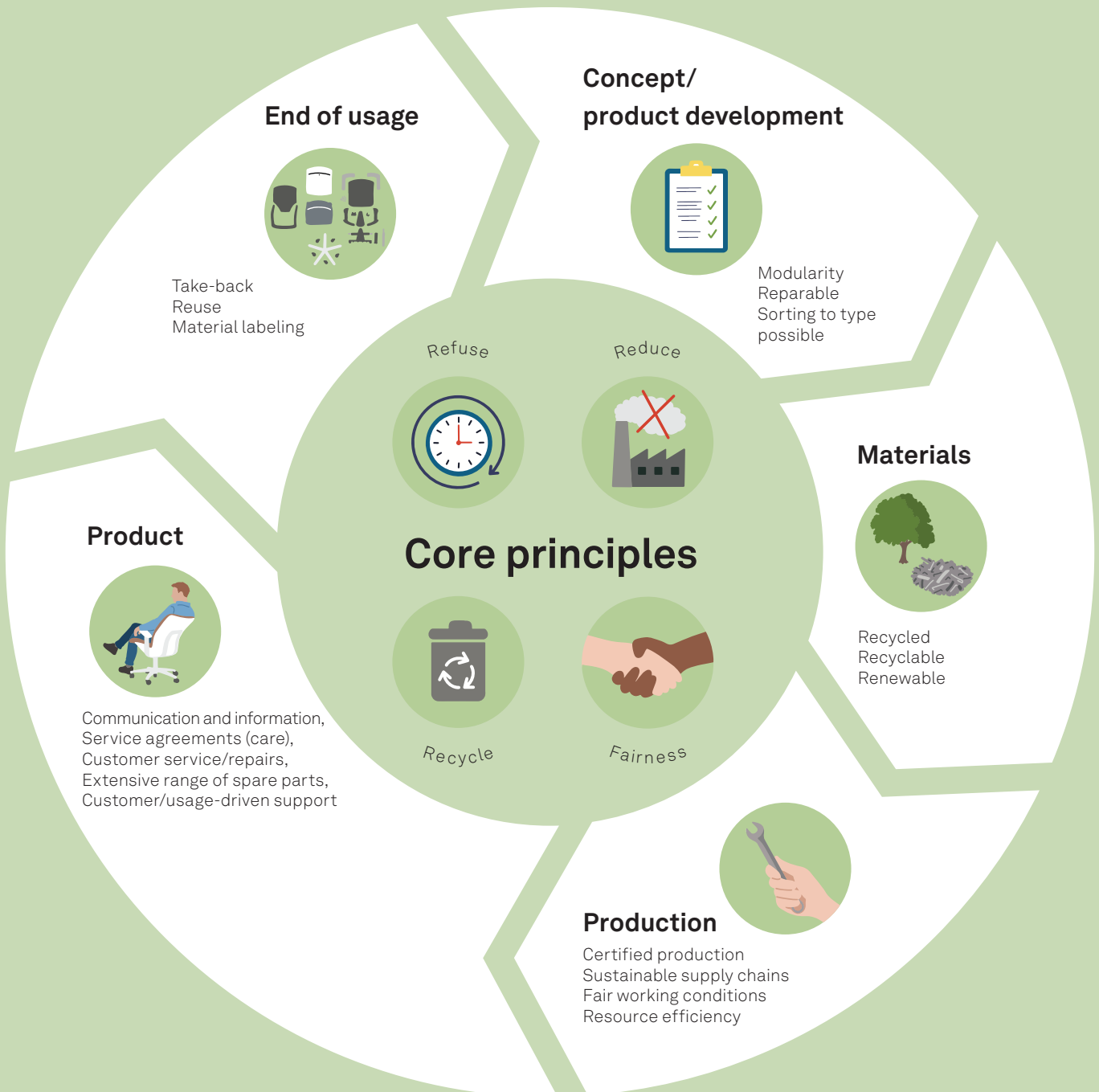


Updated Environmental Statement **2025**

Updated Sustainability Report 2023 – 2025



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

We have been focusing on seating and office furniture for over 100 years. It all started with understated, high-quality wooden chairs. In the 1950s, we adopted the Bauhaus's and now legendary Ulm University of Design's maxims: “The goal is to develop durable products, increase their utility value and reduce waste”.

Which paved the way for our sustainable product design. In 1989, our board made a thought-provoking resolution: “If in doubt, we prioritize the ecological aspect of our business over fast profits.” This approach triggered an extensive ecological change at Wilkhahn, which won it the German Environmental Foundation's German Environmental Prize in 1996. Today, ecological change takes center stage in business, political and societal arenas. Reducing greenhouse gas emissions has been adopted into law, both in the EU itself and the member countries.

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 Münster headquarters in Germany. The system is geared to the quality goals and the ecological and social sustainability objectives. Consequently, customer satisfaction and environmental performance are improved consistently and a high level of health and safety is achieved.

Wilkhahn is known for making office furniture with practical innovations and true added value, while complying with fair working conditions along the whole supply chain. Quite simply, it's part of the company's DNA and still highly relevant even after three decades of environmental and sustainability management.

This brochure provides compact information on Wilkhahn's sustainability management's success and challenges over the past year.

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Wilkhahn supports the UN Global Compact

Wilkhahn is committed to sustainable development goals throughout the company.

Wilkhahn joined the UN Global Compact in December 2007, therefore making the policy of responsible corporate management binding for all areas of the company. Wilkhahn defines corporate responsibility as a philosophy that strives to achieve an acceptable balance between the requirements of all stakeholders.

The ten principles of the UN Global Compact

Human rights

Principle 1:

States that businesses should support and respect the protection of internationally proclaimed human rights and

Principle 2:

Make sure that they are not complicit in human rights abuses.

Labor standards

Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4:

Eliminate all forms of compulsory and forced labor

Principle 5:

Abolish child labor

Principle 6:

Eliminate discrimination in respect of employment and occupation

Environmental protection

Principle 7:

Businesses should support a precautionary approach to environmental challenges

Principle 8:

Undertake initiatives to promote greater environmental responsibility

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10:

Businesses are to combat 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
- Make efficient use of energy during production, for instance by choosing district heating and heat recovery on the production line
- We reduce emissions, by utilizing solar power and climate-neutral energy sources (cutting CO₂).

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.
- In the path toward a circular economy and make materials recyclable, we use one-type materials and label them accordingly, where possible.

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

Emissions, waste and the consumption of energy, material and water can impact the environment and are unavoidable factors of production processes. Wilkhahn's objective is to minimize the negative aspects of its business. In 2024, production did rise by about 6 percent compared with the previous year. However, in many areas, the company improved its ecological footprint once again.

Wilkhahn headquarters are 82 percent climate neutral



In 2024, renewables accounted for 82 percent of total energy requirements at Wilkhahn's headquarters (goal: 80 percent). Electricity demand made up a quarter of that figure and was covered fully by hydropower.

From 2025, the upgraded photovoltaic installation will also allow Wilkhahn to generate significantly more environmentally friendly electricity itself.

Three quarters of total energy requirements

were attributed to heat to keep the buildings warm and power to operate the powder-coating facility. Some 4,057 megawatt hours of energy required for heating were consumed. Some 76 percent of this figure had been previously generated in a climate-neutral way from district heating from biogas. Wilkhahn was therefore able to substitute 306,000 liters of heating oil for a more environmentally friendly option. As a result, it reduced emissions compared with conventional heat generation by 955 tonnes of carbon dioxide.

Compared with the previous year, heat consumption fell by 6 per cent and district heating consumption by 8 percent. These decreases were due to a slightly milder winter and an unscheduled repair to the heating system.

Carbon dioxide emissions from Wilkhahn's vehicle fleet fell by 8 percent

In 2024, vehicles in the Wilkhahn fleet emitted 315 tonnes less carbon dioxide, or 8 percent less than the previous year. Therefore, the company also met its target of reducing emissions from the vehicle fleet by 5 percent compared with 2022.

To remain below the target consistently, Wilkhahn needs to press ahead with restructuring the vehicle fleet. On average, 196 grammes of carbon dioxide per kilometer driven were still being emitted in 2024.

Electricity consumption dropped by 6 percent compared with the previous year

By 2025, Wilkhahn aims to reduce electricity consumption at its headquarters by five percent compared with 2022. Last year, 1,327 megawatt hours of electricity were consumed at Wilkhahn headquarters. This figure translates to a drop of 6 percent compared with the previous year although production rose. Compared with the 2022 reference year, consumption decreased by 15 percent.

At the beginning of the year, Wilkhahn embarked on comprehensive modernization of its production facilities. During this process, one of the main production sheds and adjacent offices were converted to LED lighting. The replacement of a steel construction compressor also meant less electricity consumption. We also purchased electricity in 2024, all of which stems from renewables (hydropower).

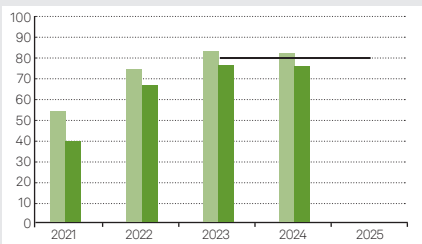
Solvent emissions still low

In 2024, 1.3 tonnes of organic solvents from upholstery adhesives and cleaning agents were emitted at the Wilkhahn headquarters in Bad M nder. Compared with the previous year, the 30 percent lower emissions correlate with the overall decline in quantities of older chair variants that required a lot of adhesives.

Therefore, the average solvent emissions per product remained at a consistently low level and have no negative impact on the environment. In 2024, our emissions were comfortably below the current statutory threshold of 15 tonnes per year.

Renewables

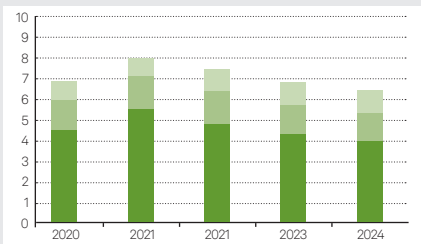
In percent



- Share of renewables in total energy consumption
- Renewable heat (district heating, biogas)
- Goal: 80 percent renewables

Energy consumption

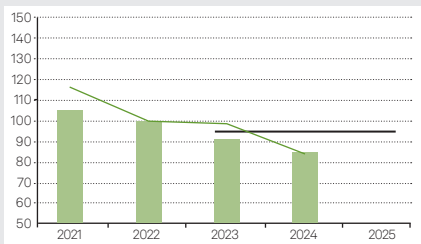
In gigawatt hours (GWh)



- Vehicle fleet energy consumption
- Electricity consumption
- Heat consumption

Electricity consumption

Index figure (reference year 2022 = 100)



- Goal: -5 percent compared with 2022 consumption
- Electricity consumption compared with sales
- Electricity consumption

Because we outsourced some of our manufacturing steps (table tops, upholstered components), it's possible that solvents are emitted elsewhere along the supply chain.

Which is why Wilkhahn makes appropriate design, development and procurement stipulations and carries out frequent audits of suppliers to ensure that production is environmentally friendly and not hazardous outside its own site.

Some 8 percent less waste although production rose slightly

The total quantity of waste incurred on the production line and offices dropped by 8 percent in 2024 compared with the previous year to 275 tonnes. Hazardous waste also decreased by 50 percent to just 17 tonnes. Above all, less waste water was produced and fewer insulation and building materials were required for remodeling programs.

Some 94 percent of production and office waste was recycled: 50 percent of waste was turned into new materials, a further 45 percent of waste was incinerated to produce energy. This generated environmentally friendly heat, which was fed into local and district heating grids in Lower Saxony.

Material efficiency of 2,400 tonnes at roughly the previous year's level

Compared with the previous year, the quantity of bought-in materials rose by 6 percent to 2,400 tonnes in 2024. This correlates with production, which also rose by 6 percent. To produce office furniture, Wilkhahn consumed 1,020 tonnes of metals (43 percent of the total, two thirds of which were ferrous metals and one third aluminum), as well as 984 tonnes of plastics (41 percent of the total figure).

Wilkhahn uses metal components, some of which are made of already recycled material. In terms of plastics, Wilkhahn is proactively looking to increase the proportion recycled wherever technically and aesthetically feasible.

Market launch of an innovative and sustainable steel task chair

In line with the circular economy mindset, Wilkhahn presented the prototype of an innovative task chair made of high-performance steel, which is now ready to go into production. In addition to the comfort Wilkhahn is known for, the Wi task chair stands apart for its distinctive design,

a new color concept and a sustainable design.

Durable, exceptionally easy-to-recycle materials like steel and wood or recycled plastics were used.

As a result, the Wi chair's carbon footprint of 32 kilos of carbon dioxide is very low.



Shipping packaging – recyclable and reduced to the max

In 2024, Wilkhahn used around 191 tonnes of packaging material to protect its office furniture when it's shipped to customers.

As a result, quantity was 2 percent lower than the previous year even though slightly more was dispatched. This figure reflects a slight decrease in products sent by sea, which mainly involve heavy wooden crates.

Wilkhahn takes a resource friendly approach to packaging by only using the minimum amount of exclusively recyclable packaging required. For shipments outside Germany and Europe, the company only uses recyclable films made of PE and sometimes cardboard, as well as wood pallets or recycled plastics.

Water consumption rose slightly in 2024

Compared with the previous year, drinking water consumption rose by 19 percent to 4,089 cubic meters. This increase was due to a leak in the heating system, which meant a large-scale replacement of pipes and refilling them with hot water.

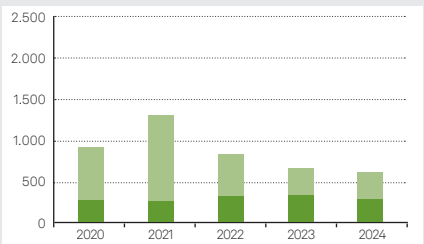
By contrast, the powder-coating installation's water consumption fell by 33 percent year-on-year at comparable capacity utilization. The conversion of the water recovery installation the previous year enabled more efficient recycling of process water.

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 Münden.

Carbon dioxide emissions

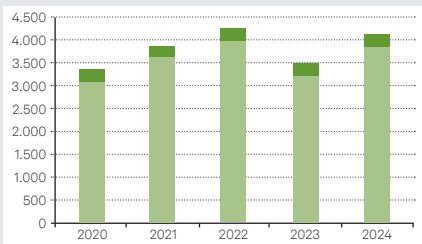
In tonnes per year



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

Water consumption

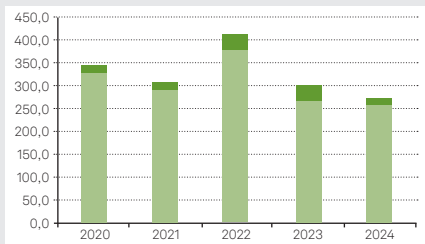
In cubic meters



■ Sanitation, cafeteria
■ Power coating

Waste quantities

In tonnes per year



■ Non-hazardous waste
■ Hazardous waste

Sustainability Action Program

For many years, sustainability has meant way more to Wilkhahn than developing innovative, durable and well designed office furniture made from materials and production processes with a low ecological footprint. The new Action Plan for More Sustainability 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 covers 2023 to 2025 and aims to make more improvements in areas such as climate protection, energy and material efficiency, sustainability along the supply chain and health.

No.	Goal	Measure/comment	Status	Deadline	Owner
1	Circular Economy: Wilkhahn develops innovative, recyclable products and offers new resource friendly aftersales services.	To develop innovative, durable and recyclable office furniture made of environmentally friendly materials and via sustainable production processes.	 Ongoing	Ongoing	Product development
2		To increase the proportion of metal and plastic furniture components recycled, to make new products of which at least 90 percent can be recycled.	 Ongoing	Ongoing	Product management, product development
3		To add attractive, very sustainable upholstery materials made of natural fibers or recycled material to the Wilkhahn collection.	 Done	2024	Design management, product management
4		To develop and actively market after-sales services to extend product life Started.	 Started	2024 2025	Customer service heads

Strategic goal: To make least 80 percent of Wilkhahn's headquarters will be climate neutral from 2023.

5	Heating efficiently and in a climate friendly way: Heating requirements at headquarters will be cut further (-5 percent compared with 2022) and 70 percent generated from renewables.	The company will continue to use carbon-neutral district heating from biogas and maximize its proportion in total heating consumption.	 Ongoing	Ongoing	Head of Facility Management
6		Solar-powered heating to support generation of hot water.	 Ongoing	Ongoing	Head of Facility Management
7		Replacement of a conventional burner with a more efficient new one.	 Done	2023	Head of Facility Management
8	Electricity efficiency and green electricity: Relative electricity consumption to be cut further (-5 percent compared with 2022 by 2025), fully environmentally friendly electricity generation.	Bought-in electricity will consist exclusively of renewables (hydropower).	 Ongoing	Ongoing	Head of Facility Management
9		To use LED lighting in some production areas.	 Started	2025	Head of Facility Management
10		To use LED in some offices.	 Started	2025	Head of Facility Management
11		To inspect compressed air devices frequently for leaks.	 Ongoing	Ongoing	Head of Facility Management
12	Emissions-enhanced vehicle fleet: The vehicle fleet's carbon emissions will be cut even further (-5 percent compared with 2022 by 2025). Eco friendly shipping: Emissions from shipping will be systematically logged and decreased (-5 percent compared with 2022 by 2025).	To continue cuts in the Wilkhahn vehicle fleet's absolute fuel consumption by using low-emission, energy efficient vehicles.	 Started	2023 2025	Vehicle fleet manager
13		Concept to increase existing charging points for electric cars.	 Started	2024 2025	Head of Facility Management
14		By optimizing routes required for production, the volume per truck will be increased to an average of 80 percent by 2025.	 Started	2025	CTO, supply chain manager
15		To increase sustainability indicators by frequently adding key figures on shipping-related emissions.	 Started	2024 2025	Head of quality and sustainability, supply chain manager
16		Our own vehicles and trucks belonging to service providers are to be energy efficient and low in emissions (at least Euro 6 emissions standard).	 Ongoing	Ongoing	Strategic purchasing, supply chain manager
17	Sustainable supply chains: To encourage quality, health and safety, environmental protection and fairness in stable supply chains.	The top 20 suppliers will be audited locally on quality, health and safety, environmental protection and fair working conditions.	 Started	2025	Head of quality and sustainability
18		To maintain certification of Wilkhahn headquarters based on the stipulations of the Forest Stewardship Council (FSC®).	 Ongoing	Ongoing	Head of quality and sustainability
19		To update the sustainability criteria that apply to purchasing materials and services.	 Started	2024 2025	CTO, head of quality and sustainability
20	Boosting health, biodiversity	To maintain and increase health-boosting initiatives for Wilkhahn employees.	 Ongoing	Ongoing	The company's health management team
21		Continued support for the dwarf beech initiative to protect biodiversity.	 Ongoing	Ongoing	Head of quality and sustainability

Material and energy flows: Input/output

Input:	2022	2023	2024
Materials purchased	t	t	t
Ferrous metals	601.3	593	649
Aluminum	498.5	315.9	371
Plastics	1,035.8	950.5	984.1
Wood, composite wood	122.6	117.2	116.7
Cardboard, cardboard packaging	111.6	96.2	90.3
Leather	11.2	8.5	7.2
Wool	8.9	4.8	2.0
Powder varnishes	7.9	2.4	3.7
Adhesive	4.4	2.1	1.5
Fuels (heating oil, diesel)	224.2	176.8	167.9
Total	2,948.1	2,267.4	2,396.3
Energy (production and offices)	MWh	MWh	MWh
Heat	4,852	4,318	4,057
Electricity	1,559	1,415	1,326
Total energy consumption	6,411	5,733	5,383
Energy from renewables	%	%	%
Heat	67	77	76
Electricity	100	100	100
Total	75	83	82
Water	m³	m³	m³
Water (sanitation, process water)	4,258	3,446	4,089
Output:	2022	2023	2024
Emissions	t	t	t
Carbon dioxide (CO2) - production and offices	494	306	306
Carbon dioxide (CO2) - mobility (vehicle fleet)	334	342.3	315
Solvents (VOCs)	3.2	1.9	1.3
Dust (PM)	<0.01	<0.01	<0.01
Nitrogen oxide (NOX)	0.6	0.19	0.26
Residues and waste	t	t	t
Industrial waste	92.5	63.8	72.3
Paper/cardboard	115.4	110.9	85.7
Waste wood	55.7	42.8	50.1
Ferrous metals	20.4	10.7	9.9
Aluminum	6.9	5.5	2.8
Packaging film	10.4	12.1	9.3
Aqueous waste, halogen-free machining emulsions	22	18.7	15.5
Green waste, biodegradable waste	48.6	9.9	7.4
Others	90.9	36.1	29.5
Total quantity of residues and waste	414.3	300.6	275.1
– hazardous waste	40.1	34.2	16.8
Recycled	%	%	%
Recycled waste	58	58	50
Substitute fuel	37	36	45
Waste in landfill	5	6	5
EMAS key performance indicators:	Million euros	Million euros	Million euros
Total value creation	28.5	25.6	27.9
Emissions	t/million euros	t/million euros	t/million euros
Carbon dioxide emissions - production, offices	17.3	12.0	11.0
Carbon dioxide emissions - vehicle fleet	11.7	13.4	11.3
Energy efficiency	MWh/million	MWh/million	MWh/million
Electricity and heat consumption	225.0	224.1	193.2
Energy from renewables	108.3	120.6	110.7
Material efficiency	t/million euros	t/million euros	t/million euros
Total consumption of raw materials, consumables, and supplies	103.5	88.6	86.0
Recycled	t/million euros	t/million euros	t/million euros
Total waste	14.5	11.7	9.9
Hazardous waste	1.4	1.3	0.6
Water	m³/million euros	m³/million euros	m³/million euros
Total consumption	149.4	134.7	146.8

Wilkhahn

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TÜVNORD

ENVIRONMENTAL VERIFIER'S DECLARATION ON VERIFICATION AND VALIDATION ACTIVITIES



in accordance with the
**REGULATION (EC) No 1221/2009 OF THE EUROPEAN
PARLIAMENT AND OF THE COUNCIL of 25 November 2009**
on the voluntary participation by organisations in a Community eco-management
and audit scheme (EMAS)

Mr. Thomas Bunge, accredited or licensed for the scope "NACE-Code 31.01 - Production of furniture", declares, to have
verified whether the whole organisation as indicated in the environmental statement of the organisation

Wilkhahn
Wilkening + Hahne GmbH + Co. KG
Fritz-Hahne-Straße 8
31848 Bad Münster
Germany

with registration number D-133-00055 meets all requirements of Regulation (EC) No 1221/2009 of the European
Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community
eco-management and audit scheme in the version amended by regulation (EU) 2017/1505 and regulation (EU) 2018/2026
are fulfilled (EMAS).

By signing this declaration, I we declare that

- the verification and validation has been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009,
- the outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment,
- the data and information of the environmental statement of the organisation reflect a reliable, credible and correct image of all the organisations activities, within the scope mentioned in the environmental statement.

This document is not equivalent to EMAS registration. EMAS registration can only be granted by a Competent Body
under Regulation (EC) No 1221/2009. This document shall not be used as a stand-alone piece of public communication.

Hannover, 10.04.2025

Thomas Bunge
Environmental Verifier
DE-V-0122

TÜV NORD CERT Prüf- und Umweltgutachtergesellschaft mbH Am TÜV 1 30519 Hannover www.tuev-nord.com
DAU-Zulassungs-Nr.: DE-V-0263

The EMAS audit is voluntary and has been conducted at Wilkhahn for many years. The EMAS
validity declaration confirms that Wilkhahn complies with the relevant environmental legislation.

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

This updated 2025 environmental statement presents the current environmental information from
the 2023-2025 Wilkhahn sustainability report.

Wilkhahn provides information about its environmental performance and other sustainability aspects in the
40-page brochure. 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 sustainability report and environmental information will probably be published in April
2026.

Legal notice

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