



SUSTAINABILITY REPORT

SUSTAINABLE AWARENESS GUIDING
DUX INTO THE FUTURE





TABLE OF CONTENTS

1. MESSAGE FROM THE CEO	3
2. ABOUT DUX	4
3. OPERATIONS	5
4. MANUFACTURING AND PRODUCING	6
5. BUSINESS IMPACT AND RESPONSIBILITY	7
6. EMPLOYEE WELFARE AND CORPORATE RESPONSIBILITY	8
7. PARTNERS	9
8. CUSTOMERS	10
9. PRODUCTS	11
10. OUR 2030 COMMITMENTS	12
11. DUX CORPORATE SOCIAL RESPONSIBILITY CIRCULAR MODEL	13
12. SUMMARY	14

1. MESSAGE FROM THE CEO

DUX created this report in 2025 in order to formalise our longstanding, keen awareness of the importance of human and labour rights, the environment and anti-corruption considerations, in doing business globally.

Little did we know then, that the efforts made to become a member of the UN Global Compact and focus since then on our chosen UN Sustainability Goals, would put us in such good stead to weather the additional, extraordinary challenges, imposed on humanity since early 2020.

These challenges have further reinforced our commitment to uphold our high standards and work within and outside the organization, inclusive of our employees, suppliers, subcontractors, resellers and customers, to build on our solid foundation for achieving the goals.

DUX promotes the Sustainability Goals on a day to day basis, reflected in its commitment to employees, excellence in design, quality of materials, production processes and supply chain, in order to make them second nature, ensuring we not only deliver the best products possible but also peace of mind, to our customers.

The DUX network spans the globe. We believe that if we strive to fulfil our Sustainability Goals our products will serve as a bridge uniting our customers, notwithstanding the unique cultures, traditions, political and economic systems, for the overall betterment of our home, the Earth.

Given the developing regulatory environment and global dynamics, it is difficult to predict how environmental, social and governance performance requirements will evolve amongst regulators and stakeholders but we are determined to lead and continue to provide the best.

Henrik Ljung
Chief Executing Officer



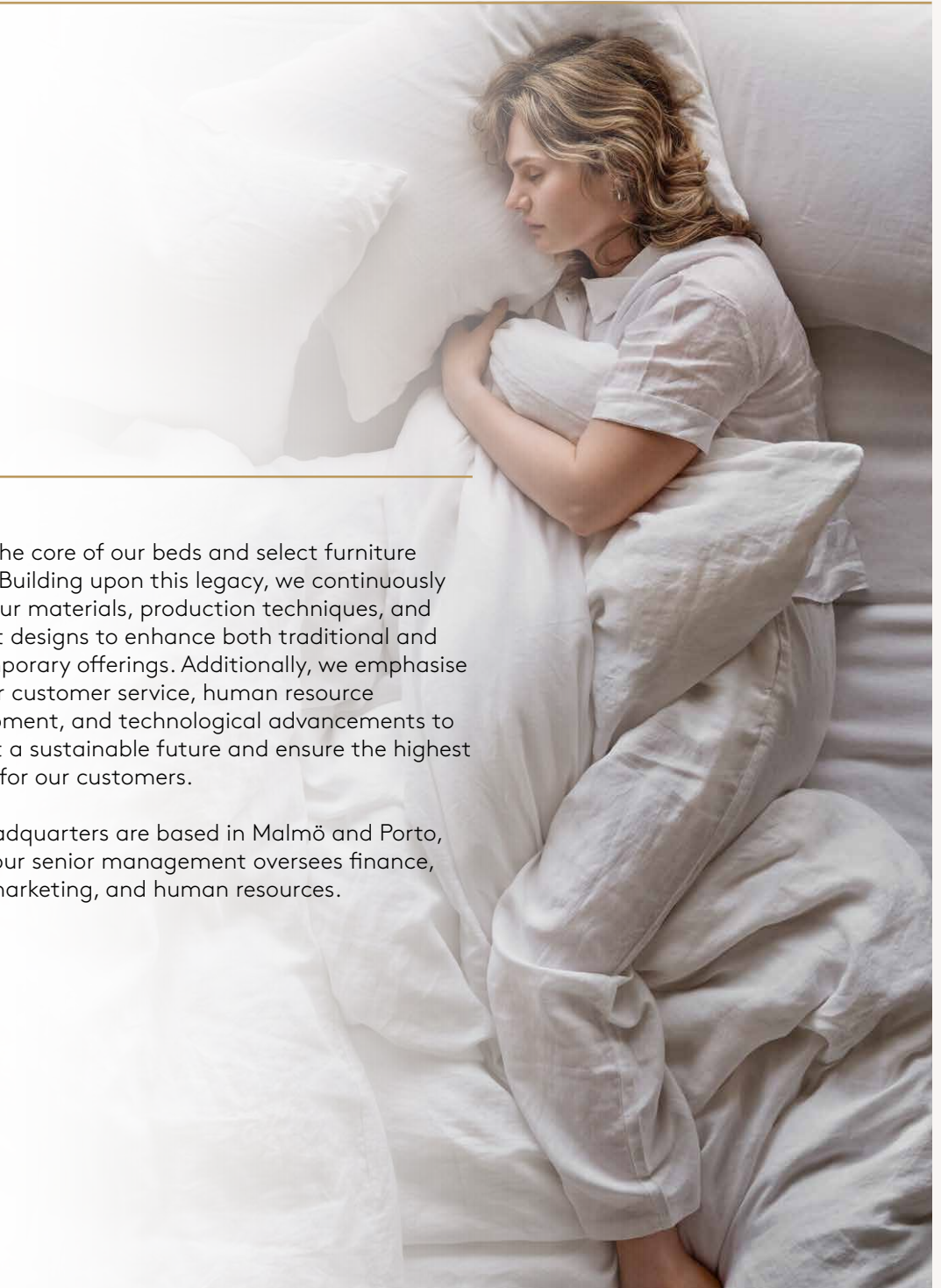
2. ABOUT DUX

DUX was founded with the vision of creating the world's finest bed—one that offers unparalleled comfort and serves as a sanctuary for relaxation. Our mission is to provide optimal conditions for restorative sleep by prioritising comfort, durability, sustainability, and innovative design. When maintained appropriately, our products offer lifelong durability, reinforcing our commitment to sustainability and long-term value.

Founded in 1926 by Efraim Ljung in Sweden, DUX remains a family-owned enterprise, now in its fourth generation. The Ljung family takes great pride in the proprietary spring system that

lies at the core of our beds and select furniture pieces. Building upon this legacy, we continuously refine our materials, production techniques, and product designs to enhance both traditional and contemporary offerings. Additionally, we emphasise superior customer service, human resource development, and technological advancements to support a sustainable future and ensure the highest quality for our customers.

Our headquarters are based in Malmö and Porto, where our senior management oversees finance, sales, marketing, and human resources.





3. OPERATIONS

DUX operates two primary production units in Portugal. The facility in Vilas das Aves specialises in fabric and upholstery production, while also managing customer support and global production coordination. The second unit, located in Sequeiro, is responsible for manufacturing and assembling our springs, beds, accessories, and furniture. This facility also handles packaging and global distribution.

Additionally, Sequeiro is home to a DUXIANA boutique retail outlet, serving the Portuguese market. Our products are available worldwide through a network of DUXIANA concept boutiques, select resellers, and high-end hotels, ensuring our customers experience superior comfort in various settings.

As a privately owned enterprise, we remain vigilant in aligning daily operations with our sustainability strategy of reducing waste, reusing materials, and promoting recycling initiatives. Our goal is to foster a business model that integrates innovation and sustainability, ensuring that the life cycle of our products aligns with environmental responsibility.

4. MANUFACTURING AND PRODUCING

DUX have been a manufacturing company since 1926. We believe that the best sleep and comfort in a bed can only be gained if the highest quality materials are used in the product. As such, we strive to create a product that provides the best comfort, with long-lasting quality, design and environmentally sustainable.

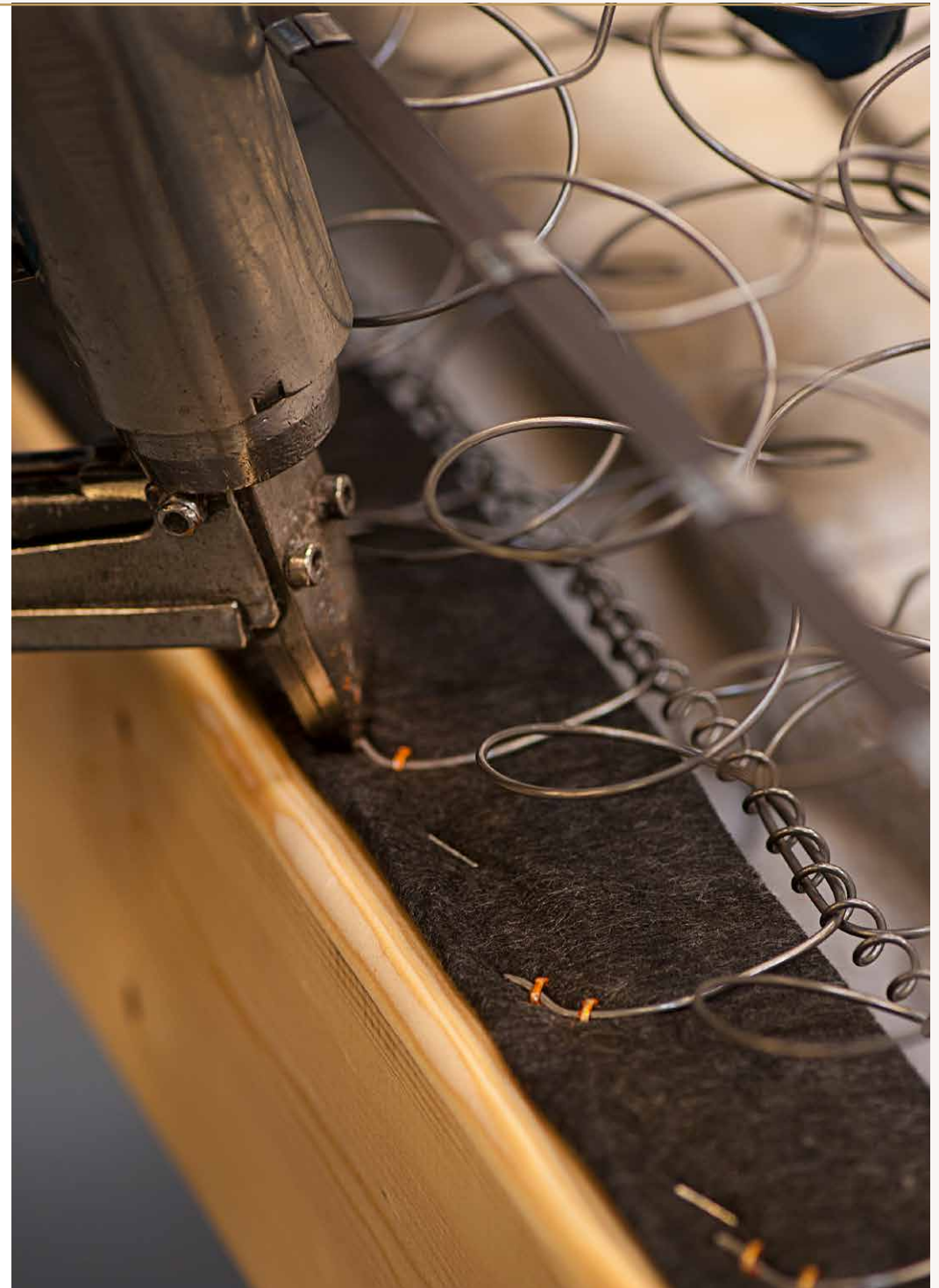
DUX always strives to increase the use of more sustainable materials.

DUX always strives to create the most efficient way of using all parts when manufacturing, to minimise as much as possible from a cost and environmental point of view.

DUX works hard to maintain its reputation as an honest and responsible manufacturer. We highly value the input from our customers, resellers and stakeholders regarding our products and services. That input is a driving factor for our constant improvement.

DUX have OEKO-Tex 100 Certification for linen. This means that these products meet strict human-ecological requirements by being completely free of any unhealthy or harmful substances. DUX Portugal is also ISO9001 Quality certified. The certification includes strong customer focus, motivation and implementation procedures for management and production. Continual improvement is demanded.

Most importantly, we only produce products to order, so we do not produce more than needed, limiting overconsumption.





5. BUSINESS IMPACT AND RESPONSIBILITY

All DUX products are designed and developed by our in-house team, with the majority of manufacturing taking place at our facilities in Portugal. From there, our products are shipped to North and South America, the Asia-Pacific region, Europe, and Nordic markets. Each product undergoes rigorous testing to meet the specific regulatory requirements of each region.

Our retail strategy includes both distributor partnerships and proprietary DUXIANA stores. We carefully oversee production, inventory management, and order fulfilment to minimise waste and optimise efficiency. This approach helps reduce our environmental footprint and ensures responsible resource utilisation.

At DUX, we are committed to using high-quality, sustainable materials and upholding strong social responsibility standards. We retain full control over our production processes, allowing us to make informed and flexible decisions regarding materials and methodologies. This approach solidifies our reputation as a responsible and ethical manufacturer.

We enforce stringent internal policies and guidelines to safeguard human rights, uphold labour laws, meet environmental standards, and prevent corruption across our supply chain. The textile industry presents unique environmental challenges, given its ranking as the second-largest polluting industry after oil. We recognise the complexities of our supply chain and continuously assess the environmental impact of our materials, including springs, frames, and latex. Through ongoing analysis, we refine our production methods to align with the most sustainable practices available.

6. EMPLOYEE WELFARE AND CORPORATE RESPONSIBILITY

DUX is committed to fostering a respectful, equitable, and supportive work environment. Our internal policies align with external labour regulations to ensure our reputation as a responsible employer remains intact. We collaborate with unions in the Nordic and Portuguese markets, working together to establish a robust Code of Conduct that governs our operations and extends to our suppliers and subcontractors. This framework aligns with the United Nations Global Compact's principles, emphasising human rights, labour ethics, environmental responsibility, and anti-corruption measures.

We prioritise workplace equality and diversity, actively countering discrimination based on religion, disability, sexual orientation, age, marital status, or maternity status. Employment decisions, including hiring and promotions, are based on merit, competence, and ethical conduct. Each manager is responsible for ensuring compliance with our commitment to these values within their respective departments.

Furthermore, we strive to offer safe and healthy working conditions, promoting both physical and psychosocial well-being for our employees. Our policies encourage transparency, accountability, and continuous education on sustainability practices, fostering a culture of inclusion and collaboration.

At DUX, we believe that sustainable business practices and social responsibility are integral to long-term success. By maintaining ethical operations, prioritising innovation, and enhancing environmental stewardship, we continue to provide high-quality products while contributing to a more sustainable future.





7. PARTNERS

DUX strives to be a responsible producer and aims for a long-term and rewarding relationship, based on mutual trust. Our suppliers, agents, vendors, and other partners are all an important part of the DUX family, helping with our sustainability awareness.

We expect our partners to follow the same guidelines, regarding human rights, labour, environment and anti-corruptions principles and standards per the United Nations Global Compacts Goal.

DUX requires our partners to sign our Code of Conduct

MUST HAVE

- No corruption
- No severe environmental pollution
- Equality regulations

SHOULD HAVE

- Good working conditions
- Ongoing sustainability awareness
- Focus on quality
- No discrimination

8. CUSTOMERS

Our customers are generally aware of the choice they make when they choose our DUX products. But we take nothing for granted, working continuously to provide more knowledge about our products and philosophy. Why choose us instead of other bed producers, what makes us top of the class? We strive to communicate all conscious choices we are actually making during our manufacturing process, the result being the best products.

Our bed is a product made in a way that is as environmentally friendly as is possible. We strive for continual improvement. A DUX bed will help our customers to achieve better wellbeing, with a good night's sleep, using pure materials, the body will be more relaxed and well rested. Our aim is to make products for overall wellbeing, with a great sleep as the important first step. Customers can easily update or upgrade comfort or change the look or design on our beds. That is the a unique feature of our products.

Many DUX customers have had their bed long after our warranty expires or normal usage, without care. We believe the ability to change parts, renew or restore our products, helps that long-lasting effect, unlike any other product. We guide the customer on caring for their bed so that even after the 20-year warranty is over, they continue to experience the DUX quality craftsmanship.

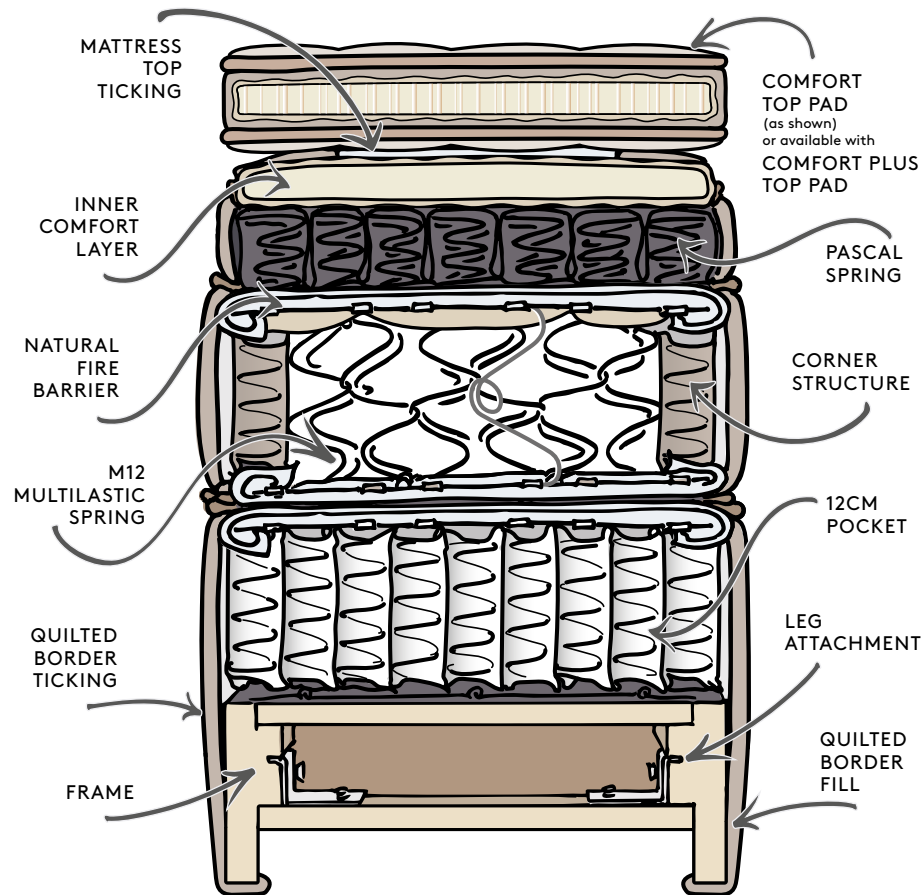


DUX classic bed frame with natural latex top pad

9. PRODUCTS

The integrity of each DUX High Performance Sleep System starts with the quality of the materials we choose for manufacturing. We choose the most superior materials based exclusively on their performance characteristics. DUX is a high-end brand known for the high quality of all our products. We use first class materials, craftsmanship and construction sustainability. DUX use durable, hard-wearing natural materials. DUX use extra dense pine from northern Sweden, natural cotton, high tensile steel unique to DUX and especially soft natural latex. The result is a bed and furniture with unsurpassed quality and durability. Our aim is to work with environmentally responsible choices whenever possible.

There are always environmental considerations when also manufacturing products aiming for sustainability but preserving both quality and utilisation efficiency. Those two aims are not always compatible but we strive to find the best balance. When we need to use a mixture of materials, natural and synthetic, we utilise our nearly 100 years of knowledge to ensure we find that balance and share that information with our customers so they have peace of mind when it comes to material choices.



Cut through of a DUX 60 bed. We are proud to show our quality materials, including the unique multi-elastic continuous coil springs, wood, natural latex and textiles.

10. OUR 2030 COMMITMENTS

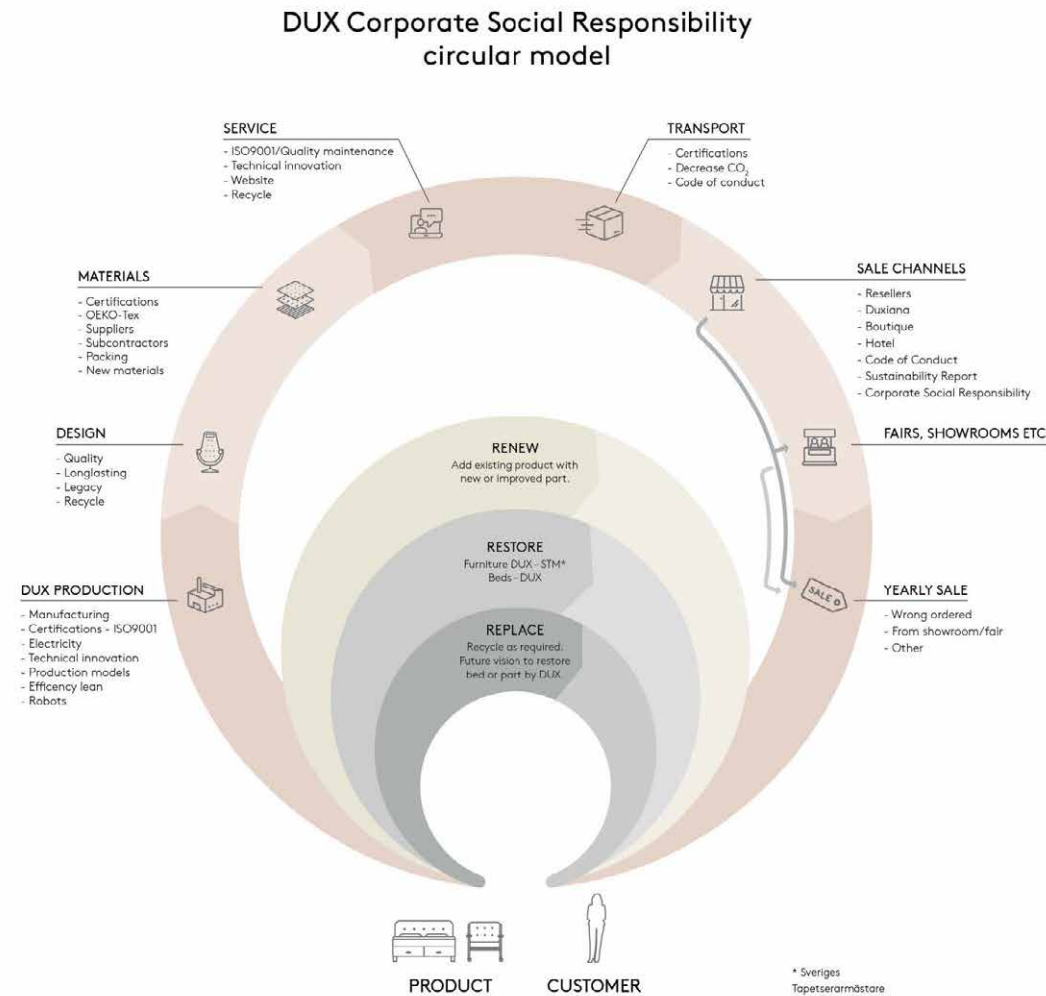
The goals we are concentrating on, without compromising possibilities to work with the other goals are;

1. Good health and wellbeing
2. Industry, Innovation and Infrastructure
3. Responsible consumption and production
4. Partnership for the goals

These goals will be the incorporated into our business model to the fullest extent possible.



11. DUX CORPORATE SOCIAL RESPONSIBILITY CIRCULAR MODEL



12. SUMMARY

We believe it is essential for all companies to have a clear plan to navigate the critical developments of the new millennium and to maintain a sharp awareness of emerging trends. Understanding the ethics and values in which customers and other stakeholders are increasingly invested; such as sustainable operations from start to finish, is fundamental.

DUX will continue to work, report and refine its sustainability goals. To address new challenges, whether in existing markets, emerging markets, new technologies or sudden changes in the availability of natural resources, we must act with diligence and sustained attention.

DUX strives to lead by example, remaining one step ahead in both awareness and execution. We will continue to transform, remain focused and adapt as part of the environment, concerned for it, while advancing innovation and technology to meet the demands of this new era. By acting responsibly, we aim to contribute to a more sustainable, conscientious and progressive future.

Thank You.

