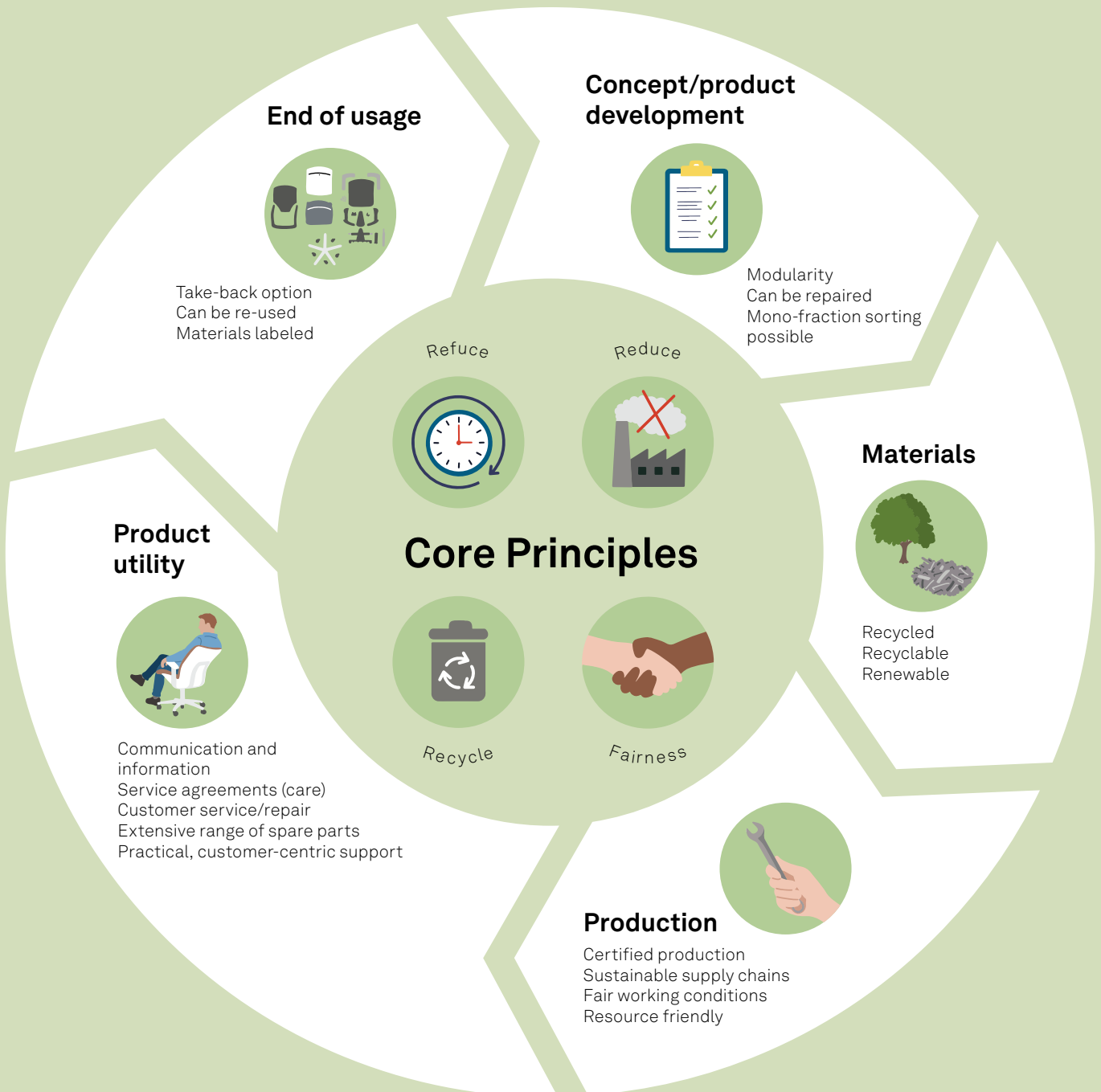


Updated Environmental Statement **2024**

Updated version of the sustainability report 2023 – 2025



**“We believe in the power of good design”
Which is why we’re passionate about sustainable
office furnishings worldwide that boost health,
foster well-being and creativity and empower people
to do their jobs well.”**

We’ve been in the chair and office furniture business for over 100 years. It all started with understated, high-quality chairs made of wood. In the 1950s, the maxims of the Bauhaus and the now legendary Ulm University of Design became our guiding principles. Wilkhahn’s credo: “The goal is to develop durable products, increase their utility value and reduce waste”.

This approach paved the way for our sustainable product design. In 1989, the board of directors took the following pioneering decision: “If in doubt, we prioritize the ecological aspect of our business over fast profits.” This signaled Wilkhahn’s all-embracing ecological transition, which had already won it the German Environmental Foundation’s Environmental Prize back in 1996.

Nowadays, ecological change in business, political spheres and society is everywhere. The reduction of greenhouse gas emissions is a legal requirement, both in the EU and in domestic legislation.



Since back in 2002, Wilkhahn has been implementing an integrated management system based on the international ISO 9001, ISO 14001 and EMAS standards at its Bad Mündler headquarters in Germany. The system is geared to the quality goals and the ecological and social sustainability objectives. The idea is that customer satisfaction and environmental performance are improved consistently and a high level of health and safety is achieved.

For instance, in 2023, 77 per cent of the thermal-energy demand and all electricity used was generated in a climate-neutral manner. This means that we’re already exceeding our target to cut greenhouse gas emissions to 55 per cent of the 1990 level for Scope 1 and Scope 2. With the large-scale expansion of the photovoltaic installation in early 2024, we’re getting a step nearer toward making our energy requirements climate neutral.

Our program for the future includes analyzing emissions in Scope 3 and creating suitable measures to reduce them as a result.

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Wilkhahn supports the UN Global Compact

Wilkhahn is committed to sustainable development objectives throughout all areas of its business.

In December 2007, Wilkhahn joined the UN Global Compact, making the policy of responsible management mandatory for all areas of the company. Wilkhahn perceives corporate responsibility as a management philosophy which strives to strike an acceptable balance between the requirements of the various stakeholders.

The ten principles of the UN Global Compact

Human rights

Principle 1:
Companies are to support and observe international human rights within their spheres of influence and
Principle 2:
ensure that they are not guilty of complicity in infringing human rights.

Labour standards

Principle 3:
Businesses are to uphold the freedom of association and the effective recognition of the right to collective bargaining as well as under:
Principle 4:
eradicating all forms of forced labour,
Principle 5:
stopping child labour and
Principle 6:
eliminating discrimination when recruiting and employing people.

Environmental protection

Principle 7:
Businesses are to support a precautionary approach to environmental problems,
Principle 8:
Adopting initiatives to generate a greater sense of responsibility for the environment and
Principle 9:
encouraging the development and spread of eco-friendly technologies.

Fighting corruption

Principle 10:
Businesses should stand up against corruption in all its forms, including extortion and bribery.



Modus office chair

Design: Klaus Franck, Werner Sauer

Since 1994, it's been a blueprint for using resources effectively. It offers exceptional, dynamic comfort, uses materials sparingly and has easy-to-replace expendable parts. Modus can also be disassembled completely by just removing eight to 12 screws.

Product responsibility

Our antidote to the throw-away society is to provide products where form, function and materials have a purpose and are long lasting. Our product responsibility concept therefore follows well-defined guiding principles.

1. Avoid waste – “the longer and better”

is the remit to our product development team.

We achieve this thanks to:

- Useful innovations that make life easier and more pleasant in the long term;
- Durable quality of materials, surfaces and technical solutions, which guarantees quality, even years later;
- Distinctive, timeless and appealing designs with the potential to become classics;

2. Reduce – “less is more”

Is more than just a design principle to us, it means:

- We cut down on the materials used in order to make handling easier and to preserve resources;
- We use energy in manufacturing efficiently, for example by drawing on district heating and heat recovery in manufacturing;
- We reduce emissions, by utilizing solar power and climate-neutral energy sources (cutting carbon emissions).

3. Recover – “Reuse + Recycle”

In this case, the goal is to continue to use the whole product or parts of it and recycle it at the end:

- Because the products are modular, expendable parts can be exchanged and features added or retrofitted (e. g. armrest types, covers, cushions, surfaces).
- Connecting points in the product can be dismantled for easy repair.
- Where possible, we use mono-materials that are marked as such, making them ideal for recycling and for achieving the goal of a circular economy.

4. Fairness – responsibility all along the line

At Wilkhahn, environmental and social responsibility have an equal weighting. Health and safety, training, active participation by and fair pay for employees are integral to our corporate culture. As a result, we actively encourage our suppliers and customers worldwide to improve working conditions. Which is why Wilkhahn joined Global Compact and signed an international framework agreement with the International Labor Organization (ILO) on global recognition and fostering of employee interests.

Sustainability goals and sustainability performance

In 2023, the following environmental aspects changed during a period when business was slightly less buoyant. At Wilkhahn's headquarters, about 10 percent more office furniture was produced than in the previous year.



Wilkhahn headquarters 83 percent climate neutral for the first time

In 2023, the proportion of renewables Wilkhahn required to cover overall requirements increased to 83 percent (goal: 80 percent). Climate-neutral district heating and green electricity provided 4,748 megawatt hours of energy.

Thanks to the green forms of energy at Wilkhahn, this figure equals the energy content of 473,000 liters

of heating oil that weren't required. At Wilkhahn's headquarters, carbon dioxide emissions dropped compared with the previous year by 38 percent to just 306 tonnes.

In terms of climate-friendly heating, Wilkhahn covered 77 per cent of its energy demand with climate-friendly district heating (goal: 70 percent). Above all, the increase was due to the replacement of a conventional burner, which, alongside district heating, heats more energy efficiently than the previous one on particularly cold days. Furthermore, the period during which the heating is switched on was 3 percent milder than the previous year, meaning consumption of slightly less heating oil overall.

Two percent more carbon dioxide emissions from Wilkhahn's vehicle fleet

In 2023, vehicles in the Wilkhahn fleet emitted a total of 342 tonnes of carbon dioxide and therefore 2 percent more than the previous year. To achieve the goal of a five percent reduction in fleet emissions by 2025, we need to press ahead with transforming the Wilkhahn vehicle fleet.

At the moment, 216 grams of carbon dioxide are emitted per kilometer on average.

Electricity consumption dropped by 9 percent compared with the previous year

Last year, a total of 1,414 megawatt hours of electricity were consumed at Wilkhahn's headquarters. This equals a decrease of 9 tonnes compared with the previous year. Wilkhahn's goal is to cut electricity consumption at its headquarters by five percent by 2025 compared to 2022. Bearing lower production in mind, the target for cutting specific electricity consumption has not yet been fully achieved. To do so, conversion of further areas of the production facilities and offices to LED lighting is just one initiative planned. Many employees work from home up to two days a week, which therefore cuts the energy required for office lighting and operating computer hardware. In 2023, all the electricity consumed came from climate friendly hydropower.

Solvent emissions remained low

In 2023, 1.9 tonnes of organic solvents from upholstery adhesives and cleaning agents were emitted at the Wilkhahn headquarters in Bad Münde. The 40 percent decrease in emissions compared to the previous year correlates with a slight overall decline in orders. In particular, lower sales of the FS chairs, whose production requires a lot of adhesives, were another factor. For each product, average solvent emissions remain low and indicate no negative impact on the environment. The company was comfortably below the statutory emissions threshold of 15 tonnes per year in 2023 too.

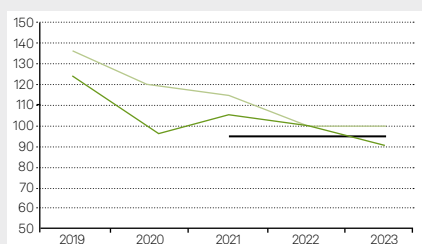
By outsourcing production (tabletops, upholstery), solvent emissions have also been partially transferred to partners. By carrying out regular audits, Wilkhahn ensures that production throughout the supply chain is safe, environmentally friendly and complies with legal requirements.

In 2023, 94 per cent of waste materials were recycled

In 2023, the quantity of waste materials and substances from manufacturing processes and our offices decreased by 27 percent to 301 tonnes compared with the previous year, while hazardous waste dropped by 15 percent to 34 tonnes. In total, 94 percent of waste from the

Electricity consumption

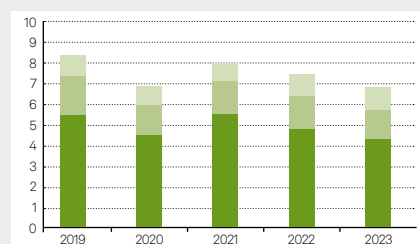
Index value (reference year 2022 = 100)



— Environmental target: -5 percent electricity consumption (based on consumption + sales 2022)
 — Electricity consumption index
 — Electricity consumption index, based on sales

Energy consumption

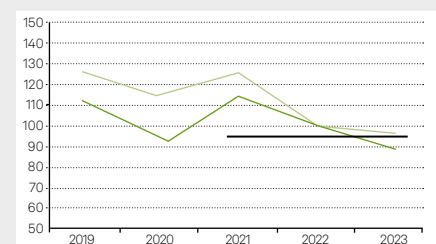
In Gigawatt hours (GWh)



— Energy consumption of the vehicle fleet
 — Electricity consumption
 — Heat consumption

Development of heat consumption

Index value (reference year 2022 = 100)



— Target: -5 percent in relation to consumption in 2022
 — Heat consumption
 — Heat consumption in relation to sales

production line and offices was recycled, of which two thirds (201 tonnes) were returned to the circular economy. Some 27 percent of the waste (81 tonnes) were thermally recycled. It was used to generate environmentally friendly heat, which was fed into local and district heating grids in Lower Saxony. Since 2019, Wilkhahn has been converting its packaging to reusable systems and therefore significantly reducing waste.

Material consumption declining in 2023

In 2023, the quantity of materials bought in dropped by 23 percent to 2,267 tonnes compared with the previous year. On the one hand, the quantity of furniture sold declined (-10%) and therefore the input required as well. On the other hand, in the previous year, we increased materials kept in warehouses to counteract any shortages in supply. The material consumption listed indicates the total quantities purchased in the reporting year by material type. The largest percentages were plastics (950 tonnes or 42 percent), followed by ferrous metals (26 percent) and aluminum (14 percent). Wilkhahn is aiming to increase the proportion of recycled materials.

Expansion of the Wilkhahn collection to include highly sustainable upholstery fabrics

To reflect its circular economy mindset, Wilkhahn added further upholstery fabrics to its collection last year that are outstanding in terms of their quality, haptics and



appearance and are particularly environmentally friendly into the bargain. These include Re-Wool with 90 percent wool content, 45 percent of which is already recycled wool,

and Cyber, which is made solely of post-consumer recycled polyester.

23 percent less packaging for shipping

In 2023, Wilkhahn used 23 percent less packaging material when shipping to customers. The quantity of wood, cardboard and plastics for packaging dropped by 15 percent to just 195 tonnes. Because Wilkhahn office furniture still comes in resource-friendly packaging. Fully recyclable PE films and cardboard are used for deliveries in Germany and Europe. Pallets made of wood and recycled plastic and, occasionally, wooden crates made of OSB boards are chosen for other international shipments. The packaging materials are almost 100 percent recyclable.

Working from home cut water consumption at Wilkhahn's headquarters

The consumption of water fell by 19 percent to 3,446 cubic meters. Over 90 percent of water is required in bathroom facilities, for which demand fell by 20 percent in 2023. We introduced the employee working-from-home policy for up to two days, which led to a sharp fall in consumption at our headquarters.

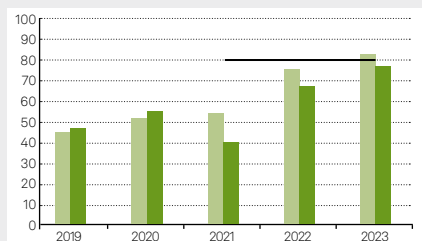
Water consumption by the powder-coating facility fell by 8 percent to 252 cubic meters, but it was used slightly less than the previous year.

Impact on soil and biodiversity still low

There were no changes in this respect from the previous year. No extra land was sealed at the Wilkhahn headquarters in Bad Münde.

Renewables (EE)

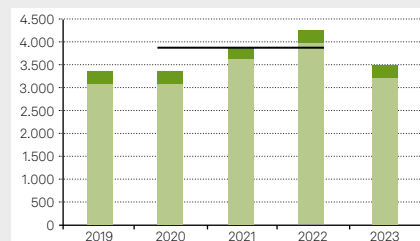
In percent



■ Proportion of renewables in total energy consumption
 ■ Renewable heat (biogas)
 — Goal: 80 percent renewables

Water consumption

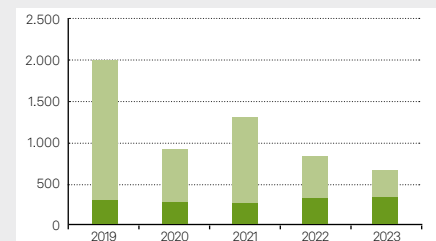
In cubic meters



■ Sanitation areas, cafeteria
 ■ Powder coating
 — 3-year average 3,803 cubic meters (2020–2022)

Carbon dioxide emissions

In tonnes per year



■ Carbon dioxide emissions (production + offices)
 ■ Carbon dioxide emissions (vehicle fleet)

Sustainability Action Plan

For many years, sustainability at Wilkhahn has meant much more than developing innovative, durable, and well designed office furniture by using low-emission materials and production methods. The new Sustainability Action Plan is based on the Wilkhahn approach that commercial success can only be achieved in the long term by being fair toward people and the environment. The Action Plan applies to 2023 – 2025. Its objective is to make further strides on climate protection, energy and material efficiencies, supply chain sustainability and encouraging good health.

No.	Goal	Measure/comment	Status	Deadlines	Responsibility
1	Circular economy: Wilkhahn develops innovative, recyclable products and offers new resource-saving, after-sales services.	It develops innovative, long-lasting, and repair-friendly office furniture made of eco-friendly materials and uses sustainable production methods.	 ongoing	ongoing	Product development
2		It wants to increase the proportion of recycled metal and plastic furniture components and achieve a recyclability level of at least 90 percent for new products.	 ongoing	ongoing	Product management, product development
3		It wants to add attractive, exceptionally sustainable upholstery materials made of natural fibers, or recycled materials to the Wilkhahn collection.	 started	2024	Design management, product management
4		It wants to develop and actively market after-sales services to increase product life.	 started	2024	Head of customer service, head of customer service

Strategic goal: Wilkhahn headquarters to be at least 80% climate-neutral from 2023.

5	Energy-efficient and climate-friendly heating: Heating requirements at headquarters will continue to be cut (-5 percent compared with 2022) and 70 percent will be generated by renewables.	The company will continue to use carbon-neutral district heating from biogas and maximize the proportion used for heating requirements overall.	 ongoing	ongoing	Head of works technology
6		Solar thermal systems help produce hot water.	 ongoing	ongoing	Head of works technology
7		A conventional burner replaced by a more efficient new one.	 Implemented	2023	Head of works technology
8	Electricity savings and green electricity: Relative electricity consumption will be cut further (-5% compared with 2022 to 2025) and 100% eco-friendly electricity generation	All of the electricity purchased was sourced from renewables (hydropower).	 ongoing	ongoing	Head of works technology
9		LED lighting in some areas of production.	 started	2025	Head of works technology
10		LED lighting in some office areas.	 started	2025	Head of works technology
11		Frequent checks on the compressed-air equipment for leaks.	 ongoing	ongoing	Head of works technology
12	Emission-optimized vehicle fleet:	A further reduction of the Wilkhahn vehicle fleet's absolute fuel consumption through low-emission, energy-efficient vehicles.	 started	2023 2025	Vehicle fleet manager
13	Eco-friendly shipping: Emissions caused by shipping will be recorded systematically and cut (-5 percent compared with 2022 to 2025).	The vehicle fleet's carbon emissions will be reduced again (-5 percent compared with 2022 to 2025).	 started	2023 2024	Head of works technology, head of quality and sustainability
14		Route-optimized production will increase the load volume per truck to an average of 80 percent by 2025.	 started	2025	Chief Operations Officer, Supply chain manager
15		Broadening of the sustainability indicators to include regular key figures on transport-related emissions.	 started	2023 2024	Head of quality and sustainability Supply chain manager
16	Our own vehicles and service providers' trucks are energy efficient and low on emissions (at least the Euro 6 emissions standard).	 ongoing	ongoing	Strategic purchasing, supply chain manager	
17	Sustainable supply chains: Encouragement of quality, health and safety, environmental protection, and fairness vis à vis workers in stable supply chains.	The top 20 suppliers are audited locally on quality, health and safety and environmental protection as well as fair working conditions.	 started	2025	Head of quality and sustainability
18		Maintenance of certification of Wilkhahn's headquarters based on the specifications of the Forest Stewardship Council® (FSC®).	 ongoing	ongoing	Head of quality and sustainability
19		Update of the sustainability criteria that apply when purchasing materials and services.	 started	2024	Chief Operations Officer, head of quality and sustainability
20	Encouraging a healthy workforce, biodiversity	Maintain and develop health-boosting programs for Wilkhahn employees.	 ongoing	ongoing	Company health management team
21		Continued support of the dwarf beech initiative to protect biodiversity.	 ongoing	ongoing	Head of quality and sustainability

Material- and energy-flows: Input/output

Input:	2022	2023
Material purchasing	t	t
Ferrous metals	601.3	593
Aluminum	498.5	315.9
Plastics	1,035.8	950.5
Wood, composite wood	122.6	117.2
Cardboard, cardboard packaging	111.6	96.2
Leather	11.2	8.5
Wool	8.9	4.8
Powder varnishes	7.9	2.4
Adhesives	4.4	2.1
Fuels (heating oil, diesel)	224.2	176.8
Total	2,948.1	2,267.4
Energy (from production and offices)	MWh	MWh
Heat	4,852	4,318
Electricity	1,559	1,415
Total energy consumption	6,411	5,733
Energy from renewable sources	%	%
Heat	67	77
Electricity	100	100
Total	75	83
Water	m³	m³
Water (sanitation areas, process water)	4,258	3,446
Output:	2022	2023
Emissions	t	t
Carbon dioxide (CO ₂) - from production and offices	494	306
Carbon dioxide (CO ₂) - mobility (vehicle fleet)	334	342,3
Solvents (VOCs)	3,2	1,9
Dust (PM)	<0,01	<0,01
Nitrogen oxide (NO _x)	0,6	0,19
Residues and waste	t	t
Industrial waste	92.5	63.8
Paper/cardboard	115.4	110.9
Waste wood	55.7	42.8
Ferrous metals	20.4	10.7
Aluminum	6.9	5.5
Packaging film	10.4	12.1
Aqueous waste, halogen-free machining emulsions	22	18.7
Green waste, biodegradable residues	48.6	9.9
Others	90.9	36.1
Total quantity of residues and waste	414.3	300.6
– non-hazardous waste	40.1	34.2
Recycling	%	%
Recycled wastes	58	58
Substitute fuel	37	36
Waste in landfill	5	6
EMAS key performance indicators:	million EUR	million EUR
Total added value	28.5	25.6
Emissions	t/million EUR	t/million EUR
Carbon dioxide emissions – production, offices	17.3	12.0
Carbon dioxide emissions – vehicle fleet	11.7	13.4
Energy efficiency	MWh/million EUR	MWh/million EUR
Electricity and heat consumption	225.0	224.1
Energy from renewables (MWh/million EUR)	108.3	120.6
Material efficiency	t/million EUR	t/million EUR
Total consumption of raw materials, consumables, and supplies	103.5	88.6
Recycling	t/million EUR	t/million EUR
Total waste	14.5	11.7
Hazardous waste	1.4	1.3
Water	m³/million EUR	m³/million EUR
Total consumption	149.4	134.7

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Wilkhahn accepts responsibility for sustainably protecting our environment through its EMAS-validated and ISO-14001-certified environmental management system.

This 2024 environmental statement updates the environmental data from Wilkhahn's 2023 – 2025 sustainability report.

Wilkhahn provides information about the company's environmental performance and further sustainability aspects in the 40-page report. A PDF version can be downloaded from the Wilkhahn website and a printed version is available in German, English and Dutch.

The next update of the environmental data will probably be published in April 2025.

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