Wilkhahn

Responsibility all along the line

2026 – 2028 Sustainability Report
with EMAS Environmental Statement







Responsibility out of principle

Change is all around us. Societal developments, economic downturns and ecological crises call for new responses. Taking ownership is all about reviewing, rethinking and (if necessary) rerouting a course. True to its principles, but open to new approaches, Wilkhahn's rising to this challenge.

Because we believe sustainability isn't a trend or a series of individual steps. It expresses a comprehensive understanding of responsibility for people, resources and the future. Climate change, resource constraints and geopolitical tensions are pushing us to the limit. The same goes for changes in the world of work. Hybrid working models are revolutionizing workspaces and the resulting furnishing requirements. Future-proof solutions are versatile and equally meet stringent sustainability and transparency demands.

Our goal is still to combine efficiency with social and ecological responsibility. We're committed to providing measurable targets and translating our values into consistent and up-to-date action.

The place where we make our furniture is a physical embodiment of our integrated approach to responsibility. Over 35 years ago, Wilkhahn partnered with Frei Otto and Thomas Herzog to construct industrial buildings whose versatile, light-flooded architecture reflects a mindful approach to resource usage and an appreciation of the people who work there. This report provides frequent updates on the wide range of measures, objectives and progress of our environmental management system, which has been EMAS-validated since 2001, en route to a climate-neutral energy supply.

We play a key role in conserving resources by focusing on products that last and last. Which is why we believe true design starts with a clear purpose and ends with longevity – furniture built for repairing and recycling. In the tradition of the Bauhaus and Ulm University of Design, we develop products along the "less is more" principle. And we've consistently applied this philosophy to the WiChair too. Its pared-down design mirrors this approach to the last detail. A screw-based curved steel bracket replaces any complicated mechanical parts. Using few but repair-friendly components and a fully recyclable material like steel encourage a long product lifecycle. Certified with the GS mark, to the ANSI/BIFMA standard and as a winner of the German Sustainability Award 2026 in the Products category, the WiChair embraces our core values and reflects our ongoing quest for true innovation. And we'll be pulling out all the stops to do so in future too.

We believe sustainability is a constant work in progress, involving scrutinizing what we do, learning and making improvements. This report shows the status quo. It reveals what we've achieved and specifies what we still need to do. It reminds us that acting responsibly requires renewed active commitment every day – via decisions we take today for tomorrow's world.

Götz Stamm
CEO

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A family-run company with a global reputation

Wilkhahn was founded in Bad Münder in north Germany in 1907. The self-financed, family-run company is privately owned. The works council chairman has a seat and vote on Wilkhahn's supervisory board. The company's purpose is the development, manufacture and worldwide marketing of advanced, high-quality and superbly designed furniture and furnishing solutions for attractive workspaces to encourage well-being, collaboration and allow people to identify with their company.

The Wilkhahn brand stands for first-class product quality, highly innovative functionality, and pioneering design. Under the banner of improving life sustainably, people-friendly design, durable and ecologically responsible product concepts and services make exemplary contributions to preserving resources and have won acclaim worldwide. We focus on furniture and interiors that offer the greatest potential for future-proof workspaces:

- Office chairs that make digital workers more healthy by encouraging movement.
- Conference, seminar and innovation spaces that boost decision-making and processes of learning and change.
- Informal areas for people to meet or withdraw to, such as cafeterias, lounges and areas in the middle of rooms that help to engender a community spirit, or be places to unwind at the same time.

In 2025, 407 co-workers generated consolidated sales of just under EUR 80 million, almost 60 percent of which stemmed from international markets. Annual production capacity at Wilkhahn's headquarters in Bad Münder, Germany, is around 150,000 office task chairs, 120,000 visitor and conference chairs, as well as 30,000 tables and table systems annually.

Wilkhahn at a glance

- A company managed by the third generation of a family
- Design rooted in modernism
- People's needs take center stage
- Identity, collaboration and well-being are fostered
- Wilkhahn design makes an internationally recognized contribution to sustainability
- Focuses: Seating for the workplace, conference and collaboration spaces, informal spaces for people to interact
- Exports account for 60% of business on all continents
- Three Wilkhahn production sites: Bad Münder, Poznań, Sydney. Licensing partners in Tokyo, Casablanca, Johannesburg, Toronto



Brand values and corporate policy

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.

Form and function on an equal footing. The Wilkhahn brand stands for first-class product quality, highly innovative ergonomics, and pioneering design. We define a contemporary premium brand as aiming for superior solutions with genuine added value. Being contemporary means understanding current circumstances and developments and creating pioneering solutions to meet future needs.

We pass knowledge on. Because knowledge is the future's most important commodity. As a company, our competitive edge is underpinned by our workforce's expertise. Which is why we see learning as a personal development opportunity. To build on our joint success, we share that expertise in the company and with business partners. As a result, in terms of expertise, skills and communication, we're better than our competitors.

We provide impressive products and service that go that extra mile. The whole is more than the sum of its parts – but it's the quality of all the details that governs the quality of the finished product or service. Which is why excellence along the whole spectrum of issuing quotes, producing and shipping our products is one of the core brand values. It's evident in every product and process and every encounter with the brand.

We take responsibility and help shape the future. We operate a policy of fairness towards each other and our suppliers, customers, and the environment. We take responsibility toward nature and the environment and are driven by the requirements of people today and tomorrow. We comply with laws and regulations at all times.

We take a proactive approach to identifying opportunities and avoiding risks. We regularly review what we do and constantly strive for improvement. We pursue our corporate goals systematically and consistently to ensure the lasting success of our company.

The combination of business success, socio-ecological responsibility and involvement in cultural activities makes us an exemplary company worldwide that we continue to develop sensitively.

All Wilkhahn employees keep the brand promise. We're passionate about what we do and pull out all the stops to achieve objectives. Our customers sense our commitment, which makes us their preferred partner in global markets.

Social responsibility

We practise a collaborative style of management where employees are invested in the company's success. Our group- and project-driven methods of working, which allow a high level of initiative, have been typical at Wilkhahn for decades. Since 2000, a potential-driven approach has applied in the organization: "The company is organized to harness potential. The purpose is to harness synergy, pool skills and give individuals greater freedom to act".

Transparency
As part of the long-term corporate strategy, all processes and the associated roles and responsibilities of managers and their co-workers have been precisely and transparently defined. Each month, managers and co-workers update the members of the management board on the key performance indicators set by the management board for their departments. A newsletter on the intranet entitled Wilkhahn Aktuell provides reports on international Wilkhahn events, successful reference projects, co-worker issues, the activities of the works council and the status of corporate development projects. In blue-collar departments where there's no access to computers or the internet, intranet posts are displayed on large monitors in recreational areas.

Personal development and HR management
Wilkhahn's employees are pivotal to achieving added value in the company worldwide. Which is why Wilkhahn systematically invests in upskilling and personal development programs, modern management methods, fair pay systems and developing an attractive corporate culture.

- **Wilkhahn Academy**
  At Wilkhahn, the workforce's skills and abilities are key to the company's success today and tomorrow. Each department's management team is responsible for identifying training module requirements, providing content and training capacities, and ensuring staff take part in training sessions. Training is coordinated with the human resources department, which is responsible for organizing and managing the training modules.

  Under the banner of Learning from Each Other, the Wilkhahn Academy has five key goals:
  - To make learning part of our daily working lives
  - To safeguard, prepare and convey the wealth of expertise and skills the company already has and that result from corporate development projects
  - To get to know new tools and IT systems and use them confidently
  - To find and foster talented people
  - To boost attractiveness as an employer and ensure that departments and skills interact at a high level compared with the rest of the industry.

  If training modules can't be provided from within the company, external trainers are also used as required.

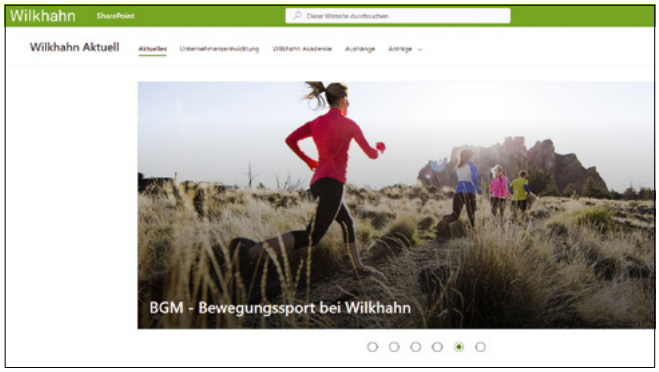


Wilkhahn, German trade union IG Metall (IGM) and the global BHI Building and Wood Workers International union are committed to ensuring that fair working conditions prevail in Wilkhahn's supply chains and that employee rights are encouraged. Wilkhahn has been committed to this goal via a framework agreement it entered into voluntarily since 2009. From left to right: Former IGM chairman, Berthold Huber, today's chairman of the Wilkhahn supervisory board, Dr. Jochen Hahne, BHI general secretary Anita Normark and chairman of the Wilkhahn works council, Ralf Olaf Stender.

- **Vocational training**
  Well-trained employees are pivotal to a company developing successfully. Which is why, alongside personal development programs at the Wilkhahn Academy, the company provides vocational training in white-collar and blue-collar professions to young people, or collaborative higher education options. Those completing their training or courses are regularly some of the best in their year.

- **Active participation as the key to continual improvement**
  Wilkhahn actively involves its staff in the way the company is shaped. Alongside the management representative, the works council and the occupational health and safety officer provide important stimuli to help improve social sustainability and responsibility for the environment. They often get the workforce involved through works meetings and the quarterly occupational safety and environmental committee. Wilkhahn's ideas management system allows any co-worker to suggest ideas to make the company even better across all departments. Any good idea is also rewarded financially according to a transparent method.

  The culture of ensuring employees are involved in shaping the company's future includes collaboration with the works council that has grown over decades to ensure reliability and continuity through company agreements, independently of those concerned. The chairperson of the works council has a seat and vote on the Wilkhahn supervisory board.



In-house communications to create a team spirit and provide news about what's going on at Wilkhahn internationally: The Wilkhahn Aktuell newsletters are published in German and English frequently.

Corporate values during collaborations
The overarching maxim is fairness and aspects like trust and reliability, listening to customers' needs, commitment, simplicity, sustainability and the desire for innovation that shape Wilkhahn's corporate culture. Wilkhahn views these corporate values as joint fundamental convictions that are shared, practised and developed by all the workforce worldwide. They underpin the way we act, particularly our leadership and participatory culture at Wilkhahn.

- **Equal opportunities, anti-discrimination, fair pay**
  All apprenticeships, vacancies and management positions are advertised and awarded without any discrimination towards a particular gender. The principle of equal pay for the same job has applied regardless of gender and ethnic group at Wilkhahn for many decades. The abilities of people with special needs are respected at Wilkhahn. And these people are integrated into standard day-to-day operations. The regulations on pay, vocational training and equality are also set out in company agreements. Wilkhahn has appointed an anti-discrimination and equal opportunities officer who acts as a point of contact and mediator alongside the works council.

  The remuneration system is transparent, based on the agreements of the collective bargaining partners and includes additional voluntary social benefits, such as company pension schemes, meal allowances and benefits as part of the company's program to encourage healthy employees.

- **Bonus scheme**
  A new bonus scheme was developed for blue-collar workers at the suggestion of and in partnership with the works council. In addition to incentives to consistently improve productivity, it also includes a quality bonus to encourage people's sense of responsibility and motivation to carry out quality control.

Social responsibility
Wilkhahn is a member of several clubs, associations and networks dealing with sustainability, which the management team and co-workers are actively involved with during working hours.

Wilkhahn is also committed to public education, with employees supervising bachelor's or master's theses. On request, the company hosts and supervises high-quality excursions for various colleges of higher education in areas such as architecture, design, and sustainability several times a year.

We frequently report on our cultural and societal engagement in our blog. We give talks at higher education colleges, associations and institutions and in trade publications on new work, office ergonomics, design and sustainability.

Aspects of social responsibility at Wilkhahn at a glance

- Potential-driven
- Objectives agreements
- Wilkhahn Academy
- Fostering talent
- Participation-driven
- Fairness
- Excellent vocational training
- Equal pay for the same job
- Open to higher education colleges







Health programs and occupational health and safety

Occupational health programs
"Health is a very important issue, both to individuals and the company. Which is why protecting, maintaining and actively encouraging the good health of our workforce is one of our company's most important goals."

Wilkhahn is committed to encouraging good health for two reasons:
- To ensure the company survives, we need to look at the links between motivation, maintaining productivity, coping with demographic change and people working longer.
- As a developer, manufacturer and marketer of furniture for contemporary working environments, we want to foster our employees' well-being and health and ensure successful outcomes.

Company health management
The company health management team consists of the chairperson of the works council, the human resources manager and staff, as well as the occupational health and safety officer. They proactively create incentives to encourage good health that complement the risk-avoidance approach of occupational safety management. You can find the core goals in the info box.

Behavioral and structural approaches for systematic occupational health and safety based on ISO 45001
These include:
- Planning safe procedures and workspaces;
- Organizing and defining responsibilities;
- Defining and implementing health and safety and fire safety measures
- Providing information and training on hazards in the workplace and correct approaches
- Making frequent safety inspections of the workspaces
- Holding quarterly consultations in the occupational health and safety committee, in which the occupational health and safety interests of all Wilkhahn employees at the headquarters are represented
- Providing frequent updates of the workspace risk assessments
- Offering frequent training courses for the safety officers and first responders

Core company health-management system goals
- To reflect demographic change in an aging workforce
- To boost awareness by managers
- To ensure everyone takes responsibility for their health
- Familiarization management
- To take preventative action
- To incentivize fitness by providing a monthly subsidy
- Activity days
- Physiotherapy and sports offerings

The occupational health and safety officer is consulted early on during the planning phase and ensures that physical and mental stress is minimized. Wilkhahn provides equipment for physically demanding tasks, such as lifting table tops or turning task chairs during assembly: Lifting equipment and electric lifting and turning machines have been used for many years, as have safety devices on machines and height-adjustable desks.

If possible, no hazardous substances or materials are used. Where unavoidable, for example when degreasing or bonding items, quantities are optimized and protective measures taken so that safe handling of the hazardous substances is guaranteed.

Wilkhahn co-workers are only permitted to carry out risky jobs if they've been informed about the relevant rules governing safety and conduct beforehand.

It goes without saying that Wilkhahn provides free personal protective equipment, such as safety shoes or ear protectors to staff. A company physician also gives advice during recurrent surgeries and offers check-ups.

The mental strain that both staff in the production departments and offices can be subjected to is a relatively new area of occupational health and safety. As part of a pilot project with professional associations, Wilkhahn was one of the first companies in Lower Saxony to include psychological stress when assessing the risk in all workspaces. Special acoustics components were purchased to cut down on noise-related stress in offices and managers were made aware of various types of psychological stress.

Wilkhahn invests consistently in occupational health and safety. The low number of accidents incurred by our co-workers at our Bad Münder headquarters proves that professional occupational health and safety management is worthwhile.



Wilkhahn gives its co-workers practical and in-depth information on current occupational health and safety issues during frequent activity days.

At a glance

- Wilkhahn invests consistently in occupational health and safety.
- Frequent risk assessments effectively reduce the risk of accidents and long-term illness.
- Occupational health and safety management complies with the German Occupational Health and Safety Act, which is based on the ISO 45001 standard (formerly OHSAS 18001).



To minimize strain on production employees and to improve workspaces consistently, Wilkhahn uses various lifting and transport equipment.

Certification

As a multi-award-winning manufacturer, Wilkhahn is virtually unparalleled in the office and contract furniture sector when it comes to meeting stringent requirements on design, function and sustainability. Various external certificates for companies, as well as products and materials, guarantee safe, durable, pollutant-free, low-emission products manufactured under fair conditions – and, therefore, sustainability according to globally recognized standards.

Company certificates

ISO 9001:2015 quality management system

In order to safeguard and continually optimize the high quality of products and processes at Wilkhahn, a comprehensive quality management system was set up as early as 1996. Since then, it has been certified for compliance with the ISO 9001 Quality Management Standard of the International Standardization Organization. Quality management is all about customer focus, management responsibility, the participation of all employees involved, ensuring and improving process safety and relationships with suppliers.

Environmental management system based on ISO 14001:2015

Wilkhahn is also certified to the ISO 14001 international environmental management standard, which defines globally recognized requirements for environmental management systems, such as environmental performance indicators and assessments.

EMAS

is a voluntary EU environmental management system. It helps organizations to improve their environmental performance systematically and verifiably and report on it transparently. By combining environmental management and environmental auditing, EMAS marries ecological responsibility with economic efficiency. At its north German headquarters in Bad Münder, Wilkhahn has been regularly certified to the latest version of EMAS since 2001. In the environmental statement, corroborated by annual audits, Wilkhahn gives a public account of the company's environmental performance. The environmental statement can be downloaded from the Wilkhahn website. Detailed environmental product information about each product can also be downloaded.

FSC® – Forest Stewardship Council®

The FSC® quality label indicates compliance with stringent socio-ecological requirements in terms of wood production and trading wood products. The Wilkhahn headquarters in Bad Münder meet the criteria of the FSC® and are entitled to process and sell FSC®-certified products (license code FSC® C118389, certificate no. TUEV-COC 000462).

FISP – UK Furniture Industry Sustainability Programme

The UK Furniture Industry Sustainability Programme (or FISP for short) wants to foster effective environmental protection, social progress, careful usage of natural resources, economic growth and employment. The FISP was developed by the British Furniture Industry Environment Committee (FIEC) whose members include

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 management philosophy that strives to achieve an acceptable balance between the requirements of all stakeholders.

THE GLOBAL COMPACT
WE SUPPORT

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
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 awareness of the responsibility for the environment and
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.







Green Tick
Product
Certification



major trade associations and furniture manufacturers. Since 2006, FISP has become an international network of over 60 members, one of whom is Wilkhahn.

Product certification

GS mark
Many Wilkhahn products bear the globally recognized GS mark. During the inspection, the products are tested for quality and safety standards and examined for harmful substances. Compliance with domestic and European requirements guarantees safe products.

ANSI/BIFMA X5.1 and X5.5
In addition to the GS mark, which is the leading label in Europe, some Wilkhahn products are also certified for compliance with the US standards X5.1 and X5.5 (which were developed jointly by ANSI and Bifma) for their safety, durability and functional suitability.

Blue Angel
The German government's Blue Angel is an independent benchmark for exceptionally environmentally friendly products. Wilkhahn uses various materials that have been awarded this label. Wilkhahn products often meet the UZ-117 requirements for low-emission, upholstered furniture. Some models have Blue Angel certification.

Greenguard
Virtually all Wilkhahn ranges undergo Greenguard testing and certification. The Greenguard Environmental Institute is an independent institution in the US that primarily certifies products with regard to their suitability for interiors. Besides environmental aspects, special focus is placed on ensuring that products don't emit any pollutants that might be harmful to health.

AFRDI Green Tick
The AFRDI's (Australian Furnishing Research and Development Institute) Green Tick product certificates are specifically adapted to the requirements of the furniture industry. The certificate takes an integrated approach to the product and examines the procurement of the materials all the way to the design. Wilkhahn was the first company to achieve the certificate's platinum level. Many Wilkhahn ranges have the Green Tick.

Other product and environmental information

Environmental product information
During development, the environmental impact of all Wilkhahn products is assessed via an analysis of the whole product life cycle. Our environmental product information transparently outlines the materials used, recycling proportions, recyclability and product certificates for many products.

LEED
Leadership in Energy and Environmental Design (LEED) is a rating system used by the US Green Building Council to evaluate the environmental and social compatibility of buildings. LEED certification awards extra credit points if Wilkhahn office chair and table ranges are used.

Fire safety
Wilkhahn products meet various national and international fire safety regulations for upholstered furniture. The European EN 1021-1 standard is the definitive one. Customers can request compliance with other standards too. Wilkhahn strives to ensure fire safety without any collision with ecological issues and to achieve the standards without special chemical substances where practical.

REACH
Wilkhahn products meet the requirements of the REACH regulation on the registration, evaluation, authorization and restriction of chemicals in the EU. Neither Wilkhahn nor its suppliers use unauthorized substances in production.

RoHS
The electronic components installed in Wilkhahn ranges comply with the EU's RoHS directive. Wilkhahn ensures maximum recyclability of the materials used by ruling out the use of hazardous substances in electronic components.

Wilkhahn office furniture fulfills the relevant international standards regarding durability, safety and ergonomics in workspaces and is often awarded the GS mark.

To ensure that the air in buildings is healthy, Wilkhahn furniture is low in emissions. Which is verified by recurrent Greenguard™ emissions tests.



Lifecycle assessments

Wilkhahn comes up with product ideas and alternative materials based on the life cycle analysis (LCA) concept, which follows the EN ISO 14044 standard. This methodology involves systematically gauging and assessing the environmental impact of a product throughout its life cycle. In other words, from the raw-material extraction phase (the “cradle”) to manufacturing and using to disposing of or recycling the product (the “grave” or “cradle to cradle” methods).

Particular focus is placed on raw-material selection, energy consumption, emissions (e.g. CO_2), shipping routes, as well as the product’s lifespan and recyclability. Wilkhahn applies this structured approach to pinpoint and strategically improve ecological hotspots – for instance, by offering long-lasting designs, using sustainable materials or enhancing production processes.

When it designs and develops products, a life cycle analysis helps Wilkhahn make informed decisions that follow an integrated sustainability strategy.

Product creation

Three important factors

Because the world’s population is growing and people justifiably want a share in the wealth created, strategies that are only concerned with the ecological quality of products are heading up a blind alley. Since the middle of the last century, less is more has been a design goal that focused on the less aspect and making products better. The famous Ulm University of Design’s founding manifesto back in the early 1950s already indicated Wilkhahn’s direction of travel. Its aim was: “... to develop durable products, increase their utility value and reduce waste”. Three factors above all govern how long a product will last: Perfect functionality that’s still up to date many years later; quality design, materials and surfaces which are geared to users and to be impressive for a long period of time; and a timeless design language that doesn’t just appeal to people’s minds but to their hearts as well.

Pioneering innovation

The key question we ask ourselves is: How can we improve people’s lives sustainably through the way their workspaces are furnished and fitted out? Therefore, when developing a new product it’s not about a new chair per se, but about better sitting, not about a new table, but about nurturing communication, not about a new sofa, but about relaxation, being close to other human beings, or informal communication. Which is the reason why innovations at Wilkhahn are the result of a careful development process, which starts by thinking outside the box and truly making things better.

Durable quality

The quality Wilkhahn is famous for has made the brand internationally successful. Precise dimensions, form-fit parts and surface quality convey perfection and the high-quality nature of the product. What’s the point of being able to recycle virtually all the product if it’s less attractive, heavier and works less well as a result? Therefore, a careful balance is struck between availability, performance, material costs and recycling requirements for instance. In addition to the standard of materials, particular attention is paid to smart design principles that include the ability to repair and upgrade the products.

Timeless, attractive design

Wilkhahn’s design language typically gets to the heart of the matter, conveys the product’s natural aspects and its ease of use. The integrative design concept lends products a transparent, attractive and consistent look. The products harmonize with all sorts of backdrops without dominating them. In other words, a Wilkhahn product can accompany its owner a life long because it doesn’t become boring, lose functionality or its appeal.

Wilkhahn had already introduced an all-embracing ecologically responsible design concept back in 1991. Today, the design management and product development departments follow the life cycle model and criteria of the Federal Ecodesign Award, which was initiated by the Federal Environment Agency and the International Design Centre Berlin and the Eco Institute in Freiburg.

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.

"A poor and superfluous product will remain poor and superfluous, even if it's produced in an ecologically friendly manner".

A practical purpose as the basis for eco-friendly product design

Real added value in terms of product use

Functionality that's sustainable

Appropriate material selection and superior craftsmanship

Timeless, integrative design

SIEGER
Deutscher Nachhaltigkeitspreis Produkte 2026



WiChair
Design: Wilkhahn





Materials

Wilkhahn items of office furniture are true quality products. Wilkhahn pays attention to detail and applies first-class materials and top craftsmanship to make its products. Upholstery materials, leather, composite wood, foam, plastics and metals are some of the materials Wilkhahn uses. They are primarily made by specialized suppliers according to specified technical and aesthetic standards.

Wilkhahn places huge emphasis on consistently high quality. Therefore, it checks incoming goods according to specific criteria.

Low-emission leather
The leathers chosen by Wilkhahn are first class, robust and have pleasant haptics. Above all, suitable tanning agents and dyes mean they don't have a strong smell and aren't toxic. When creating the collection, in addition to the aesthetic appeal, the company made a point of including no harmful substances.

Wilkhahn only uses low-emission textiles and leather. Some upholstery materials in the Wilkhahn collection have OekoTex 100, the EU Ecoflower or Blue Angel certification.

Natural materials, such as fabrics and fleeces made of virgin wool, cotton, cork and coconut fibers are some of the exceptionally ecological materials Wilkhahn applies.

Wilkhahn foams are comfortable, durable and can be recycled because none contains halogenated flame retardants. Our foams are CFC and halogen free.

Wilkhahn tables and office chairs are available in several standard colors, which are made in an energy-efficient way in our own powder-coating machinery and contain no solvents or heavy metals. Customized colors are also possible on request.

Wilkhahn uses European cowhide, which is primarily manufactured in Germany and Austria. The tanneries only use tanning agents and additives that comply with European laws on the environment and chemicals. Wilkhahn performs regular on-site audits to ensure that the stringent European health and safety and environmental standards during leather production are complied with.

Wilkhahn leather is currently available in two leather categories and in various colors. The two types of leather available are German-produced premium leathers and have been awarded the Blue Angel label. They contain no harmful substances, are low on emissions and, in terms of water consumption and waste-water criteria, are particularly eco-friendly.

Vegan leather
Wilkhahn can also offer upholstery material in imitation leather as a vegan alternative to real leather. These polyurethane-based artificial leathers are hard-wearing and particularly easy to clean. We recommend choosing imitation leather in areas subjected to heavy usage where hygiene is also critical. Because its surface has no pores, it can repel liquids much better and is easier to clean compared with leather and woven upholstery materials. Wilkhahn's artificial leather is made in a resource-friendly manner and low on harmful substances. It also has OekoTex 100 certification.

Upholstery materials
Wilkhahn offers upholstery materials that fulfill superior demands on design and are ideal for professional use. Depending on the fabric group, the materials are made of high-quality wool, some of which is recycled, long-lasting synthetics or a blend of natural and synthetic fibers. In the case of synthetic fibers, covers made of up to 100 percent post-consumer recycled plastic are used, which consists of up to 50 percent plastic from oceans.



All upholstery materials at Wilkhahn are made without azo dyes or other chemicals banned in the EU. Some upholstery materials also have well-known quality labels, such as the OekoTex 100 or the Blue Angel. If required, samples and data sheets can provide detailed information on all Wilkhahn fabric groups.

Mesh fabrics or knitted fabrics made of durable synthetic fibers, of the type used for the IN office task chair, are particularly efficient when it comes to materials and are environmentally friendly. When covers are knitted, virtually no production waste occurs at all because their contours are created by special patterns. Therefore, contouring is not required by the need to cut rolls of fabric.

Plastics
Modern product design is inconceivable without plastics. Wilkhahn uses robust polyamide, polypropylene and polyurethane plastics that are as pure as possible. If required, fiberglass-reinforced plastics are also applied. To enable subsequent recycling, Wilkhahn labels all plastic components with clear details about the materials. Plastic components can also be made of recycled materials as long as aesthetic and technical requirements are met. Which is why Yonda's seat shell is made of an innovative, food-safe biocomposite where 70% of the material consists of post-consumer recycled polypropylene and 30% locally sourced waste wood. The two are combined to produce a solid, durable but elastic material. After a long period in use, it can be turned back into granules to make new products without any quality loss.

Foams
Wilkhahn uses polyurethane foams of different densities to achieve optimum comfort in each case. All standard foams are CFC-free and don't contain halogenated flame retardants. As a result, they can be recycled once the product has reached the end of its useful life.







Wilkhahn meets fire safety requirements in a manner that's as environmentally friendly as possible. Special upholstery materials from the Wilkhahn collection protect the foams from becoming ignition sources. In order to meet particularly stringent requirements, Wilkhahn also offers upholstered types that come with additional fire-resistant padding fabrics or flame retardant foams.

Composite wood and solid wood
Wilkhahn uses industrial composite wood for its high-quality table ranges that is low on emissions and ensures a consistent standard of craftsmanship. For the first-class and wide range of wooden edging, we choose strips of veneer and solid wood that tick all the boxes when it comes to the design, technology and environmental impact.

The composite wood materials and solid wood in Wilkhahn's tables are primarily produced regionally and from responsibly managed forests. This is guaranteed by European regulations on forest management and traceability of the origin of the wood.

Wilkhahn also gives preference to partners who have been certified to international sustainable forestry management standards. For example, the guidelines set by the Forest Stewardship Council® (FSC®) place high socio-ecological demands on the production and trade of wood.

Genuine-wood veneers
Wilkhahn veneers are sophisticated natural products. Only the best-quality tree trunks are turned into fine veneer leaves and, in turn, experienced experts only select the best ones. Depending on the type of wood, the thickness of the veneer is between 0.6 and 1.2 mm. This is a pledge of high quality and kind to nature at the same time.

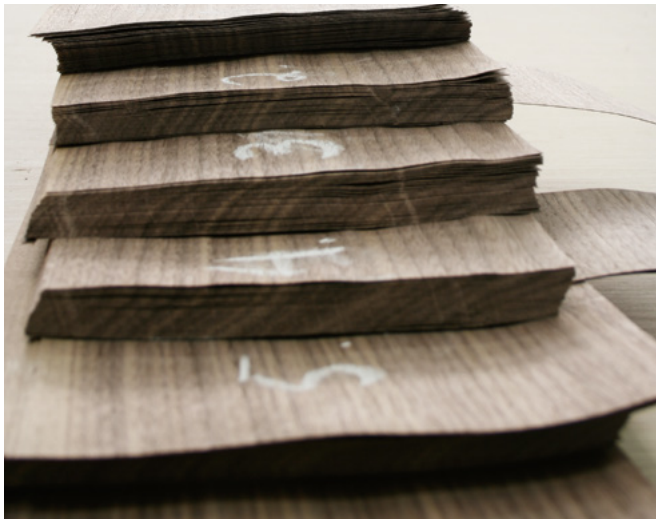
Wilkhahn's range of veneers includes flowery and stripy veneers made of oak, maple, walnut, elm, ash and beech and many other European wood species. Wilkhahn frequently procures and processes special veneers for exclusive customer requirements.

All materials are made in a fair and ecologically friendly manner. Frequent audits in the Wilkhahn supply chain ensure this is the case.

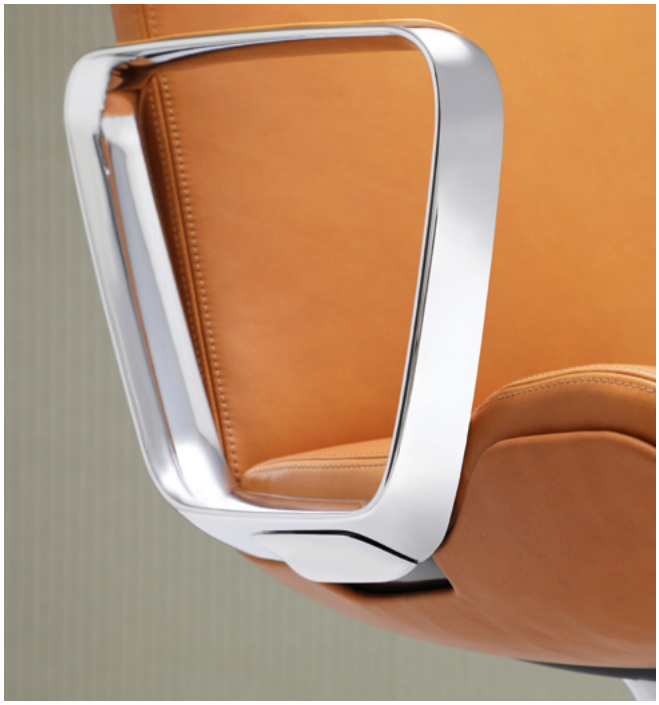
Wilkhahn uses wood from responsibly managed forests for tables and with the FSC® seal of quality on request.

Good design and first-class materials make Wilkhahn products durable. And many items of Wilkhahn furniture have extended five-year guarantees.

Chrome-plated metal finishes contain no harmful chrome compounds or other heavy metals (as specified in EN 71-3).







Wilkhahn has also been using synthetically made genuine wood veneers as responsible alternatives to tropical types of wood for years. These imitate the look of wood such as Makassar or zebrano, protect the rain forests and also exhibit very good technical qualities.

Metals
Many components in Wilkhahn's office furniture are made of metals. Tubular steel, spring steel, metal sheets and screws with different alloys, but also tubes and parts made of die-cast aluminum and zinc alloys are used. Wilkhahn's product development department specifies the materials, which are chosen to fit the purpose and the components' required technical characteristics.

Some of the metal components at Wilkhahn are made of recycled materials. Some aluminum components are made exclusively of recycled material. Clearly labeling the metals ensures that they are easy to recycle at the end of a long product life.



Decorative and sustainably produced metal surfaces
Wilkhahn offers product components that optionally come with chrome-plated, anodized, powder-coated or polished metal surfaces. None of Wilkhahn surfaces is harmful to people or the environment.

During the chrome-plating process, the surfaces are refined by electroplating them. Chrome-plated components are timelessly elegant and particularly resistant to scratches and corrosion. Wilkhahn uses carefully selected partners to carry out the chrome-plating process. Regular inspections of their galvanizing processes also ensure that strict environmental-protection and health-and-safety regulations are also kept to during chrome plating.

During powder coating, the metal components are covered with a hard-wearing varnish. At the Wilkhahn headquarters, the powder-coating process is especially eco-friendly because surplus powder is recovered. The powder varnishes Wilkhahn uses also contain no organic solvents or heavy metals.

During the anodizing process, some of the aluminum is turned into aluminum oxide with the aid of an electric current. Oxidation renders the surface more scratch proof and gives it an even matte shine. The decorative surface isn't varnished and contains neither solvents nor heavy metals.

Wilkhahn offers almost all aluminum components as matte-polished, polished or high-luster-polished versions. The high-quality, decorative surfaces are achieved mechanically by repeatedly polishing and cleaning the aluminum components. As this process requires less energy and no chemicals, polished surfaces are very kind to the environment.



Production

Wilkhahn office furniture is manufactured according to specific customer requirements. Based on a standard model, customers can choose from lots of features. Perhaps customers have special requirements in terms of electrical conductivity or fire safety, or want covers in fabric or leather, metal surfaces that are polished or coated in different colors, or casters for a task chair that are suitable for carpets or parquet flooring. Products are only made to order at Wilkhahn once all the details have been discussed with our customers. As a result, we can guarantee a high level of customer satisfaction and prevent waste because furniture has been produced unnecessarily.

Production planning
To ensure that errors are systematically prevented during all areas of production every day, each order from a customer is divided into a number of documented production orders. Workflows and material requirements are planned in advance and then scheduled automatically to a large extent. Therefore, alongside the material they need, employees always have the information about the order to hand so that they can make and assemble the products by themselves to the greatest extent possible. To reduce paper consumption, Wilkhahn provides information electronically on energy-saving screens in an increasing number of departments.

Internal checks, component and product audits
Wilkhahn developed a system of frequent internal controls and audits to make products for discerning demands and in consistent quality.

All materials used to manufacture Wilkhahn furniture are tested and inspected several times beforehand to ensure that they meet the specific defined characteristics. Extra inspections of incoming goods are carried out on feedstock and components that Wilkhahn has manufactured by suppliers. The random sample inspection is based on the AQL standard ISO 2859 (Acceptable Quality Limit).

In production, based on the principle of people inspecting their own work, results are checked before the product is passed on to the following department. Products have to pass one final control stage before shipment to the customer. All technical functions, such as the ability to lock the backrest or adjust the height of task chairs, are also checked before the product is packaged.

In the case of conference table systems, layout plans and detailed drawings are compared with the finished product and the surfaces and general production quality are assessed. Any relevant multi-media fixtures and



Wilkhahn's office furniture is made to order so that customized requirements can be met and waste due to excess production prevented.

Planning production orders ensures all workflows are transparent and people can work independently during production.

A comprehensive control and inspection program ensures that the products are made to consistently high quality.



fittings are also checked as required. If desired, an additional inspection and acceptance of the furniture by the quality control team can be specified in the order.

External audits
Wilkhahn regularly adds external testing procedures by renowned testing institutes to its own internal system. This includes product audits on a case-by-case basis on whole tables and chairs, as well as chemical and physical inspections of materials. For example, the level of shine on Wilkhahn varnishes or the bonding force of the adhesives are examined. Over the past few years, periodical monitoring of harmful substances were also added to the checks and carried out by external testing labs.

Customized materials
In addition to standard materials, Wilkhahn also uses customized materials, purchased at the customer's request. Materials provided by customers can also be processed. However, in this case, material must be suitable for its intended use and special materials are also tested first before processing.









Environmentally relevant activities and machinery

Sewing and upholstery departments
Right up until today, sewing, upholstering and covering seating are manual jobs in chair manufacture. Experience, dedication and precision are required every step of the way to achieve a perfect result. The seat cover with its underlying foam body and the load-bearing seat shell are connected with each other during the upholstery process. When covering task and visitor chairs, Wilkhahn uses sophisticated made-to-measure covers which, depending on the range and model, have reinforced layers and nonwovens to provide cushioning.

Wilkhahn covers have an exceptional eco-friendly design. In many areas, precise and long-lasting stitching prevents the use of adhesives. Piping and deep top stitching to create contours guarantee the upholstered sections stay comfortable. Should a cover become worn and torn after a long period of heavy use, the chair's useful life can be extended in an eco-friendly manner by simply replacing the cover.

Wilkhahn chooses adhesives that comply with stringent occupational health and safety requirements and are approved based on the European regulations for hazardous substances. Solvents from adhesives are an important occupational health and safety aspect. However, because of the low quantities emitted from just approx. 15 kg of solvents per day, they play a minimal role in environmental protection at Wilkhahn. Smart product design means Wilkhahn only uses very little adhesive and keeps to emission-protection regulations, despite the rising amount of adhesives applied in the upholstery department every year.

Further environmental aspects of upholstering are moderate energy consumption due to ventilation and compressed-air-driven tools.

Steel workshop
Frames for standard tables and customized table frames are made to customer specifications in Wilkhahn's steel workshop. Machining steel alloys and aluminum metals includes cutting, drilling, turning as well as welding and grinding. This produces low levels of emissions (welding gases) and noise.

In this case, significant environmental aspects are the energy consumption of the machines and the safe handling and storage of oils, greases and cooling lubricants.

Powder coating
The powder-coating machinery at the Wilkhahn headquarters in Bad Münder coats various metal components such as table frames, tubes and star bases with different colors to suit customer preferences and protects them from corrosion at the same time.

Before the varnishing powder is applied, the metal parts are checked to ensure they are in perfect condition before being cleaned in the water basin. After degreasing and rinsing in the water basin, industrial drying follows and the powder is then fired at 190°C.

The machine's energy consumption is therefore the key environmental aspect. The process water required and its proper disposal are also significant environmental aspects.

Over the last few years, Wilkhahn has invested in enhanced insulation of the sheds and optimized heating circuits to cut down on heat loss. For years, aqueous waste has been reduced to the absolute minimum by recycling and treating the cleaning water.

Virtually all superfluous varnishing powder can be recovered and used again directly. Altering the coating color is now possible without changing the powder chamber, therefore further slashing energy consumption. Powder varnishes used at Wilkhahn contain practically no solvents or heavy metals.

Table assembly
About 15,000 tables are assembled at headquarters in Bad Münder annually. Alongside a wide array of standard frames and table top formats, Wilkhahn also assembles customized tables. In this case, the most relevant environmental aspect is the use of materials for parts of frames and table tops, which have been made and varnished externally by specialized partners since 2020. Wilkhahn carries out complex incoming goods audits to ensure that table tops are only assembled if they comply with customers' specifications. What's more, recyclable packaging is applied so that the tables reach customers in perfect condition.

Other environmental aspects are moderate energy consumption for lighting and electric manual tools and devices.

Chair assembly
About 160,000 task and visitor chairs are assembled annually. The assemblies and single components used are supplied by upstream departments, such as the powder coating and upholstery departments at headquarters, or by external suppliers via the material warehouse. Key environmental aspects are energy consumption for lighting, electrical and compressed-air-powered ergonomic assembly equipment and hand-held tools, as well as energy consumption of the vehicles used to transport the materials and finished chairs. Overall, the environmental impact of chair assembly is very moderate.

Energy and heating technology
At the Bad Münder site, Wilkhahn operates a photovoltaic plant, two solar-thermal power plants and other small combustion systems for liquid and gaseous fuels. Since 2012, a district heating pipeline has been supplying the Wilkhahn headquarters in Bad Münder with climate-neutral heat from biogas, which is generated in a neighboring biogas plant.

By regularly maintaining and inspecting the systems, sulfur dioxide and nitrogen oxide emissions constantly fall below the statutory thresholds (in line with section 1 BImSchV – The Federal Emissions Protection Act). Emissions of SO_2 and NO_x are comparatively low.





Pollutants in the air have been cut drastically since eco-friendly heat from district heating has been used. Which is why the Wilkhahn environmental management system considers them environmental aspects of secondary importance. Wilkhahn places huge emphasis on consistently limiting carbon dioxide emissions by maximizing the proportion of heat from district heating and employing energy-efficiency measures.

Delivery and shipping logistics
The regional, domestic and international transport associated with supplying materials and shipping products consumes energy and causes emissions of carbon dioxide, fine dusts and nitrogen oxides. If reconcilable with international customer requirements, Wilkhahn uses truck, rail-bound and seaborne transportation, which cause fewer greenhouse-gas emissions than planes.

Wilkhahn improves the emissions associated with transport in the supply chain by optimizing drivers' routes and increasing the loading capacity per truck. Wilkhahn collaborates with logistics partners who use energy-efficient vehicles that produce low quantities of harmful substances. For deliveries from key suppliers, Wilkhahn also increasingly encourages returnable packaging to reduce material and energy consumption even further.

When shipping Wilkhahn office furniture to international customers, Wilkhahn only uses the maximum packaging required for items to be delivered reliably to the customer. In addition to protective film made of recyclable polyethylene and appropriately sized cardboard boxes, blankets and wood-based materials are frequently chosen. Our own production of customized, specially designed packaging guarantees cardboard boxes are produced in perfect sizes. To minimize the quantity of material consumed and depending on the type of cardboard, varying significant proportions of recycled fibers are used. To safeguard shipments, the very few cut-offs are used as filling material and can be recycled.

Wilkhahn vehicle fleet
The Wilkhahn vehicle fleet consists mainly of sales reps' cars and Wilkhahn's customer service team's vehicles. Special vehicles like fork lift trucks are also part of the mix. All Wilkhahn cars comply with the Euro 6 exhaust gas standard at least and most have eco-friendly extras such as automatic start-stop systems or enhanced aerodynamics.



Product utility

The product is the proof of the message
Each and every Wilkhahn product is a prime example of practical functionality, quality and design as the key to sustainability. Milestones such as the classic FS-Line and Modus office chairs, which are still cutting edge, are impressive for their excellent dynamic comfort, top quality design and longevity. Thanks to the cost-effective replacement of upholstery and covers as well as technical wear parts, the chair models can be brought up to date at any time, even after long period of heavy usage.

The ON office chair with its patented Trimension® technology has become an award-winning benchmark for healthy and excellently designed three-dimensional dynamic seating worldwide. Alongside the key design accolades worldwide, it has also received the Federal Ecodesign Award. And the athletic IN office chair with its direct control, high-tech seat and back, as well as its waste-free 3D form-fit knitted cover on the backrest, is even more dynamic but has fewer separate components. And the AT range with its automatic weight adjustment feature and wide choice of models ensures that this new type of movement can also be used in hot-desking workspaces.

The Confair folding table stands apart for its modular design, which allows replacement of single components, which facilitates both repairs and single-material sorting at the end of the product lifecycle. It design allows much better use of space with a low footprint, therefore saving costs in setting up and operating conference and seminar spaces.

With 192 basic designs, the Occo multipurpose chair range is a modular solution for all types of meetings. It combines comfort and variety with a sense of identity that easily allows subsequent modifications and conveys the fascination with natural materials with optional solid wood frames and panels. The studies on PrintStool One evaluate how the latest 3D printing technologies can produce a new aesthetic with a minimum use of materials and no waste, how local production can lead to savings on logistics and how a biological plastic like


ON, design: wiege, 2009


IN, design: wiege, 2015


AT, design: Wilkhahn, 2018

Innovative concept milestones

Office chairs for healthy dynamic sitting

Dynamic tables for participation in processes of innovation and change

A modular principle to combine variety with identity and reduce the number of parts

Development studies with 3D printing based on biopolymers like lignin as a renewable resource

lignin is chosen as a source material that doesn't compete with food production.

The innovative Yonda range is an archetypal, spacious shell-structure chair that has been translated to mirror current and future requirements. Yonda's a comfortable chair family with a whole host of design options for both homes and workplaces. But it doesn't stop there. Its design, materials and surface finishes meet the future-proof requirements of a circular economy. The seat shell made of BioComposit® offers exceptionally pleasant comfort even without additional padding and is made exclusively of recycled material.

In terms of daily usage, minor contributions can make a real impact on extending the life of all products. Wilkhahn offers instructions on cleaning, sanitizing, and caring for the various materials to download from the website.

In terms of a long life span, Wilkhahn products are benchmarks. Which is why we give a five-year manufacturers' guarantee, allowing customers to plan reliably (refer to the relevant guarantee policy for details). An issue we feel responsible for, regardless of our products' long useful lives. We consider guarantees way beyond these periods as selling the future short. Wilkhahn guarantees it will carry out repairs on discontinued furniture for two years after production has ceased.



FS-Line, design: Klaus Franck, Werner Sauer, 1980



Confair folding table, design: Andreas Störiko, 1994



ME, Design: Wilkhahn, 2021



WiChair, Design: Wilkhahn, 2025



End of usage

Circular design as the key to cicularity
Wilkhahn identified the importance of durable and recyclable products at a very early stage. It was back in 1993 that the Picto model was launched, a chair designed and built according to the comprehensive ecologically responsible design concept. Which is why, at its launch, mono-fraction sorting of the materials used to make Picto was possible 30 years ago already.

After-sales service extends product life
Spare parts are available for many of Wilkhahn's tables and task chair ranges many years after purchase. By exchanging expendable parts, the useful life of a Wilkhahn product can often be extended at a fair cost for many years. Refurbishing furniture is attractive financially and good news for the environment because energy-guzzling parts of frames made of aluminum or metal in particular can be reused.

Wilkhahn's customer service team consists of well-trained personnel who often have longstanding experience in providing support on Wilkhahn ranges and replacing spare parts. Wilkhahn's after-sales service team liaises with customers to find the right solution. Alongside exchanging parts, such as plastic casters, armrests or covers, this can also include cleaning upholstery, professional inspection of the furniture, providing a quote for a rehaul of the item, or even servicing the whole item of furniture for a flat rate. Wilkhahn will always offer a perfect solution to increase the ecological life of the ranges.

These principles are consistently implemented in all Wilkhahn office furniture. Thanks to their clever structure, Wilkhahn office furniture is easy to take apart. The aim is always to repair the item first so that only some components have to be recycled.

























Disassembly and recycling
If repair of single components is no longer possible, consistent labeling of materials to international standards ensures that recycling or proper disposal is possible at the end of the product's life. This means that the materials can continue to be fed into the cycle if possible. At least 90 percent of the material used to make Wilkhahn office furniture can normally be recycled and used again at the end of the product life.

Wilkhahn guarantees to take back all products at the end of their lives at the headquarters in Bad Münder or recycle them in the customer's locality. As the design of Wilkhahn office furniture makes it ideal for refurbishment, decisions on what to do with the product are made on a case-by-base basis. The transport routes of the furniture no longer required are also taken into account.

At Wilkhahn headquarters, trained personnel disassemble the furniture, mono-sort the materials and recycle them properly. If recycling the furniture in the customer's vicinity could cut carbon footprints, Wilkhahn can help disassemble it by providing films showing how to do so. Take-back agreements are currently concluded on a customer-specific basis and always geared toward reconciling ecological and commercial requirements in the xbest possible way.

Today, Wilkhahn's office furniture does already have a certain amount of recycled material. But only if it doesn't impair the functionality, durability, and aesthetic of the furniture. Up to 100% of the exceptionally robust and durable die-cast aluminum parts are made of recycled material. Wilkhahn's environmental product information provides details of the materials used, recycling proportions and recyclability of many products.



Sustainability management

To consistently improve customer satisfaction (quality), its environmental performance and other social sustainability aspects, Wilkhahn maintains an integrated management system at its Bad Münder headquarters. This system is based on four pillars:

- The international ISO 9001 standard is the framework within which customer satisfaction and product quality is improved.
- To enhance its environmental performance on a consistent basis, Wilkhahn implements the requirements of ISO 14001 and the voluntary European EMAS regulation. Wilkhahn's headquarters in Bad Münder have been listed in the European Union's EMAS register under D-133-00055 since back in 2001.
- Since 2009, the international framework agreement to advance employees' rights and environmental protection has been stipulating ecological and social fairness requirements within the supply chain.
- With product chain certification to the standards prescribed by the Forest Stewardship Council® (FSC®), Wilkhahn supports a sustainable wood industry under license code FSC® C118389.

Wilkhahn headquarters in Bad Münder
Wilkhahn's headquarters are located in Bad Münder, north Germany, about 50 km south west of Lower Saxony's capital Hanover. The premises have been extended and developed several times since the company was founded in 1907. Today, the site covers some 14 hectares in an industrial park outside the village of Eimbeckhausen, a district of Bad Münder. On December 31, 2025, Wilkhahn employed 407 people there.

About half of the site consists of green spaces and stretches of water. The fire-extinguishing pool was created based on ecological criteria and invaluable biotopes have emerged around it and the Eimbeckhausen stream that runs through the campus. All in all, the office buildings, development workshops and production areas only pose very low environmental risks. Which is why, no German Emission Control Act permits are required to operate the machines and equipment. The goals and results on the following pages primarily concern the Wilkhahn headquarters.

Other production sites
To ensure superior customer service, Wilkhahn furniture is also produced at other locations. Some 30 employees currently manufacture high-quality upholstered furniture and components for task and visitor chairs near Poznan, (Poland). Because the site operates under the same model, the environmental processes are comparable to those at the Wilkhahn headquarters.

In Sydney (Australia), 20 employees currently manufacture high-quality task and visitor chairs as well as tables for the Asia-Pacific markets. The environmental processes at this production site are comparable to those at Wilkhahn headquarters. Wilkhahn furniture is also manufactured by licensed partners in Casablanca (Morocco), Japan and Canada.

Organization
To achieve its goals and comply with regulations, Wilkhahn organizes its structures and procedures accordingly. In terms of occupational health and safety and environmental protection, the president, the chief operations officer, the head of production and quality and sustainability head have special responsibilities. Other people with key responsibilities ensure that company operations are safe at all times. Some of these people are fire safety officers, first responders and evacuation personnel. The organizational chart outlines the current structure of the company.

* Other Wilkhahn production sites and sales agencies are also required to follow the principles of customer satisfaction and sustainability and act based on comparable standards. However, certification only applies to the Wilkhahn headquarters in Bad Münder.

Frequent environmental audits
The EMAS-based environmental audit is a key component of our integrated management system. Its purpose is to systematically document and objectively assess our environmental performance at frequent intervals and to comply with relevant environmental regulations. The objective is to continuously improve environmental performance and ensure legal compliance.

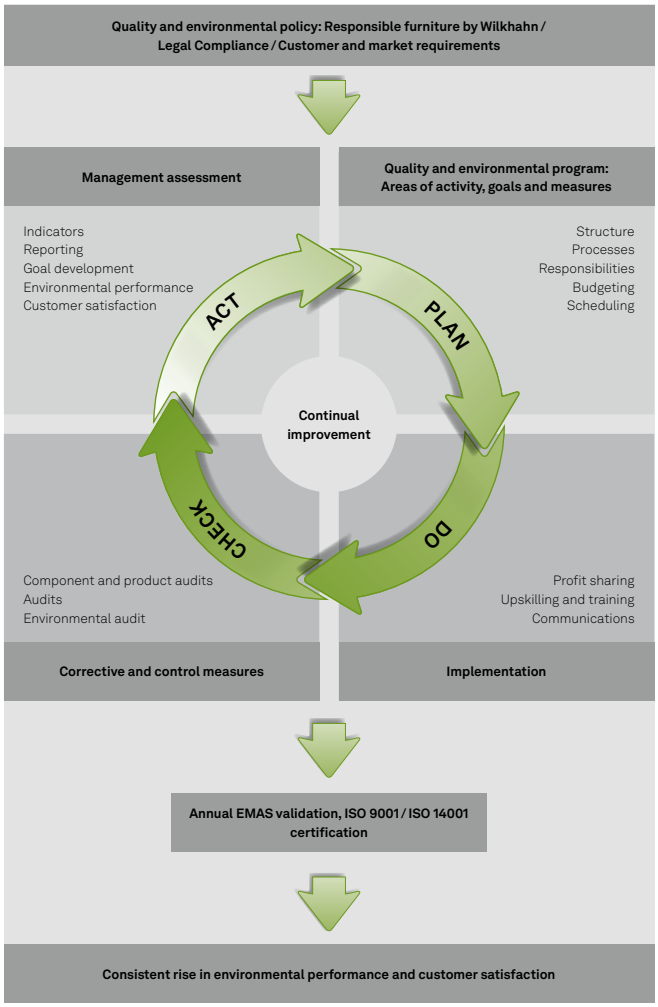
The environmental audits cover all the company's activities, processes and areas that are relevant to the environment. In particular, they examine energy consumption, material usage, waste management, emissions and compliance with legal requirements. The audits are conducted based on an audit program to ensure that all relevant areas are reviewed frequently.

The environmental audit is underpinned by defined procedures and includes document reviews, on-site inspections, interviews with co-workers and evaluations of compliance with legal requirements. Qualified and independent internal auditors conduct the audits.

The assessment follows specific criteria such as achieving environmental targets, developing environmental performance indicators, and compliance with legal requirements. Nonconformities are documented and assessed for their environmental relevance.

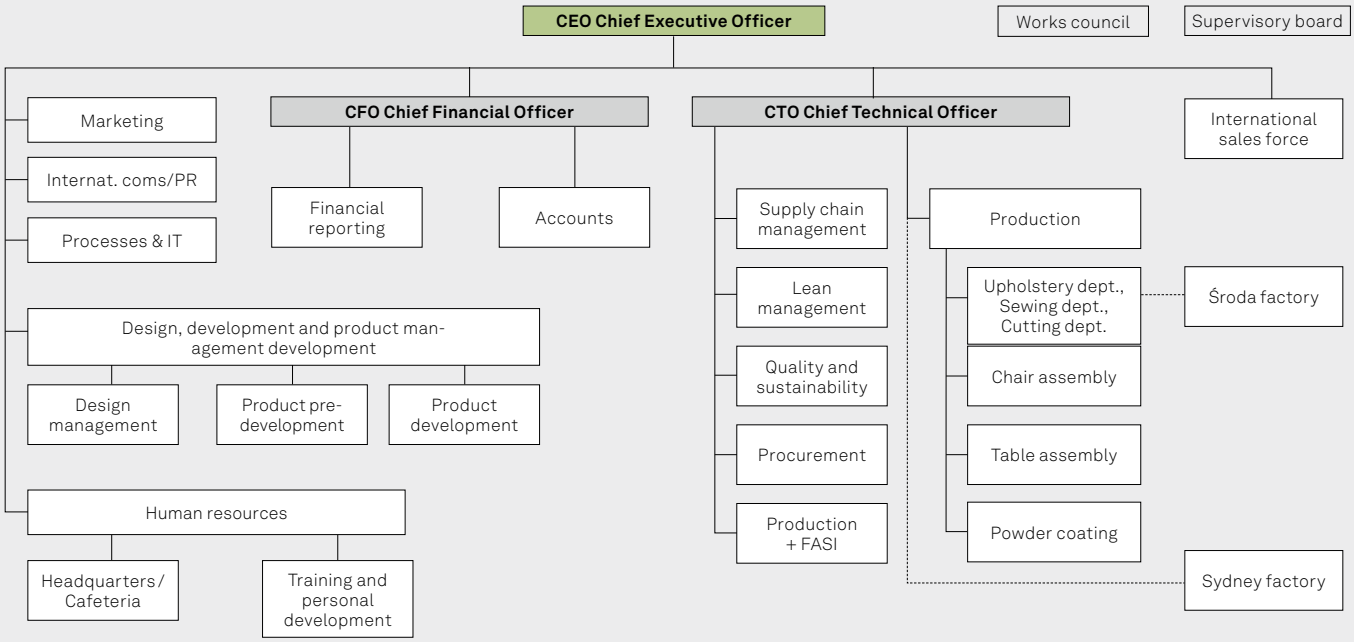
Auditor results, measures and improvements
Several internal environmental audits were carried out in the period under review. These identified improvement potential, particularly in terms of energy efficiency, waste separation and documentation. Nonconformities were systematically documented and assessed.

Measures to improve environmental performance were taken following the auditor results. Some of the action taken included training courses, process optimization, as well as technical measures to cut energy and resource consumption.



Environmental audit results are incorporated into the management assessment, laying the groundwork for new environmental targets and action plans.

The environmental audits corroborate the environmental management system's basic effectiveness. They also pinpoint further improvement potential, especially in terms of resource efficiency and emissions reduction.



Sustainability aspects and assessing them

At Wilkhahn, we focus on ensuring that any negative impact on the environment and society is minimized and any positive impact maximized if possible. To do so, we frequently review our processes from the developmental to the production stage to the sales of office furniture.

Environmental aspects
Wilkhahn systematically evaluated its operations, products and services relevant to the environment to identify direct and indirect environmental aspects. The assessment of environmental aspects is based on a standardized, documented and verifiable procedure. It takes into account the requirements of the European EMAS regulation (EC) no. 1221/2009 and the ISO 14001:2015 standard.

The assessment includes environmental aspects that Wilkhahn can influence directly (e.g. energy consumption on the production line and in offices, emissions and waste). It also covers environmental aspects that the company only has an indirect influence on (such as material procurement and the supply chain, shipping services and the impact from using the products).

At Wilkhahn, social and environmental aspects are systematically documented and assessed based on a defined standard

Carbon dioxide and solvent emissions were halved at the Bad Münder site

Wilkhahn ensures that sustainable standards are adhered to in the supply chain

Resources are conserved due to the modular design of the products and the use of recycled materials

Assessment criteria and benchmarks
The assessment of environmental aspects is based on a multi-dimensional system. The process reflects the frequency of the activities, the severity of the potential environmental impact, Wilkhahn's ability to control or have an influence over them, legal relevance and the significance for interested parties and public perception.

Each assessment criterion is assessed based on a defined points system that ranges from low to very high relevance. Each assessment is combined to produce an overall assessment, which enables a comparable and transparent classification of all environmental aspects.

The assessment focuses particularly on environmental aspects that are subject to legal requirements. Key aspects include installations requiring permits, thresholds, reporting obligations, as well as stipulations under environmental, emissions and chemicals legislation. Aspects with very significant legal relevance gain a higher assessment regardless of how often they occur.

Significant environmental aspects
Environmental aspects are classified based on the overall assessment. Environmental aspects with a high assessment are defined as significant environmental aspects. These are the foundation for environmental targets, environmental programs, operational controls and environmental performance indicators, as well as reporting in the environmental statement.

At Wilkhahn, the environmental aspect assessment is evaluated at least once a year by the board during the management review and updated where appropriate. Whenever there are major changes in processes, technologies, materials, legal requirements, or should specific environmentally relevant incidents occur, a reassessment is also carried out.

Improvement, transparency and the public
During the environmental aspect assessment, Wilkhahn also factors in the expectations of interested parties, potential impact on the company's image and public perception. Significant aspects for customers, co-workers, local people or the public are presented transparently.

Wilkhahn frequently examines whether the environmental targets generated are up to date, relevant and, in the best-case scenario, have been achieved as planned. The management board reviews performance annually and transparently, communicating the results in the environmental statement.

Social sustainability aspects
Wilkhahn also aims to ensure exemplary social standards in its own production facilities and along the whole supply chain.

Significant social aspects are frequently identified and assessed in the company's own production facilities and offices. Social aspects are assessed according to a standardized, documented and transparent process.

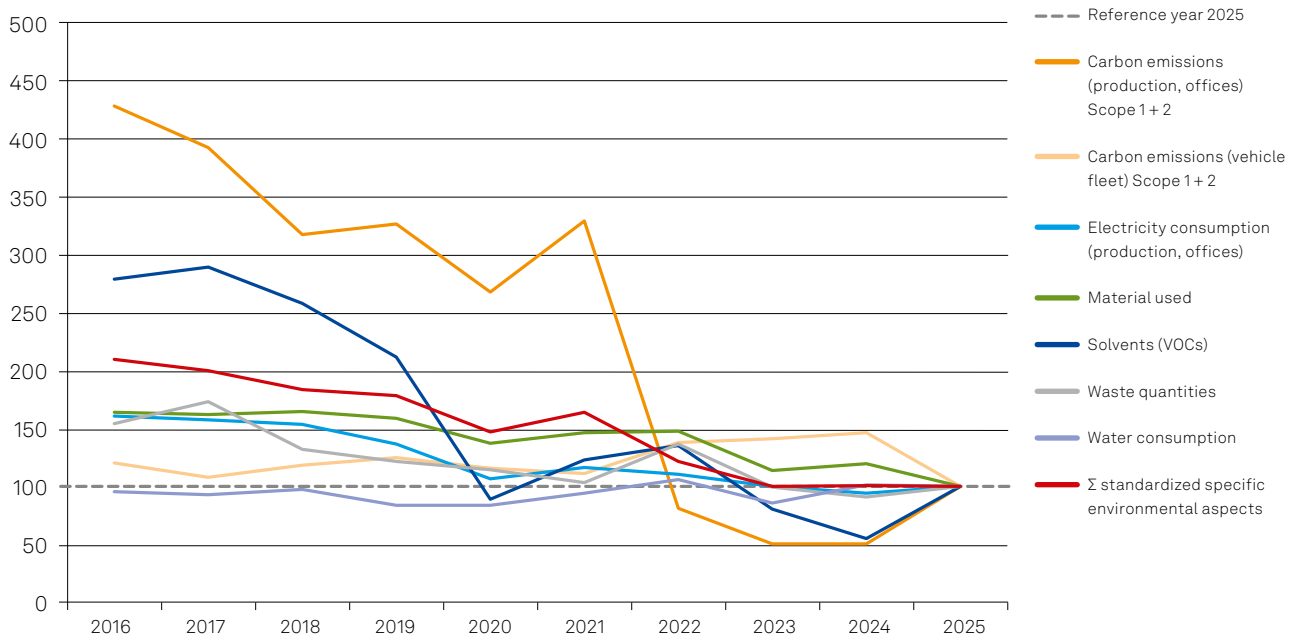
Occupational health and safety management system requirements are taken into account as per the EU 89/391/EEC framework directive and the ISO 45001 standard. And, of course, the relevant statutory regulations (e.g., the German Working Hours Act and the Youth Employment Protection Act, as well as the Industrial Safety and Hazardous Substances Ordinances)

Other social aspects and issues cover health initiatives, anti-discrimination policies, a fair corporate culture, pay commensurate with performance, equal pay and other co-worker satisfaction facets.

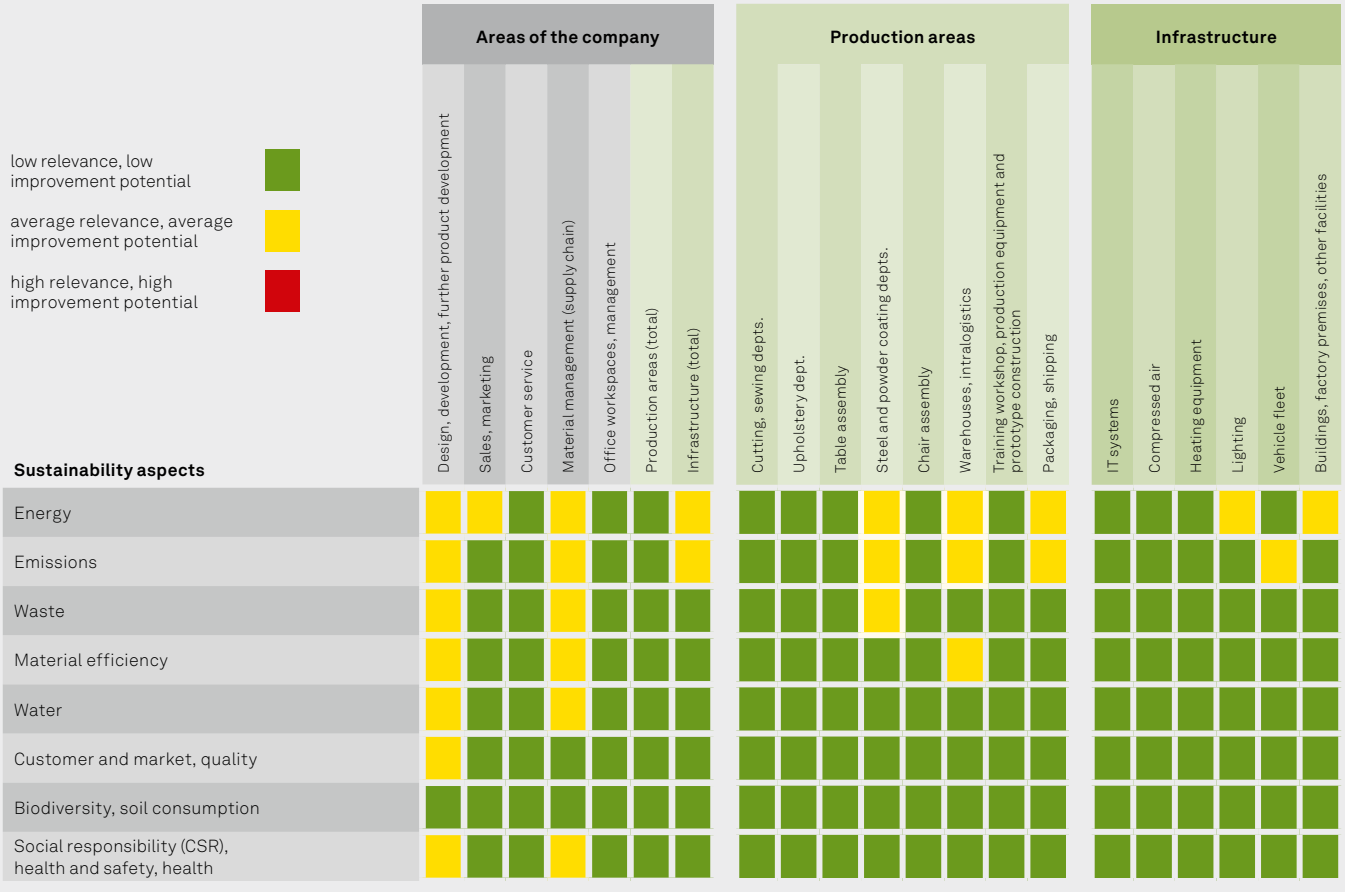
Compliance with the ILO core labor standards and endorsement of the 10 principles of the UN Global Compact are mandatory for all partners in the supply chains. Therefore, occupational health and safety, working hours, compensation and other social standards must at least comply with the laws and other regulations applicable in the country concerned.

Specific environmental aspects developed at the Wilkhahn headquarters in Bad Münder from 2016 to 2025

Index figures (Reference year 2025 = 100)



The long-term view clearly shows that Wilkhahn has reduced the ecological footprint at its headquarters in Bad Münder. The index view shows that consumption was reduced significantly compared with 2025.





The fire-extinguishing pool, which was created at the Wilkhahn headquarters in Bad Münder based on ecological criteria, provides protection of and a habitat for waterfowl and other wild animals.

Sustainability goals and sustainability performance.

In 1989, Wilkhahn's supervisory board made the ground-breaking resolution that, if in doubt, ecology and social responsibility were to be valued more highly than a quick profit. Since then, Wilkhahn has been developing office furniture that stands apart for practical innovations and appealing design, but that's sustainable at the same time. To Wilkhahn, sustainability primarily means practicing fairness toward people and the environment by preventing any negative impact on both to the greatest extent possible and if financially feasible. Which is why, alongside financial criteria, Wilkhahn has integrated ecological and social ones into its core business.

Wilkhahn has been implementing an integrated management system certified to the international ISO 9001, ISO 14001 and EMAS standards at its Bad Münder headquarters in Germany for over 20 years. Since the 1990s, the focus has been on consistently improving the company's environmental performance. Other social criteria were also successively integrated, so that today all essential aspects of sustainability are reflected.

In 2007, Wilkhahn joined the UN Global Compact, whose 10 principles on environmental protection, employee rights and anti-discrimination play a key role at Wilkhahn. In 2009, Wilkhahn signed a framework agreement with the Metalworkers' Industrial Union and the Federation of International Building and Woodworkers (BHI) to systematically monitor environmental protection and workers' rights in increasingly international supply chains. And since 2013, the FSC® certification of Wilkhahn's headquarters has ensured that the wood products it uses are responsibly produced and traded.

Wilkhahn repeatedly sets itself specific sustainability targets and defines measures to achieve them. Wilkhahn shares these with the workforce and members of the public in the form of a compact Sustainability Action Plan. The following information and graphics outline the successes scored and obstacles faced over the past few years and states the sustainability goals and measures up to 2025.

Results of the Sustainability Action Plan 2023 – 2025

Over the past three years, Wilkhahn has implemented the Sustainability Action Plan's measures as shown. For instance, circular, innovative products were developed and marketed, and carbon emissions and electricity consumption were cut at Wilkhahn's headquarters again.

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.	Done	2025	Design management, Product management
4		It wants to develop and actively market after-sales services to increase product life.	Done	2025	Head of customer service, Customer service manager
Strategic goal: To make at least 80 percent of Wilkhahn's headquarters climate neutral from 2023 onward.					
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.	Done	2023	Head of works technology
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.	All of the electricity purchased was sourced from renewables (hydropower).	Ongoing	Ongoing	Head of works technology
9		LED lighting in some areas of production.	Done	2025	Head of works technology
10		LED lighting in some office areas.	Planned	2026	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:** The vehicle fleet's carbon emissions will be reduced again (–5 percent compared with 2022 to 2025). Eco-friendly shipping: Emissions caused by shipping will be documented systematically and cut (–5 percent compared with 2022 to 2025).	A further reduction of the Wilkhahn vehicle fleet's absolute fuel consumption through low-emission, energy-efficient vehicles.	Ongoing	Ongoing	Vehicle fleet manager
13		Creation of a concept to increase existing charging stations for electric cars.	Done	2023	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	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:** 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® C118389.	Ongoing	2023	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



In July 2025, the photovoltaic installation – upgraded to a peak capacity of 110 megawatts to generate eco-friendly energy in house – went into operation.

Successes and stumbling blocks

Over the past three years, Wilkhahn has been resolutely endeavoring to achieve the goals outlined in the Sustainability Action Plan for 2023 to 2025. The following sections describe the milestones and obstacles. The changes in the environmental aspects evolved against the broader backdrop of a global economy in crisis. As a global player, Wilkhahn was also affected, meaning that the quantity of office furniture also declined (as was typical for the industry) in 2024 and 2025.

Circular economy – product innovations focusing on the circular economy and resource efficiency
Over the past three years, Wilkhahn has launched a whole range of new products. As usual, the company developed these with a focus on the relevant added value and useful innovations for our customers. In typical Wilkhahn style, new products were designed to be circular ready.
For example, the fact that they are modular and easy to disassemble enables true circularity of the products and the materials they contain.

Since 2022, Wilkhahn has been systematically analyzing the carbon footprint of new products and it's a decisive factor when materials and suppliers are chosen during the developmental phase.

Wilkhahn frequently examines its fabric and leather collection to ensure contemporary product design with innovative, high-quality upholstery materials possible. Recycled fibers also help to improve the carbon footprint of the whole seating portfolio. In 2024, Wilkhahn updated the IN task chair's design. Its new ReForm fabric is 100 percent recycled PET and cuts the task chair's carbon footprint by approx. 5 kg.

The company also successfully implemented further strategies, such as increasing the recyclability of office furniture to over 90 percent, which also earned it external acclaim. The lightweight WiChair task chair, launched in 2025, received the 2025 German Sustainability Award as an innovative product and exemplary contribution to resource efficiency.

Strategic goal: To cover at least 80 percent of energy requirements from renewable sources
Last year, the energy requirements at Wilkhahn's headquarters totaled 6139 megawatt hours (MWh), with heating accounting for 80 percent and electricity 20 percent of that figure. Wilkhahn has been using renewables for many years, above all district heating from biogas, but also solar thermal power and photovoltaics. It also purchases all of its external electricity requirements as green, hydroelectric power.

In 2023 and 2024, the proportion of renewables was increased to 83 and 82 percent respectively. Last year, this figure dropped to 69 percent. Due to refurbishment of the heating pipes, it proved impossible to supply all

By using renewables and making energy efficiencies, Wilkhahn halved the carbon footprint at the Bad Münder headquarters from 4,000 to below 1,000 tonnes per year.

Since 2012, climate-neutral district heating generated from biogas has ensured that year for year, 300,000 liters of heating oil were saved.

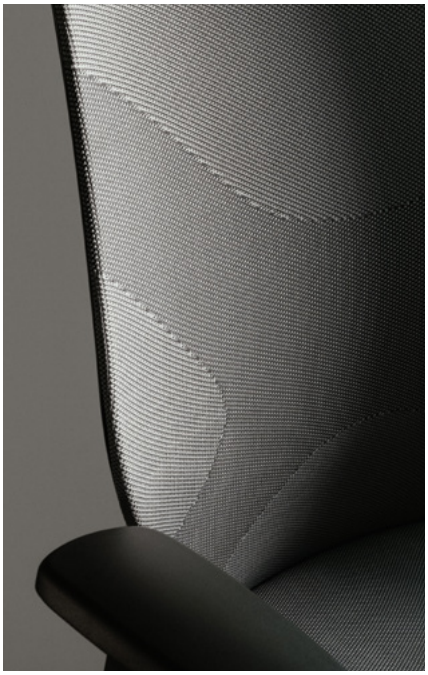
Energy-efficiency measures reduced electricity consumption by 19%.

Since 2018, 6,000 items of returnable packaging have replaced lots of disposable packaging from suppliers.

The raw materials left over from production at the Wilkhahn headquarters are valuable resources. Over 95% are recycled.







areas of the site with district heating. As a result, more conventional heating oil had to be used to generate heat than planned.

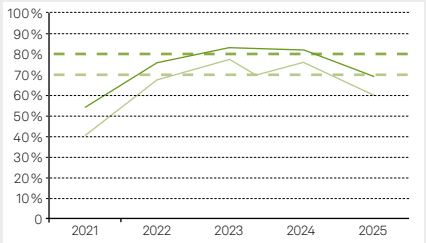
Energy-efficient and climate-friendly heating
Last year, the goal to cover at least 70 percent of heating requirements via district heating generated from biogas wasn't achieved. Some 2,939 megawatt hours of district heating translated to a proportion of 60 percent of the total heating volume. The underlying reasons were the unscheduled refurbishment of heating pipes and the associated restrictions on usage.

The goal to cut heating requirements vis-à-vis the 2022 reference year by a further 5 percent was achieved on average across the years 2023 to 2025 (negative 8 percent). However, in 2025, heat consumption was 20 percent higher than the previous year. This was caused by the refurbishment of heating pipes and a much colder winter, requiring a longer period of heating.

100 percent green electricity and 6 percent lower relative electricity consumption
In 2025, 1236 megawatt hours of electricity were consumed at Wilkhahn headquarters. Due to the higher-capacity photovoltaic installation (110 MWp), 4 percent of total demand was generated in-house from eco friendly sources last year. The remaining bought-in electricity was generated exclusively from renewables (hydropower).

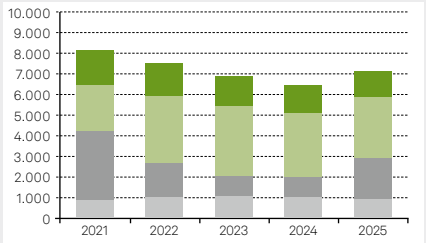
Compared with the 2022 reference year, absolute electricity consumption decreased by 21 percent and relative consumption by 6 percent due to a whole host of energy efficiency measures over the past three years. Some of these steps included converting lots of the production facilities and warehouses to LED lighting

Energy from renewables
In percent



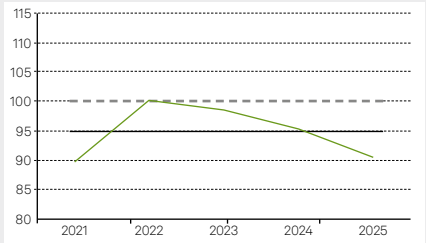
- Goal: 80% Renewable energy (Total)
- Goal: 70% Renewable energy (Heat)
- Total share of renewables
- Share of renewables in heating (district heating, biogas)

Energy consumption at Wilkhahn's headquarters 2021 – 2025
In megawatt hours (MWh)



- Electricity consumption
- Heat from biogas
- Heat from heating oil
- Energy consumption vehicle fleet

Wilkhahn vehicle fleet carbon emissions development
Index figures (Reference year 2022 = 100)



- Goal: –5% carbon dioxide
- Carbon emissions (vehicle fleet) Scope 1 + 2
- Reference year 2022

and demand-based lighting control, as well as replacing old compressors with new efficient ones.

Emission-optimized vehicle fleet
In 2025, the Wilkhahn vehicle fleet emitted 243 tonnes of carbon dioxide. Compared with the reference figure in 2022, this translates to a reduction of 48 percent. This success story was due to a whole range of measures, which included frequent investments in new, energy-efficient vehicles, partial conversion to electric and hybrid drive technology, and not least, focusing on reducing the vehicle fleet overall.

Eco-friendly materials
The emissions caused by shipping materials to headquarters and Wilkhahn furniture to customers all over the world are a significant (indirect) environmental aspect at Wilkhahn. One of the ways Wilkhahn meets this challenge is by insisting that the freight forwarders it commissions consistently use energy-efficient and low-emission vehicles. It places high priority on optimizing delivery routes by adopting a predictive shipping approach. To make best possible use of the load volume per truck and therefore prevent unnecessary emissions due to empty trucks, Wilkhahn frequently tweaked its dispatch scheduling.

The goal to achieve at least 80 percent used load volume was met for inbound freight and many outbound freight routes. Improving the database on transport-related emissions will still be an important task for the coming few years.

Solvent emissions at a very low level
In 2025, 2.4 tonnes of organic solvents from upholstery adhesives and cleaning agents were emitted at the Wilkhahn headquarters in Bad Münder. As a result, the figures were safely below official thresholds. The average solvent emissions per product are still low because Wilkhahn only bonds its materials with adhesives when it's impossible to use the preferred, higher-quality and detachable upholstery joints.

Material consumption
In 2025, Wilkhahn used 2000 tonnes of material. A total of 820 tonnes of metals were processed, of which 515 tonnes were ferrous metals and about 305 tonnes aluminum. Some 713 tonnes of plastic and 127 tonnes of composite wood were also used to produce furniture. Compared with the 2022 reference year, the quantity of materials used dropped by approx. a third, which was primarily due to lower sales.

To encourage resource efficiency, Wilkhahn is consistently increasing the recycled proportion of the materials it buys in. While metal components have contained between 20 to 100 percent of recycled material for years, this approach now applies to components made of plastic in new products. Wilkhahn's Yonda shell-structure chair is the first product whose eco-friendly biocomposite shell is only made of recycled plastic and wood fibers. And when developing the WiChair task chair, Wilkhahn ensured that the seat and backrest shell were only made of recycled material.

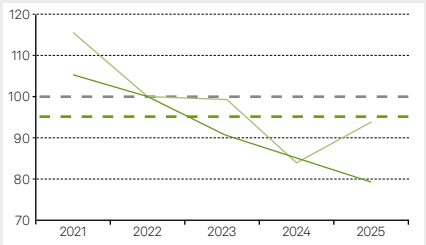
To prevent unnecessary emissions, Wilkhahn chiefly sources materials required for production as locally as possible. Way more than half of the materials come from German suppliers and a third from specialized partners in Europe. Only a small proportion of materials are sourced from countries far away overseas.

Water consumption
In 2025, 4032 cubic meters of water were consumed at Wilkhahn's headquarters. The powder-coating installation uses water to clean components before coating them. To save water, Wilkhahn recycles the resulting dirty water and feeds it back directly to the installation. This process cuts water consumption enormously, as only water lost is made up for with fresh water.

At 171 cubic meters, water consumption by the powder-coating installation constituted about 4 percent of consumption overall last year. Most of water demand at headquarters arises in the sanitary facilities, where water-saving solutions such as flow restrictors in the faucets have been used for many years.

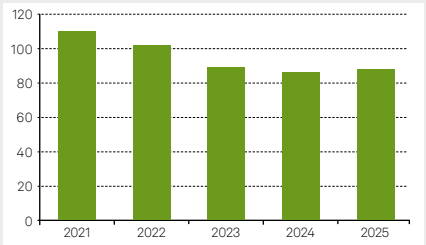
Over 90 percent of raw materials recycled
In 2025, 304 tonnes of waste materials, with 21 tonnes of these being hazardous waste, were disposed of. At 86 tonnes, cardboard packaging from incoming packaging was the biggest proportion. Wherever it makes logistical and technical sense, Wilkhahn has switched operations with suppliers to reusable packaging. In doing so, the quantity of packaging waste has roughly halved.

Development of relative electricity consumption
Index figures (Reference year 2022 = 100)



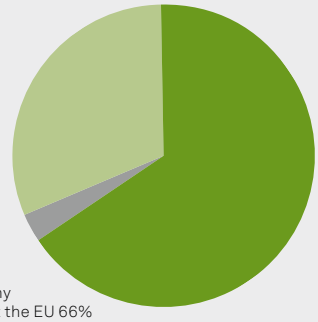
- Reference year 2022
- Goal: –5% electricity consumption (compared with consumption + sales 2022)
- Index 1 (consumption figures 2022 = 100)
- Index 2 (consumption/sales 2022 = 100)

Material efficiency
In tonnes/€ million



- Total consumption of raw materials, consumables, and supplies

Material purchasing based on regions
Basis: 2025 material purchasing figures, Wilkhahn headquarters



- Germany without the EU 66%
- European Union 31%
- Asia 3%



Wilkhahn has been increasingly using reusable packaging for material deliveries since 2017, therefore reducing the consumption of resources.



Sustainability included: Wilkhahn developed a special backrest fastner for worldwide shipping of the ON® task chair range. Knock-down shipping creates a compact size that reduces transport-related emissions.

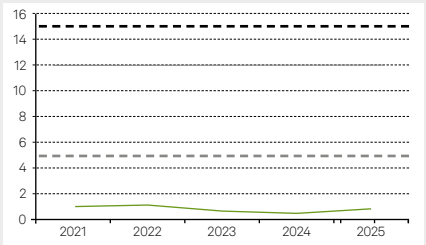
Over 90 percent of waste at Wilkhahn's headquarters is recycled to make new materials, or helps generate environmentally friendly district heating through energy recovery.

Water and soil protection
To prevent water and soil pollution, maintenance is carried out frequently on all machinery and equipment at headquarters that could impact water and soil quality and these are checked to ensure compliance with statutory regulations. For example, this machinery and equipment includes boilers and underground oil tanks. In case of emergencies, oil-binding agents and liquid barriers are on site and drills conducted frequently on how to use them. As a result, negative impact on the water and soil has been safely kept at bay over the past decades.

Land consumption in terms of biodiversity (hectares)
Spanning 14 hectares, Wilkhahn headquarters offer roughly 5 hectares of near-natural areas as habitats and refuges for flora and fauna. Key examples include an ecologically designed fire-extinguishing pool, a traditional orchard, a stream crossing the property with its banks, and a meadow that is mown just twice a year to create a habitat for insects etc.

Roughly 5.4 hectares of headquarters are classified as sealed due to roads, maneuvering areas, and buildings. No further areas were used.

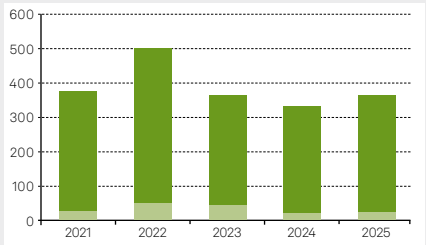
Emissions of organic solvents (VOCs)
In tonnes / year



- - Emissions threshold (31st BImSchV)
- - Reporting threshold (no. 31 BImSchV)

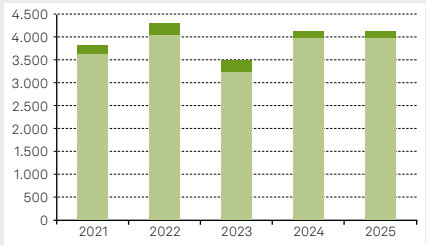
— Total solvent emissions (VOCs)

Development of waste 2021 – 2025
In tonnes / year



Non-hazardous waste
Hazardous waste

Water consumption at Wilkhahn's headquarters
In cubic meters / year



Sanitation areas, cafeteria
Powder coating

Sustainability Action Plan 2026 – 2028

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 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 applies to 2026 – 2028. 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 management, 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	**Communications:** Increase the transparency on the added ecological value of Wilkhahn products.	Certification of at least 80 percent of products in the active portfolio to the European femb level standard	Started	2027	Head of quality and sustainability
4		Product carbon footprint: Expanding available environmental product information to include carbon emissions	Started	2027	Head of Marketing, Head of quality and sustainability
Climate-friendly operations: Reducing the company carbon footprint of the Wilkhahn headquarters by 20% by 2028 compared to 2025 (Scope 1 and Scope 2) and to improve the data quality of Scope 3 emissions further.					
5	**Energy-efficient and climate-friendly heating:** To cut consumption of fossil fuels by 15% compared with 2025 by 2028.	To use carbon-neutral district heating made of biogas as the key source of heat.		Ongoing	Head of works technology
6		Solar thermal systems help produce hot water.	Ongoing	Ongoing	Head of works technology
7		Decommissioning of an underground heating oil tank to prevent environmental risks.	Planned	2028	Head of works technology
8		Developing a concept for converting the heating of the powder coating installation to green electricity, including heat recovery	Started	2026	Head of works technology
9	**Green electricity and increased efficiency:** Solar electricity generation to be optimized, electricity consumption reduced further (–10 purchased electricity consumption compared with 2025 by 2028) and 100 percent green electricity purchased.	Increase on-site power generation from the solar power system commissioned in 2025 to over 80 MWh per year.	Ongoing	2026	Head of works technology
10		Conducting a potential analysis to expand the use of self-produced solar power via options such as battery storage systems.	Started	2026	Head of works technology
11		Green electricity: All of the electricity purchased at Wilkhahn's headquarters was sourced from renewables.	Ongoing	Ongoing	Head of works technology
12		Replacing conventional light sources with LEDs in selected offices, warehouses, and production facilities.	Started	2026	Head of works technology
13	**Emission-optimized vehicle fleet:** The vehicle fleet's carbon emissions (Scope 2) will be reduced again (–5 percent compared with 2025 by 2028).	By reducing the Wilkhahn vehicle fleet, ensuring energy-efficient vehicles and electric vehicles, to cut the consumption of fossil fuels and the associated emissions further.	Ongoing	2028	Vehicle fleet manager
14		Increasing the loading volume per carrier (truck) through sales-synchronized manufacturing combined with regular route planning and optimization.	Started	2028	Supply chain manager
15	**Low-emission logistics:** Carbon emissions associated with transport are systematically documented and optimized (Scope 3).	Regular collection and evaluation of data from service providers regarding carbon dioxide emissions (Scope 3).	Started	2028	Head of quality and sustainability, Chief Operations Officer
16		To create and maintain options for employees to work from home and capture their contributions to cutting emissions annually.	Started	2028	Human resources, Head of quality and sustainability
17	**Employee travel:** Reduction of carbon emissions (Scope 3) caused by commuting.	Facilitating the transition from cars to bicycles for employees through BusinessBike leasing and campaigns such as participation in Stadtradeln.	Ongoing	2028	Human resources
18	**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 repeatedly audited locally on quality, health and safety and environmental protection as well as fair working conditions in a 36-month cycle on site.	Started	2028	Head of quality and sustainability
19		Maintenance of certification of Wilkhahn's headquarters based on the specifications of the Forest Stewardship Council® FSC® C118389.	Ongoing	Ongoing	Head of quality and sustainability
20	**To encourage employee health, maintain biodiversity**	To maintain the Hansefit and Movement in the Workplace fitness programs for Wilkhahn employees.	Started	2028	Company health management team
21		Continued support of the dwarf beech initiative to protect biodiversity.	Ongoing	Ongoing	Head of quality and sustainability
22		To convert parts of the headquarters to extensive green spaces with flowering plants and therefore upgrading them ecologically.	Started	2028	Head of works technology, Head of quality and sustainability

Material- and energy-flows: Input/output

Input	2022	2023	2024	2025
Material used (t)	**t**	**t**	**t**	**t**
Ferrous metals	601.3	593	649	514.5
Aluminum	498.5	315.9	371	304.7
Plastics	1035.8	950.5	984.1	713.4
Wood, Composite wood	122.6	117.2	116.7	126.8
Cardboard packaging	111.6	96.2	90.3	76.8
Leather	11.2	8.5	7.2	10.3
Wool	8.9	4.8	2.0	3.6
Powder varnishes	7.9	2.4	3.7	4.3
Adhesives	4.4	2.1	1.5	1.2
Fuels (heating oil, diesel)	224.2	176.8	167.9	244.6
Total	**2948.1**	**2267.4**	**2393.4**	**2000.2**
Energy – production and offices (MWh)	**t**	**t**	**t**	**t**
Heat from biogas-district heating	3262	3333	3072	2939
Heat from conventional energy sources	1590	985	984	1964
Electricity consumption – bought in (100% green electricity)	1559	1415	1326	1180
Electricity consumption – on-site generation (photovoltaics)	0.5	0.5	0.5	55.6
Total energy consumption	**6411**	**5733**	**5383**	**5554**
Water (m3)	**m³**	**m³**	**m³**	**m³**
Water (sanitation areas, process water)	4258	3446	4089	4032

Output	2022	2023	2024	2025
Emissions (t)	**t**	**t**	**t**	**t**
Carbon emissions – production, offices (Scope 1 + 2)	425	263	263	525
Carbon emissions – vehicle fleet (Scope 1 + 2)	466	429	354	243
Solvents (VOCs)	3.2	1.9	1.3	2.4
Dust (PM)	<0.01	<0.01	<0.01	<0.01
Nitrogen oxide (NOX)	0.17	0.15	0.14	0.33
Residues and waste (t)	**t**	**t**	**t**	**t**
Industrial waste	92.5	63.8	72.3	77.8
Paper/cardboard	115.4	110.9	85.7	86.7
Waste wood	55.7	42.8	50.1	53.7
Ferrous metals	20.4	10.7	9.9	12.8
Aluminum	6.9	5.5	2.8	3.6
Packaging film	10.4	12.1	9.3	10.0
Aqueous waste, halogen-free machining emulsions	22.0	18.7	15.5	18.3
Green cuttings, biodegradable residual materials	48.6	9.9	7.4	13.7
Others	90.9	36.1	29.5	27.1
Total quantity of residues and waste	**414.3**	**300.6**	**275.1**	**303.7**
of which is hazardous waste	**40.1**	**34.2**	**16.8**	**20.9**

Core EMAS indicators	Reference figure: 2022	2023	2024	2025
Production output (units produced)	**131,180**	**114,701**	**118,471**	**95,505**
Material efficiency (%)	**%**	**%**	**%**	**%**
Total consumption of raw materials, consumables, and supplies	100	77	81	68
Residual materials and waste (%)	**%**	**%**	**%**	**%**
Waste quantities	100	73	66	73
Hazardous waste	100	85	42	52
Hazardous water per unit produced	100	98	46	72
Emissions (%)				
Carbon emissions – production, offices (Scope 1 + 2)	100	62	62	124
Carbon emissions – vehicle fleet (Scope 1 + 2)	100	102	106	73
Carbon dioxide per unit produced (kg)	5.8	5.3	5.2	8.0
Energy-efficiency (%)	**%**	**%**	**%**	**%**
Total energy consumption (electricity and heat)	100	89	84	87
Energy consumption from renewables	75	83	82	75
Water (%)	**%**	**%**	**%**	**%**
Water consumption	100	81	96	95
Land consumption in terms of biodiversity (hectares)	**ha**	**ha**	**ha**	**ha**
Total land usage	14.2	14.2	14.2	14.2
Sealed land	5.4	5.4	5.4	5.4
Near-natural spaces	5.1	5.1	5.1	5.1

GRI standards for sustainability reporting

This report was prepared in accordance with EMAS requirements and based on the sustainability reporting standards of the Global Reporting Initiative (GRI). The following table indicates the pages of this sustainability report that contain statements corresponding to a standardized description according to GRI. The column on the left shows the GRI standard referred to. The EMAS-relevant contents were validated by an independent environmental expert.

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TÜVNORD

Gültigkeitserklärung

EMAS

gemäß den Vorgaben der

Verordnung (EG) Nr. 1221/2009 i.d.F. vom 25.11.2009

über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS)

Die unterzeichnenden Umweltgutachter, Herr Dr. Ralf Utermöhlen, zugelassen für den Bereich "NACE-Code 31.01 - Herstellung von Büro- und Ladenmöbeln", und Herr Steffen Nölck bestätigen, begutachtet zu haben, dass die gesamte Organisation, wie in der konsolidierten Umwelterklärung der Organisation

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mit der Registrierungsnummer DE-133-00055 angegeben, alle Anforderungen der Verordnung (EG) Nr. 1221/2009 des Europäischen Parlaments und des Rates vom 25. November 2009 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS) in der durch die Verordnung (EU) 2017/1505 der Kommission und der Verordnung (EU) 2018/2026 der Kommission geänderten Fassung erfüllt.

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass
- **die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009 durchgeführt wurden,**
- **das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen,**
- **die Daten und Angaben der Umwelterklärung der Organisation ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Organisation innerhalb des in der Umwelterklärung angegebenen Bereichs geben.**

Diese Erklärung kann nicht mit einer EMAS-Registrierung gleichgesetzt werden. Die EMAS-Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffentlichkeit verwendet werden.

Hannover, den 28.07.2026

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The EMAS audit is voluntary and has been conducted at Wilkhahn for many years. The EMAS validity declaration confirms that Wilkhahn fully 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.

The sustainability report and environmental statement for 2026 – 2028 allow Wilkhahn to provide information about: The company's environmental performance and further sustainability aspects.

The next update will be published in spring 2027.

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