sedus

seit 1871

SUSTAINABILITY REPORT 2025
ACCORDING TO GRI 2021/2024



sedustainable

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OUR



PROFILE



FOREWORD FROM THE MANAGEMENT BOARD

Dear Readers,

The parameters that shape corporate environments are still changing rapidly. Global political and economic developments, rising demands for sustainability, climate protection and resource efficiency, as well as the growing importance of responsible supply chains, influence our actions today more than ever before.

The Sedus Sub-Group responds to these changes with a clear stance: for us, sustainability is not a short-term trend, but an essential part of our corporate strategy and our responsibility towards employees, customers, business partners and future generations.

For many years, we have pursued the goal of developing high-quality, durable and sustainable products. Our approach takes into account the full lifecycle of our products – from development, material choice and manufacturing to their use, reuse and recycling. Transparency about our environmental impacts forms the basis for the continuous improvement of our processes and products.

A key priority for us is progressing towards a resource-efficient economic model that is fully circular. We question existing solutions, promote innovative approaches and work continuously to reduce resource consumption and further minimise the environmental impacts of our business activities.

At the same time, we do not see sustainability solely as an environmental responsibility. Respect for human rights, safe and healthy working conditions, equal opportunities and a respectful way of interacting with one another are firmly anchored in our corporate identity. Our long-term success is built on the commitment and expertise of our employees, who help define our direction every day.

With our management systems and established certifications in the areas of quality, environment, occupational safety, social responsibility and energy, we create the structures needed to pursue our goals systematically and continuously improve our performance.

The challenges of the future will not become any smaller. Nevertheless, we are confident that we can address these challenges successfully through innovative strength, responsible action and a clearly defined sustainable direction. Together, we are driving the transformation of our company and playing our part in sustainable development.

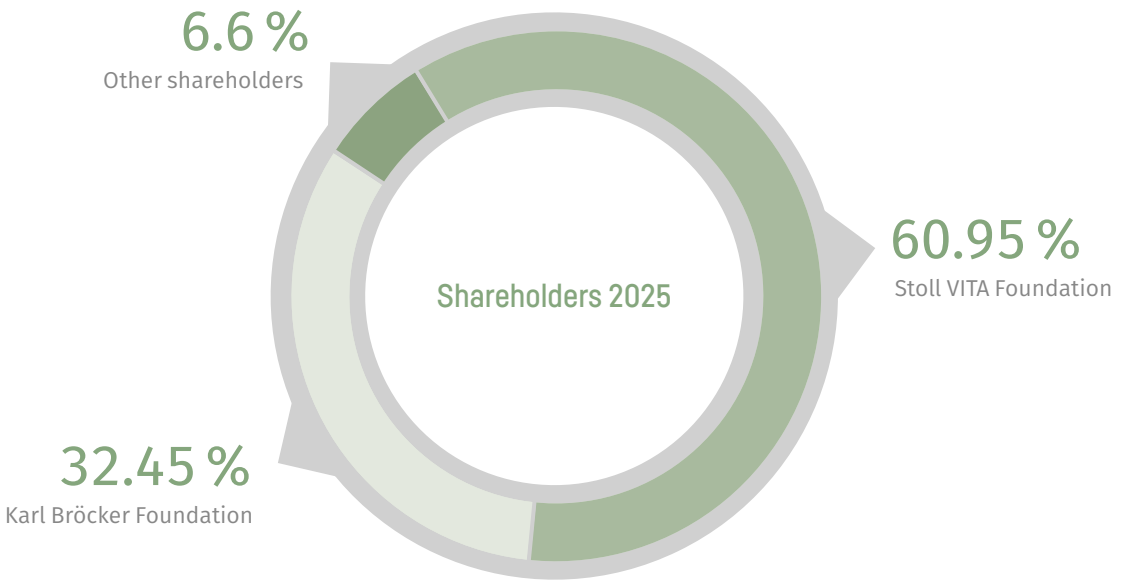
We would like to thank all employees, customers, business partners and other stakeholders for their loyalty and support along this journey.

Dogern, July 2026

The Management Board of the Sedus Stoll Group

SEDUS STOLL GROUP

Sedus Stoll AG is a non-listed joint stock company under German law, with its registered office in Dogern, Germany – or, to be more precise, Dogern in the district of Waldshut in Baden-Württemberg. The company is majority-owned by the Stoll VITA Foundation in Waldshut, which holds 60.95 % of the shares, and the Karl Bröcker Foundation in Lippstadt, which holds 32.45 % of the shares. The remaining shares, (6.6 %) belong to former executives.



These three core brands belong to the Sedus Stoll Group Sedus, Klöber and S³ Advice.

Sedus is a full-service supplier of office equipment and workplace concepts with a long history – the company was established in 1871. Its production sites are located in Dogern and Geseke.

Office chairs, sofas and screen elements are manufactured in Dogern, while the office and conference room furniture is manufactured at Sedus Systems GmbH in Geseke. Products are distributed directly under the Sedus brand via specialist retailers in Germany, as well as via direct export in more than 70 countries worldwide. Eight European subsidiaries perform distribution in the neighbouring countries. The subsidiaries in the United Kingdom, Belgium, France, Spain, Italy, Austria, as well as The Netherlands and Switzerland were, in some cases, established over fifty years ago. They operate independently in their markets.

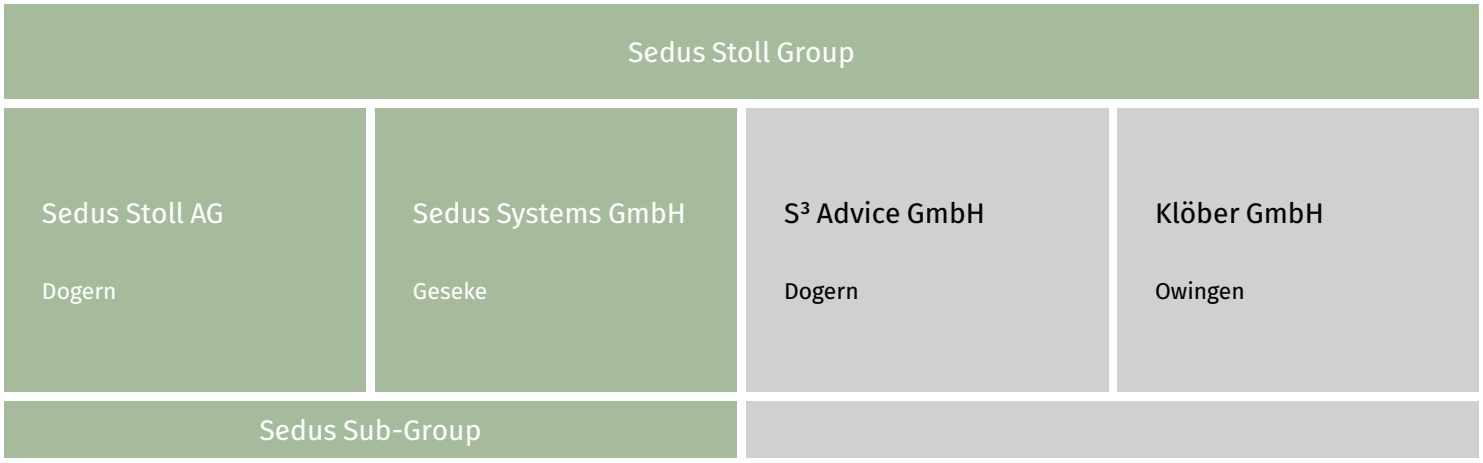
Customers in the Middle East are served by the subsidiary in Dubai.

Digital solutions for the use and management of workstations in smart working environments are distributed via the subsidiary S³ Advice GmbH. It was founded in 2020 and is based in Dogern.

The Sedus Stoll Group also includes Klöber GmbH, based in Owingen at Lake Constance. This international manufacturer of high-quality seating solutions is an independent player on the market. Distribution is implemented under the Klöber brand via office furniture retailers all over Europe.

The Sedus Stoll Group is, therefore, one of the most important international groups of companies in the office furniture industry.

Sedus Stoll Group



THE SEDUS SUB-GROUP

The Sedus Sub-Group is the Sedus Stoll Group excluding S³ Advice GmbH and Klöber GmbH. Products and services sold under the Sedus brand are distributed in furniture stores all over the world, while major international wholesale customers are also looked after and supplied by Sedus directly. The main customers are banks, insurance companies, IT and communications companies as well as industrial enterprises. At the time of writing this report, the Sedus Sub-Group employed 1015 people, of whom 501 worked in Dogern.

The total turnover of the Sedus brand was EUR 187.4 million in 2025; in 2024, it was EUR 213.9 million. Sales in Europe accounted for 96 % in 2025. 4 % of turnover was realised in Asia as well as other continental regions. Broken down according to country, sales in Germany accounted for 46 % of turnover. 54 % was realised from exporting to around 72 countries.

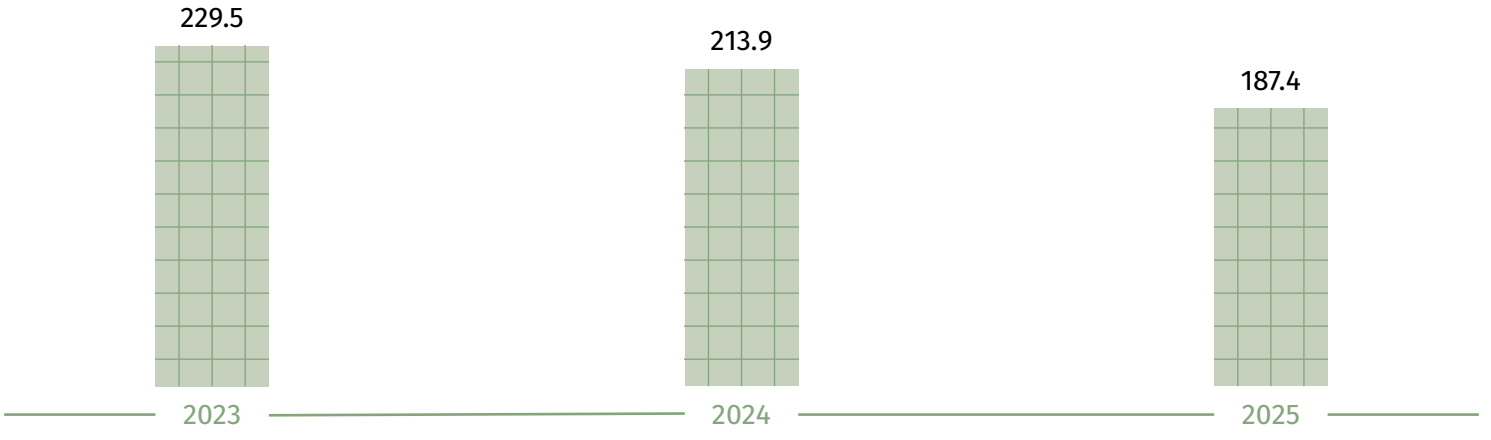


In the financial year 2025, the Sedus Sub-Group – under the Sedus brand – spent a total of EUR 61.3 million on operating and production resources. A total of 500 suppliers were used. Germany was the most important supplier country by far, with a total share of 64 %, followed by other European countries.

Further information on business during the reporting period is contained in the annual report and is publicly available.

Turnover of the Sedus Sub-Group

in EUR million



THE SEDUS BRAND

Ongoing investments in the most modern technology, the targeted expansion of the product range, and strong, qualified distribution are the key strategic building blocks for successfully distinguishing ourselves from the competition and for the strong positioning of the Sedus brand.

Established more than 150 years ago, the Sedus brand is one of the leading full-service suppliers of office equipment and workplace concepts in Europe. In the past years and decades, Sedus has continued to set standards – particularly, in the areas of ergonomics, design and sustainability. This led to the development of standards that have gained global significance. The Sedus brand name has been synonymous with excellence in ergonomics and high quality for decades.

Office furniture systems, office seating solutions, seminar and conference equipment as well as commercial furniture are developed, produced and distributed at the Dogern and Geseke sites. As a globally recognised brand, Sedus stands for attractive, ergonomic and high-performance office equipment. It is developed and produced in Dogern am Hochrhein as well as Geseke in Eastern Westphalia, and bears the quality seal “Made in Germany”. From reception areas to individual, combined, open-plan and managers’ offices, Sedus furnishes entire organisations, in accordance with all the principles of modern office design – and tailored to meet individual customer wishes.





Sedus office equipment is manufactured to order. Constant investments in the most modern technology, the targeted expansion of the product range and strong, qualified distribution are the strategic building blocks for successfully distinguishing ourselves from the competition and for the strong positioning of the Sedus brand.

“Whatever bears the Sedus label is Sedus” – the products and services sold under the Sedus brand abide by this motto.

As a result, the larger part of the added value is created in Sedus’ own sites in Germany. This is also due to the high vertical range of manufacture. If possible, and as far as is economically feasible, orders for the manufacture of individual components are given to businesses in our own region. Videos showing Sedus‘ manufacturing process demonstrate how much of the production is carried out within the company and highlight the quality of its “Made in Germany” products: youtube.com/user/SedusStollAG/videos.


OUR


ATTITUDE

SUSTAINABILITY AT SEDUS



Sedus takes a stance which, over the past 150 years, has crystallised into the foundation of the company: It is only when people feel at ease that productivity and performance are possible. Whatever is good for people is also good for the company. This conviction is the guiding principle for everything we do. And how we do it.

Our philosophy

As a manufacturer of office furniture, we are simultaneously witnesses, partners and participants in global and digitally driven work. In spite of all the disruptions and changes in office work which have occurred, each company must decide for itself how to proceed in the future. This independence is crucial to us. Any kind of dictate imposed on conduct or taste has a counterproductive impact on people – particularly as the already high level of self-determination and identification with work continues to increase. Therefore, we are all the more convinced that our perceived values of quality, ergonomics, emotionality and sustainability all help to shape the office of the future.

Traditionally a trailblazer in sustainability

One's own conduct has consequences and these must be kept in mind. This attitude towards entrepreneurial self-regulation is typical for Sedus – and is easy to see from the ownership structure of the Stoll VITA Foundation and Karl Bröcker Foundation. These foundations not only uphold the entrepreneurial independence of the Sedus Stoll Group but also pursue charitable and philanthropic objectives.

Because Sedus had been working in this way for many years, the discussion about the environment, which began in the 1970s, did not surprise Sedus; nor has the now omnipresent issue of sustainability. On the contrary: The pioneering role of Sedus within the European furniture industry is evident from its achievements over the past 30 years. The number of relevant awards extends from Christof Stoll being voted as "1993 Eco-Manager of the Year" to the Eco Audit taken to achieve compliance with EU standard 1995 (the first German furniture manufacturer to do so) as well as the EMAS III certification which Sedus received in 2010 as one of the first office furniture manufacturers in the world.



Corporate principles

Our corporate principles cover ten points which were last updated by the Board in January 2023. These also include our environmental policy. Our company strategy states that vision, mission and corporate principles are the guidelines for our day-to-day work. There is a detailed strategy paper which provides further guidance.

Furthermore, there are other crucial documents, such as internal business agreements on social and financial aspects, e.g. the employee profit participation scheme. We also have a detailed supplier guideline: Suppliers are expected to share our commitment to sustainability in all areas – economic, social and environmental.

Various internal and external experts, and especially our employees and our customers, monitor to what extent Sedus achieves the values and objectives it has set for itself.

CORPORATE PRINCIPLES

1. The will to get things moving

The world of work is changing – and with it, the responsibility of office furniture manufacturers. Sedus is moving forward together with its customers and partners by not only recognising changes, but actively helping to shape the future – with innovations both large and small. In this way, Sedus not only promotes physical and mental movement in everyday office life, it also becomes a movement itself.

2. Building a close relationship with customers

Sedus is a brand that moves people emotionally, too. By ensuring that customers feel understood and respected, and that our employees see customers' wishes and needs as personal objectives, Sedus products and services create tangible benefits.

3. Innovation through motivation

In an environment where knowledge is shared and actively expanded, an inspiring interplay of motivation and innovation emerges. This gives rise to the necessary skills to be able to offer “productive well-being” in ever-changing ways both inside and outside the company. This calls for employees to play a consistent part in the success of the company.

4. Quality right down to the smallest detail

Our products are used millions of times each day. We meet the resulting responsibility with excellence – at every level. Our process-oriented management system allows us to effectively combine quality and efficiency and to inspire our customers in a variety of ways.

5. A strong focus on sustainability

Many talk about it – we act on it. Certifications confirm it: Sustainability is a part of our corporate culture. We consider both direct and indirect environmental requirements which go beyond the boundaries of our business. This can be seen in the durability of our products, the use of environmentally-friendly materials and the reduction of emissions to a minimum.

6. Successful networking

An idea can only become a success if many people are committed to it. Within the Sedus business network, these include not only employees and sales agents, but also suppliers. We, therefore, select them carefully. Together, we can bring our vision of innovative office furniture and our understanding of sustainability to life.

7. Fulfilling a role in society

Sedus acts fairly and responsibly at all times. We are committed to the personal development of the individual and the smooth functioning of society as a whole. In order to operate successfully on a globe scale, we must comply with relevant laws and binding obligations. We recognise the principles of the United Nations Global Compact and support its core values regarding human rights, labour standards, environmental protection and fighting corruption.

8. Be reliable and consistent

We do what we say and we say what we do. We always take forward-looking and target-oriented action, seizing opportunities and avoiding risks for customers, employees, the company and the environment. This fosters trust and loyalty – the most valuable assets ever.

9. Social responsibility

Sedus takes its social responsibility seriously, both within the company and beyond. This includes comprehensive company health management and events which promote corporate culture. The main shareholders, two charitable foundations, support this approach through their own projects in Germany and abroad.

10. Independence

Our long-term strategy and our financial footing ensure our existence and growth, entrepreneurial flexibility and independence in the long term.

OUR APPROACH

We are committed to the vision of motivating people in their work and helping them to realise their full potential. We know that the office living space plays a significant role in the well-being of the company and its employees. Our solutions live up to this important role in a sustainable way.

A responsible approach to the environment and natural resources has been part of company philosophy for over 60 years. We aim to leave future generations an unspoilt environment which can sustain life. In line with the company's holistic view, people are always at the heart of everything we do. And it begins with our own employees: they have been able to share in the company's success since 1952.

Even if one should be careful when making statements about the future: under the auspices of sustainability, we are looking to the next decades with full conviction and optimism. Those who know us will not be surprised: the course upon which we set out decades ago has made Sedus one of the leading manufacturers in the office furniture industry in Europe. Market trends show that, in the future, even more customers will look to see whether their office furniture is manufactured in line with environmental and social standards. We see this as an opportunity, not as a risk.

The focus on high quality, durable, environmentally friendly products is just as sustainably oriented as our corporate culture. Because the products are manufactured in Germany, internal working conditions also comply with the highest standards. You can find an overview of our most important sustainability issues on page 29.

Corporate strategy 2025

We focus on our customers

Customer relationship management and knowledge of purchasing decisions form the basis of our distribution activities. Sedus sells its products primarily through local specialist retailers.

We are visible

The visibility of the Sedus brand is achieved primarily via free communication channels.

We focus on sustainability

We take economic, ecological, and social aspects into account in making all our decisions.

We make dealing with our customers as easy as possible

Cooperating with Sedus is a pleasure for our customers and they recommend us to others.

We develop innovative products

We satisfy our customers with innovations and competitive products. The combination of design, ergonomics and sustainability creates unique added value.

We continuously improve our quality and service

Outstanding quality and delivery service make the difference. All relevant products are “Made in Germany” in Dogern and Geseke.

We are flexible

Flexibility and agility in all internal processes lead to short delivery times and easy customer-oriented solutions.

We work efficiently

Focus on adding value through processes, competence centres and structures stretching across multiple locations allow maximum synergies to be achieved.

We provide our employees and executives with training on an ongoing basis

We use targeted skills development to improve employees’ qualifications and strengthen their bond to our company.

We work profitably

In order to secure the future of the company in a sustainable way, we achieve healthy returns.

Sustainability strategy 2025

“Ecology and economy are not contradictory concepts, but rather indispensable parts of the whole.” These words of our long-time CEO, Christof Stoll, and appropriate, holistic action already characterise our corporate principles. We focus on the Sustainable Development Goals – SDGs for short. In order to develop individual topics in a targeted way, we have been working on a supplementary sustainability strategy since 2018:

- We know our supply chain and its effects.
- We maintain transparency about our our products and their effects on the environment.
- Sedus stands for innovative and sustainable products.
- We maintain a dialogue with our stakeholders and communicate important issues.
- We have happy and healthy employees to whom we provide regular training.
- We set ourselves ambitious yet realistic sustainability targets, align them with the UN Global Compact and report on them transparently.



Carbon footprint 2025

Climate protection has always been part of the Sedus philosophy. This includes conserving resources and continuously improving energy efficiency in order to keep detrimental effects on the environment and the climate as low as possible. Sedus is constantly setting ambitious goals with a particular focus on climate protection and the circular economy. Since 2012, our energy management system has been in accordance with ISO 50001, and we only purchase carbon-neutral electricity from renewable energy sources at our production facilities.

The carbon footprint, also called CO_2 balance, represents the total amount of greenhouse gas emissions (measured in CO_2 equivalent) caused, directly and indirectly, by the company's activities. Sedus calculates its Corporate Carbon Footprint (CCF) according to the Greenhouse Gas (GHG) Protocol in three scopes.

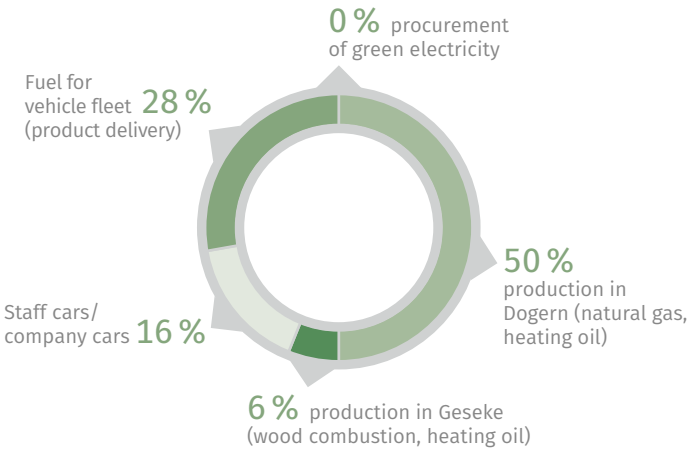
Sedus has set targets in line with the Paris Agreement, which aims to limit global warming to 1.5 degrees Celsius. These apply to direct and indirect emissions from the Sedus Sub-Group (Scope 1, 2 and 3). The “Carbon Neutral 2026” target, on the other hand, relates to the management and production sites of the Sedus Sub-Group, i.e. for the Sub-Group's own generation and purchase of energy required for production and management (Scope 1 and 2).

Sedus GHG emissions, market-based (tCO_2-eq)	2023	2024	2025
Scope 1	2,740	2,798	3,018
1.01 Fixed incinerator	1,452	1,421	1,620
1.02 Mobile incinerator	1,287	1,377	1,398
Scope 2	102	83	82
2.01 Electricity	102	83	83
2.02 Electric vehicles	0	0	0
Scope 3	43,744	40,783	36,658
3.01 Goods and services from external suppliers	20,791	20,008	17,109
3.02 Capital assets	2,153	2,147	838
3.03 Fuel and energy-related emissions	345	340	342
3.04 Transport and distribution (upstream)	1,251	1,143	1,045
3.05 Waste	72	21	15
3.06 Business trips	251	242	191
3.07 Employee commuting	729	706	678
3.09 Transport and distribution (downstream)	380	328	488
3.12 Disposal of sold products (End of Life)	17,772	15,848	15,953
Total	46,585	43,664	39,758

Reduction targets

The Sedus Sub-Group set a goal of reducing direct emissions by 40 % by the end of 2030. In addition, the Sedus Sub-Group committed to the Science Based Targets (SBTs) in 2025. The outcome has been the “Net Zero by 2050” goal. For this, reduction by 90 % for both Scope 1 and Scope 3 must be achieved by the end of 2050.

Our first step is to significantly reduce emissions. Remaining emissions are to be compensated. To achieve this, we are currently conducting thorough discussions with all relevant departments in order to subsequently set ambitious and quantified targets. Among other things, new energy concepts are currently being developed for our management and production sites, which were implemented in 2022. The aim is to minimise dependence on fossil fuels. This is our way of improving energy efficiency and expanding the use of renewable energies.



Since 2018, Sedus has also been accounting for its Product Carbon Footprint (PCF), which is essentially a component of indirect emissions (Scope 3). This is conducted on the basis of life-cycle assessment and is in accordance with current standards (DIN EN 15804). By 2021, the life-cycle analysis has been carried out for more than 100 products, covering all product groups. For each product, the ecological assessment and the PCF are consolidated in a datasheet known as the Environmental Product Information (EPI). This enables Sedus to create an environmentally oriented database for its products. On the one hand, this ensures transparency with regard to the emissions of our products; on the other hand, it also allows a detailed analysis of the products in order to improve them subsequently from an environmental point of view.

We aim to sustainably develop our products in order to significantly reduce our Product Carbon Footprint. To ensure effective implementation, we work with clearly defined objectives throughout our development processes. To start the process, we establish a minimum required proportion of secondary materials. Alongside this, we set a maximum CO_2 footprint that must not be surpassed during development. Both indicators are monitored throughout the development process. The final values can be reviewed in the corresponding Environmental Product Information Datasheet (EPI).

SUSTAINABILITY PROGRAMME

As a globally active manufacturing company and a part of society, we shoulder our responsibility to contribute towards an environmentally, socially and economically worthwhile world – yesterday, today and tomorrow.



Clear standards for suppliers

Along with Sedus Stoll Group's general supplier guideline, a separate supplier guideline on sustainability was revised in 2018. This was signed in 2019 by all suppliers with an order volume of more than EUR 5,000. The guideline expressly refers not only to the Global Compact, but also to the standards of the International Labour Organisation and the "Guidelines for Multinational Enterprises" from the Organisation for Economic Cooperation and Development (see page 45 et seq.).



Environmentally friendly production sites

Back in 1994, the Sedus Sub-Group was certified under the international quality standard ISO 9001. In 1995, Sedus was the first furniture manufacturer in Germany to be validated under the "Eco Audit Regulation" of the European Union. Today, we rely on the widely established ISO 14001. Since then, there have been annual monitoring audits and recertifications in three-year intervals. In addition, the company has been certified under the international standard for environmental management systems, ISO 14001, since 2001. Our energy management system has been certified according to the standard ISO 50001 since 2012. And since 2019, we have had our occupational Health and Safety Management certified in accordance with DIN EN ISO 45001 (see p. 51 et seq.).



Excellent employer

We strive to be a responsible and attractive employer that challenges and promotes its employees. We aim to build up the next generation of employees ourselves, and continuously invest in education and training. The health and safety of our employees is a priority for us. Regular inspections and training on the issue of occupational safety are as much a part of this as a wide range of health-promotion programmes (see page 71 et seq.).



Highest standards for products

The certification of office furniture under the "Greenguard" and "Toxproof" standards – i.e. tested for toxins – reflect Sedus' commitment to clean office air and sustainable construction. Greenguard certification is part of the requirements of many sustainability-related construction standards, including, for example, the LEED system of the US Green Building Council. Many products are also certified under PEFC (PEFC-COC-000227).

SUSTAINABLE MANAGEMENT



Sustainability requires binding rules, clear structures – and that each individual has a feeling of responsibility. Here at Sedus, this requirement shapes the way we think and act, and we are motivated to deliver on it every day.

Management

As a non-listed joint stock company, the Sedus Stoll Group has a dual management system. Management is the responsibility of the Management Board, which is monitored by the Supervisory Board.

The Supervisory Board appoints and oversees the three members of the company's Management Board. The Management Board manages business and reports to the Supervisory Board on the company's situation on an ongoing basis. The Management Board is responsible for sustainability management at the company. This is documented, inter alia, in the "Corporate Principles".

An environmental officer is appointed at each of our sites, who ensures compliance with the applicable environmental laws, monitors and optimises environmental processes and trains employees on environmental issues. The environmental officers define and coordinate the relevant tasks and report directly to the Management Board.

Forward-looking risk management

In line with our corporate principles, alongside customer satisfaction, our top priority is to minimise risks to our partners, the company, our employees and the regions in which we operate. We therefore manage risks in a forward-looking manner to protect the health of our employees, the business, the local public and the environment as well as to secure supply to our customers. We involve our suppliers in this without exception. To guarantee this at all times in day-to-day business, the Sedus Stoll Group has implemented a risk management system which systematically records and assesses risks and implements the resulting measures. Corruption-related risks can be addressed within the existing risk management framework whenever relevant indications or questions arise. For further details, please refer to our Annual Report.

Compliance with all national and international tax laws is part of responsible corporate governance for the Sedus Stoll Group. In this sense, the tax strategy aims at a legally compliant, tax-optimised structuring of circumstances both domestically and abroad.

The Sedus Stoll Group always acts in full compliance with local tax and customs regulations, as well as internationally binding guidelines and in accordance with domestic tax laws and the OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations.

The Management Board is responsible for adopting the tax strategy and risk management. Functional responsibility is transferred to the “Tax” Department; there is a regular exchange of information between the head of the Tax Department and the Management Board on all significant tax issues, the current and future effects, as well as on the status of the risk survey and the implementation of risk-limiting measures/controls. In addition, the Management Board reports regularly to the Supervisory Board on important tax topics, such as the assessment of tax risk. To ensure accountability to the tax authorities, an internal control system has been implemented to centrally manage and monitor tax risks.

The tasks are fulfilled by establishing the following group-wide guidelines, which are centrally managed and monitored:

- No inappropriate tax structuring strategies
- Tax payments in accordance with value-added activity and the legal requirements
- The Management Board is aware of its social responsibility
- The Sedus Stoll Group makes its contribution to tax revenue in accordance with its performance in Germany and abroad
- Open and respectful cooperation with fiscal authorities

No incidents of corruption were identified in 2025. In addition, managers in Sales, Procurement and Marketing received training on anti-corruption.

Risk assessment

Since 2023, the Sedus Stoll Group has operated a risk management system in which its suppliers are assessed according to environmental and social criteria. The aim of this management system is to identify, assess and effectively mitigate potential risks related to environmental standards, human rights and working conditions at an early stage. The risk management system comprises two tiers, a country-level risk assessment and a supplier-level risk assessment.

Our responsibility does not end at the boundaries of our company but extends to all partners along the value chain. Through transparent processes and clear requirements for our partners, we not only build trust but also actively promote fair working conditions and environmental protection along the entire value chain.

Each year, 100 % of the relevant suppliers with an annual purchasing volume > €10,000 are systematically assessed in terms of sustainability and risk criteria.

An action plan is developed for all identified high-risk suppliers. The goal is to achieve demonstrable risk reduction for at least 80 % of these suppliers within twelve months of the assessment – for example through audit reports, certifications or documented improvement measures.

Supplier assessment is carried out as part of a two-stage risk-management system:

National-level risk assessment

To identify potential risks, various international indices are used, including:

- Corruption risks
- Human rights situation
- Working conditions (e.g. child labour, modern slavery)
- Country-level environmental performance

Suppliers located in higher-risk countries are subject to an in-depth analysis.

Supplier-level risk assessment

At this level, the suppliers' specific measures and management systems are assessed, including:

- Environmental management systems (e.g. ISO 14001, EMAS)
- Energy management (ISO 50001)
- Occupational health and safety (ISO 45001)
- Social standards (e.g. SA8000, SMETA, BSCI)
- Sustainability obligations and audits
- Certifications for sustainable raw materials (e.g. FSC, PEFC)

Suppliers that do not meet the defined thresholds across both assessment levels are classified as suppliers with potential risk.

Control and action

Individual action plans are defined for suppliers with a potential risk. These include, among other aspects:

- Conducting audits and on-site visits
- Adaptation of processes and production sites
- Implementation of management systems
- Collaboration to improve environmental and social standards

Results

In 2025, the risk assessment covered 100 % of the strategically relevant suppliers, thereby successfully achieving the target. In addition, 100 % of new suppliers were assessed against environmental and social criteria. In the past financial year, a total of nine suppliers across both assessment levels were identified as having potential environmental and social risks. Appropriate corrective action was initiated for each supplier. Consequently, a total of nine suppliers were subject to corrective action in 2025, representing 100 % of all suppliers. Fortunately, no actual risks were identified for any supplier once again.

	2023	2024	2025
Number of suppliers with a potential negative impact	17	8	4
Number of suppliers with an actual negative impact	0	0	0
Proportion of suppliers with corrective action	17 (100 %)	8 (100 %)	4 (100 %)
Proportion of suppliers with whom business relations were terminated in %	0 %	0 %	0 %



Stakeholder involvement

We maintain a regular dialogue with our stakeholders to identify instructions and requirements as well as changes in attitudes at an early stage and proceed proactively. The following groups count among the most important stakeholders:

- Specialist dealers
- End customers
- Intermediaries such as architects or occupational health professionals
- Shareholders
- Workforce – including families
- Suppliers
- Public sector entities, such as administrative bodies or local councils where the sites are located
- Residents and local media at the location of the sites
- Associations and institutions of which Sedus is a member
- Specialist sectors of the public, such as media or organisations devoted to questions of responsible and sustainable corporate management
- Supervisory bodies such as auditors, representatives of authorities, environmental verifiers and certification bodies
- Competitors
- Legislators

Furthermore, various media outlets and formats are used which are oriented towards stakeholders:

Shareholders: Meetings of the Supervisory Board, Management Board report, annual general meeting and quarterly shareholder reports.

Workforce: Communication as part of daily work processes, intranet, information on the notice board, training, exchanges between the workers' council and the Management Board and semi-annual staff meetings.

Suppliers: Direct personal or written exchange, on-site inspections by Sedus employees, supplier days, supplier visits to Sedus.

Intermediaries/customers/specialist retailers: Our specialist retail partners can find all relevant information about Sedus on the online platform “PartnerNET” – from tender text to data sheets on ecology to means of advertising – and can address their questions to the company online. For the target group of architects, interior designers and planners, we offer special services and consolidated information. Other areas worth mentioning are trade fairs, showrooms, national and international trade events and feedback within the “Sedus Satisfaction Management”.

Public sector: Direct personal or written exchange.

Residents and local media at the location of the sites: Direct personal or written exchange and factory visits.

Associations and institutions: Meetings and assemblies of the Chamber of Industry and Commerce and associations of which Sedus is a member.

Specialist sectors of the public: Direct personal or written exchanges, including regular press and PR work.

Supervisory bodies: Communications as part of on-site inspections.

During our exchanges with our stakeholders over the past few years, we have noticed a significantly stronger interest in information about our environmental, social and societal engagement. This is evident, for example, in the increased demand by specialist retailers for our data sheets with environmentally relevant information. We are also pleased to note that aspects of sustainability in manufacturing and management are gaining in significance as part of tenders.

Materiality analysis



Our customers have stated in surveys that the issue of sustainability is becoming more important despite the dominant concerns of price and performance. Sustainability in purchasing is of particular importance to wholesale customers. This also shows that the issue of a recycling economy is gaining in importance and that the corresponding commitment should be expanded and made more visible. Sedus has already taken up these stakeholder expectations and initiated a programme for comprehensive life-cycle assessments. You can find further information about this on page 34 and the following pages.

In the future, we want to communicate our efforts in the field of sustainable production and business even more powerfully in order to give our customers more good reasons to buy from Sedus.

1. Introduction and objectives of the Materiality Analysis

The Sedus Stoll Group conducted a comprehensive double Materiality Analysis to meet the requirements of the GRI Standards (2021) as well as the Corporate Sustainability Reporting Directive (CSRD) and the corresponding ESRS standards. The aim was to systematically identify those topics that have significant actual or potential impacts on the environment, people and the economy (Impact Materiality), and those that may represent financially material risks and opportunities (Financial Materiality). This Materiality Analysis is now updated on an ongoing basis at least annually or whenever specific circumstances require it.

2. Process description in accordance with GRI 3-1 and GRI 3-2

2.1 Status quo analysis

Collection of information on the business model, value chain, locations, product groups, supplier structures and existing sustainability activities.

2.2 Stakeholder analysis

Identification and assessment of relevant stakeholder groups (employees, suppliers, customers, shareholders, authorities, local communities, environment). Engagement through interviews, workshops and surveys.

2.3 Creation of long list

A comprehensive list of potential topics was compiled on the basis of internal documents, sustainability reports, industry standards and the ESRS.

2.4 Analysis of impacts (Impact Materiality)
Evaluation of positive and negative impacts based on the criteria of magnitude, scope, irreversibility and likelihood of occurrence.

2.5 Analysis of external influences (Financial Materiality)
Evaluation of risks and opportunities along three time horizons (short, medium and long term) according to probability of occurrence and financial significance.

2.6 Consolidation and definition of materiality threshhold
Bringing both perspectives together and visualising them in a materiality matrix.

2.7 Validation
Review of the results by external expert teams, the internal sustainability team and management.

3. Result: Material topics according to GRI 3-2

- Climate change & energy *
  (ESRS E1, GRI 301, 305 and optionally GRI 201)
- Biodiversity & ecosystems (ESRS E4, GRI 304, 306)
- Circular economy & resources (ESRS E5, GRI 301, 306, 302)
- Own workforce (ESRS S1, GRI 401-406)
- Employees in the value chain
  (ESRS S2, GRI 408, 409, 414, 204, 407)
- Consumers & end users (ESRS S4, GRI 416, 417, 418))
- Governance & corporate culture
  (ESRS G1, GRI 205, 206, 207, 102/2)

4. Management approaches according to GRI 3-3

Our company follows a sustainability strategy focused on low-emission production, energy efficiency and compliance with international standards such as ISO 14001, ISO 45001, ISO 50001 and SA8000. These guidelines provide the framework for the continuous improvement of our environmental performance.

The management approaches for the material topics identified are described in detail in the topic-specific chapters of this report.

Responsibility and accountabilities

- Overall responsibility: Management Board/Managing Directors
- Operational responsibility: Head of Sustainability, environmental officers at the production sites
- Monitoring: internal and external audits

5. Summary and outlook

The analysis forms the basis for our sustainability strategy, risk and opportunity management, as well as the GRI and ESRS reporting. Updates, stakeholder dialogue, strategic advancement and KPI methodology are subject to continuous further development.

MATERIAL
(perspective of external influences)

MATERIAL
(both perspectives)

G1 – Company policy

E5 – Resources and circular economy

S1 – Own workforce

E1 – Climate change

S4 – Consumers and end users

S2 – Employees in the value chain

E2 – Environmental pollution

S3 – Affected communities

E4 – Biodiversity and ecosystems

E3 – Water and marine resources

NON-MATERIAL

MATERIAL
(impact perspective)

MEMBERSHIPS



We participate actively in the exchange of knowledge within our industry. Based on dialogue, discussion and a broad, open view, we develop joint solutions and smooth the way into the future.

In May 2017, Sedus Stoll AG signed the accession declaration to join the United Nations Global Compact. The United Nations Global Compact is the most important initiative in the world for responsible corporate management. Based on the Ten Universal Principles and the 17 Sustainable Development Goals, the UN Global Compact pursues the vision of a more inclusive and sustainable global economy. More than 24,700 companies and organisations have already signed the UN Global Compact and contribute to its global vision.

Obviously our corporate principles also reflect these values: we identify with the ten principles of the United Nations Global Compact and support the core values relating to human rights, labour standards, environmental protection and anti-corruption. To demonstrate their ongoing commitment, all signatories – including Sedus Stoll AG – publish an annual progress report. This is available separately on the UN Global Compact website.

In 2012 – to be precise, on 15 September – Sedus Stoll AG signed the Heilbronn Declaration on Corporate Social Responsibility among Medium-Sized Enterprises. By doing this, we have voluntarily undertaken to pursue the vision set out in the Heilbronn Declaration and to adhere to the approaches described in it.

That means making corporate social responsibility a part of everyday life at the company by observing our social and societal responsibility, and significantly surpassing the standards set by the law.

Sedus Stoll AG is a member of the Chamber of Industry and Commerce of Hochrhein-Bodensee and is represented there in the plenary assembly as well as in the committees for energy and the environment, foreign trade, industry, finance and taxes.

Furthermore, Sedus Stoll AG is a member of the Bundesdeutschen Arbeitskreis für Umweltbewusstes Management e.V. (Federal German Working Group for Environmentally Conscious Management e.V. (B.A.U.M.). With around 550 members, the environmental initiative B.A.U.M. is the largest of its kind in Europe's economy. As a member, Sedus Stoll AG accepts its Code of Environmentally Aware Corporate Management. B.A.U.M.'s objective is to make companies, municipalities and organisations aware of concerns relating to forward-looking protection of the environment as well as the vision of doing business sustainably and to assist them in the environmentally effective, economically sensible and socially just realisation of such concerns.

SEDUS IN TRANSITION

Commissioning of the new Futura II production line

After around two years of planning and construction, Sedus put the new “Futura 2” production facility at the Geseke site into operation in 2023. The new facility complements the existing “Futura 1” production line from 2012, which can be used to manufacture box furniture starting from batch size 1 and according to individual customer specifications. The automated panel cutting process will significantly reduce production cycle times and speed up manufacturing processes. The new unit also has significantly lower waste than the Futura 1.

As part of the construction measures for the “Futura 2” project, investments were also made at the Geseke site in a new, almost 12-metre high logistics hall with a floor area of 2,500 m² and a new production hall with a floor area of 6,500 m².








OUR


RESPONSIBILITY

SEDUS GREEN CODEX – THE CIRCULAR ECONOMY AT SEDUS

The development, manufacturing and marketing of Sedus products follow the Sedus Green Codex in a transparent and sustainable way. The individual process areas correspond to parts of a well thought-out circular economy.

Sustainable from the start

Behind every Sedus product there is an idea, a vision, a solution to a problem. Even at this point, i.e. during development, we think of materials that fit our standards and take environmental aspects into account. Accordingly, the assessment of life cycles and the associated environmental impacts are already taken into consideration in the development process, and work is carried out on the basis of clear specifications.

Our design concepts are created in-house and are characterised by four points in particular:

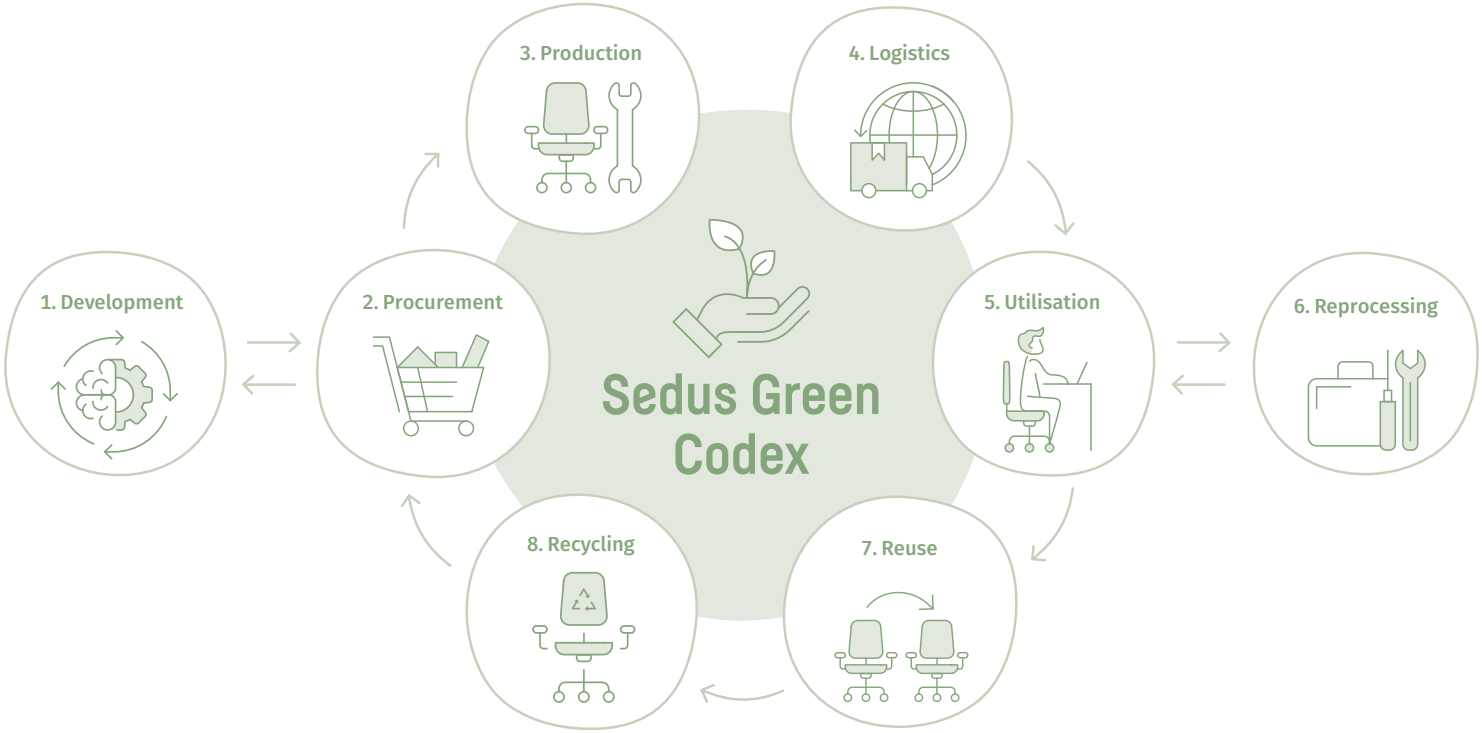
- Environmentally friendly material selection based on the life-cycle analysis
- Continous use of more recycled material
- High demands on durability and timeless design
- Integration of clear sustainability goals into the development process

Materials used

Renewable and non-renewable materials were used at both sites during the past year. Renewable materials originate from resources that can be rapidly replenished through ecological cycles or agricultural processes. This includes all materials derived from wood. Non-renewable materials cannot be replenished within a short timeframe. These materials include metals, minerals and oil.

At the Dogern site, the proportion of renewable materials rose slightly compared with the previous year, reaching 8.15 % (previous year: 8.03 %). The Dogern site specialises in a wide range of seating products, resulting in a primary focus on materials such as plastics, steel and aluminium.

At the Geseke site, the proportion of renewable materials rose significantly compared with the previous year, reaching 69.27 % (previous year: 63.48 %). Wood is the primary material used at this site.



Site in Dogern	2023 in t	Ratio in %	2024 in t	Ratio in %	2025 in t	Ratio in %
Total amount of materials used	4,854.24	100 %	4,409.62	100 %	4,377.33	100 %
Renewable materials	455.42	9.38 %	353.95	8.03 %	356.81	8.15 %
Non-renewable materials	4,398.82	90.62 %	4,055.67	91.97 %	4,020.52	91.85 %

Site in Geseke	2023 in t	Ratio in %	2024 in t	Ratio in %	2025 in t	Ratio in %
Total amount of materials used	14,508.71	100 %	12,895.61	100 %	10,464.52	100 %
Renewable materials	9,724.90	67.03 %	8,186.25	63.48 %	7,248.32	69.27 %
Non-renewable materials	4,783.81	32.97 %	4,709.37	36.52 %	3,216.21	30.73 %

Materials procurement

Short distances and certified materials, are important for the environmentally-responsible procurement of raw materials. Sedus stands for “Made in Germany” and this is reflected in the facts: We rely on regional suppliers from Germany, who account for 64 %, and from Europe as a whole, who account for 90 %. In addition, our suppliers are required to sign off on our high standards in the areas of the environment, human rights, labour standards and corruption prevention.

Our suppliers must also commit to sustainable business practices. The materials we use are environmentally friendly:

- Secondary aluminium
- Wood from sustainably-managed forests
- Leather from Germany or Austria
- Textiles certified in accordance with the Oeko-Tex or Cradle to Cradle standards
- Recyclable and recycled plastics

Produced on site

Production in our own facilities ensures the highest possible level of control. Environmentally relevant processes, such as efficient energy generation and energy conservation, remain in our own hands. We use 100 % green electricity to manufacture our products thereby reducing CO_2 emissions. A certified quality, environmental, energy and occupational health and safety management system was introduced to this end, providing a clear framework for production. We work continuously on optimising material and energy efficiency – for example by converting our electroplating plant from chromium VI to chromium III.

Reliable logistics

We attach great importance to striking the right balance – both in terms of the quantity of packaging materials and packaging dimensions. Logistics and shipping are optimised by means of intelligent packaging systems and the correct loading of lorries:

- Reduction of packing volume by 50 % due to a modular system
- Use of recyclable packaging materials and little plastic
- Processing and reuse of packaging materials
- Efficient utilisation of lorries by delivering new chairs while collecting products that are no longer in use.

Long-lasting quality

Our products should last for a long time – that helps to protect the environment too. This is why quality and premium manufacturing have a high priority at Sedus. What's more, good quality ensures long-term satisfaction with the product.

Easy reprocessing

Not everything can last forever in day-to-day office life, but there is no need to use new raw materials and waste more energy. Our Sedus reprocessing service sees to this with an availability guarantee on spare parts, such as replaceable back and seat upholstery – for example, for the se:motion swivel chair. In addition, we use materials that are easy to clean.

Reuse and donations in kind

We don't dispose of office furniture that has been used for photo shoots and at trade fairs, or sample products. Around 2,000 products per year are prepared for the Sedus outlet. Sample products which cannot be sold are donated to non-profit organisations.

Back to the start: Recycling

Our products are designed to last for a very long time and it must be possible to repair them. Should this no longer be feasible, we will take our products back. With materials that are easy to separate and an in-house recycling centre, individual components are simply prepared for recycling.



SUSTAINABLE PRODUCT DESIGN

We develop products that strike a unique balance between quality, design, ergonomics, ecological and economic standards at the highest possible level – entirely in line with our customers' needs. To this end, we set high standards for each stage of the product's life cycle.

We also ensure that all components are built to last and therefore our products generally have a service life of between 15 and 20 years – depending on how they are used. The respective strength and fatigue strength requirements always comply with the Sedus standard. This is defined in the test requirements and goes further than the specifications set out in national and European standards. In addition, we conduct regular product audits with reliability tests as part of serial manufacturing, fault cause and impact analyses plus finite element calculations to reduce material usage and optimise product strength. We have our own test laboratory which is accredited under DIN EN ISO 17025.

According to our understanding of sustainability, we take all office furniture and chairs back after they have been used and recycle them professionally – if the customer so desires. However, due to the durability of our products, this offer is rarely taken advantage of. We also guarantee the delivery of spare parts for another ten years after the product has been discontinued. Even during the design stage, we think of how to replace worn out parts: seat and back pads must be easy to replace, upholstery covers should not be glued down, all pneumatic springs should be easy to replace, and castors/glides should have plug attachments. Wherever technically possible, we use recycled and high-quality materials in our new products.

Safety for people and nature

FEMB

The certificate is an internationally recognised proof of compliance with the market requirements of the Circular Economy in accordance with the FEMB level® standard. The assessment is carried out in the four impact areas of material, energy and atmosphere, human and ecosystem health, and social responsibility. This gives buyers a comprehensive overview of all relevant sustainability aspects.

Tested for harmful substances by TÜV Rheinland

The Toxproof from TÜV Rheinland ensures that Sedus products have low levels of emissions and harmful substances and are harmless to health. In addition, measures are in place to ensure that no prohibited chemicals are used. All products are monitored annually and subjected to the relevant tests.

GREENGUARD Indoor Air Quality Certified

The Greenguard certification provides internationally recognised proof that the emissions of the furniture remain below the defined thresholds.

GS label of TÜV Rheinland

The GS label from TÜV Rheinland indicates that Sedus products meet all important quality and safety standards.

Life-cycle analyses for our products

We use materials which have been tested and assessed with respect to potentially adverse effects on human health and the environment. And we guarantee that the products can be assessed and optimised – even beyond their life cycle. For this purpose, we calculate the environmental performance of our products throughout their entire life cycle and publish it as a quantitative result in the form of Environmental Product Information, or EPI. This documents and openly presents the most important product-related environmental indicators, such as the product CO_2 footprint, energy consumption and the proportion of recycled materials. EPIs are currently available for all relevant product groups.

We have informed our suppliers that all materials and products which are distributed within the European Union and which are used in our products, have to comply with the REACH Regulation – Registration, Evaluation, Authorisation and Restriction of Chemicals. Should the appropriate information not be available from suppliers, we test the products ourselves in order to guarantee that they meet the relevant requirements.

Sedus was not aware of any violations of statutory or voluntary product health and safety regulations during the 2025 reporting year.





An example of an ecological assessment



We offer all our customers detailed product information sheets, which are available for all the relevant product groups for 2025.

Our products and their materials

Aluminium

On the one hand, the extraction of aluminium is very energy-intensive; on the other hand, aluminium can be recycled again and again without any loss of quality. This so-called secondary aluminium requires up to 95 % less energy to manufacture. Our die-cast aluminium suppliers use secondary aluminium for environmental and cost reasons whenever possible.



Oils

We only use non-chlorinated processing oils in production. They have the clear advantage that – unlike halogenated, organic hydrocarbons – they are biodegradable.



Wood

The wood used for our Sedus products comes mainly from Germany, Switzerland and France. Our site in Geseke is certified as part of the product chain certification “Chain of Custody” according to PEFC regulations (PEFC/04-31-2603). In this way, we are making what we consider to be a very important contribution to the protection of forests and nature.

With a few exceptions, we use only PEFC-certified wood, such as chipboard. This allows us to confirm to our customers that almost all the products from our site in Geseke are PEFC-compliant.

The wood is not treated with wood preservatives during processing and since 2020, our chipboard has been compliant with emission class E05. This means that it complies with the stricter legal limits for formaldehyde emissions from wood-based materials (formaldehyde < 0.05 ppm).



Plastics

In terms of plastics, we mainly use polypropylene, polyamide and polyethylene, as they are 100 % recyclable. Our goal is to use more and more recycled plastics, i.e. to replace primary plastics with secondary materials. The raw material we use for form fleece is made of polyethylene terephthalate fibre – PET for short. It is the same material as that used in commercially available PET bottles. We can therefore add shredded PET bottles as a secondary material.

Thanks to material labelling, the different plastics can be sorted by type. Production waste is returned to the plastics suppliers for recycling. Unlike aluminium, recycling reduces the quality of the plastics, meaning that, for reasons of quality and safety, the recycled materials cannot be used for our chairs. The are however suitable for use in other products.

Foams

The foams we use are made from polyurethane and are water-based. For obvious reasons, we do not use any CFCs, i.e. chlorofluorocarbons. We collect foam waste separately and return it to the manufacturer for reuse. These waste materials are then used as fillers, for example.

Textiles

Our textile suppliers comply with either the OEKO-TEX Standard 100 or the requirements of the EU Ecolabel. The majority of our textiles are supplied by an EMAS-validated company which is certified under ISO 14001. In this way, compliance with environmental legislation is regularly reviewed by independent environmental assessors.



Leather

We procure leather exclusively from suppliers in Germany and Austria. Tanning is done with chromium (III) salt agents, because they can be recovered in a chrome recycling facility and reused. We do not use azo dyes or chromium (VI).

Recycled raw materials used

Site in Dogern	2023	2024	2025
Total amount of materials used in kg	4,854.24	4,409.62	4,377.33
Total amount of recycled raw materials used in kg	1,139.67	1,077.41	1,230.80
Percentage of recycled raw materials used	23.48 %	24.43 %	28.12 %

Site in Geseke	2023	2024	2025
Total amount of materials used in kg	14,508.71	12,895.61	10,464.52
Total amount of recycled raw materials used in kg	4,772.03	4,072.74	3,531.68
Percentage of recycled raw materials used	32.89 %	31.58 %	33.75 %





Sedus Sub-Group	2023	2024	2025
Total amount of materials used in kg	19,362.95	17,305.23	14,841.85
Total amount of recycled raw materials used in kg	5,911.70	5,150.15	4,762.48
Percentage of recycled raw materials used	30.53 %	29.76 %	32.09 %

Suppliers as the foundation of responsible procurement

Good and close cooperation with our suppliers is essential in order to produce the best possible products in accordance with high environmental and social standards. The Sedus Stoll Group is committed to a systematic and comprehensive approach to sustainability management. In this context, we also set specific requirements for our suppliers with regard to sustainable business practices. Our sustainability policy is based on international standards such as the ILO Declaration, the OECD Guidelines and, in particular, the United Nations Global Compact. The policy supplements and clarifies the Sedus Stoll Group's existing general supplier guidelines.

It sets out the need to respect human rights, which is also stipulated in the terms and conditions of purchase. Suppliers also undertake to ensure compliance by sub-suppliers. We only take on new suppliers if they have made all the required disclosures and they are able to prove the necessary quality, or compliance with the applicable standards in the relevant fields. A supplier only gets a good assessment grade if they can demonstrate good revenue figures and a solid financial basis. Disclosures made by suppliers are supplemented by research in the Federal Gazette (Bundesanzeiger) as well as information obtained from business information services and banks. In a second step, we integrate the experience gained from joint projects, day-to-day cooperation, on-site visits and audits.

We look for answers to important questions such as: Do stable processes exist? How is the necessary quality ensured?

Do we have a backup supplier or could we quickly switch suppliers (if necessary)? If we ascertain significant risks, we define targeted measures to minimise them. It is the job of our purchasing department to ensure that every partner is able to deliver. Risk management is an important tool in this respect. At least once a year, all of the Sedus Stoll Group's strategically important suppliers are assessed for opportunities and risks. This covers around 70 % of the purchasing volume.

Origin of the most important materials

For production, Sedus mainly purchases steel, aluminium, plastic parts and wood. In the financial year 2025, the Sedus Sub-Group spent a total of EUR 61 million (in 2024, approx. EUR 73 million) on operating and production resources. These were spread across 500 suppliers.

Although they are only used to a small extent in electronic parts, we have undertaken not to use any products, parts or raw materials which contain so-called “conflict minerals” from the Democratic Republic of Congo (DRC). These include, for example, coltan, cassiterite, gold, wolframite or the derivatives of these materials.

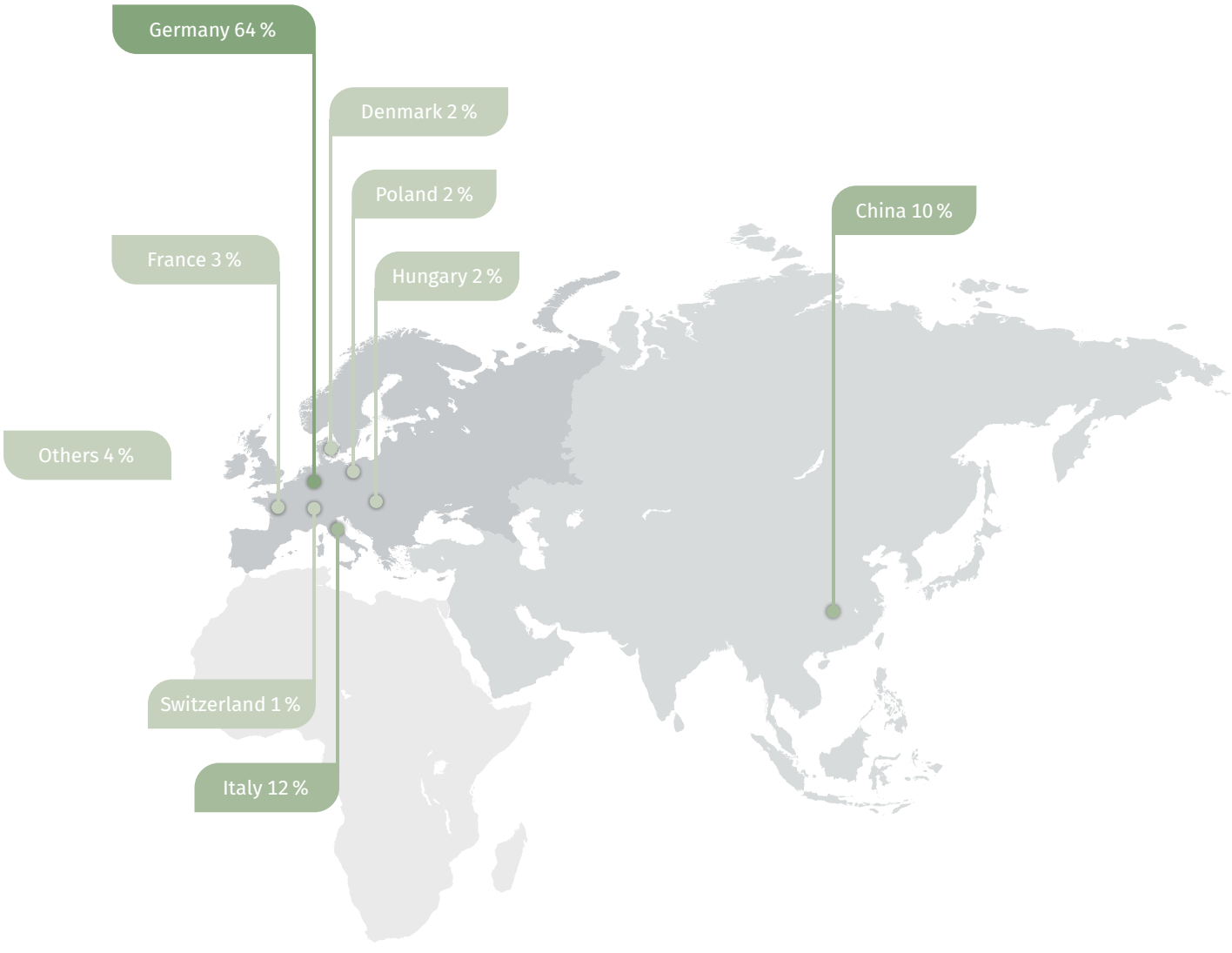
It is always in our own interest to purchase resources and production means from nearby partners whenever this is economically viable. Communication is easier, there are no customs duties or currency risks and, last but not least, shorter shipping routes are less harmful for the environment. In principle, however, availability must be guaranteed. Furthermore, geographical proximity is also beneficial for the relationship to the supplier. It is, therefore, easier to comply with our standards, and for us to conduct our regular on-site inspections.

Germany was the most important supplier country by far in 2025, with a total share of 64 %. Sedus sources its materials primarily within the European region. In total, 90 % of the purchasing volume in 2025 was sourced from within the European region. The proportion of deliveries from non-European countries was 10 %. This demonstrates a positive development within the European region.

Sedus Sub-Group	2023	2024	2025
Purchasing volume from Europe in %	85 %	86 %	90 %

For us, “local” means the Dogern and Geseke sites; “our regions” in the narrower sense means the province of Baden-Württemberg including the Dogern production site and the province of North-Rhine Westphalia including the Geseke site and, in the broader sense, Germany.

Proportion of purchasing volume of the Sedus Sub-Group



Environmentally friendly shipping and packaging

We deliberately choose not to use packaging which is bleached and then subjected to four-colour printing. Our standard cardboard boxes are printed with plain black ink. At the Geseke site, packaging materials are recycled and reused.

For our packaging materials, we use cardboard, wood, polyethylene and expanded polystyrene. Cardboard and wood are made from renewable raw materials and – like polyethylene and expanded polystyrene – are very easy to recycle. This is mainly because we do not use any composite materials in the packaging.



Safe and environmentally friendly

Packaging is a very important topic for Sedus. On the one hand, as few resources as possible should be consumed, on the other hand, the customer must receive their product intact and not have to claim refunds due to transport damage. Just one return or exchange involves a lot of logistical effort, which in turn has a negative impact on the environment and the economy. Therefore, our packaging protects the product and ensures damage-free transport. Its purpose is not marketing or image-building.

Innovative packaging concept – se:cube

Sedus also provides a safe and environmentally friendly packaging concept for products with large dimensions such as the se:cube with its “room-in-room” element and a variety of different components and materials. The se:cube from Sedus is delivered on a spruce pallet from sustainable forestry. The A-shaped support structure is made of chipboard and grey cardboard blanks are used as intermediate layers. The protective elements on the front edges and the wrapping film are made of PE material. No composite materials are used, so the different packaging materials can be easily separated.



Reduced packing material and small packing dimensions

The conventional film wrapping is not used for Sedus locker series for deliveries within Germany. What remains is the top cover, the base skirt and partial protective elements, which are mainly made of cardboard. The quarterback swivel chair follows another special packaging and shipping principle: It is delivered partially assembled and thus requires only a small packing size.

Besides the quarterback, other products* also use this shipping system; these products only take up maximum 50 % of the pack volume. This not only reduces transport costs, but, above all, CO_2 emissions.

* se:joy, se:motion, se:fit, se:spot, se:do pro 2, on spot cosy, se:note, secretair home

Online retail as a sales channel

Online visibility and availability of a brand play an increasingly important role and are expected by customers today. With our online activities, we also support our fixed retail partners and keep them involved. In this way, we combine several benefits: Independence from opening hours and an overview of the entire product range, including filter options and variants – all on one website. On the other hand, we can refer interested parties and potential customers to specialist retailers and shops where they can experience the products first hand. Furthermore, specialist retailers offer additional products and services in cooperation with Sedus.

Today, Sedus offers its products in its own online shops in cooperation with fixed specialist retailers as well as via online distribution using partners who operate solely online and online marketplaces. Since 2019, Sedus products have also been available through an outlet online shop.


Handcrafted by
J. Bisanti
sedus

SUSTAINABLE PRODUCTION



Careful use of natural resources and the reduction of detrimental effects on the environment as far as possible have been a part of our company philosophy for decades. We aim to leave future generations an environment which can sustain life and is pleasant to live in.

We plan, analyse and steer our processes in such a way as to avoid negative effects on the environment and only use environmentally friendly materials and technologies.

The strategic and continuous improvement of our environmental performance is anchored in the environmental and energy management system. In doing this, we take direct and indirect environmental requirements into consideration. We also aim to achieve a high level of material and energy efficiency, for example, by minimising emissions and waste.

Sedus is characterised by its high real net output ratio, which covers an average of half of the added value. This means that many processes which are relevant to the environment take place at our sites and can be monitored by us. We placed a premium on environmentally sound production very early on. As early as 1979, we replaced wet varnishing of metals and solvent-based varnishes with solvent-free and environmentally friendly powder coating.

Since 1995, the Sedus Stoll Group has had its environmental management validated by external environmental verifiers under the Eco-Management and Audit Scheme of the European Union (EMAS). The Sedus Stoll Group ranked amongst the pioneers in this field and was the first office furniture manufacturer in Germany to have an EMAS-compliant environmental management system. Since 2001, it has also been certified under the international standard ISO 14001. Due to the redundancy of EMAS and ISO 14001, the Sedus Stoll Group decided to discontinue EMAS in 2022.

The Management Board of the Sedus Stoll Group defines the objectives and principles of environmental protection, sets out competences, decides on the required measures and also inspects them. In addition, the Director of Technology oversees the internal environmental protection organisation. A sustainability officer from within the Group coordinates the day-to-day work in the company. This officer is supported by the officers who have been appointed within the specialist departments and at the various sites.

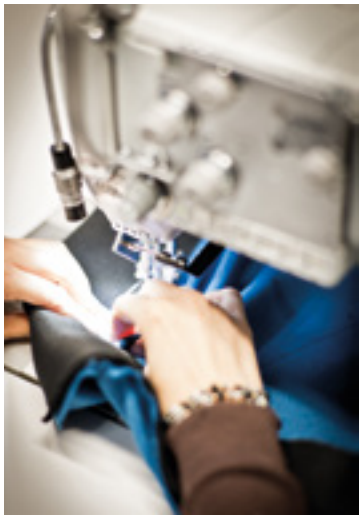
On the whole, production in Dogern is divided into four manufacturing segments:

Metal Production

Here, the metal components – e.g. pipes and sheet metal – are processed into blanks by means of cutting, filing, honing, joining and moulding. These steps in processing are done with mechanical presses, lathes, milling, bending, laser, filing and drilling machines as well as welding robots. These are partially organised into manufacturing islands.

Coating

Most semi-finished products undergo a surface treatment or coating, which can serve to protect against corrosion and/or for visual appearance. The parts can be galvanised with nickel or chrome or given a powder coating. The final products from metal manufacture and coating are chair and table frames as well as various small parts made of metal. At the end of 2018, the electroplating plant was converted from chromium (VI) to chromium (III).





Form fleece production

With its investment in form fleece production, Sedus is taking a further step towards environmentally friendly and sustainable manufacturing. The raw material for form fleece is made of polyethylene terephthalate fibre – PET for short. These come from shredded PET bottles – so-called “bottle flakes” – and can be added with a high recycled content. The raw material is optimally cut, heated and pressed into the desired shape. At the end, the contours are stamped off during pressing or cut in a water jet system.

Upholstery and stitching

Here, foam, textiles and leather are cut to size, padding foam is stuck to seat and back panels with solvent-free adhesive and the pads are covered in either textile or leather. The more complex covers are produced in the stitching workshop. Due to the use of a CNC-controlled textile cutting table, the amount of waste is kept low, helping to save resources and avoid waste.

Final assembly

At this stage of manufacturing, the components made of metal and wood as well as the upholstery and stitched parts are assembled into finished products such as office swivel chairs, partner chairs, sofas or screens. The products are then packaged and made ready for shipping.

Production in Geseke spans three core areas:

Wood manufacturing

Wooden parts such as arm rests, back rests, seat pans or table surfaces are manufactured in this core area from raw materials such as panels, layered materials and veneer. Depending on the intended use, the raw material is given a veneer, layer-glued, sawn to size or milled. All visible parts are varnished before final assembly and stained beforehand, if necessary. Conference tables and desks as well as media furniture go straight to shipping after being given a final check. The semi-finished products go for upholstering or directly to final assembly.

Manufacturing of parts

The parts manufacturing department produces almost all wooden components for the assembly of office tables and cabinets. Machines which are completely linked, highly flexible and fully automatic manufacture and provide the components for the commission in a batch size of one.

In general, we use HPL melamine-faced chipboard with low emissions (E1 quality). The majority of the chipboard we process is PEFC-certified (PEFC/04-31-2603). The components are sawn to size from half-size panels. Then, using the most modern laser techniques, the edge-banding material is applied, which is made solely from polypropylene (PP) for environmental and waste management reasons. Without using any adhesives, a strong, water-resistant and heat-resistant bond is created between the edgeband and the board, which appears to be absolutely seamless, is extremely attractive and has the best physical properties.

Afterwards, all drilling, milling and fitting work is carried out on the drilling line and the wooden dowels are automatically fitted and glued.

Assembly

To avoid transport routes which are unduly long or which overlap, special attention was paid to the flow of materials when planning and implementing the manufacturing layout.

Container and cupboard components are manually assembled on an assembly line. The wooden components provided are put together to form the body of the item and are then glued in a press. Then, various elements such as intermediate shelves, skirting boards or locks are added. Upon completion, each piece of furniture is subject to a quality check, packaged and sent for shipping. The packaging material has been made in such a way as to prevent damage or soiling during transit, as far as possible.

Desks are also assembled on an assembly line. The table surfaces are fitted with cross-beams or cable flaps, electronic switches and other features and then packaged. Conference tables are mounted at individual workstations due to handling reasons and high-end quality.

Organisation and management

In order to continually improve our environmental performance, we undertake consistent environment management, which is certified according to ISO 14001 at the Dogern and Geseke sites. The Management Board of the Sedus Stoll Group has defined appropriate principles for action on environmental protection in its business policy.

The objectives were defined for each individual site. The Management Board decides which measures are required to realise the defined objectives, sets out competences for implementation and provides the required resources. It inspects the results of the measures and assesses their impact. The Management Board is responsible for the technical supervision of the environmental protection body created to achieve the objectives.

For this purpose, mechanisms have been put in place to comply with legislation with regard to environmental impacts. New or amended laws, ordinances, guidelines or regulations are regularly reviewed by the management representative, the changes are passed on to the officers and implemented by them accordingly.

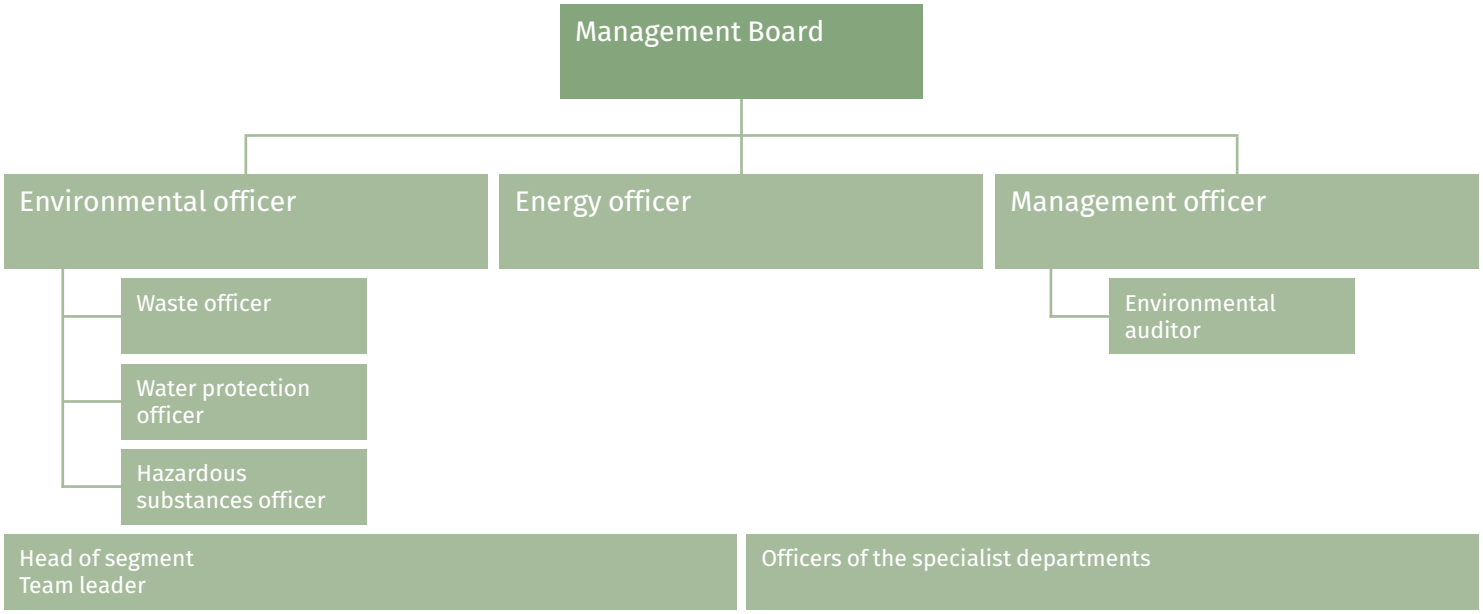
The environmental officer at the Dogern site reports directly to the Management Board; the environmental officer in Geseke reports directly to the managing directors. They perform the following tasks:

- waste and hazardous substance management
- water protection
- expert management when using and storing hazardous substances
- communication with authorities
- coordination of environmental protection measures and projects relating to the environment
- information about and training on current legislative changes and their practical implementation
- monitoring processes relevant to the environment
- assessment of direct and indirect environmental issues arising from the Sedus Stoll Group's work with the objective of keeping impact on the environment to a minimum
- agreeing on the environmental programme with the Management Board and executives
- balancing input and output streams at the Sedus Stoll Group
- monitoring the success of environmental protection work, including reporting to the Management Board
- cooperation with other environmental officers within the Sedus Stoll Group

The energy officer supports the environmental officer and performs the following tasks:

- assistance in planning energy saving objectives and drafting the energy programme
- analyses and support work for the managerial review on the status of the energy and environmental programme and the strategic and operative objectives relating to energy and the environment
- analysis of recorded consumption data, identifying opportunities to save energy and initiating appropriate measures
- cooperation with the energy officer for the extended group as well as with the environmental officer and the management officer of Sedus Stoll AG

Organisation of environmental protection



The management officer of the Sedus Stoll Group coordinates the implementation of internal audits. Furthermore, they are responsible for structuring and the ongoing monitoring of the environment management system according to ISO 14001, the energy management system according to ISO 50001, the occupational health and safety management system according to ISO 45001, and SA 8000.

Officers of the specialist departments are appointed for processes relevant to the environment and are responsible for on-site implementation of provisions relating to the protection of the environment. They are responsible for the environment-related tasks expressly assigned to them. The environmental officer and line managers ensure that officers are chosen correctly and that they are qualified. At the present time, officers and their deputies have been appointed for the following units:

- waste water treatment facility for galvanisation
- the hazardous substance storage facility
- internal waste disposal

Energy

Fossil fuels are used both at the Dogern site and in Geseke. The natural gas supplied in Dogern is used to produce heat – process heat and thermal heat – as well as electricity (co-generation unit). In addition, a small amount of heating oil is used for emergency power generation. At the end of 2025, two large heat pumps were installed at the Dogern site to generate heating energy. They are currently operating in test mode and are expected to run normally during the second heating period of 2026. This will enable a significant reduction in the use of fossil fuels. Thermal energy is created in Geseke by burning waste wood. A small portion is generated by heating oil.

In 2025, Sedus covered 57 % of its energy needs with thermal energy from natural gas and by burning wood as well as 29 % with electricity and 13 % with diesel for the vehicle fleet and company cars. Since 2012, electricity has been obtained exclusively from hydroelectric power. The total energy consumption in 2025 was 22,223 megawatt hours (MWh), which was approx. 2 % lower than in 2024 (22,586 MWh).

The site in Dogern generates heat from gas. Of this, 48 % is process heat, the remaining 52 % is thermal heat. Process heat is used for powder coating and galvanisation. Most of the thermal heat is required in the remaining buildings.

With a 50 % share of electricity consumption, manufacturing is the main consumer at the Dogern plant. The share for the ventilation systems in the entire plant is 9 %. The remaining electricity consumption is distributed relatively equally among IT, the warehouse, the canteen, the outlet and the showroom, as well as the Smart Office and other areas.

Total consumption per energy type in MWh	2023	2024	2025
Fossil fuels			
Natural gas[1]	5,977	6,753	6,422
Wood combustion[2]	6,153	6,663	5,397
Heating oil	877	124	670
Diesel (vehicle fleet)	2,130	2,295	2,832
Renewable energy			
Electricity	7,158	6,751	6,633
Total	**22,295**	**22,586**	**22,223**

1 Natural gas is only used at the Dogern site.
2 Wood combustion and diesel are only used at the Geseke site.

Sedus operates a cogeneration unit at the Dogern site, which is run on natural gas. According to the principle of combined heat and power generation, the cogeneration unit simultaneously produces process heat and electricity. The operation of the cogeneration unit saved around 602 MWh of third-party electricity in 2025, compared to 684 MWh in the previous year. The cogeneration unit was renovated in November 2019. In addition, photovoltaic systems at the Dogern site saved 493 MWh of purchased electricity. In Geseke it was 489 MWh.

The process heat is needed at the Geseke site as part of real wood manufacturing for the veneer presses and the drying channel.

As part of the energy management programme, the use of numerous multifunctional measuring devices has significantly improved the collection of consumption data. The energy performance indicators are evaluated at monthly meetings and appropriate action taken. Current data can be read at any time at almost 180 measuring points. The tables showing the current meter readings and consumption figures are then circulated throughout the company.

First-year apprentices spend three to four weeks in the sustainability management department and are given tasks on the topics of environmental protection and energy efficiency. In their own project, they determine energy data and uncover potential for improvement.

Energy consumption at the Dogern site in MWh	2023	2024	2025
Total energy consumption	9,460	9,659	9,816
Adjusted total energy consumption (temp.)	8,496	8,802	9,816
Relative adjusted total energy consumption in kWh/manufactured unit	25	29	34
Total power consumption	2,972	2,906	3,124
Power consumption from other sources	2,046	1,787	2,029
On-site electricity generation (CHP)	630	684	602
On-site electricity generation (PV)	295	434	493
Peak power (heating oil)	1	0	0
Total thermal energy consumption	6,489	6,753	6,692
Consumption, taking climate factors into account	5,819	5,896	6,692

Energy consumption at the Geseke site in MWh	2023	2024	2025
Total energy consumption	11,883	12,954	12,408
Adjusted total energy consumption (temp.)	11,523	12,573	12,073
Relative adjusted total energy consumption in kWh/manufactured unit	30.7	38	42
Total power consumption	4,112	3,845	3,509
Total thermal energy consumption	6,517	6,813	6,067
Consumption, climate-adjusted (process heat unadjusted)	6,156	6,433	146
Heating oil consumption Heat generation	230	62	515
Heating oil consumption Process heat real wood	134	62	155
Wood combustion	6,153	6,663	5,397
Total diesel consumption	1,255	2,295	2,832

Emissions

It is part of Sedus' corporate philosophy, to conserve resources and continuously improve energy efficiency in order to keep any detrimental effects on the environment and climate as low as possible. This is why we rolled out an energy management system according to ISO 50001 in 2012 and only use CO2-neutral electricity from renewable energy sources. We have reduced noise emissions to the extent necessary to comply with statutory noise limits and ensure that neighbouring buildings are disturbed as little as possible.

To better reduce emissions, we have been systematically compensating for the “carbon footprint” of products and processes since 2018. The indirect emissions that arise in the supply chain – from the extraction of raw materials to their further processing and disposal – are calculated separately for each individual product and summarised in the Environmental Product Information (EPI) document. In our Supplier Policy, we require our suppliers to guarantee the protection of the environment “at every stage of the order fulfilment process”.

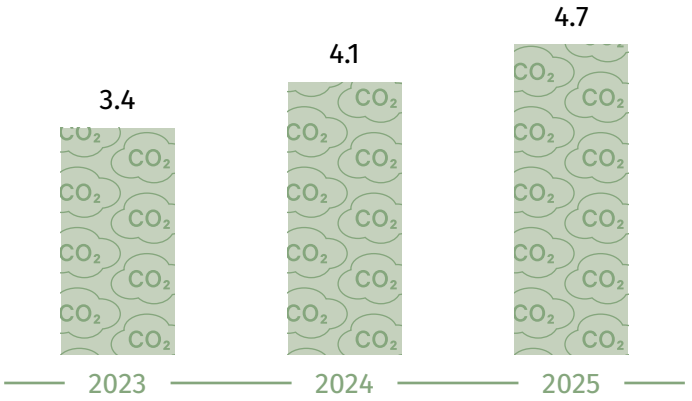
Each year, Sedus calculates direct greenhouse gas emissions (GHG) which result from the consumption of energy and electricity.

In the financial year 2025, the Sedus Sub-Group produced 2,792 tonnes of GHG. This trend is dependent on energy consumption.

While the calculation of the GHG emissions in Dogern comprises heating oil and gas (1 l of heating oil corresponds to 2.65 kg CO2-eq, 1 kWh natural gas corresponds to 0.2 kg CO2-eq), the total value for Geseke comprises the sum of heating oil, diesel for the vehicle fleet and wood combustion (1 l heating oil corresponds to 2.65 kg CO2-eq, 1 l diesel corresponds to 2.61 kg CO2-eq, 1 kWh energy from wood combustion corresponds to 0.024 kg CO2-eq).

Specific GHG emissions

in tonnes/
1,000 manufactured units



The specified GHG emissions have increased by 0.6 compared with the previous year. This can be attributed to increased consumption by lorries and cars, as well as a rise in heating oil consumption.

The GHG emissions of the Sedus Sub-Group CO_2-eq in t by source	2023	2024	2025
Natural gas	1,207	1,364	1,352
Vehicle fleet	92	100	74
Wood combustion	234	40	179
Heating oil	958	1045	1187
Total	2,491	2,549	2,792

Varnishing

Solvents used in varnishes as part of wood manufacturing also count as emissions into the air. Although their use has been greatly reduced in recent years by switching to water-based varnishes, they are still necessary for manufacturing.

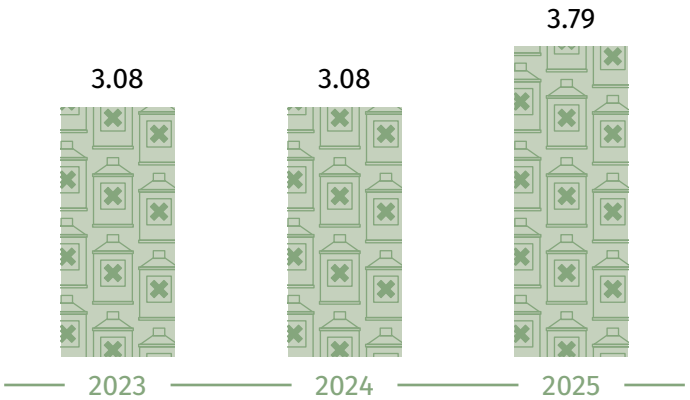
The powder coating facility also uses solvent-free varnishes. Our upholstery unit in Dogern stopped using solvent-based adhesives in 2009 and now uses water-based products.

Since 2018, the real wood components for furniture production have been manufactured at the Geseke site. Raw panels are formatted, calibrated, veneered, edged, sanded several times and then stained and varnished. Only water-based paints are used. Solvent consumption has been reduced in recent years by changing the surface cleaner. In 2025, the relative solvent consumption was 3.79 g/manufactured unit (in 2024, the number was 3.08 g/manufactured unit).

The heat requirements of the drying channel are reduced to a minimum by means of cascade technology and heat recovery, and frequency-controlled extraction systems remove dust from the machine production in an energy-saving manner. This results in a manufacturing process with a low environmental potential – due to low-energy, low-solvent and low-waste, resource-optimised production processes.

Solvent consumption

in tonnes



Water

Two types of water are used at the Dogern site; well water and drinking water. We obtain the well water from our own deep wells according to our permit under water law. The volume of water we use is not significant in terms of the overall amount of ground water. Although the supply does not come from conservation areas, the level is monitored on an ongoing basis. We obtain drinking water from the local supply network in the municipality.

Where possible, we use well water for business operations in order to keep our use of drinking water to a minimum. It is used in production, to water the gardens, to air-condition the offices in the administrative wing and the development centre and to cool the servers. Because the ceiling is cooled using well water, no traditional air conditioning is needed in these areas. The well water which is used to cool the ceiling and to water the garden then seeps directly back into the ground or is fed into the surface water and does not produce any waste water which needs to be sent to the water treatment plant.

Otherwise, Sedus tries to reuse waste water at its sites repeatedly: for cooling the premises during the summer months by means of heat exchangers and then in manufacturing processes. It is impossible to make any quantitative statements about water recycling, because we have not recorded such data to date.

The water supply in Geseke comes from our own deep well. No industrial water is needed for manufacturing processes; only a small amount is used in office and security facilities. The regular drinking water quality control by a hygiene institute has remained without any objections.

Water in m^3	2023	2024	2025
Industrial water, Dogern	56,091	49,909	58,196
Drinking water, Dogern	5,442	5,304	5,741
Water consumption, Dogern	**61,533**	**55,212**	**63,937**
Water consumption, Geseke	**2,541**	**2,559**	**3,291**

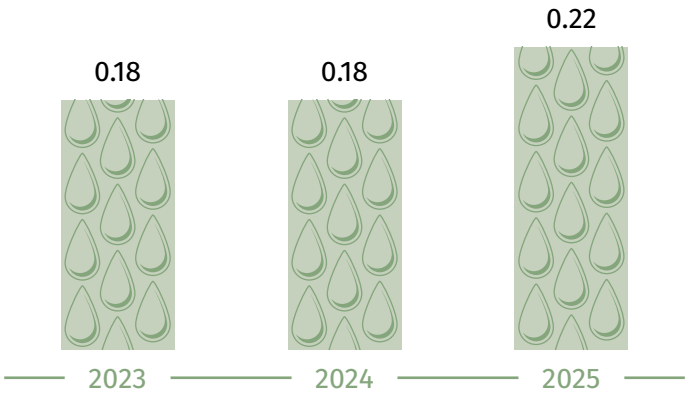
In 2025, the consumption of well water at the Dogern site, also called water for industrial use at Sedus, increased by approx. 16 %. The maximum approved groundwater extraction volume of 72,000 m³ for Dogern was not exhausted.

The consumption of drinking water also rose by around 8 %. In 2025, it was approx. 440 m³ more than in 2024.

At the Geseke site, water consumption increased by almost 30 % in 2025 compared to the previous year, which was more than 732 m³.

Specific water consumption at the Dogern site

in m³/manufactured unit



Sedus uses the amount of water consumed per manufactured unit as a benchmark to monitor water consumption. In 2025, the water consumption in Dogern increased by 0.04 m³ per manufactured unit compared to 2024.

Waste water and waste

With regard to waste water and waste, Sedus has also been prioritising avoidance over reuse and recycling for many years. However, if waste and waste water should accrue, we take care to ensure that they affect the environment as little as possible. All Sedus Stoll Group sites are located away from areas subject to water stress (including Groundwater Source Protection Zones). Accordingly, there is no risk here.

So, for example, water which has been used to cool the servers and some buildings, can be piped back into a power station canal on the Rhine within the scope of a permit under water law. It is warmed up by less than one degree Celsius and is not used as such, because it is returned to the natural water cycle in an unaltered chemical state.

All waste water pipes at the Dogern site are regularly checked for leaks in accordance with the relevant water law of the state.

Galvanisation

Chair and table frames are nickel and chrome-plated by galvanisation. For this purpose, the goods are dipped and coated in various industrial baths. Between the individual galvanisation baths, there are rinsing baths which are used to clean the goods and reduce the amount of materials carried over from the previous baths. Used solutions from the manufacturing process and dirty rinsing water are channeled into the water treatment facility. The heavy metals chromium and nickel are extracted from the rinsing water in a multi-step process by means of metal hydroxide precipitation. The output consists of galvanic sludge and waste water.

The galvanising facility with an integrated waste water treatment facility was put into operation in 2010. Sedus later opted for a more environmentally friendly path and greater occupational safety, and converted the electroplating plant from chromium (VI) to chromium (III) in 2018. With its conversion to chromium (III), Sedus was one of the companies that acted early, thus fulfilling its own goal of “having a strong focus on sustainability”.

The volume of galvanic sludge disposed of increased by almost 33 % or 4.9 tonnes in 2025 compared to the previous year. This is because the waste container is collected roughly every 5–8 months, which meant two collections took place in 2024 and three in 2025. The volume of galvanic sludge per hour of facility operation also increased, because of that and also because there were fewer hours of facility operation, with a total increase of 45 % compared to 2024. Admittedly fewer hours of facility operation does not equate to less waste water because the containers still have to be replaced regularly.

Electroplating sludge at the Dogern site	2023	2024	2025
in tonnes	5.58	9.90	14.76
per hour of operation kg/h	8.33	15.55	27.52

Rinsing water

To minimise the amount of rinsing water used, we use cascade rinsing and water-saving rinsing technology, which has already enabled us to reduce the absolute volume of fresh water and waste water used. Furthermore, where nickel and chrome are concerned, Sedus relies on the standing rinse technique rather than running rinse. With this process, the use of chemicals, the volume of waste water and therefore the amount of galvanic sludge is reduced. The overall volume of waste water from galvanisation in 2025 was down by around 60 m³ compared to 2024. The threshold values for chromium (overall) (0.5 mg/l), chromium VI (0.1 mg/l) and nickel (0.5 mg/l) were always complied with in the regular internal and external inspections.

Powder coating

Powder coating of metals is an environmentally-friendly alternative to wet varnishing with solvent-based agents.

A powder-coating facility was put into operation in the year 2000, which was equipped with water-saving cascading rinse technology and conductivity monitoring as well as with an energy-saving heat-recovery system. In this way, energy consumption – the biggest impact on the environment – could be significantly reduced. As part of a heat exchange system, gas and heat emissions from the curing furnace as well as the dryer are used to heat the industrial baths and the production hall. By minimising the amount of materials carried over, preliminary cleaning (de-greasing) hardly produces any waste water.

The powder coating not adhering to the products (overspray) is extracted by suction in the automated cabin recovered by means of a cyclone extractor, and then reused. Waste powder arises from the varnish becoming increasingly fine due to wear during the cycle and tends to form clumps. In addition, waste is produced when the colour is changed and because of overspraying in the hand cabin. The proportion of overspray is generally high, because the surfaces of the parts to be coated are small in relation to the volume of the powder window. A second powder cabin was installed in 2017, so that colour does not have to be changed so often within the facility. In 2025, there was about 25 % less waste powder or about 2.5 tonnes less compared to the previous year.

Since 2021, powder coating has been used in a two-shift operation (previously single-shift operation).

Since 2011, powder coating has been powered by the electroplating plant's cogeneration unit. Besides increasing the degree to which this cogeneration facility is used (i.e. improving its utilisation rate), the amount of electricity which has to be sourced from third parties can also be reduced.

Waste water in m³	2023	2024	2025
Waste water volume from electroplating	538	767	707
Waste water volume excluding electroplating	5,623	5,287	5,912
Waste water volume in m³/h (per hour of operation) electroplating	0.80	1.21	1.32
Total	6,161	6,054	6,619

The volume of waste water in 2025 was 6,619 m³, which was 10 % more than in the previous year (2024: 6,054 m³).

Slightly less than a fifth of waste water comes from the galvanisation process; most of the rest comes from the sanitary facilities.

Sedus treats waste water from galvanisation and powder coating in its own water treatment facility and, after subjecting it to analysis, empties it out into the municipal water system. The galvanic sludge is reused in the metal industry. Furthermore, the water does not have to be subject to any further treatment and is primarily emptied into the municipal water system. The threshold values for chromium and nickel were regularly monitored by internal checks and also by external institutions appointed by the Regional Council of Freiburg and were found to be compliant.

The amount of waste water at Sedus Systems GmbH is not measured; it is defined in agreement with the town of Geseke on the basis of the average number of employees at the plant.

Waste

Waste separation was checked and documented in accordance with the Commercial Waste Ordinance. We received the declaration of the pretreatment plant pursuant to §4 Para. 2 of the Commercial Waste Ordinance and thus the confirmation of the proper technical equipment and the proper operation of the pretreatment plant from the plant operator for the reporting year 2025.

The total volume of waste (Dogern and Geseke) in 2025 was down from 2,808 tonnes to 2,612 tonnes – a reduction of 7 % – compared to the previous year.

In 2025, the volume of waste in Dogern has increased by more than 30 tonnes compared to 2024. This can be attributed to the steadily increasing volumes of cardboard packaging and single-use pallets in incoming deliveries.

The top five types of waste at the Dogern site in 2025 were paper and cardboard (145 t), mixed residential waste (141 t), old wood (111 t), pipe offcuts and untreated chair frames (103 t) and mixed scrap metal (74 t). The proportion of hazardous waste was approx. 22 t. The recycling rate was 100 %.

In Geseke, the volume of waste reduced by 11 % in the reporting year. The top five types of waste here in 2025 were: wood offcuts (838 t), sawdust/woodchips (761 t), paper and cardboard (128 t), mixed residential waste (42 t), as well as bottom and boiler ash (35 t) and metal (33 t). That is around 1,500 t of waste just from wood processing.

The proportion of hazardous waste has stayed the same compared with the previous year, meaning that only 0.28 % of the total waste generated in Geseke falls into this category. Only 0.1 % of the waste is disposed of, 99.9 % of the waste is recycled. The share of residual waste in total waste is very low at 2.2 %. The calculated separate collection rate according to Commercial Waste Ordinance (GewAbfV) is 97.8 %. That is better than in the previous year and above the target of 90 % set by the legislator.

Sedus only uses waste disposal services which have a specialist company certificate. We have worked closely with a full-service disposal contractor since 2013. We recycle paper, cardboard, foil, glass, wood and metal at all sites. To avoid waste, the rejection rate during the production process is monitored and continually improved.

Volume of waste	Unit	2023	2024	2025	Absolute
Volume of waste at the Dogern site					
Waste for disposal	t	4	0	0	0 %
Recyclable waste	t	633.20	697.43	731.16	4.8 %
Recycling rate	%	99.38	100.00	100.00	0.0 %
Hazardous waste	t	20	23	17	-26.3 %
Non-hazardous waste	t	617	675	714	5.9 %
Total waste volume	t	637	697	731	4.8 %
Volume of waste	kg/manufactured unit	1.9	2.3	2.5	8.3 %
Volume of waste at the Dogern site					
Waste for disposal	t	3	3	1	-65.4 %
Recyclable waste	t	2,706.1	2,107.6	1,880.1	-10.8 %
Recycling rate	%	99.60	99.90	99.90	0.0 %
Hazardous waste	t	5.4	5.4	5.4	0.0 %
Non-hazardous waste	t	2,704	2,105	1,876	-10.9 %
Total waste volume	t	2,709	2,111	1,881	-10.9 %
Total waste volume	t	2,709	2,111	1,881	-10.9 %

Material efficiency

At 93.1 %, material efficiency at the Dogern site in 2025 was slightly lower than in the previous year (93.9 %). The material offcuts from textiles were 22.6 % (almost the same as 2024). The leather offcuts were 18.49 % and were reduced by 4 % compared to 2024. The materials used include plastics, aluminium, chipboard, textiles and other upholstery materials. Other materials used include manufacturing aids, such as chemicals and powder coatings. Furthermore, we use packaging made of cardboard and film.

The material efficiency at the Geseke site was significantly higher at 84.9 % than in the previous year (78.6 %). The offcut rate of the chipboard was 24.15 %. The offcut rate of the chipboard in the "Futura 1" production hall was 33.54 %. In the "Futura 2" production hall, which was commissioned at the end of 2024, the offcut rate was 15.98 %.



Material efficiency at the Dogern production site	2023	2024	2025	Change from the previous year (in absolute terms)
Material input in tonnes	6,670	5,728	5,530	-198
Product output in tonnes	6,595	5,378	5,148	-230
Material efficiency in %	98.9	93.9	93.1	-0.8
Turnover (million €)	109.6	105	96.6	-8.4
Material input/ Turnover (t/T €)	0.060	0.055	0.057	0.002

Material efficiency at the Geseke production site	2023	2024	2025	Change from the previous year (in absolute terms)
Material input in tonnes	16,336	14,636	11,320	-3316
Product output in tonnes	13,138	11,496	9,606	-1893
Material efficiency in %	80.4	78.6	84.9	6.3
Turnover (million €)	119.9	108.9	90.8	-18.1
Material input/ Turnover (t/T €)	0.136	0.134	0.125	-0.009

Biodiversity

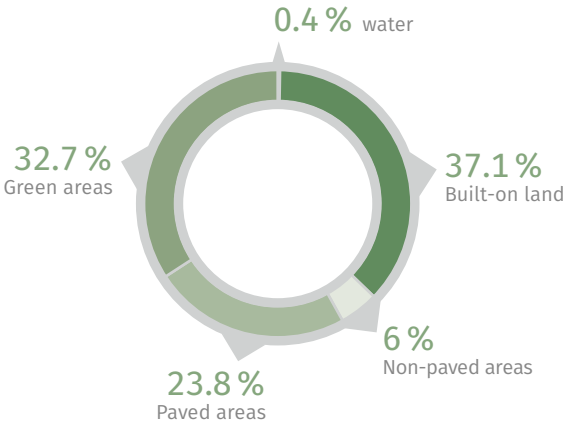
There are relatively few ways in which we can influence biodiversity. However, this issue is very important to us. Therefore, for example, we have tried to keep the proportion of sealed surfaces to a minimum to guarantee that enough water can soak back into the ground and top up the ground water supply.

Avoiding surface sealing is one option, and ecological restoration is another, both helping to enhance the habitat not only for flora and fauna. For this reason, the Stoll VITA Foundation had the former Sedus site in Waldshut renatured and created a garden as well as a community centre for everyone. Furthermore, a municipal childcare facility operated by the city of Waldshut was established on the premises. In 2018, a natural pond was created at the Dogern site.

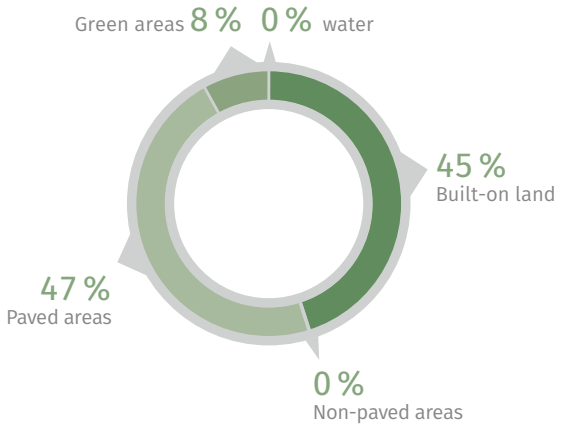
The Sedus plant in Dogern covers a total area of approx. 93,000 m². The proportion of paved ground, including built-on land, is now about 60 %. The built-up area on the Sedus Systems GmbH site in Geseke accounts for 45 % of the total site area, which is around 87,000 m².

Sedus Sub-Group	2023	2024	2025
Built-on land in m²	73,358	73,358	73,358
Built-on land/ Material output in m²/t	3.83	4.35	4.97
Built-on land/ Turnover in m²/million €	319.64	354.73	391.45

Land use in Dogern 2025



Land use Geseke 2025





SOCIAL ACCOUNTABILITY



“We do what we say and say what we do” – is stated in point eight of the Sedus corporate principles. For good reason, because each individual in the company will only work actively and successfully if working conditions, qualifications and management are optimal. We create an environment in which our staff can work towards our corporate goals in a motivated, competent and responsible manner.

We also place focus on protecting and promoting health, lifelong learning, attractive remuneration packages and absolute gender equality. In our corporate principles – and with our obligations under the UN Global Compact – we are engaged in the promotion and protection of human rights.

Accordingly, we strongly reject discrimination, forced labour and child labour. The principles of equal opportunities and equal treatment apply to our employees. Responsible cooperation with labour representatives is also a matter of course at Sedus. To underline this commitment, we took an important step in our approach to social themes in 2023 by introducing the SA8000 social management system, thereby strengthening our pledge to promote social responsibility and ethical corporate governance.

Sedus’ HR department is closely involved in sustainability management. Besides workers' councils, Sedus also has a designated person of trust for the severely disabled and representatives for young employees and trainees. Employees can use the services of a social worker anonymously. This free external advisory service provides support with problems at work and in their personal lives and can be used at an early stage.

Sedus is committed to fair and non-discriminatory pay. Employee pay is based on role and qualifications and is independent of gender. A systematic, site-specific analysis of the ratio between average base salaries and total remuneration for women and men across employee categories is currently being developed. The aim is to record, analyse and report this indicator regularly in future, with full transparency.

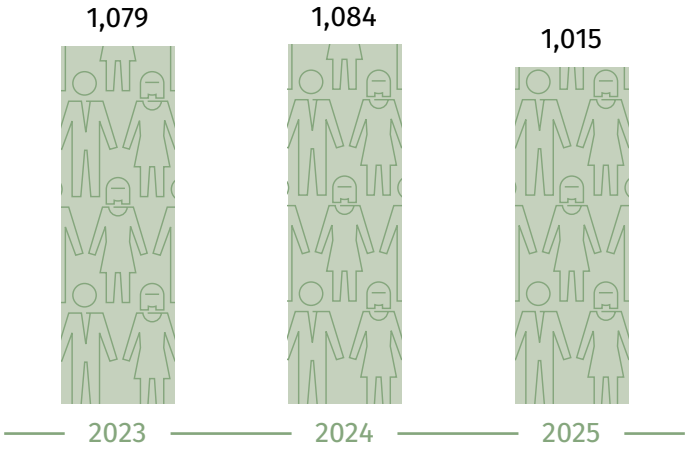
An overview of our employees

The Sedus Sub-Group had 1,015 employees as at December 31, 2025; a year before, the figure was 1,084. The labour turnover within the Sedus Sub-Group excluding the foreign distribution companies was 7 % in 2025 (2024: 6.5 %).

Sedus Sub-Group (incl. trainees)	2023	2024	2025
Women (full time)	191	207	204
Men (full time)	738	722	652
Total (full time)	929	929	856
Women (part time)	108	110	107
Men (part time)	42	45	52
Total (part time)	150	155	159
Total	1,079	1,084	1,015

Sedus Sub-Group	2023	2024	2025
Women (unlimited term contracts)	282	305	295
Men (unlimited term contracts)	640	670	644
Total (unlimited term contracts)	922	975	939
Women (limited term contracts)	17	12	16
Men (limited term contracts)	140	97	60
Total (limited term contracts)	157	109	76
Total	1,079	1,084	1,015

Number of employees



Sedus Sub-Group by age	2023	2024	2025
< 30	205	202	170
30-50	442	455	433
> 50	432	427	412
Total	1,079	1,084	1,015

Sedus Sub-Group New hires	2023	2024	2025
Number of women	53	45	28
Number of men	124	72	34
Total	149	117	62

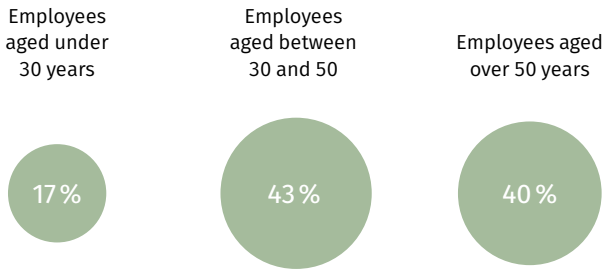
Education and lifelong learning

We are convinced that success is only possible with well-educated employees. Therefore, training and further education is a high priority at Sedus. We were training and building up the next generation of employees even before there was a shortage of skilled labour in Germany. Accordingly, we regularly invest in their development and offer vocational training to young people in various apprenticeships. The training opportunities we provide enable our employees to fully realise their individual strengths – without regard to their gender or origin, but according to their potential and the challenges within the company.

2025: 62 trainees and students (dual study programme) in 18 different courses of training/study.

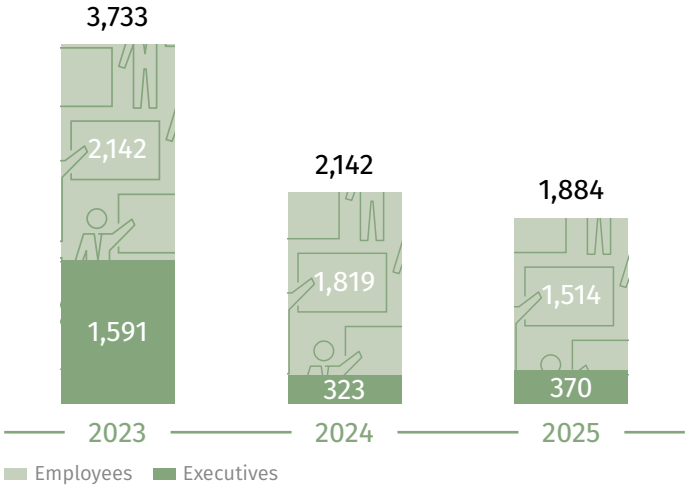


Employees by age 2025





Hours spent on education and training



We also enable our trainees to participate in the "Go.for.Europe" scheme. Within this framework, trainees can undertake internships of several weeks' duration in other EU member states. In addition, we support their professional and personal development through a wide range of training opportunities, including telephone, Excel and SAP courses as well as driver-safety training.

Our "Company Agreement on Training" has been in effect for over 20 years. The last revision took place in 2009. Employees agree on necessary training measures with their line managers as part of their performance and development reviews. These take place annually for all employees and are centrally coordinated by the HR department. The fixed offer includes IT training, communications training and English lessons. Regular internal and external training for managers, team leaders and trainees are held on the issues of occupational safety, sustainability and environmental management. As promoters, they help to keep these issues alive in the day-to-day work of the company. Various training courses were held especially for trainees, for example: "Azubi Fit", "The customer on the phone" or Energy Scout. In addition, German language courses for employees with a migrant background have been running since 2018 in order to promote faster integration.

We are in the process of building up detailed training statistics. Within this framework, hours spent on education and training have also been recorded for the Geseke site since 2018. In 2025, 1,884 hours in total were spent on training in the Sedus Sub-Group, which represents an average of 1.85 h per employee.

Family-friendly environment

At Sedus Systems GmbH at the Geseke site, family friendliness is part of everyday life: at the beginning of July 2019, the company was awarded the title of "Family-friendly company in the district of Soest". The reasons for this include trust-based working hours and flexible working hours with hourly accounts, a holiday scheme that is above the pay scale as well as special holidays or days off. In addition, the children of employees are given the opportunity to do company internships and take part in a "Bring Your Child to Work" day on the company's Girls' & Boys' Day. The certification as a family-friendly company does not only refer to children, but looks at the family as a whole. As part of the process, two employees were also trained as carers.

The award as a family-friendly company of the district of Soest has existed since 2010. It was launched by the Hochsauerlandkreis mbH business development agency in cooperation with the Soest District Business Development Agency and the Hellweg-Hochsauerland Women and Career Competence Centre.

In 2020, a company agreement for mobile working has been concluded as part of the COVID 19 pandemic, which applies to the entire Sedus Stoll Group. The scope is determined individually in each case with the responsible manager. The guidelines comprise a fixed framework of working hours with core working hours.

Sedus provides employees who work remotely with the necessary communication and work equipment.

Our employees are all given equal opportunities for development. This also applies to salaries and wages: we rely on uniform assessment and classification of core professional tasks – irrespective of gender.

In the Sedus Sub-Group, there are no binding tariffs and no internal tariffs. For some industrial employees in manufacturing, the "Group Pay" company agreement provides for uniform pay groups. These are generally subject to uniform raises as part of annual wage adjustments. Collective bargaining agreements affect all salaried employees. Exceptions may apply to temporary workers on short-term contracts.

Sedus' principles also include letting employees participate in the company's success: not just the shareholders of the Sedus Stoll Group, but also the staff get a share of the company's profits. Furthermore, Sedus also offers its employees the following additional services or benefits:

- occupational pension (with three years of uninterrupted service)
- direct insurance in the form of endowment insurance
- deferred compensation
- bonus payments
- profit participation (starting when the employee has been with the company for one year)
- subsidised offers in the staff restaurant
- travel costs allowance of EUR 2.00 per month per kilometre
- allowance of EUR 25 net monthly when buying a Deutschlandticket
- birth allowance of EUR 300 per child
- marriage allowance of EUR 250
- benefits in kind for 10-, 20- and 30-year service anniversaries
- long-service bonus in the amount of an average gross monthly salary for 25- and 40-year service anniversaries

Working safely

To guarantee the safety of our employees at all times, workstations and the working environment are checked annually as part of inspections – including with the Management Board and the production management – and in close, proactive cooperation with the Regional Council and the relevant professional associations.

As confirmation of its safe actions at the Dogern and Geseke sites, the Sedus Stoll Group successfully had its occupational health and safety management system certified in accordance with DIN EN ISO 45001 in November 2019 and was able to demonstrate this again in 2025.

In addition, managers from departments at both sites are given advice by their own specialists on occupational safety so that possible risks are recognised in a timely manner and eliminated. An additional occupational safety tool is the occupational safety committee. In this body, current issues from the field of occupational safety are discussed and optimised on a quarterly basis. The committee comprises specialists for occupational safety, the safety officer, the works council, the company doctor, the environmental officer and a representative from management.

To quickly identify sources of risk and eliminate them, we count on the help of our employees. Within this framework, it is important to report accidents which were narrowly avoided. Only then can real accidents be avoided in the future. There is already a reporting system at Sedus Systems GmbH in Geseke. At the Dogern site, this reporting system is currently being set up.

Regular internal instructions and training, as well as seminars at the professional associations or other institutions are provided to ensure that our employees are made aware of various aspects of occupational safety, such as how to respond in emergencies and first aid, working safely, and ergonomics. Staff with specific responsibilities undertake regular professional development.

For external companies, there is a corresponding guideline that is handed out to the respective company with the contract. The guideline deals with general occupational safety topics, but also with behaviour as well as emergency measures at the sites. The contractors confirm receipt and must instruct their staff accordingly. On site, there is a short orientation by the supervisor from Sedus.

The number of workplace accidents in the Sedus Sub-Group fell from 30 in 2024 to 15 in 2025. The number of accidents in the workplace which must be reported, i.e. accidents resulting in incapacity to work for more than three days after the day of the accident, also decreased from 19 to 9. Of these, one accident was a commuting accident. The rate of accidents – i.e. the number of accidents subject to reporting obligations per 1,000 full-time employees – was 10 in 2025. In 2024, this number was 20.

Sedus Sub-Group	2023	2024	2025
Work-related accidents subject to reporting (incl. commuting accidents)	10	19	9
Absences in hours	728	1,753	774
Deaths	0	0	0

To sensitise employees to issues related to occupational safety, identify weak spots and prevent accidents, workshops were held in the production groups in 2022 on the topic of occupational safety, among other things. Some of the measures were then implemented in 2025. Similar workshops are planned again in 2026.



Promoting health

“Fit in your free time – fit at work” – this motto characterises “Occupational Health Management” at Sedus, which is managed by a working group and a steering group. Within this framework, health management has also been expanded during the reporting year. The fields where action has been taken include sport and exercise, healthy eating, medicine and prevention. The offers include (for example) influenza vaccinations, spinal health training, colon cancer screening, corrective exercises as a Healthy Work Break, health days and – specially for trainees – driving safety classes and a trainee fitness day. With this comprehensive approach, the health rate, at over 91.4 %, was once again very high in 2025. In cooperation with the health insurance scheme AOK, we receive an annual health report. Using comparisons and the resulting findings, appropriate measures are defined to help us to continuously improve in this area.

Furthermore, workstations are regularly checked to see whether they could have a detrimental impact on the health of our employees. If this turns out to be the case, appropriate technical/organisational action is taken. Of course, our employees use office workstations which we make ourselves and which comply with the principles of ergonomics and occupational health and also promote well-being.



The wide range of services offered by our Workplace Health Management scheme is designed to encourage employees to take part. The programme is not set in stone, but is being further developed to take staff preferences into account. Here is an excellent example: Because there have been initiatives in all Group companies for many years to go jogging together and the participants also take part in races, organising a running event was a logical next step – embedded in personnel marketing and health management. During the summer, several employees regularly take part in the “Stadtradeln” cycling initiative. The goal is to cycle as many kilometres as possible within a defined timeframe. Last year 49 employees were involved.

The company’s staff and guests are traditionally provided with healthy food. Wholefood nutrition has been a key aspect of the Sedus Sub-Group for decades. As early as 1966, Christof and Emma Stoll established a company canteen based on their anthroposophical beliefs, in which knowledge of modern nutrition is taken into account. This tradition is continued today in the company restaurant, “Oase”.

Improving quality of life lies at the heart of this work, as does encouraging awareness of health and the environment and making suggestions for changes to living and eating habits.

The menu is based on the seasonally varying offers and the perishability of local fruit and vegetables. As far as possible, organically produced food produced locally is used as raw materials and ingredients (including meat).

The former company garden had been on a long-term lease since June 2006, and the leaseholder changed in 2024. They continue to care for the garden according to the principles of ecological farming. Ecological farming means completely foregoing synthetic fertilisers and chemical plant protection agents. Throughout the year, the garden provides Oase with fresh ingredients from several greenhouses or from the fields.

Social engagement

As part of its social engagement, the Sedus Sub-Group works with the Caritas workshops in Hochrhein, the rehabilitation centre CHRISTIANI as well as another rehabilitation workshop. The Sedus Sub-Group purchased goods to the value of about 100,000 Euros in 2025 in the context of this cooperation, Dogern gained two workers as a result of the cooperation with a total of four workshops for disabled people.

A fundamental part of our social commitment is carried out by the Stoll VITA Foundation and the Karl Bröcker Foundation.

The Stoll VITA Foundation was established in 1985 by Emma and Christof Stoll. According to the wishes of the founders, the purpose of the foundation is to promote the following:

- academic research,
- public healthcare and
- education, particularly in the fields of:
- environmental and nature conservation
- landscape conservation, as well as
- animal husbandry and plant breeding.

The focus of the foundation's work lies in

- promoting healthy ways of living and eating,
- promoting ecological agriculture and gardening,
- preserving a healthy environment and living conditions as well as
- promoting holistic medicine.



The realisation of the foundation's objectives is primarily focused on Germany. The foundation's assets consist primarily of the shareholding in the Sedus Stoll Group. The dividend distributions are used to finance the ongoing work of the foundation as well as the grants.

"Future for Children" is the guiding principle of the Karl Bröcker Foundation, established in 1999. The foundation is a matter which is close to our hearts. Children are the future and yet there are many children and young people without opportunities for a happy life, safety, health and education. Helping them is the goal and mission of the Karl Bröcker Foundation. Since its establishment, the Lippstadt-based foundation has supported and launched numerous projects and institutions in Germany and abroad.

The foundation supports projects in kindergartens, schools as well as medical and therapeutic facilities. The main focus lies on education and therapy projects. The Karl Bröcker Foundation is present wherever children and young people need support. It gives them self-confidence, opportunities and carefree moments – or just a wonderful day. Furthermore, the foundation promotes scientific research into diseases affecting children – also in Germany.

APPENDIX



About this report

The last sustainability report was published in June 2024.
The published report is our eighth sustainability report, developed with reference to the standards of the Global Reporting Initiative (GRI). It follows selected GRI Standards. The information published in this report has not been subject to an independent external review or assurance.
The statements and figures included in this report refer to Sedus Stoll AG in Dogern, Sedus Systems GmbH in Geseke and overseas subsidiaries. S³ Advice GmbH and Klöber GmbH, which belong to the Sedus Stoll Group, are not included.

This report provides information on the sustainability activities in financial year 2025 (1 January 2025 to 31 December 2025).
The reported GRI disclosures were selected based on their relevance to the business activities of Sedus Stoll AG and its material sustainability topics.
We plan to publish our sustainability report on a two-year schedule.

Reporting period: 1 January 2025–31 December 2025
Reporting cycle: biennial
Publication date: 18 November 2026
Sustainability contact: Torsten Fendt

Relationship with the Sustainable Development Goals (SDGs)

The Sedus Stoll Group aligns its sustainable development efforts with the United Nations Sustainable Development Goals (SDGs). This report presents only those SDGs to which the Sedus Stoll Group makes a demonstrable contribution through its business activities, governance mechanisms and material impacts.

The allocation is made on a chapter-by-chapter basis and is guided by the content of this GRI report as well as by the double materiality analysis conducted.

GRI content index – Material Topics (GRI Standards 2021, Option: Core)

This GRI content index is based on the GRI Standards 2021 and contains the GRI disclosures reported by Sedus Stoll AG.
The index serves to link the reported content to the corresponding GRI disclosures and to indicate the relevant references in the sustainability report.

The previous Universal Standards GRI 101, GRI 102 and GRI 103 were replaced by the new Universal Standards GRI 1, GRI 2 and GRI 3 as part of the GRI Standards 2021. Disclosures on specific topics continue to be made in accordance with the standards in the GRI 200 (Economy), GRI 300 (Environment) and GRI 400 (Social) series.

Sedus Stoll AG has reported on the information set out in this GRI Content Index for the reporting period from 1 January 2025 to 31 December 2025, with reference to the GRI Standards.

GRI Standard used:
GRI 1: Foundation 2021

GRI disclosure	Titles	Location in the report	Page	Explanation / Auditor's note
GRI 2: General disclosures				
GRI 2-1	Organisation details	Our profile	p. 5-7 [AL1.1]	
GRI 2-2	Organisations involved	About this report	p. 5-7, p. 78	
GRI 2-3	Reporting period and frequency	About this report	p. 78	
GRI 2-4	Revised representations	Report & foreword	p. 4	
GRI 2-5	External assurance	Appendix	p. 78	
GRI 2-6	Activities and value chain	Sedus Stoll Group	p. 5-9, p. 34-37	
GRI 2-7	Employees	An overview of our employees	p. 7, p. 70	
GRI 2-9	Governance structure	Sustainable management	p. 21-22	
GRI 2-12	Role of the organisation's highest governing body	Management Board & responsibility	p. 21-22	
GRI 2-22	Statement on sustainable development strategy	Foreword from the Management Board Sustainability strategy 2025	p. 4 p. 17	
GRI 2-23	Policies and obligations	Corporate principles	p. 13-15	
GRI 2-29	Stakeholder involvement	Stakeholder involvement	p. 25-26	
GRI 3: Material topics				
GRI 3-1	Definition of material topics	Materiality analysis	p. 27-29	
GRI 3-2	List of material topics	Result of materiality	p. 28-29	
GRI 3-3	Management approach	Management Materiality analysis Organisation and management	p. 21-22 p. 27-29 p. 54-55	
GRI 300: Ecology, GRI 304 Biodiversity				
GRI 304-1	Locations situated within or adjacent to protected areas	Biodiversity	p. 67	
GRI 304-2	Material impacts on biodiversity	Biodiversity	p. 67	
GRI 304-3	Habitats protected or restored	Environmental measures / foundation	p. 67	

GRI disclosure	Titles	Location in the report	Page	Explanation / Auditor's note
GRI 305: Emissions 2016				
GRI 305-1	Direct GHG emissions	GHG balance sheet Scope 1	p. 18	
GRI 305-2	Energy indirect GHG emissions	GHG balance sheet Scope 2	p. 18	
GRI 305-3	Other indirect GHG emissions	GHG balance sheet Scope 3	p. 18-19	
GRI 305-5	Reduction of GHG emissions	Carbon footprint 2025 / Reduction targets	p. 18-19	
GRI 302: Energy 2016				
GRI 302-1	Energy consumption	Energy	p. 56-57	
GRI 302-3	Energy intensity	Energy	p. 56-57	
GRI 302-4	Reduction of energy consumption	Energy	p. 56-67	
GRI 301: Materials				
GRI 301-1	Materials used	Material usage	p. 34-35, p. 46	
GRI 301-2	Usage of recycled materials	Recyclate usage	p. 46	
GRI 301-3	Recovered products and packaging	Not reported		The data required to determine the share of recovered products and packaging materials is currently not available in sufficient quality or completeness.
GRI 303: Water and effluents 2018				
GRI 303-3	Water withdrawal	Environmental indicators – water	p. 60	
GRI 303-4	Water discharges	Wastewater reporting	p. 63	
GRI 303-5	Water consumption	Site indicators	p. 60-64	
GRI 306: Waste water and waste 2016				
GRI 306-1	Waste-related impacts	Waste management	p. 64-65	
GRI 306-3	Waste accumulation	Waste data tables	p. 64-65	
GRI 306-4	Waste recovery	Recovery rates	p. 64-65	
GRI 306-5	Waste disposal	Hazardous waste	p. 64-65	

GRI disclosure	Titles	Location in the report	Page	Explanation / Auditor's note
GRI 205: Anti-corruption 2016				
GRI 205-1	Evaluation of corruption risks	Risk management	p. 21-22	
GRI 205-2	Anti-corruption training	Training	p. 22	
GRI 205-3	Confirmed incidents of corruption	No incidents in 2025	p. 22	
GRI 414: Evaluation of suppliers				
GRI 414-1	New suppliers assessed against social criteria	Supplier management	p. 23-24	
GRI 414-2	Negative social impact	Risk assessment supply chain	p. 23-24	
GRI 400: Social responsibility				
GRI 401-1	New hires and fluctuation	Social accountability	p. 69-70	
GRI 401-2	Employee benefits	Employer-provided benefits	p. 73	
GRI 403: Occupational health and safety 2018				
GRI 403-1	Management system Occupational health and safety	Training	p. 70-71	
GRI 403-9	Workplace accidents	Accident statistics	p. 74	
GRI 403-10	Work-related diseases	Risk management	p. 21-22	
GRI 404: Training and education				
GRI 404-1	Hours spent on training	Employee development	p. 72	
GRI 404-2	Skills development	Training & development	p. 71-72	
GRI 405: Diversity and equal opportunities 2016				
GRI 405-1	Diversity of employees	Workforce structure	p. 70	
GRI 416: Socioeconomic compliance 2016				
GRI 416-1	Evaluation of product safety	Product certification	p. 39-40	
GRI 416-2	Breaches of product safety	None known		

SDG mapping in GRI sustainability report

This overview maps the relevant Sustainable Development Goals (SDGs) to the chapters of the Sedus Sustainability Report.

Only those SDGs for which a substantively robust and management-relevant connection exists are taken into account.

Chapter	Relevant SDGs	Reason
1. Our profile		
The Sedus Stoll Group / The Sedus brand	SDG 8, SDG 9, SDG 12	Sustainable economic development, innovation, local value creation and responsible production
2. Our attitude & governance		
Sustainability at Sedus	SDG 12	Sustainability integrated into corporate strategy
Corporate principles & governance	SDG 8, SDG 16	Fair working conditions, compliance, transparency and responsible corporate governance
Sustainability strategy & materiality	SDG 12, SDG 13	Circular economy, climate targets, Science Based Targets
Stakeholder dialogue & memberships	SDG 17	Partnerships and collaboration (e.g. UN Global Compact, B.A.U.M.)
3. Our responsibility – Product & environment		
Sustainable product design / Green Codex	SDG 9, SDG 12, SDG 13, SDG 15	Innovative design, life cycle assessments, circular economy, sustainably sourced raw materials
Sustainable production	SDG 7, SDG 12, SDG 13, SDG 6	Energy efficiency, 100 % renewable electricity, emission reduction, water protection
Supply chain & procurement	SDG 8, SDG 12, SDG 16	Human rights, sustainable procurement, anti-corruption risk prevention
4. Social responsibility		
Employees & workplace	SDG 3, SDG 4, SDG 5, SDG 8, SDG 10	Health, occupational safety, training and development, equal opportunities, inclusion
5. Appendix & Environmental Statement		
Environmental Data & Audits	SDG 12, SDG 13, SDG 15	Resource indicators, GHG inventory, biodiversity and environmental management


1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 SUSTAINABLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS
SUSTAINABLE DEVELOPMENT GOALS

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Images courtesy of

Sedus

The site in Geseke is certified as part of the product chain certification “Chain of Custody” according to PEFC regulations (PEFC/04-31-2603).

For more information, visit www.sedus.com

Note on the use of male/female/diverse form

Please note that, for reasons of readability, we have refrained from using masculine, feminine and diverse forms throughout this document. Of course, all texts refer equally to all gender identities.

“Ecology and economy are not contradictory concepts but essential parts of the whole.”

*Christof Stoll [*1912 – †2003], Managing Director Sedus*

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