

2024

Sustainability Report



girsberger

Setting the course for sustainability reporting in accordance with the new Corporate Sustainability Reporting Directive (CSRD)

Dear Reader

For our Group, sustainability is far more than just a guiding corporate principle – it has been a key component of our corporate strategy for many years. We see environmental protection and the ongoing optimisation of our sustainable business processes as our long-term commitment.

For the past 14 years we have been publishing a sustainability report every two years with a view to communicating our progress in the areas of economy, ecology and social responsibility in a transparent manner. Starting with the 2024 financial year, we have now introduced an annual reporting cycle that complies with the EU Sustainability Reporting Directive (CSRD) and is in line with the European Sustainability Reporting Standards (ESRS). This “transition” report is already guided by the key ESRS principles, but does not yet meet all requirements in full. Nevertheless, it represents a significant milestone in our sustainability work, documents our successes to date and outlines coming steps aimed at ensuring fully compliant and future-proof reporting.

Every company – regardless of size or sector – is called upon to perform its business responsibly. Given the current scarcity of resources and growing ecological challenges, selective measures are no longer sufficient. Sustainability requires a holistic approach, as well as full and consistent integration of all strategic and operational decisions. Only with unequivocal commitment to sustainable management can we effectively combat climate change. As a manufacturing company, we have a special responsibility towards the environment, society and future generations. This is why we continuously strive to optimise our processes in terms of resource efficiency and sustainable solutions. Our aim is not only to produce sustainably ourselves, but also to offer our customers concrete possibilities that support their own responsible behaviour.

Our remanufacturing and upcycling business areas focus on putting the circular economy into practice. With Girsberger Remanufacturing we specialise in refurbishing used furniture of all kinds, creating opportunities to avoid simply disposing of high-quality furniture. We extend the life cycle of these pieces through professional refurbishment and thus create sustainable added value. The scope of services offered by Girsberger Remanufacturing has expanded continuously over the years – in addition to repairing and reconditioning products originally manufactured by either Girsberger or

third parties and refurbishing the complete furnishings of commercial properties, we also redesign and remodel existing office furniture for new usage requirements using upcycling solutions. This approach enables us to transform what would otherwise be waste into valuable resources that can be reused in new ways in the form of redesigned furniture.

We see sustainability reporting in accordance with CSRD not only as a regulatory obligation, but also as a benchmark and – more importantly – as an incentive to consistently develop our own sustainability strategy. Our company management team sets clear, long-term targets with binding milestones (net zero emissions by 2050, interim target 2030) and makes sure that circular principles are integrated throughout the product development, design and manufacturing processes. Resource conservation, emissions reduction and circular design are at the centre of our actions when it comes to environmental protection. Occupational health and safety and equal treatment and opportunities for all are a key focus area in the social domain, as are product and customer safety. As a signatory to the UN Global Compact, we live by its ten principles, promoting integrity and social commitment and supporting the UN Sustainable Development Goals (SDGs) wherever we can.

We are fully aware of our responsibility towards the environment, society and future generations. This is why we provide transparent reporting on our progress and objectives on an ongoing basis, and strive to ensure that our economic success is achieved in a sustainable manner.

My special thanks go to you, our dedicated colleagues, our loyal customers and our business partners and suppliers. Your input and continued support form the basis of our progress we make together.

Many thanks for your trust in Girsberger, Mobimex and Boreal.

Danielle Quaile, CEO
Bützberg, June 2025

Introduction



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In the interest of easier legibility, the generic masculine form is used in this report. This is explicitly intended to include female and other gender identities where necessary for the avoidance of misunderstanding.

girsberger. Our business model

Headquartered in Switzerland and with an international presence, the Girsberger Group is an independent, wholly family-owned company. As CEO of Girsberger Holding AG and the fifth generation of management, Danielle Quaile has been responsible for the overall management of the Group since 1 August 2023. The Group is organised into Girsberger Holding AG in Bützberg (Switzerland) – with the manufacturing subsidiaries Girsberger AG in Bützberg and Girsberger GmbH in Endingen (Germany), which have further branches in France, Benelux and Austria. Mobimex AG in Seon (Switzerland) has been wholly owned by Girsberger Holding AG since 2007. With its Zoom by Mobimex and Studio by Mobimex brands, which are completely independent of Girsberger, this subsidiary, with its international focus, is known for its exclusive furnishings for residential and commercial use. Boreal doo in Kraljevci (Serbia) has been part of the Group since 2016. As a subsidiary of Girsberger Holding AG, Boreal specialises in the development, production and export of furniture components, as well as the international design and manufacture of special furniture for large catering and office spaces. Since 1993, Girsberger Holding AG has held a 50% stake in Tuna Girsberger Tic. AS in Silivri (Turkey). This associated company produces office seating exclusively for sale in Turkey and the Middle East.

The CEO and the central division heads of Girsberger Holding AG and managing directors of the subsidiaries who report to her are responsible for the business strategy and operational management of the entire Group. The CEO of Girsberger Holding AG reports to the company's Board of Directors, and the CEO's reporting to the Board of Directors of Girsberger Holding AG is supported by a detailed monthly reporting system. The position of Chairman of the Board of Directors must be held by an external individual, and the CEO cannot be a member of the Board. The sustainability strategy is defined in consultation between the CEO and the Board of Directors, with the sustainability officer reporting directly to the CEO. Since the retirement of Michael Girsberger as CEO of Girsberger Holding AG on 31 July 2023, the Board of Directors has consisted

of four members – the Chairman, Werner Schiesser, the two owners Jürg and Michael Girsberger, and Henning Schweizer, CEO of Girsberger GmbH, Germany. While this arrangement has proved successful to date, there is no diversity in the composition of the Board. There are no written criteria for the composition of the Board of Directors of Girsberger Holding AG or the administrative and supervisory boards of the subsidiaries. However, these individuals must stand for re-election at the Annual General Meeting and Shareholders' Meeting each year.

We have been developing and manufacturing office seating for over 135 years – a heritage that is shaped by a strong environmental and quality awareness and has been expanded into a comprehensive collection of office furniture. In the process of further diversification, we are striving to establish a profile in clearly defined market niches: In the residential context, our focus is on the centrepiece of every home – the dining table, with the seating that surrounds it, as well as occasional furniture. Under the Girsberger Customized Furniture brand, we create customised furniture for offices, conference and meeting rooms, waiting areas, lounges, hotels, restaurants, theatres, concert halls and museums based on designs by architects and interior designers. The Girsberger Remanufacturing business area emerged from our restoration work on seating furniture and tables of almost all brands, initially performed by our after-sales and customer service departments. The range of services includes:

- Restoration of used seating furniture and tables in an approach that is faithful to the original, including invisible technical optimisations.
- Comprehensive refurbishment of commercial furnishings in areas such as theatres and concert halls, retirement homes, conference centres, hotels and restaurants.
- Retrofitting existing commercial furniture, extending its useful life in order to add to or improve existing functions and features (e.g. by redesigning and installing optimised fastening and folding

mechanisms, developing and manufacturing more comfortable upholstery, or using flame-retardant materials and those that help to improve acoustics).

- Upcycling by converting discarded everyday objects and office furniture into completely redesigned items of furniture that can be used in new ways.

These different services all have the same goal – to support the circular economy in an effective and resource-efficient manner.

Under the Girsberger Solid Wood brand we have also been operating a timber trading business in Koblenz (Switzerland) as an independent business area since 2014, whereby our own requirements for solid wood play a subordinate role in terms of volume. With our storage locations in Switzerland, Germany, France and Austria, we guarantee the permanent availability of air-dried and kiln-dried wood. In addition to our own production, Girsberger Solid Wood primarily supplies joineries, furniture manufacturers and other woodworking companies with high-quality solid wood. At Girsberger Solid Wood, this renewable raw material is assessed and purchased throughout Europe exclusively by our own experts directly on site. This allows us to continuously ensure that our solid wood not only bears one of the many environmental certificates, but does indeed come from sustainable forestry.

girsberger. Our business model

The Girsberger companies in Bützberg/Switzerland and Endingen/Germany have had an EN ISO 9001-certified quality management system for quality control in place since 1995 and since 2007 have also been EN ISO 14001-certified for their comprehensive environmental management system. This means that, in addition to complying with the legislation, we are also committed to adhering to regulatory norms, systematically taking account of all key environmental aspects, and continuously improving our environmental performance. An external certified body audits our compliance with these regulations every year.

Mobimex AG in Seon (Switzerland) and Boreal doo in Kraljevci (Serbia) have been included in our quality and environmental management system since 2023.

As a joint venture production company, Tuna Girsberger Tic. AS manufactures its products for distribution in Turkey and the Middle East. With the exception of this associated company, this sustainability report covers the entire Girsberger Group, including all its subsidiaries.

The information on locations in this report refers to the following companies:

Switzerland location: Girsberger AG, Girsberger Holding AG and Mobimex AG

Germany location: Girsberger GmbH

Serbia location: Boreal doo

To summarise, our holistic corporate management is focused on the sustainable further development of the following business areas:

- Office furniture: Girsberger Office
- Home furniture: Girsberger Home
- Project specific furnishings: Girsberger Customized Furniture
- Refurbishing of commercial furniture and upcycling: Girsberger Remanufacturing
- Exclusive furniture in the high-end commercial and residential market segment:
Zoom by Mobimex and Studio by Mobimex
- Development and production of furniture components and special furniture for large catering
and office spaces: Boreal
- Timber trade: Girsberger Solid Wood

Sustainable progress

At Girsberger, we are committed to ensuring that sustainability remains firmly anchored as a priority throughout our entire group of companies. We want our assessment, decision-making and management processes to be as consistently economically, ecologically

and socially viable as possible. Sustainability targets and monitoring of target achievement are an integral part of our business planning and our internal reporting and control systems. The essence of sustainable development always lies in keeping all three dimensions –

the environment, the economy and society – in mind and finding the right balance between them.

Over the following pages we will report on the effects, risks and opportunities resulting from our double materiality assessment (DMA).

E Environment		S Social		G Governance	
Climate change and climate protection		Working conditions		Integrity in corporate governance	
Approach: – We have set ourselves the task of achieving net-zero by 2050		Equal treatment and opportunities for all		Approach: – With an approach to corporate governance that is based on integrity and values, we create the foundation for making the right decisions	
Focal points: – Reducing our CO ₂ emissions – Switching to renewable energies throughout the Group		Consumers and end-users		Focal points: – Protection of whistleblowers – Management of relationships with suppliers – Corruption and bribery – Risks and risk management	
More information: – ESRS E1 Climate change, page 18		Focal points: – Working conditions (secure employment, working hours, fair pay, health and safety) – Equal treatment and opportunities for all – We manufacture safe products for healthy sitting		More information: – ESRS G1 Governance, page 61	
Pollution		More information: – ESRS S1 Own workforce, page 43 – ESRS S4 Consumers and end-users, page 56			
Biodiversity and ecosystems					
Resource use and circular economy					
Approach: – Reducing our emissions in terms of heating, transport, VOCs and dust – Further development of existing business areas towards a circular economy					
Focal points: – Reducing VOCs – Using recycled materials – Remanufacturing and Upcycling					
More information: – ESRS E2 Pollution, page 28 – ESRS E4 Biodiversity and ecosystems, page 30 – ESRS E5 Resource use and circular economy, page 31					

General principles for the preparation of the sustainability report

Framework conditions and data selection

Our sustainability reporting is based on consolidated data, whereby the scope of consolidation applied corresponds to that of the annual financial statements. As far as possible, we record all relevant processes along the Girsberger Group's upstream and downstream value chain.

The statements made in this sustainability report were prepared with reference to the ESRS published by the European Financial Reporting Advisory Group (EFRAG). All data points contained in sections E, S and G were categorised as material in accordance with our double materiality assessment (DMA). Over the following pages you will find information on the limitations of the scope of our DMA and on our methodology. In addition to the key data points resulting from our double materiality assessment, this report also includes topics specified by the ESRS.

Scope 1 and Scope 2 greenhouse gas data points are reported in accordance with the Greenhouse Gas Protocol (GHG). Scope 3 will be included as of the 2025 reporting period.

Calculation basis

The calculation factors used are specified in the respective chapters.

Significant estimates and assessments

We rely on assessments and estimates for the reporting of individual data points. We regularly review our application of estimates and judgements on the basis of experience, current developments in ESG reporting and other relevant factors. Changes in estimates are recognised in the period in which the estimate in question is revised.

Threshold value for reformulations

When adjusting ESG data, we evaluate whether a restatement of the figures is necessary, and document precisely which data has been changed.

Double Materiality Assessment

Introduction

During our preparation of this sustainability report, we developed a double materiality assessment based on the Commission Delegated Regulation (EU) 2023/2772 of 22 December 2023.

This year, we carried out our first double materiality assessment using CSR tools. We started with the inside-out perspective, which looks at the external impact of our business activities on society and the environment. In this transition report to full reporting in accordance with the CSRD, we are focussing on this perspective for now. By identifying the key topics and their sub-categories, we defined the basis for the content of the sustainability report. The results of the assessment allowed us to evaluate relevant data points from the EFRAG’s Excel file – a systematic approach that helped us to select key information for reporting.

In view of the extensive requirements of the ESRS principles on double materiality and assessment processes, we have decided in this transition report to limit the stakeholders involved in the assessment of our sustainability impacts and risks to internal company specialists. In addition, we conducted a survey on Girsberger sustainability and corporate social responsibility (CSR) among our largest customer group – our specialist retailers – with a view to gaining a different perspective.

Below you will find detailed information on the results of the double materiality assessment and the underlying process. We are aware that this first step towards comprehensive reporting in accordance with ESRS still has a great deal of potential for optimisation, while also representing an important learning process for future reporting.

Result of the double materiality assessment

We have minimised our impact on the environment and society (assessment of the materiality of the impact) and the sustainability risks to which we are exposed. The result is summarised according to the respective ESRS topic and shows that E1, E2, E4, E5, S1 and S4 are our most material sustainability topics.

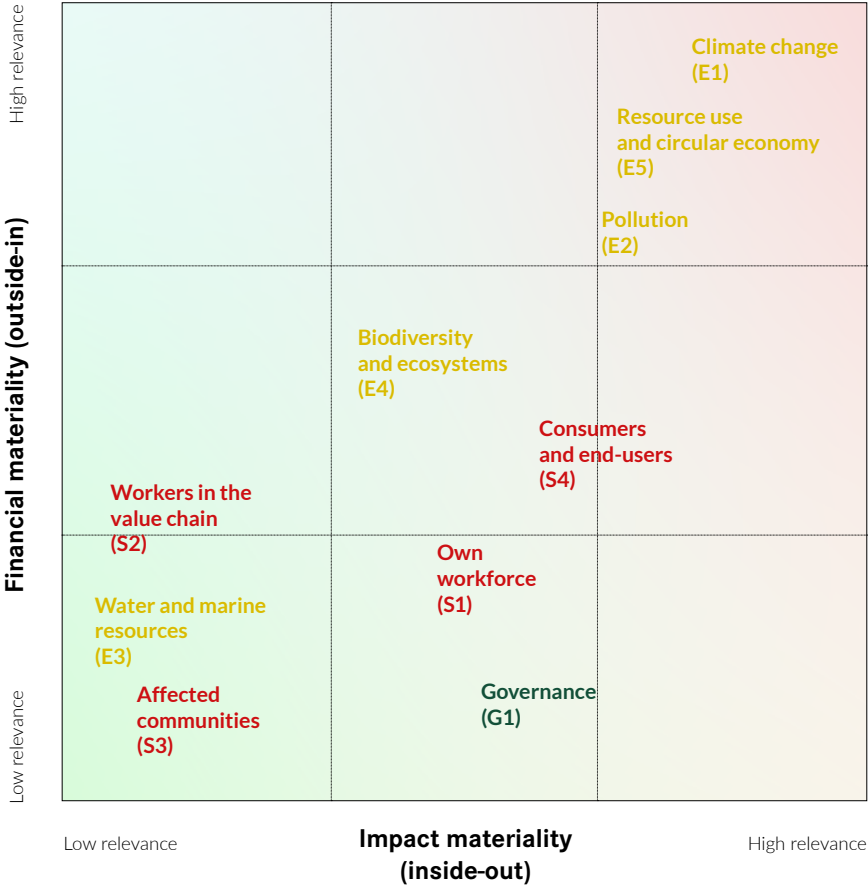
The environmental impacts and risks we see in E1, E2, E4 and E5 are closely linked to our strategic objectives to reduce CO₂ emissions, use renewable energies and promote the circular economy.

The impacts and risks in S1 and S4 reflect our efforts in the areas of gender equality and equal pay for equal work, measures against violence and harassment in the workplace and health and safety.

The topic areas E3, S2 and S3 are of less relevance to us.

Water and Marine Resources | ESRS E3
The water required by the Girsberger Group has no impact on water and marine resources.

Workers in the Value Chain | ESRS S2
Our A and B suppliers must sign a code of conduct in which they guarantee compliance with applicable laws and internationally recognised minimum standards in the areas of human rights, labour rights, environmental protection and anti-corruption. We also conduct surveys on these topics with our largest suppliers. Nevertheless, our direct influence on working conditions along the entire value chain remains limited.



Double Materiality Assessment

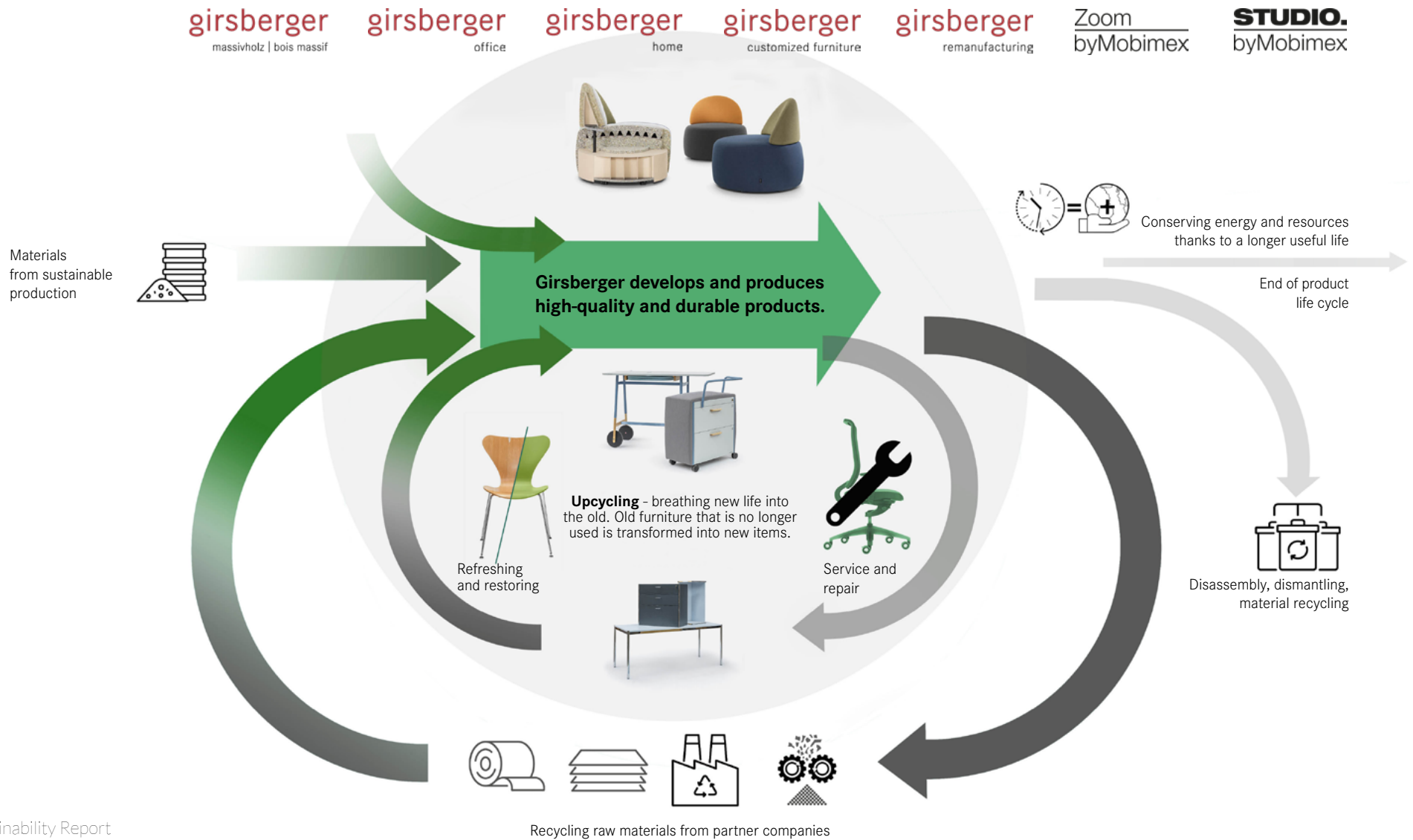
Affected communities | ESRS S3
Our activities and those of our suppliers have no influence on “affected communities” in the sense of indigenous peoples through their business activities.

The highest assessment of an impact or risk within a topic determines its position in the materiality matrix. If multiple topics are placed in the same field, they are listed in chronological order.

A brief summary of our double materiality assessment approach

Positive/negative impacts	Both positive and negative impacts were analysed
Current/potential impacts	Both current and potential impacts were analysed
	The result primarily shows current impacts
Risks/opportunities	Sustainability risks and opportunities were analysed
Own activities/value chain	Wherever possible, we have also recorded the impacts and risks of our value chain

Overview of our material cycle



Significant sustainability-related impacts and risks

The following tables show the main sustainability-related impacts, risks and opportunities of our double materiality assessment.

The materiality matrix (page 8) shows that seven of the ten ESRS topics are relevant to Girsberger. These topics and their sub-categories, which encompass key impacts, risks and opportunities, are listed in the tables. We differentiate between whether these impacts relate to our own activities or to the value chain, and whether they are positive or negative in nature. The tables also contain brief descriptions of the significant impacts, risks and opportunities. Unless otherwise stated, the information relates to actual impacts.

Detailed information on these topics can be found at [Environment](#), [Social](#) and [Governance](#).

Climate change | E1

Significant impacts, risks and opportunities

Description

Adaptation to climate change

Risks (Value chain)	Limited availability of certain types of wood.	As a result of climate change, there is a risk that the availability of the types of wood required for our production is no longer guaranteed.
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Climate change

Negative impacts (Own activities)	Our CO ₂ emissions contribute to climate change.	In Switzerland and Germany, fossil fuels for mobility are the biggest source of CO ₂ (alongside heating energy in Germany). In Serbia, the purchase of electricity from coal-fired power plants represents the largest CO ₂ impact.
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Energy

Negative impacts (Own activities)	Our energy consumption causes emissions that have an impact on the environment.	Switch to renewable energy throughout the Girsberger Group.
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Pollution | E2

Significant impacts, risks and opportunities

Description

Pollution

Negative impacts (Own activities)	Heating and traffic, VOCs and dust are all sources of air pollution.	Heating systems, especially those that burn fossil fuels or wood, release pollutants such as carbon dioxide (CO ₂), nitrogen oxides (NO _x), sulphur oxides (SO _x) and particulate matter. CO ₂ and smaller quantities of nitrogen oxides (NO _x) are produced in traffic. VOC emissions arise from surface treatments.
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Biodiversity and ecosystems | E4

Significant impacts, risks and opportunities

Description

Impacts on the state of species

Negative impact (Own activities)	Wood utilisation can affect biodiversity.	The overexploitation of a single type of wood can damage a habitat in the medium term.
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Impacts on the scope and state of ecosystems

Negative impact (Value chain)	Logging and deforestation can threaten ecosystems.	Excessive deforestation or forest degradation can affect a habitat in the medium term.
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Significant sustainability-related impacts and risks

Resource use and circular economy | E5

Significant impacts, risks and opportunities

Description

Resource inflows, including resource utilisation

Positive impact (Own activities)	Using existing products and materials as a resource for something new.	Using recycled materials in new products allows us to reduce the need for primary raw materials and actively contribute to the protection of natural resources.
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Resource outflows related to products and services

Positive impact (Own activities)	Promoting a circular economy through modular design.	The modular design of our products means that parts can be replaced or upgraded more easily, reducing the need for new products and minimising waste. We put the circular economy into practice with our remanufacturing and upcycling business areas.
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Own workforce | S1

Significant impacts, risks and opportunities

Description

Working conditions

Positive impact (Own activities)	Secure employment	All Girsberger Group workplaces are integrated into a strong legal framework.
Risk (Own activities)	Working time	The continuing trend towards a work-life balance and the associated reduction in working hours presents us, as a medium-sized company, with major challenges.
Risk (Own activities)	Adequate wages	The problem for us as a medium-sized company lies in the balance between limited financial resources and the need to remain competitive.
Risk (Own activities)	Health and safety	Constantly high workloads in particular are increasingly causing absences from work and mental health problems.

Equal treatment and opportunities for all

Positive impact (Own activities)	Gender equality and equal pay for work of equal value.	In our company, equal treatment and opportunities for all play a crucial role in creating a fair and inclusive working environment.
Positive impact (Own activities)	Measures against violence and harassment in the workplace.	We are committed to maintaining high standards of business ethics and integrity.

Significant sustainability-related impacts and risks

Consumers and end-users | S4

Significant impacts, risks and opportunities

Description

Personal safety of consumers and end users

Positive impact (Own activities)	Health and safety	Our products are designed with safety and ergonomics in mind, with a view to supporting healthy sitting at work and in everyday life.
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Governance | G1

Significant impacts, risks and opportunities

Description

Corporate culture

Positive impact (Own activities)	A strong, authentic corporate culture has a positive effect on all areas of the company – both internally and externally.	With an approach to corporate governance that is based on integrity and values, we create the foundation for making the right decisions.
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Protection of whistleblowers

Opportunity (Own activities)	Protection of whistleblowers through policies and procedures to prevent retaliation.	Our whistleblower protection encourages and empowers all employees to speak up.
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Management of relationships with suppliers, including payment practices

Positive impact (Own activities)	Long-term supplier relationships.	We strive to develop and maintain long-term, partnership-based relationships with our suppliers in accordance with the Girsberger Code of Conduct.
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Corruption and bribery

Opportunity (Own activities)	Prevention and exposure, including training.	The Code of Conduct for preventing and combating corruption and reporting irregularities (whistleblowing) must be observed and implemented by all employees of the Girsberger Group.
Risk (Own activities)	Incidents can be highly costly and damage the company's image.	Girsberger takes every report of irregularities, misconduct and/or abuses seriously, following up such reports in accordance with a defined confidential procedure.

Methodology and procedure of the double materiality assessment

We have developed our methodology with reference to the ESRS guidelines available in July 2023. We will use this initial experience to further develop our 2025 report once the final guidelines have been adopted.

Discretionary methodology and assessment

Scope of application

We identified and analysed the impact of our own activities on society and the environment – as well as the actual and potential risks and opportunities for our business activities. Where possible, we also assessed the impacts and risks within our value chain, with a particular focus on upstream processes. In this context, we conducted a comprehensive CSR and sustainability assessment survey and a supply chain risk assessment with our most important suppliers. The findings are incorporated into our overall assessment.

Stakeholder involvement

We consulted internal experts for our double materiality assessment in this transition report. We conducted a survey on various sustainability and CSR topics with our largest customer group, the specialist retailers. These results are incorporated into our assessment. The survey mentioned above of our most important suppliers also provided valuable insights.

Assessment

Impacts

In accordance with the ESRS guidelines, three parameters were used to assess the severity of our actual impacts: scope, extent and reversibility.

In assessing the “extent”, we evaluated the degree of the impact on the environment or people, taking into account the damage mitigation measures already taken.

When assessing the “scope”, we considered how many people are affected by the impacts, or how much of the environment.

When assessing “reversibility”, we evaluated how difficult it is to reverse the damage in terms of costs and time horizon.

An additional “probability” parameter was evaluated for potential impacts.

In the case of negative actual impacts, each of the three dimensions mentioned above was evaluated. In the case of negative potential impacts, “severity” and “probability” were weighted 50/50. In the case of positive actual impacts, “extent” and “scope” were evaluated and weighted equally in terms of severity. “Probability” was taken into account in the same way for positive potential impacts as for negative potential impacts.

Risks

When assessing the risks, we evaluated the potential extent of the financial impacts, the probability of occurrence and the relevant time horizons. The probability of occurrence was categorised as “rather unlikely”, “unlikely”, “likely” or “very likely”, the extent as “low”, “medium” or “high” and the relevant time horizons as “short-”, “medium-” or “long-term”.

Threshold values

Our sustainability team has defined the materiality thresholds. All topics identified as material are pursued further.

Procedure

We have defined process steps for carrying out the double materiality assessment for the materiality of impacts and financial materiality. The materiality of the impacts was our starting point, and we will present a comprehensive financial assessment in the 2028 sustainability report.

The sustainability team began by developing a process flow within the Girsberger Group and reviewing important internal information. Once the responsibilities of the individual areas had been defined, the team took part in a three-day workshop on CSR. The double materiality assessment was then developed with the aid of CSR tools.

The results of the customer and supplier surveys on sustainability and CSR issues provided a valuable insight into the needs and status of the environmental and social standards of these stakeholder groups.

Consolidated overviews of the sustainability-related impacts were presented to internal stakeholders and management and discussed together with them. Finally, the materiality assessment determined a definitive list of 15 material impacts that were assessed as “significant” or higher.

Interests and views of stakeholders

Involvement of our stakeholders

We work actively with our stakeholders, seeking dialogue to understand their positions, concerns and expectations. This continuous interaction feeds into our sustainability efforts, projects and processes, and enables us to align ourselves with the needs and views of our stakeholders. The insights gained from these ongoing dialogues are incorporated into our due diligence processes and the double materiality assessment.

In 2024, we conducted a survey of sustainability and corporate social responsibility (CSR) among our largest customer group, the specialist retailers.

In this stakeholder survey in the Office and Home business areas, our goal was to gain a comprehensive overview of the way in which our efforts are perceived with regard to the sustainability of our products and services, and where there is still room for improvement. The survey shows that our customers tend to want more specific information on the recyclability of our products. This means that existing information must be made more visible, and new information prepared. In concrete terms this relates to the proportion of recyclates in our products, and accurate information on the sorting and disposal of recyclable materials.



Involvement of our stakeholders

	<i>What the involvement looks like</i>	<i>The purpose of the involvement</i>	<i>Examples of the results of the involvement</i>
Employees	<ul style="list-style-type: none"> - Regular information on business activities and operating results - Annual performance reviews with employees and line managers - Employee delegation (Switzerland) - Informal exchange (leisure activities) 	<ul style="list-style-type: none"> - Knowledge and expertise of our employees - Motivation and loyalty to the company - Promotion of entrepreneurial thinking 	<ul style="list-style-type: none"> - Process optimisations - Improvement and action plans - Results of employee and supervisor appraisals
Customers	<ul style="list-style-type: none"> - Customer service and customer service technicians - Regular dialogue and personal contact via our field staff - Supporting activities that help to promote sales - Integration in sustainability and CSR topics - Customer events, Girsberger training days 	<ul style="list-style-type: none"> - Building trust - Helping customers to achieve their goals - Finding out our customers' needs and expectations 	<ul style="list-style-type: none"> - Further development of our products/services - Adaptation of marketing strategies - Preparation of documents for customers that help to promote sales - Girsberger wood seminars
Shareholders (owners)	<ul style="list-style-type: none"> - Regular, direct dialogue 	<ul style="list-style-type: none"> - Steer the company, have a significant influence on decisions 	<ul style="list-style-type: none"> - Sustainability report
Banks	<ul style="list-style-type: none"> - Monthly reports from the individual companies, annual reports and annual financial statements - Board meetings four to six times a year - Annual General Meeting once a year 	<ul style="list-style-type: none"> - Coordinate the sustainability strategy and targets - Oblige management to be accountable for its activities - Increase transparency 	<ul style="list-style-type: none"> - Financial report
Suppliers	<ul style="list-style-type: none"> - Regular dialogue and personal contact - Code of Conduct - Surveys on sustainability and CSR topics 	<ul style="list-style-type: none"> - Compliance with our Code of Conduct - Promotion of responsible procurement - Asserting our expectations with regard to sustainability and CSR issues 	<ul style="list-style-type: none"> - Code of Conduct - Supplier assessment
Partners	Participating interest of Girsberger Holding AG in	As a joint venture, we have an interest in	- Support with product development and
Collaborations	Tuna Girsberger Tic. AS, Silivri/Turkey	the commercial success of Tuna Girsberger	marketing/promotional measures
Facilitators (architects, designers, planners)	<ul style="list-style-type: none"> - Regular dialogue - Property-related collaboration - Preparation of drafts and prototypes 	<ul style="list-style-type: none"> - Important partners in the areas of customised furniture and upcycling - Promoting recyclable products 	<ul style="list-style-type: none"> - Long-standing relationships and collaborations

Environment



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Significant impacts, risks and opportunities

The following tables show the significant impacts, risks and opportunities in terms of the environment, and describe how we deal with them.

Climate change and climate protection

Climate change and climate protection

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Adaptation to climate change

Risk (value chain)

As a result of climate change, there is a risk that the availability of the wood species required for our production will no longer be guaranteed.

We work exclusively with European forestry companies that are committed to sustainable management. Regular assessment of the types of wood and the associated supply chains allows for any shortages to be identified at an early stage. Our partners come from different geographical regions, each of which is affected by climate risks to varying degrees. If we discover that specific types of wood are no longer available to the usual extent due to climate change, we will be obliged to adjust our range accordingly.

Climate protection

Negative impact (own activities)

Our CO₂ emissions contribute to climate change. In Switzerland and Germany, fossil fuels for mobility are the biggest source of CO₂ (alongside heating energy in Germany). At our Serbian location, consumption of general electricity with a high proportion of coal represents the largest CO₂ impact that we can influence directly.

In 2025, we will transition to renewable energies in Serbia by switching our electricity supply to hydropower. At the same time, we are ramping up our measures to promote electromobility in Germany and Switzerland.

Energy

Negative impact (own activities)

Our energy consumption in general causes emissions that have an impact on the environment.

Our focus is on reducing CO₂ emissions, which automatically reduces the consumption of fossil fuels and minimises the environmental impact.

Pollution

Pollution

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Air pollution

Negative impact (own activities)

Heating and transport, VOCs and dust are our biggest sources of air pollution.

In the long term, we aim to switch all heating systems completely to renewable energies. When purchasing new vehicles under 3.5 tonnes, we rely on electromobility wherever possible. Reduction of VOC emissions at our Serbian location.

Significant impacts, risks and opportunities

Our approach, and our guidelines

Environmental and quality awareness have been an integral part of Girsberger's corporate philosophy for over 135 years. Our product development, production, sales, customer service and after-sales guarantee for spare parts all contribute to the longevity of our products. We focus on safe design solutions as well as low-emission and recyclable materials. These efforts help us to ensure that those who purchase our furniture can be sure of having made an ecologically and economically responsible decision.

Guidelines

Since 1995, our Girsberger companies in Bützberg (Switzerland) and Endingen (Germany) have been operating a quality management system certified to EN ISO 9001. In 2007, a comprehensive environmental management system certified according to EN ISO 14001 was added. This approach demonstrates our commitment not only to legal compliance, but also to consistent adherence to standards, to systematic consideration of all key environmental aspects and to the continuous improvement of our own environmental performance. Our implementation of these requirements is audited annually by an external certified body. Mobimex AG (Switzerland) and Boreal doo (Serbia) have been included in our quality and environmental management system since 2023.

Biodiversity and ecosystems

Resource use and circular economy

Biodiversity and ecosystems

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Impacts on the state of species

Negative impact (own activities)

Wood utilisation can threaten biodiversity.

We are committed to processing only European types of wood from sustainable forestry.

Impacts on the size and state of ecosystems

Negative impact (own activities)

Logging and deforestation can threaten ecosystems.

We make sure that we can trace the origins of our solid wood, which is sourced from sustainable European forestry and is assessed and purchased locally by a Girsberger expert.

Resource use and circular economy

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Resource inflows, including resource utilisation

Positive impact (own activities)

Responsible and recyclable material selection.

When selecting materials, we attach great importance to environmental and health compatibility as well as value retention and high quality. For new product lines, we focus closely on durable, high-quality, used and recycled materials (post-consumer materials).

Sustainable supply chain.

Whenever possible, components that are not manufactured in-house are sourced from suppliers within a 600-kilometre radius of our production sites. This ensures that products are manufactured in a socially and ecologically responsible manner.

Product life cycle, longevity and extending the life of products.

We attach great importance to considering the entire product life cycle. Our products are designed and developed to be durable and repairable, and to be refurbished or recycled as far as possible.

Solid wood from sustainable forestry.

Girsberger sources 100% of its wood from sustainably managed European forests, and the company's own experts assess and purchase on site throughout Europe to make sure this is the case.

Climate change and climate protection

Transition plan for climate change mitigation | E1-1

As part of our transformation process within the Girsberger Group to net zero emissions by 2050 – in line with the 1.5 °C target of the Paris Agreement – we are setting science-based targets, identifying key decarbonisation levers and developing strategic measures to accelerate the transition to renewable energy in our business processes.

Decarbonisation levers, measures

First step – time horizon 2030

We are initially focussing on reducing Scope 1 and Scope 2 emissions. One short-term measure is to switch to renewable electricity in Serbia, as 88% of CO₂ emissions here come from Scope 2 (purchased electricity). At the same time, we are converting our business travel fleet to electromobility at all locations. The e-vehicles currently available and the public charging infrastructure make this possible for almost all of the business vehicles we use. Range and cost-effectiveness are not yet sufficient for goods transport and lorries, however.

In addition to these measures, we make Scope 3 measurable and transparent with a view to systematically identifying possibilities for improvement, defining specific measures and monitoring their effectiveness. Scope 3 emissions are quantified in terms of a corporate carbon footprint (CCF), which we will now be calculating on a regular basis as of 2024. At the same time, Scope 1 and Scope 2 data will also be recalculated. The relevant figures are not yet available in the current report, which is based on the previous methodology, and will be published for the first time in the 2025 report. This also means that comparison between the figures in the next report and those for 2024 will not be fully representative. We will be taking 2024 as the base year for future reports – the current report refers to 2023, with the result the CO₂ and climate figures are comparable with our previous reports, but only to a limited extent with subsequent reports due to the change in methodology.

Next step – time horizon from 2030

The decarbonisation of goods transport is not yet economically feasible. A lorry is due to be replaced at the Bützberg site in the next few years, and we are therefore keeping a very close eye on technological developments in this area, especially as the service life of a lorry is around 10 to 15 years. If this investment involves the continued use of fossil fuels, this lorry will likely continue to run on diesel until at least 2040.

We also plan to modernise the heating systems at the Endingen and Bützberg sites between 2030 and 2040. While Endingen is currently heated with gas, the refurbishment will see a switch to renewable energies and reduce the site's Scope 1 CO₂ emissions by almost 50%.

At the Bützberg site, over 90% of heating energy comes from renewable wood waste. If the existing wood-fired heating system reaches the end of its service life between 2030 and 2035, the oil backup heating system will also be replaced in order to completely eliminate

Resource outflows in connection with products and services

Positive impact (own activities)

Products with a modular design.

Our furniture is designed in such a way that individual components can be easily replaced and clearly separated, thereby simplifying repairs and reducing material waste.

Awareness of sustainability, promoting a change of mindset.

We actively address the importance of sustainability and encourage people to maintain and repair existing products instead of replacing them. Thanks to Girsberger Remanufacturing, old and worn furniture can be refurbished and upgraded regardless of the original manufacturer.

the use of fossil fuels. The potential for CO₂ savings in Bützberg is lower, however. Conversion of the heating systems will be followed by the energy-efficient renovation of the building envelopes in Bützberg and Endingen. While no specific dates have been set as yet, the project is expected to start around 2040. Given that heating energy will presumably be generated using biogenic waste by this time, this measure will only make a marginal contribution to further decarbonisation.

We will continue to add to these targets and, in particular, incorporate our findings on our Scope 3 emissions into our further planning.

Climate change and climate protection

Our strategies related to climate protection and adapting to climate change | E1-2

Our climate policy is documented in detail in our environmental guidelines. Our commitment to mitigating climate change, using renewable energies and increasing energy efficiency is an integral part of our sustainability strategy, which we have been presenting in our sustainability report since 2010.

Measures for climate protection and adapting to climate change | E1-3

We continuously identify potential for optimisation in our operational processes – in production and logistics as well as in administration. Our annual inventory analysis allows us to record energy consumption in detail and identify changes at an early stage. We systematically review the use of renewable energies at each site and integrate them wherever possible. We attach particular importance to resource-saving processes and efficient material flow control in order to reduce waste in the long term.

When it comes to CO₂ emissions, our focus is on reducing Scope 1 and Scope 2 values at all locations. In Switzerland and Germany, fossil fuels – especially those used for mobility and heating energy in Endingen – are the worst polluters. In Serbia, on the other hand, the biggest CO₂ footprint is caused by electricity sourced from coal-fired power plants.

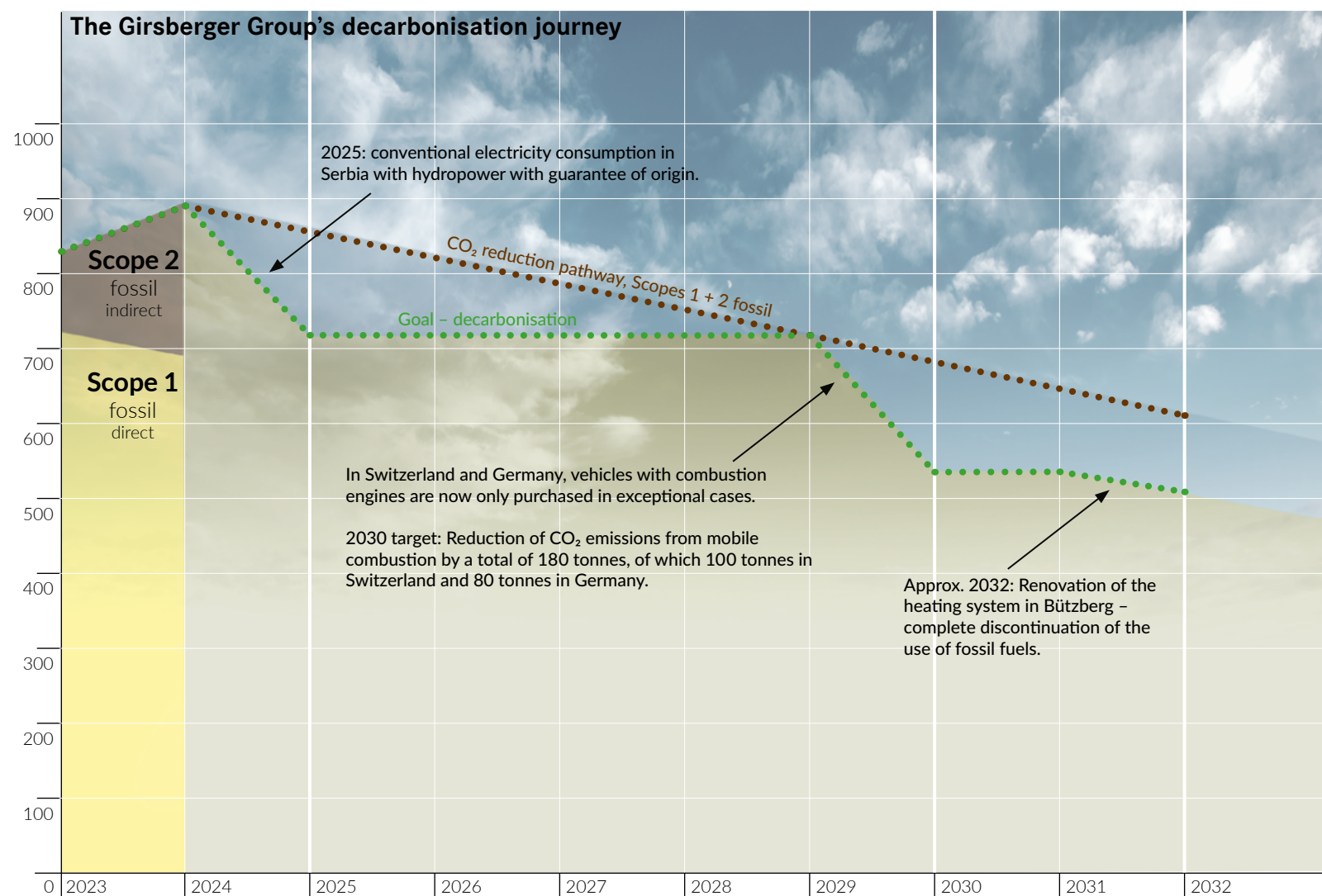
To reduce emissions in the area of mobility, we are increasingly equipping our vehicle fleets in Germany and Switzerland with electric vehicles. We have already installed the necessary charging infrastructure at the Endingen and Bützberg sites, and are planning to continuously expand this infrastructure as part of our medium-term investment budget. In Serbia we are also keeping a close eye on developments and assessing the possibility of choosing an electric vehicle whenever a vehicle is replaced, although the public e-mobility infrastructure in Serbia does not meet the same standard as yet.

We have developed a concept for heating energy in Bützberg that envisages replacing the existing wood heating system, including the oil-based backup, with a redundant wood heating system without a fossil backup by 2034. Provisions are already being made for this in our budgets to secure the necessary investments. At the Endingen site we will be implementing a similar procedure for replacing the gas heating systems once a replacement is needed. In Serbia, general electricity consumption is the largest source of CO₂ due to the high proportion of coal and gas in the local electricity mix. In 2025 we aim to find an electricity supplier that can provide Serbian hydropower.

Another climate-relevant aspect is the consumption of wood as a raw material for our furniture production in Switzerland and Serbia. In the last reporting period (2023/24), around 2,300 m³ of wood was processed for furniture and a further 4,200 m³ was sold to wood processing companies. We are committed to sourcing our timber from sustainable forestry, using only European types of wood whose origins are fully traceable. Our experts monitor supply chains from the forest to the ready-to-use sawn timber in our production facilities, step by step and in person. This commitment enables us to make a positive contribution to climate protection.

Climate change and climate protection

Targets related to climate change mitigation and adaptation to climate change | E1-4



Climate change and climate protection

GHG emission reduction targets E1-4		Base year	Target	Target	Target	Target
	Unit	2024	2025	2026	2030	2050
GHG emissions Scope 1 + 2	ktCO ₂ eq	0,878	0,844	0,810	0,675	0
Energy efficiency and consumption reduction						
Material efficiency and consumption reduction						
Fuel switching	ktCO ₂ eq					-0,140
Electrification	ktCO ₂ eq				-0,180	-0,370
Use of renewable energy	ktCO ₂ eq		-0,160			-0,029
Phase out, substitution or modification of product			N/A			
Phase out, substitution or modification of process			N/A			
Other			N/A			

Energy consumption and mix E1-5		Unit	2023	2024	Difference%
Total fossil energy consumption	MWh		3 152	3 014	-4 %
Share of fossil fuels in total energy consumption	%		55,2 %	55,4 %	
Fuel consumption from coal and coal products	MWh		0	0	
Fuel consumption from crude oil and petroleum products	MWh		2 164	2 179	+1 %
Fuel consumption from natural gas	MWh		757	559	-26 %
Fuel consumption from other fossil sources	MWh		0	0	
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh		231	276	+20 %
Consumption from nuclear sources	MWh		37	37	0 %
Share of consumption from nuclear sources in total energy consumption	%		0,7 %	0,7 %	
Total renewable energy consumption	MWh		2 520	2 391	-5 %
Share of renewable energy sources in total energy consumption	%		44,1 %	43,9 %	

Climate change and climate protection

Our energy consumption fell by 5% overall, with the ratio of fossil fuels to renewable energy remaining unchanged.

Energy consumption and mix E1-5				
	Unit	2023	2024	Difference %
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.).	MWh	1 526	1 480	-3 %
Consumption of purchased or acquired electricity, heat, steam, and cooling as well as renewable sources.	MWh	994	888	-11 %
Consumption of self-generated non-fuel renewable energy.	MWh	0	24	
Total energy consumption	MWh	5 709	5 442	-5 %
Share of non-renewable energy consumption.	%	56 %	56 %	
Share of renewable energy consumption.	%	44 %	44 %	

Energy consumption from non-renewable sources

At the Endingen site, we made targeted investments in 2023 and 2024 to increase energy efficiency in heat generation. This includes insulating the heating pipes, lowering room temperatures in unused areas depending on requirements, and training employees in energy-efficient behaviour. These measures resulted in a 26% reduction in gas consumption. A central extraction system for wood chips was installed at our production facility in Serbia in 2024. This investment improves the cleanliness of workstations and reduces the manual work required for disposal, but causes higher electricity consumption. In combination with increased production capacity utilisation, this results in a 20% increase in electricity consumption.

Energy consumption from renewable sources

The change in the consumption of renewable energy sources relates exclusively to heating energy. The observed fluctuation of -3% is weather-related, and is not the result of targeted reduction measures. The success of the ongoing efficiency measures at the Bützberg and Endingen sites can be seen in the consumption of purchased energy. In addition to this, photovoltaic systems at both locations have been contributing to the company's self-supply since 2024. In Bützberg, around 24 MWh of self-supplied solar power was utilised in 2024; in Endingen, we are currently unable to measure the amount of self-consumption from the PV system.

Energy consumption in climate-relevant sectors

Our company is not active in any sectors with a particularly high climate impact.

Climate change and climate protection

Gross GHG emissions Scope 1, 2 and 3 and total GHG emissions | E1-6

and total GHG emissions E1-6		Retrospective		Milestones and target years				
		Base year						Annual % of target
Scope 1 GHG emissions	2023	2024	N	% N/N-1	2025	2030	2050	Base year
Gross Scope 1 GHG emissions (tCO ₂ eq)	725	689	-36	-5%	662	530	0	
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes (%)	0%	0%						
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	No database available yet. Figures will be available from the 2025 reporting year onwards.							
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	130	189	+59	+45%	29	29	0	
Significant scope 3 GHG emissions								
Total indirect (Scope 3) gross GHG emissions (tCO ₂ eq)								
1 Purchased goods and services								
(Optional sub-category: Cloud computing and data centre services)								
2 Capital goods								
3 Fuel and energy-related activities								
(not included in Scope 1 or Scope 2)								
4 Upstream transportation and distribution								
5 Waste generated in companies								
6 Business traveling								
7 Employee commuting								
8 Upstream leased assets								
9 Downstream transportation								
10 Processing of sold products								
11 Use of sold products								
12 End-of-life treatment of sold products								
13 Downstream leased assets								
14 Franchises								
15 Investments								
Total GHG emissions								
Total GHG emissions (location-based) (tCO ₂ eq)								
Total GHG emissions (market-based) (tCO ₂ eq)								

No database available yet. Figures will be available from the 2025 reporting year onwards.

Climate change and climate protection

Scope 1 – direct emissions

Fossil CO₂ emissions were cut by 36 tonnes or 5% compared to the previous year, a reduction due primarily to lower gas consumption at the Endingen site. The heating control system was optimised, heating pipes insulated and employees trained in using energy more efficiently. We assume, however, that some of these savings are weather-related and will therefore not have a lasting effect. In contrast, there was an increase in emissions from mobile combustion at the Bützberg site, caused by an increase in business travel. Implementing our strategy of purchasing vehicles with combustion engines only in exceptional cases in future should reverse this trend in the coming years.

Biogenic Scope 1 emissions were up 147 tonnes to a total of 696 tonnes in 2024. This increase relates primarily to the Serbia site and can be explained by increased heating requirements due to cooler weather and by improved data collection. No structural changes were made to the infrastructure in the reporting period.

Scope 2 – indirect emissions from purchased energy

While we have only recorded market-based Scope 2 emissions so far, we are expanding our methodology for the 2025 report. From the 2024 reporting year, our entire carbon accounting will be restructured as a Corporate Carbon Footprint in accordance with the GHG Protocol.

The majority of Scope 2 emissions come from electricity consumption in Serbia. A new central extraction system for wood production was put into operation there in 2024, leading to increased electricity consumption. At the same time the Serbian electricity mix has changed, with emission intensity rising by 28% to 638 g CO₂/kWh as a result, meaning that Scope 2 emissions across the Group were up 59 tonnes to a total of 189 tonnes.

Since March 2025, we have been purchasing electricity from Serbian hydropower at our Serbian site, which has reduced the emission factor to around 15 g CO₂/kWh. We expect this to cut Scope 2 emissions in Serbia by around 160 tonnes per year.

Biogenic Scope 2 emissions originate from Mobimex AG's wood-fired heating system at the Seon site and are subject to the usual weather-related fluctuations.

Scope 3 – indirect emissions along the value chain

There is currently no reliable data available for Scope 3. Data collection for 2024 and all subsequent years will be established as part of the introduction of the Corporate Carbon Footprint in accordance with the GHG Protocol. The first reporting on Scope 3 is planned for the 2025 Sustainability Report.

Carbon intensity based on net revenue

As there is not yet a database for our Scope 3 emissions, we will not be able to present carbon intensity until the 2025 report.

GHG removals and GHG mitigation projects financed through carbon credits | E1-7

In 2024, the Girsberger Group offset a total of 910 tonnes of CO₂ equivalents outside its own value chain – 40 tonnes more than the previous year. This increase is attributable to the reasons explained above under Scope 1 and Scope 2. For the purpose of offsetting, the company purchased 910 carbon credits from the Swiss Fair Recycling Foundation based on certified emission reduction certificates from a climate protection project.

The project aims to permanently destroy highly potent F-gases such as HFCs and CFCs, with a view to demonstrably and irreversibly eliminating these climate-damaging substances. In collaboration with its local partner Indústria Fox in Brazil, the Fair Recycling Foundation has established a unique recycling system: Old and inefficient cooling units are collected near São Paulo and recycled to Swiss standards, using state-of-the-art technologies to remove both greenhouse gases and ozone-depleting substances. Over 1.7 million tonnes of carbon equivalents have already been saved since the project began in 2011. The project also helps to improve the social prospects of the local population through targeted training in the field of recycling.

Right from the beginning, Fair Recycling has been running the climate protection project in Brazil with Indústria Fox in accordance

with the Swiss standard SWISS CHARTER. This standard defines the principles and rules for climate protection activities and specifies how developments are to be verified and documented, with a view to ensuring quality and effectiveness at all times.

The quality regulations Swiss Charter impose strict requirements on the ecological, economic and social compatibility of recycling projects. This ensures that:

The greenhouse gas reductions achieved are real, permanent and measurable, and are verified by independent experts.

In addition to the reduction of greenhouse gases, a contribution is also made to protecting the ozone layer.

The projects offer sustainable ecological, social, economic and technological added value.

The transfer of knowledge and technology from developed countries to developing countries and emerging markets is actively promoted.

Climate partners can check the reliability of the certificates at any time thanks to clearly structured project documentation and detailed monitoring reports based on clearly defined indicators. The SWISS CHARTER is updated regularly, most recently on 2 November 2023, in order to ensure that it keeps pace with the challenges of climate change and international cooperation. The charter is validated by organisations accredited by the Federal Office for the Environment (FOEN). The development and introduction of the project and the SWISS CHARTER were supported by the Federal Office for the Environment (FOEN), the State Secretariat for Economic Affairs (SECO) and the Swiss Agency for Development and Cooperation (SDC).

The quantity offset therefore fully corresponds to the Girsberger Group's Scope 1 and Scope 2 emissions in the reference year 2024.

Climate change and climate protection

Internal carbon pricing | E1-8

Internal carbon pricing is not currently implemented in the Girsberger Group. The members of our administrative and management bodies are not offered any incentive systems linked to sustainability aspects.

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities | E1-9

Anticipated financial effects from material physical risks

None of our locations are currently directly endangered by climate-related physical risks. From the current perspective, this has no financial impact.

Anticipated financial effects from transition risks

The availability of certain types of wood could change in the future. We assume however that this change will be gradual and can be absorbed as part of our regular product development, and therefore do not expect any additional financial cost.

Anticipated financial effects from climate-related opportunities

We believe there is potential in climate change when it comes to new products, services or business areas that respond to changing customer needs. We see these developments as part of our natural innovation process. We are currently unable to complete a separate financial assessment of climate-related opportunities.

Pollution

Our significant impacts, risks and opportunities

The table shows the main impacts, risks and opportunities related to air pollution, as well as a description of how we deal with them.

Air pollution

Air pollution	
Description of significant impacts, risks and opportunities	How do we approach these impacts, risks and opportunities?
Heating	
Negative impact (own activities)	
Heating systems are one of the main sources of air pollution. In addition to CO ₂ , sulphur oxides (SO _x) and nitrogen oxides (NO _x) as well as dust are produced during combustion, and these emissions pollute the air.	No measures are currently planned for the existing heating systems, and we do not expect to replace them in the coming years. The heating systems in Bützberg and Endingen are expected to be replaced between 2030 and 2040. Until then, the existing systems will be operated as efficiently and with as few emissions as possible.
At our sites in Switzerland and Serbia we mainly consume renewable energy from wood with a heating oil backup, while gas heating is used at the German site.	The focus of future renewal will be on decarbonisation.
Transport	
Negative impact (own activities)	
At all locations we operate a fleet of vehicles that are used for business travel. In Switzerland, we also maintain three lorries that distribute our goods and products in Switzerland. CO ₂ and smaller quantities of nitrogen oxides (NO _x) are produced in traffic.	We choose electromobility wherever possible when purchasing new vehicles under 3.5 tonnes, but with lorries the current range is inadequate and not economically viable. As one of our lorries is due to be replaced in the next three to five years, we are keeping a close eye on technical developments in this area.
VOCs and dust from the production process	
Negative impact (own activities)	
Wood processing and surface treatment in Switzerland and Serbia generates VOC and dust emissions. The VOCs are produced during surface treatment, and the dust is released via the extraction systems and ventilation. While we cannot measure dust emissions from production, based on their particle size these emissions are harmless.	VOC emissions are mainly caused by surface treatment at our sites in Switzerland and Serbia. In 2024 we launched a programme in Switzerland that has already led to a significant reduction in emissions, and we would also like to translate this experience into action in Serbia in 2025/26.
VOCs from solvents are released during the surface treatment of our products. We have also been able to quantify these emissions in Serbia since 2024.	The majority of dust emissions are caused by wood processing and the wood heating systems used in Switzerland and Serbia. These emissions are continuously monitored and, where possible, reduced.

Pollution

Our strategy related to pollution | E2-1

We generally do not use any substances of concern or substances of very high concern in our processes. Nor do our activities cause any soil or water pollution – the significant emissions from our group of companies relate exclusively to the air.

Our ongoing aim is to minimise our ecological footprint as far as possible. The biggest influencing factors within the Group are heating systems, transport and VOC emissions from processed solvents. We do not limit ourselves to these areas, however, but also promote the environmental awareness of each and every employee with a view to reinforcing the responsible and sustainable use of resources.

Actions related to pollution | E2-2

VOCs

In 2024 we launched a programme at our Swiss site aimed at reducing VOC emissions to less than four tonnes per year. With various products for surface treatment, we switched from solvent-based to water-soluble with the aim of permanently reducing annual VOC emissions from 5–6 tonnes to below 4 tonnes by 2025. The programme proved to be highly successful, with emissions being reduced to 2.9 tonnes in 2024. Our goal is now to secure this improvement for the long term.

We are planning to transfer the knowledge gained in Bützberg to the Serbian site in 2025/26. We expect to make similar progress so that the Group as a whole remains below 5 tonnes of VOC emissions by 2030.

SO_x and NO_x

Emissions of sulphur oxides (SO_x) and nitrogen oxides (NO_x) originate primarily from wood heating systems, while smaller quantities are produced by mobile combustion in traffic and the gas heating system at the Endingen site. The heating systems, with renewable or fossil fuels, are regularly checked and adjusted in a way to minimise pollutant emissions as far as possible.

In the long term, we aim to switch all heating systems completely to renewable energies. This will have little effect on SO_x and NO_x emissions, as emissions of these pollutants are produced not only when burning gas or oil, but wood as well. The switch will, however, enable us to cut fossil fuel emissions.

When it comes to transport, we are switching to electromobility wherever possible, which means that SO_x and NO_x emissions can be completely avoided in this area. The impact on overall emissions remains limited, however, as the largest share continues to come from wood-fired heating systems.

Targets related to pollution | E2-3

Air pollution	Unit	2023	2024	2025	2030
VOC	t	9,586	7,624	<7,5	<5
SO _x	t	0,072	0,069	<0,1	<0,1
NO _x	t	1,672	1,636	<1,7	<1,7

The significant reduction in VOC emissions is due to the targeted measures in Bützberg. Boreal's VOC emissions in Serbia for 2023 are based on estimates, as quantification is only possible from 2024 onwards. From 2026 we aim to translate the progress made in Switzerland into action in Serbia, and reduce the Group's total VOC emissions to less than 5 tonnes a year by 2030.

Biodiversity and ecosystems

Our significant impacts, risks and opportunities | ESRS E2 | SBM-3

The table shows the main impacts, risks and opportunities related to biodiversity and ecosystems, as well as a description of how we deal with them.

Transition plan | E4-1

At Girsberger, we believe that the transition to renewable energies can be part of the solution to the biodiversity crisis. Our goal in increasing the use of renewable energies is to minimise the burden on nature as far as possible. Wood as a raw material is just as important to us, and offers significant potential for sustainable development. The environmental benefits of wood – such as carbon sequestration and lower energy costs during processing – make it a valuable alternative to non-renewable materials. When it comes to ensuring long-term sustainability, however, it is crucial that the forests are managed according to strict ecological standards.

We have been supporting the SMARAGD project (known as “Natura 2000” in the EU) since 2009 as our contribution to environmental protection and biodiversity preservation. Natura 2000 is the world’s largest cross-border network of conservation areas, protecting typical and endangered habitats and animal and plant species in Europe. The Natura 2000 network currently comprises more than 27,000 conservation areas and almost 20% of the EU’s land area. In addition to our financial support, we also use this platform internally to raise awareness of environmental issues – including through targeted information and awareness-raising measures. More information about this project can be found at <https://www.bfn.de/thema/natura-2000>

Biodiversity and ecosystems

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Impacts on the state of species

Negative impact (own activities)

The overexploitation of a single type of wood can damage a habitat in the medium term.

We are committed to processing only European types of wood from sustainable forestry.

Impacts on the size and state of

ecosystems

Negative impact (value chain)

Excessive deforestation or forest degradation can affect a habitat in the medium term.

We make sure that we can trace the origins of our solid wood, which is sourced from sustainable European forestry and is assessed and purchased locally by a Girsberger expert.

When developing renewable energy projects, we comply with local and national regulations and guidelines at all times, including those relating to biodiversity. This allows us to make sure that we also take local interest groups into account. We source our wood exclusively from European sustainably managed forestry companies. Our double materiality assessment has enabled us to identify significant impacts related to biodiversity within our company, both in our own operations and in our value chain. Identifying and assessing these impacts helps us to understand how we can further enhance resilience in our organisations.

Actions related to biodiversity and ecosystems | E4-3

Renewable energies

The challenge in the coming years will continue to be correctly estimating our requirements for all types of wood.

Regular assessment of the types of wood and the associated supply chains allows for any shortages to be identified at an early stage.

Targets related to biodiversity and ecosystems | E4-4

Our long-term goal is to make a positive contribution to protecting and restoring biodiversity. The EU Biodiversity Strategy 2030 is a key component of the European Green Deal and aims to halt and reverse the progressive loss of biodiversity in Europe. In line with this objective, by switching to renewable energies we are reducing emissions of environmentally harmful substances and thereby easing the burden on habitats. By responsibly sourcing wood exclusively from European sustainably managed forestry operations, we are protecting biodiversity and contributing to a sustainable and climate-friendly future.

Impact metrics related to biodiversity and ecosystems change | E4-5

None of the Girsberger sites are located in or near areas with biodiversity that is in need of protection. Similarly, we have no activities in or near areas of sensitive biodiversity that could have a negative impact on these areas.

Resource use and circular economy

Our significant impacts, risks and opportunities

The Girsberger Group attaches great importance to the sustainable use of resources and the circular economy. The following tables show the main impacts, risks and opportunities in terms of our resource utilisation and the circular economy and describe how we deal with them.

Resource inflows, including resource utilisation

Responsible and recyclable material selection

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Conserving resources and reducing environmental impacts

Positive impact (own activities)

Careful selection of materials that are harmless to health and the environment, as well as resource-saving, regional production, protects people and nature in the long term. Circular economy design promotes the reuse of materials and components and thus reduces waste.

With the high proportion of solid wood in many of our products, we are able to benefit from the use of a renewable natural material. For new textiles, we prefer to use fabrics made from post-consumer or ocean-waste material. Using recycled materials in new products allows us to reduce the need for primary raw materials and actively contribute to the protection of natural resources.

Supply chain complexity and limited availability

Risk

Identifying and procuring sustainable materials is often complex and time-consuming. Ensuring responsible sourcing increases supply chain complexity and its susceptibility to disruption.

In the area of recycled plastic regranulates in particular, we rely on the sourcing and quality assurance expertise of our specialised supplier partners. For less complex manufacturing processes or very application-specific materials, we select the suitable materials and procurement sources ourselves.

Innovation potential

Opportunity

By focussing on sustainability, Girsberger can appeal to environmentally conscious customers and develop innovative products and processes by integrating new materials and design approaches.

One example of this is the “Incycle” soft seating programme, which consists of 90 to 95% used and recycled materials and is systematically aligned with the principles of the circular economy. The use of sustainable and recycled materials not only reduces our environmental impact, but also generates new product interest.

Cost efficiency

Opportunity

The use of recycled materials and circular economy designs can offer economic benefits in the long term – for example through increased material efficiency, innovation potential and savings in future regulatory fees.

Currently, however, recycled materials still tend to be more expensive and the lack of stability in terms of availability poses a challenge. With every further product made from recycled materials, we help to strengthen and expand these material cycles.

Resource use and circular economy

Resource inflows, including resource utilisation

Sustainable supply chain

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Environmental compatibility

Positive impact (own activities)

We minimise our environmental impacts by focussing on suppliers who follow sustainable practices. This includes measures to cut carbon emissions, reduce the use of primary raw materials and protect natural resources and ecosystems in a way that can be measured.

We specifically select suppliers who consistently implement sustainable practices and principles. Whenever possible and economically viable, we favour suppliers within a 600 km radius of our production sites.

Social responsibility (governance and compliance)

Positive impact (own activities)

When it comes to our direct suppliers, we ensure fair working conditions and social responsibility by demanding transparency. We insist on compliance with ethical and legal standards in order to minimise environmental and social risks.

At the end of 2024 we carried out an assessment of our suppliers' corporate social responsibility (CSR) policies for the first time using a comprehensive questionnaire. Suppliers who account for more than 1 % of our total procurement, together with two Asian suppliers, were surveyed on their environmental standards, working conditions, human rights and ethical business practices.

Limited material availability and higher procurement costs

Risk

Focussing on environmentally friendly materials can result in shortages in the event of limited availability. Sustainable partners and materials are often more expensive, which raises production costs.

The procurement of sustainable materials is challenging and more costly, as material cycles are still being established. We promote this process by using recycled materials. Certified polyamide regranulates for safety-relevant parts are not yet widely available, for example.

Promoting trust and strengthening the brand

Opportunity

Through responsible procurement practices and the extensive use of recycled materials in new products from transparent and traceable material cycles.

Our customers attach increasing importance to the origin of the product components and the materials used. A stakeholder survey of our specialist retail partners in the fourth quarter of 2024 showed that transparency is a key factor in this area. We will continue to pursue this approach.

Resource use and circular economy

Resource inflows, including resource utilisation

Product life cycle, longevity and extending the life of products

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Increasing product longevity

Positive impact (own activities)

We focus on high-quality materials and durable technical solutions to extend the service life of our products and reduce the need for frequent replacement.

In addition to high-quality materials, we attach great importance to durable technical solutions. Both in-house and independent product tests and certifications guarantee the safety and durability of our products in daily use.

Remanufacturing

Instead of disposing of furniture, we refurbish the items regardless of original manufacturer and thereby extend their life cycle.

With new upholstery, surface treatments and the replacement of worn parts, Girsberger Remanufacturing offers comprehensive, manufacturer-independent upgrading of worn furniture.

Upcycling used furniture

Completely new solutions are created from used furniture and creative, innovative design through the responsible use of resources.

Our numerous upcycling projects serve as a demonstration of our commitment to the circular economy, regardless of the original source of the furniture. We aim to further strengthen and, where possible, expand this area of business.

Promoting a shift in mindset

Opportunity

Various measures at the individual, economic and political levels can help to promote a shift in mindset towards extending the life cycle of products.

Through advice and best practice examples, Girsberger Remanufacturing actively demonstrates how sustainability, design, individuality and cost benefits can be combined. This business model encourages a shift in mindset towards extending product life cycles, and offers a convincing alternative to buying new products – an approach we aim to reinforce and develop over time.

Solid wood from sustainable forestry

Description of significant impacts, risks and opportunities

Preserving forest ecosystems and promoting local economies

Positive impact (own activities)

By sourcing wood from sustainably managed forests, Girsberger contributes to the protection of biodiversity and the stability of forest ecosystems. Purchasing wood from European forests supports local forestry businesses and strengthens the regional economy.

We want to know exactly where our wood comes from, and to take a close look at the locations and forms of management. Our experts verify the origin of the wood on site – work that involves a great deal of travelling but pays off thanks to the comprehensive monitoring of the entire supply and process chain from logs to usable timber.

Resource use and circular economy

Resource inflows, including resource utilisation

Description of significant impacts, risks and opportunities	How do we approach these impacts, risks and opportunities?
Transparent supply chain	
Positive impact (own activities)	
Purchasing European wood has ecological, economic and social impacts. It strengthens consumer confidence, promotes sustainable practices in the timber industry and makes companies more competitive.	To ensure that our wood comes from sustainable forestry, an expert responsible for the range inspects every tree or log on site and purchases the roundwood directly. Decentralised wood storage facilities in Switzerland, Germany, France and Austria also facilitate carbon-efficient procurement.

Availability of high-quality wood, price volatility

Risk	
Dependence on European forests can lead to bottlenecks in timber procurement in the event of rising demand or environmental changes. Fluctuations in availability can cause price increases that result in a rise in production costs.	With an extensive inventory of approximately 4,000 m³ of European wood in various cuts, lengths and thicknesses, we ensure that we always have the right type and quantity of wood to minimise the risk of price fluctuations.

Products with a modular design

Description of significant impacts, risks and opportunities	How do we approach these impacts, risks and opportunities?
Reducing material consumption by replacing individual components	
Positive impact (own activities)	
Modular products allow for the targeted replacement of defective or worn parts so that the entire product does not have to be replaced. This cuts costs for customers in the long term, reduces material consumption and extends the product life cycle.	Our development processes are based on EN 17902 with a view to creating durable products – the product benefits are restored, maintained or improved, the service life extended and the consumption of primary resources reduced. Girsberger also offers repair and maintenance services at the customer's premises, as well as renewing upholstery, cover materials or wooden surfaces in our workshops.

Increasing recyclability

Positive impact (own activities)	
The modular design makes it easier to disassemble products into their individual materials, which allows for more efficient separation and a higher proportion of recycled materials.	We ensure that modular assemblies can be completely dismantled into their basic components. Plastic injection-moulded and aluminium die-cast parts are also labelled with a material designation that makes it easier to identify the recyclable components.

Resource outflows related to products and services

Resource use and circular economy

Resource outflows related to products and services

<i>Description of significant impacts, risks and opportunities</i>	<i>How do we approach these impacts, risks and opportunities?</i>
Increasing customer satisfaction through long-term product use	
Opportunity	
Customers benefit from durable and modular products that can be customised over many years.	This strengthens customer loyalty and satisfaction, as underlined by positive customer reviews that emphasise the high quality and durability of our products and the comprehensive customer service provided.
Optimising the recycling process	
Opportunity	
The targeted dismantling of modular products can increase the recycling rate and make the return of recyclable materials to the cycle more efficient.	Although Girsberger does not yet operate its own active closed-loop recycling model, the modular design offers clear potential for future recycling processes.
Awareness of sustainability, promoting a change of mindset	
<i>Description of significant impacts, risks and opportunities</i>	
Promoting reuse	
Positive impact (own activities)	
Through targeted communication and services such as remanufacturing or spare parts availability, Girsberger raises awareness among its customers of the possibility of repairing or refurbishing products instead of disposing of them.	Via social media channels and its own websites, Girsberger provides targeted information about remanufacturing, spare parts availability and repair options.
Promoting a shift in mindset	
Positive impact (own activities)	
Through its efforts in the area of sustainability, Girsberger raises awareness of resource-saving behaviour in society.	The company has been providing regular updates on its sustainability efforts and goals since 2010. In informative publications, we demonstrate how furniture can be recycled, or where our post-consumer materials come from, and how this helps to conserve resources. We will continue to move forward with this approach.

Resource use and circular economy

Our strategy related to resource use and circular economy | E5-1

Development and production of durable and high-quality products with minimal material consumption

We focus on developing and manufacturing products that not only offer exceptional quality, but also have a long service life. Economical use of materials helps to conserve resources, while also reducing the environmental impact. This concept promotes life cycle thinking by ensuring right from the beginning that material consumption is kept to a minimum, while the products manufactured are nevertheless stable and of high-quality.

Developing furniture with a high proportion of post-consumer materials

We are continuously expanding our product portfolio by developing furniture made primarily from recycled materials. We consciously use post-consumer raw materials – i.e. materials that are returned by customers after their first cycle of use – to create attractive and sustainable new products. This enables us not only to reduce waste but also to increase the ecological value added of our products.

Tapping into new sources for post-consumer materials

In order to further optimise the production of sustainable furniture, it is vital that we continuously establish reliable supply chains for recycled materials. Systematic development and integration of alternative sources of raw materials not only helps to ensure stable supply but also reinforces our innovative strength in the use of resources.

Further development in the area of remanufacturing and upcycling

The aim of our approach is to give used furniture or individual components a new lease of life. Remanufacturing involves reconditioning and renewal with a view to at least restoring the original quality – and ideally even increasing it. With upcycling we go one step further, creating new and high-quality pieces of furniture from old materials and products. These strategies are being implemented both in our own product portfolio and with external partners with a view to extending the life cycle of furniture and sustainably reducing the environmental impact.

In summary, with this holistic approach we strive not only to minimise the use of materials and our environmental impact through innovative concepts and sustainable practices, but also to achieve a closed product life cycle that respects the values of quality and resource conservation.

Actions related to resource use and circular economy | E5-2

We aim to use post-consumer materials wherever possible in new developments, with a focus on recycled plastics and foams. All of our products are developed according to the principles of the circular economy, which means that our furniture can either be fully recycled or reused at the end of its life cycle. This is made possible by the modular design and the use of durable but also replaceable components.

With a view to highlighting our commitment to sustainability, we have already successfully implemented two projects that put these principles into practice.

Incycle – achieving our goal of sustainable furniture development

The goal of developing furniture with a substantial proportion of post-consumer materials, which we set as a priority for 2023/2024, was successfully implemented with the Incycle programme. A flexible soft seating programme for modern working environments. This product family consists of 90 to 95% recycled materials obtained from products that have already been used.

For Incycle we chose a new design approach for sustainable furniture. Multiple layers of post-consumer composite foam ensure exceptional comfort and are made from recycled mattresses and

other foam products. 91% of the foam used comes from recycled polyurethane that is processed into new foam blocks after cleaning. The textile covers are also made primarily from post-consumer recycled material and the upholstery batting from 70% recycled PET bottles. The load-bearing elements of the Incycle furniture are also made from recycled materials. The base takes the form of a base plate made of 100% recycled waste polyolefin plastic (PE & PP), while the supporting structure is made of steel profiles with 40% recycled steel scrap. The upholstery substructure consists of grey board made from 100% recycled paper.

Through this approach, Incycle demonstrates how sustainable furniture development can work in terms of the circular economy. The high proportion of post-consumer materials and the recyclability of the raw materials make this concept a model for our other resource-saving furniture designs.



Resource use and circular economy

Nava – more colours, more post-consumer material

The light grey plastic seat shell of the Nava chairs and the seat shells of all upholstered Nava and Marel models are made from recycled polypropylene, which is obtained from collected packaging waste. More specifically, these seat shells are made of 100% recycled polypropylene, with 15% fibreglass added to ensure the required stability. But our commitment to sustainable furniture development goes even further: In May 2025, we are introducing three additional Nava seat shell colours made from between 85 and 90% post-consumer recycled plastic, depending on the colour. The remaining percentage will be made up of fibreglass and dye batch. At the same time, the existing black Nava seat shell will be converted from new plastic to recycled material. This expansion of the range underlines our commitment to sustainable furniture development and to promoting the circular economy.



Supplier CSR and sustainability questionnaire, and planned measures

At the end of 2024 we used a comprehensive questionnaire to evaluate the current status of corporate social responsibility (CSR) in our supply chain. This survey allowed us to gain detailed insights into our suppliers' environmental standards, human rights guidelines, working conditions and ethical business practices. The evaluation has shown that many of our suppliers already take basic environmental and social standards into account, but there are differences in extent and the consistency of implementation. Some suppliers have room for improvement, particularly when it comes to formally establishing labour and human rights, climate targets or binding environmental management systems.

Planned measures and objectives

Using these findings as a basis, we will revise our code of conduct in the next reporting period and expand our supplier evaluation to include key CSR and sustainability criteria. The aim is to take a more systematic approach to identifying risks and potential for improvement and to develop these with suppliers and document progress in a transparent manner.

We document the measures taken and the progress made in our supply chain through reporting.

Resource use and circular economy

Targets related to resource use and circular economy | E5-3

Targets and timeframe

Our goal is to increase the weight percentage of post-consumer materials in plastics, foams and textiles to at least 30% of the resource inflow in these material categories by the 2027 reporting year. In order to achieve this goal, several product developments are currently under way that will contain substantial proportions of PCR material. In parallel with the Corporate Carbon Footprint (CCF) and subsequent Product Carbon Footprint (PCF) data collection, the necessary improvements are being made to material assessment and the implementation of a measurement system to fully record our material flows.

Measurability and continuous improvement

We are aware that it is not yet possible to fully measure the use of post-consumer materials and their impact on our sustainability goals. This is why we are working on collecting data that will enable us to regularly document progress in the use of material and its recyclability in future. We will be publishing an annual progress report on these developments.

Resource inflows | E5-4

In the reporting year, no complete quantitative information was available on the total weight of the materials used for our products and packaging, or the proportion of organic, recycled or sustainably sourced materials as defined by the requirements of E5-4.

While preparing our corporate carbon footprint (CCF), however, we have started to systematically record the most important material flows using a value-based approach. This collection of data forms the basis for a gradual changeover to quantity-based recording by material group. The aim is to make resource consumption more transparent and to improve management of the environmental impact along the value chain.

Building on this, we are planning to progressively develop product carbon footprints (PCFs) for our series products. These PCFs will be based on the materials actually used and their precise weight, and will allow for detailed analysis and optimisation of environmental

impacts at product level – both in terms of greenhouse gas emissions and of resource efficiency and recycling aspects. The necessary methods for data collection and evaluation are currently being developed. They include evaluation of parts lists, purchasing data and supplier information, supplemented by conservative estimates if primary data is unavailable. Standardised classification into biological and technical materials as well as primary and secondary raw materials is being established.

Full, ESRS-compliant quantitative material flow reporting in accordance with E5-4 is planned for 2028.

Performance indicators resource inflows

Percentage of materials used that have been recycled or reused

Material	Recycling percentage
Aluminium components (EN AC-46000/Al226)	77 - 87 %
Steel tubes, steel profiles	85 - 90 %
Plastics for safety-relevant components	New products only
Plastic, seat shell Nava PCR PP	100 %
Foam, Incycle PCR PUR	91 %
Textiles, either	0 to 100 %
“Poseidon” fabric PCR PET or	100 %
“Grain” fabric PCR PET	80 - 90 %

Product life cycle

Average service life of seating furniture depending on use and care	10-15 years
Proportion of products designed for reuse or remanufacturing	95 %
We offer comprehensive repair and maintenance services for our products with a view to extend their service life	

Resource use and circular economy

Resource outflows | E5-5

Resources and raw materials

At Girsberger, we place great emphasis on sustainability at every stage of the life cycle of our furniture. This applies above all when it comes to the responsible selection of materials that are safe for both the environment and human health. The most critical aspects in the life of a furniture item are its production, use, restoration and disposal. We are aware that our design decisions and who we select as our suppliers will have a direct impact on how efficiently we use resources. That's why we strive rigorously to develop products with less weight, fewer parts and a higher percentage of recyclable materials which are also simple to maintain and disassemble. Our design solutions ensure that Girsberger furniture is repairable, can be disassembled and that the materials used are recyclable, so enabling them to be returned to the material cycle at the end of their life. For the purposes of disposal across a range of single material classes, the exact material designations are included on all tooled components.

The materials we use:

Metal

All steel products that we use or process, such as tubes and steel sheet, contain a high proportion of recycled metal. At the end of its product lifespan, steel is fully reused as steel scrap for new alloys. We use aluminium almost exclusively in the form of die-cast aluminium parts. These contain an average of 90% recycled aluminium – the quality, durability and finish of which is just as good as primary aluminium, as it is an almost infinitely recyclable material. Our metal finishes include epoxy powder coated, painted and chromium-VI-free electroplated finishes.

Thermoplastics

Wherever possible we use in our plastic parts only a single type of polymer such as polypropylene, polyamide or ABS. Depending on the particular application, we also use fibre-reinforced plastics for some components. The foam material we use is CFC-free, steam-chest moulded polyurethane (PUR) foam or cut PUR foam. We mark every plastic part with an identification code so that parts can be identified and sorted into the different types of material at the time of disposal in order to facilitate recycling. A certain proportion of recycled material is always used in suitable components. However,

for quality and safety reasons it is not always possible to use recycled plastics.

Thermoset composites

For drawer fronts, shelves and side tables, we also use HPL solid core panels as an alternative to solid wood. HPL (high pressure laminate) comprises over 60% paper; the remaining 30 to 40% consists of phenolic resin for the core layers and a decorative top layer. Both resins belong to the thermoset group of materials, have a long service life, are virtually emission-free and can be disposed of in an eco-friendly manner.

Fabric coverings

When it comes to our standard collection of textiles and leather, we regard responsible selections across the entire range as an ongoing commitment. Our covering fabrics and mesh fabrics comply with either the OekoTex Standard 100 or the EU Ecolabel. Covering materials in their use on the product are subjected to independent annual compliance testing to retain the "Contains no harmful substances – TÜV Rheinland Certified" mark of approval. This verifies the avoidance of pollutant emissions during the manufacture and use of our products, as well as the absence of chemicals listed on the EU banned list.

Fabrics

The high-quality and durable upholstery fabrics in our range are made of wool, synthetic fibres, or a blend of both natural and synthetic fibres, depending on the fabric group. Covering fabrics made from synthetic materials already comprise recycled materials in significant proportions and can be returned to the materials cycle after use. Our 'Poseidon' fabric demonstrates our strengthened commitment to the circular economy and to addressing one of the most pressing environmental problems of our time – the pollution of the oceans by plastic waste. The yarn of this fabric is made from 100% recycled polyester, which includes plastic waste from the sea. Plastic waste is collected and recycled by the approved partners of the SEAQUAL INITIATIVE organisation. This gives rise to SEAQUAL® YARN which contains approximately 10% upcycled marine plastic (plastic waste from the ocean) and 90% post-consumer PET from land sources. A further addition to our 2023 fabric collection is 'Grain' fabric which comprises 92% recycled post-consumer polyester content.

Leather

In our premium upholstery finishes we also offer several leathers made from European cowhides including an all-natural nappa leather that has been tanned using sustainable olive leaf extract. We source our leather from European suppliers who state that they only use hides of European origin. While basic traceability is ensured, there are currently gaps in consistent and transparent certification with regard to animal welfare standards and the environmental impact of tanning processes. We are working with our partners to further improve transparency in these areas.

Resource use and circular economy

Resource outflows | E5-5

Packaging material

During our procurement process, we insist on environmentally friendly packaging solutions from our suppliers. The majority are reusable containers and packaging, which we return to our suppliers in each instance. The materials comprising any disposable packaging are collected by type and then recycled or disposed of in an environmentally friendly manner.

Girsberger products are delivered either by our own furniture transport vehicles or by forwarding companies that specialise in furniture transport. This enables our furniture to be shipped with significantly reduced packaging. Seating furniture is usually only covered by a light PE bag. On our aluminium star-shaped chair bases, the spokes are protected against scratching by a protective stocking made of foamed PE. In contrast, we use cardboard, PE foam film and PE bubble film as edge and surface protection for our tables and auxiliary furniture items.

Proportion of recyclable or reduced material in product packaging

Proportion of recyclable packaging material	>95% of the packaging material used for our products is recyclable.
Reusable packaging	We use 50% reusable packaging, which is returned to our suppliers after use.
Recycling and disposal	All disposable packaging is clearly separated and fully recycled or disposed of in an environmentally friendly manner.
Reduced packaging	Our furniture is delivered with minimal packaging, often simply a lightweight PE covering.
Protective measures	Sensitive or exposed product parts such as aluminium bases are protected against scratching with protective sleeves made of foamed PE.

Product material identification

Wood type (trade name)	
for products with characteristic wood constituents	100 %
Plastics: material designation directly on component	90 %
Aluminium castings: material designation directly on component	90 %
PUR moulded foam parts: material designation written directly on part	60 %
Other materials such as steel, PUR cut foams, nonwovens, textiles, leather Identification available, designation cannot be written on component	-

Resource use and circular economy

Resource outflows | E5-5

Operational waste

The largest quantities of waste are produced in our solid wood processing plants in Switzerland and Serbia – primarily offcuts from the processing of solid wood. We endeavour to keep waste to a minimum and to recycle or sell wood that is not suitable for furniture production in a way that conserves resources. Despite our efforts, however, unavoidable wood waste is produced. We use this remaining wood to generate heating energy at our sites in Switzerland and Serbia. In Bützberg we cover over 90 % of our heating requirements with biogenic waste from our own production, in Kraljevcı even 100 %. Wood waste that we cannot utilise ourselves is passed on for further processing in pellet production.

We systematically separate recyclable materials from non-recyclable waste at all locations. The recyclable materials are fed into the material cycle via local waste disposal systems. Energy recovery of wood waste meant that we were able to utilise over 90 % of our total waste volume in both reporting years.

At the Endingen site, the amount of recyclable waste increased significantly in 2024. This was due to a comprehensive product range overhaul in which models and options that were no longer required were removed from the warehouse and disposed of in an appropriate manner. This process will continue to generate additional volumes in 2025. At Mobimex AG in Seon, on the other hand, the amount of recyclable waste fell sharply. The small quantities of waste make it difficult to dispose of wood and metal separately, so this waste is currently transported to Bützberg as part of existing transport operations and fed into the waste process there. The quantities were therefore not reduced, but accounted for at the Bützberg site.

For 2025 we aim to maintain our long-term recycling targets of above 93 % and 84 % at the Bützberg and Endingen sites respectively. In Serbia, where waste has only been systematically collected for two years, we are aiming for a recycling rate of over 90 %. Due to the small quantities of waste in Seon, specific targets currently cannot be defined. At Group level, we aim to maintain the recycling rate at above 90 % in 2025.

The residual waste that cannot be returned to the material cycle is disposed of in local incineration plants in Switzerland and Germany (63 tonnes in 2024). In Serbia, waste is sent to landfill due to the lack of other disposal infrastructure (26 tonnes in 2024). Hazardous waste – mainly lubricants and paints and varnishes containing solvents – is produced in small quantities only. This is collected and disposed of appropriately in collaboration with certified specialist service providers.

For both our products and for the materials we purchase, we endeavour to use minimal, mono-material packaging with a high recycled content. This makes it easier to return the materials to the material cycle. We have not yet implemented a systematic take-back programme for our products at the end of their life cycle.

Operational waste, Girsberger Group	Unit	2025	2023	2024	Difference
Waste wood recycled as heat in-house	t		498	484	-14 t (-2,8 %)
Waste wood recycled as heat by third parties	t		211	171	-40 t (-19 %)
Recyclable waste	t		136	174	+38 t (+27,9 %)
Residual waste, recycled as heat	t		61	63	+2 t (+3,2 %)
Residual waste, landfill	t		24	26	+2 t (+3,2 %)
Hazardous waste	t		2	0	-2 t (-100 %)
Share recyclable Bützberg	%	>93 %	93,6 %	93,4 %	-0,2 %
Share recyclable Seon	%		68,6 %	29,8 %	-56,5 %
Share recyclable Endingen	%	>84 %	78,3 %	83,3 %	+6,3 %
Share recyclable Kraljevcı	%	>90 %	89,9 %	87,1 %	-3,1 %
Share recyclable Girsberger Group	%	>90 %	90,7 %	90,3 %	-0,4 %

Social



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Own workforce

Significant impacts, risks and opportunities

The following tables show the significant impacts, risks and opportunities for our own workforce and a description of how we deal with them.

Working conditions	
Description of significant impacts, risks and opportunities	How do we approach these impacts, risks and opportunities?
Secure employment	
Positive impact (own activities)	
The positive impact relates to the legal framework, which encompasses all employees of the Girsberger Group. In all countries in which we operate, statutory regulations are in place such as protection against dismissal, social insurance, unemployment insurance, statutory pension insurance and pension fund provision.	Wherever possible, we offer permanent employment contracts. We endeavour to extend social protection for all employees of the Girsberger Group wherever possible.
Working time	
Risk (own activities)	
The continuing trend towards a work-life balance and the associated reduction in working hours presents us, as a medium-sized company, with major challenges.	Where possible, we meet this growing need by facilitating mobile working and offering flexible working time models.
Adequate wages	
Risk (own activities)	
Our problem as a medium-sized company lies in the balance between limited financial resources, the need to remain competitive and the requirement to remunerate employees fairly and in line with performance.	Girsberger is committed to paying minimum wages at all locations. We also endeavour to meet market requirements.
Health and safety	
Risk (own activities)	
Constantly high workloads in particular are increasingly causing absences from work and mental health problems, resulting in a loss of productivity and high costs for the company.	Active commitment to health and safety, as well as early intervention, promotes employee confidence and leads to greater satisfaction, productivity and safety.
Equal treatment and opportunities for all	
Description of significant impacts, risks and opportunities	
Gender equality and equal pay for work of equal value	
Positive impact (own activities)	
In our company, equal treatment and opportunities for all play a crucial role in creating a fair and inclusive working environment. We believe strongly in equal pay for equal work, regardless of gender.	How do we approach these impacts, risks and opportunities? We are committed to equal treatment and equal opportunities. Recruitment, promotion, appraisal, remuneration and termination are based exclusively on function and performance at all times. We review pay equity on a regular basis – at least once a year – to ensure that all employees are treated equally in terms of the salary they receive.

Own workforce

Equal treatment and opportunities for all

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Measures against violence and harassment in the workplace

Positive impact (own activities)

We are committed to maintaining high standards of business ethics and integrity.

Girsberger ensures that every employee can work in a safe and fair working environment without discrimination, harassment, intimidation, oppression and any form of physical or psychological exploitation. Our code of conduct for preventing and combating corruption and reporting irregularities (whistleblowing) creates a secure framework for reporting offences in a clearly defined and confidential procedure.

All of the employees in our own workforce are included in this sustainability reporting. Self-employed individuals are not considered to be part of our own workforce. In Germany, we employ staff on a temporary basis as and when required. This is always in accordance with the German Act on Temporary Agency Work (AÜG), which ensures that the rights of the employees concerned are protected and that they have the same working conditions as permanent employees in the company concerned. In 2024 ten people were working on this temporary basis, corresponding to a proportion of 7.4 %. Three employees were subsequently given a permanent employment contract.

Guaranteeing transparent and fair working conditions is an integral part of our employee value proposition, fundamental factors of which are fair and competitive remuneration and employment conditions, as well as a flexible working culture.

We guarantee a living wage at all Girsberger locations. Appropriate remuneration is an important aspect of employee satisfaction, and also enhances our attractiveness as an employer. In addition, social insurance, sick pay (Germany), daily sickness benefit (Switzerland) and continued payment of wages in the event of incapacity to work guarantee comprehensive protection in the event of illness or accident.

In order to meet the increasing need for a work-life balance, we offer flexible working hours and facilitate mobile working wherever possible. Following the introduction of MS Office Business Premium, we now have modern, cloud-based office applications that guarantee additional flexibility in the organisation of our business processes.

All employees work in a safe environment in which potential risks are recognised at an early stage and actively addressed. Regular training on occupational safety and ergonomics, as well as comprehensive prevention and risk control programmes including specialised support services in the event of serious illness, are an integral part of our health and safety strategy. This is supplemented by continuous health promotion measures related to exercise and nutrition.

Girsberger ensures that every employee can work in a safe and fair working environment without discrimination, harassment, intimidation, oppression and any form of physical or psychological exploitation. We are committed to equal treatment and opportunities for all. Our efforts to ensure pay equity are reviewed at least once a year to monitor the success of these efforts. Due to the nature of our business and the various jurisdictions that apply to our workforce, there is no risk of forced labour or child labour.

Our strategy related to our own workforce | S1-1

In our company, equal treatment and opportunities for all play a crucial role in creating a fair and inclusive working environment. We are committed to high standards of business ethics and integrity, respecting and supporting international human rights and labour standards in accordance with the principles of the United Nations (UN), the International Labour Organization (ILO) and the UN Global Compact (UNGC). As a member of the UNGC, we are committed

to promoting the ten principles and establishing a culture of integrity. This also includes contributing to the achievement of the Sustainable Development Goals (SDGs) as far as we are able. As a responsible employer, we set ourselves binding targets that consistently strive to achieve.

Motivated and qualified employees are the key to the success and ongoing development of our Group, which is why employee satisfaction and their identification with the company is our top priority. A culture of open dialogue and feedback, as well as employee appraisals that are held at least once a year and include satisfaction, performance and supervisor evaluations, are essential components for addressing the needs of our employees.

Training and skills development

A key element of our leadership role lies in identifying and promoting our employees' individual talents, strengths and development potential. With this in mind, we discuss opportunities, goals and actions together with the employee in their annual appraisal. Ideally, this dialogue results in both employees and managers taking on additional areas of responsibility or being promoted to more demanding positions. The availability of apprenticeship places in various professions is a well-established feature at our locations in Switzerland and Germany (no apprenticeships are currently available in Serbia) – and internships will continue to be offered wherever possible.

Own workforce

Corporate citizenship

We see it as our duty to make an active contribution to society, offering employment opportunities to people with disabilities and refugees as far as we are able. For us, corporate citizenship is an investment in the values of our community. We are implementing this initiative at our Endingen site in Germany in particular, where work with the 48° Süd GmbH, a non-profit qualification and employment company supported by the organisation Caritas and the municipalities of the Emmendingen district. 48° Süd qualifies and employs people who have difficulty accessing the labour market, such as the long-term unemployed, people with disabilities and migrants. Girsberger GmbH currently employs five people with severe disabilities, corresponding to 4.4% of the workforce. These employees also receive five additional days' holiday per year and benefit from special protection against dismissal. In 2024, we developed a concept in Switzerland and Germany that offers additional paid days off for employees who make a contribution to society.

Girsberger is committed to social cohesion in society through cooperation with organisations that work for the common good. Our approach helps us to meet our social responsibility and make an active contribution to sustainable social development at our various locations. We work with organisations with sheltered workplaces for people with disabilities such as the Regional Work Centre Herzogenbuchsee and the WBM Madiswil Foundation in Switzerland, as well as the Schwarzwaldwerkstatt Dornstetten and the Caritas St. Georg workshops in Germany. We were able to purchase services worth CHF 224,360 in 2023 and CHF 216,300 in 2024 from these four sheltered workshops.

Policies

The guidelines that are binding for all employees can be found in our mission statement "WE ARE GIRSBERGER", our quality commitment, environmental guidelines, code of conduct for preventing and combating corruption and reporting irregularities (whistleblowing), as well as in the basic principles on ethics and human rights. These guidelines are embedded in our daily work processes and form an integral part of our leadership and quality management system, which is being enhanced on an ongoing basis.

Ethics and Human Rights Policy

For Girsberger, the key importance of human rights due diligence lies in anticipating, preventing or minimising potential and actual negative impacts on the human rights of people who come into contact with the company's activities. We regard human rights as fundamental principles for protecting human dignity and ensuring freedom and respect – both in our own operations and the companies we work with, as well as in the communities in which we operate. Girsberger is committed to upholding internationally recognised human rights and attaches no more importance to one human right than any other. Our commitment to respecting human rights is set out in our Ethics and Human Rights Policy. The directive underlines our commitment to ensuring freedom of association, the right of collective bargaining, the elimination of forced and compulsory labour and human trafficking, the abolition of child labour and the elimination of discrimination in employment and occupation, as well as other important issues.

Our strategy related to secure employment | S1-1

Secure employment is a key factor in employee satisfaction, motivation and productivity. It helps to create a positive working environment, promotes innovation and long-term loyalty, and makes our company more competitive.

All employees are protected by statutory protection against dismissal, as well as disability cover through social insurance in the event of an accident or illness. In addition, voluntary insurance such as daily sickness benefits insurance in Switzerland is also fully covered by the employer. Statutory and supplementary provisions governing continued payment of wages are defined in our employment regulations.

Focus on secure employment | S1-4

We offer permanent employment contracts whenever we can. We endeavour to extend social protection for all employees of the Girsberger Group wherever possible. With a view to ensuring secure long-term employment, we also place particular emphasis on the strict implementation of equal treatment and opportunities for all – in other words, equal pay for equal work. All employees work in a safe and fair working environment without discrimination, harassment, intimidation, oppression and any form of physical or psychological exploitation. Our code of conduct for preventing and combating corruption and whistleblowing guarantees that whistleblowers who report irregularities are protected at all times.

Our strategy related to working time | S1-1

Our working hours not only meet all legal requirements, but are also aligned with the dynamic demands of the market. In order to meet the increasing need for a work-life balance, we facilitate flexible working models wherever possible, which support mobile working. Fixed workstations are replaced by mobile solutions where necessary and possible. The introduction of MS Office Business Premium means that all Office programmes are available in cloud-based versions, which gives us additional flexibility when defining our business processes. All employees at all locations are entitled to family leave (e.g. additional days of leave for marriage, birth, death, moving house).

Focus on working time | S1-4

We will continue to promote flexible working hours and part-time models. Where possible, workstations are equipped with digital technologies to facilitate mobile working. We also support employee development through targeted training programmes on MS Office applications such as Teams and SharePoint. As of 1 January 2024, working hours at Girsberger GmbH in Germany were reduced from 41.5 to 39 hours per week.

Own workforce

Our strategy related to adequate wages | S1-1

Girsberger guarantees a living wage at all locations. Fair remuneration is important to us. In Germany, the Minimum Wage Act was introduced in 2015 and provides for the regular review and adjustment of wages. Serbia has a statutory minimum wage that is set annually by the Social and Economic Council. While there is no statutory minimum wage in Austria, binding collective agreements serve to ensure fair pay. In addition to a minimum wage, the Netherlands also has collective agreements to which we are affiliated. In Switzerland, the collective labour agreement of the Swiss furniture industry stipulates minimum wages for certain occupational groups, and we consistently meet or exceed the legal minimum.

Focus on adequate wages | S1-4

A continuous review of wage development ensures equal pay, with individual performance, professional and personal development and qualifications being taken into account.

Our strategy related to health and safety | S1-1

Health and safety management is firmly anchored as a central component of our corporate culture. This includes obliging managers and employees to comply with safety-related requirements and to work continuously on optimising working conditions. Health and safety management is an ongoing process that includes both technical and organisational measures, based on a clear management structure, continuous risk analysis, regular training and comprehensive documentation. The active involvement of all employees and regular inspections are crucial to ensure a high level of health and safety and secure the long-term success of the company. This integrated system not only promotes compliance with legal requirements, but also makes a significant contribution to motivating employees and increasing production safety.

At all Girsberger sites, safety staff/officers are responsible for carrying out regular assessments of workplaces and machinery, taking hazards caused by machines and ergonomic stresses into account. All identified risks and the resulting measures are documented and managed in accordance with our leadership and quality manage-

ment system to enable continuous updating and tracking. Priorities are set on the basis of the risk assessment, and specific measures are planned to minimise the identified risks. Safety staff/officers draw up an annual training plan and are responsible for implementation and for monitoring its effectiveness.

New employees are introduced to the safety regulations and emergency plans. Ongoing training on occupational safety and ergonomics as part of the ISO 14001 standard ensures that all employees are kept up to date. In Switzerland this training is provided in collaboration with SUVA (Swiss National Accident Insurance Fund), and in Germany via the BG RCI (German Social Accident Insurance Institution for the raw materials and chemical industry). Occupational health and safety training is mandatory at the Serbian site and is governed by the Law on Occupational Health and Safety. Employers are obliged to organise training for employees, and they can commission certified external service providers or organise internal training. Boreal doo has commissioned an external company (Asip Prevent) to handle all regulations and procedures relating to occupational safety.

Especially in areas with particular hazards (e.g. handling machinery and equipment), special training is required and is regularly updated. Continuous provision of internal information enhances security awareness and promotes open communication about potential dangers. The availability and regular inspection of personal protective equipment such as safety goggles, hearing protection, safety shoes and helmets are essential, and regular training in their proper use is also important.

Optimised work processes, clear identification of hazardous areas and the establishment of safety zones help to prevent risks from occurring in the first place. In the event of accidents, fires or other emergencies, we have detailed emergency plans that define evacuation routes, assembly points and communication channels. Emergency and evacuation drills help to improve responsiveness and to identify and eliminate any weaknesses in emergency management. We have a sufficient number of qualified first aid staff for our purposes. Occupational and commuting accidents, near misses and safety incidents are systematically documented and analysed. This often results in valuable indications for improving existing processes. All occupational accidents are logged by safety staff/officers

and appropriate measures initiated if necessary. Monitoring and reporting is also required for accidents that have already occurred, and this process is used to define future training measures.

Internal audits and external inspections of the management system help to evaluate the effectiveness of the measures taken.

Training, advisory services and prevention and risk control programmes to support employees are available to all staff in Switzerland and Germany. In Switzerland, employees and their families can use the Oberaargau Occupational Social Counselling Office as a free and anonymous point of contact. In Germany, measures for employees – but in this case without the involvement of families – are offered as part of occupational health management via statutory health insurance and statutory pension insurance schemes. This option does not yet exist in Serbia.

Own workforce

Focus on health and safety | S1-4

Regular first aid training is organised for first aid staff. Recurring training based on risk assessments is carried out by the safety staff/officers, e.g. machinery and equipment with increased risk, protective equipment and evacuation drills.

In Germany, company integration management is enshrined in Section 167 of Book 9 of the Social Code, and is mandatory for employers if an employee has spent more than six weeks of the year on sick leave. The aim of this procedure is to reintegrate ill employees into the company, reduce the amount of time they spend absent from work, prevent them from being unable to work later on and, in the case of long-term illness, to keep the position open for employee once they return. We will continue to expand our absence management system to include the entire Girsberger Group, develop a concept for return-to-work interviews and a corresponding training concept for managers with employee responsibility.

Targeted activities in the areas of exercise and nutrition are an integral part of our health promotion programme. Every year in Germany, two health days are organised with the support of the company doctor and the health insurance company, while in Switzerland an activity is held three times a year. We also strive to raise awareness among our employees and to educate and inform them (information campaigns such as seasonal nutrition, meat consumption, sustainable apps, sporting team challenges between the individual branches, etc.). This approach still needs to be implemented in Serbia.

Social protection | S1-11

All employees at our locations benefit from comprehensive social protection in the event of loss of earnings.

Sickness

Switzerland: All employees are insured against loss of earnings through a collective daily sickness benefits insurance policy. After a waiting period of 60 days, the benefit amounts to 80% of the salary for a total of 730 days. In addition, for those who have completed their probation, the employer continues to pay 100% of the net salary in the first phase of incapacity for work (two months in the first year of service, three months from the second to the ninth year and six months from the tenth).

Germany: After six weeks of continued salary payment, statutory health insurance pays sick pay for up to 78 weeks. Employees can then apply for support from the Federal Employment Agency for a maximum of 24 months.

Serbia: During the first 30 days of absence, 65% of the average salary is paid by the employer. From the 31st day, remuneration is paid by a health insurance fund. The split between employer and employee is regulated by law and is divided equally (5.15%:5.15%).

Unemployment

In Switzerland, the employer and employee each pay half of the unemployment insurance contributions. As a rule, unemployment benefit amounts to 70% of the insured salary for a maximum period of two years.

In Germany, the employer and employee also share unemployment insurance equally. In the event of unemployment, the employee receives 60% of their fixed net wage, or 67% if children are part of the household. The period of entitlement is two years, after which the employee can apply for 'Bürgergeld' (unemployment benefit).

Serbia: Here, the benefit is paid by the state on the basis of the employee's previous earnings. The duration depends on the previous insurance period: three months (1–5 years of insurance), six months (5–15 years), nine months (15–25 years), twelve months (over 25 years or over 50 years of age). The insurance is split between the employee and the employer during the period of employment and amounts to 1.5% of the gross salary.

Occupational accidents and disability

Switzerland: Occupational accidents are insured by SUVA (Swiss National Accident Insurance Fund). Employees who work at least eight hours a week are also protected against non-occupational accidents, and continued payment of wages is subject to the same rules as in the case of illness.

Germany: Occupational accidents and illnesses are covered by the employers' liability insurance.

Serbia: During the first 30 days of absence due to occupational accidents and illnesses, 100% of the average salary is paid by the employer. All employees at Borealis are collectively insured against injury, disability or death resulting from work-related incidents. As Serbian law does not require such insurance, collective accident insurance is offered in Serbia as a supplementary benefit, with the premium being paid in full by the employer.

Parental leave

Switzerland: Mothers who have been insured and working for at least five months in the final months before the birth receive 100% continued payment of salary for 14 weeks of maternity leave. Fathers are entitled to two weeks (ten working days) of paternity leave, which can be taken flexibly on a weekly or daily basis.

Germany: Parents can take up to three years of parental leave per child, with basic parental allowance being based on individual income. As a state compensation for lost income, mothers receive maternity benefit for six weeks before and eight weeks after giving birth. The mother's statutory health insurance pays maternity benefit in the amount of the average net salary of the three months preceding the start of the maternity period, up to a maximum of 13 euros per day. If the net salary exceeds 13 euros per day, the employer pays the difference, and this amount is reimbursed by the mother's health insurance.

Serbia: Female employees are entitled to twelve months of paid leave for the first and second child, and 24 months for the third and each subsequent child. This benefit is paid by the state on the basis of the employee's previous earnings.

Own workforce

Retirement

Switzerland: Once an employee reaches the statutory entry threshold, the employee and the employer each pay half of the contributions to the occupational pension scheme (2nd pillar). Our pension fund regulations permit both early retirement and the deferral of pension payments if contributions continue to be paid. Employees can specify whether they wish to receive their pension as a monthly payment or a lump sum.

Germany: All employees are insured through the pension scheme, with half of the contributions paid by the employee and half by the employer. Since 2019, employers have been obliged to pay an allowance of at least 15% on a maximum of 4% of the contribution assessment ceiling, i.e. EUR 45.30 per month in 2024. Girsberger GmbH goes beyond this minimum amount and pays a subsidy of 50% of deferred compensation. The tax-free and social security-free maximum amount is 4% of the contribution assessment ceiling for pension insurance, which amounts to EUR 302 in 2024. Girsberger pays an additional maximum of EUR 100.66 per month.

Serbia: Every employee is insured in the pension scheme, which is financed by compulsory contributions based on the employee's gross salary. The total amount for pension and disability insurance is 25% of the employee's gross salary and is divided by law as follows: 14% is paid by the employer, and 11% is paid by the employee.

Our strategy related to gender equality and equal pay for work of equal value / measures against violence and harassment in the workplace | S1-1

Girsberger ensures that every employee can work in a safe and fair working environment without discrimination, harassment, intimidation, oppression and any form of physical or psychological exploitation. We are committed to equal treatment and opportunities for all, and see diversity as a valuable resource for innovation and creative ideas. While Girsberger employs staff from 24 different nations, we are aware that the proportion of our employees with diverse backgrounds is still very low, and are open to promoting this diversity. When it comes to recruitment, qualification and promotion, however, it is the performance and suitability of the respective person that counts.

We attach particular importance to tolerance and mutual respect in our daily activities and in our dealings with one another. We underline our commitment to equal treatment with our mission statement "WE ARE GIRSBERGER" and our quality commitment, which all of our employees undertake to uphold. The processes and workflows integrated into our leadership and quality management system ensure that recruitment, promotion, appraisal, remuneration and separation are based exclusively on function and performance at all times. We are committed to equal pay for equal work, regardless of gender.

We review equal pay on a regular basis, at least once a year, to ensure that all employees are treated equally in terms of the pay and salary they receive. In Switzerland we do so with the online tool "Logib" provided by the Federal Office for Gender Equality (FOGE). In Germany and Serbia, our approach is currently still based on internal analysis of identical or comparable roles. In the commercial sector, employees are categorised according to their activity and experience.

As stated in our mission statement, Girsberger is committed to respecting international human rights and labour standards. We are strongly against corruption of any kind. The code of conduct for preventing and combating corruption and reporting irregularities (whistleblowing) underlines the principles of conduct that must be observed by all employees of the Girsberger Group. The relevant procedure is set out in a document entitled "Reporting and dealing with irregularities (whistleblowing)", which forms part of our leadership and quality management system.

Anonymous and confidential contact points (both internal and external) are available to employees in Switzerland and Germany. All employees are familiar with these documents, and they are discussed with each new employee. In Serbia there is no such procedure in place as yet.

No confirmed work-related incidents or serious human rights violations in connection with our own workforce were recorded in the reporting period.

In 2024, a complaint was reported in Switzerland about a derogatory comment made to a third person with dark skin. The incident was recorded, an interview was held with the person concerned and the matter was documented. We do not employ any individuals under the age of 15. Due to the nature of our business and the applicable legal provisions, there are no risks to our employees when it comes to forced or child labour.

Own workforce

Focus on gender equality and equal pay for work of equal value | measures against violence and harassment in the workplace | S1-4

Training related to whistleblowing and corruption

All managers with employee responsibility are trained every two years. The first training course was held in Serbia in 2024, followed by Switzerland and Germany in January 2025.

Equal pay review

Equal pay is reviewed at least once a year to ensure that all employees receive equal pay. At the Bützberg site, the review is carried out using the Logib online tool provided by the Federal Office for Gender Equality (FOGE). At Girsberger GmbH in Germany and Boreal doo in Serbia, the equal pay review is currently carried out via internal analysis of identical or comparable areas of responsibility. In 2025, Girsberger GmbH in Germany will evaluate whether a specialised salary tool can be used to systematically record and compare salary structures.

Measures for the integration of employees with a migration background

In 2025, we will develop a language school concept that supports the integration of employees with a migration background. This undertaking involves 43 employees from Afghanistan, Bulgaria, France, Gambia, Georgia, Poland, Italy, Kazakhstan, Kosovo, Latvia, Syria, the Netherlands, the Russian Federation and Ukraine, who make up 31.6% of the workforce in Germany.

UN Global Compact

As a member of the UN Global Compact, we perform a comprehensive assessment on an annual basis.

Process for engaging with own workforce | S1-2

We attach great importance to open and constructive dialogue with our employees. This exchange is a key motivational instrument, helping to align interests, clear up misunderstandings, avoid or resolve conflicts and jointly develop viable solutions. Social dialogue is important to us when it comes to actively involving employees in business processes. As a medium-sized company, we particularly encourage direct communication. Managers and employees are in close dialogue and work together as partners, allowing for rapid alignment and short response times. The size of our company allows us to act flexibly, pragmatically and in a solution-orientated manner, without time-consuming decision-making processes.

Workers' representatives | S1-8

In Switzerland, the company's own workforce is represented by an employee delegation that meets with management twice a year. At these meetings, the delegates are actively involved in strategic and operational issues and contribute suggestions and proposals from the workforce. One example of this is the joint coordination of annual salary negotiations. Our employee delegation regulations, including voting rights, form part of our leadership and quality management system. The CEO of the Girsberger Group bears operational responsibility for the employee involvement process and ensures that the results obtained are integrated into the corporate concept. No

employee delegations have been established in Germany and Serbia as yet. In Switzerland, 88.2% of employees are subject to a collective labour agreement. Collective agreements also exist in Austria and the Netherlands, whereas Girsberger is not party to any such agreements in Germany or Serbia.

Annual employee appraisals

Annual employee appraisals with line managers are a key instrument for assessing employee concerns and suggestions for improvement. The 360-degree assessment makes it possible to comprehensively evaluate job satisfaction and cooperation with line managers and address any problem areas promptly.

Other forms of employee involvement

As part of the direct employee involvement programme, all employees are informed by the Executive Board every three months about current business developments and the latest business figures. Managers also receive comprehensive quarterly reports with detailed information on order books and sales figures for the entire Girsberger Group. In addition, the goals and focus areas of our sustainability efforts are communicated internally on an annual basis, and also form an integral part of our leadership and quality management system.

Own workforce

Process to remediate negative impacts and channels for own workforce to raise concerns | S1-3

We are actively committed ensuring to a safe and inclusive working environment, and employees can report complaints and grievances using the procedure provided for this purpose. Regardless of the severity, we take all incidents seriously and handle all cases in a professional and confidential manner, taking into account the needs of all parties involved.

Access to external reporting offices that guarantee anonymity helps to ensure fairness, justice and protection for individuals. This access enables employees to find a solution if they feel their rights have been violated, thus promoting a fairer and more equitable workplace. If an employee feels that they have experienced bullying, discrimination or harassment, they are encouraged to speak up.

Girsberger takes any information about irregularities, misconduct and/or abuses seriously, provided it is passed on in good faith, and follows up on such reports according to a confidential procedure. An internal reporting procedure has been defined for the reporting of irregularities. If the employee does not wish to address the matter concerned with their direct line manager or HR management, external reporting offices are available to ensure anonymity. Our code of conduct for preventing and combating corruption and reporting irregularities (whistleblowing) provides for such a procedure, including protection of those involved and sanctions in the event of violations. All employees are familiar with this document, which is discussed with new hires and forms part of our leadership and quality management manual.

Targets | S1-5

Employee satisfaction

Our goal for the coming reporting period remains an average of above 8 on a scale of 1 (minimum) to 10 (maximum) for employee appraisals and an average of 9 for line manager appraisals.

Gender equality and equal pay for work of equal value

In the coming reporting period, we will develop a language concept for employees with a migration background at our location in Germany with a view to supporting their integration. Girsberger GmbH in Germany will evaluate the extent to which a remuneration tool can be used to systematically record and compare salary structures in 2025.

Health and safety

We will continue to enhance our absence management process in the area of health and safety in the coming reporting period. As a first step, we are developing a concept for return-to-work interviews, including a training programme for managers with employee responsibility. Our focus here is on confirmed and unconfirmed short-term absences, with an approach to early identification that could help to prevent potential long-term absences. At the end of 2024, short-term absences of up to 30 days amounted to 379.6 days in Switzerland, while short-term absences of up to 42 days in Germany totalled 433.7 days. We aim to continuously reduce these figures in the coming years.

We will draw up a concept with objectives to be achieved by 2030, which will allow us to plan health promotion measures related to exercise and nutrition with clear and well-aligned priorities.

Own workforce

Total workforce

Employee data is recorded on the basis of records from the Group's standard registration systems. The number of employees is recorded at the end of the month and converted into full-time equivalents (FTEs). Employees who have been dismissed are included until the end of their notice period, regardless of whether they continued to perform their duties during this period.

Workforce by country and gender

The Girsberger Group employs 135 people in Switzerland, 136 in Germany and 61 in Serbia. Each of these countries accounts for at least 10% of the company's total number of employees.

Absence rate

The absence rate is calculated on the basis of absences (illness) measured against planned working hours. Unconfirmed absences are short-term absences of up to three days.

Turnover rate

Employee turnover is calculated by comparing the number of permanent employees who left the company during the financial year with the average number of permanent employees in the same period. Fixed-term employment contracts, apprentices and employees who are retiring are not included.

Results of employee appraisals

Annual employee appraisals are held with all employees at all locations. Appraisals are not required for employees who are still on probation or working out their notice, hourly employees and temporary workers.

In the employee appraisals, levels of satisfaction are determined for five differed aspects, based on a scale of 1 (minimum) to 10 (maximum). The following aspects are assessed: cooperation, information, workplace/environment, IT system and the environmental management system.

Characteristics of the undertaking's employees | S1-6

	Unit	Target 2025	2023	2024	Difference
Employee head count by gender as of 31.12.24					
– Male	Number		336	332	-4
– Female	Number		228	227	-1
– Other not reported	Number		108	105	-3
	Number		0	0	0
Employee head count by country and gender					
Switzerland					
– Male	Number		134	135	+1
– Female	Number		103	102	-1
– Other not reported	Number		31	33	+2
	Number		0	0	0
Germany (including A and NL)					
– Male	Number		142	136	-6
– Female	Number		80	78	-2
– Other not reported	Number		62	58	-4
	Number		0	0	0
Serbia					
– Male	Number		60	61	+1
– Female	Number		45	47	+2
– Other not reported	Number		15	14	-1
	Number		0	0	0
Sick leave					
Confirmed absence	Percentage		4,53	4,22	-0,31
Unconfirmed absence	Percentage		0,45	0,41	-0,04
Turnover					
Total employee turnover rate	Percentage		11,01	9,04	-1,98
Total number of departures	Number		37	30	-7
Results of employee appraisals (scale 1-10)					
Employee satisfaction	Average	>8	8,13	8,26	+0,13
Supervisor appraisal	Average	>9	8,88	9,01	+0,13
Bullying and harassment in the workplace	Average	0	0	0	0
Confirmed cases of discrimination in the workplace	Number	0	0	0	0

Own workforce

Line manager appraisals are based on the following criteria: performing the function of role model, providing feedback, delegating tasks in line with an employee's abilities, delegating tasks in line with their scope for action and decision-making, passing on the information necessary for the task at hand, and providing support and encouragement.

Scores of 5 and below are analysed by company management and discussed in a joint meeting with the employees and/or line managers concerned, with targets being set and any necessary measures implemented.

At the end of 2024, employee satisfaction was slightly higher than the previous year's rating, with an average of 8.2. Line manager appraisals resulted in an average score of 9.1, which was also a little higher than the previous year.

Training and skills development | S1-13

In the previous reporting period, we focussed on promoting junior staff and training managers with employee responsibility. When it comes to supporting junior staff, we offer vocational training in the form of apprenticeships and internships. In Switzerland, several workshops on leadership development and support for internal organisational development were held for all managers at all levels in collaboration with an external provider. The introduction of regular management meetings (approximately three times a year) is one of the concrete measures that have resulted from this process. The aim of this undertaking is both to create an information platform and promote dialogue. Individual managers also received targeted support in the form of courses and seminars on the topic of leadership.

At our German location, we focussed primarily on training junior staff to become industrial instructors with an instructor aptitude (AEVO) certificate, qualification as a REFA organisational development specialist and an in-house seminar on lean management. In the coming reporting period, the focus will be on the individual advanced training of our employees. In addition, we also promote the exchange of expertise between managers at our locations in Switzerland and Germany by organising an annual cross-border network day.

	Unit	Target 2025	2023	2024	Difference
Training and skills development					
Employees who have participated in regular performance and career assessments	Percentage	100	100	100	0
– Male	Percentage	100	100	100	0
– Female	Percentage	100	100	100	0
– Other not reported	Percentage	100	0	0	
Number of hours of training per employee					-0,25
– Male	Hours		5,16	4,91	+2,52
– Female	Hours		7,87	10,39	0
– Other not reported	Hours		0	0	

Own workforce

Total workforce

Table showing the number of employees by type of contract, broken down by gender and region.

Reporting period 2023	Unit*	Female	Male	Other not reported**	Total
Number of employees	FTE	85,18	207,26	0	292,44
Number of permanent employees	FTE	80,18	195,76	0	275,94
Number of temporary employees	FTE	5	11,5	0	16,5
Number of non-guaranteed hours employees	FTE	0,1	2,1	0	2,2
Number of full-time employees	FTE	59	200	0	259
Number of part-time employees	FTE	26,18	7,26	0	33,44
Reporting period 2024	Unit*	Female	Male	Other not reported**	Total
Number of employees	FTE	84,09	207,25	0	291,34
Number of permanent employees	FTE	81,09	197,05	0	278,14
Number of temporary employees	FTE	0	10,2	0	10,2
Number of non-guaranteed hours employees	FTE	0,2	2,1	0	2,3
Number of full-time employees	FTE	58	202	0	260
Number of part-time employees	FTE	26,09	5,25	0	31,34
Reporting period 2023	Unit*	Switzerland (incl. F)	Germany (incl. A and NL)	Serbia	Total
Number of employees	FTE	105,1	127,35	60	292,45
Number of permanent employees	FTE	103,6	123,34	49	275,94
Number of temporary employees	FTE	1,5	4	11	16,5
Number of non-guaranteed hours employees	FTE	2,2	0	0	2,2
Number of full-time employees	FTE	93	106	60	259
Number of part-time employees	FTE	12,1	21,34	0	33,44
Reporting period 2024	Unit*	Switzerland (incl. F)	Germany (incl. A and NL)	Serbia	Total
Number of employees	FTE	105,9	124,44	61	291,34
Number of permanent employees	FTE	105,7	116,44	56	278,14
Number of temporary employees	FTE	0,2	5	5	10,2
Number of non-guaranteed hours employees	FTE	2,3	0	0	2,3
Number of full-time employees	FTE	94	105	61	260
Number of part-time employees	FTE	11,9	19,44	0	31,34

* Full-time equivalent (FTE)

** Gender according to employees' own information

Own workforce

Composition of the top management level

Our top management level is made up of the CEO of Girsberger Holding AG, the Managing Director of Girsberger AG and its Executive Board (two people in 2023 and three in 2024), the Managing Director of Mobimex AG Switzerland and its Executive Board members (one person in both 2023 and 2024), the Managing Director of Girsberger GmbH in Germany and the Managing Director of Boreal in Serbia.

Our diversity rate does not meet our expectations as yet – we attribute this in particular to the fact that we are a medium-sized manufacturing company operating in the furniture sector. We are open to diversity in principle, but first and foremost we aim to fill each position with the most suitable individual.

Diversity parameters | S1-9

	Unit	2023	2024	Difference
Number of employees in top management	Number	8	9	+1
	Percentage	2,38	2,71	+0,33
Gender distribution at the highest management level				
Male	Number	6	7	+1
Female	Number	2	2	0
Other not reported	Number	0	0	0
Gender distribution in middle management				
Male	Percentage	2,63	3,08	+0,45
Female	Percentage	1,85	1,90	+0,05
Other not reported	Percentage	0	0	0
Employees under 30 years of age	Number	48	48	0
Employees under 30 years of age	Percentage	14,29	14,46	+0,17
Employees between 30 and 50 years of age	Number	138	144	+6
Employees between 30 and 50 years of age	Percentage	41,07	43,37	+2,30
Employees over 50 years of age	Number	150	140	-10
Employees over 50 years of age	Percentage	44,64	42,17	-2,47

Own workforce

Health and safety

Days lost

The increase in days lost in 2024 compared to 2023 was due to an increase in accidents at work at the German site. While there were seven accidents at work in 2023, there were eleven accidents with long periods of absence in the following year (with three accidents already resulting in 41 days of absence). The work-related injuries were analysed and appropriate measures were implemented (cut-resistant gloves, refresher training).

Calculation of days lost

Days lost are calculated by dividing the absences in hours of recognised cases of accidents at work or occupational illnesses by the average number of working hours per year.

Remuneration parameters

Gender pay gap, median value

The gender pay gap and median value can be explained by structural differences in the distribution of men and women across different levels and roles within the company. The Board of Directors consists exclusively of men, so no difference can be calculated. In the top management, the negative pay gap shows that women in this group earn more on average than men, which can be explained by the position of CEO, which is held by a woman. In the group of managers with employee responsibility, women earn less than men. This is mainly influenced by the lower number of women in 'senior' management positions.

The gender-specific pay gap was calculated in accordance with S1-16, AR 98.

Health and safety parameters | S1-14

	Unit	2023	2024	Difference
Total fatalities	Number	0	0	0
Total fatalities of other employees working at Girsberger sites	Number	0	0	0
Total reportable accidents at work	Number	8	20	+12
Proportion of reportable accidents at work	Percentage	0,1	0,3	+0,2
Total reportable work-related illnesses	Number	1	0	-1
Total days lost due to work-related injuries	Number	31,6	93,2	+61,5

Remuneration parameters | S1-16

Gender diversity and pay gap	Unit	2023	2024	Difference
Board of Directors, Girsberger Holding AG	Number	3	4	+1
Gender with lowest percentage (female)	Percentage	0	0	0
Highest management body	Number	8	9	+1
Gender with lowest percentage (female)	Percentage	+7,1	+10,4	+3,3
Managers with responsibility for employees	Number	42	41	-1
Gender with lowest percentage (female)	Percentage	26,2	29,3	+3,1
Total employees	Number	336	332	-4
Gender with lowest percentage (female)	Percentage	10,8	11,1	+0,3
Earnings gap between male and female employees	Percentage	6,1	5,1	-1
Ratio of the total annual remuneration of the highest paid individual to the median of the total annual remuneration of all employees	Percentage	3,7	4,2	+0,5

Consumers and end-users

Our significant impacts, risks and opportunities | ESRS 2 | SBM-3

The table shows the main impacts, risks and opportunities in terms of consumers and end-users and describe how we deal with them.

Consumers and end-users

Description of significant impacts, risks and opportunities

How do we approach these impacts, risks and opportunities?

Positive impact

We manufacture safe, ergonomic and comfortable products for sitting, working and living.

All of our products undergo comprehensive testing during the development phase, which encompasses stress analysis and simulations. Before being launched on the market, they also undergo a large number of test procedures and plausibility analyses to ensure that they meet the highest safety and quality standards.

Our strategy related to consumers and end-users | S4-1

We endeavour to ensure the safety and health of our customers by acting with responsibility and caution along the entire value chain. From the design phase to market launch, our products undergo comprehensive testing and plausibility analysis, as well as stress analysis and simulations as early as the development phase.

Our obligations are derived from the EU General Product Safety Regulation (GPSR), with its strict requirements for a consistently safe product range, and the Federal Law on Product Safety (PrSG). In addition to compliance with harmonised standards, the GPSR requires a comprehensive safety assessment that takes both technical risks and realistic usage scenarios into account. This means that products must be subjected to a detailed risk analysis before they are launched on the market in order to identify and minimise potential hazards at an early stage.

Our products meet the latest European safety standards, as well as current ergonomic, stability and strength-related standards.

Dynamic and static load tests play a central role in Girsberger Office products. These tests are carried out several times throughout the product development process and are continuously evaluated and documented. Comprehensive documentation ensures that all safety-relevant tests are fully recorded and documented in a traceable manner, so that products can be clearly identified, and any necessary measures can be taken quickly. Another key aspect is clear labelling and the provision of comprehensible consumer information, as well as safety and usage instructions that ensure proper handling. In addition, we subject safety-relevant product categories to additional voluntary testing by independent bodies such as TÜV/LGA in Nuremberg to ensure that our high standards are further strengthened.

With certification such as the GS mark for tested quality, Girsberger Office products demonstrate that product quality, product safety and the use of harmless and low-emission materials are an indispensable part of the company's strategy.

Consumers and end-users

Process to remediate negative impacts and channels for consumers and end-users to raise concerns | S4-3

Independent “TÜV/LGA GS certification” for seating furniture recognises products that meet technical and safety requirements. This includes the stability and load-bearing capacity of the chair, the use of safe and suitable materials and ergonomic aspects that support the user’s health and well-being. GS certification is valid for five years and is then re-assessed to take account of product modifications and the latest standards and test requirements.

In addition, “TÜV/LGA tested for harmful substances” certification guarantees that products and materials are either free from certain harmful substances or that their emissions are strictly limited in accordance with EU directives. This independent audit is verified annually and recertified every five years to ensure that products continue to comply with the latest environmental and health standards.

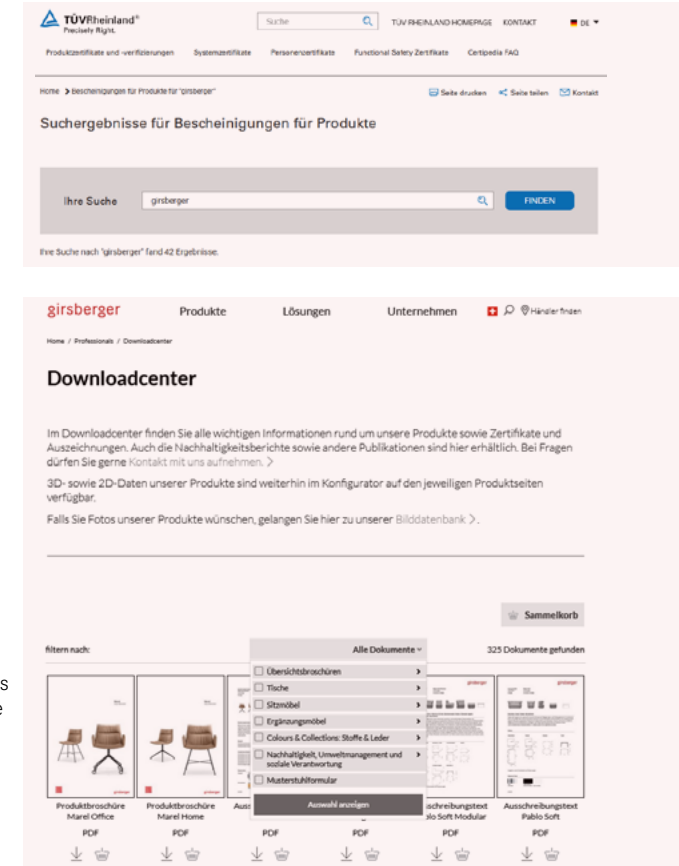
Ergonomically designed swivel office chairs help significantly to reduce physical discomfort and encourage healthy posture. Our “TÜV/LGA ergonomics tested” certified swivel office chairs meet international ergonomic standards in terms of dimensional design and functional properties. Thanks to their simple and efficient handling, they help to minimise health problems and physical strain, even during prolonged use. Depending on the design, certain swivel office chairs do not meet these ergonomic requirements. “Simple Office Chairs”, which are designed for temporary or short-term use, do not offer the same ergonomic comfort as fully functional swivel office chairs with high backrests. Nevertheless, the proportion of swivel office chairs supplied with “Ergonomics tested” certification was 93.8% in 2023 and 92.3% in 2024, highlighting our clear commitment to ergonomic workplace solutions.

The independent online database Certipedia, operated by TÜV Rheinland Group, makes it possible to view the validity and details of our certified products with the GS marks “Tested for harmful substances” and “Tested for ergonomics and usability”. More information is available via the following link: https://www.certipedia.com/search/matching_product_certificates?q=girsberger&locale=en

The EU General Product Safety Regulation (GPSR), which has been in force since December 2024, strengthens consumer protection by means of stricter safety requirements. This includes an extensive risk assessment for products with a view to identifying and minimising potential hazards at an early stage. In order to ensure the transparent and safe use of our products, extended traceability requirements and more precise labelling are also mandatory.

If safety or quality defects are identified, we ensure rapid and transparent communication and take the appropriate measures. These range from product adjustments to recalls, if necessary. Girsberger’s website offers various contact options for consumers and end users, including a contact form, telephone numbers and e-mail addresses, to ensure that consumers and end-users have easy access to contact information and can communicate their concerns effectively. www.girsberger.com/en/company/contact/

You can find detailed information on materials, operating instructions and certifications for Girsberger products on the Girsberger website <https://girsberger.com/en/professionals/download-centre/>



QR code: Contact page,
Girsberger website



QR code: TÜV Rheinland Group
Online database Certipedia



QR code: Girsberger
Download centre



Consumers and end-users

Product testing

Key product categories subjected to additional, independent testing to reduce risks and health impacts.

Tests for GS mark are valid for a period of 5 years. After this time, the product must be retested to cover any modifications that may have been made. Testing for harmful substances is repeated every year.



Product range	Of which with GS mark (tested safety)	Of which tested for harmful substances	Of which ergonomics tested
Swivel chairs Office			
Price list 2023	100 %	99,9 %	93,8 %
Swivel chairs Office			
Price list 2024	100 %	99,9 %	92,3 %
Multipurpose chairs/visitor chairs			
Price list Office 2023	90,9 %	62,3 %	-
Multipurpose chairs/visitor chairs			
Price list Office 2024	90,0 %	63,0 %	-

Measures | S4-4

Comprehensive risk assessment as per the requirements of the General Product Safety Regulation (GPSR).

We carry out a detailed risk assessment for each of our products, taking into account all potential hazards throughout the product's life cycle. This includes both safety of use and potential risks to health and the environment. Our risk assessments comply with the requirements of the GPSR to ensure that all products meet the relevant safety standards.

Adaptation of our internal processes to new GPSR requirements.

We are continuously adapting our internal processes in line with the latest GPSR requirements. This includes implementing additional traceability measures, comprehensive documentation and compliance with extended labelling and information obligations.

Regular review and updating of product safety standards.

Our product safety standards are continuously reviewed and, if necessary, adjusted to meet the latest regulatory requirements and technological developments. This also includes compliance with GPSR requirements and internationally recognised standards for product safety. We ensure that our products are regularly tested for safety.

Evaluation of and reporting on product safety and testing, such as labels, certificates and emissions.

We compile all relevant information on product safety, including details of tests and certificates, as part of our annual sustainability reporting. Here we focus especially on the "GS mark", pollutant emission certification and the "ergonomics testing" of our products.

Consumers and end-users

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | S4-5

Our aim is not only to meet legal requirements, but also to make a sustainable contribution to product safety by taking a proactive approach, using innovative testing methods and continuously optimising our products.

Our series products are developed, manufactured and tested in accordance with the requirements of the EU General Product Safety Regulation (GPSR). By applying the relevant standards and carrying out systematic risk assessments, we ensure that all furniture is safe when used properly. All products are available with clear product labelling, safety guidelines and instructions for use in the relevant local language.

Frame of reference: GPSR (EU General Product Safety Regulation), EN standards, GS mark, emission test (e.g. formaldehyde, VOCs, PAHs), CSRD obligation.

Strategic goal

We pursue the goal of ensuring the product safety of our furniture beyond legal requirements and strengthening the trust of our customers and partners for the long term through innovation, traceability and transparency. We are guided by the requirements of the EU General Product Safety Regulation (GPSR), relevant EU product standards and recognised certification programmes (GS, emissions, ergonomics).

Target (impact/risk-based)	KPI/measured variable	Target value and time frame	Significant risks/impacts	Reference to measures
Complete GPSR-compliant risk assessment of all seat and table series products	Percentage of documented risk assessments	≥95% by the end of 2026	Insufficient safety for moving parts	Product safety management
Product certification (GS, emissions, ergonomics)	Percentage of certified products	≥95% by the end of 2026	Health and safety risks for end-users	Testing and certification strategy
Monitoring of safety-related complaints/recalls	Recall and complaint rate	Recall rate <0,1 % p. a. / complaints <2%	Reputational risks, customer retention	Early warning system, data analysis

Governance

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Governance

Our strategy related to business conduct and corporate culture | G1-1

We conduct our business in a fair, honest and transparent manner – our integrity is our greatest asset. We strictly avoid any activity that could jeopardise our own integrity or that of our business partners. This corporate culture encompasses all the values, standards, behaviour and unwritten rules that shape the way we work together within our company. This approach influences how we make decisions, how our employees work together and how the company is perceived from the outside.

With our corporate mission statement “WE ARE GIRSBERGER”, our quality commitment, our ethics and human rights policy and our code of conduct on preventing and combating corruption and our encouragement of whistleblowing set out clear guidelines for correct business behaviour that all employees are obliged to follow. These requirements, which are embodied in our management and quality management system, include responsibility towards society and the environment, fairness, credibility, safety, compliance with the law, human rights due diligence and handling conflicts of interest, nepotism, gifts, invitations, donations and sponsorship.

Our significant impacts, risks and opportunities | ESRS 2 | SBM-3

The following table shows the significant impacts, risks and opportunities in terms of our corporate policy and describe how we deal with them.

<i>Description of significant impacts, risks and opportunities</i>	<i>How do we approach these impacts, risks and opportunities?</i>
Corporate culture	
Positive impact	
A strong, authentic corporate culture has a positive effect on all areas of the company – both internally and externally.	A culture of honesty and fairness creates trust and a pleasant working environment. A corporate culture of integrity promotes long-term customer relationships and strengthens trust in the Girsberger, Zoom by Mobimex and Studio by Mobimex brands.
Protection of whistleblowers	
Opportunity	
Protection of whistleblowers through policies and procedures to prevent retaliation.	An internal reporting system with a defined, structured procedure and anonymous contact points ensures that whistleblowers are protected.
Management of relationships with suppliers	
Positive impact	
We maintain long-term partnerships with our suppliers and expect them to sign and systematically implement our code of conduct.	With our code of conduct, we communicate our expectations to our suppliers with regard to their business activities, compliance with applicable laws and fundamental, internationally recognised standards relating to human rights, labour rights, corruption and the environment.
Corruption and bribery	
Opportunity	
The consistent prevention and exposure of corruption and bribery – backed up by targeted training – offers valuable opportunities.	The code of conduct for preventing and combating corruption and reporting irregularities (whistleblowing) must be observed, supported and implemented by all employees of the Girsberger Group.
Risk	
Potential incidents that can cause considerable expense and damage represent a risk to the company.	Girsberger takes any information about irregularities, misconduct and/or abuses seriously, provided it is passed on in good faith, and follows up on such reports according to a confidential procedure.

Governance

Management of relationships with suppliers | G1-2

We select suppliers who share our ecological and social values and meet high ethical standards, as the basis for a lasting and sustainable partnership. Our commitment to sustainable business practices and corporate social responsibility (CSR) is reflected in our responsible treatment of people and nature, strict compliance with international human rights and labour standards and our resolute fight against corruption. We reaffirm this commitment through the signing of our code of conduct for suppliers and our environmental guidelines.

As over 90% of the environmental impact of our products is attributable to upstream activities, the selection of suitable suppliers is of central importance when it comes to minimising negative social and environmental impacts. To ensure that the materials we source meet our standards in terms of human rights and the environment, we give preference to manufacturers and raw material suppliers within a 600-kilometre radius of our production sites – an important aspect in itself as we cannot check locally on all suppliers for sustainability and compliance on a regular basis.

With the opening of our new production site in Kraljevac, Serbia, we have integrated further suppliers into our selection process. In addition to the signing of our code of conduct, an annual evaluation of supplier turnover is carried out with subsequent classification into A, B and C suppliers. The previous assessment basis for environmental and social criteria needs to be revised and integrated into the procurement processes at the production site in Kraljevac, Serbia and at Mobimex AG, Switzerland. The code of conduct is an integral part of our business strategy and applies to all A and B suppliers.

Our supplier relationship management is based on an in-depth understanding of potential sustainability risks within the supply chain. To assess performance and identify potential weaknesses, we combine risk audits, in-depth risk analysis and the assessment of compliance with our code of conduct – both before and after the contract is signed. In this way, we ensure that our suppliers meet the agreed standards at all times, and strive to continuously improve. Our process is divided into three central stages:

Commitment

Our suppliers sign the code of conduct when they sign a contract with Girsberger, thereby confirming their commitment to comply with the defined standards.

Evaluation/assessment

We collect comprehensive data from our suppliers with the highest turnover to assess their CSR and sustainability and analyse the risks in their supply chains.

Progress

If any weaknesses are identified, we develop a targeted improvement plan together with the suppliers. Should business partners intentionally fail to implement these plans or repeatedly neglect them, we reserve the right to terminate the business relationship.

Both social and environmental criteria are taken into account when selecting our contractual partners. The supplier assessment process is an integral part of our management and quality management system and is systematically implemented and documented during the initial assessment of new suppliers.

In November 2024 we conducted our first CSR and sustainability assessment survey and a supply chain risk assessment with our biggest suppliers. Following the evaluation of the results, we will develop the necessary improvement plans and implement them in dialogue with our suppliers.

Corruption and bribery (prevention, detection and incidents) | G1-3

We condemn all forms of corruption and systematically apply a zero-tolerance policy – both internally and towards our business partners. We do not conduct business with individuals or companies that do not share our values and anti-corruption standards, or that violate them.

All employees of the Girsberger Group are obliged to comply with and actively support the code of conduct for preventing and combating

corruption, and for reporting irregularities (whistleblowing). Managers with personnel responsibility are role models in this regard, and ensure that these principles are implemented within their area of responsibility.

We take any indications of irregularities, misconduct or malpractice seriously – provided they are made in good faith – and investigate them in a defined and confidential procedure. We have set up an internal reporting procedure for this purpose. If employees do not wish to refer to their direct line manager as a point of contact, HR departments and external reporting offices that guarantee anonymity are available.

The reporting office evaluates the reported matter promptly, ideally within ten working days, to determine whether an irregularity has in fact occurred. Any confirmed violations are reported immediately to the CEO of Girsberger Holding AG. The Executive Board then informs the Chairman of the Board of Directors and decides on the next steps and possible measures. The reporting procedure is currently available to internal employees only, while an external solution has yet to be developed.

A code of conduct for preventing and combating corruption and reporting irregularities was drawn up in 2022. All employees were then thoroughly informed of the issues of corruption and bribery. The first training course being held at the Serbia site in 2024, followed by Switzerland and Germany in January 2025. The training is aimed at all managers with personnel responsibility, and is organised every two years. Special attention is paid to functions that are particularly at risk – especially purchasing/procurement and timber trading. These areas are fully integrated into the training programmes.

Governance

Political influence and lobbying activities | G1-5

The Girsberger Group does not exert any political influence or undertake any lobbying activities. It makes neither financial nor material contributions for political purposes.

Payment practices | G1-6

We pursue the following strategy with a view to strengthening our financial stability and long-term business relationships with our partners:

Efficient liquidity planning and controlling

Regular and precise liquidity forecasts help us to recognise potential bottlenecks at an early stage. Monitoring outstanding receivables from our customers makes it possible for us to intervene quickly in the event of deviations, and regular analysis of the financial situation allows us to make adjustments before critical situations arise.

Optimising internal processes

Use of an ERP system reduces manual errors, and speeds up the payment process. Defined processes and responsibilities in accounting ensure that all payments are processed on time. A structured workflow from invoice receipt to payment authorisation avoids unnecessary delays and ensures that supplier invoices are paid on time.

Targeted communication and relationship management

Regular dialogue with our suppliers helps us to identify potential problems at an early stage and develop solutions together. Open communication about payment methods and deadlines creates trust and allows for flexible agreements if necessary.

Financing strategies and risk management

Continuous monitoring of outstanding receivables from suppliers, timely invoicing of customers and a regular dunning process help to secure liquidity and serve as a basis for minimising risk.

Negotiation of payment terms

By negotiating with suppliers, our payment terms can be aligned with internal payment cycles and liquidity planning. Furthermore, clear contractual regulations help to avoid misunderstandings and ensure a legal framework for punctual payments.

Our payment terms are 30 days net on average, although individual suppliers apply both shorter payment terms (10 days net) and longer ones (45 days net).

A weekly payment run ensures that the agreed payment terms are always met. In addition, there are no pending legal proceedings against the Girsberger Group due to late payment.

Risks and risk management | ESRS 2 | GOV-5

Risks are a natural and integral part of our business activities, and the risk profile can change over time. Our aim is to monitor our risks on a regular basis and to reduce them to an acceptable level using a risk matrix. Girsberger Holding AG has a centralised risk assessment system that includes both strategic and operational risks. The Board of Directors monitors risk management.

Incidents relating to corruption or bribery | G1-4

During the reporting period, there were no confirmed cases of corruption or bribery at any Girsberger location.

	Unit	2023	2024	Target 2030
Cases involving whistleblowers	Number	0	0	0
Confirmed cases of corruption and/or bribery	Number	0	0	0

How we assess risks

The Board of Directors of the Girsberger Group conducts a comprehensive risk assessment at least once a year to identify our most important business, sustainability and legal risks. The risks identified are analysed in terms of their probability of occurrence, potential extent of loss and the time component ((short term (0–2 years), medium term (2–5 years), long term (5+ years) or recurring risks)) are analysed and documented in a central risk inventory. This inventory forms the basis of detailed discussions with the Board of Directors, which involve reviewing its up-to-dateness and discussing and deciding upon possible measures. The CEO of the Girsberger Group is responsible for continuous monitoring. Risks resulting from accounting and financial reporting are assessed separately. Thanks to our internal control system in the area of financial reporting, suitable measures are defined with a view to minimising financial risks. Any remaining risks are monitored on an ongoing basis. In addition, our internal control system is audited annually by the certified auditors KPMG.

We see business risks as events that occur with a certain probability and have a negative impact on our income and costs – which in turn can affect our creditworthiness and our company value. Many of these risks are interdependent, meaning that macroeconomic changes often affect several business risks at the same time.

Governance

Risks and risk management | ESRS 2 | GOV-5

How we deal with risks

The Board of Directors of the Girsberger Group monitors our risk management and has delegated responsibility for financial and business risks to the CEO. She is responsible for all risks identified as part of the annual risk assessment. The aim of our risk management is to identify potential risks at an early stage, carry out a quantitative assessment and take targeted measures to manage and minimise them on a continuous basis. In addition to business risks – which also include financial risks – we also try to minimise risks associated with legal regulations and sustainability aspects at a strategic and operational level. Where necessary, insurance policies are taken out for individual risks, or processes are defined to minimise identical risks and absorb potential losses from a financial perspective.

Our biggest risks

One of our primary risks is electronic data processing, of which cybersecurity is a key element. Other risks that are considered high include the possible loss of important suppliers, a decline in the sales market for office chairs and the lack of adequate succession options for key positions.

• Sustainability-related risks

Risks in the context of climate and sustainability pose a significant financial risk to the global economy and endanger our planet. At Girsberger, these risks and opportunities are firmly embedded in our business planning and our internal reporting and control system, and form an important part of our daily business. We have carried out a double materiality assessment in this sustainability report, disclosing our mitigation measures for significant impacts, opportunities and risks. Further information can be found on pages 11 to 13.

• Electronic data processing (cybersecurity)

Cyber attacks pose a strategic threat to the Girsberger Group. Due to limited IT security resources, medium-sized companies like ours are an attractive target for cyber criminals.

Potential impact

A successful attack, for example through phishing or via insecure IT systems accessible from outside, could encrypt our data and cause a shutdown lasting several days.

Risk mitigation

Daily backups on a tamper-proof medium and additional tape backups with offline storage.

Regular restore tests and log monitoring to ensure backup functionality.

24/7 monitoring of Internet traffic by an external service provider in order to recognise unusual activity at an early stage.

Weekly scans of our publicly accessible IP addresses and services for vulnerabilities, with immediate alerts in the event of critical findings (alternatively monthly reporting for less urgent cases).

Rapid installation of security updates, usually within one to two weeks of the patch being released.

Weekly manual check of log files, Active Directory and Entra-ID for unexpected changes.

Regular cybersecurity training and phishing simulations for all employees using SoSafe.

Use of two-factor authentication for external user logins.

• Loss of important suppliers

The loss of one of our most important suppliers could lead to considerable challenges, as parts and materials cannot be replaced by other European suppliers at short notice.

Potential impact

Lost deliveries lead to production stoppages or delays, which jeopardise on-time customer deliveries, cause a loss of sales and result in additional costs. This could also result in permanent damage to customer confidence in the reliability of the Girsberger Group.

Risk mitigation

Loss of a supplier calls for rapid action, for example through diversification of supply sources and emergency strategies. We are not yet optimally prepared for such a scenario, however, and this applies in particular to all mould parts and OEM components. While the production tools are owned by us, they are held by the respective manufacturers and cannot be moved to a new manufacturer at short notice. OEM components are key elements of functional chairs and cannot be replaced by other components. We are highly dependent on suppliers in this regard, and bear the relevant risk.

We have taken the following measures to mitigate any further risks of supplier loss and the associated impact on our business processes:

By diversifying non-tool-specific parts and components across two suppliers, we can reduce our dependence on individual suppliers.

This enables us to diversify not only supplier default risks, but also fluctuations in delivery times and prices.

We encourage close cooperation and communication with our suppliers with a view to continuously monitoring and improving their performance and reliability.

Regular risk assessments: We carry out regular assessments of our supply chain risks in order to recognise potential vulnerabilities at an early stage and take proactive measures.

Governance

Risks and risk management | ESRS 2 | GOV-5

• Decline in the sales market for office chairs

The market for office chairs is changing – the trend towards working from home and changing workplace concepts such as hot desking and coworking spaces is reducing demand, while technological developments are favouring individual workplace solutions.

Potential impact

A decline in demand for high-quality and durable office chairs could have a negative impact on our earnings and liquidity.

Risk mitigation

By restoring existing furniture, our Remanufacturing business area makes a significant contribution to extending its useful life. Upcycling enables existing office furniture to be adapted to new use requirements as part of the circular economy. Girsberger also continuously endeavours to offer an attractive range of models tailored to market requirements.

• Key figures who are difficult to replace

Key figures within our company are not only holders of invaluable expertise, but are also essential for maintaining our corporate culture and strategic decisions. They nurture important relationships with customers, suppliers and business partners. Adequate replacements must be able to offer convincing expertise, empathy and strategic understanding, all of which results in a challenging recruitment and induction process.

Potential impact

The departure of key figures can lead to a loss of efficiency and productivity, a decline in quality and an increase in costs.

Risk mitigation

We endeavour to ensure effective succession planning by training deputies for specific key roles with a view to securing and passing on company-specific knowledge in the long term. This approach is also intended to ensure continuity in the relevant roles.

Compliance with legal regulations

The risks associated with legal compliance are assessed on the basis of their financial and reputational significance and probability. Our greatest risks are

1. Tax law and social insurance
2. Origin of goods and export

1. The Girsberger companies operate in various countries and are subject to the legal provisions and tax rates applicable in the respective country. National regulations apply to corporate income tax, capital gains tax, VAT and the various social security systems.

2. The Girsberger companies also carry out cross-border deliveries, and in this context we are subject to country-specific regulations regarding the origin of goods, customs duties and export requirements.

Potential impact

Failure to comply with the rules and regulations mentioned above can result in various legal sanctions such as imprisonment, fines and damage claims, but also has an impact on procurement processes and thus increases the risk of project delays.

Risk mitigation

1. The regulations of the various countries vary significantly, and each Girsberger Group company is responsible for compliance with the legal requirements, employee training in the relevant departments and setting up an effective control system. The recommendations of the OECD are also taken into account. Where necessary, transfer pricing documentation is prepared and updated on a continuous basis. Tax and company audits by the tax authorities and inspections by the social security authorities are carried out at regular intervals.

2. We have implemented guidelines, procedures, training measures and control mechanisms to ensure compliance with regulations in the relevant departments of our company. In addition to this, we also organise regular training on relevant regulatory topics.

Impressum

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Published
June 2025

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