted a thorough external forensic investigation. This investigation was completed in the 2024/25 financial year.

The analyses conclude that discrepancies were found between the statement of financial position in the consolidated reporting and the statement of financial position in the local bookkeeping system. The errors arose in April 2019 and continued until they were discovered in September 2024 and corrected as part of the 2023/24 annual report. The discrepancies were caused by system errors and a number of incorrect manual postings. The nature of the errors is judged to be such that they should have been detected earlier through internal financial controlling and planned actions performed when presenting the Group's financial statements.

Prompted by the analyses and conclusions made, management has reviewed and updated internal business processes and procedures and strengthened the systemic integrations and controls to prevent the risk of similar errors in future.

Based on the analyses made in the external report and the reviews and internal audit procedures performed during the financial year, management considers that the corrections made in connection with the financial reporting for the 2023/24 financial year provide a true and fair view.

See also the regular reporting during the year, in particular the detailed review in connection with the publication of the company's Q3 report 2024/25.

Statement of financial position

Management assesses that the estimated fair value less expected sales costs is not lower than the carrying amount. This assessment is based on EBITDA multiples which are supported by the results realised in 2024/25, the expectations for 2025/26 and an assessment made by external advisers. We refer to the impairment test below regarding goodwill and deferred tax assets, which is also supported by expected multiples on a sale of the units. Management has assessed individual assets which resulted in impairment write-down of goodwill and customer contracts.

We also refer to note 9.

Intangible assets were DKK 28.5 million on 30 September 2025, of which goodwill from the acquisition of Screen Solutions Ltd accounted for the biggest share (DKK 23.0 million).

Property, plant and equipment amounted to 70.0 million on 30 September 2025, compared to DKK 63.6 million in the previous year. The development is primarily due to reinvestments in lease assets.

Other non-current assets were DKK 6.7 million on 30 September 2025, compared to DKK 6.5 million on 30 September 2024. Non-current assets were thus DKK 105.2 million on 30 September 2025, compared to DKK 105.2 million at the same time last year.

The inventories in discontinued operations amounted to DKK 63.7 million on 30 September 2025, compared to DKK 87.0 million on 30 September 2024, a decrease of 26.8%.

Receivables amounted to DKK 45.8 million on 30 September 2025, compared to DKK 58.9 million on 30 September 2024, a decrease of 22.2%.

Liabilities related to assets held for sale amounted to DKK 70.7 million (2023/24: DKK 63.7 million). The increase is primarily related to an increase in lease commitments arising mainly from lease extensions.

The Group's sales activities

Management notes that the international demand for contract furniture, which is the Group's primary market, continued a downward trend in 2024/25.

For a number of years, the Group has pursued a growth strategy of "growing with the largest market participants", which continues the targeted effort towards selected key accounts. Execution of the strategy secures the Group a strong position in the fabric programmes that are an integral part of the furniture manufacturers' standard product offers. It also ensures that new products are largely developed in close collaboration with these furniture manufacturers.

For several years, management has given high priority to investing in increases in sales resources and customer-facing activities and in increasing our structural global presence. Dedicated Key Account Managers are responsible for developing customer relationships with the world's leading furniture manufacturers and ensure the involvement of the Group's other competences within design, marketing, quality, logistics etc.

The strategy is working and continually strengthens Gabriel's position on the market, with the establishment of showrooms, increased digitalised marketing activities, personal sales development from Field Sales Managers and global customer service.

In 2024/25, additional resources were added only to a limited extent. The Group nevertheless increased its efforts and strengthened its market position. The resources added were allocated to only a few, but significant areas and supplemented by an increased effort in the marketing process. This has made the Group's sales processes more efficient and product and brand communication more targeted and precise.

The European fabric business delivered growth in the year under review as a result of increases on almost all markets. The growth is a result of several years' investments in sales development and marketing position throughout Europe and a highly satisfactory execution of the Group's sales strategy. After a number of years of solid annual growth, the SampleMaster business unit in Europe realised a small decrease in revenue. However, the revenue decrease in Europe is counterbalanced by an increase in North America, where the business is now well-established.

In 2024/25, the North American market delivered a marked increase in revenue, as a result of the long-standing efforts to establish Gabriel in both the USA and Canada.

For several years, the Group has added resources to develop the Asian market, with China as the hub. It is thus satisfactory that marked revenue growth was realised in 2024/25.

Management assesses that realised growth in the continuing operations is the result of a strengthened market position following increased efforts and continued good execution of the sales and marketing strategy. The total efforts made during 2024/25 are realistic grounds for expectations of continued growth.

Product development, business development and innovation

Gabriel's "product and process innovation" covers the entire process from concept to finished product and continued to be a high-priority core process in 2024/25. Investments in innovation and development (which are recognised under intangible assets in the statement of financial position) were DKK 6.9 million for continuing operations in the 2024/25 financial year (DKK 6.9 million in the previous year), equivalent to 1.3% of revenue (1.2% in the previous year).

New products and solutions are being developed in coordination with the Group's most important customers. Customers' future needs are identified through research and analyses of market trends that form the basis for both technological and product development. These co-ordinated initiatives increase the accuracy of targeting and reduce the time to market of products, solutions and services to be launched.

Product development and innovation are anchored centrally but take place in all of Gabriel's strategic business units, which collectively support the Group's core process of product and process innovation. A structured and documented development process is applied to identify the individual products' market potential. The process exploits the value of a coordinated joint effort targeting the market's leading furniture manufacturers.

For a number of years, Gabriel has set targets for launching a substantial number of new fabrics on the world market. In 2024/25, the portfolio of globally competitive fabrics was further expanded. Six new fabrics were thus launched and one existing product was updated with a view to securing further growth. SampleMaster forged a major number of new customer partnerships, many as a result of development work. The target for new products' share of revenue is at least 30%, but amounted to

only 16% because several major projects reached their five-year age limit. Gabriel continues to focus on supporting growth through product development and innovation where product strategies are adjusted to the development of the business and market.

One of the newly launched fabrics is a product that further develops the innovative circular "Gabriel Loop" product platform. Gabriel Loop is a unique combination of product and value chain innovation. The products are not only designed to be recycled, but are also produced in a unique collaboration along the value chain where textile waste is recycled in yarns and new fabrics. The introduction of Cura Loop expands the Gabriel Loop platform and technology with an innovative product based on 100% recycled textile waste, thus marking yet another important step in the continual development and innovation of circular materials solutions.

The DesignMaster business unit in Aalborg and the development department in Beijing regularly engage in design-based development and consultancy based on customers' and end-users' wishes and needs. This requires a thorough understanding of the market and targeted research.

The ShapeKnit business area offers unique customised solutions through innovative three-dimensional knitting technology. The design and development process is based in innovation centres in Bingen and Aalborg and at UAB Gabriel Textiles. Production takes place mostly at UAB Gabriel Textiles.

Based on Gabriel's total strategy for design and product development, innovation and sustainability, the work of developing new products is carried out across disciplines. The Group also works on production innovation projects that enable increased differentiation of the value offer. These projects often have a longer time

horizon and comprise both internal research and collaboration with external partners, universities and research centres. In 2025, the externally financed innovation project UnBlend was started up with support from Innovation Fund Denmark and Trace. The project aims to explore and develop new methods of recycling high-quality materials, with special emphasis on preserving the value of the materials in new circular processes.

The innovation projects offer significant – if uncertain – potential earnings and focus mainly on the development of technical solutions, new fabrics and related products intended for use on Gabriel's existing value chain.

Targeted communication of Gabriel's innovation and development strategy has forged and retained close relationships with selected furniture manufacturers' designers, development teams and decision makers.

Outlook

Management expects that the challenging market conditions affecting the furniture industry will continue in the 2025/26 financial year, primarily as a result of continued geopolitical risks and these risks' impact on international demand.

However, continuing business operations delivered growth in revenue and profit for the 2024/25 financial year and management expects that this trend will continue.

On this basis, revenue of DKK 510 – 550 million (0 – 10% growth) and operating profit (EBIT) of DKK 40 – 55 million (DKK 44 million in 2024/25) are expected.

A high level of uncertainty surrounds the expectations for the year, primarily as a result of the above-mentioned market risks.

Special risks

Special risks

The nature of Gabriel's business sector entails a number of commercial and financial risks of importance to the Group's future. Management makes an effort to counter and minimise any risks manageable by the Group's own actions. Gabriel's policy is also not to engage in active speculation in financial instruments. Risk management only hedges against risks arising directly from the Group's operations, investments and financing.

The competitive situation

Gabriel is a niche company, primarily concerned with customers and areas of use where product features and design have to meet invariable requirements and where quality and environmental management must be documented. Gabriel is a well-known global brand within its niche. Gabriel's activities are constantly directed towards developing and consolidating a position as the preferred development partner and supplier of upholstery fabrics and associated components to strategically selected international contract furniture manufacturers. This is done via a consistent development of Blue Ocean products and services along the value chain. The company constantly strives to strengthen its competitiveness via ongoing development of the corporate model. This places Gabriel in the best possible position to satisfy the market's requirements and structural development.

Customers and markets

Gabriel targets its product and concept development at selected global key account customers and the result is high export revenue. Exports go mainly to countries in Europe, but increasingly overseas, to countries such as the USA and China.

The Group is not generally susceptible to special customer risks and its revenue is well-diversified.

Products

Gabriel's products are recognised for being innovative and of high quality, with an integrated market-leading approach to sustainability.

Gabriel also utilises its corporate model in striving for risk diversification by offering innovative fabrics and product solutions largely developed in collaboration with the strategically selected key account customers.

Raw materials

To accommodate any fluctuations in raw material prices during the year, Gabriel strives to meet its projected future requirements by entering into short or long-term supply agreements with the Group's primary suppliers.

Currency risk

The Group monitors its currency exposure to the primary currencies on an ongoing basis. The Group is seeking to reduce its risk exposure as far as possible, by minimising its net positions in EUR, USD, GBP and RMB in particular.

Please see note 23 for a more detailed description of currency risks.

Interest rate risks

The Group's bank debt is an open floating-rate operating credit, while mortgage lending to Gabriel Ejendomme A/S consists mainly of a long-term fixed-rate loan denominated in DKK.

Please see note 23 for a more detailed description of interest rate risks.

Credit risks

In line with Group credit risk policy, all major customers and other business partners are regularly credit rated and insured if possible. Credit risk management is based on internal credit lines for customers. Group trade receivables are distributed across numerous customers, countries and markets, ensuring a very broad risk diversification.

Financial resources

The Group regularly assesses the need for adjusting its capital structure. The Group continues to have undrawn lines of credit with its banks and the possibility of increasing them if necessary. The Group is thus deemed to have adequate liquidity to ensure the ongoing financing of future operations and investments. We also refer to note 23.

Places of business

The Group performs a large part of its activities outside Denmark, with China, Lithuania, Poland, Mexico and the USA posing the most significant accounting risks. Management regularly seeks expert advice regarding the operational terms in these important countries.

In management's experience, trading in China is distinctive and may involve risks which are not normally present on European and American markets. Fiscal and other legislation changes frequently, which can result in risks, which, however, are considered to be covered sufficiently through the performed processes.

Insurance

Gabriel's rule is to take out insurance against risks of material importance to the financial position of the Group. The Group sets guidelines in insurance matters. The

Group and its brokers assess the Group's insurable risks annually and make any changes prompted by recommendations deriving from analyses performed in partnership with the insurance brokers. The Group is considered to be adequately covered. Insurance has been taken out against operating losses, product liability etc. The company has also taken out all-risk insurance covering the Group's property, plant, equipment and inventories in Denmark and abroad.

Sustainability risks

Handling impacts, risks and opportunities relating to the environment, social factors and business conduct are integrated into Gabriel's management system, including its sustainability strategy, policies and processes.

The assessment of impacts, risks and opportunities is based on the double materiality principle. This means that Gabriel assesses both its actual and potential sustainability-related impacts on people and the environment and the actual and potential sustainability-related impacts on Gabriel.

Gabriel's progress on sustainability objectives is updated and published annually to create transparency. For more, see the sustainability statement on page 24.

IT risks

The Group has chosen to outsource the operation of its IT platform to external service partners, ensuring regular updating of security systems and minimising the risk of major operational breakdown.

In addition, a Digitalisation and Cybersecurity Committee has been set up, and measures have been taken to protect the Group's IT security.

The Committee's role is to make recommendations to the Board of Directors and to assist in other ways with the Board's business development and optimisation tasks within digitalisation. The Committee assists the Board in its IT and cybersecurity efforts and oversight.

Trade risks

Gabriel builds partnerships with selected suppliers to ensure continuity of supply, consistent quality and continuous development of products and components.

The majority of raw materials, semi-finished products and finished goods used by Gabriel are also available from alternative sources in the event of non-delivery by the usual suppliers.

Contingency plans

In accordance with its quality and environmental management systems, Gabriel continuously develops its contingency plans and communicates these to its staff. Gabriel holds regular first aid and firefighting courses, and all areas have prepared operational contingency plans in case of spillage/accidents.

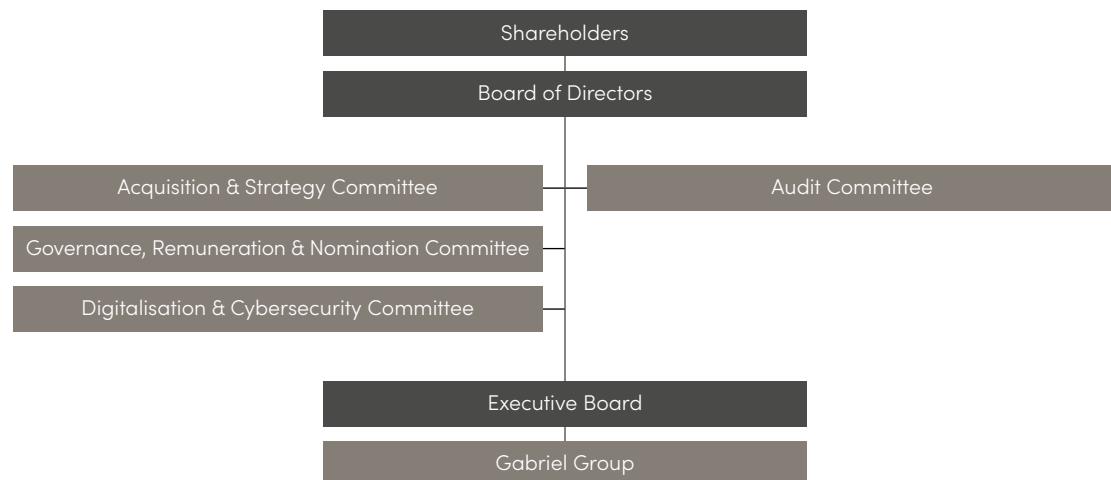


Corporate governance*

MANAGEMENT AND BOARD COMMITTEES

Gabriel has a two-tier management structure consisting of a Board of Directors and an Executive Board. The two management bodies are separated and no-one is a member of both management bodies.

The Board of Directors is the company's supervisory and management body with the highest decision-making authority. It takes part in determining the company's strategy, including sustainability strategy and sustainability objectives, supervises the company's performance and ensures that its management and organisation are satisfactory. The Executive Board is the management body in charge of day-to-day management and administration.



Board of Directors

The Board of Directors has six members, four of whom are elected by the shareholders at the general meeting and two by the employees in Denmark.

The Board of Directors' collective profile can be characterised as broad and international business experience with professional skills including strategy, production, innovation, sales, finances, IT, sustainability, design and marketing judged to cover the Group's needs. The Board of Directors continuously assesses the need for any changes in the qualifications, experience and skills of the Board as a whole. Board members actively keep themselves informed about Gabriel and the industry in general.

In January 2025, the shareholders re-elected the following members to the Board of Directors, which then elected its officers:

- Søren Mygind Eskildsen (new chair of the Board of Directors, member of the Board since 2022, chair of the Acquisition & Strategy Committee, member of the Audit Committee, the Digitalisation & Cybersecurity Committee and the Governance, Remuneration & Nomination Committee – considered an independent director).
- Randi Toftlund Pedersen (new vice-chair of the Board of Directors, member of the Board since 2022 and chair of the Audit Committee, member of the Acquisition and Strategy Committee – considered an independent director).
- Hans Olesen Damgaard (member of the Board of Directors since 2015, chair of the Governance, Remuneration & Nomination Committee, member of the Digitalisation & Cybersecurity Committee and the Acquisition and Strategy Committee – considered an independent director).
- Søren B. Lauritsen (member of the Board of Directors since 2010, chair of the Digitalisation & Cybersecurity Committee – not considered independent as he has served on the Board of Directors for more than 12 years).

Shareholder-elected members of the Board of Directors are elected at the annual general meeting. At its first meeting, held immediately after the annual general meeting in January 2025, the Board elected Søren Mygind Eskildsen as new chair of the Board, Randi Toftlund Pedersen as vice-chair and appointed the board committees.

Board composition and diversity

Reference	2024/25
GOV-1 - 21 (a) Executive Board members on the Board	0
GOV-1 - 21 (a) Number of board members	4
GOV-1 - 21 (e) Independent board members	75%
GOV-1 - 21 (d) Percentage – women 33.33%	25%
GOV-1 - 21 (d) Percentage – men 66.67%	75%

Gabriel meets the requirements for gender balance.

In addition to the members elected by the general meeting, two employee representatives are also members of the Board of Directors. Election of employee representatives to the Board of Directors is a right of Danish employees under Denmark's company law. The board members elected by the employees must constitute half the number of board members elected by the general meeting. The board members elected by the employees act on the same terms as the other board members but, under company law, are elected for four years at a time. Rolling terms of office ensure continuity.

- Quinten Xerxes van Dalm (member of the Board of Directors since 2010 and member of the Digitalisation & Cybersecurity Committee – employee representative) – up for election in December 2028.
- Rikke Lyhne Jensen (member of the Board of Directors since 2018 and member of the Governance, Remuneration & Nomination Committee – employee representative) – up for election in December 2026.

The age ranges are 53 to 62 for the members elected by the general meeting and 37 to 53 for the members elected by the employees.

The Board held eight meetings in 2024/25. The attendance rate for the year was 100%.

The duties and responsibility of the Board of Directors

The Board of Directors takes part in determining the company's strategy, including sustainability strategy and objectives. This takes place at quarterly board meetings where impacts, risks and opportunities are considered and assessed in connection with decisions on major transactions and the risk management process.

Rules of procedure apply to Gabriel's Board of Directors. The Board reviews the rules once a year with a view to updating. The rules of procedure include guidelines for the relationship between the Board of Directors and the Executive Board, and the duties and responsibilities of the chair and vice-chair of the Board. The Board of Directors has appointed the following committees:

Audit Committee

The audit committee consists of two board members and holds at least four meetings a year. The members are elected by and from among the board members.

The audit committee's overall tasks are:

- to monitor the financial reporting process;
- to monitor the effective functioning of the company's internal control and risk management systems;
- to monitor the statutory audit of the annual accounts including sustainability statement; and
- to monitor and check the auditor's independence.

The Committee's specific tasks are described in a charter approved by the Board of Directors and available on the company's website.

The members of the audit committee regularly review the sustainability reporting requirements, evaluate the

members' skills within sustainability and ensure access to subject experts if considered relevant.

The committee's composition was most recently changed in 2025, and the majority of the members are independent. In 2024/25, the audit committee focused on the company's monthly and quarterly reporting, planning and monitoring of the statutory audit of the annual report, sustainability reporting, and monitoring of the effectiveness of the company's internal control systems.

The audit committee held 13 meetings in 2024/25. The attendance rate for the year was 100%.

Governance, Remuneration & Nomination Committee
The governance, remuneration & nomination committee consists of three board members. The members are elected by and from among the board members. The majority of the members are independent.

The role of the governance, remuneration & nomination committee is to make recommendations to the Board and otherwise assist with the Board's oversight responsibilities in relation to:

- review of and responses to the recommendations on corporate governance;
- review of insider policies and procedures and ensuring compliance with capital market rules;
- recruitment and remuneration strategies and policies in relation to the Executive Board and Board of Directors; and
- performance assessment and appointments, re-appointments and succession planning in relation to the Board of Directors, the committees and the Executive Board.

The committee's specific tasks are described in a charter approved by the Board of Directors and available on the company's website.

The Committee holds at least two meetings a year. The governance, remuneration & nomination committee

held two meetings in 2024/25. The attendance rate for the year was 100%.

Acquisition & strategy committee

The acquisition & strategy committee currently consists of the chair, vice-chair and one ordinary member of the Board of Directors. The members are elected by the board members. The majority of the members are independent.

The role of the acquisition & strategy committee is to make recommendations to the Board of Directors and otherwise assist with the Board's oversight responsibilities in relation to:

- strategic business development of the Group;
- review and recommendation of merger and acquisition transactions proposed by the company's management;
- review and recommendation of strategic investment transactions proposed by the company's management; and
- assessment of potential acquisitions, divestures and mergers.

The acquisition & strategy committee's task is to evaluate opportunities that could support the Group's growth strategy. The committee's specific tasks are described in a charter approved by the Board of Directors and available on the company's website.

The committee held four meetings in 2024/25. The attendance rate for the year was 100%.

Digitalisation and Cybersecurity Committee

The committee was established by the Board of Directors in 2021 and consists of four board members. The members are elected by and from among the board members. The majority of the members are not independent.

The role of the digitalisation & cybersecurity committee is to assist with the Board's efforts and oversight

responsibilities in the area of digitalisation, IT and cybersecurity, including:

- continuously assess and discuss possible digitalisation initiatives;
- annually prepare and recommend the Group's ambitions and guidelines for digitalisation for approval by the Board;
- annually prepare and recommend the Group's cyber strategy for approval by the Board;
- prepare and present an updated risk assessment to the Board at least twice a year; and
- continuously monitor plans, processes and preparedness and prepare and present status reporting to the Board prior to each board meeting.

The committee's specific tasks are described in a charter approved by the Board of Directors and available on the company's website.

The committee held four meetings in 2024/25. The attendance rate for the year was 100%.

Executive Board

The Executive Board is responsible for the company's overall day-to-day management. Rules of procedure apply to Gabriel's Executive Board. The rules set out the Executive Board's responsibilities, including for integrating environmental, social and governance considerations in the company's business strategy and risk management. The Executive Board holds at least one meeting a month, but often more. The Board of Directors appoints the members of the Executive Board and fixes their remuneration based on the recommendations from the governance, remuneration & nomination committee. The Board of Directors assesses the Executive Board members' performance.

On 30 September 2025, the Executive Board consisted of two members including the company's Chief Executive Officer:

- Anders Hedegaard Petersen, CEO
- Claus Møller, CCO

ESG skills and experience

When recruiting new members to the Board of Directors, the governance, remuneration & nomination committee assesses whether potential candidates have the ESG skills required to meet Gabriel's needs. The existing board members are assessed in the same way as part of the annual board evaluation.

A steering group, with working subgroups, was set up in 2023 to support future sustainability reporting. The steering group initiated the work associated with data collection and reporting for use in the first sustainability statement for 2024/25, focusing on the environment,

social factors and business conduct under the Group's overall sustainability strategy. The steering group reports directly to the CEO. The steering group reports on data collection and risks identified in the double materiality assessment to the audit committee, which is in charge of monitoring the sustainability reporting. The audit committee subsequently reports to the Board of Directors. In the 2024/25 financial year, the audit committee considered the main impacts, risks and opportunities within climate and the environment, social factors and business conduct which the steering group had identified in the double materiality assessment and on which it had reported accordingly.

Annual evaluation of the Board of Directors

The chair of the Board of Directors is responsible for carrying out an annual review of the Board's performance, including considering the Board's effectiveness, the Executive Board and the contributions of individual members of the Board of Directors.

The governance, remuneration & nomination committee organises the annual self-evaluation of the individual members of the Board of Directors and Executive Board. The evaluation is facilitated by external consultants every three years – next time in 2028.

An externally facilitated process evaluating the Board of Directors was carried out in 2025. The process focused on the recommendations on corporate governance and sustainability skills and covered the Board's work, effectiveness, independence, composition and organisation. Subjects included:

- board composition, focusing on skills and diversity;
- the Board's and individual members' contributions and performance;
- the collaboration on the Board of Directors and between the Board of Directors and the Executive Board;
- the chair's management of the Board of Directors;
- the structure and work of the committees;
- the organisation of board work and the quality of board materials;
- board members' preparation for and active participation in the meetings;
- the number of board members' other managerial activities; and
- an assessment of the Board's collective skills compared to those that best support Gabriel's strategy.

The chair of the governance, remuneration & nomination committee presented the results of the evaluation to the Board of Directors in August 2024. The main conclusions

and results of the board evaluation were that the Board of Directors and board committees continued the positive development in 2023/24 in commitment, the required core skills and the sparring from and between board members and committee members, including between the Board of Directors and Executive Board. The evaluation also concluded that the Board of Directors continues to have in-depth skills and industry knowledge which support Gabriel's business-related and strategic goals.

As part of this year's evaluation, the Board of Directors considered whether satisfactory continuity preparedness was in place and concluded that the status in this area is also satisfactory.

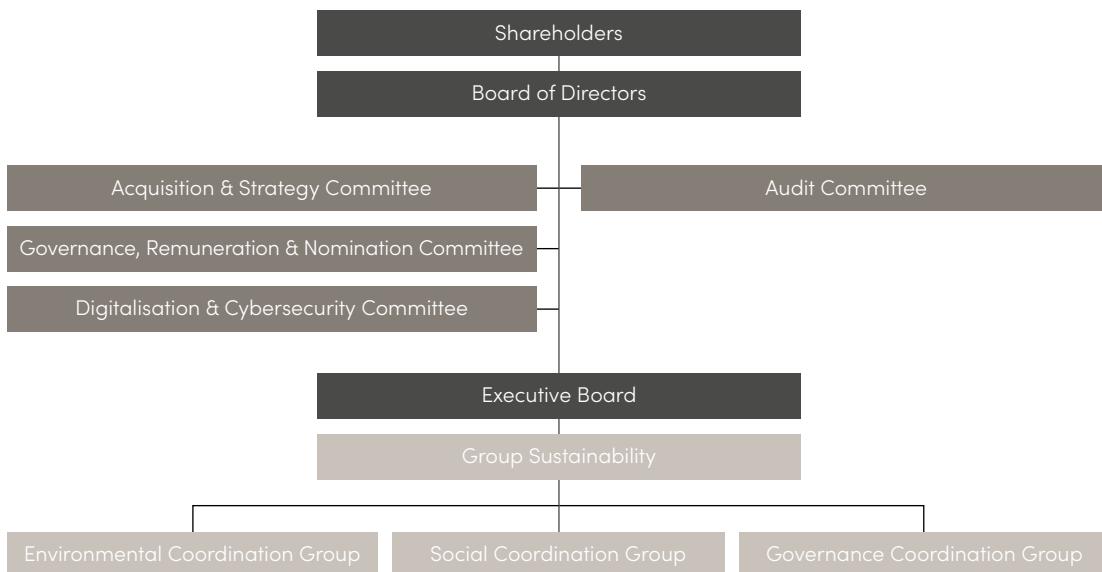
REMUNERATION

The remuneration policy

Gabriel's strategy is to grow with the largest market participants. Gabriel's growth is based on close development partnerships and trading relations with selected major leading customers in a global strategy where organic growth and acquisitions contribute to achieving the defined financial and non-financial goals. The overall objectives of the remuneration policy are:

- to attract, motivate and retain qualified members of the Board of Directors and Executive Board;
- to ensure convergence between management's interest and the interests of Gabriel and its shareholders; and
- to promote long-term value creation in Gabriel and thus support the company's business strategy.

The members of the Board of Directors are paid a fixed base fee. The chair and vice-chair of the Board receive 3.2 and 1.6 times the base fee, respectively. Members of the Board who are also members of a board committee receive an additional fixed fee as remuneration for their committee work.



The remuneration policy, available on the company's website www.gabriel.dk/investor/corporate-governance/, was prepared in accordance with sections 139 and 139a of the Danish Companies Act. The remuneration report for 2024/25 will be presented and is expected to be approved at the annual general meeting on 11 December 2025: www.gabriel.dk/investor/reports/.

Remuneration report for the year

Gabriel's remuneration report is prepared annually in accordance with section 139b of the Danish Companies Act. The remuneration report describes the remuneration of the Board of Directors and Executive Board and is submitted for an advisory vote at the general meeting. The remuneration report for 2023/24 was approved by the annual general meeting held in January 2025.

All remuneration paid was in compliance with the remuneration policy.

Remuneration in DKK 1,000	2024/ 2025	2023/ 2024	2022/ 2023	2021/ 2022	2020/ 2021
Board of Directors					
Number of members end of year					
6	7	7	7	7	7
Base fee	1,283	1,225	1,194	1,100	880
Additional fee	800	850	794	475	360
Total fee	2,083	2,075	1,988	1,575	1,240
Executive Board					
Number of members end of year					
2	2	2	2	2	2
Fixed fee	6,089	5,899	5,662	5,276	5,404
Variable fee	2,266	1,243	2,284	1,927	2,152
Total fee	8,355	7,142	7,946	7,203	7,556

INTERNAL CONTROL AND RISK MANAGEMENT SYSTEMS – FINANCIAL REPORTING AND SUSTAINABILITY REPORTING

Gabriel's Supreme management body has general responsibility for the Group's risk management and internal controls in relation to the financial reporting process and sustainability reporting, including compliance with relevant legislation and other regulations relating to financial and sustainability reporting.

The group's risk management and internal controls are designed to avoid any material errors and omissions during the financial reporting process and sustainability reporting.

At audit committee meetings and board meetings, the Board of Directors/audit committee and the Executive Board assess risks and internal controls relating to the Group's activities and any impact they may have on the financial reporting process and sustainability reporting.

Control environment

Management regularly assesses the Group's organisational structure and staffing and lays down and approves overall policies, procedures and controls in relation to the financial reporting process and sustainability reporting. Emphasis is placed on clear lines of reporting and segregation of duties etc.

Risk assessment

When the annual business plan is prepared, the main business risks are identified, and against this background, management makes an overall risk assessment, including an assessment of the main risks arising from the financial reporting process and sustainability reporting. As part of the risk assessment, management annually considers the risk of fraud and any other improper influence on the financial reporting process and sustainability reporting.

The group's risk management policy aims to eliminate and/or reduce the risks identified based on an assessment of materiality and cost-benefit analyses.

The Board of Directors assesses Gabriel's IT security and insurance coverage annually.

The main risks arising from the financial reporting process are disclosed in the management commentary and notes to the financial statements, to which we refer. The main risks arising from the sustainability reporting are disclosed in the sustainability statement.

Control activities

At the meetings of the Board of Directors, the Executive Board reports on the status of any risk factors attributable to strategy, organisation or significant operations. The Group has a detailed internal reporting system comparing monthly reporting with the budget. This includes regularly evaluating performance and the meeting of specific targets through key performance indicators etc. The system provides a high level of transparency of various activities in the company, including sustainability actions/objectives. It helps to give management a comprehensive insight into and knowledge of matters which could be important in relation to the full financial reporting process and sustainability reporting.

Each quarter, the Board of Directors is provided with a detailed account of the sustainability reporting and financial performance compared with the budget and prior periods. The reporting also describes and assesses material statement of financial position items, cash flows, forecast future activities and earnings and other matters which could impact future operations.

Information

The Board of Directors lays down the general requirements for the result and the external financial and

sustainability reporting in accordance with relevant legislation and regulations. The Group always aims to offer adequate, complete and accurate information reflecting corporate performance.

The Board of Directors emphasises that there must be open communication in the company within the framework for listed companies, and that each individual must know their role in the company's internal controls. The Group has chosen to divide operations and internal reporting, both into geographically separate business areas and into independent strategic business units. The business areas and business units are run as independent profit centres with their own missions, visions, goals, strategies, action plans and budgets. This subdivision ensures a high degree of delegation of expertise, follow-up and delegation of responsibilities in the organisation, and enables information on relevant matters to be communicated effectively and reliably throughout the system.

Monitoring

Gabriel monitors its internal control and risk management system at all Group levels on an ongoing basis. The scope of the monitoring is determined primarily on the basis of the risk assessment and the effectiveness of controls and procedures.

Weaknesses, control deficiencies, or breaches of designated guidelines are reported on the basis of their importance to the Executive Board or the Board of Directors. The reporting is typically discussed at the next board meeting, at which the Board of Directors is informed of actual findings and recommendations on procedural changes etc.

In their reporting to the Board of Directors, the auditors appointed by the annual general meeting report any material deficiencies in the Group's internal control systems in relation to the financial reporting process.

The Board of Directors follows up on the implementation of any planned optimisation of risk management and internal controls in relation to the financial reporting process and sustainability reporting.

STATEMENT ON CORPORATE GOVERNANCE

Nasdaq Copenhagen A/S has adopted a set of corporate governance recommendations, most recently revised in December 2020. The recommendations on corporate governance can be obtained from the Danish Committee on Corporate Governance's website, www.corporategovernance.dk.

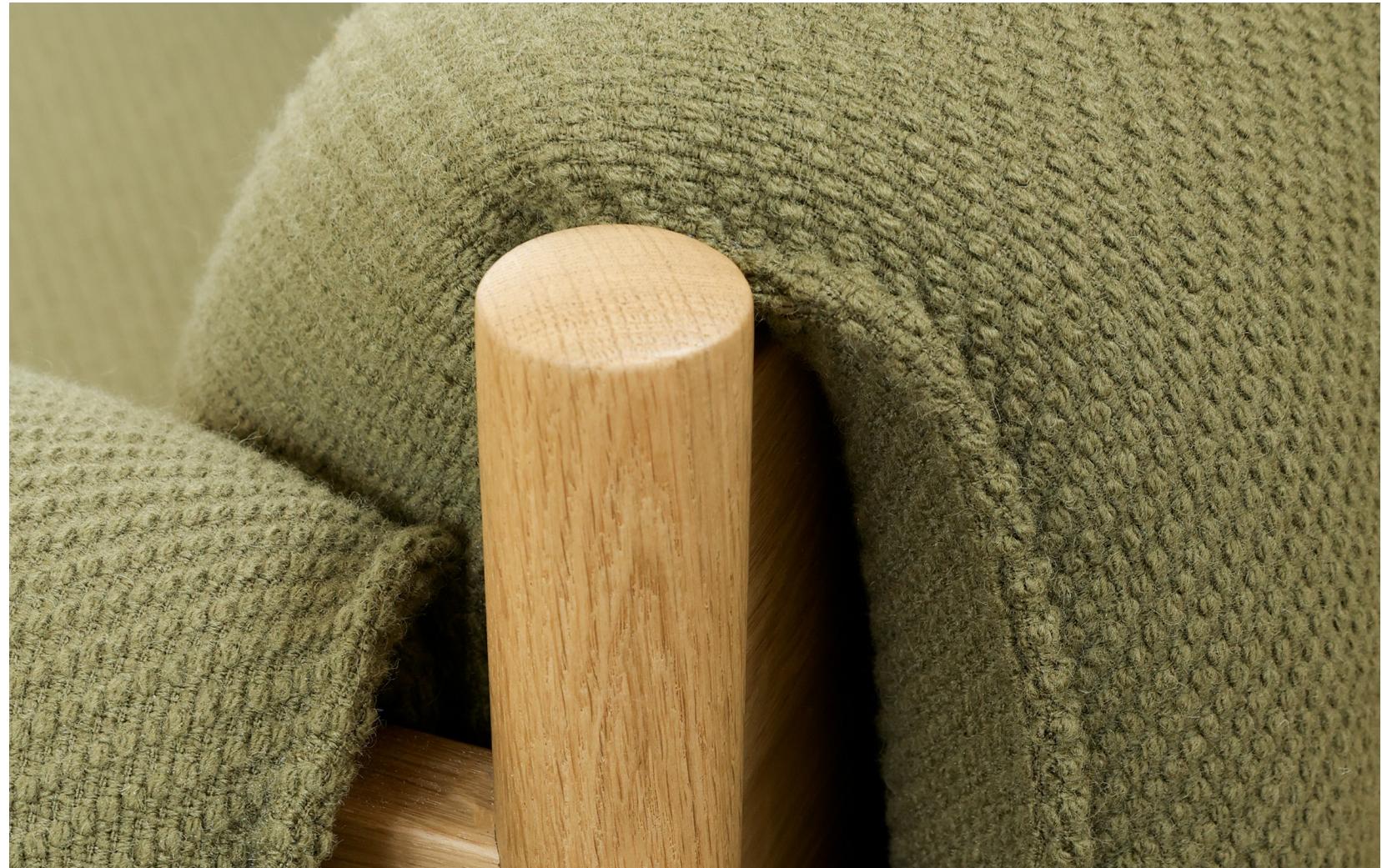
Gabriel Holding A/S has prepared the statutory statement on corporate governance for the 2024/25 financial year as per section 107b of the Danish Financial Statements Act. The statement is available on the Group's website www.gabriel.dk/investor/corporate-governance. The statement covers the company's work relating to the recommendations on corporate governance. Gabriel complies with 37 out of 40 recommendations.

Statement on data ethics policy

Gabriel has prepared a statutory statement on its data ethics policy for the 2024/25 financial year in accordance with section 99d of the Danish Financial Statements Act. The report can be viewed or downloaded at www.gabriel.dk/investor/reports.

Statement on diversity policy

The statutory statement on diversity policy in accordance with Section 107d of the Danish Financial Statements Act is incorporated into the 2024/25 sustainability statement.



Fabric: UMI

Shareholder information

Share capital

Gabriel Holding A/S's share capital consists of 1,890,000 shares of par value DKK 20 each. Gabriel has one share class, and no shares have been given special rights. All shares are freely negotiable securities. Gabriel Holding A/S is listed on Nasdaq Copenhagen under the ticker symbol GABR and ISIN DK0060124691. The share is included on the Small Cap Index.

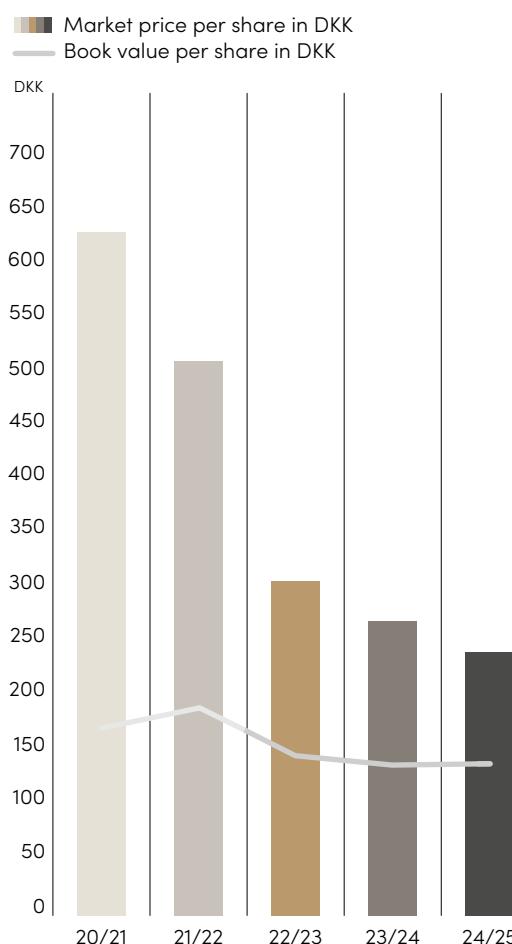
Gabriel Holding seeks to maintain a satisfactory level of information for investors and analysts so that the share price is not prone to sudden movements, but always reflects the company's expected development.

The following shareholders own shares conferring a minimum of 5% of the voting rights pertaining to the share capital, or shares with a minimum nominal value of 5% of the share capital:

Katt Holding ApS, Højbjerg
 Matlau Holding ApS, Skanderborg
 Marlin Holding ApS, Malling
 Fulden Holding ApS, Beder
 Chr. Augustinus Fabrikker A/S, Copenhagen
 Poul H. Lauritsen Holding ApS, Charlottenlund
 GAB Invest ApS, Aalborg
 Kapitalforeningen Investering & Tryghed, Copenhagen

A proposal will be made to the company's annual general meeting on 11 December 2025 to authorise the Board of Directors to acquire the company's treasury shares up to a total nominal value of DKK 7.6 million, the equivalent of 20% of its share capital, at a price which corresponds to the buy price listed on Nasdaq Copenhagen A/S at the time of acquisition, plus or minus a margin of 10%. Such authorisation is valid for five years from the date of the general meeting.

Price/Book value



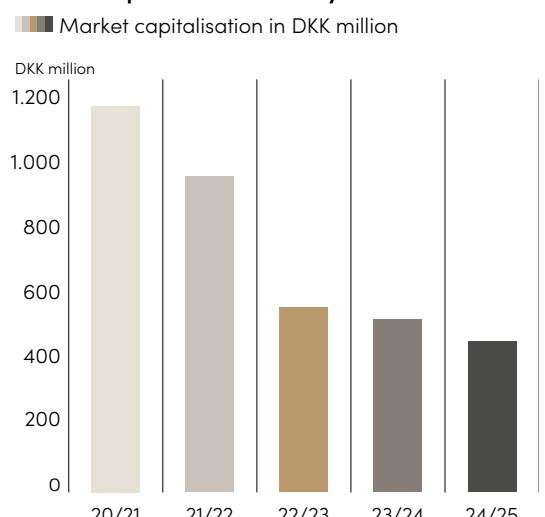
Share price trend

The 2024/25 financial year opened with a price of DKK 270 and closed on 30 September 2025 with a price of DKK 240. Total market capitalisation of the company's shares was DKK 453.6 million on 30 September 2025.

Capital management

Management regularly assesses the need for adjusting the capital structure. A high equity ratio has always been a top priority for Gabriel, in order to maximise room for manoeuvre in all situations. The equity ratio in the continuing part of the Group was 34.4% on 30 September 2025, and the equity ratio for assets held for sale was 37.3% on the same date. Reduction of the working capital is a high-priority process in the Group.

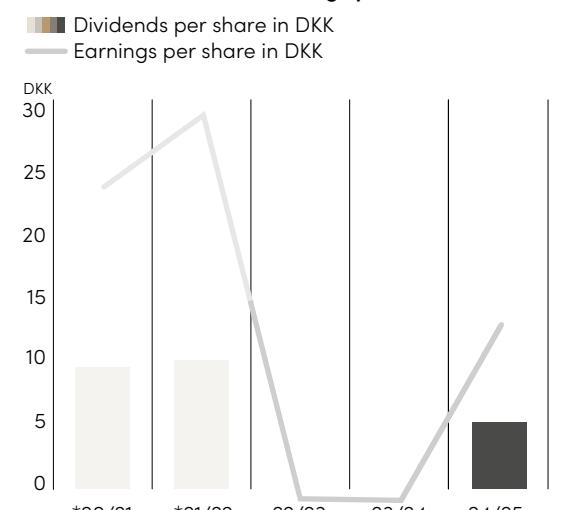
Market capitalisation end of year



The Group aims at providing its shareholders with a regular return on their investments, while maintaining an appropriate equity level to ensure the company's future development. Based on the improved result, a strong cash flow and the prospects of continued solid results and cash flow, the Board of Directors proposes that dividends of DKK 5.0 per share be distributed for 2024/25, equivalent to total dividends of DKK 9.45 million.

Against this background, the present capital resources are deemed adequate in the present economic climate.

Share dividends and earnings per share



*No restatement was made of the financial highlights for the years 2020/21 – 2021/22 regarding discontinued operations.

Financial calendar 2025/26

20.11.2025	Annual report 2024/25
11.12.2025	Annual general meeting
16.12.2025	Distribution of dividends
05.02.2026	Q1 report 2025/26
07.05.2026	H1 report 2025/26
26.08.2026	Q3 report 2025/26
25.11.2026	Annual report 2025/26
16.12.2026	Annual general meeting

Investor Relations

Gabriel Holding A/S endeavours to maintain a satisfactory and uniform level of information for investors and analysts, so that the share price records steady progress and always reflects the company's expected development.

Gabriel's website www.gabriel.dk is the stakeholders' primary source of information. It is regularly updated with new and relevant information on Gabriel's profile, activities, industry and results.

Investor relations contact:
Anders Hedegaard Petersen, CEO
Phone: +45 9630 3117

Annual general meeting

The annual general meeting will be held in Aalborg at 2:00 p.m. on Thursday, 11 December 2025.

Company announcements in the 2024/25 financial year

14.11.2024	Financial reporting and general meeting for 2023/24 are postponed. Expectations for continuing operations in the 2024/25 financial year are published.
04.12.2024	Election of employee representative to the Board of Directors of Gabriel Holding A/S.
08.01.2025	Irregularities in the Group's Mexican FurnMaster company influence the 2023/24 financial year negatively and lead to corrections of previous years' figures. Revenue for the year is DKK 912 million and operating profit (EBIT) is DKK 10.9 million.
08.01.2025	Notice of annual general meeting of Gabriel Holding A/S.
29.01.2025	Minutes of the annual general meeting held on 29 January 2025.
06.02.2025	Gabriel Holding A/S – first quarter of the 2024/25 financial year.
19.03.2025	Disclosure of transactions in the shares of Gabriel Holding A/S by persons discharging managerial responsibilities and persons closely associated with them.
08.05.2025	Gabriel Holding A/S delivers increase in profit in the second quarter and maintains its expectations for the 2024/25 financial year.
14.06.2025	Gabriel Holding A/S upwardly adjusts its expectations for continuing operations for the 2024/25 financial year.
25.06.2025	Gabriel Holding A/S upwardly adjusts its expectations for continuing operations for the 2024/25 financial year.
28.08.2025	Gabriel Holding A/S' continuing operations deliver growth in revenue and operating profit after three quarters.

Company information

Board of Directors



**Søren Mygind
Eskildsen**
Chair (I)

Born: 1972
Sex: Male

Joined the Board of Directors: 2022
Term ends: AGM 2025

Position: CEO of Louis Poulsen A/S.

Managerial skills GOV-1 - 21 (c)
Relevant experience from the industry with special expertise in strategy, sales, production and top management of global companies, including branding and design.

Positions of trust

Executive positions
TSME Holding ApS

Directorships

TCM Group A/S (VC)
Ege Carpets A/S (C) – and member of the Remuneration & Nomination Committee



**Randi Toftlund
Pedersen**
Vice-chair (I)

Born: 1963
Sex: Female

Joined the Board of Directors: 2022
Term ends: AGM 2025

Position: Senior Vice President Corporate Finance in Salling Group.

Managerial skills

Expertise within top management with special focus on financial management and financial reporting, including ESG reporting in large Danish undertakings, including listed companies

Positions of trust

Directorships
Ejendomsselskabet Olav de Linde A/S
Roblon A/S – and chair of the Audit Committee
Salling Group
Captiveforsikringsselskab A/S (C)
Salling Group Ejendomme A/S
Salling Group Ejendomme II ApS



**Hans Olesen
Damgaard**
Board member (I)

Born: 1965
Sex: Male

Joined the Board of Directors: 2015
Term ends: AGM 2025

Position: Professional board member.

Managerial skills

Special expertise in M&A processes and sales and top management of global companies.

Positions of trust

Directorships
EC POWER A/S
LIFA A/S LANDINSPEKTØRER (C)
Aktieselskabet Carl Christensen (C)
Manini & Co. Holding A/S (C)
Thygesen Textile Group A/S (C)
Ege Carpets A/S – and chair of the Audit Committee
Stibo Complete Group A/S (VC)
Dansk Kvarts Industri A/S

Commercial foundations
Aarhus Symfoniorkesters Fond af 13. april 1983



Søren B. Lauritsen
Board member (D)

Born: 1967
Sex: Male

Joined the Board of Directors: 2010
Term ends: AGM 2025

Position: CEO, ONE Marketing A/S.

Managerial skills

Special expertise in sales and marketing, including IT, strategy and branding.

Positions of trust

Executive positions
Søren B. Lauritsen Holding ApS
Poul H. Lauritsen Holding ApS
Sim Golf Acoustics ApS

Directorships

ONE Marketing A/S
GAB Invest ApS



Quinten Xerxes van Dalm
Board member elected by the employees

Born: 1972
Sex: Male

Joined the Board of Directors: 2010

Employed in Gabriel A/S as Customer Service Manager in the customer service department since 2005.
Elected by the employees until the annual general meeting in 2028.

ESG skills

Social human resource management and equal treatment, diversity and inclusion, administration, business conduct.

Other skills

IT, digitalisation and cybersecurity



Rikke Lyhne Jensen
Board member elected by the employees

Born: 1988
Sex: Female

Joined the Board of Directors: 2018

Employed in Gabriel A/S as Sustainability Manager in the QEP department since 2014.
Elected by the employees until the annual general meeting in 2026.

ESG skills

Expertise within ESG and sustainability management.

Executive Board



**Anders
Hedegaard
Petersen**

CEO

Born: 1976
Sex: Male



Claus Møller
CCO

Born: 1966
Sex: Male

Anders Hedegaard Petersen joined Gabriel in 2004 and became CEO of Gabriel Holding A/S in 2011.

Positions of trust

Executive positions
KAAN ApS

Directorships
GAB Invest ApS (C)
Vrå Damp Holding A/S (C)
Vrå Dampvaskeri A/S (C)
Dansk Mode & Textil (VC)
Arkitektfirmaet NORD (VC)

Positions of trust

Executive positions
GAB Invest ApS
Bonom Vitae ApS
Staniolhattefabrikken ApS

Directorships
Food Solutions ApS (C)
Shopconcept Holding A/S
GAB Invest ApS
SDIVD A/S
Startex ApS
Nordlux A/S

Name	Nationality	Audit Committee	Governance, Remuneration & Nomination Committee	Acquisition & Strategy Committee	Digitalisation & Cybersecurity Committee	Board and committee meetings in 24/25*	Shareholding 30.09.25**	Change in 24/25
Søren Mygind Eskildsen	Danish	Member	Member	Chair	Member		0	
Randi Toftlund Pedersen	Danish	Chair		Member			0	
Hans Olesen Damgaard	Danish		Chair	Member	Member		1,212	+212
Søren B. Lauritsen	Danish				Chair		84,196	+35,512***
Quinten Xerxes van Dalm	Danish/ Dutch				Member		35	
Rikke Lyhne Jensen	Danish		Member				0	
Anders Hedegaard Petersen	Danish						39,633	-10,988***
Claus Møller	Danish						36,954	-11,988***

* The Board of Directors held eight meetings, the audit committee thirteen meetings, the governance, remuneration & nomination committee two meetings, the acquisition & strategy committee four meetings and the digitalisation and cybersecurity committee four meetings.

** The stated number of shares and changes comprise the total of the person's shares and those of their related parties

*** As a result of a change in indirect shareholding in 2024/25.

SUSTAINABILITY STATEMENT

25 Leadership message

26 General information

35 List of items of disclosure

Environment

39 Climate and energy

46 EU taxonomy

50 Resource use and circular economy

59 Water

Social

63 Own workforce

Business conduct

72 Business conduct

76 Other legislation – ESRS 2 Appendix B

This version of the sustainability statement replaces the previous sustainability report, which was separate from the annual report.

Further information on Gabriel's sustainability work can be found at www.gabriel.dk.

Fabric: Cura Loop

Leadership message

Gabriel's first sustainability statement prepared in accordance with the EU Corporate Sustainability Reporting Directive (CSRD)

Dear customers, shareholders, employees, business partners and other interested stakeholders.

For the first time, Gabriel's sustainability statement for 2024/25 has been prepared in accordance with the requirements for content, form and wording set out in the EU Corporate Sustainability Reporting Directive (CSRD). The following material areas of impact have been identified: climate and energy, water, resources and circular economy, Gabriel's own workforce, and business conduct.

The CSRD sets a range of wording requirements which to some degree define and limit how we as a company can communicate our sustainability efforts. We therefore recommend that you also find the time to check our website www.gabriel.dk to study information supplementing this statement. On the website you can read about our products' sustainability features, documented through the EU Ecolabel, OEKO-TEX® STANDARD 100 and other labelling schemes.

Sustainability is a core skill, and we therefore give high priority to possessing the necessary CSRD skills in-house to enable us to independently live up to and further develop in this area. The statement was prepared using internal resources only, and the reporting places quite high demands on the Group's skills and effort. The company's IT systems were further developed during the process with a view to automation of the data processing. Gabriel's management system, Gabriel AZ, was updated with new structures and areas of responsibility as a consequence of the CSRD implementation.

In 2022/23, Gabriel signed up to the Science Based Targets initiative (SBTi), and 2024/25 is set as the base year. The reduction targets for 2029/30 are 42% for scopes 1 and 2 (emissions from the Group's own operations) and 25% for scope 3 (emissions from operations in the value chain).

Gabriel has been CO₂e-neutral for scopes 1 and 2 since 2018/19 (the scopes are defined in the Greenhouse Gas - GHG - Protocol), an effort that will continue in 2025/26. This will be achieved by buying guarantees of origin for electricity from renewable sources and buying carbon credits to compensate for the use of fossil energy for heating etc. Carbon credits are not offset against the CO₂e emissions in the sustainability statement, however, and will not be considered a means to reach the defined climate targets.

Scopes 1 and 2 emissions were 965 tonnes of CO₂e (market-based) in 2024/25 and the reduction target of 42% in 2029/30 is judged to be realistic.

Gabriel's scope 3 climate impacts are documented for the first time, i.e. impacts from the value chain which, for Gabriel, result mainly from the purchase of raw materials, components and transportation. The total impact is 43,315 tonnes of CO₂e, and Gabriel judges that the 25% reduction target set for 2029/30 is realistic.

Gabriel's own experts prepare life cycle assessments (LCAs). Furthermore, in the year under review, 16 new environmental product declarations (EPDs) were published and can be found on the company's website. This information is important to an increasing number of customers and used internally to develop new products and processes promoting sustainable development.

This year, the Lithuanian subsidiaries UAB Gabriel Textiles and UAB SampleMaster were ISO 9001- and ISO 14001-certified. The total number of ISO 9001 and ISO 14001 certifications in the Group is now 23. These certifications are considered critical to satisfactory quality and environmental management, including sustainability reporting.

Circular economy contributes to waste minimisation, reuse and recycling of materials and helps prevent destruction of, for example, discontinued products. This work has been a priority to Gabriel for years and several products focusing on circular economy have been launched. In 2024/25, Gabriel launched the fabric Cura Loop, based on 100% textile-to-textile recycling.

The sustainability statement also contains information on Gabriel's work in areas such as working environment and water consumption, where the targets are to halve the number of workplace accidents and to reduce water consumption at the Scandye dyeworks by 25% by 2029/30.

Gabriel's sustainability strategy is assessed to be well implemented and the strategy plan described in the previous year's sustainability report was satisfactorily completed.

The company still judges that the current internal resources and skills are adequate to maintain and expand our position as market leader within quality and sustainability.

Happy reading!



Anders H. Petersen

Anders Hedegaard Petersen
CEO



Claus Møller

Claus Møller
CCO



Kurt Nedergaard

Kurt Nedergaard
Director of CSR & Quality



Rikke Lyhne Jensen

Rikke Lyhne Jensen
Sustainability Manager

GENERAL INFORMATION

This section contains general information forming the basis for Gabriel's sustainability statement in accordance with the Corporate Sustainability Reporting Directive (CSRD). The objective is to give the reader an understanding of the framework, assumptions and processes on which the statement's content and structure are based.

26 General basis for preparation of the sustainability statement

29 Sustainability strategy

30 Sustainability policy

31 Interests and views of stakeholders

32 Double materiality assessment

38 Incorporation by reference



General basis for preparation of the sustainability statement

This sustainability statement covers the Gabriel Group and applies the same consolidation principles as the financial reporting. The statement applies the principles for operational control and covers Gabriel Holding A/S and wholly-owned subsidiaries.

Documentation

Gabriel's management system contains policies and process descriptions and forms the documentation basis for the sustainability work and sustainability statement. The company's policies and core process descriptions are determined and approved by management. Sub-process descriptions are determined and approved by the manager or leader who is responsible for the area and holds authority to do so. Quality functions are trained in and responsible for checking that process descriptions

are contained in documents and comply with policies and core processes. The management system is certified under ISO 9001 and ISO 14001 and audited by internal and external auditors.

Time horizons

The time horizons recommended in the CSRD are used in the present statement. Short-term is therefore defined as up to one year, medium-term as one to five years and long-term as more than five years.

The value chain

Material impacts, risks and opportunities relating to the upstream and downstream value chain are included in this statement. These impacts, risks and opportunities are the outcome of the double materiality assessment

(see page 32), and how they are addressed is described under each topical section in this statement. The value chain is illustrated on page 28.

Data and disclosures relating to the value chain are more uncertain than data relating to the company's own operations because there is a better possibility of obtaining primary data from our own operations. The accuracy of estimates in this statement is considered true and fair. The use of estimates is described under accounting policies in the topical sections Climate and energy (ESRS E1), Water (ESRS E3) and Resource use and circular economy (ESRS E5), and value chain estimates are used. Future work will make greater use of primary data.

Sources of estimation and outcome uncertainty

Where data are estimated via indirect sources such as databases, this is stated and explained under accounting policies in the relevant topical sections Climate and energy (ESRS E1), Water (ESRS E3) and Resource use and circular economy (ESRS E5). Any uncertainties, including measurement methodologies and data availability, are also described here.

Changes in the preparation or presentation of sustainability information

This is Gabriel's first sustainability statement under CSRD legislation. Previous reports are available at www.gabriel.dk.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

Gabriel prepares statements in accordance with Section 99a of the Danish Financial Statements Act, which concerns the statutory statement on social responsibility, and other legislation as described in the Business conduct section. Gabriel includes disclosures stemming from other reporting standards and frameworks such as the GHG Protocol, the Science Based Targets initiative and the UN Global Compact. Where other reporting standards or frameworks are used in full or in part, we refer to the relevant standards in the topical sections. A list of other legislation can be seen on page 76.

Intellectual property, know-how and results of innovation

Gabriel has not omitted any information relating to intellectual property, know-how or results of innovation.

The company uses the phase-in provisions stated in ESRS 1 Appendix C.

Data and measurements

Except for the independent auditor's report, the disclosed data and measurements have not been verified by external parties.

Disclosure requirements included in the sustainability statement

A list of items of disclosure of the European Sustainability Reporting Standards (ESRS) which are included in the sustainability statement, can be seen on page 35.

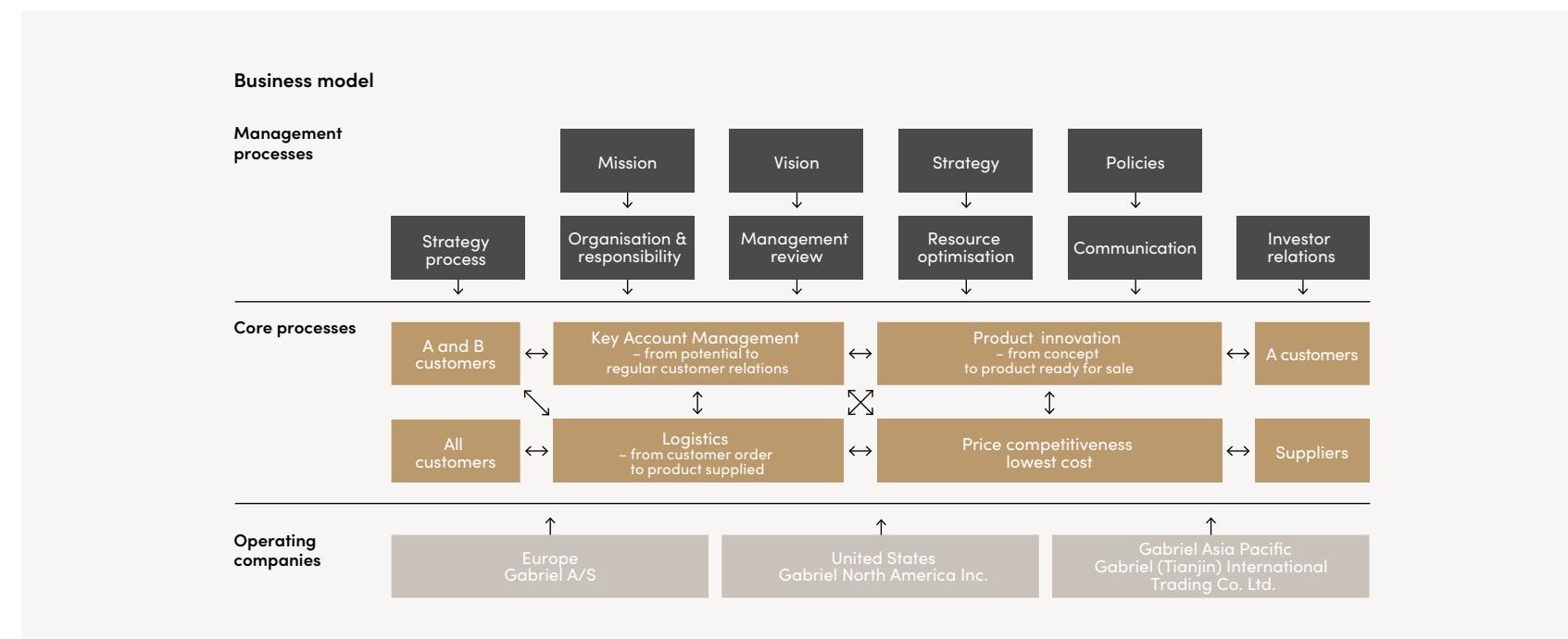
Incorporation by reference

A list of ESRS disclosure requirements with references to the pages where the requirement is described is provided on page 38.

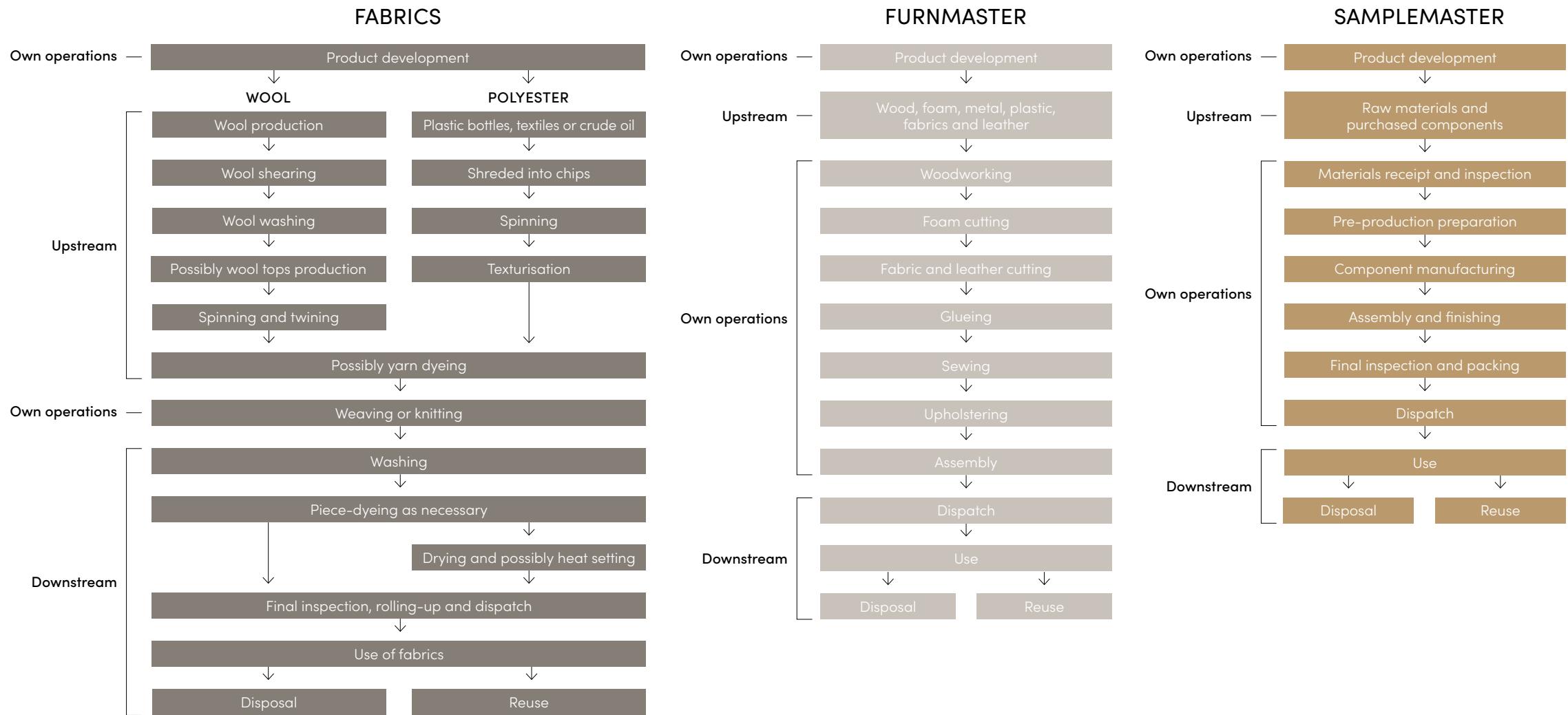
Disclosures in relation to governance and controls (Governance, GOV-1, GOV-2, GOV-3 and GOV-5) are provided on pages 15-19 and 22-23.

Statement on due diligence**Core elements of due diligence**

	Page
a) Embedding due diligence in governance, strategy and business model	15-19, 29
b) Dialogue with affected stakeholders in all key steps of the due diligence process	31
c) Identification and assessment of adverse impacts	32-34
d) Taking actions to address these adverse impacts	40-42, 51-54, 60-62, 64-68, 73-74
e) Tracking the effectiveness of these efforts and communicating	42, 54, 61, 67, 70, 74



Gabriel's value chain



Sustainability strategy

The sustainability strategy supports Gabriel's overall strategy and is relevant to Gabriel's stakeholders, customers, markets, products and services described in the Gabriel profile section on page 6.

The sustainability strategy applies to the entire Group and covers all business areas.

Gabriel's sustainability work takes a holistic approach to climate, the environment and responsible business practices. The aim is to reduce the impact on the environment and climate and ensure accountability. Our sustainability effort is based on the following action areas:



Customer collaboration

Gabriel works closely with customers to ensure satisfactory quality and environmental management through ISO 9001 and ISO 14001 certifications. The products' environmental qualities are documented using recognised labelling systems such as the EU Ecolabel and OEKO-TEX® STANDARD 100, and LCAs and EPDs are also carried out. Customers are offered value-adding advice, and a determined effort is put into key account management and local customer service.



Climate and energy

Gabriel has achieved CO₂e neutrality (scopes 1 and 2) through renewable energy and compensation and is working to reduce its energy consumption through energy management and optimisation of buildings and processes. We will choose electric cars, energy-efficient technologies and optimised logistics. Suppliers are involved to reduce scope 3 emissions.



Design, circular economy and materials

Materials are selected for their quality, functionality and environmental impact. The share of recycled, recyclable and circular materials is increasing and chemical content and water consumption are monitored closely.



Responsible production

Gabriel invests in safe, energy-efficient production equipment and works actively to recycle wastewater and residual heat. Suppliers are assessed for their quality, environment and willingness to improve.



People

Gabriel wants a working environment which fosters wellbeing, safety and skills development, and diversity, equal treatment and inclusion.



Compliance

Gabriel ensures compliance with applicable law and its mission, vision, policies and Code of Conduct. Animal welfare is a priority as wool is used extensively in our products. Internal and external audits are performed.

Sustainability policy

- Gabriel endorses and works for the 17 UN Sustainable Development Goals, the UN Global Compact and the Science Based Targets initiative (SBTi).
- Gabriel develops and manufactures products and services with consideration for the safety and health of users.
- Throughout the production process, the company aims to minimise environmental and climate impacts and ensure welfare for sheep that supply wool for a large part of Gabriel's products.
- Gabriel works to reduce greenhouse gas emissions in its own operations and the value chain, comprising energy efficiency improvement, increasing the share of renewable energy and definite scope 1, 2 and 3 reductions.
- Gabriel's actions strengthen the company's resilience to climate-related risks.
- Gabriel works to reduce water consumption and ensure responsible handling of water in the value chain. Water consumption and water handling are monitored at suppliers and requirements are set for wastewater handling and pollution prevention. Gabriel maps areas subject to water risk and works to reduce water consumption in risk areas through collaboration and demands on suppliers.
- Gabriel applies internationally recognised standards such as ISO 9001 and ISO 14001 for quality and environmental management respectively and bases its work on the requirements of ISO 45001 and ISO 50001 regarding occupational health and safety and energy management respectively.
- Gabriel provides a good and safe working environment throughout the supply chain and always complies with country-specific laws and its own requirements and standards in this field. These requirements comprise specific technical specifications and matters specified in Gabriel's Supplier Code of Conduct.
- Continuous employee development and skills upgrading are high priorities.
- Gabriel maintains its position as first mover in the industry by continuously implementing new actions and initiatives to improve our sustainability performance and strengthen our profile as a responsible company.
- Gabriel actively considers the stages of product life cycles by preparing life cycle assessments and environmental product declarations. Gabriel prioritises the environmental initiatives in those areas where it can make the biggest impact and the biggest change.
- Gabriel puts a determined effort into circularity principles and documents resource use and waste streams with a view to reductions.
- Gabriel promotes sustainable consumption and user health and safety by using product labels. The company collaborates with recognisable, established product labelling organisations.
- Gabriel advises customers and users on significant environmental factors related to the use, recycling and disposal of its products.
- Employees in customer contact positions are trained in providing correct information on Gabriel's sustainability efforts. This information is also always available on Gabriel's website and in the sustainability statement.
- Gabriel selects suppliers based on their ability to fulfil environmental requirements and standards and their willingness to enter into close partnerships to achieve environmental improvements.
- Gabriel expects partners along the entire supply chain to regularly introduce new, cleaner technology and environmental improvements, taking into account the technical and financial implications.
- Gabriel makes requirements for chemical consumption and does not use dyes containing heavy metals or other substances harmful to health. Product development takes water consumption and pollution prevention into account by choosing materials and processes that minimise the risk of pollution.
- Gabriel has an open and detailed dialogue with the authorities on sustainability and environmental requirements.
- Gabriel communicates openly about our climate and environmental footprint and improvements within the field, as well as social responsibility aspects, while supporting the spreading of managerial activities in these areas.
- Gabriel supports students by providing practical training and participates in training projects which benefit both the students and the company.
- Gabriel renews sustainability objectives annually and prepares action plans to ensure reduction of the company's environmental impacts and continuous improvements. Objectives and action plans are integrated into internal business plans and communicated to all employees. The annual sustainability statement must contain an overview of the company's initiatives and results in the area and it is published with the annual report.

Interests and views of stakeholders

Gabriel works with stakeholders who provide input to environmental, social and business conduct-related work. Key stakeholders comprise employees, customers, suppliers, investors and the authorities. The dialogue with them takes place through employee surveys, customer and supplier reviews, dialogue through industry organisations, meetings and a range of other channels. In addition, Gabriel provides comprehensive information on its website.

The input collected from stakeholders is considered and analysed by relevant departments, including sales, quality, environment and production, HR, marketing, design, logistics, IT, and finance, which subsequently report material insights and trends to the company's management. This is typically done in management reports and business plans and at strategy meetings where stakeholder views and proposals are included as a basis for decisions on the company's strategic direction, policies and concrete sustainability initiatives.

This ensures that management and the Board of Directors are informed of the key interests of the affected stakeholders and that these interests play an active part in the company's development and adjustment of its sustainability strategy and in risk management and reporting.

Relevant information is provided to supervisory bodies such as financial and other auditors.

Information on Gabriel's workforce, employee count etc. can be found on pages 63 ff.

Key stakeholders	Primary focus areas	Description of dialogue and organisation	Purpose and handling of dialogue
Employees	Working environment, health and safety, training and development, diversity and inclusion, wellbeing	Information from heads of departments, staff meetings, internal communication channels, periodic employee surveys, annual employee development dialogues and support from HR, working in teams, working to promote a positive working environment in compliance with legislation.	Feedback from employees is used to support the employees' and the company's development and to improve and ensure good working conditions and wellbeing.
Customers	Products and services, quality and the environment, responsible business operation and development	Daily dialogue with customers, architects and designers, customer reviews, customer surveys, seminars, prioritised partnerships (with key account management as a core process), joint completion of development projects.	This dialogue creates an understanding of customer needs and expectations for products and services and helps build long-term relationships. High customer satisfaction must be maintained and developed.
Suppliers	Quality and environmental aspects of products and services, responsible business operation, making improvements	Meetings, contract negotiations, supplier reviews, cooperation projects, analyses of data and samples.	The purpose is to forge close, trusting partnerships and long-term relationships with suppliers. Mutual dialogue improves products and processes and ensure value-adding and competitiveness.
Investors	Financial performance, sustainability, risk management, long-term growth	Annual reports, sustainability statement, information videos, investor relations, general meeting, company announcements.	The dialogue keeps investors informed of the company's performance and strategies and enables them to ask questions. The purpose is to build trust and attract and retain investments and financing.
Authorities	Legislative aspects	Dialogue with local authorities, dialogue through industry associations, collaboration with customers and suppliers.	Dialogue and information relating to authorities and/or industry associations are used to ensure compliance and mutual understanding.

Double materiality assessment

Since its ISO 14001 certification in 1996, Gabriel has systematically mapped, assessed and addressed environmental matters. Over time, this work has expanded to cover other sustainability matters such as social aspects and business conduct. In the 2024/25 financial year, Gabriel introduced the double materiality principle and performed a double materiality assessment.

A double materiality assessment is a method for identifying and assessing material sustainability matters from two perspectives:

- Impact materiality: assessment of the company's impacts on people and the environment;
- Financial materiality: assessment of the impacts of sustainability matters on the company's financial results.

The double materiality assessment thus judges the impacts, risks and opportunities relating to Gabriel's impacts on people and the environment and the financial impacts on Gabriel.

Process for identification of impacts, risks and opportunities

Gabriel has established a documented process for identifying and assessing material impacts, risks and opportunities in accordance with the double materiality principle. The process combines qualitative and quantitative methods and is based on parameters including the scale, scope, severity, likelihood and the irremediable nature of the impacts as well as relevance to the business model, value chain and strategic priorities. The assessment is documented.

The assessment covers both our own operations and value chain operations and takes into consideration

geographical differences, differences across countries, locations and entities, and business relationships. Special emphasis is placed on activities, relationships and areas with an increased risk of negative impacts on people and the environment.

The process may be performed in several rounds/iterations to ensure quality and anchoring, and consensus among the participants is sought on all significant assessments. The assessment is reconciled with Gabriel's management system, strategy and input from central functions to ensure relevance and organisational anchoring.

The process includes an assessment of how the company is involved in impacts: directly through its own operations or indirectly in the value chain and through business relationships. Financial risks and opportunities that may arise from dependence and impacts are assessed, as well as their likelihood, magnitude and nature.

A chosen mapping and assessment tool is used to make the assessment to ensure a systematic approach to identifying and prioritising negative and positive impacts and associated risks and opportunities. The tool also supports the assessment of financial effects and integrates input parameters such as scale, likelihood and strategic significance.

The process includes consultation with internal stakeholders with knowledge of Gabriel's core activities and value chain. Stakeholders are selected based on their skills, responsibilities and knowledge of potential impacts, risks and opportunities.

Negative impacts are prioritised based on their relative severity and likelihood, while positive impacts are

assessed based on scale, scope and likelihood. This prioritisation is the basis for determining material topics to be reported.

Gabriel uses data and information from its own operations and relevant external sources and the assessment covers the entire Group and significant parts of the value chain. Where primary data are not available, well-founded estimates and assumptions are used.

The double materiality process is integrated into Gabriel's overall management system and risk management and carried out by the Director of CSR and Quality, who is responsible for the Group's sustainability matters and reports directly to the Group CEO. It is used to assess the company's total risk profile and activities. Internal procedures ensure that the assessments are consistent and documented. The results of the assessment are presented to Gabriel's CEO, and the process is revised annually to take into account changed conditions, new information and developments in the value chain.

The results of the assessment

The disclosures published as material impacts, risks and opportunities are selected based on Gabriel's double materiality assessment. The statement includes only those matters that are assessed to be material to Gabriel and its stakeholders. The assessment was approved by the CEO and is re-assessed annually.

The process has helped pinpoint the areas in which Gabriel has the biggest impact, risks or opportunities. This does not prevent Gabriel from working with other areas, but as a result of Gabriel's preventive measures or existing legislation, they are not considered material in terms of scale and likelihood.

The following standards/topics were assessed as not material in 2024/25:

- ESRS E2: Gabriel has screened for its impact on pollution. Based on this assessment, no material risks or negative impacts were identified in the value chain.
- ESRS E4: Gabriel has assessed its impact on biodiversity. The assessment is based on screening of its own operations and dialogue with significant suppliers. No material risks relating to biodiversity in the value chain were identified. The consideration for biodiversity is relevant for wastewater, since fabric production requires water and chemicals in dyeing and finishing processes. Gabriel focuses on effective wastewater treatment and on measures to ensure that discharges comply with applicable law to protect local ecosystems.
- ESRS S2: Gabriel has screened for its impact on the conditions for workers in the value chain. Based on this assessment, no material risks or negative impacts were identified.
- ESRS S3: Gabriel has screened for its impacts on local communities. Based on this assessment, no material risks or negative impacts were identified in the value chain.
- ESRS S4: As Gabriel's sales are business-to-business (B2B) only, the standard on consumers and end-users is assessed as not material.

Double materiality assessment – matrix

Gabriel has carried out a double materiality assessment to identify the company's most important sustainability topics. The analysis assesses two dimensions: The financial significance for Gabriel and the company's impacts on people and the environment.

The European sustainability reporting standards (ESRS) form the framework for the assessment and comprise:

■ Environment (E)

- ESRS E1** Climate change
- ESRS E2** Pollution
- ESRS E3** Water and marine resources
- ESRS E4** Biodiversity and ecosystems
- ESRS E5** Resource use and circular economy

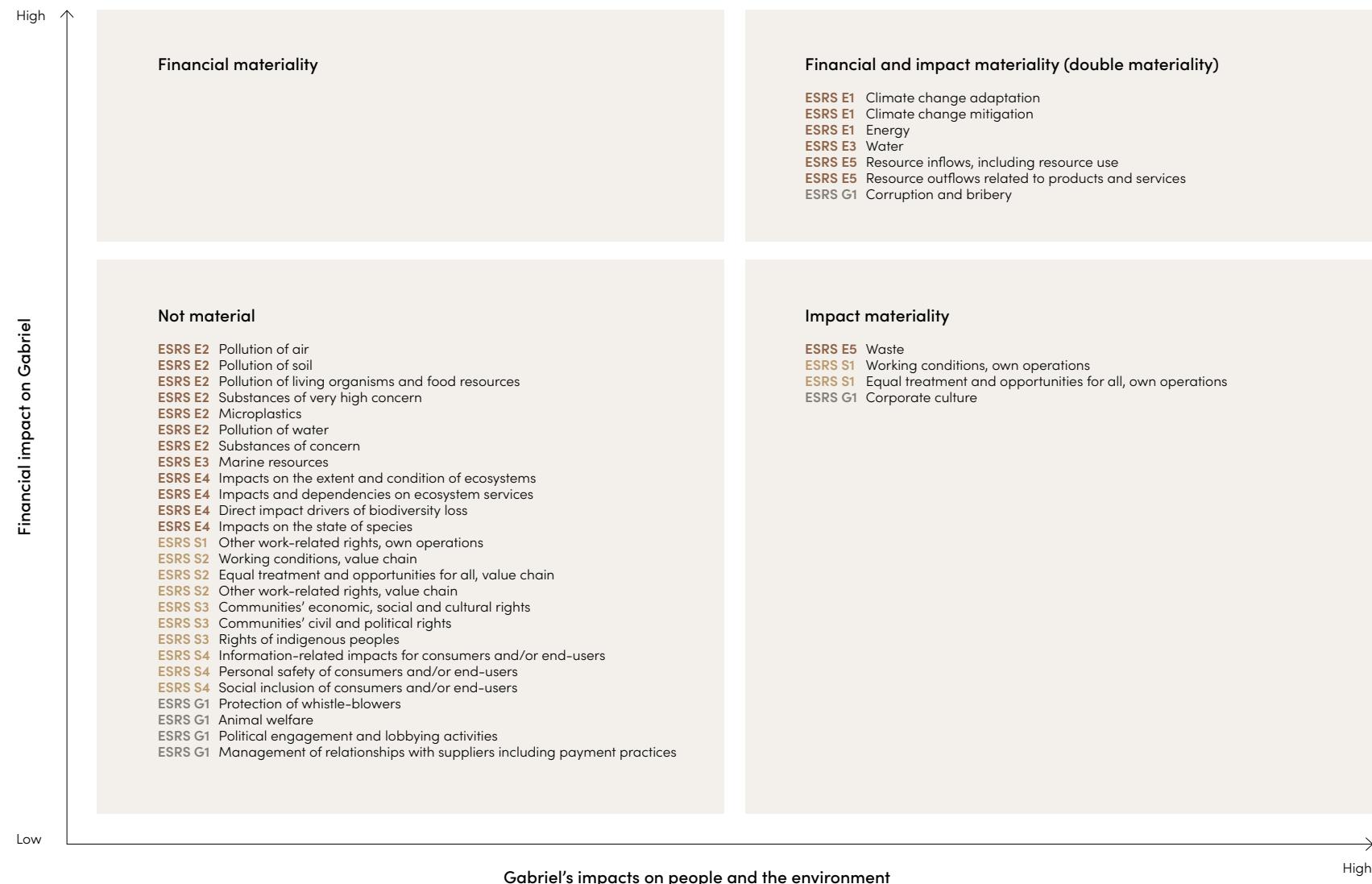
■ Social aspects (S)

- ESRS S1** Own workforce
- ESRS S2** Workers in the value chain
- ESRS S3** Affected communities
- ESRS S4** Consumers and end-users

■ Governance (G)

- ESRS G1** Business conduct

The results of the assessment are illustrated in the matrix, in which all sub-topics of the above ESRSs are positioned based on their materiality. The positions show which topics are most important to Gabriel and have the greatest impact on the surrounding world. This assessment forms the basis for the sustainability statement.



Overview of principal impacts, risks and opportunities

ESRS reference	Sub-topic	Classification	Position in value chain	Time horizon	Description
CLIMATE AND ENERGY (ESRS E1)	Climate change mitigation and adaptation	Impact, risk, opportunity	Own operations, value chain operations	Short-, medium- and long-term	<p>Transition risks: Development in society may result in new requirements and costs. Failure to act may damage reputation.</p> <p>Physical risks: Failure to act may result in negative impacts on the environment.</p> <p>Opportunities: Gabriel can reduce discharges through process improvements, efficiency improvement, use of renewable energy and reduction of emissions from purchased goods and supplier operations.</p>
CLIMATE AND ENERGY (ESRS E1)	Energy	Impact, risk, opportunity	Own operations, value chain operations	Short-, medium- and long-term	<p>Transition risks: Continued use of fossil fuels may result in higher costs and unstable energy supply.</p> <p>Physical risks: Fossil fuel dependence may result in cost increases, unreliable supply and carbon emissions.</p> <p>Opportunities: Changing to renewable energy and energy-efficient technologies can reduce dependence, stabilise costs and reduce CO₂e emissions.</p>
RESOURCE USE AND CIRCULAR ECONOMY (ESRS E5)	Resource inflows, including resource use, resource outflows from products and services, waste	Risk	Own operations, value chain operations	Short-, medium- and long-term	Dependence on materials may result in scarcity of resources, cost increases and uncertainty in supply chains. Resource use without consideration for limitations may result in bad reputation and regulatory risks and will not support customers' circular economy objectives.
RESOURCE USE AND CIRCULAR ECONOMY (ESRS E5)	Resource inflows, including resource use, resource outflows from products and services, waste	Opportunity	Own operations, value chain operations	Short-, medium- and long-term	Circular economy enhances resource efficiency through better utilisation and recycling of materials and reduces impacts on climate and environment. This can also reduce dependence on materials and reduce supply chain vulnerability. At the same time, it can create competitive advantages through new business models and access to markets with requirements for responsible use of resources.
WATER (ESRS E3)	Water consumption and pollution of water	Risk	Value chain operations	Medium- and long-term	Water scarcity in fabric production poses a risk and may negatively impact Gabriel and the environment.
WATER (ESRS E3)	Water management	Opportunity	Value chain operations	Short-, medium- and long-term	Opportunities comprise the use of technologies and chemicals that reduce water consumption and environmental impacts including ecolabelling. Prevention of wastewater pollution is an opportunity to ensure stable operation and compliance with official requirements.
OWN WORKFORCE (ESRS S1)	Working conditions	Risk/ opportunity	Own operations	Short-, medium- and long-term	Gabriel's working conditions have a material impact on its employees. Inappropriate conditions can negatively affect employee wellbeing and engagement, whereas good conditions promote a positive, healthy, stable and motivating working environment. This helps to attract and retain competent employees.
OWN WORKFORCE (ESRS S1)	Working conditions	Risk	Own operations	Short-, medium- and long-term	Accidents at work have negative consequences for employee safety and wellbeing. Preventive actions create an opportunity to reduce the risk of workplace accidents and increase employee wellbeing.
OWN WORKFORCE (ESRS S1)	Equal treatment and opportunities for all	Risk/ opportunity	Own operations	Short-, medium- and long-term	Failure to treat employees equally has a negative impact on them and results in discrimination and inequality among them. By promoting inclusion and equal opportunities, Gabriel can positively affect employees by creating an inclusive working environment, increasing employee satisfaction, attracting talent and retaining employees.
BUSINESS CONDUCT (IROS) (ESRS G1)	Corporate culture	Risk/ opportunity	Own operations	Short-, medium- and long-term	The corporate culture has an effect on how employees experience their work and relationships at the workplace. A negative culture reduces wellbeing and collaboration, while a positive culture strengthens the working environment and supports responsible conduct.
BUSINESS CONDUCT (IROS) (ESRS G1)	Anti-corruption and bribery	Risk	Own operations	Short-, medium- and long-term	Incidents have a negative impact on society and a financial impact on Gabriel. Customers expect responsible business conduct from Gabriel. Failure to fulfil expectations can result in loss of partnerships. Fulfilling expectations can strengthen relationships and improve the market position.

List of items of disclosure

ESRS 2 GENERAL DISCLOSURES

ESRS	Disclosure requirement	Section in the sustainability statement	Page
BP-1	General basis for preparation of the sustainability statement	General information	26
BP-2	Disclosures in relation to specific circumstances	General information	26
GOV-1	The role of the administrative, management and supervisory bodies	Corporate governance	15-19, 22-23
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Corporate governance	15-19
GOV-3	Integration of sustainability-related performance in incentive schemes	Remuneration report	18
GOV-4	Statement on due diligence	General information	27
GOV-5	Risk management and internal controls over sustainability reporting	Corporate governance	15-19
SBM-1	Strategy, business model and value chain	General information, Gabriel profile, Own workforce	6-8, 29, 65
SBM-2	Interests and views of stakeholders	General information	31
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	General information	34
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	General information	32
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	General information, Appendices	35-37

ESRS 1 CLIMATE AND ENERGY

ESRS	Disclosure requirement	Section in the sustainability statement	Page
GOV-3	Integration of sustainability-related performance in incentive schemes	Remuneration report	18
E1-1	Transition plan for climate change mitigation	Climate and energy	41-42
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate and energy, General information	39

ISO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Climate and energy, General information	32, 40
E1-2	Policies related to climate change mitigation and adaptation	Climate and energy	40
E1-3	Action and resources in relation to climate policies	Climate and energy	41
E1-4	Targets related to climate change mitigation and adaptation	Climate and energy	42
E1-5	Energy consumption and mix	Climate and energy	43
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Climate and energy	44

ESRS E3 WATER

ESRS	Disclosure requirement	Section in the sustainability statement	Page
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities in relation to water	General information	32
E3-1	Policies related to water and marine resources	Water	60
E3-2	Actions and resources related to water and marine resources	Water	61
E3-3	Targets related to water and marine resources	Water	61

ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

ESRS	Disclosure requirement	Section in the sustainability statement	Page
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities in relation to resource use and circular economy	General information	32, 57
E5-1	Policies related to resource use and circular economy	Resource use and circular economy	51
E5-2	Actions and resources related to resource use and circular economy	Resource use and circular economy	52
E5-3	Targets related to resource use and circular economy	Resource use and circular economy	54
E5-4	Resource inflows	Resource use and circular economy	52, 57
E5-5	Resource outflows	Resource use and circular economy	57

ESRS S1 OWN WORKFORCE

ESRS	Disclosure requirement	Section in the sustainability statement	Page
SBM-2	Interests and views of stakeholders	General information	31
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Own workforce, General information	32
S1-1	Policies related to own workforce	Own workforce	64
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Own workforce	66
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Own workforce	64
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Own workforce	64–70
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Own workforce	70
S1-6	Characteristics of the undertaking's employees	Own workforce	65
S1-8	Collective bargaining coverage and social dialogue	Own workforce	66
S1-9	Diversity metrics	Own workforce	68
S1-10	Adequate wages	Own workforce	66
S1-14	Health and safety metrics	Own workforce	67
S1-16	Remuneration metrics (pay gap and total remuneration)	Own workforce	69
S1-17	Incidents, complaints and severe human rights impacts	Own workforce	70

ESRS G1 BUSINESS CONDUCT

ESRS	Disclosure requirement	Section in the sustainability statement	Page
GOV-1	The role of the administrative, management and supervisory bodies	Corporate governance	15–19
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	General information	32
G1-1	Business conduct policies and corporate culture	Business conduct	73
G1-3	Prevention and detection of corruption and bribery	Business conduct	74
G1-4	Incidents of corruption or bribery	Own workforce, Business conduct	70, 74

Incorporation by reference

Certain ESRS disclosure requirements are met through references to other parts of the annual report. The reader will find the full disclosures by following the references in this overview.

ESRS disclosure requirement	Datapoint	Incorporation by reference	Reference (section)	Page
ESRS 2 GOV-1	All	The role of the administrative, management and supervisory bodies	Corporate governance	15-19, 22-23
ESRS 2 GOV-2	All	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Corporate governance	15-19
ESRS 2 GOV-3, ESRS E2 GOV-3	All	Integration of sustainability-related performance in incentive schemes	Remuneration report Corporate governance	18
ESRS 2 GOV-5	All	Risk management and internal controls over sustainability reporting	Corporate governance	15-19
ESRS 2	SBM-1 40 (a) i-ii	The undertaking's products, services, markets and customers	Gabriel profile	6-8
ESRS 2 SBM-1	42	Description of value chain and business model	Sustainability statement – Gabriel profile	6-8

ENVIRONMENT

Climate & energy

Gabriel sets reduction targets for climate impact from its own operations and value chain operations. This work is anchored in the company's strategy and management system and supported by targets and activities.

40 Policies and processes

41 Activities related to climate and energy

43 Data related to climate and energy

45 Accounting policies

46 The EU taxonomy regulation



Scandy, Gabriel's part-owned dyeworks

Material impacts, risks and opportunities

ESRS reference	Sub-topic	Classification	Position in value chain	Time horizon	Description
CLIMATE AND ENERGY (ESRS E1)	Climate change mitigation and adaptation	Impact, risk, opportunity	Own operations, value chain operations	Short-, medium- and long-term	<p>Transition risks: Development in society may result in new requirements and costs. Failure to act may damage reputation.</p> <p>Physical risks: Failure to act may result in negative impacts on the environment.</p> <p>Opportunities: Gabriel can reduce discharges through process improvements, efficiency improvement, use of renewable energy and reduction of emissions from purchased goods and supplier operations.</p>
CLIMATE AND ENERGY (ESRS E1)	Energy	Impact, risk, opportunity	Own operations, value chain operations	Short-, medium- and long-term	<p>Transition risks: Continued use of fossil fuels may result in higher costs and unstable energy supply.</p> <p>Physical risks: Fossil fuel dependence may result in cost increases, unreliable supply and carbon emissions.</p> <p>Opportunities: Changing to renewable energy and energy-efficient technologies can reduce dependence, stabilise costs and reduce CO₂e emissions.</p>

Policies and processes

Climate and energy matters are integrated into the Group's sustainability policy. The policy's objective is to ensure that Gabriel works towards reducing its climate impact and energy consumption and preventing, mitigating and addressing significant impacts, risks and opportunities related to climate change mitigation and adaptation.

The policy applies to the entire Group and covers own operations and value chain operations. It is laid down and approved by Gabriel's CEO, anchored in the management system and implemented through strategic actions and processes. The policy is reviewed and updated to reflect changes in the risk landscape, new legal requirements, changes in the company's operations etc.

The policy describes initiatives to reduce GHG emissions, increase energy efficiency and the share of renewable energy and to achieve CO₂e reductions in scopes 1, 2 and 3. Gabriel undertakes to comply with international standards and initiatives, including the GHG Protocol, Science Based Targets initiative (SBTi), ISO 9001 and ISO 14001 and the UN Global Compact.

Gabriel draws on knowledge from stakeholder engagement to develop and implement the policy, including collaboration with suppliers, customers and industry associations. The policy is available in Gabriel's management system and published as part of Gabriel's sustainability statement.

Processes related to climate-related impacts, risks and opportunities

Processes to identify, assess, address and reduce climate-related impacts, risks and opportunities are integrated into the management system. Monitoring comprises an annual GHG inventory and monthly monitoring of energy consumption, action plan status and target achievement. Progress is reported to management and published in the sustainability statement.

Gabriel identifies and assesses climate-related impacts, risks and opportunities for its own operations and value chain operations. The assessments comprise both physical risks such as energy supply and transition risks related to regulation, technology and market expectations.

Physical risks and transition risks are assessed for short-, medium- and long-term time horizons and include an assessment of likelihood and scope. The work is based on the double materiality principles, and targets have been set and action plans made for reduction of GHG emissions. Climate-related opportunities, including improvement of energy efficiency and renewable energy use, are part of the strategic assessment.

The company annually screens and maps operations to identify sources of GHG emissions and other climate-related impacts and assesses actual and potential emissions. In addition to scopes 1 and 2 emissions, Gabriel also maps scope 3 emissions from base year 2024/25. The company identifies climate-related hazards and assesses exposure and sensitivity in the double materiality assessment. Gabriel has chosen not to perform climate scenario analyses for the 2024/25 financial year. The basis for the decision is an assessment of the current risk landscape and the fact that the identification and assessment of transition risks and opportunities can be based on the double materiality assessment.

In Gabriel's view, the company is resilient to the main climate-related risks, with the reservation that uncertainty surrounds the development of climate change. This view is based on the double materiality assessment and the reported risks and opportunities identified by Group companies and functions under management systems. In addition, climate change adaptation actions are integrated into the company's sustainability strategy and action plans. Gabriel therefore chose not to perform a scenario-based resilience analysis for the 2024/25 financial year.

Activities related to climate and energy

Gabriel's strategy and business model ensure the company's support of the transition to a sustainable economy and help limit global warming to 1.5°C in line with the Paris Agreement.

Gabriel has therefore integrated the climate and energy-related work in its strategic focus areas and has set reduction targets for scopes 1, 2 and 3 emissions. In support of the targets, Gabriel allocates both financial and human resources to climate action each year. Towards 2029/30, 5-10% of the capital expenditure (CapEx) budget is dedicated to investments in climate and energy-related projects, which are ranked on their reduction potential and economy. The effect of actions is followed internally to ensure the resources are used efficiently and contribute to the overall climate objectives, all of which are reported externally each year.

Mapping of emissions

Gabriel has mapped scope 1, 2 and 3 emissions in 2024/25. The mapping shows that 98% of Gabriel's emissions (market-based) derive from the value chain.

Mitigating actions

Mitigating actions are aimed at reducing the company's GHG emissions and limiting its negative impact on the climate. Gabriel works to implement technologies and projects that reduce GHG emissions. These actions will be implemented according to a transition plan towards 2029/30, with 2024/25 as base year. The base year represents a normal year of operation without any extraordinary circumstances and covers all key operations and geographies. The base year will be reassessed in the event of significant changes in operations or external conditions.

The transition plan comprises:

Emissions reductions related to own operations, scopes 1 and 2

GHG emissions from Gabriel's own operations, scopes 1 and 2, relate to the use of electricity and heating (district heating and gas). Most of this consumption and the most significant emissions are attributable to production and storage facilities and head office and to fuel for the Group's cars. Gabriel has defined the following action areas to reduce these emissions:

Improvement of energy efficiency:

Insulation, process optimisation, energy consumption management and introduction of new product and production technology will reduce the climate impact of buildings and processes. Third-party energy mapping is performed at selected locations every four years to identify reduction possibilities. The latest mapping was in 2022, and the next will be in 2026. In addition, activities are determined in business plans and circumstances taken into account in investments.

Transition from fossil fuels:

Towards 2029/30 Gabriel supplements gas and district heating with heat pumps or other low-energy solutions at selected locations where it is possible to use renewable energy.

Fossil fuel driven company cars will be replaced by electric cars towards 2029/30. The transition will be assessed based on local conditions and access to charging infrastructure. In some cases, hybrid cars may have to be chosen due to the lack of infrastructure for charging.

Use of renewable energy:

Gabriel has installed solar panels on the roofs of the dye-works UAB Gabriel Textiles in Lithuania and head office in Aalborg and uses certificates of origin to compensate for all of the Group's consumption of electricity which is not produced by our own solar panels. The Group's electricity consumption is therefore CO₂e neutral. This will be maintained until 2029/30.

Emissions reductions related to the value chain, scope 3

Most of Gabriel's emissions come from value chain operations. The main categories are purchased goods and services, end-of-life treatment of the products and upstream and downstream transportation and distribution of goods, which together account for 93% of Gabriel's total scope 3 emissions.

To reduce emissions from the groups of goods with the biggest impacts, Gabriel has the following action areas:

- Conversion to materials with a lower climate impact: increase the use of recycled and low-emission materials.
- Process optimisation and reduction of materials consumption: minimise materials consumption by optimising Gabriel's processes. Introduction of new product and production technology.
- Collaboration with suppliers: require suppliers who contribute, or are likely to contribute to significant GHG emissions to use renewable energy in their production and engage in dialogue about specific reduction targets for GHG emissions.
- Reduction of waste.

The scopes 1 and 2 reduction initiatives are judged to be technically and financially feasible. Realisation of the scope 3 potential depends on our suppliers' ability and willingness to provide documentation and achieve actual reductions. It is judged possible to reduce emissions to the targets by fulfilling the strategy and associated activities. Gabriel judges that there are no significant embedded GHG emissions in its assets or products. They therefore pose no risk to achieving the reduction targets.

Targets

Gabriel has set science-based reduction targets for GHG emissions, compatible with limitation of global warming to 1.5°C. The Board of Directors and Executive Board have approved the transition plan, which is expected to be validated by SBTi in the first quarter of the 2025/26 financial year. Near-term targets have been set for 2029/30. Gabriel has not set targets for climate neutrality (net-zero) for 2050. The starting point for the targets is the company's current business model. Baseline will be reassessed in the event of significant changes in operations. The targets are stated in % (tonnes of CO₂e) with 2024/25 as base year.

Targets

To reduce impacts and risks and pursue improvement opportunities, Gabriel has set targets to be achieved by 2029/30.

The targets were set by Gabriel inhouse based on its strategic action areas and approved by the CEO.

Activity	Description	Scope	Target for 2029/30	Status for 2024/25 (base year)	Tracking method and effectiveness
Emissions reductions related to own operations, scopes 1 and 2	GHG emission reductions from own operations through energy efficiency and process improvements, transition from fossil fuels and use of electricity from renewable sources.	Own operations, scopes 1 and 2	At least a 42% reduction of scopes 1 and 2 emissions (market-based). Emissions in the 2024/25 base year are 965 tonnes of CO ₂ e are to be reduced to 560 tonnes of CO ₂ e by 2029/30. Continue to use 100% renewable electricity (scope 2 market-based).	Gabriel's base year is 2024/25. Emissions in the 2024/25 base year are 965 tonnes of CO ₂ e. Emissions have been mapped and a plan for activities to reduce emissions has been made. Gabriel uses 100% renewable electricity (scope 2). Installed solar energy plants and purchases of electricity with certificates of origin ensure CO ₂ e neutral electricity supply.	The targets are defined applying a market-based approach where the base value is gross scope 1 emissions plus gross market-based scope 2 emissions, measured in tonnes of CO ₂ equivalents (tCO ₂ e). Annual inventory of emissions and energy consumption. Energy consumption and actions are monitored and reported on a monthly basis. Certificates or origin are obtained and validated by third-party and made available on the website.
Emissions reductions related to the value chain, scope 3	Reduction of emissions from purchased goods and supplier operations by changing to materials with lower CO ₂ e impact, process optimisation, reduction of materials consumption and collaboration with suppliers on GHG emissions reductions.	Own operations Value chain operations, scope 3	At least a 25% reduction of scope 3 emissions. Emissions in the 2024/25 base year are 43,315 tonnes of CO ₂ e are to be reduced to 32,487 tonnes of CO ₂ e by 2029/30.	Gabriel's base year is 2024/25. Emissions in the 2024/25 base year are 43,315 tonnes of CO ₂ e. Mapping of emissions has been completed and the types of products with the highest emissions have been identified. Emissions have been mapped and a plan for activities to reduce emissions has been made.	Annual inventory of scope 3 emissions. Action plans are monitored through supplier data and dialogue.

Data related to climate and energy

Energy consumption and mix

Energy consumption for own operations is mainly used for electricity, heating (district heating and gas) and fuel for cars. Energy consumption fell from 9,032 MWh (2023/24) to 8,187 MWh in 2024/25. The primary reason is reduced energy consumption in the FurnMaster units.

In 2024/25, 34% of the total energy consumption came from renewable energy sources, 65% from fossil fuels and 1% from nuclear sources.

Since 2019/2020, Gabriel has made sure that all electricity for its own operations comes from renewable sources, and this practice continued in 2024/25. This is achieved through a combination of certificates of origin and electricity from own solar energy plants.

Energy consumption and mix is stated in the following table. As 2024/25 is base year, no comparisons are made with previous years.

ENERGY CONSUMPTION AND MIX		
	Unit	2024/25
Total energy consumption	MWh	8,187
Total energy consumption from fossil sources	MWh	5,277
Fuel consumption from coal and coal products	MWh	0
Fuel consumption from crude oil and petroleum products	MWh	1,532
Fuel consumption from natural gas	MWh	1,240
Fuel consumption from other fossil sources	MWh	0
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh	2,506
Share of fossil sources in total energy consumption	%	65
Consumption from nuclear sources	MWh	116
Share of consumption from nuclear sources in total energy consumption	%	1
Total renewable energy consumption	MWh	2,794
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen etc.)	MWh	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	2,266
The consumption of self-generated non-fuel renewable energy	MWh	528
Share of renewable sources in total energy consumption	%	34
Energy intensity (total energy consumption per net revenue*)	MWh/mDKK	9.77

* See notes 1 and 9 to the financial statements.

GHG emissions

Gabriel's GHG emissions are stated for the 2024/25 financial year which functions as the base year for the climate targets set. As 2024/25 is base year, no comparisons are made with previous years. Emissions are stated in tonnes of CO₂ equivalents (tCO₂e).

GHG EMISSIONS	
	2024/25 (base year)
Scope 1 – GHG emissions	
Gross scope 1 GHG emissions (tCO ₂ e)	642
Share of scope 1 GHG emissions from regulated emission trading schemes (%)	0
Scope 2 – GHG emissions	
Gross location-based scope 2 GHG emissions (tCO ₂ e)	1,920
Gross market-based scope 2 GHG emissions (tCO ₂ e)	324
Material scope 3 – GHG emissions	
Total gross indirect (scope 3) GHG emissions (tCO ₂ e)	43,315
1 Purchased goods and services (tCO ₂ e)	30,290
2 Capital goods	148
3 Fuel and energy-related activities (not included in scope 1 or scope 2)	468
4 Upstream transportation and distribution (tCO ₂ e)	1,153
5 Waste generated in operations (tCO ₂ e)	620
6 Business travel (tCO ₂ e)	234
7 Employee commuting (tCO ₂ e)	843
8 Upstream leased assets (tCO₂e)	0
9 Downstream transportation (tCO₂e)	991
10 Processing of sold products (tCO₂e)	93
11 Use of sold products (tCO₂e)	417
12 End-of-life treatment of sold products (tCO₂e)	8,016
13 Downstream leased assets (tCO₂e)	42
14 Franchises (tCO₂e)	0
15 Investments (tCO₂e)	0
Total GHG emissions	
Total GHG emissions (location-based) (tCO ₂ e)	45,877
Total GHG emissions (market-based) (tCO ₂ e)	44,281
GHG intensity	
GHG intensity (location-based), total GHG emissions per net revenue* (tCO ₂ e/mDKK)	50.82
GHG intensity (market-based), total GHG emissions per net revenue* (tCO ₂ e/mDKK)	49.05

* See notes 1 and 9 to the financial statements.

Accounting policies

Consolidation

The organisational boundaries follow those of the financial consolidation.

Resources

Gabriel allocates both financial and human resources to its climate action each year. Towards 2029/30, 5-10% of the capital expenditure (CapEx) budget is dedicated to investments in climate and energy-related projects, which are ranked on their reduction potential and economy. The Group's CapEx totals DKK 17.3 million for the 2024/25 financial year (see notes 9, 11 and 12). The investments are distributed across property, plant and equipment and intangible assets in both the continuing operations and discontinuing operations.

Energy consumption

Gabriel distinguishes between fossil and renewable energy sources. Fossil sources comprise coal, oil, natural gas, LPG, diesel, kerosene and purchased electricity, heat, cooling and steam from non-renewable sources. Renewable energy sources comprise wood, biogas, wind, solar, hydro, biomass and purchased electricity, heat, cooling and steam from renewable sources documented by certificates or origin including guarantees of origin (GoO) or renewable energy certificates (RECs).

Energy consumption data are obtained from meter readings and invoices. For locations where no energy consumption data are obtainable (e.g. showrooms and small/shared offices), the consumption is estimated based on the location's size and activities. Energy data based on estimates amount to 1% in 2024/25.

For purchased electricity and heat, the distribution of energy from fossil, nuclear and renewable sources is based on data from IEA and updated at least annually.

Data are validated through internal controls, benchmarks and external assurance providers and the energy consumption and associated emissions are reconciled with the financial reporting for consistency. Where primary data are not available, industry-generic factors and reasonable estimates are used, and critical estimates are documented.

The company focuses on improving data and data sources and will work towards more accurate energy distribution data, if possible directly from energy suppliers.

Greenhouse Gas Emissions (GHG), data and targets

Gabriel maps GHG emissions for scopes 1, 2 and 3.

Scope 1 comprises all direct GHG emissions from our own and operationally controlled sources, including combustion of fossil fuels. Emissions are calculated based on activity data such as fuel consumption and multiplied by relevant emission factors from UK DEFRA, IEA, Sphera or supplier-specific data. Direct biogenic GHG emissions are reported separately if relevant.

Scope 2 covers indirect GHG emissions from purchased electricity, heat, cooling and steam. National emission factors from Sphera are applied to calculate location-based emissions, while contractual instruments like GoOs and RECs are applied, if available, to calculate market-based emissions. Both are multiplied by activity data for consumption of purchased electricity, heat, cooling and steam.

Scope 3 comprises indirect GHG emissions from the value chain. Gabriel screens all 15 scope 3 categories in accordance with the GHG Protocol. The main categories are purchased goods and services, end-of-life treatment of the products and upstream and downstream

transportation and distribution of goods, which together account for 93% of Gabriel's total scope 3 emissions.

In general, the method hierarchy defined in the GHG Protocol is used to calculate scope 3 emissions, but the method chosen for the individual categories depends on the available data.

The average data method is primarily applied to purchased goods and services. Activity data are principally the number of kilograms purchased per materials group and emissions are calculated by multiplying by an emission factor in kg CO₂e/kg material.

The average data method is applied to end-of-life treatment of products. Activity data are the number of kilograms of products/materials flowing from Gabriel to customers and consumers and waste handling scenarios. Emissions are calculated by multiplying by an emission factor in kg CO₂e/kg waste material treated.

For transportation and distribution of goods, the distance-based method is applied. Activity data are the number of kilograms x kilometres the goods travelled by road, sea and air between Gabriel and customer/supplier. Emissions are calculated by multiplying by an emission factor in kg CO₂e/kg x km travelled.

Where primary data are not available, industry-generic factors and reasonable estimates are used, and critical estimates are documented, particularly for scope 3 category 11 on the use of sold products. Data are collected from the company's systems. Gabriel applies internationally recognised emission factors from IEA, UK DEFRA, IPCC 6th Assessment Report, AIB, Sphera, EcoInvent and others. Supplier-specific factors are applied if available and documented. Data and calculations are validated

through internal controls, benchmarks and external assurance providers.

Gabriel uses the Science Based Targets initiative's (SBTi) general cross-sector pathway for science-based target-setting since no sector-specific decarbonisation pathway exists for the textile and furniture industry. The targets are gross targets and do not include GHG removals, carbon credits or avoided emissions. The targets cover all material greenhouse gases (CO₂, CH₄, N₂O). Gabriel based the targets on SBTi's standard method and the climate goals of the Paris Agreement. The target for scopes 1 and 2 is a reduction in line with the 1.5°C scenario, while the target for scope 3 is to keep the temperature rise well below 2°C (near term targets).

Energy and GHG intensity

Intensity is calculated as the total energy consumption (MWh) or GHG emissions (CO₂e) divided by the Gabriel Group's net revenue. Since Gabriel is operating within production, all of its activities are assumed to be in a high climate impact sector. Net revenue is the total net revenue for the Gabriel Group in the financial year.

Any amendments

From 2024/25, energy data and emissions data are published annually in the sustainability statement. Any future amendments to methods or the underlying data will be documented and explained. Amendments to methods and/or underlying data resulting in a significant change (>5%) in emissions calculated for the base year will result in recalculations of the base year.

The EU taxonomy regulation

The Gabriel Group has carried out an assessment of all of its activities and matched them with relevant NACE codes. The conclusion from this assessment is that the taxonomy's screening criteria cover only a small share of the activities. These activities concern, not the Group's core business which is development, design and production of fabrics, furniture and components, but Gabriel's letting of commercial properties (NACE L6820). These activities are therefore reported as taxonomy-eligible but not as taxonomy-aligned, since alignment is judged not to be relevant for them.

The statement is based on Gabriel's strategy, transition plans and financial starting point. The EU taxonomy was assessed and reported by the CEO, Director of CSR & Quality, Group Finance Director, Group General Counsel and Sustainability Manager. Those responsible have experience in sustainability reporting, financial reporting and other relevant legislation. They maintain their skills by participating in relevant courses and networks. Management assesses annually whether the team possesses the knowledge and insight required to provide accurate, true and fair reporting.

The Group Finance Director made the calculations based on data from the Group's financial systems. The EU Taxonomy Calculator was used and all obligatory fields in the reporting templates were assessed and, if relevant, filled out by the Group Finance Director and Sustainability Manager. It was assessed whether the reported activities complied with the technical screening criteria and minimum safeguards (including the OECD's guidelines and the UN guiding principles on human rights). As Gabriel does not have activities contributing to multiple environmental objectives, the supplementing templates were not filled out (cf. footnote C, Annex II of the Disclosures Delegated Act). Based on the assessment and documentation made, management declares that no activities contribute to several objectives at the same time (multi-objective contribution). Disclosures regarding revenue, CapEx and OpEx in Gabriel Ejendomme (taxonomy-eligible activities) are shown under segment information in note 1.

Gabriel assesses compliance with the EU taxonomy and associated delegated acts annually. From the 2024/25 financial year, the statement is subject to external auditing as part of the CSRD requirements. Any significant changes to legislation or the Group's activities will be incorporated into the assessment.



SampleMaster

EU Taxonomy – Turnover

	Code (2)	Turnover (3)	SUBSTANTIAL CONTRIBUTION CRITERIA							DNSH CRITERIA ("DO NO SIGNIFICANT HARM")							Taxonomy-aligned proportion of total turnover (18)	Minimum safeguards (17)
			Climate change adaptation (12)	Climate change mitigation (11)	Biodiversity and ecosystems (10)	Circular economy (9)	Pollution (8)	Water (7)	Climate change adaptation (6)	Climate change mitigation (5)	Turnover from taxonomy-aligned activities (A.1)	Turnover from taxonomy-aligned, but not taxonomy-aligned activities (A.2)	Total (A.1 + A.2)	Turnover from not taxonomy-eligible activities	Total (A+B)			
Economic activities (1)		DKK 000	%	%	%	%	%	%	-	-	-	-	-	-	-	-	%	
A. TAXONOMY-ELIGIBLE ACTIVITIES			0%							-							0%	
A.1. Taxonomy-aligned activities		-	0%	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	
Turnover from taxonomy-aligned activities (A.1)		0	0%	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	0%	
A.2. Taxonomy-eligible, but not taxonomy-aligned activities			0%							-							-	
Acquisition and ownership of buildings	L6820	3,891	0%															
Turnover from taxonomy-eligible, but not taxonomy-aligned activities (A.2)		3,891	0%														-	
Total (A.1 + A.2)		3,891	0%														-	
B. NOT TAXONOMY-ELIGIBLE ACTIVITIES			99.6%							-								
Turnover from not taxonomy-eligible activities		898,857	99.6%															
Total (A+B)		902,748	100%															

EU Taxonomy – CapEx

EU Taxonomy – OpEx

	Code (2)	Turnover (3)	SUBSTANTIAL CONTRIBUTION CRITERIA							DNSH CRITERIA ("DO NO SIGNIFICANT HARM")							Taxonomy-aligned proportion of total turnover (18) %	Minimum safeguards (17)
			Climate change adaptation (12)	Climate change mitigation (11)	Biodiversity and ecosystems (10)	Circular economy (9)	Pollution (8)	Water (7)	Climate change adaptation (6)	Climate change mitigation (5)	Proportion of turnover (4)	OpEx from taxonomy-aligned activities (A.1)	Total (A.1 + A.2)	OpEx from taxonomy-eligible, but not taxonomy-aligned activities (A.2)	Total (A+B)			
Economic activities (1)		DKK 000	%	%	%	%	%	%	-	-	-	-	-	-	-	-	%	
A. TAXONOMY-ELIGIBLE ACTIVITIES			2%														0%	
A.1. Taxonomy-aligned activities			0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%	
OpEx from taxonomy-aligned activities (A.1)		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%	
A.2. Taxonomy-eligible, but not taxonomy-aligned activities																	-	
Acquisition and ownership of buildings	L6820	4,707	2%														-	
OpEx from taxonomy-eligible, but not taxonomy-aligned activities (A.2)		4,707	2%														-	
Total (A.1 + A.2)		4,707	2%														-	
B. NOT TAXONOMY-ELIGIBLE ACTIVITIES																		
OpEx from not taxonomy-eligible activities		257,616	98%															
Total (A+B)		262,323	100%															

ENVIRONMENT

Resource use & circular economy

Gabriel's environmental and climate impact stems from its consumption and use of materials. Requirements related to lifetime, environment, quality and circular economy are long-standing imperatives driving Gabriel's efforts to reduce this impact. These requirements will remain key in Gabriel's future work on resource use and circular business models.

51 Policies and processes

52 Activities related to resource use and circular economy

55 Documentation, labels and certifications

57 Data related to resource use

58 Accounting policies



Fabric: Parcel Loop

Material impacts, risks and opportunities

ESRS reference	Sub-topic	Classification	Position in value chain	Time horizon	Description
RESOURCE USE AND CIRCULAR ECONOMY (ESRS E5)	Resource inflows, including resource use, resource outflows from products and services, waste	Risk	Own operations, value chain operations	Short-, medium- and long-term	Dependence on materials may result in scarcity of resources, cost increases and uncertainty in supply chains. Resource use without consideration for limitations may result in bad reputation and regulatory risks and will not support customers' circular economy objectives.
RESOURCE USE AND CIRCULAR ECONOMY (ESRS E5)	Resource inflows, including resource use, resource outflows from products and services, waste	Opportunity	Own operations, value chain operations	Short-, medium- and long-term	Circular economy enhances resource efficiency through better utilisation and recycling of materials and reduces impacts on climate and environment. This can also reduce dependence on materials and reduce supply chain vulnerability. At the same time, it can create competitive advantages through new business models and access to markets with requirements for responsible use of resources.

Policies and processes

Resource use and circular economy are integral parts of the Group's sustainability strategy and policy and underpin Gabriel's commitment to responsible sourcing and usage.

Gabriel's sustainability policy sets out how the company is phasing out its use of virgin resources. The policy describes initiatives for applying circular principles, documenting resource use and waste streams, and reducing waste and excess materials. It describes life cycle assessments and guidance on recycling. The policy is available in Gabriel's management system and published as part of Gabriel's sustainability statement.

Gabriel's CEO lays down and approves the policy, which applies groupwide. It is anchored in Gabriel's management system and takes shape through its strategic actions and requirements in the individual business areas. Process descriptions related to resource use and circular economy are integrated in the company's management system. The system consists of processes for the prevention, assessment, handling and mitigation of impacts and risks. The system also offers opportunities associated with the company's resource use and circular practices. Gabriel uses internal resources and treats circular economy as a high priority.

The sustainability policy's objective is to minimise identified negative impacts and risks from materials use and to tap the potential of circular economy. This includes greater use of recycled resources and natural materials. The management system ensures that the Group works to reduce waste and utilise materials by reducing the amount of waste and selling any excess products.



Fabric: Umber

Activities related to resource use and circular economy

Gabriel's target customers are market leaders whose requirements centre on product lifetime and durability, and quality and environmental management must be documented. Gabriel works on resource use and circular economy and in compliance with its sustainability strategy and policy, which are integral to business model and product development.

The main product categories are fabrics, furniture (FurnMaster) and sample and decision-making tools (SampleMaster).

Fabrics

Gabriel designs fabrics with a focus on materials selection and product design. Environmental impacts are assessed in the product development phase.

The selection and use of materials are critical to product function and lifetime. Gabriel focuses on usable life when developing fabrics. Standard collection furniture fabrics are therefore delivered with a ten-year guarantee; their expected durability is longer. Gabriel recommends maintaining fabrics during use as this can extend their usable life. If fabric gets stained, Gabriel's spot removal guide can be used. If the fabric is damaged by a sharp object, for example, and cannot be mended adequately by stitching, it is preferable to re-upholster the furniture or component rather than discard the entire piece of furniture.

Using recycled materials is a priority in Gabriel's product development process. Polyester is the preferred technical

fibre and wool the preferred natural fibre. Gabriel is expanding its range of products made with recycled and all-natural fibres. Both wool and polyester possess many properties that suit them very well to upholstery and hard wear, for example because they retain their colour and shape over time and can be used for various shapes and structures.

Gabriel focuses on textile-to-textile recycling in the transition to circular economy. Gabriel LOOP is the circular business model by which textile waste is turned into new fabric through take-back systems that contribute to closed loops and reduced resource use.

It is part of Gabriel's strategy towards 2029/30 to continue to develop fabrics that are highly durable, recyclable and made of recycled fibres. This strategy includes communication of maintenance possibilities. Gabriel thereby supports the EU textile strategy which promotes a circular textile industry. The strategy requires that textile products must be more durable, recyclable, repairable and made from recycled fibres from 2030. Gabriel embraces its responsibility to contribute actively to this development through voluntary activities and goals.

In 2024/25, Gabriel launched three designs in 100% recycled and recyclable materials. One is Cura LOOP, which contains 100% textile-to-textile recycled fibres. Gabriel's global standard portfolio offers 36 designs containing recycled materials, of which seven contain textile-to-textile recycled fibres. Gabriel has set targets for recycled fibre use in 2029/30.

FurnMaster

Gabriel's FurnMaster subsidiaries make furniture to customer specifications. This limits Gabriel's influence on materials selection and design but work is in progress to foster circular alternatives in partnership with the customers.

FurnMaster offers materials for furniture production. The key resources are furniture fabrics, wood, furniture foam, plastic components and metal. FurnMaster offers a range of recycled and ecolabelled components. All units hold a Forest Stewardship Council (FSC) licence and offer FSC MIX-certified wood.

Materials usage is optimised to reduce or eliminate waste as a targeted effort in the development process.

The customers are responsible for preparing repair guidelines and documenting product durability.

SampleMaster

SampleMaster offers sample resources and solutions to decision-making. SampleMaster contributes to circular economy by providing solutions that extend product lifetimes. The products are scalable and parts can be replaced if needs change or a component is damaged.

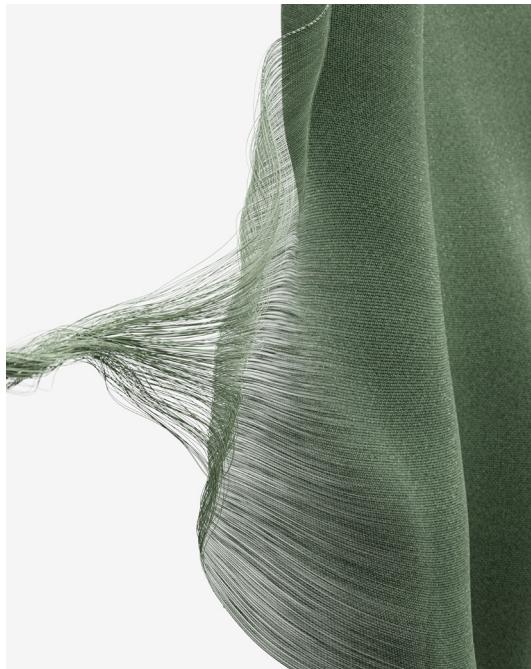
SampleMaster develops customer-specific solutions where the products' physical lifetimes depend on the chosen construction and materials. The company designs and produces physical presentation solutions like sample cards and sample collections constructed to

resist intensive use in sales and marketing environments. If handled normally, these products' physical lifetime is up to 15-20 years. However, the commercial lifetime of collections is typically shorter as trends, fashion and materials change over time. SampleMaster's solutions are therefore optimised for long durability and replacement in step with new collections.

SampleMaster recommends the use of ecolabelled materials. Customers are offered water-based paint and lacquer for metal, plastic and wood and only water-based glue is used. SampleMaster offers certified wooden components and uses certified cardboard and paper. Excess leather from other productions is offered for straps and handles. Materials consumption is optimised in the development process to eliminate or reduce waste.

Documentation

Documentation is a central tool in Gabriel's commitment to responsible materials consumption and sourcing. The company is certified under ISO 9001 and ISO 14001, which ensures that processes are in place for quality and environmental management. These include materials selection, resource efficiency and environmental impact. The EU Ecolabel, OEKO-TEX® STANDARD 100, FSC etc. are also used to document the environmental impact, chemical content and durability of products. In addition, Gabriel is increasingly providing EPDs to inform customers and users of the environmental impacts of fabrics.



Cura Loop

Cura Loop is a fabric developed for the circular economy. It is made from 100%-recycled textile waste and can be recycled so that the material becomes part of a closed loop. Cura Loop retains the quality and expression of the classic Cura and bears the OEKO-TEX® STANDARD 100 and the EU Ecolabel.

[Read more here](#)



UMI

UMI is made of 100% pure new wool, a fully natural material. UMI bears the OEKO-TEX® STANDARD 100 and the EU Ecolabel.

[Read more here](#)



ShapeKnit

ShapeKnit is knitted textile solutions made in one piece for furniture upholstery. The product can be customised for each piece of furniture, often without further adaptation or cutting. ShapeKnit is a 100% polyester fibre-based material and developed in 100%-recycled and recyclable polyester. ShapeKnit is offered with OEKO-TEX® STANDARD 100 and EU Ecolabel.

[Read more here](#)



Monoback

Monoback is a textile backing used to increase the volume of fabric for screens etc. without the traditional use of foam for lamination. The innovative Monoback material is made of 100% recycled polyester and recyclable if combined with a Gabriel polyester fabric.

Monoback can be combined with a wide range of Gabriel's fabrics. Lamina is an example of a fabric with Monoback and bears the OEKO-TEX® STANDARD 100 and the EU Ecolabel.

[Read more here](#)

Targets

Gabriel continues to see opportunities for fostering responsible resource use and circular business models in the value chain.

To reduce these risks and pursue the improvement opportunities, Gabriel has set targets to be achieved by 2029/30.

The targets were set by Gabriel inhouse based on its strategic action areas and approved by the CEO.

Activity	Description	Scope	Target for 2029/30	Status for 2024/25 (base year)	Tracking method and effectiveness
Increase the share of recycled materials.	Focus on circular economy and design through increased use of recycled materials in the fabric business.	Own operations, value chain operations Layer of the waste hierarchy: recycling.	Increase the amount of recycled fibres by at least 25% to 711 tonnes from base year 2024/25.	569 tonnes (23%) of resource inflows in the fabric business are recycled.	Data are calculated based on resource inflows and assessed based on Gabriel's systems. The status is published annually.
Maintain the share of ecolabelled fabrics.	Focus on maintaining the number of ecolabels in Gabriel's global standard collection.	Own operations, value chain operations Layer of the waste hierarchy: prevention.	≥98% of the designs in Gabriel's global standard collection carry the OEKO-TEX® STANDARD 100 label. ≥83% of the designs in Gabriel's global standard collection carry the EU Ecolabel or similar.	98% OEKO-TEX® STANDARD 100 and 83% EU Ecolabel in Gabriel's global standard collection.	Calculated data are based on Gabriel's systems and published annually. The certification status is documented via third-party certificates issued by approved third parties like Ecolabelling Denmark.
Increase the share of EPDs.	Publish EPDs for fabrics in Gabriel's global collection to increase transparency and accountability.	Own operations, value chain operations Layer of the waste hierarchy: prevention.	≥75% of designs in the standard collection have EPDs published on Gabriel's website.	16 designs have EPDs published on the website, equivalent to 6% of the standard collection.	Calculated data are based on Gabriel's systems and published annually. EPDs are prepared by Gabriel and verified by an independent verifier.

Documentation, labels and certifications



OEKO-TEX® STANDARD 100

OEKO-TEX® STANDARD 100 is the world's leading health label for textiles. The label certifies that a product has been tested and approved according to the OEKO-TEX® STANDARD 100 requirements. These requirements concern, for example, the content of chemicals in textiles which pose – or are suspected of posing – a health risk. The substances in question include: formaldehyde, chemical residues with an acidic or basic action, pesticides, phenols, heavy metals, special dyes and phthalates. OEKO-TEX® STANDARD 100 requirements generally go further than current legislation and are divided into four classes, depending on the textile's use (for example, the level of direct skin exposure).

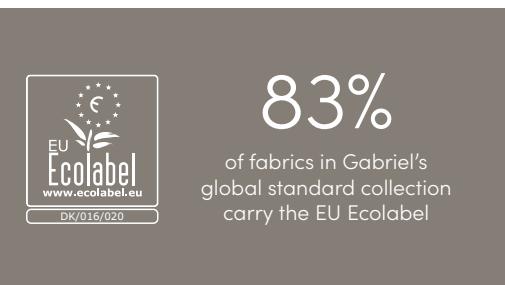
[Read more here](#)



EU Ecolabel

The EU Ecolabel is the European Union's official environmental label and covers environmental issues throughout a product's life cycle stages. The labelling system focuses on energy, water and chemicals and on reducing the main environmental impacts of a given product. For textiles, this means focusing on the quantity of pesticide residues in the raw material, the scouring of the raw wool, the use and emissions of hazardous chemicals in production and the quantity of toxic substances and heavy metals in the finished product. The EU Ecolabel also sets requirements concerning the product's quality to ensure that the product carrying the environmental label is at least of the same quality as the non-labelled alternative.

[Read more here](#)



Life cycle assessment (LCA)

An LCA assesses a product's potential environmental impact throughout its life cycle within a wide range of environmental parameters including climate, aquatic environment and health. A product's environmental impact is calculated and assessed by charting the total amount of resources, materials, energy, water, waste and emissions used and/or produced throughout its life cycle. Characterisation factors, methods and software are used to convert these data into a potential impact on the environment. Gabriel started publishing LCA results on its website during the financial year.

[Read more here](#)

Environmental product declarations (EPD)

An EPD is a standardised document communicating LCA results (calculated environmental impacts) and contains information on the products and the method used. EPDs follow a fixed structure. Both the method used for delimitation, allocation, environmental impact categories and emission factors and the contents of the actual declaration are fixed. The purpose of EPDs is to communicate a product's environmental impact to inform choices and ensure a transparent, fair basis for comparing products across environmental impacts and suppliers. It is a requirement that EPDs are verified by an independent third party. Gabriel's EPDs are in accordance with EN 15804+A2, which is widely used in Gabriel's and its customers' industry. The Gabriel Group published its first EPDs for furniture fabrics through EPD Danmark in the financial year under review. The EPDs are available on Gabriel's website.

[Read more here](#)

Volatile organic compounds (VOC) under ANSI/BIFMA M7.1

This test method is intended for determining VOC emissions from furniture under environmental and product usage conditions that are typically found in buildings. The standard is used, for example, in new buildings and renovations of existing buildings where the interior climate is important.

The majority of Gabriel's global standard designs are tested.

For more information, see: [Standards Descriptions – BIFMA](#).

[Read more here](#)



Management systems: ISO 9001, ISO 14001

ISO 9001 and ISO 14001 are standards for quality management and environmental management, and companies can choose to become certified to these standards. Both standards are based on the principle of making continuous improvements by implementing a fixed cycle: evaluate the current situation; set goals and formulate policies; implement the required actions; and, finally, measure the result. Based on the result, an assessment is made of whether actions and goals are adequate for making improvements and setting new goals. ISO 9001 focuses on parameters of significance for a company's quality performance, while ISO 14001 concerns matters of significance for the company's environmental performance. Audits are used as an important tool to assess whether the systems work as intended.

[Read more here](#)



Global Compact

The UN Global Compact is the world's largest voluntary corporate sustainability initiative that sets a framework for communicating about companies' progress and commitment within the field of responsible business operation. The Global Compact was founded in 2000 by the UN Secretary General at the time, Kofi Annan, with the purpose of mobilising the world's corporations in a global movement for sustainable development. Companies joining the Global Compact commit to incorporating ten universal principles for human rights, labour, environment and anti-corruption into their strategy and operations and to contribute to the 17 UN Sustainable Development Goals.

[Read more here](#)



FSC®

FSC is a global non-profit forest certification system for wood and paper, promoting the responsible management of the world's forests and protecting them for future generations. The Forest Stewardship Council® works against deforestation, protects animals and plants and ensures that foresters receive decent wages, proper training and safety equipment. The FSC operates in more than 100 markets, and the label is respected around the world.

[Read more here](#)



Gabriel: Ten-year guarantee

Gabriel provides a ten-year guarantee against wear-through on the majority of furniture fabrics in the price list under normal office or home use, normal maintenance and appropriate upholstering. The label was designed by Gabriel. Gabriel also provides a comprehensive spot removal guide with detailed instructions on how to clean and maintain Gabriel fabrics.

[Read more here](#)

Möbelfakta

Möbelfakta is a complete reference and labelling system for furniture which covers technical, environmental and production requirements.

[Read more here](#)

SBTi

Science Based Targets initiative (SBTi) is an organisation developing standards, tools and guidelines for setting climate targets in accordance with the latest climate science and the targets of the Paris Agreement. The initiative ensures that reduction targets for GHG emissions are science-based and sufficiently ambitious to support limitation of global warming to 1.5°C. Undertakings endorsing SBTi prepare specific reduction targets and action plans for scopes 1, 2 and 3 emissions.

Other standards

Gabriel helps customers to meet various other industry requirements and standards such as LEED, BIFMA Level, Well, Healthier Hospitals Initiative, Greenguard, BREEAM, Nordic Swan Eco-label as well as various legal requirements.

Data related to resource use

Resource inflows, outflows and waste in the fabric business, FurnMaster and SampleMaster are considered material as the volumes used represent a considerable total consumption, which increases the Group's environmental impacts and risks.

Wool and polyester, including recycled polyester, are the principal materials used in Gabriel's fabrics. Others are polyamide, cotton, viscose and polyurethane for

lamination. The principal biological materials in FurnMaster and SampleMaster are furniture fabrics, wood (including solid wood, chipboard, MDF, HDF and plywood) and paper. The principal technical materials used are furniture foam, plastic components, metal components, glass and leather. Other important materials in the Group are electronics and packaging, primarily cardboard, plastic and wooden pallets.

RESOURCE INFLOWS		
2024-25	Tonnes	% of total
Total	9,115	100%
Biological materials	4,439	49%
Technical materials	4,677	51%
Recycled materials	729	8%
Sustainably sourced biological materials*	1,054	12%

* In accordance with CSRD ESRS E5 it must be stated whether biological materials are sustainably sourced. Gabriel uses recognised certification schemes to assess whether materials are sustainably sourced. Absence of documentation for other materials does not preclude the possibility that they were also sustainably sourced.

RESOURCE OUTFLOWS	
2024-25	% of total
Recyclable contents in packaging materials	95%
Recyclable contents in products	33%

WASTE	
2024-25	
Non-hazardous waste	
Waste (total)	
	1,153 tonnes
Waste, reuse	116 tonnes
Waste, recycling	383 tonnes
Total amount of waste diverted from disposal (reuse, recycling or other recovery) (total)	499 tonnes
Waste, incineration	184 tonnes
Waste, landfill	471 tonnes
Waste, non-recycled (total)	654 tonnes
Waste, percentage of non-recycled waste	57%

Hazardous waste*	
2024-25	
Hazardous waste (total)	
	4.4 tonnes
Hazardous waste, recycling	1.9 tonnes
Total amount of hazardous waste diverted from disposal (reuse, recycling or other recovery)	1.9 tonnes
Hazardous waste, incineration	2.0 tonnes
Hazardous waste, landfill	0.5 tonnes
Hazardous waste, non-recycled waste (total)	2.5 tonnes
Hazardous waste, percentage of non-recycled waste	57%

* Gabriel sent 4.4 tonnes of hazardous waste for treatment in the year, of which 89% was from production plants and engine oil from shutting down production in England. Hazardous waste is not normally generated in production to any large extent.

Accounting policies

Circular economy

The company's considerations are based on internationally recognised circular economy models. Gabriel examines and implements new solutions and business models that support circularity and resource optimisation in own processes and/or supply chains, including waste reduction and increased reuse on the principles of the waste hierarchy and the Ellen MacArthur Foundation circular economy diagram. Gabriel has its own resources with special skills within circular economy.

Durability and repairability

The durability/lifetime of furniture fabrics in the standard collection are defined based on Gabriel's 10-year guarantee. Fabric lifetimes are assessed to be longer than the guarantee period, depending on use and maintenance. The lifetime assessment is based on tests and documentation, including accredited standards like ISO 14465, which tests for abrasion resistance, colour fastness, seam slippage and pilling. In FurnMaster, the customers specify the furniture solutions and are responsible for preparing repair guidelines and documenting the product's durability/lifetime. The durability/lifetime of SampleMaster's products are estimates and depend on use and product type.

Compared to the furniture industry in general, the durability of Gabriel's products is assessed to be above average. This assessment is made by Gabriel and supported by customer feedback, but is not based on industry standards as no such standards exist.

Prioritisation of activities and targets

The starting point for prioritisation of activities and targets is the materiality assessment. The target levels for 2029/30 are set internally by Gabriel and not derived from any decisive scientific documentation.

Resource inflows, resource outflows and waste

Gabriel has screened and mapped the Group's own assets and value chain operations to identify actual and potential impacts, risks and opportunities related to resource inflows, resource outflows and waste. Mapping was performed in partnership with internal stakeholders. Resource inflows in the fabric business FurnMaster and SampleMaster are considered material as the volumes used represent a considerable total consumption, which increases the Group's environmental impacts and risks. There were no consultations with external parties, including affected communities, during the screening.

Resource inflows

Gabriel states resource inflows as the total weight in tonnes of used materials purchased by the Group. Materials and components are considered immaterial if very small volumes are purchased and/or they have no significant impact or risk. Gabriel has developed IT systems which are used to process the data.

Materials are classified as either technical or biological based on their ability to be included in technical or biological cycles. Estimates are applied to a limited extent when weight or composition is not available.

In accordance with the CSRD it must be stated whether biological materials are sustainably sourced. Gabriel uses recognised certification schemes such as the EU Ecolabel and FSC to assess whether materials are sustainably sourced. Absence of documentation for other materials does not preclude the possibility that they were also sustainably sourced.

Resource outflows

In the calculation of the rate of recyclable content in products and packaging, the denominator is the total weight of materials used in the reporting period.

The EU's waste fractions are applied as the basis of assessing whether materials are recyclable. Fabrics and sample and decision-making tools are considered recyclable if it is practically possible to disassemble, sort and recycle them. Estimates from external sources documenting the recycling potential are applied to furniture and electronics.

The amount of recyclable packaging materials includes pallets that can be reused.

Total waste amount and waste treatment

Waste handling follows national law in the countries generating the waste. Gabriel's waste categories reflect resource inflows, including fabric, fibre and yarn waste, electronic, plastic, metal, wood, foam, leather, paper and cardboard waste, residual waste and other waste. Hazardous waste is not normally generated in production to

any large extent and is mainly related to discontinued production during the year.

Gabriel has no activities related to preparation of waste for reuse. Waste for reuse is sent as it is without any further treatment.

Waste data are collected from Gabriel's own production companies and storage facilities, where the main waste quantities are generated. Actual data from waste handling companies are used to the extent possible, and if no such data exist, estimates are made. Waste figures from offices without production or storage facilities are estimated per person based on the amount of waste generated at head office.

ENVIRONMENT

Water

Water is a significant resource in dyeing and finishing processes in fabric production. Gabriel focuses on reducing the overall environmental impact associated with water and applying solutions that can reduce consumption and prevent pollution from wastewater.

- 60 Policies and processes
- 61 Activities related to water
- 62 Accounting policies



Material impacts, risks and opportunities

ESRS reference	Sub-topic	Classification	Position in value chain	Time horizon	Description
WATER (ESRS E3)	Water consumption and pollution of water	Risk	Value chain operations	Medium- and long-term	Water scarcity in fabric production poses a risk and may negatively impact Gabriel and the environment.
WATER (ESRS E3)	Water management	Opportunity	Value chain operations	Short-, medium- and long-term	Opportunities comprise the use of technologies and chemicals that reduce water consumption and environmental impacts including ecolabelling. Prevention of wastewater pollution is an opportunity to ensure stable operation and compliance with official requirements.

Policies and processes

Gabriel's sustainability policy covers responsible handling and use of water resources. The policy is laid down and approved by Gabriel's CEO. It supports Gabriel's overall sustainability strategy and is anchored in the company's management system. This consists of processes for managing impacts, risks and opportunities related to water resources in the value chain.

The policy's objective is to minimise identified negative impacts and risks from water use and to pursue the opportunities for reducing environmental impact and water use. This includes monitoring water consumption, assessing local water-related risks and working with suppliers to reduce water consumption in areas at risk.

Gabriel requires responsible water management from its suppliers through the Supplier Code of Conduct, which specifies requirements for water consumption monitoring, pollution prevention and assessment of impacts on local water resources. Suppliers must comply with applicable law, international guidelines and ethical standards, including the UN Global Compact.



Activities related to water

Gabriel has implemented systems and activities that reduce water consumption, protect local water resources and prevent pollution from wastewater.

Management systems

Since achieving ISO 14001 environmental certification in 1996, Gabriel has documented water consumption and worked to reduce water-related impacts in its own operations, and subsequently the part-owned Scandye dyeworks, to avoid pollution during dyeing processes.

Gabriel and its key dyeing suppliers are certified for environmental management under ISO 14001 and for quality management under ISO 9001. These certifications require process management and handling of impacts, risks and improvement opportunities.

Suppliers are governed by Gabriel's Supplier Code of Conduct, which contains specific requirements for responsible handling of wet textile processes, including water saving, treatment and recycling of process water and measurement of impacts on local water resources.

Gabriel's supplier approval process involves audits of the supplier's water management, including checking that adequate wastewater treatment is in place. It is a requirement that Gabriel's dyeworks suppliers monitor their water consumption and that water use is always coordinated with local authorities.

Gabriel sets stringent requirements for the use of dyes and chemicals in product development and for wastewater treatment in fabric production in the global standard collection. The requirements are included in Gabriel

General Requirements, which contain general requirements for chemical use. Gabriel achieved EU Ecolabel certification on a furniture fabric in 2003 and was the first undertaking in the industry to do so. The EU Ecolabel is the European Union's official ecolabel and the only EU-wide ISO 14024 Type I ecolabelling scheme. The criteria of the EU Ecolabel for fabrics are based on life cycle assessments of the textile industry's main environmental impacts, including water and chemical use. This means that harmful substances, including certain dyes, heavy metals and formaldehyde, are subject to restrictions. In addition, wastewater from production must be treated effectively to observe limit values for biodegradability and toxicity. Today, Gabriel's global standard collection is produced, using primarily dyes and chemicals that meet the requirements of the EU Ecolabel. The share of designs carrying the EU Ecolabel documents reflects this (see also p. 54).

Reduction of water consumption

Having previously run a dyeworks in Aalborg and now as co-owner of Scandye, Gabriel places emphasis on water as a resource in the production of fabrics and over the years has reduced water consumption per kg of fabric produced, which can be documented back to 1996.

In 2024/25, Gabriel increased this effort by screening and mapping key activities in the supply chain in areas facing water-related risks, focusing on water stress and using the Aqueduct Water Risk Atlas tool from the World Resources Institute (WRI). The analysis takes account of geographical risks and optimistic, pessimistic and business-as-usual scenarios for 2030 and 2050. The outcome confirms that the part-owned Scandye dyeworks in

Lithuania is not located in an area facing high water stress, but as Scandye produces the largest amount of fabrics, a collective effort is made to explore possibilities of reducing water consumption.

Gabriel is engaging in dialogue on water management with other significant suppliers, with a focus on the areas

which the risk assessment identifies as being or becoming high water stress areas. The suppliers must establish policies, monitoring structures and technological solutions supporting responsible water handling. These include monitoring of consumption and discharge, investments in water-saving equipment and recycling of water.

Targets

Gabriel continues to see possibilities of strengthening its collaboration with the key dyeworks on reduction of water consumption in the value chain. To reduce these risks and pursue the improvement opportunities, Gabriel has set targets to be achieved by 2029/30. The targets were set by Gabriel inhouse based on its strategic action areas and approved by the CEO.

Activity	Description	Scope	Target for 2029/30	Status for 2024/25 (base year)	Tracking method and effectiveness
Reduction of water consumption	<p>The aim is to realise the development targets for water reduction by implementing solutions in Gabriel's part-owned Scandye dyeworks, in collaboration with that company's management.</p> <p>The experience gained will be disseminated to Gabriel's supply chains. Action plans for reducing water consumption will be made for other key suppliers.</p>	Dyeworks in the value chain	<p>25% reduction of water consumption per kg of fabric produced at Scandye from base year 2024/25, from 115 to 86 litres per kg produced.</p> <p>All key suppliers have notified their water consumption and actions.</p>	<p>Scandye uses 115 litres of water per kg produced.</p>	<p>Scandye's water consumption per kg is reported monthly and activities are followed up each quarter.</p> <p>Data from suppliers are validated annually and deviations followed up in action plans. The effect of actions is assessed based on reported data.</p>

Accounting policies

Gabriel used the Aqueduct Water Risk Atlas tool from the World Resources Institute (WRI) to map water stress areas and consulted dyeworks in the value chain that handle a significant amount of fabrics (key suppliers/dyeworks) in connection with Gabriel's activities.

High water stress areas are defined in the WRI Aqueduct Water Risk Atlas as regions where the percentage of the total water withdrawal is high (40–80%) or extremely high (more than 80%).

In this mapping, Gabriel engaged with key suppliers but did not perform any consultation with the affected communities.

The starting point for risk assessment and prioritisation of activities and targets is the mapping of water consumption and water stress. The target levels for 2029/30 are set internally and do not derive from any decisive scientific documentation.

The results from the Aqueduct Water Risk Atlas are considered true and fair as this tool is pointed out in the ESRS. However, uncertainty may surround the use of global models and limited data coverage. Dialogue with suppliers helps ensure the quality of data and reduce uncertainties. Projections are based on scenarios with inherent uncertainty.

Water measurements are based not on estimates but on actual measurements at Scandye. Water consumption in litres per kg fabric produced is measured as the water consumption in litres divided by the total amount of fabric produced in kg.



SOCIAL

Own workforce

Gabriel's development is driven by dedicated employees, whose knowledge and ideas contribute to creative solutions in collaboration with customers and other partners. Gabriel therefore focuses on providing an inclusive working environment that fosters dedication and collaboration and adds value for Gabriel's employees, customers and other stakeholders.

64 Policies and processes

65 Characteristics of the company's employees

66 Working conditions

67 Health and safety

68 Diversity, equal treatment and opportunities for all

70 Incidents in the financial year

71 Accounting policies



Material impacts, risks and opportunities

ESRS reference	Sub-topic	Classification	Position in value chain	Time horizon	Description
OWN WORKFORCE (ESRS S1)	Working conditions	Risk/ opportunity	Own operations	Short-, medium- and long-term	Gabriel's working conditions have a material impact on its employees. Inappropriate conditions can negatively affect employee wellbeing and engagement, whereas good conditions promote a positive, healthy, stable and motivating working environment. This helps to attract and retain competent employees.
OWN WORKFORCE (ESRS S1)	Working conditions	Risk	Own operations	Short-, medium- and long-term	Accidents at work have negative consequences for employee safety and wellbeing. Preventive actions create an opportunity to reduce the risk of workplace accidents and increase employee wellbeing.
OWN WORKFORCE (ESRS S1)	Equal treatment and opportunities for all	Risk/ opportunity	Own operations	Short-, medium- and long-term	Failure to treat employees equally has a negative impact on them and results in discrimination and inequality among them. By promoting inclusion and equal opportunities, Gabriel can positively affect employees by creating an inclusive working environment, increasing employee satisfaction, attracting talent and retaining employees.

Policies and processes

Gabriel's policies for its workforce are integrated in the company's management system, which consists of processes for the prevention, assessment, addressing and mitigation of impacts and risks and enhancement of opportunities relating positively or negatively to the workforce.

The policies' objective is to minimise identified negative impacts and risks facing the employees and to pursue the opportunities for promoting a healthy, safe and inclusive working environment with equal opportunities for development and participation for all. Gabriel's management system is the foundation for its ambition to maintain and develop a positive working environment. The management system includes the policies and processes below related to Gabriel's own workforce. The policies are laid down and approved by the CEO and apply throughout the Group.

Occupational health and safety policy

Gabriel provides a safe and healthy working environment with working conditions at least meeting applicable law. The objective is to prevent workplace accidents and illness and minimise sickness absence.

Diversity policy

The policy is the foundation for the Group's efforts within diversity, which Gabriel understands in a broad sense and which, in addition to sex, age, ethnicity etc. also covers diversity of personal and professional skills.

Policy on wellbeing

The policy summarises guidelines for the psycho-social and physical working environment, covers all employees in the Group globally and is integrated into Gabriel's group employee guide.

Flexible working policy

The policy is designed to accommodate the varying needs of employees and define solutions that enable them to better reconcile work, family and private life while aligning employees with the corporate culture. The need for flexibility changes through life and Gabriel gives employees the opportunity to adapt their work life to life in general.

IT policy

The policy contains guidelines on personal use of the company's IT and email systems. The company has written GDPR policies and processes to minimise the risk that personal employee data are leaked/shared. Information and guidance is distributed to all employees annually.

Code of Conduct

Gabriel's Code of Conduct sets out guidelines for responsible, ethical and respectful conduct among employees, management and business partners. The objective is to protect integrity and the environment and to support Gabriel's culture. The policies also set out human and labour rights and proscribe human trafficking, forced or compulsory labour and child labour. For more, see the Business conduct section on page 74, which states that the company's policies comply with relevant internationally recognised instruments such as the OECD Guidelines for Multinational Enterprises and the UN Global Compact.

Group employee guide

The guide summarises guidelines, policies and practical information. It covers all employees in the global Group and underpins a joint understanding of working conditions, responsibilities and rights across countries and functions.

Employee satisfaction surveys

Employee satisfaction surveys are carried out at company level in the individual countries and the local management uses the results to identify focus areas.

Addressing negative incidents and whistleblower policy

An actual or potential material negative impact on Gabriel's own employees prompts action by Gabriel's management system. Gabriel's group employee guide describes what to do and who to contact in a situation of discrimination, harassment or other inappropriate conduct. It also contains Gabriel's definitions of diversity, discrimination, equal treatment, inclusion and harassment and underlines that Gabriel has zero tolerance of discrimination and harassment of any kind. The company believes that its existing efforts and policies address material impacts in relation to particularly vulnerable employees. The operational responsibility is anchored in the local management and Group HR. Gabriel's whistleblower policy can be used to report violations of applicable law to enable remediation of the impact. See the Business conduct section on page 74 for more.

Occupational health and safety committee

The company's occupational health and safety committee at head office in Denmark carries out statutory workplace risk assessments (APVs) covering psycho-social as well as physical impacts. The committee consists of employee and management representatives. It prepares policies with Group HR to be used as the starting point for global health and safety policies, which are determined and approved by the CEO. The committee is a channel for employees to raise any concerns they may have about negative impacts and opportunities to improve the working environment, for consideration by the company.

Core values

The core values are essential to Gabriel as they feed in to corporate culture. Integrity is one such core value and reflected both in the company's environmental approach, its efforts in environmental transition and in social and business conduct-related matters. In Gabriel's view this work has a positive impact on the workforce and contributes to job creation, upskilling and increased employee attraction.

Gabriel believes the company's transition plans for reduction of negative impacts on the environment do not negatively affect or pose material risks to its own workforce. On the contrary: the transition initiatives are considered a strategic business driver creating opportunities for innovation, job creation and upskilling.

Characteristics of the company's employees

Gabriel's own workforce primarily comprises permanent employees in production, sales/development and administration in locations across Europe, Asia and North America. Gabriel uses self-employed persons or employees hired out by third parties only to a limited extent.

EMPLOYEE HEAD COUNT BY GENDER				
	Female	Male	Other*	Total
Total employees (head count)	667	376	0	0
				1,043

* Other gender as specified by the employees themselves.

EMPLOYEE HEAD COUNT BY COUNTRY			
	Lithuania	Poland	Mexico
Total employees (head count)	475	194	168

EMPLOYEE HEAD COUNT BY CONTRACT TYPE, BROKEN DOWN BY GENDER					
	Female	Male	Other*	Not disclosed	Total
Total employees (head count)	667	376	0	0	1,043
Number of permanent employees (head count)	644	341	0	0	985
Number of temporary employees (head count)	23	36	0	0	59
Number of non-guaranteed hours employees (head count)	1	1	0	0	2

* Other gender as specified by the employees themselves.

EMPLOYEE HEAD COUNT BY CONTRACT TYPE, BROKEN DOWN BY REGION				
Region	Europe	Asia	North America	Total
Total employees (head count)	814	43	186	1,043
Number of permanent employees (head count)	762	37	186	985
Number of temporary employees (head count)	50	6	0	59
Number of non-guaranteed hours employees (head count)	2	0	0	2

EMPLOYEE TURNOVER RATE		
	Unit	2024/25
Total employees who have left Gabriel Group	Number	320
Total employee turnover rate in Gabriel Group	%	31
Total employees who have left Gabriel Group, continuing operations	Number	60
Employee turnover rate, Gabriel Group, continuing operations	%	15

Adjustments in relation to discontinued operations influence the employee turnover rate. Gabriel has therefore computed figures both for the Group's total operations and separately for the continuing operations.

Working conditions

Good working conditions are the foundation for operating responsibly and creating a positive working environment. Gabriel therefore provides adequate employment conditions throughout the Group.

Gabriel's management system contains systems for addressing material risks and opportunities related to working conditions. Systems include policies and procedures regarding occupational health and safety, flexibility and wellbeing. Their objective is to prevent or mitigate negative impacts and promote wellbeing and dedication in the workforce. All companies report on working conditions on a monthly basis and actions are assessed through employee satisfaction surveys, compliance training, internal audits and daily dialogue. Resources for handling working conditions are anchored in the collaboration between top management, local management, HR, occupational health and safety committees and others. The physical and psycho-social working environment is handled in local works councils and (occupational health and) safety committees with both employee and management representatives. These bodies meet when needed, as a minimum in compliance with local law, which is typically two to four times a year.

Employment conditions

Employment conditions are primarily agreed directly between the company's local management and the employee. Remuneration always complies with local law as a minimum and with applicable benchmarks for appropriate remuneration.

Gabriel recognises and respects the employees' freedom of association. The Group respects collective agreements for employees whose employment is covered by agreements between social partners. If there is no collective agreement, local (labour) law rules on minimum wage or salary, rights to days off etc. are followed as a minimum. The employees' possible membership of trade unions is irrelevant in this context. In some locations, employees who are not covered by a collective agreement are granted terms and conditions which are the same, in some respects, as employees who are. This applies, for example, to pension contributions, terms of leave and seniors schemes.

The social dialogue in Gabriel takes place through collective bargaining and local occupational health and safety committees, local works councils in the EEA etc.

The right to family-related leave such as maternity, paternity and parental leave follow as a minimum local law and collective agreements in the countries where the Group operates. Collective agreements are understood as those entered into between the social partners and/or statute.

Working hours are recorded in the Group to ensure work-life balance for the employee and compliance with applicable law.

Gabriel has processes in place in the area and therefore reports no further initiatives or objectives.

COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

Coverage rate	Collective bargaining coverage	Social dialogue
Coverage rate	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl.)
0-19%	Lithuania and Poland	
20-39%		
40-59%		Lithuania
60-79%		
80-100%		Poland

Gabriel's units FurnMaster Poland and FurnMaster Lithuania are not covered by collective agreements as such agreements are not widely used in the two countries. General terms of employment determined by the governments are respected. Employee representatives who represent all employees are elected in both companies.

Risk of violation of work-related rights

Gabriel has employees in Europe, Asia and North America and the risks of violation of work-related rights differ. Gabriel has therefore introduced a Code of Conduct that applies to all employees and prohibits child labour,

forced and compulsory labour etc. Compliance is reported on a monthly basis and compliance training is provided annually. Unless lawful and deemed appropriate by management, no employees under 15 are employed.

Health and safety

Gabriel provides a safe and healthy working environment fostering employee wellbeing. The objective is to prevent workplace accidents and illness and minimise work-related sickness absence. Gabriel has incorporated processes for addressing material impacts, risks and opportunities related to health and safety in the Group's management system, including occupational health and safety policies and procedures, and all companies report on them every month.

Gabriel's occupational health and safety policy, Code of Conduct and employee guide, which contain health and safety guidelines etc., apply throughout the Group.

Processes related to the physical and psycho-social working environment comply with national and international laws. The physical and psycho-social working environment is handled in local works councils and (occupational health and) safety committees with both employee and management representatives. These bodies meet when needed, as a minimum in compliance with local law, which is typically two to four times a year.

Training relating to health and safety, e.g. first aid courses, is provided in accordance with law or when assessed to be needed. In cases of long-term illness or extended absence, consideration is given to the individual and the company's support is adapted to the specific situation.

Activities

Gabriel will strengthen health and safety management in production units with the highest risk profile by further developing processes in Gabriel's management system on the principles of ISO 45001. The objective is to prevent and mitigate workplace accidents. With 2024/25 as base year, improvement targets have been set for 2029/30. This changes the previous goal of occupational health and safety certification of Gabriel A/S.

ACCIDENTS, HEALTH AND SAFETY		
Work-related accidents	Unit	2024/25
Fatalities as a result of work-related injuries	Number	0
Number of recordable work-related accidents	Number	24
Rate of recordable work-related accidents	Number of workplace accidents per 1,000,000 hours worked	12.7
Employees in own workforce who are covered by Gabriel's management system, including in respect of health and safety	%	100%

Targets

Gabriel continues to see possibilities for minimising health and safety-related risks. To reduce these risks and pursue the improvement opportunities, Gabriel has set targets to be achieved by 2029/30. The target were set by Gabriel inhouse based on its strategic action areas and approved by the CEO.

Activity	Description	Scope	Target for 2029/30	Status for 2024/25 (base year)	Tracking method and effectiveness
Reduce the number of workplace accidents	Reduce the number of recordable workplace accidents	Own operations	Reduction of the number of recordable workplace accidents by 50%, from 24 in base year 2024/25 to 12. Reduction of the workplace accident rate (number of workplace accidents per 1,000,000 hours worked), from 12.7 in base year 2024/25 to ≤6.	In 2024/25 the number of recordable workplace accidents was 24 and the workplace accident rate 12.7.	Workplace accidents are reported monthly through internal systems. The rate of recordable workplace accidents is measured as the number of workplace accidents per 1,000,000 hours worked.

Diversity, equal treatment and opportunities for all

Workforce diversity helps ensure that Gabriel's workforce composition always fosters development and supports Gabriel in meeting customer and market requirements.

Gabriel's ambition is to ensure diversity in its workforce composition throughout the Group and a working environment where everyone feels they are treated fairly and included.

Diversity encompasses human differences and variations in educational background and level, in sex, age, nationality, ethnicity and other important parameters. Equality means equal access to opportunities for development, promotion, pay etc. while inclusion is about creating a work environment where all employees feel safe, respected and valued as part of the community. Gabriel has processes aimed at preventing and mitigating negative impacts and promoting wellbeing and dedication in the workforce.

Gabriel has implemented a range of activities and actions to promote equality, diversity and an inclusive workplace.

Management systems

Gabriel has incorporated actions for addressing material impacts, risks and opportunities related to its own workforce in the Group's management system. All companies report on these on a monthly basis and actions are assessed through employee satisfaction surveys, compliance training, internal audits and daily dialogue. Resources for handling working conditions are anchored in the collaboration between top management, local management, HR, occupational health and safety committees and others. The objective of the actions is to prevent and mitigate negative impacts and promote wellbeing and dedication in the workforce.

Gabriel's diversity policy is the foundation for the Group's efforts within diversity, which Gabriel understands in a broad sense. In addition to sex, age, ethnicity etc., the policy also covers diversity of personal and professional skills.

Gabriel understands that concepts such as diversity, discrimination, harassment and equality may be defined and understood in different ways. Gabriel's Group employee guide therefore defines what each term means within the context of Gabriel and in relation to the marginalisation of individuals based on factors such as sex, race, class, sexual orientation and physical ability. The definitions are intended to help create a more inclusive work environment and an understanding of the importance of this.

Links to the Code of Conduct and whistleblower policy are included in Gabriel's Group employee guide, on Group HR's onboarding site and on Gabriel's website. This gives all employees access to reporting severe cases of discrimination, unequal treatment and exclusion due to age, race, sex etc.

Gabriel promotes equal opportunity, diversity and inclusion but does not have specific policy commitments related to inclusion and/or positive action for people from groups at particular risk of vulnerability in its own workforce.

Facilities and flexibility

Most of Gabriel's locations have facilities that make it easier for persons with disabilities to move around the company. These include accessible toilets, electronic doors, height-adjustable desks, lifts and the possibility of adapting their workstation etc. Flexibility can also be tailored to the needs of the individual. Implementation of similar actions in other Group companies, where possible, represents an opportunity for the Group.

DIVERSITY MATRIX – MANAGEMENT LEVELS

2024/25	Male		Female	
	Number	Percent	Number	Percent
Top management	2	100%	0	0%
Board of Directors	3	75%	1	25%
Board of Directors, including employee representatives	4	67%	2	33%

The definition of gender in this diversity matrix stems directly from the statutory requirements regarding gender reporting, including the definition of gender as male/female, but does not reflect Gabriel's attitude as Gabriel's diversity policy is based on a broader, more diverse understanding of gender.

DISTRIBUTION OF EMPLOYEES BY AGE GROUP

2024/25
Number of employees under 30 years old
151
Number of employees 30-50 years old
565
Number of employees over 50 years old
330
- of whom employees over 60 years old
55

Recruitment

For the purpose of attracting and retaining skilled employees, Gabriel works actively to promote diversity by eliminating bias in recruitment processes and to implement retention policies on diversity, equality, inclusion etc. As a Group, Gabriel wants to influence managers and HR functions into eliminating bias in all selection and development processes.

Gabriel publicises vacancies to a broad audience and considers all qualified applicants regardless of sex, ethnicity, age etc. When using external recruiters, Gabriel also includes at least two candidates of the under-represented gender and ensures as far as possible that at least 50% of the field of candidates is of the under-represented gender. Improving the opportunities for retaining and recruiting a diverse workforce is an aim of the effort towards 2029/30. Equal pay for work of equal value – also in non-management tiers – is part of this

effort as is supporting recruitment managers in ensuring diversity in recruitment.

Gabriel has processes in place in the area and therefore reports no further initiatives or objectives.

Management and Board of Directors

Gabriel focuses on being a diverse workplace where the employees have widely different skills and come from different backgrounds and walks of life. The goal is therefore that management members should be just as diverse as the employees.

The members of the Group's Board of Directors offer a broad spectrum of experience from the Danish and international business communities. This composition of the Board is considered expedient as it ensures breadth in its members' approach to their tasks and thus helps to ensure qualified reflection and decision-making.

**REMUNERATION METRICS (PAY GAP AND TOTAL REMUNERATION)**

Gender pay gap in percent	2024/25
All employees in the Group	29.8%

The primary reasons for the pay gap are that Gabriel's production units are located in low-income countries, and approximately 75% of employees in production-related jobs in the Gabriel Group are women.

Annual total remuneration ratio	2024/25
Annual total remuneration ratio	26.2

The annual total remuneration ratio is the ratio of the highest paid individual to the median annual total remuneration for all other employees in the Group.

Incidents in the financial year

No work-related incidents and/or complaints or severe human rights impacts, including related fines, sanctions or compensation, were recorded within Gabriel's own workforce in the financial year.

There are no recorded incidents relating to discrimination, and no complaints were filed with the National Contact Points for OECD Multinational Enterprises.

Gabriel wants to preserve its status of having no material incidents and/or complaints or severe impacts. Employee involvement takes place through local dialogue. Gabriel promotes a culture in which the employees are encouraged to give feedback, can safely address inappropriate conduct and actively contribute to improvements.

Tracking of the effectiveness of the management system in terms of addressing material incidents and/or complaints and severe impacts:

Area	Tracking of effectiveness and status 2024/25
Code of Conduct	Gabriel has recorded no violations. Preventive actions like training and skills development are taken and are part of the management system.
UN Global Compact	Gabriel is a member of the UN Global Compact Network and endorses the principles of the UN Global Compact. A Communication of Progress (COP) was submitted during the year, and management system and practice are assessed to comply with the requirements and guidelines of the COP.
Gabriel whistleblower hotline	The hotline has been tested and functions as intended. No violations relating to the Gabriel Code of Conduct or Supplier Code of Conduct were reported.
Annual compliance training	Compliance training is carried out annually for all managers and selected employees. On this occasion, selected risk areas and policies are reviewed. 97% of these employees completed the annual training.
Audits and dialogue	Internal and external audits are performed. Visits are made across the companies, and there is general collaboration at all levels in the company and in daily communication. The assessment is that the management system is complied with.



Fabric: TwillWool

Accounting policies

The calculations were made at the end of the financial year as the average number of employees (head count) in the reporting period. The exception is the reporting of workplace injuries, discrimination, harassment and similar incidents, which are reported per person/incident.

To protect the employees' personal data, all personal data are handled in accordance with Gabriel's GDPR rules or similar legislation in non-EU states.

Characteristics of employees

The calculation of the number of employees in own workforce comprises all permanent and temporary full- and part-time employees. See also the Financial highlights overview on page 5 for information on average number of employees. The overview only covers continuing operations, and the average number of employees in the overview therefore differs from the average number of employees stated in the sustainability statement.

The employee head count by gender comprises the categories male, female and other. Gender is based on the employees' own specification as female/male/other.

The employee head count by country is the number of employees reported by the companies in countries where Gabriel has more than 50 employees representing at least 10% of the total number of employees on 30 September in the reporting period.

Permanent employees are employees whose employment contract has no expiry date. Temporary employees are employees whose employment contract has an expiry date. Non-guaranteed hours employees are employees paid by the hour and employed without a guarantee of the number of working hours.

Employees who have left Gabriel shows how many employees left the Group during the financial year. The figure includes everyone regardless of whether their departure was voluntary, involuntary, by mutual agreement, pensioning off etc. The turnover ratio is calculated by dividing the average total number of employees in the financial year by the number of employees who left Gabriel during the financial year, multiplied by 100. Departure is calculated from the month from which the employee no longer receives pay from Gabriel.

Working conditions

The starting point for assessing adequate wages within the EU is whether the wage to the lowest paid employee is equal to or more than 50% of the average gross wage (in the state in which the person is employed). If a minimum wage applies in the EU state in question, adequate wages are assessed on whether this requirement is observed. In states outside the EU, the <https://wageindicator.org/salary/living-wage> is used as benchmark.

The percentage of employees covered by collective agreements is calculated by dividing the number of employees covered by collective agreements by the number of employees.

The percentage of employees covered by social dialogue is calculated by dividing the number of employees covered by social dialogue by the number of employees.

Health and safety

A fatal work accident is a fatal work-related injury. A work-related accident is an accident that happens during work hours and results in injury.

Gabriel computes the number of work-related injuries by dividing the respective number of cases by the number of total hours worked by people in Gabriel's own workforce, multiplied by 1,000,000. These figures thus represent the number of cases per one million hours worked.

Diversity, equal treatment and opportunities for all

The Board of Directors is defined as the persons who were elected to serve on the Board by the general meeting. The management level below the Board of Directors is defined as the top management and consists of the Executive Board, which is registered with the Danish Business Authority. This definition differs from the definition used in ESRS S1 AR 71.

The breakdown of employees by age group is based on the information reported by the individual units at the end of the financial year.

The calculation of any gender pay gap is based solely on own employees in Gabriel's companies. The gender pay gap is defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees.

The annual total remuneration ratio is the ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual). The Group's highest paid individual is Gabriel's CEO, and the remuneration comprises fixed basic salary, usual employee benefits, pension contributions and possibly cash bonus. We also refer to the Group's remuneration report.

BUSINESS CONDUCT

Integrity and responsibility are core values in Gabriel, and our focus is on creating and maintaining a strong ethical business culture globally.

Gabriel's employees collaborate across the organisation, and the company's values are communicated through close dialogue, education and training.

Our values are integrated in policies, processes and activities in the Group's management system and supported through compliance with applicable law, certifications and internal and external financial and other audits.

73 Policies and processes

74 Gabriel Code of Conduct

74 Prevention of corruption and bribery

74 Whistleblower scheme

75 Accounting policies

76 Other legislation – ESRS 2 Appendix B



Material impacts, risks and opportunities

ESRS reference	Sub-topic	Classification	Position in value chain	Time horizon	Description
BUSINESS CONDUCT (IROS) (ESRS G1)	Corporate culture	Risk/ opportunity	Own operations	Short-, medium- and long-term	The corporate culture has an effect on how employees experience their work and relationships at the workplace. A negative culture reduces wellbeing and collaboration, while a positive culture strengthens the working environment and supports responsible conduct.
BUSINESS CONDUCT (IROS) (ESRS G1)	Anti-corruption and bribery	Risk	Own operations	Short-, medium- and long-term	Incidents have a negative impact on society and a financial impact on Gabriel. Customers expect responsible business conduct from Gabriel. Failure to fulfil expectations can result in loss of partnerships. Fulfilling expectations can strengthen relationships and improve the market position.

Policies and processes

Material impacts, risks and opportunities were assessed in Gabriel's double materiality assessment, see page 32 for more. Gabriel's management system comprises processes for preventing, assessing, addressing and improving the company's positive and negative impacts, risks and opportunities in relation to business conduct and business ethics. Ensuring compliance is part of Gabriel's sustainability strategy, and the management system addresses the areas below through governance policies, which are determined and approved by the CEO.

Sustainability policy

The policy's objective is to promote sustainability and accountability. It covers environmental, social and business conduct aspects.

Gabriel Code of Conduct

Gabriel's Code of Conduct sets out guidelines for responsible, ethical and respectful conduct among employees, management and business partners. The objective is to protect integrity and the environment and to support Gabriel's culture.

Supplier Code of Conduct

Gabriel's Supplier Code of Conduct describes and lays down the principles that suppliers must follow if they want

to be Gabriel's suppliers. The code is based on the same principles as the Gabriel Code of Conduct.

Human rights policy

The policy describes the Group's obligations for respecting human rights.

Diversity policy

The policy's objective is to provide for a workplace free from harassment and discrimination of any kind. It also describes the company's goal of promoting equal opportunities for all.

Anti-corruption and anti-bribery policy

The objective of the policy is to counter corruption and bribery. It provides guidelines for how the company and employees should address any such situations.

Conflicts of interest policy

The conflicts of interest policy describes the principles for addressing situations in which an employee's personal interests conflict with Gabriel's interests.

Fair competition policy

The policy describes how employees should act in relation to competitors and to ensure compliance with legislation.

Gift and entertainment policy

The policy guides employees on exchanging gifts and entertainment in relations with customers, suppliers and business partners. The objective is to ensure that this exchange does not exert any influence on the collaboration and does not appear to do so.

Remuneration policy

The policy describes the approved framework for remuneration of the Board of Directors and Executive Board, and the Group policy describes the general principles for remuneration and remuneration components in the Group.

Whistleblower policy

The policy describes how to report legal offences anonymously and how they are processed.

Tax policy

The policy describes the Group's handling of tax-related matters.

Data ethics policy

The policy describes the ethical principles for data collection and storage. Gabriel complies with the GDPR and has set clear guidelines for responsible data processing.

Certifications

The management system is certified under ISO 9001 and ISO 14001.

Processes for fostering corporate culture

Our corporate culture is retained and developed through management, updating of internal policies, dialogue with employees and involvement of relevant stakeholders. For example, Gabriel's values are conveyed to external business partners through the Supplier Code of Conduct, which requires accountability and ethical conduct throughout the value chain.

The corporate culture is fostered through onboarding, training and internal communication, in which values and conduct are communicated and anchored in day-to-day decisions and actions. Management plays an active role in ensuring that the culture is visible and complied with in practice.

The corporate culture is evaluated through compliance training, the whistleblower scheme, management's review of policies, feedback from employees etc.

Gabriel Code of Conduct

Gabriel has joined the UN Global Compact, and the Group's Code of Conduct sets the standard for how Gabriel does business. The Gabriel Code of Conduct includes the internationally recognised UN standards and practices and applies to all employees in the Group. The Executive Board has the overall responsibility for it.

In compliance with its Code of Conduct, Gabriel has implemented a Supplier Code of Conduct focusing on due diligence processes in relation to the Group's key suppliers.

The objective of the Supplier Code of Conduct is to communicate to the suppliers those principles and ethical values which Gabriel wants to maintain and which its employees are pursuing. The Supplier Code is based on the same guidelines as the Gabriel Code of Conduct. It incorporates the OECD Guidelines for Multinational Enterprises and the UN Global Compact and describes labour rights and human rights, prohibition of human trafficking, forced or compulsory labour and child labour, non-discrimination and the prevention of harassment. Grounds for discrimination include but are not limited to race and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national descent or social origin and other forms of unequal treatment.

The Supplier Code of Conduct also contains animal welfare provisions. Since Gabriel uses wool from sheep in some of its fabrics, wool suppliers must ensure that the wool comes from animals that were treated in accordance with all applicable rules, conventions and standards. The animals must be fed and treated with dignity and respect. No animal must deliberately be injured or exposed to pain in its lifetime.

Principal suppliers of goods and components must sign the Supplier Code of Conduct, thereby undertaking to observe Gabriel's ethical standards and applicable legislation. The related policies which describe the corporate culture and business conduct that Gabriel stands for and fosters are integrated into Gabriel's management system.

No incidents or breaches of Gabriel's Code of Conduct were recorded in the financial year, see page 70 for more.

Prevention of corruption and bribery

Gabriel has policies and processes in place to prevent, identify and address risks of corruption and bribery in the organisation. The objective of the anti-corruption and anti-bribery policy is to counter corruption and bribery through guidelines for how the company and employees should address any such situations. The Gabriel Code of Conduct and Supplier Code of Conduct specify that neither employees nor suppliers may be party to or accept any form of bribery or corruption. Gabriel also has a whistleblower policy enabling all stakeholders to anonymously report legal offences without any risk of retaliation.

Education and training in policies, business conduct and preventive processes countering corruption and bribery are provided through training in Gabriel's management system and compliance training. This training is targeted at the groups of Gabriel employees who are exposed to the highest potential risk of corruption and bribery. The employees are given case studies in which they examine different scenarios and applicable policies and the consequences of non-respect of policies. Participants in Gabriel's compliance training study applicable policies, including the Gabriel Code of Conduct, Supplier Code of Conduct and whistleblower policy. The training is case study-based and contains dilemmas in which the

employees must decide on concrete situations related to anti-corruption, business conduct and personal data protection. The selection of participants is based on their powers, contacts and areas of responsibility. Participating functions include the Board of Directors, Executive Board, middle management, salespeople and administrative employees in functions in contact with suppliers and customers. Training takes place online every year for the selected individuals. All the answers they give during the annual training are reviewed afterwards to improve internal policies and evaluate the effectiveness of the training and its form. If needed, employees who did not deliver satisfactory answers receive special training.

The functions selected in 2024/25 represented 25%, equivalent to 259 of all of Gabriel's employees (including Board of Directors and Executive Board). Compliance training was completed by 97% of the selected at-risk functions in 2024/25.

Whistleblower scheme

Gabriel's whistleblower policy supports Gabriel's corporate culture by ensuring transparency and accountability. The whistleblower scheme can be used to report offences against applicable law, and Gabriel encourages all stakeholders to report such violations.

The whistleblower scheme complies with Danish law. Stakeholders who report offences are protected under the whistleblower scheme against retaliation. The scheme is handled by an external partner via an agreed process that ensures anonymity and efficient follow-up and processing of reports made.

The Governance, Remuneration & Nomination Committee has the overall responsibility for the whistleblower scheme, which the Board of Directors determines and

approves. The working procedure with the external partner ensures that if a report submitted via the hotline involves an employee in Gabriel's Compliance function who would normally be involved in a whistleblower incident, then the external party reports directly to the chair of the Board instead.

Reports falling outside the scope of the policy are processed in accordance with the Group's ordinary reporting channels and Gabriel's management system. No specific policies are in place regarding the protection of individuals such as employee representatives against retaliation, because those employees enjoy general protection under applicable law.

Gabriel's Code of Conduct, Supplier Code of Conduct and whistleblower policy are available on Gabriel's website.

Accounting policies

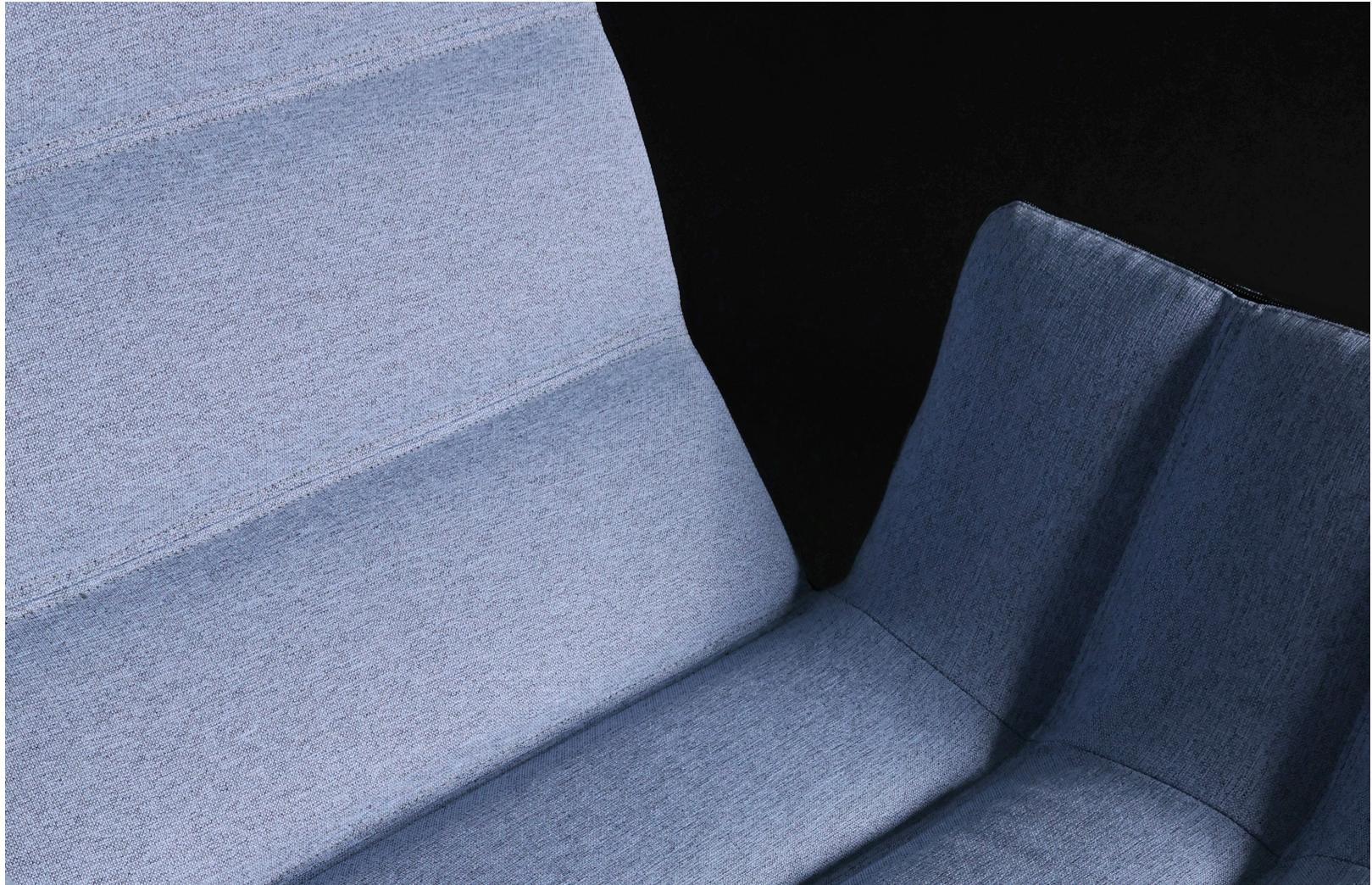
Compliance training

The percentage of employees, including the Executive Board and the members of the Board of Directors elected by the general meeting, shows the share of the average number of employees that has completed training.

Gabriel has defined a specific target group for the training, namely employees in at-risk functions, including administration, sales and development, who are assessed to have contact with customers, suppliers and other stakeholders such as banks.

Supplier Code of Conduct

The most important suppliers, the key suppliers, are designated by the companies in the Group. The process is incorporated into the management system.



Fabric: Noma

Other legislation – ESRS 2 Appendix B

Disclosure requirement	Datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
GOV-1	21 (d) Board's gender diversity	●		●		Material	15
GOV-1	21 (e) Percentage of board members who are independent			●		Material	15
GOV-4	30 Statement on due diligence	●				Material	27
SBM-1	40 (d) i Involvement in activities related to fossil fuel activities	●	●	●		Not material	-
SBM-1	40 (d) ii Involvement in activities related to chemical production	●		●		Not material	-
SBM-1	40 (d) iii Involvement in activities related to controversial weapons	●		●		Not material	-
SBM-1	40 (d) iv Involvement in activities related to cultivation and production of tobacco			●		Not material	-
E1-1	14 Transition plan to reach climate neutrality by 2050				●	Not material	-
E1-1	16 (g) Undertakings excluded from Paris-aligned Benchmarks		●	●		Not material	-
E1-4	34 GHG emission reduction targets	●	●	●		Material	42
E1-5	38 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	●				Material	43
E1-5	40-43 Energy intensity associated with activities in high climate impact sectors	●				Material	43
E1-6	44 Gross Scopes 1, 2, 3 and Total GHG emissions	●	●	●		Material	44
E1-6	53-55 Gross GHG emissions intensity	●	●	●		Material	44
E1-7	56 GHG removals and carbon credits				●	Not material	-
E1-9	66 Exposure of the benchmark portfolio to climate-related physical risks			●		Not material	-
E1-9	66 (a) Disaggregation of monetary amounts by acute and chronic physical risk		●			Not material	-
E1-9	66 (c) Location of significant assets at material physical risk					Not material	-
E1-9	67 (c) Breakdown of the carrying value of real estate assets by energy-efficiency classes		●			Not material	-
E1-9	69 Degree of exposure of the portfolio to climate-related opportunities			●		Not material	-

Disclosure requirement	Datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	●			Not material	-
E3-1	9	Water and marine resources	●			Material	60
E3-1	13	Dedicated policy	●			Not material	-
E3-1	14	Sustainable oceans and seas	●			Not material	-
E3-4	28 (c)	Total water recycled and reused	●			Not material	-
E3-4	29	Total water consumption in m ³ per net revenue on own operations in EUR million	●			Not material	-
SBM 3 – E4	16 (a) (i)	-	●			Not material	-
SBM 3 – E4	16 (b)	-	●			Not material	-
SBM 3 – E4	16 (c)	-	●			Not material	-
E4-2	24 (b)	Sustainable land/agriculture practices or policies	●			Not material	-
E4-2	24 (c)	Sustainable oceans/seas practices or policies	●			Not material	-
E4-2	24 (d)	Policies to address deforestation	●			Not material	-
E5-5	37 (d)	Non-recycled waste	●			Material	57
E5-5	39	Hazardous waste and radioactive waste	●			Material	57
SBM3 – S1	14 (f)	Risk of incidents of forced labour	●			Not material	-
SBM3 – S1	14 (g)	Risk of incidents of child labour	●			Not material	-
S1-1	20	Human rights policy commitments	●			Material	64, 74
S1-1	21	Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8		●		Material	64, 74
S1-1	22	Processes and measures for preventing trafficking in human beings	●			Material	64.74
S1-1	23	Workplace accident prevention policy or management system	●			Material	67
S1-3	32 (c)	Grievance/complaints handling mechanisms	●			Material	64
S1-14	88 (b) (c)	Number of fatalities and number and rate of work-related accidents	●	●		Material	67

Disclosure requirement	Datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page
S1-14	88 (e) Number of days lost to injuries, accidents, fatalities or illness	●				Material	67
S1-16	97 (a) Unadjusted gender pay gap	●		●		Material	69
S1-16	97 (b) Excessive CEO pay ratio	●				Material	69
S1-17	103 (a) Incidents of discrimination	●				Material	70
S1-17	104 (a) Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	●		●		Material	70
SBM3 – S2	11 (b) Significant risk of child labour or forced labour in the value chain	●				Not material	-
S2-1	17 Human rights policy commitments	●				Not material	-
S2-1	18 Policies related to value chain workers	●				Not material	-
S2-1	19 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	●		●		Not material	-
S2-1	19 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8			●		Not material	-
S2-4	36 Human rights issues and incidents connected to upstream and downstream value chain	●				Not material	-
S3-1	16 Human rights policy commitments	●				Not material	-
S3-	17 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	●		●		Not material	-
S3-4	36 Human rights issues and incidents	●				Not material	-
S4-1	16 Policies related to consumers and end-users	●				Not material	-
S4-1	17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	●		●		Not material	-
S4-4	35 Human rights issues and incidents	●				Not material	-
G1-1	10 (b) United Nations Convention against Corruption	●				Not material	-
G1-1	10 (d) Protection of whistleblowers	●				Not material	-
G1-4	24 (a) Fines for violation of anti-corruption and anti-bribery laws	●		●		Not material	-
G1-4	24 (b) Standards of anti-corruption and anti-bribery	●				Not material	-

CONSOLIDATED FINANCIAL STATEMENTS & PARENT COMPANY FINANCIAL STATEMENTS

- 80 Income statement
- 80 Statement of comprehensive income
- 81 Statement of financial position – assets
- 81 Statement of financial position – equity and liabilities
- 82 Statement of changes in equity – Group
- 82 Statement of changes in equity – parent company
- 83 Cash flow statement
- 84 Notes to the financial statements

Statement and reports

- 102 Statement by the Executive Board and the Board of Directors
- 103 Independent auditor's report
- 106 Independent auditor's limited assurance report on the sustainability statement



Income statement

01.10.2024 – 30.09.2025

Note	tDKK	CONSOLIDATED		PARENT COMPANY	
		2024/25	2023/24	2024/25	2023/24
1	Net revenue	515,969	483,482	11,340	11,340
2	Other operating income	1,414	1,205	–	23
3	Cost of sales	-232,012	-233,397	–	–
4	Other external costs	-73,251	-71,634	-4,242	-4,302
5	Staff costs	-127,290	-122,851	-14,720	-13,998
2	Other operating costs	-1,142	-44	–	–
11, 12	Depreciation/amortisation and impairment losses on intangible assets and property, plant and equipment	-39,588	-37,089	-675	-579
	Operating profit/loss (EBIT)	44,100	19,673	-8,297	-7,516
14	Share of profit after tax in joint venture	2,815	890	–	–
6	Finance income	4,126	3,761	15,289	17,196
7	Finance costs	-17,264	-20,323	-3,483	-5,732
	Profit from continuing operations before tax	33,777	4,002	3,509	3,949
8	Tax on profit for the year from continuing operations	-8,963	-5,455	2,589	2,912
	Profit/loss for the year from continuing operations	24,814	-1,453	6,098	6,861
9	Loss for the year from discontinued operations after tax	-17,347	-14,235	–	–
	Profit/loss for the year	7,467	-15,688	6,098	6,861
9, 10	Earnings/loss per share (DKK):				
	Earnings/loss per share (EPS Basic)	4.0	-8.3		
	Earnings/loss per share, diluted (EPS-D)	4.0	-8.3		
	Earnings/loss per share from continuing operations	13.1	-0.8		
	Earnings/loss per share from continuing operations, diluted	13.1	-0.8		

Statement of comprehensive income

01.10.2024 – 30.09.2025

Note	tDKK	CONSOLIDATED		PARENT COMPANY	
		2024/25	2023/24	2024/25	2023/24
	Profit/loss for the year	7,467	-15,688	6,098	6,861
Other comprehensive income not reclassified to the income statement:					
	Exchange rate adjustment on translation of foreign entities	-5,716	773	–	–
	Tax on other comprehensive income	315	859	–	–
	Other comprehensive income after tax	-5,401	1,632	–	–
	Total comprehensive income	2,066	-14,056	6,098	6,861

Statement of financial position

Assets at 30.09.2025

Note	tDKK	CONSOLIDATED		PARENT COMPANY		
		2024/25	2023/24	2024/25	2023/24	
Non-current assets						
11 Intangible assets:						
11 Goodwill		25,827	27,018	-	-	
11 Acquired product technology assets		2,239	4,194	-	-	
11 Customer relationships		272	1,358	-	-	
11 Development projects in progress		12,904	14,111	-	-	
11 Completed development projects		16,094	13,869	-	-	
11 Software		5,675	6,590	-	-	
		63,011	67,140	-	-	
12 Property, plant and equipment:						
12 Land and buildings		78,423	79,164	-	-	
12 Leasehold improvements		7,188	10,395	-	-	
12 Plant, fixtures and fittings and equipment		31,726	40,374	250	1,308	
12 Lease assets		56,523	39,896	1,016	493	
		173,860	169,829	1,266	1,801	
13 Other non-current assets:						
13 Investments in subsidiaries		-	-	135,484	135,484	
13 Amounts owed by subsidiaries		-	-	40,783	40,688	
14 Investments in joint venture		35,227	32,878	-	-	
19 Deferred tax assets		6,903	7,413	-	-	
		42,130	40,291	176,267	176,172	
Total non-current assets		279,001	277,260	177,533	177,973	
Current assets						
15 Inventories		107,500	116,444	-	-	
16 Receivables		71,240	78,141	10,619	9,444	
16 Prepayments		9,743	11,322	109	219	
25 Corporation tax receivable		-	4,541	14,833	15,029	
9 Cash and cash equivalents		35,853	26,727	1	5	
9 Assets held for sale		242,364	262,780	-	-	
Total current assets		466,700	499,955	25,562	24,697	
Total assets		745,701	777,215	203,095	202,670	

Statement of financial position

Equity and liabilities at 30.09.2025

Note	tDKK	CONSOLIDATED		PARENT COMPANY		
		2024/25	2023/24	2024/25	2023/24	
Equity						
18 Share capital						
18 Translation reserve		-16,124	-10,723	-	-	
18 Retained earnings		242,017	234,550	59,660	53,562	
18 Proposed dividends		-	-	-	-	
Total equity		263,693	261,627	97,460	91,362	
Liabilities						
Non-current liabilities						
19 Deferred tax		7,225	10,318	45	141	
20 Credit institutions		31,043	33,742	-	-	
21 Lease liabilities		44,037	27,402	-	-	
Total non-current liabilities		82,305	71,462	45	141	
Current liabilities						
20 Credit institutions		265,739	316,700	965	5,729	
21 Lease liabilities		14,609	14,687	953	420	
21 Amounts owed to subsidiaries		-	-	99,662	101,786	
21 Trade payables		15,616	19,404	64	51	
21 Amounts owed to joint venture		3,257	4,056	-	-	
21 Corporation tax		1,876	-	-	-	
23, 25 Other payables		27,901	25,590	3,946	3,182	
9 Liabilities related to assets held for sale		70,705	63,689	-	-	
Total current liabilities		399,703	444,126	105,590	111,168	
Total liabilities		482,008	515,588	105,635	111,308	
Total equity and liabilities		745,701	777,215	203,095	202,670	

Statement of changes in equity

tDKK	CONSOLIDATED				
	Share capital	Translation reserve	Retained earnings	Proposed dividends	Total equity
2024/25					
Equity at 01.10.24	37,800	-10,723	234,550	-	261,627
Comprehensive income for the year					
Profit/loss 2024/25	-	-	7,467	-	7,467
Other comprehensive income					
Exchange rate adjustment on translation of foreign entities	-	-5,716	-	-	-5,716
Tax on other comprehensive income	-	315	-	-	315
Total other comprehensive income	-	-5,401	-	-	-5,401
Total comprehensive income	-	-5,401	7,467	-	2,066
Transactions with shareholders					
Distributed dividends	-	-	-	-	-
Total transactions with shareholders	-	-	-	-	-
Equity at 30.09.25	37,800	-16,124	242,017	-	263,693
2023/24					
Equity at 01.10.23	37,800	-12,355	250,238	-	275,683
Comprehensive income for the year					
Profit/loss 2023/24	-	-	-15,688	-	-15,688
Other comprehensive income					
Exchange rate adjustment on translation of foreign entities	-	773	-	-	773
Tax on other comprehensive income	-	859	-	-	859
Total other comprehensive income	-	1,632	-	-	1,632
Total comprehensive income	-	1,632	-15,688	-	-14,056
Transactions with shareholders					
Distributed dividends	-	-	-	-	-
Total transactions with shareholders	-	-	-	-	-
Equity at 30.09.24	37,800	-10,723	234,550	-	261,627

tDKK	PARENT COMPANY			
	Share capital	Retained earnings	Proposed dividends	Total equity
2024/25				
Equity at 01.10.24	37,800	53,562	-	91,362
Comprehensive income for the year				
Profit/loss 2024/25	-	6,098	-	6,098
Total comprehensive income	-	6,098	-	6,098
Comprehensive income with shareholders				
Distributed dividends	-	-	-	-
Equity at 30.09.25	37,800	59,660	-	97,460
2023/24				
Equity at 01.10.23	37,800	46,701	-	84,501
Comprehensive income for the year				
Profit/loss 2023/24	-	6,861	-	6,861
Total comprehensive income	-	6,861	-	6,861
Comprehensive income with shareholders				
Distributed dividends	-	-	-	-
Equity at 30.09.24	37,800	53,562	-	91,362

Cash flow statement

Note	tDKK	CONSOLIDATED		PARENT COMPANY	
		2024/25	2023/24	2024/25	2023/24
Cash flows from operating activities					
Profit/loss for the year after tax, continuing operations	24,814	-1,453	6,098	6,861	
Loss for the year after tax, discontinued operations	-17,347	-14,235	-	-	
Dividends from joint venture	467	306	-	-	
Adjustment for non-cash items:					
Depreciation, amortisation and impairment losses	56,534	52,938	675	579	
Gains and losses on the disposal of non-current assets	3,835	-592	-	23	
Share of profit after tax in joint venture	-2,815	-890	-	-	
Finance income and costs	10,850	19,672	-11,806	-11,465	
Tax on profit for the year	12,656	7,798	-2,589	-2,912	
Cash generated from operations before changes in working capital and tax	88,994	63,544	-7,622	-6,914	
Changes in inventories	32,237	-4,719	-	-	
Changes in receivables	22,885	-1,454	-3,111	24,480	
Changes in trade and other payables	-8,370	2,410	-814	-23,636	
Interest paid	-11,909	-15,540	-1,532	-3,471	
Interest received	592	202	192	-	
Corporation tax paid	-4,686	-7,153	2,689	-15,057	
	119,743	37,290	-10,198	-24,598	
Cash flows from investing activities					
Addition of intangible assets	-8,382	-11,180	-	-	
Addition of property, plant and equipment	-8,928	-13,934	-740	-	
Disposal of property, plant and equipment	2,452	4,237	600	1,134	
	-14,858	-20,877	-140	1,134	

tDKK	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
Cash flows from financing activities				
Dividends received	-	-	15,097	17,196
External financing:				
Repayment of amounts owed to credit institutions	-27,819	-22,853	-4,764	5,729
Repayment/drawing on credit facilities at banks	-51,008	6,930	-	-
Shareholders:				
Dividends distributed	-	-	-	-
	-78,827	-15,923	10,333	22,925
Changes for the year in cash and cash equivalents				
	26,058	490	-4	-539
Opening cash and cash equivalents	38,466	38,506	5	544
Value adjustment of cash and cash equivalents	-956	-530	-	-
Closing cash and cash equivalents	63,568	38,466	1	5
Composed of:				
Cash and cash equivalents, continuing operations	35,853	26,727	1	5
Cash and cash equivalents, assets held for sale	27,715	11,739	-	-
	63,568	38,466	1	5

The cash flow statement has been aggregated for continuing and discontinued operations; please see note 9 for cash flows from discontinued operations.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS & PARENT COMPANY FINANCIAL STATEMENTS

1 Segment information	11 Intangible assets	21 Lease liabilities
2 Other operating income and operating costs	12 Property, plant and equipment	22 Cash flows from financing activities
3 Cost of sales	13 Investments in subsidiaries	23 Financial risks and financial instruments
4 Other external costs	14 Investments in joint ventures	24 Contingent liabilities and collateral
5 Staff costs	15 Inventories	25 Transactions with Group companies, major shareholders, Board of Directors and Executive Board
6 Finance income	16 Receivables	26 Accounting estimates and judgments
7 Finance costs	17 Research and development costs	27 Subsequent events
8 Tax on profit for the year from continuing operations	18 Share capital	28 Accounting policies
9 Profit/loss for the year from discontinued operations	19 Deferred tax	29 New financial reporting regulations
10 Earnings/loss per share	20 Credit institutions	

1 Segment information

The Gabriel Group is accountable for continuing operations in two business segments:

Fabrics, where all products are furniture fabrics and related textiles. The products are sold to selected leading international manufacturers and key account customers specialising in upholstered furniture, seating and upholstered surfaces. The products for the individual business areas go through substantially the same production process, and the sales divisions have the same type of customers. In addition, the product distribution channels are the same. For 2022/23, FurnMaster is no longer shown under "Fabrics" in the segment information as it is classified as a discontinued operation.

Rental offices let by Gabriel Ejendomme A/S, which lets office premises in Gabriel Erhvervspark, Aalborg.

CONSOLIDATED				
tDKK	Fabrics	Rental offices	Elimination	Group total
Total segment revenue	512,078	8,477	-4,586	515,969
Depreciation/amortisation	-38,086	-1,502		-39,588
Operating profit (EBIT)	41,816	2,284		44,100
Share of profit after tax in joint ventures	2,815	-	-	2,815
Finance income	4,634	1	-509	4,126
Finance costs	-16,771	-1,002	509	-17,264
Segment profit before tax	32,493	1,284	-	33,777
Tax on profit for the year	-8,681	-282	-	-8,963
Segment profit after tax	23,812	1,002	-	24,814
Addition of non-current assets	14,196	726	-	14,922
Investments in joint venture	35,227	-	-	35,227
Segment assets	423,716	79,621	-	503,337
Segment equity and liabilities	374,885	52,032	-15,614	411,303
2023/24				
tDKK				
Total segment revenue	480,214	7,569	-4,300	483,482
Depreciation/amortisation	-35,762	-1,327	-	-37,089
Operating profit (EBIT)	17,923	1,750	-	19,673
Share of profit after tax in joint ventures	890	-	-	890
Finance income	4,394	-	-633	3,761
Finance costs	-19,755	-1,201	633	-20,323
Segment profit before tax	3,453	549	-	4,002
Tax on profit for the year	-5,335	-121	-	-5,455
Segment profit/loss after tax	-1,881	428	-	-1,453
Addition of non-current assets	18,181	928	-	19,109
Investments in joint venture	32,878	-	-	32,878
Segment assets	434,423	80,012	-	514,435
Segment equity and liabilities	413,157	53,245	-14,502	451,899

Significant customers of continuing operations

No customers in the Group account for more than 10% of Group revenue. This was also the case in 2023/24 for the continuing operations.

Geographical information

Geographical information specifies revenue by territory, based on the geographical location of the customers.

Revenue and non-current assets except investments in the joint venture and deferred tax assets are distributed across markets as follows:

CONSOLIDATED				
	Revenue		Non-current assets	
tDKK	2024/25	2023/24	2024/25	2023/24
Denmark, fabrics	29,714	32,865	40,558	38,086
Denmark, rental offices	3,891	3,269	78,423	79,164
Other European countries	371,001	366,994	93,880	94,282
North America	51,882	34,559	16,609	14,018
Asia and other territories	59,481	45,797	7,401	11,419

2 Other operating income and operating costs

CONSOLIDATED				
	CONSOLIDATED		PARENT COMPANY	
tDKK	2024/25	2023/24	2024/25	2023/24
Other operating income				
Gains on disposals of non-current assets	183	392	-	23
Other income	1,231	813	-	-
	1,414	1,205	-	23
Other operating costs				
Losses on disposals of non-current assets	-1,117	-6	-	-
Other costs	-25	-38	-	-
	-1,142	-44	-	-

3 Cost of sales

CONSOLIDATED				
	CONSOLIDATED		PARENT COMPANY	
tDKK	2024/25	2023/24	2024/25	2023/24
Cost of sales for the year	-204,911	-206,778	-	-
Write-down of inventories for the year	-218	-255	-	-
Reversal of write-downs on inventories	255	283	-	-
Production wages	-27,138	-26,647	-	-
	-232,012	-233,397	-	-

4 Other external costs

tDKK	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
Other external costs include fees for the auditors appointed by the general meeting as follows:				
Statutory audit services	-1,501	-910	-866	-541
Other assurance engagements	-500	-	-500	-
Tax advice	-	-	-	-
Other services	-40	-137	-40	-35
	-2,041	-1,047	-1,406	-576

5 Staff costs

tDKK	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
Wages and salaries etc.	-139,284	-135,491	-13,481	-12,864
Defined contribution pension schemes	-6,176	-5,724	-1,187	-1,079
Other social security costs	-13,772	-13,427	-52	-55
	-159,232	-154,642	-14,720	-13,998
Payroll costs capitalised regarding development projects	4,826	5,146	-	-
Payroll costs transferred to cost of sales	27,116	26,645	-	-
	-127,290	-122,851	-14,720	-13,998
Remuneration of the Board of Directors of the parent company	-2,083	-2,075	-2,083	-2,075
Remuneration of the Executive Board of the parent company	-7,556	-7,442	-7,556	-7,442
Pension contributions for the parent company's Executive Board	-799	-700	-799	-700
Remuneration of other executives	-7,898	-7,826	-3,311	-3,242
Pensions for other executives	-408	-394	-252	-245
Average number of employees	386	389	7	7

The Executive Board and Board of Directors were remunerated in accordance with Gabriel's remuneration policy. We also refer to the remuneration report for 2024/25.

6 Finance income

tDKK	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
Dividends from subsidiaries	-	-	15,097	17,196
Interest income, cash etc.	600	210	192	-
Interest income from discontinued operations	3,526	3,551	-	-
	4,126	3,761	15,289	17,196

7 Finance costs

tDKK	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
Interest expenses				
Interest expenses on lease assets	-10,799	-15,656	-160	-188
Interest expenses from subsidiaries	-1,575	-1,120	-6	-2
Net foreign exchange loss	-4,781	-3,407	-1,951	-2,261
Other finance costs	-109	-140	-19	-39
	-17,264	-20,323	-3,483	-5,732

8 Tax on profit for the year from continuing operations

tDKK	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
Current tax				
Joint taxation contribution	-7,077	-4,513	-	-
Adjustment of deferred tax	-1,886	-942	2,494	2,884
	-8,963	-5,455	2,589	2,912
Tax on profit for the year is specified as follows:				
Computed tax on profit from continuing operations before tax, 22%	-7,431	-880	-772	-869
Tax effect of:				
Non-taxable income	-	105	-	-
Non-deductible costs	362	-	40	-3
Non-taxable dividends	-	-	3,321	3,784
Share of profit after tax in joint venture	635	196	-	-
Adjustment for tax rates other than 22% on foreign subsidiaries	58	677	-	-
Deferred tax assets not recognised	-1,928	-5,553	-	-
Adjustment in respect of previous years	-659	-	-	-
	-8,963	-5,455	2,589	2,912

Effective tax rate

The primary reason for the development in the tax rate is that management has chosen not to recognise realised deferred tax assets arising in the 2023/24 and 2024/25 financial years regarding Screen Solutions and Gabriel North America Inc.

9 Profit/loss for the year from discontinued operations

Assets held for sale

In August 2024, Gabriel announced that it intended to sell the FurnMaster business units. They were consequently accounted for as discontinued operations in the 2023/24 annual report. The divestment was not completed in the 2024/25 financial year, mainly as a consequence of temporary external impacts on the global M&A activity level. The identified irregularities in the Mexican unit and their consequences naturally also influenced the outcome of the attempt to sell this unit. The FurnMaster units remain accounted for as discontinued operations and assets held for sale in the consolidated financial statements, because management expects that a sale can be achieved in the 2025/26 financial year.

A sale in 2025/26 through the ongoing sales process is considered probable, and estimated fair value less expected sales costs is expected to exceed carrying amount. As a result, the FurnMaster units are still presented as discontinued operations in the consolidated financial statements and the related net assets are accounted for as assets held for sale and liabilities related to assets held for sale.

	FURNMASTER	
	2024/25	2023/24
tDKK		
Net revenue		
Other external costs	386,850	429,101
Depreciation/amortisation and impairment losses on intangible assets and property, plant and equipment*	-385,848	-422,034
Operating loss (EBIT)	-16,945	-15,849
Finance costs	-15,943	-8,782
Loss from discontinued operations before tax	2,289	-3,111
Deferred tax on profit/loss for the year	-13,654	-11,893
Current tax on profit/loss for the year	-344	508
Loss from discontinued operations after tax	-3,349	-2,850
Loss per share from discontinued operations	-17,347	-14,235
Loss per share from discontinued operations, diluted	-9.2	-7.5
Goodwill	22,981	25,053
Other intangible assets	5,502	10,005
Property, plant and equipment	69,997	63,609
Deferred tax asset	6,683	6,540
Inventories	63,667	86,960
Receivables	45,819	58,874
Cash and cash equivalents	27,715	11,739
Assets held for sale	242,364	262,780
Deferred tax	1,989	1,303
Lease commitments	27,868	21,435
Trade payables	28,162	33,854
Other payables	12,686	7,097
Liabilities related to assets held for sale	70,705	63,689
Cash flows from operating activities	18,372	-8,729
Cash flows from investing activities	-2,219	-5,573
Cash flows from financing activities	-177	17,568
Total cash flows from discontinued operations	15,976	3,266

* Depreciation/amortisation and impairment losses are essentially depreciation of lease assets (DKK 7.7 million), amortisation of capitalised project costs of DKK 3.0 million and impairment write-down of the individual assets goodwill and customer contracts (DKK 2.5 million).

Management assesses that estimated fair value less expected sales costs is not lower than carrying amount. This assessment is based on EBITDA multiples which are supported by the results realised in 2024/25, expectations for 2025/26 and an assessment made by external advisers.

The above assessment was supplemented by an impairment test based on a "value in use" approach, on 2025/26 budgets approved by the Board of Directors and on projections for subsequent periods (a total of five years). Terminal value must be added to this.

Impairment testing of the cash-generating units compares recoverable amount, equivalent to the net present value of the expected future free cash flows, with the carrying amounts of the individual cash-generating units.

The key assumptions are revenue growth, EBIT margin and discount rate. Expected revenue growth for all CGUs is generally in line with the Group's realised growth. Expected EBIT rates are also supported by the EBIT rates realised for comparable Group activities.

The discount rates (WACC) used to calculate net present value are after tax and reflect risk-free interest rate plus specific risks in the individual geographical cash-flow generating units. Due to the capital structure that was assumed when computing WACC, computed discount rate before tax is not significantly higher.

Growth equivalent to the expected inflation rate (2.5%) was recognised in the terminal period.

Management prepared sensitivity analyses for the key assumptions.

Key assumptions and sensitivities are summarised as follows for cash-generating units:

FURNMASTER				
2024/25				
	Discount rate (after tax)	Discount rate (before tax)	Av. annual revenue growth until terminal period	Av. EBIT rate until terminal period
FurnMaster (Poland/Lithuania)	10.8%	11.5%	7%	9%
Grupo RYL (Mexico)	11.5%	12.1%	21%	2%

FURNMASTER				
2023/24				
	Discount rate (after tax)	Discount rate (before tax)	Av. annual revenue growth until terminal period	Av. EBIT rate until terminal period
FurnMaster (Poland/Lithuania)	10.8%	11.5%	4%	9%
Grupo RYL (Mexico)	11.6%	12.2%	30%	6%

* The sensitivity computed for revenue/EBIT shows the minimum share of projected revenue/EBIT that must be realised to avoid impairment charges.

Profit/loss for the year from discontinued operations**FurnMaster (Poland and Lithuania)**

New customers and expansion of existing customer relationships are expected to drive revenue growth. Growth and positive cash flows delivered over the last few years, in particular in Lithuania, combined with budgets for 2025/26, underpin the expectation that continued growth is realistic.

Production capacity and utilisation have increased significantly in Lithuania over the last few years.

Grupo RYL

Restructuring of FurnMaster in Mexico was initiated in the 2024/25 financial year with selected sales contracts being terminated and the unit being adjusted to a lower level of activity. A number of other restructuring costs were thus incurred as a result of adaptation of the organisation etc. The consequences of this process were a negative contribution to profit but also a reduction of the statement of financial position, which increases the possibility of completing a sale of FurnMaster in Mexico. The restructuring forms the basis for an increase in earnings and consequently future profitability.

Overall, revenue and EBIT sensitivity is judged to be within the high interval.

Deferred tax asset

The full value of deferred tax assets was DKK 26.3 million and related to the tax loss carryforwards in Grupo RYL. DKK 6.7 million of the amount was recognised at 30 September 2025 (2023/24: DKK 6.5 million).

The company realised losses in 2024/25, and management has therefore made an assessment of the possibilities of utilising the tax asset. No other deferred tax assets were capitalised in the financial year.

Grupo RYL's capital structure was adapted in the 2024/25 financial year by converting intragroup debt to equity. Budgets/forecasts have been prepared for the next five years. Projected earnings support realisation of the remaining deferred tax asset within five years based on projected annual revenue growth of the order of 21% plus increasing earnings from goods. The forecasts are supported by concrete action plans and analyses of customer potential and profitability.

10 Earnings/loss per share

	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
tDKK				
Profit/loss from continuing operations	24,814	-1,453	-	-
Loss from discontinued operations	-17,347	-14,235	-	-
Profit/loss for the year after tax	7,467	-15,688	-	-
Average number of shares	1,890,000	1,890,000	-	-
Average number of shares in circulation	1,890,000	1,890,000	-	-
Earnings/loss per share (EPS Basic)	4.0	-8.3		
Earnings/loss per share, diluted (EPS-D)	4.0	-8.3		
Earnings/loss per share from continuing operations	13.1	-0.8		
Earnings/loss per share from continuing operations, diluted	13.1	-0.8		

11 Intangible assets

tDKK	Goodwill	Acquired product technology assets	Customer relationships	CONSOLIDATED		
				Completed internal development projects	Internal development projects in progress	Software
2024/25						
Cost at 01.10.2024	27,018	15,779	7,604	47,672	14,111	17,009
Value adjustment	-1,191	-318	9	-282	-	-4
Brought forward	-	-	-	7,446	-7,446	-
Additions during the year	-	-	-	693	6,262	1,422
Disposals during the year	-	-	-	-775	-23	-
Cost at 30.09.2025	25,827	15,461	7,613	54,754	12,904	18,427
Amortisation at 01.10.2024	-	11,585	6,246	33,803	-	10,419
Value adjustment	-	-277	8	-203	-	-4
Disposals during the year	-	-	-	-775	-	-
Amortisation for the year	-	1,914	1,087	5,835	-	2,337
Amortisation at 30.09.2025	-	13,222	7,341	38,660	-	12,752
Carrying amount at 30.09.2025	25,827	2,239	272	16,094	12,904	5,675
2023/24						
Cost at 01.10.2023	51,228	15,520	13,941	45,039	18,513	17,515
Value adjustment	843	259	-343	1,432	-282	49
Brought forward	-	-	-	6,282	-6,282	-
Additions during the year	-	-	-	547	8,109	2,524
Disposals during the year	-	-	-	-	-472	-
Transferred to assets held for sale	-25,053	-	-5,994	-5,628	-5,475	-3,079
Cost at 30.09.2024	27,018	15,779	7,604	47,672	14,111	17,009
Amortisation at 01.10.2023	-	9,485	9,158	29,229	-	10,428
Value adjustment	-	1,355	-245	29	-	47
Disposals during the year	-	-	-	-	472	-
Amortisation for the year	-	745	1,971	7,174	-	2,019
Impairment losses for the year	-	-	-	-	-472	-
Transferred to assets held for sale	-	-	-4,638	-2,629	-	-2,075
Amortisation at 30.09.2024	-	11,585	6,246	33,803	-	10,419
Carrying amount at 30.09.2024	27,018	4,194	1,358	13,869	14,111	6,590

Goodwill

The carrying amount of goodwill of DKK 25.8 million is allocated between the cash-generating units (CGUs) Screen Solutions (DKK 5.5 million), UAB Gabriel Textiles (DKK 5.3 million) and Gabriel A/S (DKK 16.0 million).

The carrying amount of goodwill was impairment-tested using discounted cash flow models based on a "value in use" approach, on 2025/26 budgets approved by the Board of Directors and on projections for subsequent periods (a total of five years). Terminal value must be added to this.

Impairment testing of the cash-generating units compares recoverable amount, equivalent to the net present value of the expected future free cash flows, with the carrying amounts of the individual cash-generating units.

The key assumptions are revenue growth, EBIT margin and discount rate. Projected revenue growth for all CGUs is generally in line with the Group's realised growth. Projected EBIT rates are also supported by the EBIT rates realised for comparable Group activities. Discount rates (WACC) used to calculate net present value are after tax and reflect risk-free interest rate plus specific risks in the individual geographical cash-flow generating units. Growth equivalent to the expected inflation rate (1.5-2.5%) was recognised in the terminal period. Growth rates for the terminal value thus do not exceed the average long-term growth rate for the Group's products/markets.

Management prepared sensitivity analyses for the key assumptions.

Key assumptions and sensitivities are summarised as follows for cash-generating units:

CONSOLIDATED					
2024/25					
	Discount rate (after tax)	Discount rate (before tax)	Av. annual revenue growth until terminal period	Av. EBIT rate until terminal period	Sensitivity revenue/EBIT (minimum index)*
Screen Solutions (UK)	11.4%	11.9%	10%	5%	94
UAB Gabriel Textiles (Lithuania)	10.0%	10.6%	8%	11%	82
Gabriel A/S (Denmark)	11.0%	11.7%	10%	14%	89

* The sensitivity computed for revenue/EBIT shows the minimum share of expected revenue/EBIT that must be realised to avoid impairment charges.

Based on the current market price, the Group's market capitalisation significantly exceeds book equity. The closing price at 30 September 2025 was DKK 240, the equivalent of market capitalisation of DKK 454 million.

CONSOLIDATED					
2023/24					
	Discount rate (after tax)	Discount rate (before tax)	Av. annual revenue growth until terminal period	Av. EBIT rate until terminal period	Sensitivity revenue/EBIT (minimum index)**
Screen Solutions (UK)	11.4%	11.9%	10%	9%	96
UAB Gabriel Textiles (Lithuania)	10.8%	11.5%	10%	11%	87
Gabriel A/S (Denmark)	11.0%	11.7%	10%	19%	89

** Sensitivity computed for revenue/EBIT shows the minimum share of projected revenue/EBIT that must be realised to avoid impairment charges.

Based on the current market price, the Group's market capitalisation significantly exceeds book equity. The closing price at 30 September 2024 was DKK 270, the equivalent of market capitalisation of DKK 510 million.

Screen Solutions (UK)
The CGU comprises revenue from customers on the UK market, royalties, and sale of design services to the FurnMaster companies. The company also provides storage and other services, including lamination production, to the Group's fabric business.

In accordance with the business case, the FurnMaster companies produce Screen Solutions products and sell them to the Group's major furniture customers. The UK company also receives royalty income, which is part of the impairment test for Screen Solutions. The impairment test is sensitive to revenue development in the FurnMaster companies and the royalty income deriving from it and to income from services to the Group's other business areas, including the fabric business on the UK market.

Revenue and operating profit did not meet expectations in 2024/25.

In management's view, the UK market may generate greater revenue growth than assumed but due to general uncertainty in the market and the ongoing outsourcing process, management considers that modest growth is more likely in the coming year.

The implemented adjustments contribute to a reduced cost base. Adjustments will continue throughout 2025/26 and, combined with good opportunities for growth in direct sales to the UK market and, as a service partner for the Group, the company is expected to be profitable from 2026/27.

On the basis of these assumptions, revenue and EBIT sensitivity is within the high interval.

UAB Gabriel Textiles (Lithuania)

UAB Gabriel Textiles has been the main weaving partner in the European fabric production since 2002. The aim of purchasing the shares in the Lithuanian company in 2018 was to support the Group's growth in the fabric business and to ensure continued high reliability of supply, quality and competitiveness.

Following the acquisition, investments in production equipment and skills have developed UAB Gabriel Textiles into a knowledge centre with competitive production units for weaving and knitting services. Against this background, the company makes a significant contribution to Gabriel's value-adding on the global markets.

In accordance with the original business case, management considers that the acquisition has a positive synergy effect on Gabriel's earnings from fabrics. On this basis, most of the goodwill has been allocated to the CGU Gabriel A/S.

Growth assumed is in line with the generally projected revenue growth in the Group's sales of fabrics. Production capacity increased significantly over the last few years, and management considers that it supports projected growth. Overall, revenue and EBIT sensitivity is judged to be low.

Gabriel A/S

New customers and expansion of existing customer relationships are expected to drive revenue growth. Strong growth over the last few years underpins the expectation that continued growth is realistic. Production capacity has increased significantly over the last few years.

As a result of the ample margin, probable changes in key assumptions are judged not to result in impairment charges.

Development projects

Development projects comprise the development of new fabrics. Impairment write-downs of development projects totalled tDKK 23 (2023/24: tDKK 472).

The Group performed an impairment test on the carrying amounts of the recognised development projects. The test included an evaluation of the project development sequence, in the form of expenses paid and results obtained relative to the approved project and business plans. The values of a few finalised development projects will be maintained if sales are realised as expected in the coming years.

It was judged on this basis that recoverable amount exceeds carrying amount. As in 2023/24, no public subsidies were received in 2024/25.

12 Property, plant and equipment

tDKK	CONSOLIDATED			PARENT	
	Land and buildings	Leasehold improvements	Plant, fixtures, fittings and equipment	Lease assets	Plant, fixtures, fittings and equipment
2024/25					
Cost at 01.10.2024	111,850	24,994	99,584	66,294	2,050
Value adjustment	-	-379	-509	-1,522	-
Additions during the year	726	485	5,334	32,218	-
Disposals during the year	-	-630	-11,047	-10,246	-1,423
Cost at 30.09.2025	112,576	24,470	93,362	86,744	627
Depreciation at 01.10.2024	32,686	14,852	59,210	26,398	742
Value adjustment	-	-307	224	-524	-
Disposals during the year	-	-568	-6,848	-10,246	-822
Depreciation for the year	1,467	3,305	9,050	14,593	457
Depreciation at 30.09.2025	34,153	17,282	61,636	30,221	377
Carrying amount at 30.09.2025	78,423	7,188	31,726	56,523	250
					1,016

tDKK	CONSOLIDATED			PARENT	
	Land and buildings	Leasehold improvements	Plant, fixtures, fittings and equipment	Group total	Lease assets
Lease assets					
2024/25					
Cost at 01.10.2024	59,467	6,827	66,294	601	
Value adjustment	-1,528	6	-1,522	-	
Brought forward	-	-	-	-	
Additions during the year	29,299	2,919	32,218	741	
Disposals during the year	-8,996	-1,250	-10,246	-	
Cost at 30.09.2025	78,242	8,502	86,744	1,342	
Depreciation at 01.10.2024	22,660	3,738	26,398	108	
Value adjustment	-526	2	-524	-	
Brought forward	-	-	-	-	
Disposals during the year	-8,996	-1,250	-10,246	-	
Depreciation for the year	12,861	1,732	14,593	218	
Depreciation at 30.09.2025	25,999	4,222	30,221	326	
Carrying amount at 30.09.2025	52,243	4,280	56,523	1,016	

Lease assets essentially comprise showrooms and cars.

Additions for the year include DKK 29.0 million regarding exercise of an extension option for leased premises.

Weighted interest rate for lease assets is 1-4%.

tDKK	CONSOLIDATED			PARENT	
	Land and buildings	Leasehold improvements	Plant, fixtures, fittings and equipment	Lease assets	Lease assets
2023/24					
Cost at 01.10.2023	128,368	30,398	141,830	106,515	3,532
Value adjustment	1,426	-597	-698	-109	-
Additions during the year	948	2,900	9,576	29,059	601
Disposals during the year	-	-	-11,978	-28,907	-1,482
Transferred to assets held for sale	-18,892	-7,707	-39,146	-40,264	-
Cost at 30.09.2024	111,850	24,994	99,584	66,294	2,050

tDKK	CONSOLIDATED			PARENT	
	Land and buildings	Leasehold improvements	Plant, fixtures, fittings and equipment	Group total	Lease assets
2023/24					
Depreciation at 01.10.2023	34,113	13,312	72,169	53,440	642
Value adjustment	203	108	-659	396	-
Disposals during the year	-	-	-6,416	-28,907	-371
Depreciation for the year	1,778	3,940	13,491	20,256	471
Transferred to assets held for sale	-3,408	-2,509	-19,376	-18,787	-
Depreciation at 30.09.2024	32,686	14,852	59,210	26,398	742
Carrying amount at 30.09.2024	79,164	10,142	40,374	39,896	1,308
					493

tDKK	CONSOLIDATED			PARENT	
	Land and buildings	Leasehold improvements	Plant, fixtures, fittings and equipment	Group total	Lease assets
Lease assets					
2023/24					
Cost at 01.10.2023	95,431	11,083	106,515	-	
Value adjustment	-	-109	-109	-	
Brought forward	-	-	-	-	
Additions during the year	26,823	2,236	29,059	601	
Disposals during the year	-27,799	-1,109	-28,907	-	
Transferred to assets held for sale	-34,988	-5,275	-40,264	-	
Cost at 30.09.2024	59,467	6,827	66,294	601	
Depreciation at 01.10.2023	46,882	6,557	53,440	-	
Value adjustment	816	-420	396	-	
Brought forward	-	-	-	-	
Disposals during the year	-27,799	-1,109	-28,907	-	
Depreciation for the year	18,030	2,226	20,256	108	
Transferred to assets held for sale	-15,269	-3,517	-18,787	-	
Depreciation at 30.09.2024	22,660	3,738	26,398	108	
Carrying amount at 30.09.2024	36,807	3,089	39,896	493	

Lease assets essentially comprise showrooms and cars.

Additions for the year include DKK 5.9 million regarding exercise of an extension option for leased premises.

Weighted interest rate for lease assets is 1-4%.

13 Investments in subsidiaries

tDKK	PARENT COMPANY	
	2024/25	2023/24
Cost at 01.10	142,484	142,484
Capital contribution, subsidiaries	-	-
Cost at 30.09	142,484	142,484
Impairment write-down 01.10	7,000	7,000
Impairment write-down for the year	-	-
Impairment write-down 30.09	7,000	7,000
Carrying amount at 30.09	135,484	135,484

Name and registered office	Stake	Share capital	Profit/loss for the year tDKK	Carrying amount tDKK
		tDKK		
2024/25				
Gabriel A/S, Aalborg	100%	25,600	156,812	20,450 36,645
Gabriel Ejendomme A/S, Aalborg	100%	1,000	26,680	1,002 30,932
Gabriel (Tianjin), China*	100%	1,477	23,077	6,007 1,211
Gabriel North America Inc., USA*	100%	7	-25,987	-35,130 66,696
			180,582	-7,671 135,484
2023/24		tDKK	tDKK	tDKK
Gabriel A/S, Aalborg	100%	25,600	146,356	-83,931 36,645
Gabriel Ejendomme A/S, Aalborg	100%	1,000	25,678	428 30,932
Gabriel (Tianjin), China*	100%	1,570	24,055	2,021 1,211
Gabriel North America Inc., USA*	100%	7	9,765	-9,040 66,696
		205,854	-90,522	135,484

* No local audit obligation

Gabriel Ejendomme's equity is lower than carrying amount. Gabriel Ejendomme's activity is to own and operate the property which houses Gabriel Group's head office. Management judges on this basis that there is no indication of impairment.

The reason for the loss realised in Gabriel North America Inc. in 2024/25 is that the company made a write-down of shares in the part-owned subsidiary Grupo RYL, S.A. de C.V. Projected growth rates were realised in the year under review based on investments made in previous financial years, which increased the profitability of Gabriel North America Inc. Based on the increased profitability, cash flows and the expectations for future earnings, management judges that there is no indication of impairment.

Key assumptions and sensitivities are summarised as follows for cash-generating units:

	PARENT			
	2024/25		2023/24	
	Discount rate (after tax)	Discount rate (before tax)	Av. annual revenue growth until terminal period	Av. EBIT rate until terminal period
Gabriel North America (USA)	11.3%	11.9%	16%	14%

* Sensitivity computed for revenue shows the minimum share of projected revenue that must be realised to avoid impairment charges.

	PARENT			
	2023/24		2024/25	
	Discount rate (after tax)	Discount rate (before tax)	Av. annual revenue growth until terminal period	Av. EBIT rate until terminal period
Gabriel North America (USA)	11.3%	11.9%	21%	16%

* Sensitivity computed for revenue shows the minimum share of projected revenue that must be realised to avoid impairment charges.

The amount owed by Gabriel North America Inc. is supported by the above impairment test.
Amounts owed by subsidiaries are tDKK 40,783 (tDKK 40,688 in 2023/24), and there are no indications of impairment.

14 Investments in joint ventures

	CONSOLIDATED	
	2024/25	2023/24
tDKK		
Cost at 01.10	13,811	13,811
Cost at 30.09	13,811	13,811
Adjustments at 01.10	19,067	18,483
Share of profit for the year	2,855	934
Adjustment, beginning of period	18	12
Dividends distributed	-467	-306
Intra-group profit	14	15
Value adjustment, property	-71	-71
Adjustments for the year	2,349	584
Adjustments at 30.09	21,416	19,067
Carrying amount at 30.09	35,227	32,878
The Group holds 49.3% (2022/23: 49.3%) of the voting rights in UAB Scandye, Lithuania. UAB Scandye is co-owned with two other shareholders. The shareholders' agreement provides that all material decisions concerning the company's activities must be unanimous, which means that all shareholders have a joint controlling interest. Given that all shareholders of UAB Scandye are entitled to a proportionate share of the company's net assets, the investment is accounted for as a joint venture.		
Financial information for UAB Scandye in accordance with the Group's accounting policies:		
Net revenue	50,101	49,640
Depreciation	-5,201	-5,101
Finance costs	-152	-305
Tax on profit for the year	-	-
Profit/comprehensive income for the year	5,790	1,894
Non-current assets	38,982	43,377
Current assets	30,837	23,896
Cash and cash equivalents	16,602	4,803
Non-current liabilities	405	1,692
Non-current liabilities excluding trade and other payables	405	1,692
Current liabilities	6,797	7,797
Current liabilities excluding trade and other payables	1,288	1,781
Equity	61,874	56,961
Reconciliation of carrying amount at 30 September:		
The Group's share of equity	30,496	28,091
Value adjustment, property	420	490
Intra-group loss	-488	-502
Goodwill	4,799	4,799
Carrying amount at 30.09	35,227	32,878

Management has impairment-tested the carrying amount of goodwill. The test was based on the budget for 2025/26 and projection for the years 2026/27 to 2030/31 using projected cash flows and a discount rate before tax of 11.7%. The test has not resulted in any impairment, and the margin is considerable. Probable changes in key assumptions are therefore judged not to result in impairment.

15 Inventories

	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
tDKK				
Raw materials and consumables	40,386	49,396	-	-
Work in progress	10,712	13,801	-	-
Finished goods and goods for resale	56,402	53,247	-	-
	107,500	116,444	-	-

Inventories with a value of tDKK 3,525 (2023/24: tDKK 4,853) have been written down by tDKK 2,035 (2023/24: tDKK 2,551) to expected net realisable value.

As part of usual Group operations, the Group has entered into purchase agreements for future raw material supplies amounting to tDKK 16,628 (30 September 2024: tDKK 17,847) to ensure raw material supplies in 2025/26.

16 Receivables

	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
tDKK				
Trade receivables	54,568	57,161	-	-
Current portion of amounts owed by subsidiaries	-	-	10,619	9,444
Other receivables	16,672	20,980	-	-
	71,240	78,141	10,619	9,444

On the basis of the Group's internal credit rating procedures and external credit ratings, the creditworthiness of receivables not written down is assessed to be high and to pose a low risk of loss. See also note 23 for information on credit risks.

The Group's trade receivables are distributed as follows by geographical area:

Denmark	3,133	4,222
Europe	36,929	37,192
USA	7,952	9,529
Asia	2,895	3,529
Other countries	3,659	2,689
	54,568	57,161

The Group's trade receivables at 30 September 2025 include receivables with a gross value totalling tDKK 2,151, written down by tDKK 1,276. Receivables included in 2023/24 were tDKK 3,454, written down by tDKK 2,376. Bad debts were due to customer insolvency or anticipated payment default.

Provisions for write-downs on trade receivables and loss rates are specified as follows:

2024/25	Trade receivables	Loss rate	Write-down	Total
Not overdue		0.0%	48,110	-
Up to 30 days		6.3%	5,051	316
Between 30 and 60 days		21.9%	753	165
Over 60 days		41.2%	1,930	795
		2.3%	55,844	1,276
				54,568

Interest income arising from receivables written down is not recognised.

Write-downs of the Group's trade receivables concern Europe.

2024/25	Loss rate	Trade receivables	Expected loss based on historical loss rates	18 Share capital	
				2024/25	2023/24
Denmark	0.0%	3,133	-		
Europe	3.4%	36,929	1,273		
USA	0.0%	7,952	-		
Asia	0.0%	2,895	-		
Other countries	0.1%	3,659	3		
		54,568	1,276		

The Gabriel Group does not have a past record of major bad debts, and bad debts are therefore also expected to be limited in future. Write-downs are based on concrete assessments of due date and other relevant information, including macro-economic conditions.

2023/24	Loss rate	Trade receivables	Write-down	Total	19 Deferred tax	
					2024/25	2023/24
Not overdue	3.5%	50,825	1,760	49,065		
Up to 30 days	7.3%	3,019	222	2,797		
Between 30 and 60 days	3.2%	1,094	35	1,059		
Over 60 days	7.8%	4,600	360	4,240		
	4.0%	59,537	2,376	57,161		

Interest income arising from receivables written down is not recognised.
Write-downs of the Group's trade receivables concern Europe.

2023/24	Loss rate	Trade receivables	Expected loss based on historical loss rates	17 Research and development costs	
				2024/25	2023/24
Denmark	0.0%	4,222	-		
Europe	6.4%	37,192	2,376		
USA	0.0%	9,529	-		
Asia	0.0%	3,529	-		
Other countries	0.0%	2,689	-		
		57,161	2,376		

17 Research and development costs
The correlation between research and development costs incurred and expensed is specified as follows:

	CONSOLIDATED	
	2024/25	2023/24
tDKK		
Research and development costs incurred	34,168	34,596
Development costs in the continuing operations recognised as intangible assets	-6,920	-6,887
Research and development costs for the year recognised in the income statement under staff and other external costs	27,248	27,710

18 Share capital

	SHARES ISSUED			
	Number	2024/25	2023/24	Nominal value (tDKK)
1 October	1,890,000	1,890,000	37,800	37,800
30 September	1,890,000	1,890,000	37,800	37,800

The share capital comprises 1,890,000 shares of DKK 20 each. No shares carry special rights, and the share capital is fully paid up. Neither the Group nor the parent company holds treasury shares.

Capital management

The Group's ordinary activities still generate reasonable cash flows, enabling it to maintain solid financial resources. Management regularly assesses the need for adjusting the capital structure. The Group's equity ratio was 35.3% on 30 September 2025 (30 September 2024: 33.7%). Equity ratio for continuing operations was 39.0% (30 September 2024: 36.7%).

The Group always wishes to provide its shareholders with regular returns on their investments, while maintaining an appropriate level of equity to ensure the company's future operations. The Board of Directors proposes that a dividend of DKK 5.00 per share be distributed for 2024/25 (DKK 0 in 2023/24), equivalent to total dividends of DKK 9.5 million (DKK 0 million in 2023/24).

Against this background, the present capital resources are deemed adequate in the present economic climate.

19 Deferred tax

	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
tDKK				
Deferred tax at 01.10	2,905	-2,663	141	168
Exchange rate adjustment	312	-7,565	-	-
Deferred tax for the year recognised in the income statement	-1,886	7,797	-96	-27
Adjustment in respect of previous years	-1,009	99	-	-
Transferred to assets held for sale	-	5,237	-	-
Deferred tax at 30.09	322	2,905	45	141
Deferred tax is recognised as follows in the statement of financial position:				
Deferred tax assets	-6,903	-7,413	-	-
Deferred tax liabilities	7,225	10,318	45	141
Deferred tax at 30.09, net	322	2,905	45	141
Deferred tax concerns:				
Intangible assets	6,587	7,369	-	-
Plant, fixtures and fittings and equipment	1,405	3,531	45	141
Financial assets	211	-13	-	-
Current assets	-653	-569	-	-
Tax loss carryforwards	-7,228	-7,413	-	-
	322	2,905	45	141

Deferred tax assets primarily concern the Group companies Gabriel North America (DKK 5.8 million) and Screen Solutions Ltd (DKK 0.8 million) and mainly relate to tax loss carryforwards. Both companies realised losses in 2024/25, and management therefore made a detailed assessment of the possibilities of utilising the tax assets.

Gabriel North America

On the strength of major customer potential on the North American market and based on budgets/forecasts, management considered that there is every probability that the tax asset in the USA can be utilised within the next four or five years. The full value of the tax asset for Gabriel North America is DKK 14.2 million, of which DKK 5.8 million is recognised in the deferred tax asset.

Budgets/forecasts have been prepared for Gabriel North America for the next five years. Projected earnings support utilisation within four or five years, based on expected annual revenue growth in fabric sales of the order of 20%, plus slightly increasing earnings from goods. Growth of 45% was realised in the 2024/25 financial year, which supports management's assessment. We also refer to note 11 on impairment testing.

Screen Solutions

Gross tax asset totals DKK 12.0 million, primarily concerning a tax loss carryforward. Via the potential for Screen Solutions products, management expects to continue to utilise tax losses in the UK company within four or five years. On this basis, a deferred tax asset of DKK 0.8 million has been recognised.

Please see note 11 on impairment testing and expected earnings.

20 Credit institutions

tDKK	CONSOLIDATED		PARENT COMPANY	
	2024/25	2023/24	2024/25	2023/24
Amounts owed to credit institutions relate to:				
Mortgage debt, mortgage lender	33,732	36,383	-	-
Drawing on ordinary credit facility at bank	263,050	314,058	-	-
Total carrying amount	296,782	350,441	-	-
Amounts owed to credit institutions were recognised in the statement of financial position as follows:				
Non-current liabilities	31,043	33,742	-	-
Current liabilities	265,739	316,700	-	-
Total carrying amount	296,782	350,441	-	-
Fair value is calculated at market value (level 1)	296,782	350,441	-	-
The contractual cash flows from the mortgage debt are due as follows:				
0-1 years	2,689	2,642		
1-5 years	10,541	10,934		
> 5 years	20,502	22,807		

Other liabilities are classified as current liabilities and not included in the above.

Lines of credit available to the Group amount to DKK 465 million, of which DKK 263 million had been drawn on the date of the statement of financial position. Given the past record of undrawn lines of credit, the reduction of current liabilities in the financial year and the expectations for continued strong cash flows, Gabriel subsequently chose to reduce its lines of credit to DKK 390 million at 2 October 2025. As a result of annual renegotiation of the open credit, current liabilities to credit institutions are not expected to be repaid in the 2025/26 financial year. Please see note 23 on liquidity and interest rate risks.

Mortgage debt to mortgage lender comprises two loans: A fixed-rate annuity loan in DKK with interest of 0.75% p.a. and a principal of tDKK 42,780 and a floating-rate bond loan with interest at present of 2.08% p.a. and a principal of tDKK 6,162.

The maturity analysis is based on all undiscounted cash flows, including estimated interest payments. Interest payments are estimated on the basis of existing market conditions.

21 Lease liabilities

Lease liabilities are recognised as follows in the statement of financial position:

tDKK	Lease liabilities	CONSOLIDATED		PARENT COMPANY	
		2024/25	2023/24	2024/25	2023/24
0-1 years		15,812	14,609	14,687	14,297
1-5 years		33,023	30,511	19,721	19,197
> 5 years		14,639	13,526	7,681	7,477
		63,474	58,646	42,089	40,971
Interest component		-4,828	-	-1,118	-
Net present value of minimum lease payments		58,646	58,646	40,971	40,971
		953	419		

22 Cash flows from financing activities

tDKK	CONSOLIDATED				PARENT
	2024/25	Mortgage debt	Drawing on ordinary bank credit facility	Lease commitments	
1 October 2024	36,376	314,058	63,524	-	-
Repayment of amounts owed to credit institutions	-2,651	-51,008	-25,168	-78,827	-
Increase in lease commitments	-	-	48,158	48,158	-
30 September 2025	33,724	263,050	86,514	-30,669	-
tDKK	2023/24				PARENT
	Mortgage debt	Drawing on ordinary bank credit facility	Lease commitments	Changes in cash flows	
1 October 2023	38,983	307,128	53,875	-	-
Repayment of amounts owed to credit institutions	-2,607	6,930	-20,246	-15,923	5,729
Increase in lease commitments	-	-	29,895	-	-
30 September 2024	36,376	314,058	63,524	-15,923	5,729

23 Financial risks and financial instruments

Given its operations, investments and financing, the Gabriel Group is exposed to a number of financial risks, including market (currency, interest rates and raw materials), credit and liquidity. Gabriel's policy is not to engage in active speculation on financial risks. The Group's financial management thus covers only the management and reduction of the financial risks arising directly from its operations, investments and financing.

The Group has a finance policy covering currency, investing, financing and credit policy relative to the Group's financial partners. The policy also describes approved financial instruments and risk limits.

The Group occasionally hedges currency risks, considering projected future cash flows and projected future exchange rate movements, and decides whether each transaction qualifies for hedge accounting. The majority of sales in Europe, America and China are settled in the customer's functional currency, while EUR are primarily used for settlement with other international customers.

Currency risks generated by income thus primarily concern USD and RMB but, as most income is invoiced in the Scandinavian currencies or EUR and net income and cost items are equalled out as far as possible, the risk is judged to be relatively limited. The Group's most important purchases are settled in DKK, EUR or USD.

Management monitors the Group's risk concentration broken down by customers, geographical areas, currencies etc. Management also monitors whether the Group's risks are correlated, and whether its risk concentration has undergone any changes. The Group's risk exposure and risk management have remained essentially unchanged since 2023/24.

The Group's categories of financial assets and liabilities are given below:

	CARRYING AMOUNT	
	2024/25	2023/24
tDKK		
Receivables	112,274	129,357
Cash and cash equivalents	63,568	38,466
Financial assets measured at amortised cost (for total operations)	175,842	167,823
of which for continuing operations	107,093	104,868
Amounts owed to credit institutions	296,782	350,441
Financial lease liabilities	86,514	63,524
Trade payables	43,778	53,258
Amounts owed to joint venture	3,257	4,056
Other payables	39,117	32,687
Financial liabilities measured at amortised cost (for total operations)	469,448	503,967
of which for continuing operations	402,202	441,580

The fair value of financial assets and liabilities is in line with the carrying amounts.

Currency risk

The Group's foreign exchange positions in Danish kroner were as follows at 30 September 2025:

Currency (tDKK)	DISCONTINUED OPERATIONS		CONTINUING OPERATIONS	
	Cash and cash equivalents/ trade receivables	Bank loans/ trade payables/ credit institutions	Cash and cash equivalents/ trade receivables	Bank loans/ trade payables/ credit institutions
DKK	-	-	1,731	-262,997
EUR	52,180	-14,676	39,725	-52,998
SEK	-	-	4,280	-631
NOK	-	-	502	-161
GBP	-	-	9,977	-25,603
USD	-	-	20,007	-24,044
PLN	3,161	-3,115	232	-
RMB	-	-	12,905	-6,384
MXN	2,418	-5,851	-	-
Other	-	-	1,061	6
Abroad	57,759	-23,642	88,689	-109,815

The Group's foreign exchange positions in Danish kroner were as follows at 30 September 2024:

Currency (tDKK)	DISCONTINUED OPERATIONS		CONTINUING OPERATIONS	
	Cash and cash equivalents/ trade receivables	Bank loans/ trade payables/ credit institutions	Cash and cash equivalents/ trade receivables	Bank loans/ trade payables/ credit institutions
DKK	-	-	494	-313,376
EUR	42,708	-19,911	41,788	-64,517
SEK	-	-	2,917	-95
NOK	-	-	220	-90
GBP	-	-	8,411	-2,676
USD	-	-	15,102	-21,620
PLN	3,688	-5,972	30	-
RMB	-	-	14,006	-9,427
MXN	3,206	-7,676	-	-
Other	-	-	949	-163
Abroad	49,602	-33,559	83,423	-98,588

The Group did not use forward exchange transactions in 2023/24 and 2024/25.

A probable change in the exchange rates at 30 September 2025 may have an impact on results and equity, because of currency exposure at 30 September 2025. The Group also experienced major exchange rate fluctuations in the 2024/25 financial year, in particular attributable to the USD, GBP and RMB and, if this development continues in the next financial year, the effect will be as follows for selected, major currencies (a change in the opposite direction will have the opposite effect on profit for the year before tax and equity). Foreign currency exposure of discontinued operations is not considered significant, and the overview below therefore covers only continuing operations.

Currency exposure at 30 September 2025

Currency	Net position	Probable change in exchange rate	Effect on profit for the year before tax	Effect on equity
USD/DKK	-4,037	-4%	161	126
EUR/DKK	-13,273	0%	0	0
RMB/DKK	6,521	0%	0	0
GBP/DKK	-15,626	-2%	313	250

Currency exposure at 30 September 2024

Currency	Net position	Probable change in exchange rate	Effect on profit for the year before tax	Effect on equity
USD/DKK	-6,518	8%	-521	-407
EUR/DKK	-22,729	0%	0	0
RMB/DKK	4,579	0%	0	0
GBP/DKK	5,735	2%	109	87

In 2025/26, the Group's foreign currency exposure is expected to be essentially unchanged relative to 2024/25. The probable change in exchange rate is based on major credit institutions' assessment of medium-term currency trends. All other parameters are unchanged and expected to be at the same level as in 2023/24.

Liquidity and interest rate risks

At 30 September 2025, the Group had net cash at bank of negative DKK 199.5 million (2023/24: negative DKK 275.6 million). The Group's total line of credit amounted to DKK 465 million at 30 September 2025 (2023/24: DKK 465 million). Given the past record of undrawn lines of credit, the reduction of current liabilities in the financial year and the expectations for continued strong cash flows, Gabriel subsequently chose to reduce its lines of credit to DKK 390 million at 2 October 2025. It is assessed that there will still be undrawn credit facilities in the coming year. In management's opinion, the Group will be able to manage even major departures from the cash forecast.

The Group's primary banking agreement is non-committed and renegotiated annually. Based on the Group's development and expectations for the future (with and without continuing operations), management expects that the agreement will be renewed during the coming year. This assumption is supported by the Group's past record and dialogue with credit institutions.

Covenants regarding solvency and financial leverage apply to a portion of the Group's credit facility (which is for DKK 120 million). These covenants were not breached in the financial year and, based on the 2025/26 budget, management expects that the Group will also comply with them in future financial years.

Based on the Group's present credit facilities, management deems that there will be adequate liquidity to ensure the ongoing financing of future operations and investments.

Mortgage loans are also taken out with mortgage lenders. The loans are in DKK and at fixed and floating rates of interest. Finance leasing agreements for vehicles and machinery were drawn up: in DKK with a floating interest rate; in EUR with a fixed interest rate; and in USD with a fixed interest rate. The agreements have terms of one to four years.

Amounts owed by the Group to credit institutions have floating interest rates in line with market indices plus a margin in the respective agreements. The Group is thus especially exposed to changes in the market rates and, with the current debt, a one percentage-point change in the market rate would result in a change of DKK 2.0 million in finance costs.

Risks relating to raw materials

The Group typically enters into cooperation agreements with its key suppliers to ensure reliability of delivery and to lock prices. As indicated in note 15, Gabriel has concluded purchase agreements for raw material supplies for 2025/26. The Group is not exposed to any major price risks arising from its use of raw materials.

Credit risks

In line with Group credit risk policy, all major customers and other business partners are regularly credit rated. Credit risk management is based on internal credit lines for customers. The Group continues its strong focus on the approval of customer credit lines as well as on the strengthened management and monitoring of customers. Group trade receivables are distributed across numerous customers, countries and markets, ensuring a very broad risk diversification. On the basis of the Group's internal credit procedures, it is judged that the quality of the Group's trade receivables depends primarily on the debtor's home country. The creditworthiness of debtors from Scandinavia and the EU is usually higher than that of debtors from other countries.

The Group aims to reduce risk through efficient monitoring, follow-up and credit insurance of major foreign and domestic receivables or alternative collateral. The Group's trade receivables are usually paid no later than one to two months after delivery. The Group has a past record of minor bad debts and is usually exposed to only a limited risk of major losses. We refer to note 16.

Group companies regularly assess the carrying amounts of intragroup receivables and write them down to projected net realisable value if deemed relevant. No write-downs were made in 2024/25.

24 Contingent liabilities and collateral

PARENT COMPANY

The parent company has issued a guarantee assuming primary liability to the bankers of the subsidiary Gabriel A/S covering the subsidiary's current bank loans, which amounted to DKK 120 million at 30 September 2025. The parent company has issued a letter of intent to the bankers of the subsidiary Gabriel A/S regarding solvency and leverage.

The parent company is jointly taxed with other Danish companies in the Gabriel Holding Group. In its capacity as the administrative company, the parent company has unlimited joint and several liability with the other companies in the joint taxation unit for Danish corporation taxes and withholding taxes on dividends and interest within the joint taxation unit. Any subsequent corrections to corporation and withholding taxes could result in a change in the amount of the company's liability.

CONSOLIDATED

Land and buildings have been provided as collateral for mortgage debt to the mortgage lender. The carrying amount of land and buildings was tDKK 78,423 at 30 September 2025 (30 September 2024: tDKK 79,164), while mortgage debt to mortgage lender was tDKK 33,732 (30 September 2024: tDKK 36,383). Land and buildings have been provided as collateral for the mortgage debt relating to Gabriel Ejendomme A/S. The carrying amount was tDKK 78,423 (30 September 2024: tDKK 79,413).

The Group also has a few pending or potential claims or legal actions which cannot significantly affect its financial position.

25 Transactions with Group companies, major shareholders, Board of Directors and Executive Board

The parent company's related parties comprise subsidiaries and joint ventures, their Boards of Directors and Executive Boards. Related parties also comprise companies over which the above persons have significant influence. Gabriel Holding A/S has no related parties exercising control.

The parent company is jointly taxed with other Danish companies in the Gabriel Holding Group, which means that the parent company is liable for Danish corporation and withholding taxes etc. within the joint taxation unit.

tDKK	PARENT COMPANY	
	2024/25	2023/24
Administration fee from subsidiaries	11,340	11,340
Interest expenses to subsidiaries	-1,347	-3,242
Rent to subsidiaries	-374	-371
Dividends from subsidiaries	15,097	17,196

Transactions with subsidiaries were eliminated in the consolidated financial statements in accordance with the accounting policy.

The related parties include a joint venture over which Gabriel exercises joint control. Trading with the joint venture business UAB Scandye comprised the following:

tDKK	CONSOLIDATED	
	2024/25	2023/24
Purchases from joint venture	35,320	42,122

Apart from the executives' and directors' remuneration disclosed in note 5, the Group and parent company carried out no transactions with the Board of Directors, Executive Board, executive employees, major shareholders or other related parties during the year.

26 Accounting estimates and judgments

The carrying amount of certain assets and liabilities is stated on the basis of management's estimated impact of future events on the value of these assets and liabilities at the statement of financial position date. Estimates of importance to the financial reporting mainly concern discontinued operations. Estimates are also made when valuing goodwill and deferred tax assets, calculating write-downs for inventory obsolescence and impairment tests on development projects.

As stated in note 9, in August 2024, Gabriel announced that it intended to sell the FurnMaster business units. They were consequently accounted for as discontinued operations in the 2023/24 annual report. The divestment was not completed in the 2024/25 financial year, mainly as a consequence of temporary external impacts on the global M&A activity level. The identified irregularities in the Mexican unit and their consequences naturally also influenced the outcome of the attempt to sell this unit. The FurnMaster units remain accounted for as discontinued operations and assets held for sale in the consolidated financial statements, because management expects that a sale can be achieved in the 2025/26 financial year.

A sale in 2025/26 through the ongoing sales process is considered probable, and it is considered possible to realise at least the recognised values of net assets held for sale, but this is naturally uncertain.

In the annual impairment test of goodwill for continuing operations, or when there is an indication of impairment, an estimate is made of how the enterprise's individual cash-generating units, to which the goodwill relates, will be able to generate sufficient positive net cash flows to support the value of goodwill and other net assets of the unit. Estimates of future cash flows many years in the future will be subject to some degree of uncertainty. This uncertainty is reflected in the selected discount rate. Impairment testing is described in note 11.

Management assessed the Group's recognised tax assets based on expected future earnings in the countries to which the tax assets relate. For recent losses, it also assessed whether there was a convincing basis for recognising the deferred tax assets. It concluded on the basis of budgets and projections of budgets that the recognised deferred tax assets can be used within four to five years. We refer to note 19.

The uncertainty of estimates of inventories is connected to write-downs to net realisable value. The need for write-downs is deemed to be unchanged and assessment is still based on the development within colour and product combinations and associated raw materials and consumables. Write-downs on inventories follow the Group's practice for write-downs, which includes an assessment of the inventory turnover ratio and possible losses as a result of obsolescence, quality problems and economic conditions. Inventory write-down in continuing operations was tDKK 2.035 at 30 September 2025, compared to tDKK 2.551 last year.

Development projects in progress are impairment-tested at least once a year. Development projects are projects based on future expectations for fashion, colours and design, and the test is thus based on future expectations for customer and market demands. Innovation projects are established for the purpose of identifying new products within associated business areas. These circumstances form the basis for management's estimates of the recoverable amount of the ongoing development and innovation projects in the form of expected future net cash flows including costs of completion.

Judgments in applying accounting policies

In the application of accounting policies, management made no special judgments of major significance to the financial reporting.

27 Subsequent events

No events of significance to the 2024/25 financial statements have occurred since the date of statement of financial position.

28 Accounting policies

Gabriel Holding A/S is a limited liability company domiciled in Denmark. The financial section of the annual report for the period 1 October 2024 - 30 September 2025 comprises the consolidated financial statements for Gabriel Holding A/S and its subsidiaries (the Group) and separate parent company financial statements.

The consolidated financial statements and the parent company financial statements of Gabriel Holding A/S for 2024/25 were prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU, and with the Danish disclosure requirements for listed companies.

The Board of Directors and the Executive Board discussed and approved the annual report for 2024/25 of Gabriel Holding A/S on 20 November 2025. The annual report will be presented to the shareholders of Gabriel Holding A/S for approval at the annual general meeting on 11 December 2025.

Basis for preparation

The consolidated financial statements and the parent company financial statements are presented in DKK rounded to the nearest DKK 1.000.

The accounting policies described below were applied consistently during the financial year and for the comparative figures.

Implementation of new standards and IFRICs

Gabriel Holding A/S has implemented the standards and IFRICs which entered into force for 2024/25. None of the new standards or IFRICs is deemed to influence financial reporting for the Group or the parent company.

ACCOUNTING POLICIES APPLIED**Consolidated financial statements**

The consolidated financial statements comprise the parent company Gabriel Holding A/S and subsidiaries over which Gabriel Holding A/S exercises control, i.e. the power to govern the financial and operating policies so as to obtain benefits from its activities. An investor is deemed to control another enterprise when the investor exercises control (power) over it and has the possibility or right to receive variable returns from it and the ability to affect the size of the returns through this control. When control is assessed in the terms of IFRS 10, an investee must be consolidated when the parent has de facto control over it, even if the parent does not own the majority of shares or votes.

On the basis of the absolute sizes of stakes and the other shareholders' proportionate stakes, including votes and mutual relationships, the Group's management considers its ownership interest to be sufficient to constitute de facto control.

Joint arrangements are activities or businesses over which the Group has a controlling interest, through cooperation agreements with one or more parties. Joint controlling interest means that decisions about the relevant activities require the unanimous consent of all parties holding a joint controlling interest. Joint arrangements are classified as joint ventures or joint operations. Joint operations are activities in which the participants have direct rights over assets and direct obligations for liabilities, while joint ventures are activities where the participants only have rights over the net assets.

The consolidated financial statements include the parent company Gabriel Holding A/S and the subsidiaries Gabriel A/S, Gabriel Ejendomme A/S, Gabriel Innovation A/S, Gabriel (Tianjin) International Trading Co. Ltd., UAB FurnMaster, FurnMaster Sp. z o.o., Screen Solutions Ltd, Gabriel GmbH, Gabriel Sweden AB, Gabriel North America Inc., Gabriel Iberica SL, UAB Gabriel Textiles, UAB Gabriel Baltics, UAB SampleMaster, Grupo RYL S.A. de C.V. and Visiotex GmbH. UAB Scandye is considered a joint venture and was recognised under investments in joint ventures in the annual report.

The consolidated financial statements were prepared as a consolidation of the parent company's and the individual subsidiaries' financial statements. The consolidated statements were prepared in accordance with the Group's accounting policies, with elimination of intra-group income and expenses, shareholdings, intra-group balances and dividends and realised and unrealised gains on intra-group transactions. Unrealised gains on transactions with joint ventures are eliminated in proportion to the Group's ownership share of the enterprise. Unrealised losses are eliminated in the same way as unrealised gains, unless impairment has occurred.

The items of subsidiaries are fully recognised in the consolidated financial statements. The non-controlling parties' share of the profit for the year, and of the equity in subsidiaries which are not 100% owned, is included as a part of the Group's result or equity, but shown separately.

Business combinations

Enterprises acquired or formed during the year are included in the consolidated financial statements from the date of acquisition or formation. Enterprises disposed of are recognised in the consolidated financial statements until the date of disposal. Comparative figures are not restated for acquisitions.

The acquisition method is used on acquisitions of new businesses where the Gabriel Holding A/S Group gains control. The acquired company's identifiable assets, liabilities and contingent liabilities are measured at fair value at the acquisition date. Deferred tax on the revaluations made is recognised.

The acquisition date is the date on which Gabriel Holding A/S effectively gains control of the acquired business.

Costs attributable to business combinations are recognised directly in the profit for the year in which they were incurred.

Assets held for sale and liabilities related to assets held for sale

Assets held for sale comprise non-current assets and disposal groups held for sale. A disposal group is defined as a group of assets to be disposed of, by sale or otherwise, together as a group in a single transaction. Liabilities related to assets held for sale are liabilities directly associated with the assets that will be transferred in the transaction. Assets are classified as "held for sale" when their carrying amount will be recovered principally through a sale within 12 months in accordance with a formal plan rather than through continuing use.

Assets or disposal groups held for sale are measured at the lower of carrying amount on the date of classification as held for sale and fair value less selling costs. Assets are not depreciated or amortised from the date when they are classified as held for sale. The assets and the related liabilities are presented on separate lines in the statement of financial position. Comparative figures are not restated.

Presentation of discontinued operations

Discontinued operations form a significant part of a business if operations and cash flows can be clearly distinguished, operationally and for financial reporting purposes, from the rest of the business, and where the component has been disposed of, or is classified as held for sale, and the sale is expected to be completed within one year in accordance with a formal plan.

Profit after tax from discontinued operations and value adjustments after tax of related assets and liabilities and profit/loss on sale are shown as a separate line in the income statement and comparative figures are adjusted. Revenue, costs, value adjustment and tax for the discontinued operations are given in the notes.

Assets and related liabilities for discontinued operations are shown as separate lines in the statement of financial position (see the section "Assets held for sale and liabilities related to assets held for sale"), and the main items are specified in the notes.

Cash flows from discontinued operations are recognised in the consolidated cash flow statement.

Foreign currency translation

For each of the reporting entities in the Group, a functional currency is determined. The functional currency is the currency used in the primary financial environment in which the reporting entity operates. Transactions denominated in currencies other than the functional currency are foreign currency transactions. On initial recognition, foreign currency transactions are translated into the functional currency at the exchange rates applicable on the transaction date. Foreign exchange differences arising between the transaction date and the date of payment are recognised in profit or loss as finance income or finance costs. Receivables, payables and other monetary items denominated in foreign currencies are translated into the functional currency at the exchange rates applicable at the end of the reporting period. The difference between the exchange rates at the end of the reporting period and on the date on which the receivable or payable arose or was recognised in the latest annual report is recognised in profit or loss as finance income or finance costs.

On recognition in the consolidated financial statements of subsidiaries with a functional currency other than the DKK, the income statements are translated at the exchange rates of the transaction date, and the items in the statement of financial position are translated at the exchange rates applicable at the end of the reporting period. An average exchange rate for each month is used as the transaction date exchange rate, unless this would significantly distort the presentation of the underlying transactions.

Foreign exchange differences arising on translation of the opening balance of equity of such foreign operations at the exchange rates applicable at the end of the reporting period, and on translation of the income statements from the exchange rates of the transaction date to the exchange rates applicable at the end of the reporting period, are recognised in other comprehensive income, in a separate translation reserve under equity.

On recognition in the consolidated financial statements of joint ventures with a functional currency other than the DKK, the share of profit/loss for the year is translated at average exchange rates. The share of equity, including goodwill, is translated at the exchange rates applicable at the end of the reporting period. Foreign exchange differences arising on the translation of the share of the opening equity of foreign joint ventures, at the exchange rates applicable at the end of the reporting period, and on translation of the share of profit/loss for the year from average exchange rates to the exchange rates applicable at the end of the reporting period, are recognised in other comprehensive income in a separate translation reserve under equity.

Exchange rate adjustments to the exchange rates applicable at the end of the reporting period of balances which are considered part of the net investment in foreign activities are recognised in other comprehensive income in the consolidated financial statement as a separate translation reserve under equity.

Derivative financial instruments

Derivative financial instruments are recognised and measured in the statement of financial position at fair value. Positive and negative fair values of derivative financial instruments are included in other receivables and payables, respectively. Fair values for derivative financial instruments are measured on the basis of current market data and acknowledged valuation methods.

Changes in the fair value of derivative financial instruments designated, and qualifying for recognition, as a hedge of the fair value of a recognised asset or liability are recognised in the results, together with changes in the value of the hedged asset or liability as regards the portion hedged.

Changes in the fair value of derivative financial instruments designated, and qualifying for recognition, as a hedge of future cash flows, and which effectively hedge changes in future cash flows, are recognised in equity under a separate reserve for hedging transactions until the hedged cash flows affect the results. At this time, any gain or loss regarding such hedging transactions is transferred from equity and recognised in the same item as the hedged item.

For derivative financial instruments that do not qualify for hedge accounting, changes in fair value are recognised in the income statement as finance income or finance costs.

INCOME STATEMENT**Net revenue**

Revenue from the sale of goods for resale and finished goods is recognised as revenue, provided that delivery and transfer of risk to the buyer have taken place before the year end, that the income can be reliably measured, and that it is expected to be received. Rental income is accrued and recognised on a straight-line basis over the period, in accordance with contracts entered into. Net revenue is measured ex-VAT, taxes and discounts in relation to the sale.

The terms of payment in the Group's sales agreements with customers depend on the product, the performance obligation and the underlying customer relationship. Payment terms are typically 1-2 months.

The Group generally has no refund liabilities and only usual guarantee obligations on the sale of goods.

Other operating income and costs

Other operating income and costs comprise items secondary to the principal activities of the enterprise, including gains on the sale of intangible assets and property, plant and equipment.

Public subsidies

Public subsidies comprise subsidies and financing of development projects. Public subsidies are recognised in the income statement under other operating income in step with payment/amortisation of the costs eligible for subsidy. In the statement of financial position, public subsidies are recognised under deferred income.

Cost of sales etc.

These costs include costs paid to achieve the year's net revenue, including direct and indirect costs of raw materials and consumables, goods for resale and energy etc.

The cost of sales etc. also includes direct and indirect costs of wages and consumables in connection with Group production.

Other external costs

Other external costs relate mainly to sales, distribution, maintenance, premises and administration.

Profit/loss from investments in joint ventures in the consolidated financial statements

The Group's proportionate share of the results after tax of the joint venture business is recognised in the consolidated income statement after elimination of the proportionate share of intra-group profits/losses.

Finance income and finance costs

Finance income and finance costs comprise interest income and expenditure, gains and losses as well as write-downs on payables and transactions denominated in foreign currencies, amortisation of financial assets and liabilities and surcharges and refunds under the on-account tax scheme etc. Realised and unrealised gains and losses on derivative financial instruments which are not designated as hedging arrangements are also included.

Dividends received from investments in subsidiaries are recognised in the parent company income statement in the financial year when the dividends are declared. If distributed dividends exceed comprehensive income for the relevant period, an impairment test is carried out.

Tax on profit for the year

Gabriel Holding A/S is jointly taxed with all Danish subsidiaries. The current Danish corporation tax is allocated between the jointly taxed Danish companies in proportion to their taxable incomes (full absorption with deduction for tax losses). The jointly taxed companies are included in the on-account tax scheme.

Tax for the year comprises current tax and changes in deferred tax for the year. The tax expense relating to the profit for the year is recognised in the income statement, and the tax expense relating to changes directly recognised in equity is recognised directly in equity.

STATEMENT OF FINANCIAL POSITION**Goodwill**

Goodwill is recognised at cost on initial recognition in the statement of financial position as described under Business combinations. Goodwill is subsequently measured at cost less cumulative impairment losses. Goodwill is not amortised.

Acquired product technology assets

Acquired product technology assets are acquired patents, technologies and trademarks in connection with the acquisition of a business. Assets are calculated at fair value on the acquisition date using the relief from royalty method, i.e. by discounting royalty savings through owning, rather than identifying the technology in question. Acquired product technology assets are amortised over an expected useful life of seven to ten years.

Development projects

Development costs comprise costs, salaries and amortisation which are directly or indirectly attributable to the company's development activities.

Clearly defined and identifiable development projects are recognised as non-current, intangible assets where there is evidence of the degree of technical utilisation, sufficient resources and a potential future market or development opportunities in the company. The company must intend to produce, market or use the project, the cost must be reliably measured and there must be sufficient assurance that future earnings will cover administrative, production, distribution and development costs.

Other development costs are recognised in the income statement as incurred.

Capitalised development costs are measured at the lower of cost less cumulative amortisation and impairment losses and recoverable amount.

Following the completion of the development work, development costs are amortised on a straight-line basis over the estimated useful life. The usual amortisation period is five years.

Property, plant and equipment

Land and buildings, plant and machinery, fixtures and fittings, and other plant and equipment are measured at cost less cumulative depreciation and impairment losses.

Cost comprises the purchase price and any costs directly attributable to the acquisition until the date on which the asset is available for use. The cost of self-constructed assets comprises direct and indirect costs of materials, components, suppliers, wages and salaries as well as borrowing costs arising from specific and general borrowing directly relating to the construction of the individual asset.

Where individual components of an item of property, plant and equipment have different useful lives, they are accounted for as separate items which are depreciated separately.

The cost of lease assets is stated at the lower of fair value and the net present value of future minimum lease payments. When the net present value of the future lease payments is calculated, the interest rate implicit in the lease or the incremental borrowing rate is used as the discount factor.

Subsequent costs arising, for example, from the replacement of components of property, plant and equipment, are recognised in the carrying amount of the relevant asset when it is probable that future economic benefits will flow to the Group. The components replaced will no longer be recognised in the statement of financial position and the carrying amount will be transferred to the income statement. All other ordinary costs of repair and maintenance will be recognised in the income statement as incurred.

Depreciation is provided on a straight-line basis over the expected useful lives of the assets/components as follows:

Buildings	10-50 years
Leasehold improvements	Term of the lease
Plant, fixtures, fittings and equipment	3-15 years
Land is not depreciated.	

Depreciation is calculated as residual value less impairment losses. Depreciation period and residual value are determined on the acquisition date and reassessed annually. If the residual value exceeds the carrying amount, depreciation is discontinued.

When the depreciation period or the residual value is changed, the effect on depreciation is recognised prospectively as a change in accounting estimates.

Gains and losses on the disposal of non-current property, plant and equipment are determined as the difference between the selling price less selling costs and the carrying amount on the date of disposal. Gains or losses are recognised in the income statement as other operating income or other operating costs.

Impairment test of non-current assets

The carrying amount of non-current assets is tested annually for indicators of impairment. When there is an indication that assets may be impaired, the recoverable amount of the asset is determined. The recoverable amount is the higher of an asset's fair value less anticipated costs of disposal and its value in use. The value in use is calculated as the net present value of forecast future cash flows from the asset or from the cash-generating unit to which the asset belongs.

An impairment loss is recognised if the carrying amount of the net asset exceeds its recoverable amount.

Investments in joint ventures in the consolidated financial statements

Investments in joint ventures are measured according to the equity method.

Investments in joint ventures are measured in the statement of financial position as the Group's share of the enterprises' equity values, calculated in accordance with the Group's accounting policies, plus or minus the proportionate share of unrealised intra-group profits and losses and plus the carrying amount of goodwill. Investments in joint ventures are tested for impairment when there is an indication of impairment.

Investments in subsidiaries in the parent company financial statements

Investments in subsidiaries are measured at cost. Where the recoverable amount is lower than cost, investments are written down to this lower value.

A distribution of reserves other than retained earnings in subsidiaries will reduce the cost of investments when the distribution is characterised as repayment of the parent company's investment.

Inventories

Inventories are measured at cost by the FIFO method. Where the net realisable value is lower than cost, inventories are written down to this lower value.

Goods for resale, raw materials and consumables are measured at cost, comprising purchase price plus delivery costs.

Finished goods and work in progress are measured at cost, comprising the cost of raw materials, consumables, direct wages/salaries and indirect production overheads. Indirect production costs comprise indirect materials, wages/salaries and maintenance as well as depreciation of production equipment, buildings and equipment and factory administration and management.

The net realisable value of inventories is calculated as the sale amount less costs of completion and costs necessary to make the sale. It is determined taking into account marketability, obsolescence and development in expected sale price.

Receivables

Receivables are measured at amortised cost. Impairment allowances are made using the simplified expected credit loss model, under which the total loss is recognised immediately in the income statement at the same time as the receivable is recognised in the statement of financial position based on the expected loss over the receivable's lifetime.

Equity**Dividends**

Proposed dividends are recognised as a liability at the date on which they are approved at the annual general meeting (declaration date). The expected dividend payment for the year is disclosed as a separate item under equity.

Translation reserve

The translation reserve in the consolidated financial statements comprises foreign exchange differences arising on translation of financial statements of foreign enterprises from their functional currencies to Danish kroner.

Current tax and deferred tax

Current tax payable and receivable is recognised in the statement of financial position as tax computed on the taxable income for the year, adjusted for tax on the taxable income of prior years and for tax paid on account.

Deferred tax is measured using the statement of financial position liability method on all temporary differences between the carrying amount and the tax value of assets and liabilities.

Where alternative tax rules can be applied to determine the tax base, deferred tax is measured based on the planned use of the asset or settlement of the liability.

Deferred tax assets are recognised at the expected value of their utilisation, either as a set-off against tax on future earnings or as a set-off against deferred tax liabilities in the same legal tax entity and jurisdiction.

Deferred tax is measured according to the tax rules and at the tax rates applicable at the date of statement of financial position when the deferred tax is expected to crystallise as current tax. The change in deferred tax as a result of changes in tax rates is recognised in the income statement.

Financial liabilities

Financial liabilities are recognised at the date of borrowing, as the net proceeds received, less transaction costs paid. In subsequent periods, the financial liabilities are measured at amortised cost, corresponding to the capitalised value using the effective interest rate. The difference between the proceeds and the nominal value is accordingly recognised in the income statement as finance costs over the term of the loan. Financial liabilities include the capitalised residual obligation on finance leases measured at amortised cost.

Other liabilities are measured at net realisable value.

Leasing

The Group recognises a lease asset and a lease liability on the commencement date of the lease. On initial recognition, the lease asset is measured at cost, which comprises the value of the lease liability adjusted for any lease payments made at or before commencement, any initial direct costs incurred and an estimate of any costs to be incurred in dismantling and removing the underlying asset or in restoring the underlying asset or the site on which it is located to a required condition, less any lease incentives received.

The lease asset is subsequently depreciated by the straight-line method over the lease asset's useful life, unless the lease transfers ownership of the underlying asset to the Group by the end of the lease term or the cost price of the right-of-use asset reflects that the Group will exercise an option to purchase. In that case the lease asset is depreciated over the underlying asset's useful life, which is determined on the same basis as property and equipment.

In addition, the lease asset is reduced regularly by any impairment losses and adjusted by certain remeasurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not payable on commencement, discounted at the rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. The Group generally uses its incremental borrowing rate as the discount rate.

The Group determines its incremental borrowing rate by obtaining rates from different external sources of finance and making certain adjustments to reflect the terms of the lease and the type of leased asset.

Lease payments included in measuring the lease liability comprise the following:

Fixed payments, variable lease payments that depend on an index or a rate measured initially using the index or rate at the commencement date, amounts expected to be payable under a residual value guarantee and the exercise price under a purchase option if it is reasonably certain that the Group will exercise that option, lease payments in an optional extension period if it is reasonably certain that the Group will exercise that option, and penalties for early termination of a lease unless it is reasonably certain that the Group will not terminate it early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured if there is a change in future lease payments resulting from a change in an index or a rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, if the Group changes its assessment of whether it will exercise a purchase, extension or termination option, or if in-substance fixed lease payments are revised.

The Group has chosen not to recognise lease assets and lease liabilities for low-value items and short-term leases. The Group recognises lease payments attached to such leases as a cost on a straight-line basis over the lease term.

CASH FLOW STATEMENT

The cash flow statement shows the cash flows from operating, investing and financing activities for the year, the year's changes in cash and cash equivalents, and cash and cash equivalents at the beginning and end of the year.

Cash flows from operating activities are recognised as the share of profit/loss adjusted for non-cash operating items, changes in working capital and corporation taxes paid.

Cash flows from investing activities comprise payments in connection with acquisitions and disposals of businesses, of activities, of intangible assets, property, plant and equipment and other non-current assets as well as acquisition and disposal of securities not classified as cash and cash equivalents.

Cash flows from financing activities comprise the raising of loans, repayment of interest-bearing debt, acquisition of treasury shares and payment of dividends to shareholders.

The item bank loans/cash and cash equivalents comprises cash and cash equivalents and bank loans (overdraft facilities).

SEGMENTS

The segment information was prepared in accordance with the Group's accounting policies and follows the internal management reporting. Segment income and expenses and segment assets and liabilities comprise the items which are directly attributable, or which can reliably be allocated, to the individual segment.

Addition of non-current assets in the segment comprises non-current assets which are used directly in the segment's operation, including intangible assets and property, plant and equipment.

29 New financial reporting regulations

On the date of publication of the consolidated financial statements and parent company financial statements, a number of new or revised standards and IFRICs are available which have not yet entered into force and are consequently not incorporated into this report. The new standards and IFRICs will be implemented as they become mandatory and comprise IAS 21, IFRS 9, IFRS 18 and IFRS 19. In 2025/26 Gabriel Holding A/S will initiate an analysis of the effect of implementing IFRS 18 regarding presentation of the consolidated financial statements and parent company financial statements.

Other new standards or IFRICs are not expected to materially influence financial reporting for the Group or the parent company.

Definitions of financial ratios

Invested capital: Working capital plus property, plant and equipment and intangible assets, excluding goodwill, less provisions for liabilities and other non-current operating liabilities.

Working capital: Current assets less current liabilities, which are used or necessary for the Group's operation.

EBITDA margin: Earnings before depreciation, amortisation and impairment losses (EBITDA) as a percentage of net revenue.

EBIT margin: Operating profit (EBIT) as a percentage of net revenue.

Return on invested capital (ROIC): Operating profit (EBIT) as a percentage of average invested capital.

Earnings per share (EPS): Profit after tax divided by average number of shares.

Earnings per share, diluted (EPS-D): Profit after tax divided by average number of diluted shares.

Return on equity: Profit after tax as a percentage of average equity.

Equity ratio: Equity's share of total assets.

Book value per share at year end: Equity relative to share capital in percent.

Market price at year end: Listed price of the shares on Nasdaq Copenhagen.

Price/book value: Market price relative to book value.

Price earnings (PE): Market price relative to earnings per share.

Price cash flow (PCF): Market price relative to cash flow per share (excluding treasury shares).

Dividend yield: Yield relative to market price at year end.

Payout ratio: Yield relative to profit after tax.

Statement by the Executive Board and the Board of Directors

The Board of Directors and the Executive Board have today discussed and approved the 2024/25 annual report of Gabriel Holding A/S.

The annual report has been prepared in accordance with the IFRS Accounting Standards as adopted by the EU and additional requirements in the Danish Financial Statements Act.

In our opinion, the consolidated financial statements and the parent company financial statements give a true and fair view of the Group's and the parent company's assets, liabilities and financial position at 30 September 2025 and of the results of the Group's and the parent company's operations and cash flows for the financial year 1 October 2024 – 30 September 2025.

Further, in our opinion, the management commentary gives a fair review of the development in the Group's and the parent company's activities and financial matters, of the results for the year and of the Group's and the parent company's financial position.

We recommend that the annual report be adopted at the annual general meeting.

Aalborg, 20 November 2025

Executive Board



Anders Hedegaard Petersen
CEO



Claus Møller
CCO

Board of Directors



Søren Mygind Eskildsen
Chair



Randi Toftlund Pedersen
Vice-chair



Hans Olesen Damgaard
Member of
the Board of Directors



Søren Brahm Lauritsen
Member of
the Board of Directors



Quinten van Dalm
Employee representative



Rikke Lyhne Jensen
Employee representative

Independent auditor's report

To the shareholders of Gabriel Holding A/S

Report on the audit of the consolidated financial statements and the parent company financial statements

Opinion

In our opinion, the consolidated financial statements and the parent company financial statements give a true and fair view of the Group's and the parent company's assets, liabilities and financial position at 30 September 2025 and of the results of the Group's and the parent company's operations and cash flows for the financial year 1 October 2024 – 30 September 2025 in accordance with IFRS Accounting Standards as adopted by the EU and additional requirements in the Danish Financial Statements Act.

Our opinion is consistent with reporting to the Board of Directors and the Audit Committee.

Audited financial statements

The consolidated financial statements and the parent company financial statements of Gabriel Holding A/S for the financial year 1 October 2024 – 30 September 2025 comprise income statement, statement of comprehensive income, statement of financial position, statement of changes in equity, cash flow statement and notes, including accounting policy information for the Group and parent company (the "financial statements"). The financial statements are prepared in accordance with the IFRS Accounting Standards as adopted by the EU and additional requirements in the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with the International Standards on Auditing and the additional requirements applicable in Denmark.

Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

We declare, to the best of our knowledge and belief, that we have not provided any prohibited non-audit services, as referred to in Article 5(1) of the Regulation (EU) 537/2014 and that we remained independent in conducting the audit.

We were appointed auditors of Gabriel Holding A/S for the first time on 11 December 2014 for the 2014/15 financial year covering the period 1 October 2014 – 30 September 2015. We have been re-appointed annually by motion passed by the general meeting for a total consecutive engagement of eleven years up to and including the 2024/25 financial year.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements for the 2024/25 financial year. These matters were addressed in the context of our audit of the financial statements as a whole, and in

the forming of our opinion thereon. We do not provide a separate opinion on these matters.

Discontinued operations and assets held for sale

On 5 August 2024, the Gabriel Group published a new growth strategy to intensify development of the Gabriel Fabrics and SampleMaster business units. Divestment of the Group's FurnMaster units was initiated at the same time. The divestment has not been completed in the 2024/25 financial year as was originally expected, and the selling process is ongoing at the reporting date. As a result, the FurnMaster units are still presented as discontinued operations in the consolidated financial statements, and the related assets are classified as assets held for sale, while the related liabilities are classified as liabilities related to assets held for sale.

The most significant risks concern management's assessment of the criteria for the continued classification of the FurnMaster units as assets held for sale, liabilities relating to assets held for sale and discontinued operations, the completeness and accuracy of assets held for sale, liabilities related to assets held for sale and discontinued operations, the presentation of this in the consolidated financial statements and the valuation of assets held for sale.

Given that estimates regarding the valuation of assets held for sale are subject to material uncertainty, and that accounting policies in the area are complex and non-standard and involve material estimates made by management, this has been a key audit matter.

We refer to note 9 to the consolidated financial statements for a description of the discontinued operations, including key assumptions and assessments, note 26 concerning accounting estimates and judgments and

note 28, which includes the Group's accounting policies for discontinued operations.

How our audit addressed the matter

For the purpose of our audit, the procedures we carried out included the following:

- We have carried out risk assessment procedures to understand the scope of the operations and associated net assets put up for sale, including the accounting consequences of putting the operations up for sale.
- We have assessed whether management's basis for classifying FurnMaster units as assets held for sale and discontinued operations is still reasonable given the criteria for this in IFRS 5, including in particular whether the FurnMaster units can be sold offhand in their present state, on conditions that are usual for the sale of such net assets and whether a sale is probable; i.e. whether the sale is expected to be completed within a year from the classification date.
- We have verified the completeness and accuracy of the operations that are classified as discontinued operations, and assets held for sale and liabilities relating to assets held for sale respectively.
- We have assessed and challenged whether management's valuation of assets classified as held for sale is appropriate, i.e. that the carrying amount does not exceed the estimated fair value less expected sales costs, including whether the valuation models used are appropriate in the circumstances, and the key assumptions made are reasonable, in particular management's expectations for the development in revenue and earnings and the discount rate.
- We have examined the information in the consolidated financial statements and assessed whether the IFRS 5 disclosure requirements are met, including the description of significant judgments made by management.
- We have involved our internal valuation specialists.

Statement on the management commentary

Management is responsible for the management commentary.

Our opinion on the financial statements does not cover the management commentary, and we do not as part of the audit express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the management commentary and, in doing so, consider whether the management commentary is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the management commentary provides the information required by relevant law and regulations. This does not include the requirements in section 99a of the Danish Financial Statements Act related to the sustainability statement covered by the separate auditor's limited assurance report.

Based on the work we have performed, we conclude that the management commentary is in accordance with the financial statements and has been prepared in accordance with the relevant legislation except for the requirements in section 99a of the Danish Financial Statements Act related to the sustainability statement, see above. We did not identify any material misstatement of the management commentary.

Management's responsibility for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the IFRS Accounting Standards as adopted by the EU and additional requirements in the Danish Financial Statements Act and for such internal control as management determines is necessary to enable the

preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Group's and the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting in preparing the financial statements, unless management either intends to liquidate the Group or the parent company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance as to whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error. We design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery,

intentional omissions, misrepresentations, or the override of internal control.

- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the parent company's internal control.
- evaluate the appropriateness of the accounting policies used and the reasonableness of the accounting estimates and related disclosures made by the management.
- conclude on the appropriateness of the management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the parent company's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group and the parent company to cease to continue as a going concern.
- evaluate the overall presentation, structure and contents of the financial statements, including note disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.
- plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or the business units within the Group as a basis for forming an opinion on the consolidated financial statements and the parent company financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the Group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate to them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on compliance with the ESEF Regulation

As part of our audit of the consolidated financial statements and parent company financial statements of Gabriel Holding A/S, we performed procedures to express an opinion on whether the annual report of Gabriel Holding A/S for the financial year 1 October 2024 – 30 September 2025 with the file name "GABRIEL-2025-09-30-da.zip" is prepared, in all material respects, in compliance with the Commission Delegated Regulation (EU) 2019/815 on the European Single Electronic Format (ESEF Regulation) which includes requirements related to the preparation of the annual report in XHTML format and iXBRL-tagging of the consolidated financial statements.

Management is responsible for preparing an annual report that complies with the ESEF Regulation. This responsibility includes:

- the preparing of the annual report in XHTML format;
- the selection and application of appropriate iXBRL tags, including extensions to the ESEF taxonomy and anchoring them to elements in the taxonomy, for financial information required to be tagged using judgement where necessary;
- ensuring consistency between iXBRL tagged data and the consolidated financial statements presented in human readable format; and
- for such internal control as management determines necessary to enable the preparation of an annual report that is compliant with the ESEF Regulation.

Our responsibility is to obtain reasonable assurance on whether the annual report is prepared, in all material respects, in compliance with the ESEF Regulation based on the evidence we have obtained, and to issue a report that includes our opinion. The nature, timing and extent of procedures selected depend on the auditor's judgement, including the assessment of the risks of material departures from the requirements set out in the ESEF Regulation, whether due to fraud or error.

The procedures include:

- testing whether the annual report is prepared in XHTML format;
- obtaining an understanding of the company's iXBRL tagging process and of internal control over the tagging process;
- evaluating the completeness of the iXBRL tagging of the consolidated financial statements;
- evaluating the appropriateness of the company's use of iXBRL elements selected from the ESEF taxonomy and the creation of extension elements where no suitable element in the ESEF taxonomy has been identified;
- evaluating the use of anchoring of extension elements to elements in the ESEF taxonomy; and
- reconciling the iXBRL tagged data with the audited consolidated financial statements.

In our opinion, the annual report of Gabriel Holding A/S for the financial year 1 October 2024 - 30 September 2025 with the file name "GABRIEL-2025-09-30-da.zip" is prepared, in all material respects, in compliance with the ESEF Regulation.

Aalborg, 20 November 2025

KPMG

Statsautoriseret Revisionspartnerselskab
CVR no. 25578198

Steffen S. Hansen
State Authorised Public Accountant
mne32737

Mikkel Trabjerg Knudsen
State Authorised Public Accountant
mne34359

Independent auditor's limited assurance report on the sustainability statement

To the stakeholders of Gabriel Holding A/S

Limited assurance conclusion

We have conducted a limited assurance engagement on the sustainability statement of Gabriel Holding A/S (the "Group") included in the management commentary (the "sustainability statement"), pages 24–78, for the financial year 1 October 2024 – 30 September 2025.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the sustainability statement is not prepared, in all material respects, in accordance with section 99a of the Danish Financial Statements Act, including:

- compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the management to identify the information reported in the sustainability statement (the "Process") is in accordance with the description set out in the "Double materiality assessment" subsection within the "General information" section; and
- compliance with the disclosures in the "EU taxonomy regulation" subsection within the "Environment" section of the sustainability statement with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation").

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance engagements other than audits or reviews of historical financial information ("ISAE 3000 (Revised)") and the additional requirements applicable in Denmark.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the "*Auditor's responsibilities for the assurance engagement*" section of our report.

Our independence and quality management

We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

KPMG Statsautoriseret Revisionspartnerselskab applies International Standard on Quality Management 1, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other matter

The comparative information included in the sustainability statement of the Group for the financial year 1 October 2024 – 30 September 2025 was not subject to an assurance engagement. Our conclusion is not modified in respect of this matter.

Inherent limitations in preparing the sustainability statement

In reporting forward-looking information in accordance with ESRS, management is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Group. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Management's responsibilities for the sustainability statement

Management is responsible for designing and implementing a process to identify the information reported in the sustainability statement in accordance with the ESRS and for disclosing this Process in the "Double materiality assessment" subsection within the "General information" section of the sustainability statement.

This responsibility includes:

- understanding the context in which the Group's activities and business relationships take place and developing an understanding of its affected stakeholders;

- identifying the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the Group's financial position, financial performance, cash flows, access to finance or cost of capital over the short, medium, or long term;

- assessing the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- making assumptions that are reasonable in the circumstances.

Management is further responsible for the preparation of the sustainability statement, in accordance with section 99a of the Danish Financial Statements Act, including:

- complying with the ESRS;
- preparing the disclosures in the "EU taxonomy regulation" subsection within the "Environment" section of the sustainability statement, in compliance with Article 8 of the Taxonomy Regulation;
- designing, implementing and maintaining such internal control that management determines is necessary to enable preparation of a sustainability statement that is free from material misstatement, whether due to fraud or error; and
- selecting and applying appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Auditor's responsibilities for the assurance engagement

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the sustainability statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the sustainability statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement.

Our responsibilities in respect of the Process include:

- obtaining an understanding of the Process but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- considering whether the information identified addresses the applicable disclosure requirements of the ESRS; and
- designing and performing procedures to evaluate whether the Process is consistent with the Group's description of its Process, as disclosed in the "Double materiality assessment" subsection within the "General information" section.

Our other responsibilities in respect of the sustainability statement include:

- identifying disclosures where material misstatements are likely to arise, whether due to fraud or error; and

- designing and performing procedures responsive to disclosures in the sustainability statement where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the sustainability statement.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the sustainability statement.

In conducting our limited assurance engagement, with respect to the Process, we:

- obtained an understanding of the Process by performing inquiries to understand the sources of the information used by management; and reviewing the Group's internal documentation of its Process; and
- evaluated whether the evidence obtained from our procedures about the Process implemented by the Group was consistent with the description of the Process set out in the "Double materiality assessment" subsection within the "General information" section.

In conducting our limited assurance engagement, with respect to the sustainability statement, we:

- obtained an understanding of the Group's reporting processes relevant to the preparation of its sustainability statement including the consolidation processes by

obtaining an understanding of the Group's control environment, processes and information systems relevant to the preparation of the sustainability statement but not evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;

- evaluated whether material information identified by the Process is included in the sustainability statement;
- evaluated whether the structure and the presentation of the sustainability statement are in accordance with the ESRS;
- performed inquiries of relevant personnel and analytical procedures on selected information in the sustainability statement;

- performed substantive assurance procedures on selected information in the sustainability statement;
- evaluated methods, assumptions and data for developing material estimates and forward-looking information and how these methods were applied;
- obtained an understanding of the Process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement; and
- where applicable, compared selected disclosures in the sustainability statement with the corresponding disclosures in the financial statements and management commentary.

Aalborg, 20 November 2025

KPMG
Statsautoriseret Revisionspartnerselskab
CVR no. 25578198

Christian Møllegaard Larsen
State Authorised Public Accountant
mne46614

Gabriel[®]

Gabriel Holding A/S · Company registration no. 58868728 · Hjulmagervej 55 · 9000 Aalborg · Denmark · +45 9630 3100 · mail@gabriel.dk · www.gabriel.dk